



NXT Medical, Inc.
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November 13th, 2026

Todd,

I wanted to share something important as we look ahead. Starting in 2026, you'll come in as a one-third partner with NXT. This is a big step for all of us, and I'm genuinely excited about it.

You've proven what consistent leadership looks like, and this move reflects the trust we've built. We're at a point where the right structure can take us much further, and having you at the ownership level makes that possible. The next phase is about building a strong sales team around what we've started. Your approach, your discipline, and the way you work with reps will be the backbone of that growth. I'm looking forward to pushing this together and turning NXT into the team we've been talking about.

Here's to a solid year ahead and an even stronger run as partners!

- Ernest Svara