

DISTRICT MANAGER CAREER OPPORTUNITY

CHOOSE GREATNESS



Movin' on up.

Everyone starts out as a sales representative. Being a rep is a great opportunity to build your resume and learn sales skills that you can take anywhere. BUT, there is more to it than that: we also provide opportunities for our sales reps to advance into management roles because we believe in promoting from within.

These positions are flexible and can be held around school and other responsibilities. In fact, many of our managers started out as a sales rep in college, continued their education and decided to turn Vector into their full-time career after graduation.

ASSISTANT MANAGER

The first step of advancement for current college students is the Assistant Manager position. Assistants help out with the day-to-day operations in one of our District offices and they are also sales leaders. It is very similar to an internship and they receive a commission percentage based on the office sales.

BRANCH MANAGER

Branch Managers are college students who run their own office for the summer. They are in charge of recruiting, training and developing a team of sales representatives and managing the day-to-day operations of the office. They receive up to \$8,500 in funding & advertising from the company to help get started and it's an unbelievable resume builder.

DIVISION OFFICE MANAGER

The Division Office Manager is typically a veteran Assistant or someone who has already ran a Branch office. They play a pivotal role in the division as they are responsible for running the Division Manager's office. They are the right hand person of the DVM.

DISTRICT MANAGER

The District Manager opportunity is a career position. They are responsible for running an office year-round and developing future managers. They receive up to \$22,000 in funding & advertising from the company to help get started.

ONWARD AND UPWARD

Our most successful District Managers have the opportunity to become a Division Manager. They oversee a geographic area that includes several Branch and District offices. They are experts at developing leaders and have successfully ran a District office for many years before their promotion.

Meet CEO.



Bruce Goodman
President
Vector West

Bruce Goodman started selling Cutco in the summer of 1979 as a college student at Vanderbilt University. After graduating with an English degree, Bruce decided to pursue management with Vector.

He opened up a District Office and immediately emerged as a leader in the Western Region of Vector. His success lead him to become the eventual Western Region Manager.

When Bruce took over the Western Region, it was trailing all other regions in the company in annual sales. Under Bruce, the Western Region became the number one region, breaking the all-time region sales record.

