

Local Chain Name	ALAMEDA ELECTRIC CHAIN USA
Local Chain Code	7683278
Program Type/Year	GROW WITH PANDUIT 2021
Country	UNITED STATES
Local Currency Code	USD
Scorecard as of	9/3/21
Report Status	Estimate Only - Subject to Change



Total Net Purchases	2020 YTD	2021 YTD	YTD Growth %	2020 FY	Estimated 2021 YTD Annualized**	Estimated YOY Growth % *
	\$119,736	\$121,060	1.11%	\$168,472	\$179,622	6.6%

Base Incentive Component	Incentive %	Status	Estimated Incentive
Loyalty Incentive	0.50%	106.62%	\$898
Functional Incentive 1 - SCO	0.25%	Qualifies - Refer to Inventory Support Tab	\$449
Functional Incentive 2 - POS	0.25%	NO	\$0
Product Group Support Incentive	0.50%	4	\$0
Base/Loyalty Estimated Incentive			\$1,347

Growth Incentive	Growth Target %	Growth Rebate %	Estimated Purchases to Achieve Next Level	Estimated Growth Incentive Value
YOY Growth	5.00%	1.00%	\$0	\$1,796
	10.00%	2.25%	\$5,698	
	15.00%	3.25%	\$14,121	
	20.00%	4.00%	\$22,545	
Total Estimated Incentive				\$3,143

Estimated growth assumes normal purchasing patterns plus incremental delta less any unprocessed S&D credits and returns.



*Notes: Growth based on Current Year YTD Purchases Annualized vs. Prior Full Year Purchases. Payout calculations are estimates only, based on YTD performance. Actual incentive payout amounts will be determined by Panduit after year-end. Ref. current year Grow with Panduit sign-up sheet for more details.

** Estimated based on annualized purchases. Consult your CAM or TAM with questions.

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Product Group Support Incentive

Must Currently Lead With, Stock and Promote a minimum of 5 product groups to qualify.

Product Groups	2021 YTD Purchases Annualized
CABLE TIES/ACCESSORIES	\$46,811
I.D. PRODUCTS (INCLUDES SAFETY)	\$46,147
INDUSTRIAL NETWORK	\$3,785
POWER CONNECTORS/GROUNDING SOLUTIONS	
SURFACE RACEWAY	\$6,626
TERMINALS	\$37,363
WIRING DUCT	\$22,694

Number of Product Groups Supported	4
Product Group Support Incentive %	0.50%
Product Group Incentive Value	\$0

Indicates Product Groups currently supported

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Functional Incentive 1A - SCO

Requirement : Achieve SCO Utilization greater than or equal to 90% or raise the current year SCO Utilization to be 15 percentage points higher than the previous year. *Subject to Audit

2020 SCO Utilization %	2021 SCO Utilization %	Achievement of SCO Utilization
97.44%	99.13%	YES

Month	Count of Orders Placed through SCO	Count of Total Orders Eligible for SCO
2021 - M01	37	37
2021 - M02	35	35
2021 - M03	35	35
2021 - M04	32	32
2021 - M05	30	30
2021 - M06	29	29
2021 - M07	29	31
Total	227	229

Functional Incentive 2 - Point of Sale (POS)

Requirement : Submission of POS data following the outlined requirements must be met to earn the incentive. *Subject to Audit

Functional Incentive - POS %	Submitting POS	Functional Incentive Value - POS
0.25%	NO	\$0

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Product Group	2020 YTD Total Net Purchases	2021 YTD Total Net Purchases	YTD Growth %	2020 FY	Estimated 2021 YTD Total Net Purchases Annualized **	Estimated YOY Growth % *
ABRASION PROTECTION	\$7,683	\$8,441	9.87%	\$10,365	\$12,524	20.83%
ACCESSORIES	(\$2,573)	\$3,620	-240.72%	(\$1,813)	\$5,372	-396.26%
CABLE TIES	\$27,437	\$27,929	1.79%	\$39,177	\$41,439	5.77%
COPPER	\$1,117	\$565	-49.41%	\$1,117	\$839	-24.93%
I.D. PRODUCTS	\$28,527	\$31,102	9.03%	\$41,770	\$46,147	10.48%
INDUSTRIALNET		\$68		\$306	\$100	-67.25%
OUTLETS	\$113	\$2,445	2,065.92%	\$113	\$3,627	3,113.66%
POWER CONN.	\$12,434		-100.00%	\$11,915		-100.00%
RACK SYSTEMS		\$1,918			\$2,846	-100.00%
STAINLESS STEEL		\$31		\$115	\$46	-60.01%
SURFACE RACEWAY	\$2,030	\$4,466	120.01%	\$2,446	\$6,626	170.89%
TERMINALS	\$26,752	\$25,181	-5.87%	\$40,494	\$37,363	-7.73%
WIRING DUCT	\$16,216	\$15,295	-5.68%	\$22,467	\$22,694	1.01%
	\$119,736	\$121,060	1.11%	\$168,472	\$179,622	6.62%

