

SCHEDULE “A”

Compensation Overview

Across the Securities and Investment Advisory businesses both partner and their agents receive a set percentage of gross compensation (Gross).

PARTNER BASE COMPENSATION

Gross compensation includes Gross Dealer Concession (GDC) and Gross Advisory Fees. Partners receive the following percentage of gross compensation as base compensation:

Earnings	Percentage
\$100,000 - 149,999	85%
\$150,000-199,999	86%
\$200,000-299,999	87%
\$300,000+	88%*

*89% for Securities (GDC is not included in the Partner Revenue Share)

It is the advisor's responsibility to provide evidence of trailing income that qualifies for each level.

PARTNER REQUIREMENTS

An Associate who achieves a minimum earning threshold of \$150,000 is eligible for promotion to Partner status. Unless an Associate agrees to stay in a Partner's group, HBW has the right and obligation to promote an Associate who has achieved Partner status based on his or her income. When calculating Partner eligibility, HBW will use the amount an Associate would have earned if his or her compensation rate were at eighty-five percent (85%). HBW does this to adjust for the varying rates under which Associates work.

HBW reserves the right to deny Partner status to an Associate or Partner at any time.

RETENTION OF PARTNER STATUS

In order to retain Partner status, Partner must maintain a minimum earnings requirement of \$100,000.

PARTNER REVENUE SHARE

A Partner that reaches the \$250,000 earning level (and provides verification to HBW) is eligible to participate in HBW's revenue sharing enhancement. The revenue share is one percent (1%) of the company's gross compensation in advisory services (GDF). One percent (1%) of the gross revenue is shared proportionally among the qualifiers based on their own gross compensation level. For the purpose of the revenue share calculation, certain business expenses may be excluded, at HBW's sole discretion, from the gross revenue number, including fees paid to third party money managers and the supervision fee paid to HBW's broker-dealer affiliate.

A Partner must be appropriately registered and have income in each line of business in order to participate. No bonus is paid on life insurance or securities (GDC), but income through HBW Insurance & Financial Services, Inc. counts toward compensation levels and bonus eligibility.

AGENTS WITHIN A PARTNER'S OFFICE

Partners are responsible for setting advisor compensation within their office. The difference is that percentages for agents are free-form. So the Partner might reward production at their own discretion across business lines up to a specified maximum.

LIFE INSURANCE

Life Insurance compensation is unique to each carrier and product. Please refer to the grid linked at the top of the compensation page at hbwpartners.com.

AMENDMENTS

HBW reserves the right to unilaterally change this schedule at any time, upon fifteen (15) days' notice. Notice of any amendment shall be given to Associates and/or Partners by posting said amendment information on HBW's website or any other method HBW deems prudent.