

**INCENTIVE FEE EARNINGS FOR THE PY 2007 PERFORMANCE RANGE
FOR CAREER TRANSITION SERVICES PERFORMANCE-BASED
SERVICE CONTRACTS**

OMS Rating	Incentive Fee Pool Earnings
111.2% and above	Maximum incentive fee + maximum performance excellence bonus
101.3% – 111.1%	Maximum incentive fee + prorated portion of performance excellence bonus
101.2%	Maximum incentive fee
96.2% – 101.1%	Prorated portion of incentive fee pool equaling greater than average fee
96.1%	Prorated portion of incentive fee pool equal to average fee
91.4% – 96%	Prorated portion of incentive fee pool equaling less than average fee
91.3% or less	No incentive fee