

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

Annual EMPOW Awards		Award Amount
1	One of the first 5 pilots to finish Step #1	\$10,000
2	One of the first 5 pilots to finish Step #2	\$10,000
3	One of the first 5 pilots to finish Step #3	\$10,000
4	One of the 10 best 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)