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City	Account Number	2020 YTD Total Net Purchases	2021 YTD Total Net Purchases	YTD Growth %	2020 FY	Estimated 2021 YTD Total Net Purchases Annualized **	Estimated YOY Growth %
ALAMEDA	010650099000	(\$236)	\$5,499	-2,427.84%	\$1,592	\$8,159	412.55%
CHICO	010653099000	\$5,220	\$3,785	-27.49%	\$6,733	\$5,617	-16.58%
DUBLIN	7959539	\$2,702	\$8,216	204.08%	\$2,374	\$12,190	413.57%
FAIRFIELD	010652099000	\$653	\$4,762	629.45%	\$1,820	\$7,065	288.09%
GOSHEN	7684330	\$59	\$542	816.92%	\$728	\$804	10.34%
HAYWARD	018008099000	\$104,049	\$90,505	-13.02%	\$143,754	\$134,286	-6.59%
MODESTO	7712573	\$6,058	\$6,229	2.81%	\$9,652	\$9,242	-4.25%
PASO ROBLES	7845792		\$338		\$418	\$501	19.88%
SALINAS	7712667	\$1,230	\$1,186	-3.64%	\$1,401	\$1,759	25.53%
		\$119,736	\$121,060	1.11%	\$168,472	\$179,622	6.62%

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Definitions of Key Incentive Components

Total Net Purchases	Total Net Purchases are defined as the value of a Distributor's purchase of all Panduit product less Return Credits, Freight Charges, Cash Discounts, Ship & Debit Credits and other credits applied during the calendar year.
Loyalty Incentive	Loyalty incentive is defined as the incentive the Distributor will earn as a reward for Distributor's loyalty to Panduit. This is earned by having current year Total Net Purchases of 80% or greater than the prior year. The incentive % earned is applied to Total Net Purchases.
Functional Incentive	Functional Incentive is defined as the incentive the Distributor will earn if they achieve one of the inventory support requirements listed in the agreement. *Subject to audit
Product Group Support Incentive	Product Group Support incentive is defined as the incentive the Distributor will earn if five more Panduit product groups are supported. The incentive % is applied to Total Net Purchases.
Growth Incentive	Growth Incentive is calculated by comparing current year total net purchases to prior year total net purchases. The result is applied to the growth table and the corresponding incentive percentage is applied to current year total net purchases.
Total Incentive	Grow with Panduit Total Incentive is defined as sum of the Loyalty, Functional, Product Group Support and Growth Incentives
Prior Year to Date Total Net Purchases	Total Net Purchases for the prior year through the current year report run date.
Year to Date Growth	Estimated current Year Total Net Purchases compared to prior year Total Net Purchases through the current report run date.
Inventory Support Requirement 1A	Distributor must achieve current year SCO utilization greater than or equal to 90% or raise current year SCO utilization to be 15 percentage points higher than Distributor's prior year SCO utilization. This option is only available to Distributors who were active on SCO in prior year. SCO utilization is a percentage calculated as follows: number of orders processed using SCO divided by total number of into stock orders that contain items eligible for SCO . The percentage earned is applied to total net purchases.
Inventory Support Requirement 1B	Distributor must implement SCO by October 1 current year and maintain SCO utilization greater than or equal to 60% go live date through current year end. This option is only available to Distributors who are eligible for SCO and were not active on SCO in prior year. The percentage earned is applied to total net purchases.
Inventory Support Requirement 1C	Distributor must achieve current year SCO utilization greater than or equal to 80%. Distributor will earn a reduced Functional Incentive by 50%. The percentage earned is applied to total net purchases.
POS Reporting and Submission	Distributor must meet POS reporting and submission requirements. Reporting file must include Customer Ship to Name each month. The percentage earned is applied to the total net purchases.
Year-End Closing	Orders placed after the 2nd weekend of December may not count toward the current year Total Net Purchases.