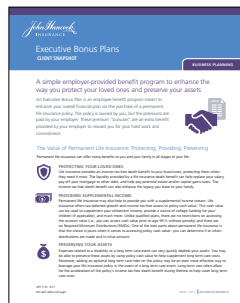
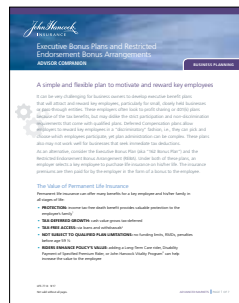


Executive Bonus Plans TOOL KIT

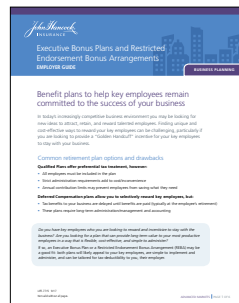
The following materials were designed to help promote Executive Bonus Plans. Executive Bonus plans can provide long term value to the most productive employees in a way that is flexible, cost effective, and simple to administer.



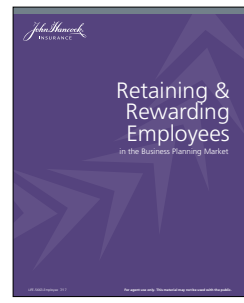
Executive Bonus Client Snapshot (Client Approved)



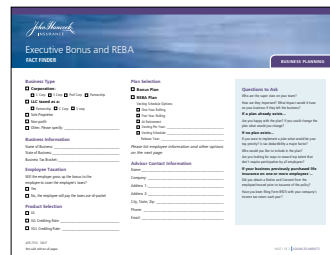
Executive Bonus/REBA Advisor Companion



Executive Bonus/REBA Employer Guide (Client Approved)



Retaining and Rewarding Key Employees



Executive Bonus Plans/REBA Fact Finder



JH Solutions Sample Presentation (Client Approved; Customizable)