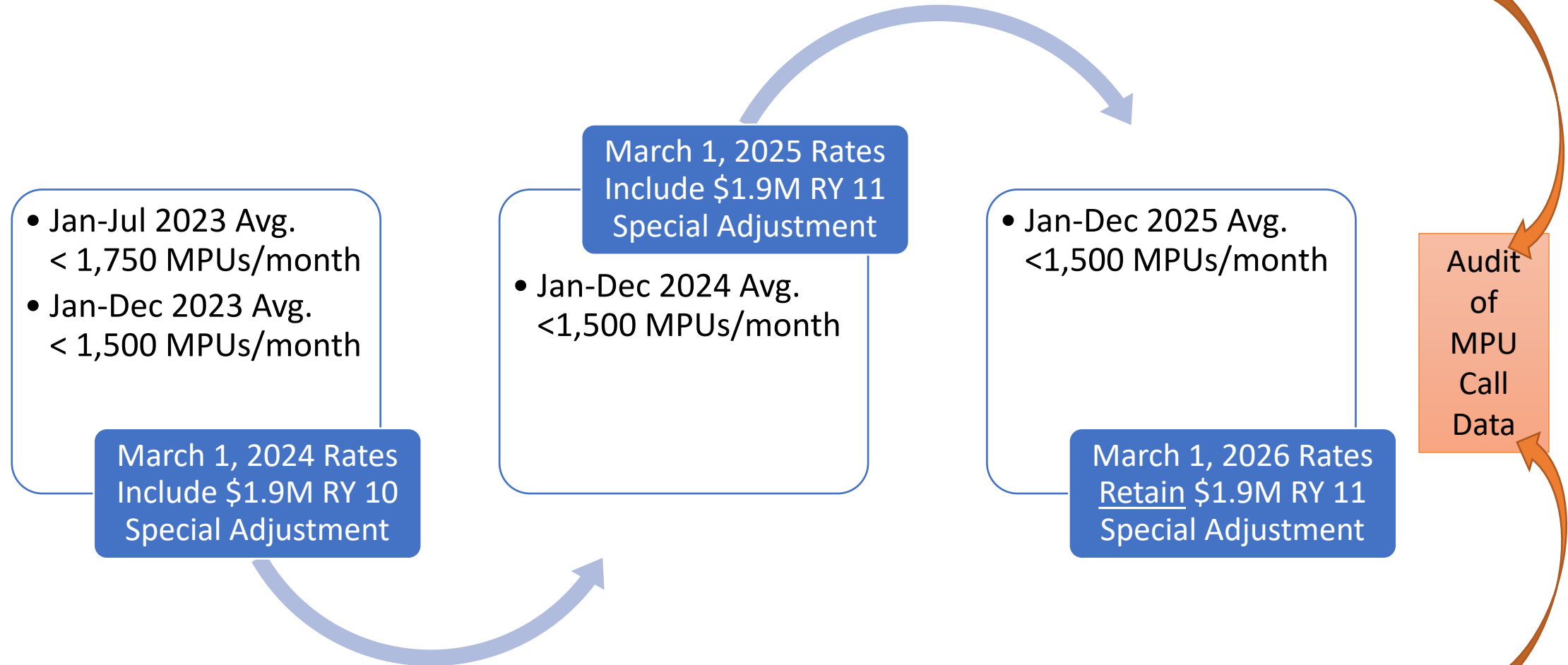
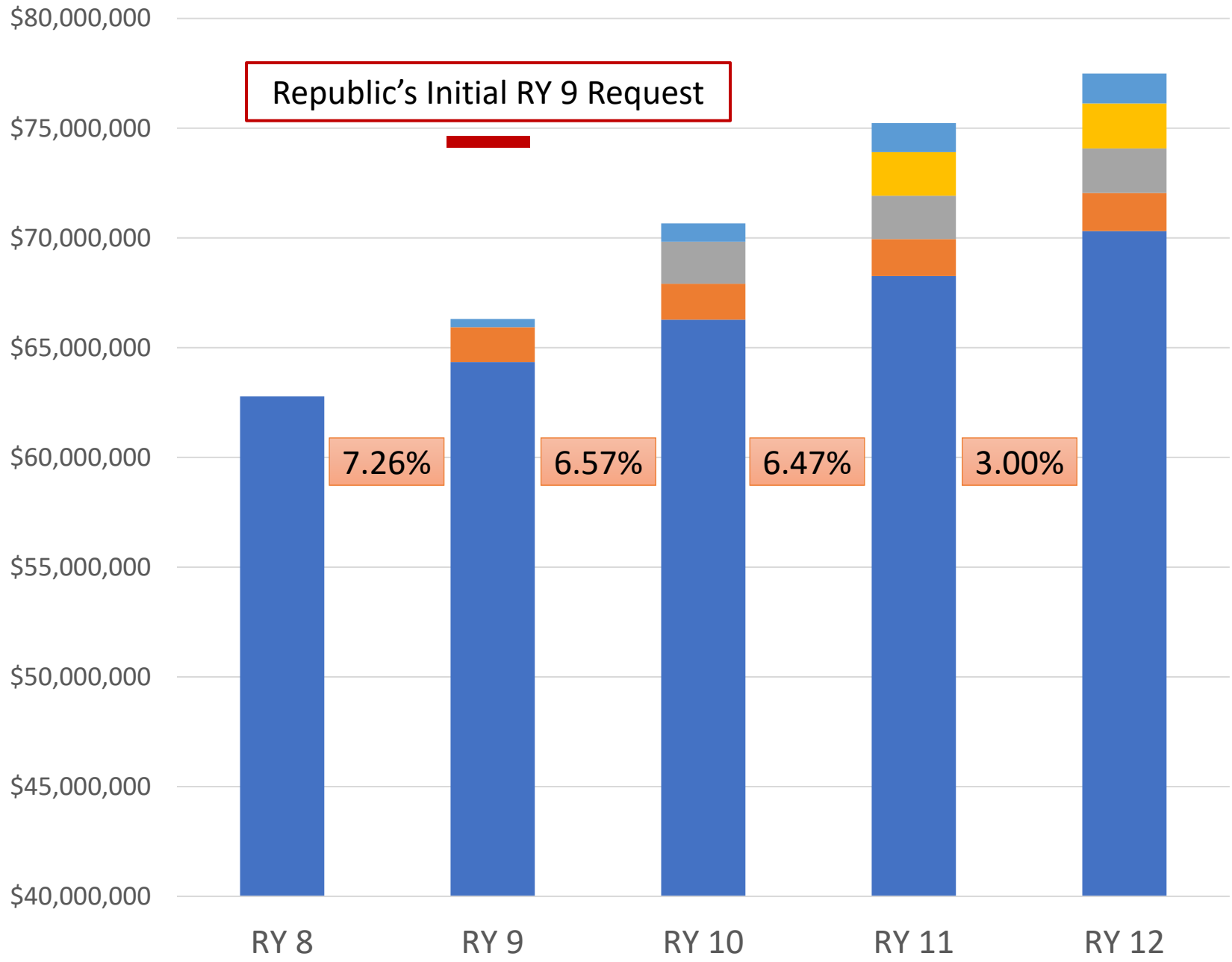


Contingent Performance Metrics

Customer missed collection calls to Authority or Member Agencies exceed 20/month in any month.



Republic “open routes” average more than 5 per week for sustained period.



- Special Adjustment Profit & Fees
- Conditional Special Adjustment RY 11
- Conditional Special Adjustment RY 10
- Special Adjustment RY 9
- Base Compensation

Note: Projections are based on a 3% "normal" rate adjustment due to inflationary factors. Actual results are likely to vary, perhaps significantly.