



COMMUNICATIONS

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2015 PERFORMANCE-BASED PAY DISTRIBUTIONS ANNOUNCED;
BRONCOS' PARADIS TOP EARNER

Denver Broncos center **MATT PARADIS** 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.

Players will receive \$121.680 million in Performance-Based Pay for their performance during the 2015 season.

Paradis, a 2014 sixth-round draft choice of the Broncos from Boise State, earned \$391,648 in additional pay. Paradis played for the league's rookie minimum salary of \$435,000 last year and earned an additional \$5,850 in offseason workout bonuses. Paradis was on the Broncos' practice squad for the entire 2014 season before signing a one-year contract with the Broncos for the 2015 season. He participated in 100 percent of Denver's offensive plays, as well as 15.6 percent of the team's special teams plays.

Players have been paid over \$1 billion 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, and continued as part of the parties' current agreement.

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 2002-2015

(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	2013	2014	2015	TOTALS
(\$ in 000s)													
League Pool	15,104	32,000	57,088	79,392	90,932	98,840	104,240	109,532	110,720	110,720	116,256	121,680	1,046,504
Per Club	472	1,000	1,784	2,481	2,842	3,089	3,258	3,423	3,460	3,460	3,633	3,803	32,703
Per Player Statistics (actual \$)													
Average Bonus	8,055	17,036	29,610	41,654	47,627	50,948	54,547	55,998	55,250	55,471	57,496	59,396	
Median Bonus	6,258	12,541	20,675	26,763	32,422	34,749	35,823	34,818	37,369	38,081	38,583	38,402	
Largest Bonus	42,048	114,258	227,625	275,143	366,017	309,534	405,859	397,555	299,465	318,244	373,671	391,648	
# of Payments	1,875	1,873	1,928	1,906	1,909	1,940	1,911	1,956	2,004	1,996	2,022	2,050	

TOP 25 PERFORMANCE-BASED PAY DISTRIBUTIONS FOR 2015

	<u>PLAYER</u>	<u>CLUB</u>	<u>POSITION</u>	<u>COLLEGE</u>	<u>ENTRY YEAR</u>	<u>DRAFT ROUND</u>	<u>DISTRIBUTION</u>
1	Matt Paradis	Denver	C	Boise State	2014	6	\$ 391,648
2	T.J. Clemmings	Minnesota	T	Pittsburgh	2015	4	\$ 359,396
3	Russell Bodine	Cincinnati	C	North Carolina	2014	4	\$ 352,271
4	Garry Gilliam	Seattle	T	Penn State	2014	UDFA	\$ 329,384
5	Malcolm Butler	New England	CB	West Alabama	2014	UDFA	\$ 319,283
6	Ricardo Allen	Atlanta	S	Purdue	2014	5	\$ 317,826
7	Alejandro Villanueva	Pittsburgh	T	Army	2014	UDFA	\$ 309,835
8	Matt Tobin	Philadelphia	G	Iowa	2013	UDFA	\$ 307,101
9	Quincy Enunwa	New York Jets	WR	Nebraska	2014	6	\$ 296,712
10	Delvin Breaux	New Orleans	CB	Louisiana State	2014	UDFA	\$ 295,356
11	Mike Remmers	Carolina	T	Oregon State	2012	UDFA	\$ 292,514
12	Adrian Amos	Chicago	S	Penn State	2015	5	\$ 282,159
13	Ryan Schraeder	Atlanta	T	Valdosta State	2013	UDFA	\$ 279,671
14	La'el Collins	Dallas	G	Louisiana State	2015	UDFA	\$ 277,940
15	Kenneth Acker	San Francisco	CB	Southern Methodist	2014	6	\$ 273,632
16	Shaquil Barrett	Denver	LB	Colorado State	2014	UDFA	\$ 269,590
17	Avery Williamson	Tennessee	LB	Kentucky	2014	5	\$ 268,838
18	J'Marcus Webb	Oakland	G	West Texas A&M	2010	7	\$ 266,778
19	Preston Brown	Buffalo	LB	Louisville	2014	3	\$ 263,843
20	Marvin Jones	Cincinnati	WR	California	2012	5	\$ 261,458
21	Kenny Wiggins	San Diego	T	Fresno State	2011	UDFA	\$ 255,145
22	Trai Turner	Carolina	G	Louisiana State	2014	3	\$ 254,280
23	Laurent Duvernay-Tardif	Kansas City	G	McGill	2014	6	\$ 253,540
24	TJ Carrie	Oakland	CB	Ohio	2014	7	\$ 253,337
25	James Jones	Green Bay	WR	San Jose State	2007	3	\$ 251,737

UDFA – Undrafted free agent

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