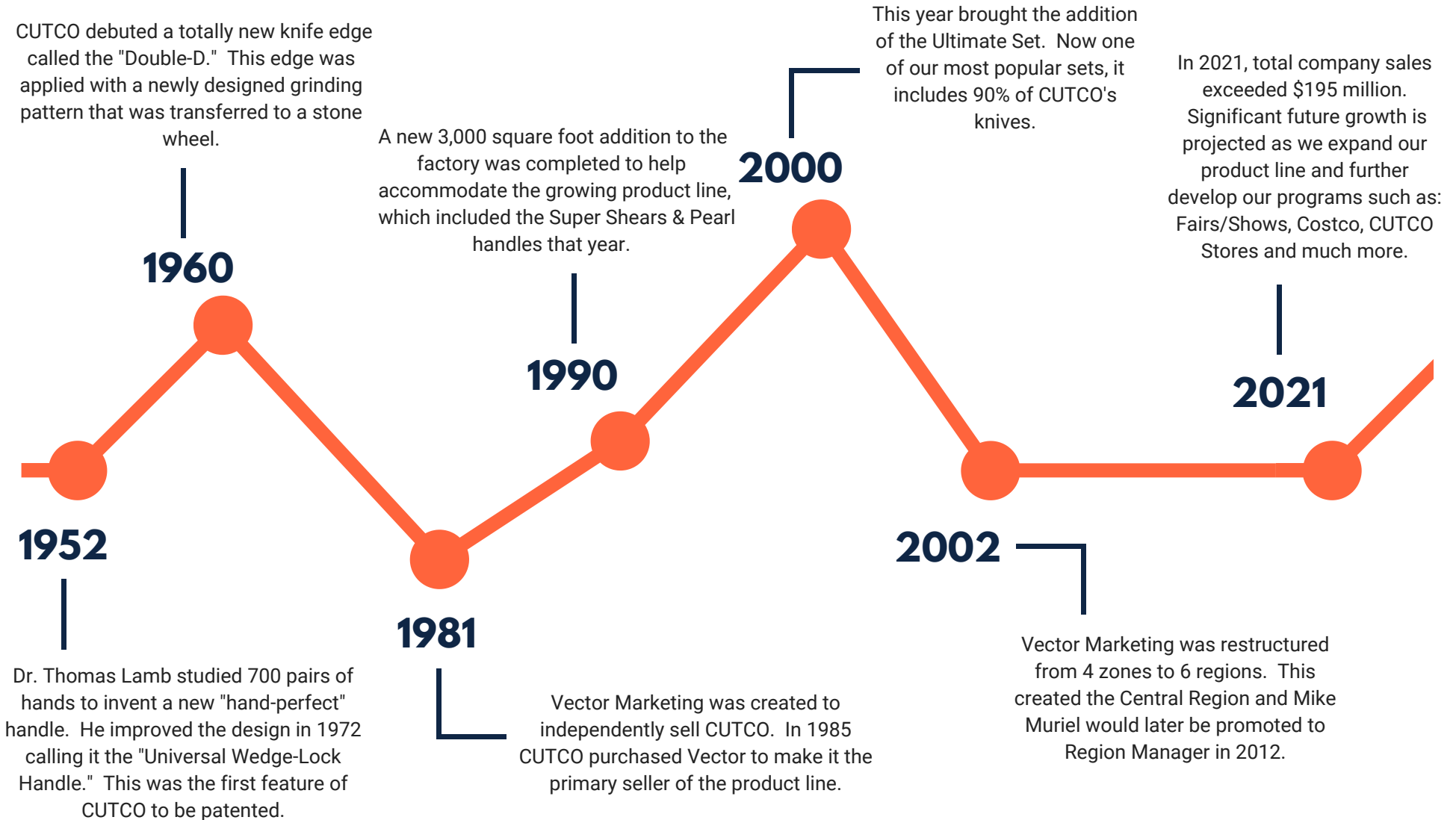


Our story.

IN THE BEGINNING...

Alcas Corporation was formed in 1948. The CUTCO product line was first sold in 1949. It began as a response to a consumer need identified during the early to mid 1940's by Wear-Ever Aluminum Inc., a subsidiary of ALCOA Aluminum Company.

The main highlights.





**DO SOMETHING TODAY YOUR FUTURE
SELF WILL THANK YOU FOR**



The ULTIMATE resumé.

Thinking about going into medicine, business, marketing, education, engineering, communications, politics, finance or...ANYTHING having to do with people? No matter what career someone is considering, the Branch Manager opportunity gives them the skills they need to thrive in today's world. Everything from learning how to manage and motivate people to balancing finances and the office schedule, this position prepares any student with the real-world skills that college can't provide.

How will your resumé improve?

FIRST NAME LAST NAME

Address · Phone
Email · LinkedIn Profile · Twitter/Blog/Portfolio

OBJECTIVE

To obtain a challenging position where I can grow personally and professionally.

EXPERIENCE

APRIL 2020 TO AUGUST 2020

BRANCH MANAGER, VECTOR MARKETING CORPORATION, SOMEWHERE, IL

Responsibilities: Hiring, training and managing summer sales force. Managing office finances.

Accomplishments:

- Used own capital to open a Branch office and personally managed all aspects of the business.
- Developed communication skills by interviewing 500+ applicants.
- Developed leadership skills by personally recruiting, training and developing 108 sales representatives.
- Developed teaching and leadership skills by conducting 10+ three-day training seminars totaling 200+ hours of training.
- Conducted 30+ one-hour sales meetings.
- Produced more than \$130,000 in cutlery sales.
- Ranked #7 in the Central Region for the summer campaign.
- Ranked #25 in the nation for the summer campaign.
- Developed 2 new Field Sales Managers, 1 Scholarship winner, 3 Assistant Managers and 2 Branch Managers for Vector Marketing Corporation.

JUNE 2019 – MARCH 2020

SALES REPRESENTATIVE, VECTOR MARKETING CORPORATION, SOMEWHERE, IL

Accomplishments:

- Received 5 promotions in 9 months to positions of increased responsibility
- Received 'Key Staff' promotion within first 2 months. Attended weekly meetings with managers to discuss advanced sales techniques. Office responsibilities included giving talks at sales meetings and assisting with management duties.
- Attended several 1-3 day professional business conferences in order to increase personal knowledge and growth.
- 'Field Trained' new representatives. Achieved status of Certified Field Trainer.
- Ranked Top 10 among all sales reps within the Chicago Division.

EDUCATION

MONTH YEAR
DEGREE TITLE, SCHOOL

Brett,

When I first thought about branching two summers ago I was scared to tell my parents because I was told I was not going to be doing that knife thing for more than the one summer. I was told I was going to need a "real" high-powered internship after my junior year at Wabash. However, I submitted my letter of intent in August because I knew that branching would give me more experience than any internship I could have done. The only thing that worried me would be if employers would see it the same way.

