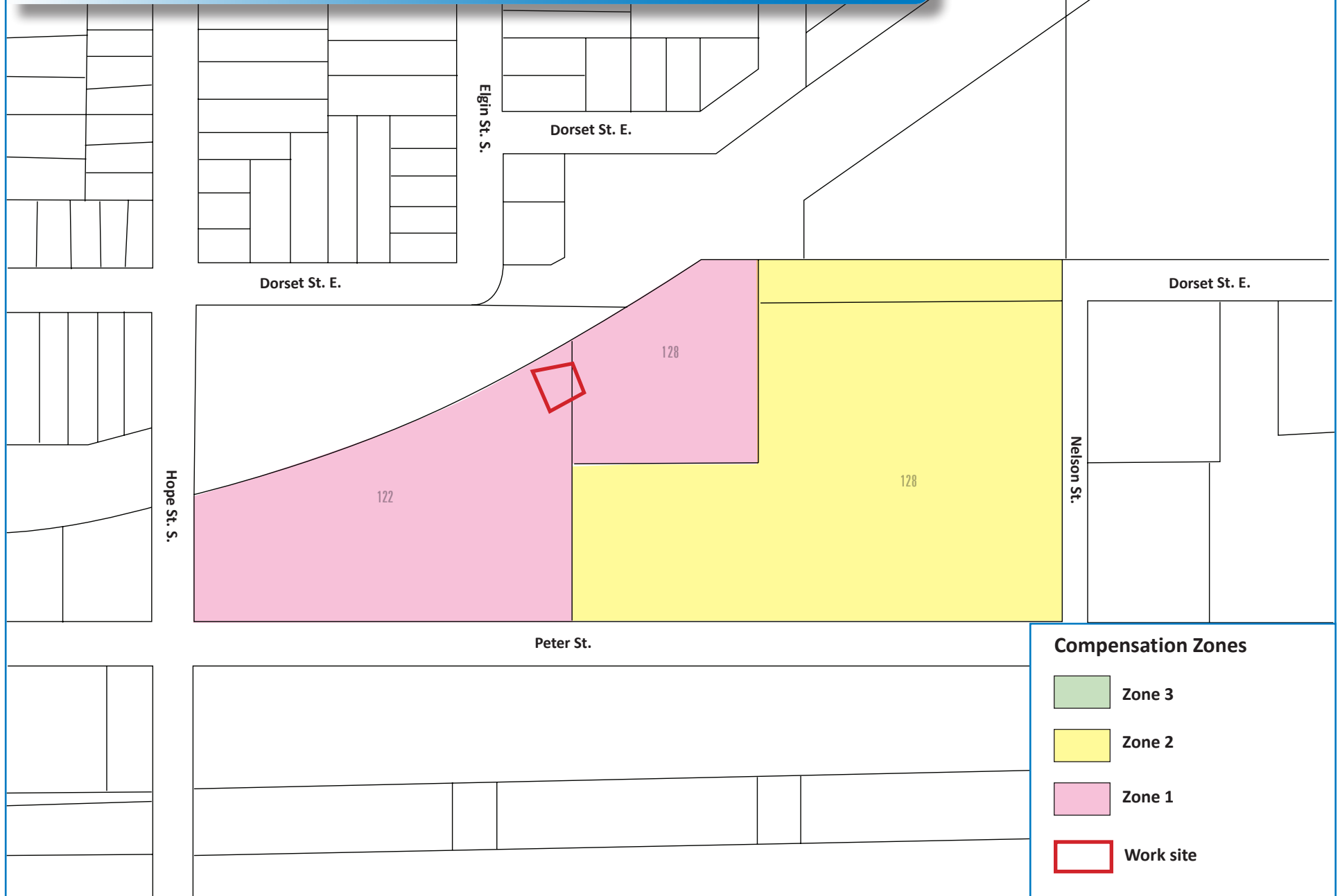


PVP Compensation Framework

Peter Street Mound



* All compensation frameworks will have a validation period for which the compensation zones and percentages would apply. The PHAI MO will have these compensation frameworks updated on a regular basis.