

PART III

SUMMARY OF EXECUTIVE ANNUAL BONUS TERMS

Percentage EBITDA Increase:	Amount of Annual Bonus:
Less than 5.0 %	\$ 0.00
5.00% but less than 7.50%	\$225,000.00
7.50% but less than 10.00%	\$250,000.00
10.00% but less than 12.50%	\$300,000.00
12.50% but less than 15.00%	\$350,000.00
15.00% but less than 20.00%	\$400,000.00
20.00% but less than 21.00%	\$460,000.00
21.00% but less than 22.00%	\$530,000.00
22.00% but less than 23.00%	\$610,000.00
23.00% but less than 24.00%	\$700,000.00
24.00% or over	\$800,000.00 plus (\$100,000.00 multiplied times the total of each full 1.0% EBITDA increase over 24.0%). Example: If the percentage EBITDA increase is 29.30%, then the Amount of Annual Bonus will be \$1,300,000.00 (\$800,000.00 plus (\$100,000.00 times 5)).