Those fears have been quelled since arriving at Wabash this year. It being my senior year the job search is on. As you know I am applying to medical school currently but I am also exploring my options in the business world. There have been several instances recently that prove my decision has really paid off.

One of the first few things I did when I got back on campus was get my resume checked over and sign up for a few recruiting lunches. During my resume check I was told it was the one of the most high-powered resumes they had seen from the class of 2016. That was reinforced when at a lunch with some alumni and recruiters from companies all over I was sat next to a peer who had interned at Goldman-Sachs. It may have been some of my Vector skills at work or just the unique work I did this summer but regardless the recruiters were much more interested in my time with Vector than the interns time at Goldman-Sachs.

After the lunch I decided to apply for a position in finance with Eli Lilly and Company after some encouragement from an alumnus in the department. Now I have not taken any accounting or finance classes but was selected as one of 6 people to be given an interview for the position. In the interview I was told that they are looking for someone who can think on their feet and really have the ability to run their own business, so now I know why I was given the opportunity to interview.

Finally, in the Lilly interview and the interviews for medical school they are run in a STAR format (situation, task, action, response). Essentially, "tell us about a time where...." then the applicant must tell a story about some situation they have been in that answers the question. Through each of these interviews the hardest part for me has not been finding an example of a situation but deciding which situation to use. During my Lilly interview they stopped the STAR format for a while just to ask about the specifics of my time as a branch manager as well as a sales rep and the challenges I overcame while working in each role. If all that wasn't enough during my mock interviews for medical school I was asked more about my time as a branch manager than my academic background or even the summer I spent in a cancer research lab at Eli Lilly.

To sum this up I just wanted to say thank you so much for this opportunity, it has truly been an amazing experience. At this point I think I can confidently say that my time with Vector has had the largest and most beneficial impact on my future so far in my life. I would not change these last two summers for anything so thank you again for giving me the chance to be a branch manager and having such a profound impact on my life.

Sincerely,



Elliot Johns
Senior, Wabash College

The skills you gain.



Don't take our word for it...

Mimi Bascom:

I had no idea how much I really needed the summer of 2017 until I took a moment to reflect on it over three years later. In 2017, I was a 19-year old college student who made the decision to open a Branch Office with Vector Marketing. I was young, inexperienced and SO nervous, but I am eternally grateful for the leaders who believed in me and the company who gave me a chance. Running a Branch Office forced me to grow up. I learned how to communicate professionally, make difficult decisions and become the leader I never thought I could be. I could not believe that I was managing an amazing group of talented, independent and intelligent college students, and they saw me as their *leader*. It also helped me grow financially. Thanks to the Branch Opportunity, I was able to graduate debt-free from college this year with a degree in Communications. I can also thank my Branch experience for building up my resume and helping me launch into my career with a Fast Start. It was the most difficult summer of my life, but I wouldn't change anything about it.

Sola Olateju:

Throughout my time with Vector, the most rewarding experience for me personally and professionally was the Summer Branch Opportunity. Running a Branch demanded excellence from me in every way possible: excellent communication, time management, organizational skills, work ethic, and results. What I enjoyed most was the challenge of doing new things, sometimes outside your comfort zone, and building a business and culture that was your own! Ever since, I've always been significantly ahead of my peers in terms of experience that has resulted in me choosing what I want to do from multiple career opportunities - not many have the same chances I created for myself by working with Vector. #GoBranch

Faith Perkins:

There is not one accomplishment completed, one award bestowed, one counsel given nor relationship or networking skill that I have attained that I do not owe to my time as a Branch Manager and the skills and grit I learned therein. There is not one day that goes by that I don't use the hard work, planning and preparedness that the summer of 2016 taught me. I plead with every new rep who is considering this entrepreneurship opportunity to attend Leadership Academy and learn about how becoming a Branch Manager will benefit you and what it will do for you and your future endeavors.

listen to theirs.

Connor Golant:

I had the privilege of running a Branch Office in the summer of 2016. As someone who was and still is interested in the business world, the opportunity to run my own business at the age of 19 gave me so much insight into what it entails. As a Branch Manager, I recruited, trained, and managed a group of sales representatives, both older and younger than myself. I learned valuable skills such as speaking with confidence and conviction, how to sell both an idea and a product, and perhaps most importantly, how to handle rejection and disappointment. In my current job as a Management Consultant, speaking with clients on a daily basis, these skills are invaluable as I learned at a young age how to work with people of all ages and backgrounds through both my selling and managing time with Vector.

