

**Fiscal Year 2019**

**PFP Payouts by cell based on a 15 Point Matrix**

		<b>Cell</b>	<b>Payout amount</b>		
		1	0.00%		
		2	0.00%		
		3	1.00% Lump Sum		
		4	1.75%		
		5	2.25%		
		6	2.50%		
		7	3.50%		
		8	4.00%		
		9	4.50%		
		10	4.75%		
		11	5.00%		
		12	5.25%		
		13	5.50%		
		14	5.75%		
		15	6.00%		