

# Khachkar Studios Financial Management Excellence Pilot Annual Payments

## 3 Steps & 4 EMPOWs

**5 best performing pilots can receive \$100,000 annually and \$500,000 over 5 years.**  
Year 2 to 5 qualification as a Pilot will be significantly based on prior year increase in the number of "Faithful".

<u>Step</u>	<u>Pilot Criteria</u>	<u>Annual Payments</u>	<u>Comparison to Benchmark</u>
<b>Step 1: Historical 5 Years</b>	Annual, timely, and best practice disclosure and announcement on Pilot website and social media of the <b>historical 5 years</b> Financial Overview, slides, and audio-video clips with significant community education.	\$20,000	<b>Current Best Practice</b>
<b>Step 2: Projected 5 Years</b>	Annual, timely, and best practice disclosure and announcement on Pilot website and social media of the <b>projected 5 years</b> Financial Overview, slides, and audio-video clips with significant community education.	Additional \$20,000	<b>New Best Practice</b>
<b>Step 3: Semi-Annual</b>	Annual, timely, and best practice disclosure and announcement on Pilot website and social media of <b>semi-annual</b> Financial Overview, slides, and audio-video clips with significant community education.	Additional \$20,000	<b>New World-Class Benchmark</b>
<b>Steps #1 - #3: Total</b>		<b>\$60,000</b>	

<b>Annual EMPOW Awards</b>	<b>Award Amount</b>
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1	One of the first 3 pilots to finish Step #1	\$10,000
2	One of the first 3 pilots to finish Step #2	\$10,000
3	One of the first 3 pilots to finish Step #3	\$10,000
4	One of the first 3 pilots to educate large groups of 18 to 29 year old "Faithful" and potential "Faithful"	\$10,000

**Potential Annual Payment** **\$100,000** **Equivalent to a \$2,500,000 endowment (4% distribution)**