Ashlyn Kirkpatrick:

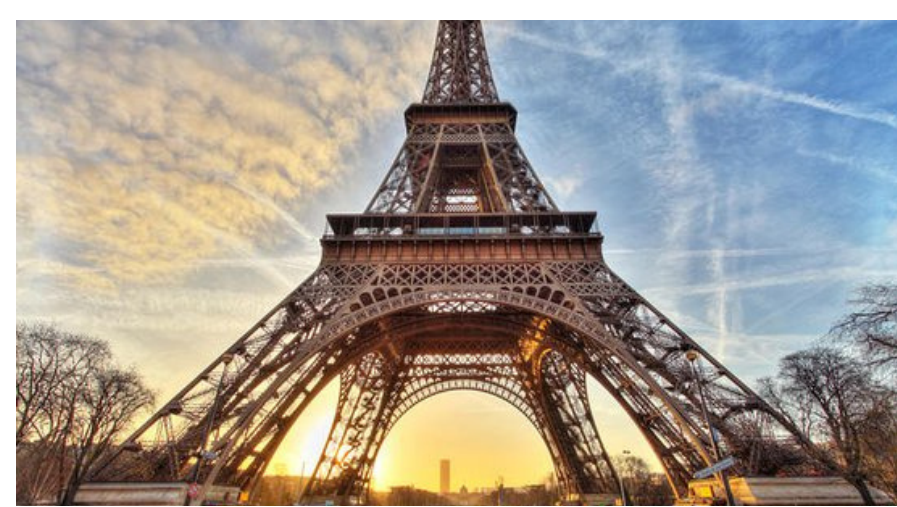
Running a Branch Office was one of the hardest and best experiences of my life. I loved being able to create my own office culture, develop relationships with other managers and representatives, and watch representatives grow over the summer. I am so thankful for how much running a Branch pushed me to grow both professionally and personally. Vector also gave me the financial freedom to study abroad and visit 15 countries in less than a year.

Michael Foreman:

When I think back to my branch opportunity with Vector Marketing during the summer of 2018, it was a pillar in my life that brought memories and growth opportunities I will never forget. I think the most important journey you can embark on is an aggressive pursuit of growth with a hunger to bring others along with you. That summer I grew tremendously in my personal life by tackling challenges such as time management, following a daily routine, and fighting through adversity. I was given the opportunity and more importantly, trusted to run a six figure sales business as an 18 year old. I learned how to negotiate office space, find an apartment in a city I had never lived in and how to manage business and personal expenses. I am not afraid to say that most of the lessons I learned came from trial and error. I messed up a lot personally and financially and I love the fact that I had a platform that was willing to guide me through those ups and downs. All in all, the thing that brings me the most joy when I think back to the branch experience is seeing the faces of the representatives in my organization everyday. Things like being exposed to their beautifully unique personalities, seeing them smash a goal they've been working on, seeing them cry as they faced adversity and hearing "if you didn't open up this office I don't know if I would be alive today" echoes within my soul on a daily basis. When I think about my life I think about the words opportunity and impact. When I think about those two words I think about being a Branch Manager.

WHAT DOES IT MEAN TO BE A DISTRICT MANAGER?

- BE YOUR OWN BOSS
- SET YOUR OWN SCHEDULE
- UNLIMITED INCOME OPPORTUNITY
- PERSONAL AND PROFESSIONAL GROWTH
- BE A TEACHER AND A MENTOR
- OPPORTUNITY TO TRAVEL
- DRIVE YOUR OWN BMW 300 SERIES
- LIVE YOUR DREAMS





How big are we?

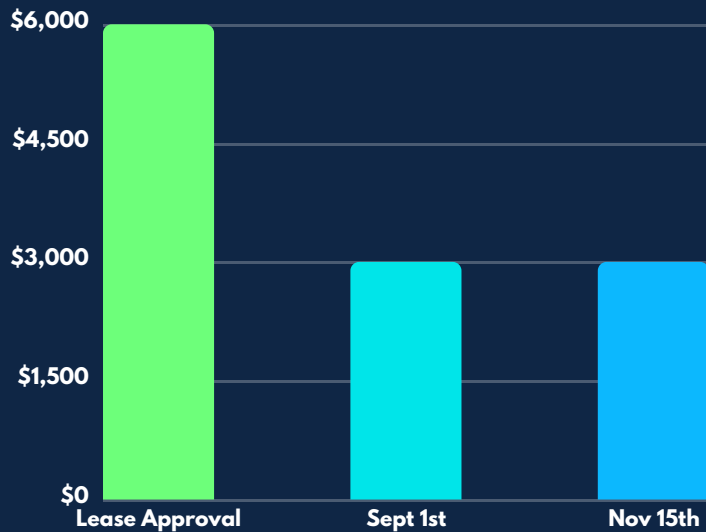
Vector North America is made up of 6 regions in addition to Vector Canada. There are around 300 District offices across the nation with over 300 Branch offices that open up each summer. The Central Region is made up of 9 divisions that spread throughout 14 different states.



