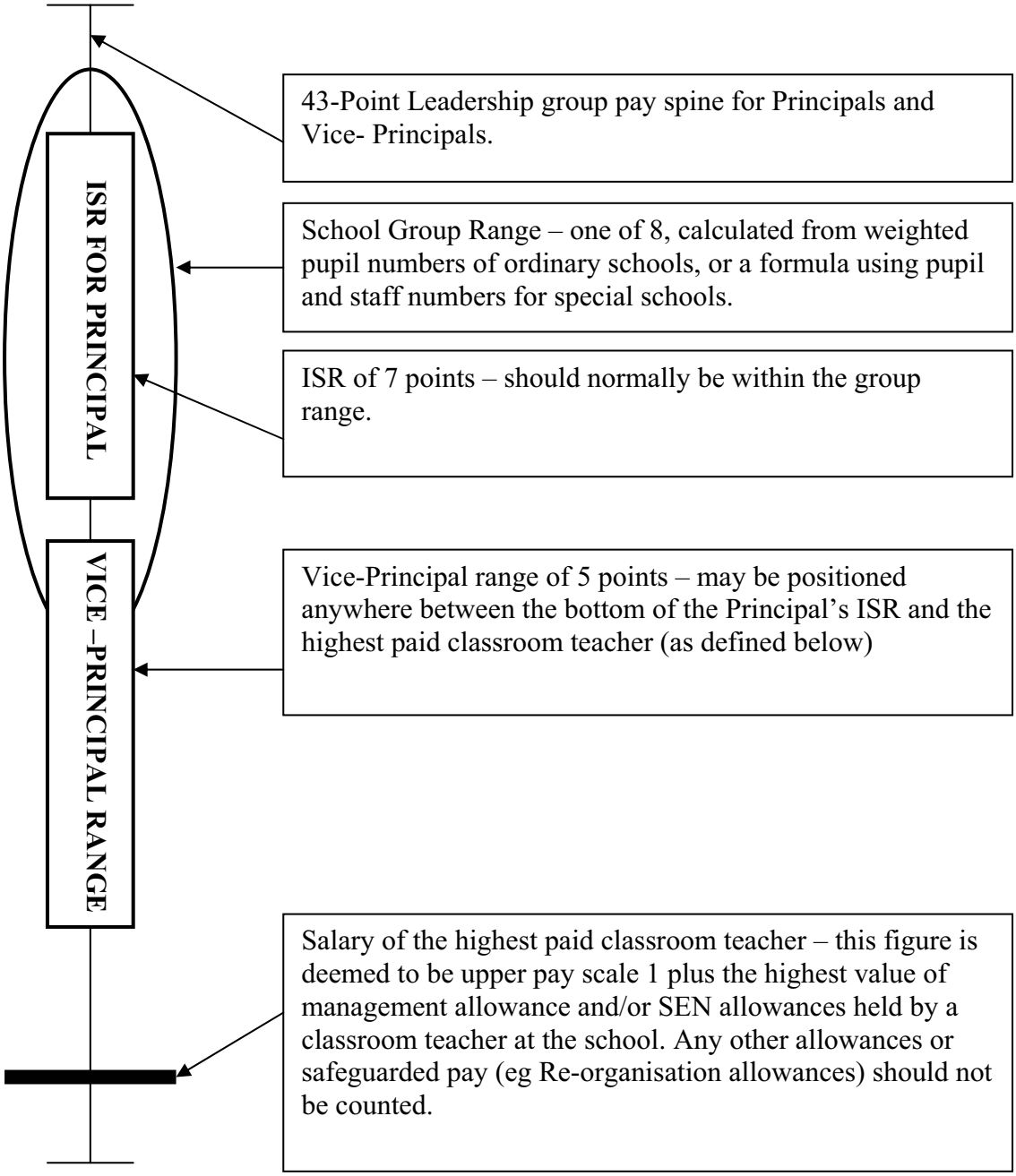
Appendix 4B

Leadership Group Pay System