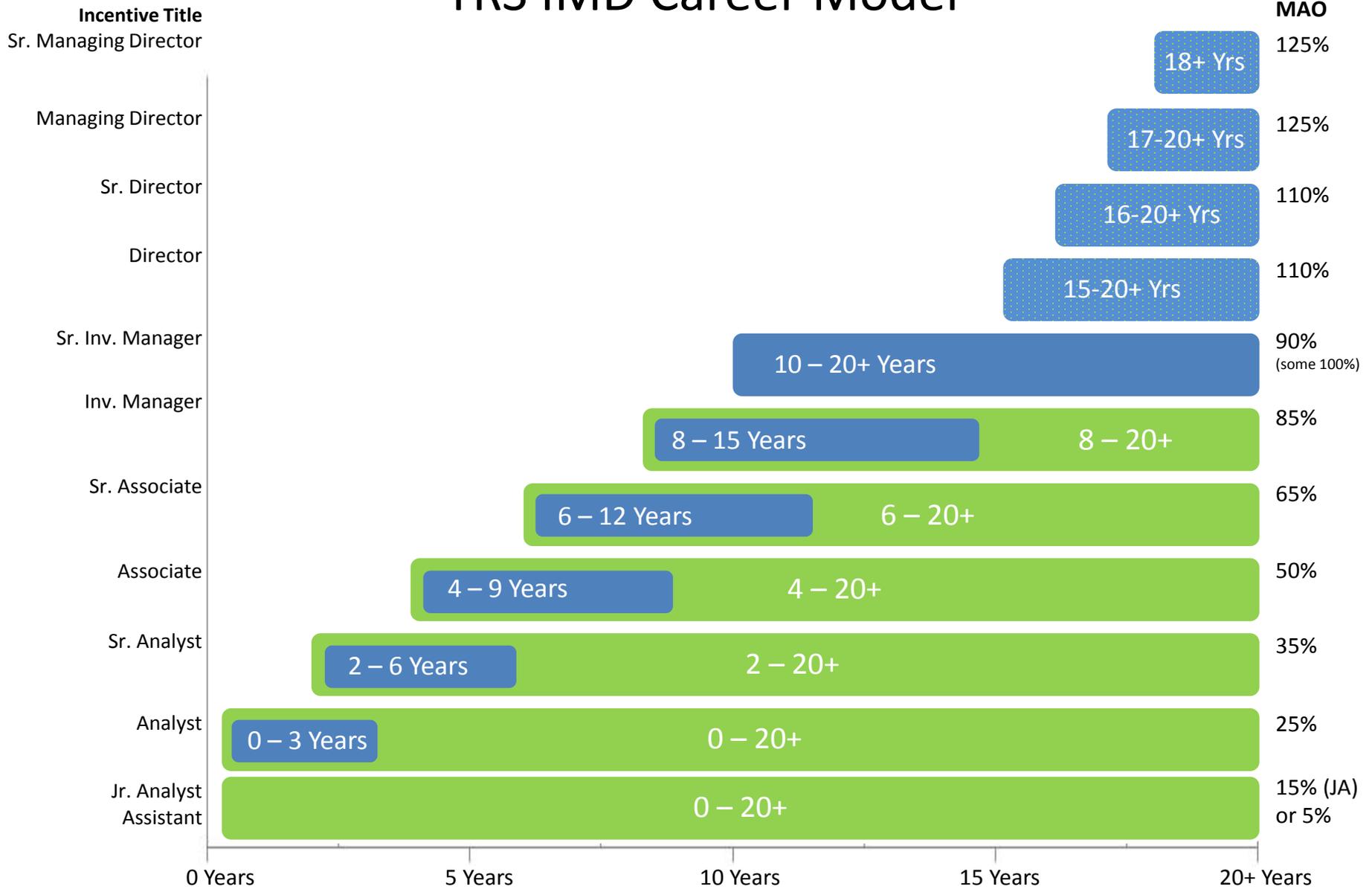


TRS IMD Career Model



Profit Centers

IMD Management

Cumulative Years of Investment Experience

MAO = Maximum Award Opportunity

Not drawn to scale.