Our pay structure.

Start up.

Funds provided by the company to help start the business. The money is spread out into 3 payments over the course of the managers first 8 months, and one last payment at the start of their first full year.



Monthly Bonus.

- \$300** Minimum bonus for month
- \$20** Increase per \$375 new business in camp 1 & 3
- \$20** increase per \$750 new business in camp 2
- x2** New DM's get DOUBLE bonus in camp 3

*see appendix for all quotas

NEW DISTRICT MANAGER COMPENSATION PLAN **Months:1-8**

Basic Expenses.

Charged to Commission Account

- Sample Kit charges
- Fast Start prizes
- Text Center charges
- Order charges
- Web ads
- AM Pay
- Promo Orders
- Base Pay
- Craigslist
- Mailers
- Literature

Paid by Manager

- Office Rent
- Phone bill
- PR Program
- Active Advertising
- Internet

*This is not a complete list

Other Revenue Streams.

- Holiday Bonus** Based on time in the business
- Catalog Bonus** Half in December & half in January
- E-Commerce** Monthly commission from on-line orders

The Bonuses.

*see appendix for all quotas

Monthly

- \$300** Minimum bonus for month
- \$20** Increase per \$375 new business in camp 1 & 3
- \$20** increase per \$750 new business in camp 2

Campaign

	Camp 1 CPO	Camp 2 CPO	Camp 3 CPO
Level 1 (\$3,000)	\$50,000	\$200,000	\$75,000
Level 2 (\$5,000)	\$75,000	\$275,000	\$125,000
Level 3 (\$7,000)	\$100,000	\$350,000	\$175,000

PACE

- \$1,000** Monthly Stipend for office expenses
- Office must launch 5 sales reps for the month
- Paid monthly

DISTRICT MANAGER COMPENSATION PLAN **1st Full Year**

Basic Expenses.

Charged to Commission Account

- Sample Kit charges
- Fast Start prizes
- Text Center charges
- Order charges
- Web ads
- AM Pay
- Promo Orders
- Base Pay
- Craigslist
- Mailers
- Literature

Paid by Manager

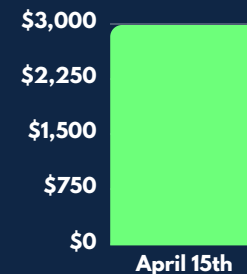
- Office Rent
- Phone bill
- PR Program
- Active Advertising
- Internet

*This is not a complete list

Other Revenue Streams.

- Holiday Bonus** Based on time in the business
- Catalog Bonus** Half in December & half in January
- E-Commerce** Monthly commission from on-line orders
- BM Promotion** 5% of Branch mgr's total sales
- DM Promotion** \$5,000 when lease is approved
- \$5,000 on November 15th
- \$3,000 on September 1st the following yr

Final Start Up.



The Weekly Draw.

An alternative pay structure where the manager will receive pre-payments from future commissions & bonuses if weekly pay is not over \$500.

Overrides

Whether someone is a new, First Year or Veteran, all District Managers receive overrides on all sales reps that they recruit and train. The overrides begin at 25% and decrease as the sales rep receives promotions. Overrides are paid weekly, as well as a \$25 bonus for every rep that completed training that week.

Title	Rep Career Sales	DM%
Trainee	\$0-1,000	25%
SR	\$1-3,000	20%
ASR	\$3-6,000	15%
ADV	\$6-10,000	10%
SADV	\$10-20,000	10%
JFSL	\$20-30,000	10%
FSL	\$30-50,000	10%
SFSL	\$50-150,000	10%
FSM	\$150,000+	5%

The Bonuses.

