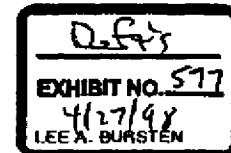


Europe -cont-

Total Commissions and Profit Sharing between April 1990 and March 31, 1991 are as follows:

	<u>Commission</u>	<u>Profit Share</u>
D. Giesbrecht	L31,831.17	L 12,426.00
R. Gunn		L 6,541.00
S. Tucker		L 6,020.00
N. Christ	DMS,224,00	N/A
J. Vasco	FF 217,000	FF 10,500
A. Wightman		L 2,574.00
J. Bromhead		L 2,347.00
J. Constant		L 1,838.00
G. Stephens		L 1,730.00
J. Wein		DM 7,734
K. Gupta	DM 242,073	DM 22,950

- 1 For a brief explanation of commission and profit sharing, see following pages.
- 2 Mr. Giesbrecht also receives L18,000 per year as a housing allowance.
- 3 Robert Gunn has recently assumed additional administrative duties.



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Plaintiff's Exhibit

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Commission Plan for Key European staff

Dieter Giesbrecht - can earn an additional 33% of his base salary in commission paid pro rata for achieving 100% of the total European revenue target.

Duncan Baldwin - can earn an additional 20% of his base salary in commission paid pro rata based on 100% achievement of total European revenues.

Norbert Christ - can earn 20% of his basic salary in commission paid pro rata against 100% achievement of Central European revenue.

Jose Vasco - can earn 43% of his base salary in commission paid pro rata against 100% achievement of Southern European revenue.

Tony Speakman - earns 2% commission against all OEM orders in Northern Europe.

Komol Gupta - earns commission on all OEM orders for which he is responsible at the rate of 1.5% up to a target of DM2 Million, 0.75% for the next DM1.5 Million (both flat fee) plus 0.75% of all other commissionable OEM orders.

Commission is payable monthly against target for the month. Because of the relatively small number of sales people per territory, individual commission scheme plans are not currently issued. At the beginning of each year, commission structures are agreed, and outlined to those concerned via a change of status form.

As regards Distribution sales staff - all staff are paid commission on the basis of their territorial sales versus plan (eg., NE, CE, SE) on a monthly basis.

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