



COMMUNICATIONS

FOR IMMEDIATE RELEASE
 3/20/13

**2012 PERFORMANCE-BASED PAY DISTRIBUTIONS ANNOUNCED;
 BENGALS' BURFICT TOP EARNER**

Cincinnati Bengals linebacker **VONTAZE BURFICT** earned the top figure in the NFL's "Performance-Based Pay" program that compensates players for playing time based upon their salary levels, the NFL announced today.

Approximately \$110.72 million of Performance-Based Pay will be distributed to players for their performance during the 2012 season. Burfict, a 2012 undrafted free agent from Arizona State, earned \$299,465 in additional pay. As an undrafted free agent, Burfict played for the league's rookie minimum salary of \$390,000 last year and an additional signing bonus of \$1,000.

Players have been paid nearly \$700 million cumulatively since the inception of the Performance-Based Pay program, which was implemented as part of the NFL's 2002 Collective Bargaining Agreement with the NFL Players Association.

Under the Performance-Based Pay system, a fund is created and used as a supplemental form of player compensation based on a comparison of playing time to salary. Players become eligible to receive a bonus distribution in any regular season in which they play at least one official down.

Performance-Based Pay is computed by using a "player index." To produce the index, a player's regular-season playtime (total plays on offense, defense and special teams) is divided by his adjusted regular-season compensation (full season salary, prorated portion of signing bonus, earned incentives). Each player's index is then compared to those of the other players on his team to determine the amount of his pay.

ILLUSTRATION OF PERFORMANCE-BASED PAY SYSTEM

Each player on the same team competes for his own share of his club's Performance-Based Pay pool. The hypothetical example in the table below illustrates how the index works, using a simplified four-player team and a club bonus pool of \$1,000,000. Each player receives his share of the pool depending on how his index compares to those of his teammates.

	A <i>Playtime</i>	B <i>Compensation</i>	C <i>Index (A/B)</i>	D <i>% of Club Bonus Pool (C/Team Total C)</i>	E <i>Hypothetical Bonus (D * \$1,000,000)</i>
Player A	50%	\$ 500,000	10.0	50% of the Club's pool (10 out of 20)	50% * \$1,000,000 = \$500,000
Player B	50%	\$ 1,000,000	5.0	25% of the Club's pool (5 out of 20)	25% * \$1,000,000 = \$250,000
Player C	20%	\$ 500,000	4.0	20% of the Club's pool (4 out of 20)	20% * \$1,000,000 = \$200,000
Player D	10%	\$ 1,000,000	1.0	5% of the Club's pool (1 out of 20)	5% * \$1,000,000 = \$5,000
Team Total:			20.0 Points		

PERFORMANCE BASED PAY DISTRIBUTION SUMMARY 2002-2012

(Note: The Performance Based Pay Pool was not in effect in the 2010 and 2011 League Years)

	2002	2003	2004	2005	2006	2007	2008	2009	2012	TOTALS
(\$ in 000s)										
League-wide Pool	15,104	32,000	57,088	79,392	90,932	98,840	104,240	109,532	110,720	697,848
Per Club	472	1,000	1,784	2,481	2,842	3,089	3,258	3,423	3,460	21,809
Per Player Statistics (actual \$)										
Average Bonus	8,055	17,036	29,610	41,654	47,627	50,948	54,547	55,998	55,250	
Median Bonus	6,258	12,541	20,675	26,763	32,422	34,749	35,823	34,818	37,369	
Largest Bonus	42,048	114,258	227,625	275,143	366,017	309,534	405,859	397,555	299,465	
# of Payments	1,875	1,873	1,928	1,906	1,909	1,940	1,911	1,956	2,004	

TOP 25 PERFORMANCE-BASED PAY DISTRIBUTIONS FOR 2012

	<u>PLAYER</u>	<u>CLUB</u>	<u>POSITION</u>	<u>DISTRIBUTION</u>
1	Vontaze Burfict	Cincinnati	LB	\$299,465
2	Dallas Reynolds	Philadelphia	G	\$294,844
3	Brian de la Puente	New Orleans	C	\$289,875
4	Bobby Massie	Arizona	T	\$283,776
5	J'Marcus Webb	Chicago	T	\$275,360
6	Sam Acho	Arizona	LB	\$273,715
7	Bruce Miller	San Francisco	FB	\$273,426
8	Max Starks	Pittsburgh	T	\$272,590
9	Robert McClain	Atlanta	CB	\$269,505
10	Austin Howard	New York Jets	T	\$261,431
11	Reshad Jones	Miami	S	\$256,612
12	Byron Bell	Carolina	T	\$255,547
13	Jerrell Freeman	Indianapolis	LB	\$255,018
14	Chris Harris	Denver	CB	\$254,164
15	Todd McClure	Atlanta	C	\$251,204
16	Brandon Fusco	Minnesota	G	\$250,856
17	Richard Sherman	Seattle	CB	\$249,201
18	Robert Turner	St. Louis	C	\$248,067
19	Miles Burris	Oakland	LB	\$243,048
20	Josh Norman	Carolina	CB	\$242,475
21	Clint Boling	Cincinnati	G	\$237,484
22	Craig Robertson	Cleveland	LB	\$236,962
23	Danny McCray	Dallas	S	\$236,316
24	Mike Harris	San Diego	T	\$233,103
25	Isa Abdul-Quddus	New Orleans	S	\$233,063