*see appendix for all quotas

Monthly

- \$300** Minimum bonus for month
- \$20** Increase per \$375 new business in camp 1 & 3
- \$20** increase per \$750 new business in camp 2

Campaign

	Camp 1 CPO	Camp 2 CPO	Camp 3 CPO
Level 1 (\$4,000)	\$125,000	\$300,000	\$125,000
Level 2 (\$7,000)	\$175,000	\$400,000	\$175,000
Level 3 (\$10,000)	\$225,000	\$500,000	\$225,000

PACE

- \$1,000** Monthly stipend for office expenses
- Office must launch 5 sales reps for the month
- Paid monthly

DISTRICT MANAGER COMPENSATION PLAN **Veteran**



Basic Expenses.

Charged to Commission Account

- Sample Kit charges
- Fast Start prizes
- Text Center charges
- Order charges
- Web ads
- AM Pay
- Promo Orders
- Base Pay
- Craigslist
- Mailers
- Literature

Paid by Manager

- Office Rent
- Phone bill
- PR Program
- Active Advertising
- Internet

*This is not a complete list

Other Revenue Streams.

- Holiday Bonus** Based on time in the business
- Catalog Bonus** Half in December & half in January
- E-Commerce** Monthly commission from on-line orders
- BM Promotion** 5% of Branch Manager's total sales
- DM Promotion** \$5,000 when lease is approved
- \$5,000 on November 15th
- \$3,000 on September 1st the following yr

The Car.

After 20 months DM's can qualify for the C.A.R. reward program. \$500 is given per month to use towards a lease for a black BMW 3 series. They must ship \$225k the prior 12 months to be eligible and launch a minimum of 5 recruits each month.

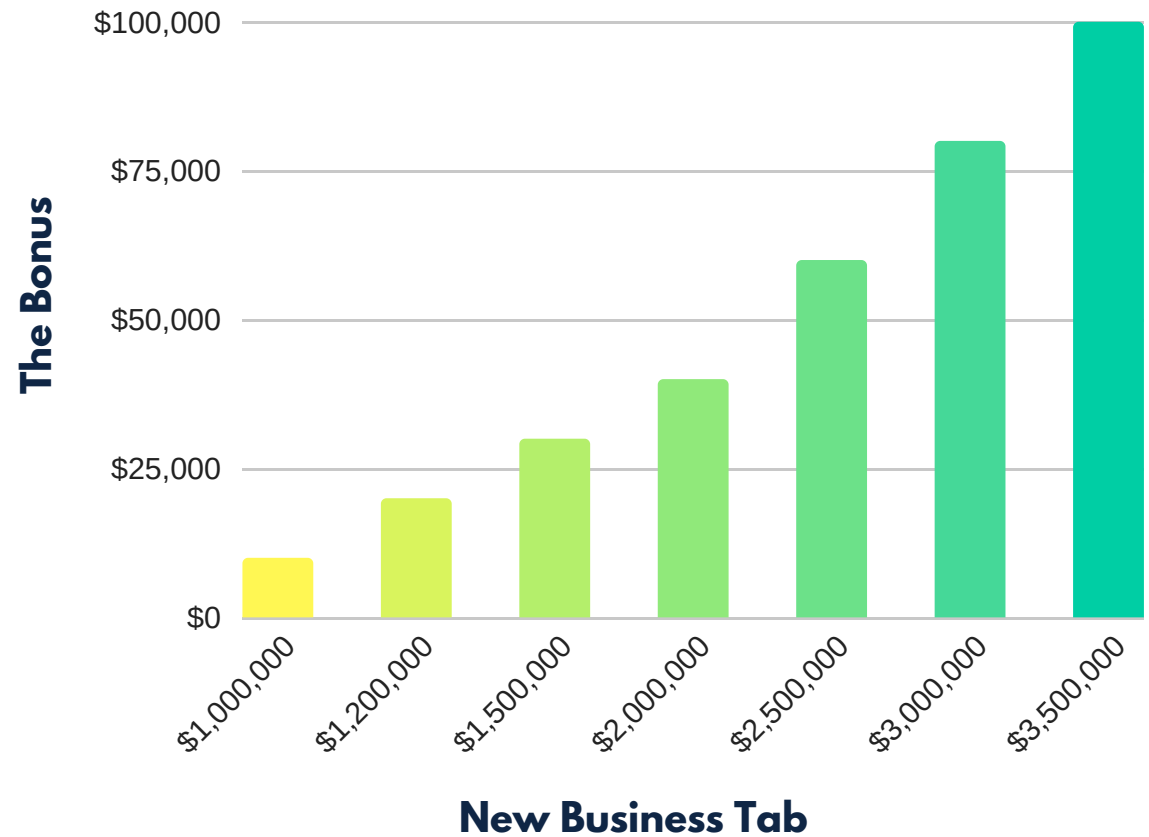
The Weekly Draw.

