

## Historical Quota and Incentive Day Issuance Adjustments Last Updated: August 20, 2021

Effective Date	Rate	Effective Month	Incentive Days Issued
December 1, 2020	1.80%	November 1, 2021	0
October 1, 2020	3.00%	October 1, 2021	0
September 1, 2020	1.00%	September 1, 2021	0
April 1, 2020	-3.00%	August 1, 2021	0
February 1, 2019	4.00%	January 1, 2021	2
September 1, 2018	1.00%	December 1, 2020	3
May 1, 2018	-1.00%	November 1, 2020	3
February 1, 2018	2.00%	October 1, 2020	3
November 1, 2017	2.00%	August 1, 2019	4.4.4
October 1, 2017	2.00%	September 1, 2019	14 flexible incentive days with a monthly utilization limit of 4 days.
September 1, 2017	2.00%	October 1, 2019	
March 1, 2017	2.00%	November 1, 2019	
February 1, 2017	2.00%	December 1, 2018	1
January 1, 2017	1.50%	November 1, 2018	2
September 1, 2016	1.50%	October 1, 2018	2
March 1, 2016	1.00%	September 1, 2018	2
January 1, 2016	1.00%	August 1, 2018	1
July 1, 2015	1.00%	January 1, 2018	1
March 1, 2015	1.00%	December 1, 2017	1
November 1, 2014	1.50%	November 1, 2017	2
September 1, 2014	2.00%	October 1, 2017	2
March 1, 2014	2.00%	September 1, 2017	2
January 1, 2014	1.00%	August 1, 2017	2
November 1, 2013	0.75%	July 1, 2017	2
September 1, 2013	0.35%	June 1, 2017	2
May 1, 2013	-0.33%	May 1, 2017	3
February 1, 2013	-0.75%	April 1, 2017	3
July 1, 2012	-1.00%	March 1, 2017	2
June 1, 2012	-0.50%	February 1, 2017	2
April 1, 2012	-0.50%	January 1, 2017	1
November 1, 2011	0.50%	December 1, 2016	2
September 1, 2011	0.50%	November 1, 2016	2
May 1, 2011	0.50%	October 1, 2016	2

