

**INTERNATIONAL MATERIALS, INC.**  
**CURRENT/EXISTING POSITIONS**

EMPLOYEE ID	DEPT.	BI-WEEKLY	ESTIMATED ANNUAL SALARY	ZIP
1	Executive	\$ 11,538.46	\$ 299,999.96	33487
92	Trade & Marketing	\$ 2,115.38	\$ 54,999.88	33435
93	Trade & Marketing	\$ 10,000.00	\$ 260,000.00	33483
95	Chartering	\$ 4,423.08	\$ 115,000.08	33444
96	Legal	\$ 5,769.23	\$ 149,999.98	33312
98	Trade Execution	\$ 3,846.15	\$ 99,999.90	33619
99	Operations	\$ 2,692.31	\$ 70,000.06	33445
66	Trade & Marketing	\$ 8,319.23	\$ 216,299.98	33483
68	Chartering	\$ 5,769.23	\$ 149,999.98	33486
69	Trade & Marketing	\$ 5,769.23	\$ 149,999.98	33431
70	Trade & Marketing	\$ 8,319.23	\$ 216,299.98	33496
74	Finance & Accounting	\$ 5,756.92	\$ 149,679.92	33435
75	Administration	\$ 2,615.38	\$ 67,999.88	33321
76	Operations	\$ 2,384.62	\$ 62,000.12	33433
77	Trade & Marketing	\$ 3,846.15	\$ 99,999.90	33433
79	Administration	\$ 2,000.00	\$ 52,000.00	33432
82	Finance & Accounting	\$ 13,152.31	\$ 341,960.06	33486
83	Legal	\$ 9,615.38	\$ 249,999.88	33418
86	Trade & Marketing	\$ 8,653.85	\$ 225,000.10	33435
89	Operations	\$ 2,692.31	\$ 70,000.06	33433
42	Executive	\$ 11,538.46	\$ 299,999.96	33483
50	Administration	\$ 2,544.23	\$ 66,149.98	33470
56	Operations	\$ 3,000.00	\$ 78,000.00	33470
60	Trade & Marketing	\$ 8,319.23	\$ 216,299.98	33435
112	Operations	\$ 2,115.38	\$ 54,999.88	34987
113	Operations	\$ 2,307.69	\$ 59,999.94	33063
114	Trade Execution	\$ 2,884.62	\$ 75,000.12	33315
115	Information Technology	\$ 5,769.23	\$ 149,999.98	33498
116	Finance & Accounting	\$ 2,692.30	\$ 69,999.80	33063
117	Legal	\$ 5,000.00	\$ 130,000.00	33433
13	Executive	\$ 12,769.23	\$ 331,999.98	33444
100	Finance & Accounting	\$ 4,038.46	\$ 104,999.96	33432
101	Operations	\$ 2,500.00	\$ 65,000.00	33463
102	Finance & Accounting	\$ 4,307.69	\$ 111,999.94	33431
104	Finance & Accounting	\$ 2,961.54	\$ 77,000.04	33432
105	Operations	\$ 6,153.85	\$ 160,000.10	33432
106	Finance & Accounting	\$ 2,846.15	\$ 73,999.90	33068
107	Finance & Accounting	\$ 3,384.62	\$ 88,000.12	33301
108	Trade Execution	\$ 3,538.46	\$ 91,999.96	33436
11	Operations	\$ 4,240.38	\$ 110,249.88	33445
110	Operations	\$ 4,038.46	\$ 104,999.96	33445
<b>41</b>			<b>\$ 5,621,939.18</b>	<b>8</b>

# Qualifying Jobs	Description of Incentive	Incentive/Bonus Amount	Average Annual Wage Limits	Total Qualifying Incentive/Bonus
	Average Annual Wage (\$54,793)	N/A	\$ 54,793.00	\$ -
<b>3</b>	Average annual wage equal to at least 115% (\$1,000)	\$1,000	\$ 63,011.95	\$ 3,000.00
<b>33</b>	Average annual wage equal to at least 125% (\$2,500)	\$2,500	\$ 68,491.25	\$ 82,500.00
<b>8</b>	Local hiring bonus at 50% (\$500) Local Hiring Bonus: 33444, 33445 and 33483	\$500	N/A	\$ 4,000.00
<b>0</b>	Local hiring bonus over 50% (\$1,000) Local Hiring Bonus: 33444, 33445 and 33483	\$1,000	N/A	\$ -
<b>TOTAL</b>				<b>\$ 89,500.00</b>

**INTERNATIONAL MATERIALS, INC.**

**Planned 11-Year Hiring for Delray Beach Office**

<b>Position</b>	<b>Estimated Salary Range</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>	<b>2025</b>	<b>2026</b>	<b>2027</b>	<b>2028</b>	<b>2029</b>	<b>2030</b>	<b>2031</b>	<b>Change</b>
Traders	\$100,000 - \$200,000	8	8	8	9	9	9	10	10	11	11	11	12	4
Operations	\$60,000 - \$90,000	11	11	12	12	13	14	14	15	15	17	17	19	8
Finance / Acct	\$70,000 - \$100,000	8	9	10	10	11	11	12	13	14	15	16	16	8
Legal	\$70,000 - \$120,000	5	5	5	6	6	7	7	7	8	8	8	9	4
Trade Ex	\$60,000 - \$90,000	3	3	3	4	4	5	5	5	6	6	7	7	4
Admin	\$50,000 - \$70,000	3	4	4	4	4	4	5	5	5	6	6	6	3
Executive	n/a	2	2	2	2	2	2	2	2	2	2	2	2	-
Chartering	\$100,000 - \$150,000	2	2	3	3	4	4	4	4	5	5	6	6	4
HR	\$100,000 - \$150,000	1	1	1	1	2	2	3	3	3	3	3	3	2
IT	\$80,000 - \$120,000	1	2	2	2	2	3	3	3	4	4	5	5	4
<b>Total Staff (Salaried)</b>		<b>44</b>	<b>47</b>	<b>50</b>	<b>53</b>	<b>57</b>	<b>61</b>	<b>65</b>	<b>67</b>	<b>73</b>	<b>77</b>	<b>81</b>	<b>85</b>	<b>41</b>