An alternative pay structure where the manager will receive pre-payments from future commissions & bonuses if weekly pay is not over \$500. The 2nd year they can qualify for up to \$750, 3rd year up to \$1,000

Super Bonus

Our Super Bonus program is designed to get our managers thinking long-term about their goals and finances. They have an opportunity to win a large lump-sum bonus based on how much new business they do over a 3-year period. Whether it's a down payment on a house or invested in the stock market, this bonus can help them achieve the lifestyle they want.

THE LEVELS





Our lifestyle.



Check out
our rides.



BMW/Tesla Lease

After their first 20 months (first 5 campaigns) our District Managers are able to earn the "Vector Corporate Advantage Reward (C.A.R.) Bonus." They receive \$500/month for up to 39 months to pay for the lease of a black BMW 3 series or customized Tesla.

Qualifications

- DM must ship \$225,000 or more the prior 12 months.
- Must launch a minimum of 5 recruits for the month to receive the bonus.
- Manager must be in good financial standing with the company for the money to go to the car, otherwise it goes to a withholding account.





Oh the places we will go....

It doesn't matter who you ask, one of everyone's favorite perks as a District Manager are the company trips. Our managers are able to win a national trip each year AND one or more region trips. One or more times a year our managers can travel the world from warm places like Mexico and Costa Rica to European nations such as Italy and Ireland!

Recent Region fun.



**Cabo San Lucas
2022**



**Cabo San Lucas
2020**



**Montego Bay
2019**



**Punta Cana
2018**

Our Itinerary

- 2003 JAMAICA
- 2004 PUERTO VALLARTA, MEXICO
- 2005 CABO SAN LUCAS, MEXICO
- 2006 SAN JUAN, PUERTO RICO
- 2007 PUNTA CANA, DOMINICAN REPUBLIC
- 2008 ARUBA
- 2009 CANCUN, MEXICO
- 2010 CABO SAN LUCAS, MEXICO
- 2011 PUERTO VALLARTA, MEXICO
- 2012 MONTEGO BAY, JAMAICA
- 2013 CABO SAN LUCAS, MEXICO
- 2014 PUNTA CANA, DOMINICAN REPUBLIC
- 2015 MONTEGO BAY, JAMAICA
- 2016 CANCUN, MEXICO
- 2017 CABO SAN LUCAS, MEXICO
- 2018 PUNTA CANA, DOMINICAN REPUBLIC
- 2019 MONTEGO BAY, JAMAICA
- 2020 CABO SAN LUCAS, MEXICO
- 2022 CABO SAN LUCAS, MEXICO
- 2023 ?????

Big travel with National.



**Maui, Hawaii
2022**



**Paris, France
2020**



**Cayman Islands
2019**



**Munich, Germany
2018**

Our Itinerary

- 1994 CARIBBEAN CRUISE
- 1995 ITALY
- 1996 JAMAICA
- 1997 MAUI, HAWAII
- 1998 ARUBA
- 1999 IRELAND, ENGLAND, FRANCE
- 2000 CARIBBEAN CRUISE
- 2001 CANCUN, MEXICO
- 2002 BARCELONA, SPAIN
- 2003 CARIBBEAN CRUISE
- 2004 ITALY
- 2005 MAUI, HAWAII
- 2006 CABO SAN LUCAS, MEXICO
- 2007 CARIBBEAN CRUISE
- 2008 BUENOS AIRES, ARGENTINA
- 2009 PRAGUE, CZECH REPUBLIC
- 2010 GUANACASTE, COSTA RICA
- 2011 DUBLIN & GALWAY, IRELAND
- 2012 MAUI, HAWAII
- 2013 BUDAPEST, HUNGARY
- 2014 PANAMA CITY, PANAMA
- 2015 ROME, ITALY
- 2016 PRAGUE, CZECH REPUBLIC
- 2017 GUANACASTE, COSTA RICA
- 2018 MUNICH, GERMANY
- 2019 CAYMAN ISLANDS
- 2020 PARIS, FRANCE
- 2022 MAUI, HAWAII

**WE ARE A CATALYST TO LIVE THE
LIFE OF YOUR DREAMS & EMPOWER
OTHERS TO DO THE SAME.**



Appendix.

Campaign Bonus

Contest Rules

1ST FULL YEAR MANAGERS

- Includes DMs promoted in May & September of the previous year or January of the current year.
- DMs promoted in January of the current year are eligible for Campaign Bonus in the current year for CIII only.
- DMs promoted in December are eligible for Campaign Bonus for CIII the following year.

VETERAN MANAGERS

- Includes DMs and DVMs who will have been open for 2 or more full calendar years at the conclusion of the current year.

DMS WHO REOPEN AS DMS

- These DMs are eligible for Campaign Bonus for 3 consecutive campaigns starting with the campaign that they reopen at the 1st Full Year Manager levels and bonuses.

CAMPAIGN BONUS PAYOUTS

Bonuses for each campaign will not be paid out until the official conclusion of that campaign has occurred according to the Vector calendar.

P.A.C.E.

Bonus

Contest Rules

QUALIFICATIONS

- District Managers are eligible after completing their first two campaigns.
- For all levels of qualification the bonus requires that the manager is actively running their office with recruiting, training, and motivating reps. Active shall be defined as having 5 recruits launched the previous month.
- P.A.C.E. Bonus is subject to RM & National approval. Bonus is paid out the month after the qualifying month. For example - If an office has more than 5 recruits for the month of January, bonus will be paid out the last tab week of February.

Super Bonus

Contest Rules

GENERAL INFO

- The Super Bonus program is based on new business tabs.
- Each manager will have a set, 3-year term to each bonus. These terms are based on your "Super Date" and will always begin and end on a campaign date.
- In order for the manager to receive payment of this bonus the levels must be achieved AND their office must be open and active at the end of their consecutive 3-year Super Bonus period.

SUPER DATE

- To streamline the disbursement schedule, all managers are assigned a Super Date. This date represents each manager's beginning under the Super Bonus program and is used to determine future Super Bonus Periods.
- Most likely, a manager's Super Date will equal their DM promotion date. For example, if a manager was promoted in May 2016, their Super Date would be May 2019. This qualifies the manager to earn their first Super Bonus May 2019.
- If a promotion occurs at a non-Campaign date, the manager's Super Date will be adjusted to a Campaign date. Contact your region for additional information.
- Super Bonus standings are updated monthly and posted on Vector Connect in the document library.

Weekly Draw

Overview

In an effort to stabilize cash flow, the company established a guaranteed weekly draw as an element of the DM/DVM pay package. This is provided for all DMs and DVMs who are operating for a full calendar year (starting in January). DMs promoted in May or September would start receiving this in January of the following year. The draw ensures a minimum weekly commission for managers based on their experience level and previous year's sales volume.

DRAW AMOUNTS

- \$500/week draw for managers in their first full calendar year or managers under \$500k in offices sales the previous year
- \$750/week draw for managers in their second full calendar year (at a minimum) and whose previous year office sales were between \$500k and \$750k.
- \$1000/week draw for managers in their third full calendar year (at a minimum) and whose previous year office sales were over \$750k
- DVMs and DVCs automatically qualify for a draw of \$1,000/week.

HOW IT WORKS

- If a manager's weekly sales commissions fall below their draw guarantee, a "draw balance" will be established allowing the manager to receive the minimum weekly check. This draw balance will be reduced in the subsequent week(s) when the manager's commissions exceed the weekly draw guarantee.

EXAMPLE - NEW DM

- If weekly sales commissions are \$400 the manager would receive a check for \$500 of which \$100 is provided by the draw program.
- The manager has a great launch the next week and generates more sales volume than the prior week resulting in weekly sales commission of \$900. The manager's check that week would be \$800 because \$100 is used to clear the draw balance.
- The \$25/recruit bonus is paid out weekly is guaranteed on top of the weekly draw.

Campaign Bonus

Hitting your Campaign Bonus Level each Campaign will
Win You a Bonus at the End of Every Campaign:
Three Chances for Payouts in 2021!

First Full Year Managers

Veteran Managers

<u>Campaign I</u>		<u>Campaign II</u>		<u>Campaign III</u>		<u>Campaign I</u>		<u>Campaign II</u>		<u>Campaign III</u>	
Level	Bonus	Level	Bonus	Level	Bonus	Level	Bonus	Level	Bonus	Level	Bonus
\$50K	\$3,000	\$200K	\$3,000	\$75K	\$3,000	\$125K	\$4,000	\$300K	\$4,000	\$125K	\$4,000
\$75K	\$5,000	\$275K	\$5,000	\$125K	\$5,000	\$175K	\$7,000	\$400K	\$7,000	\$175K	\$7,000
\$100K	\$7,000	\$350K	\$7,000	\$175K	\$7,000	\$225K	\$10,000	\$500K	\$10,000	\$225K	\$10,000

Up to \$21K Total for 2021

Up to \$30K Total for 2021