



Carrier Agreement

This Agreement ("Agreement") is made and entered into by and between Adafruit ("Customer") and United Parcel Service Inc., an Ohio Company ("UPS").

Pricing. UPS will provide the pickup and delivery services ("Services") as set forth below subject to the terms of this Agreement. These Services will be provided with the incentives ("Incentives") as also set forth below. These Incentives shall only be available to the locations and account numbers approved and identified in **Addendum A**. Account numbers of Customer and its affiliates, each of which is more than fifty percent (50.0%) owned by Customer, may be added or deleted only by mutual written agreement of Customer and UPS and require seven (7) business days notice to UPS to become effective. Customer is prohibited from reselling or offering Incentives to any other party without the prior written consent of UPS and failure to comply with this prohibition may result in immediate cancellation of this Agreement.

Customer acknowledges and agrees that the Incentives and the minimum rates in **Addendum B** are based on and derived from the most recently published UPS Daily Rates available at www.ups.com and are subject to change based on changes to such list rates. Each eligible package (or shipment) and accessorial will receive its applicable Incentive for the term of this Agreement. Incentives are applied on a weekly basis unless otherwise specified. Incentives shall be applied to prepaid outbound shipments unless otherwise noted. This Agreement will be subject to periodic review by UPS for Customer compliance.

Automation. Customer agrees to supply the UPS Service Provider with a hard copy summary manifest at the time that the packages are tendered to UPS for shipment and provide UPS with Timely Upload of electronic Package Level Detail ("PLD") in a form acceptable to UPS. PLD includes, but is not limited to, consignee's full name, complete delivery address, package weight and zone. Timely Upload is defined as the electronic transmission of PLD to UPS at the time the packages are tendered to UPS. Customer agrees to provide smart labels on all packages tendered to UPS. A smart label, as defined herein and described in the current UPS Guide to Labeling, which may be updated from time to time by UPS, includes, but is not limited to, a MaxiCode, Postal Bar Code, current UPS Routing Code, appropriate UPS Service Icon and a UPS 1Z Tracking Number Bar Code. Customer further agrees that all shipping locations will use a UPS OnLine or OnLine compatible shipping solution that is approved and authorized by UPS as such.

Payment Terms. Customer agrees to pay for all shipments in full within the time period required by UPS.

Service. All Services provided by UPS shall be pursuant to the UPS Rate and Service Guide and UPS Tariff/Terms and Conditions of Service in effect at the time of shipping, each of which are incorporated herein by reference and which may be subject to change without prior notice and which, together with this Agreement, are the entire agreement and understanding between Customer and UPS relating to the relationship under this Agreement, superseding all prior or contemporaneous agreements or understandings.

Confidentiality. Customer and UPS agree to maintain the confidentiality of this Agreement including its rates, terms and Incentives as well as any discussions during the Term concerning the meaning or application of such terms or any changes to them, or concerning a renewal of this Agreement or the negotiation of a new agreement including any new proposals provided by UPS to Customer ("Confidential Information") unless disclosure is required by law. Neither party shall post or publically display Confidential Information or share with any third party without written consent of the other party.

Offer Expiration and Prior Agreements. This offer is void if not accepted by October 13, 2017 ("Deadline"). Customer may accept Agreement by providing a duly signed copy of this Agreement to UPS by the Deadline. This Agreement supersedes all other agreements between the Customer and UPS regarding these Services. This Agreement is hereby signed and executed by authorized representatives of both parties.

Term. The Incentives contained in this Agreement take effect on the Monday following the signing of this Agreement or the Effective Date, whichever is later and continue until terminated by either party. Either party may terminate this Agreement at any time upon 30 days prior written notice to the other.

UPS
 United Parcel Service Inc.
 DocuSigned by:
 By: JOHN FEATHERMAN III
7C119E412AA645C...
 Title: Senior Account Executive
 325 W Houston St
 Address: New York, NY 10014

Date Signed: 9/20/2017 | 14:23:56 PDT

Effective Date: 09/30/2017

Customer
 Adafruit DocuSigned by:
 By: Mary Jungman
B9EBEAC29178409...
 Title: Director of Mfg and Procurement
 Address: _____

Date Signed: 9/20/2017 | 14:17:33 PDT



Addendum A **List of Account Numbers**

Adafruit's UPS accounts identified below shall be included in the Agreement.

The following accounts shall have their activity committed and are eligible for incentives as specified in Addendum B:

ACCOUNT NAME AND ADDRESS

Section 1 :

000071EY05 ADAFRUIT INDUSTRIES LLC
150 VARICK ST
NEW YORK, NY 10013

0000A881T5 ADAFRUIT INDUSTRIES LLC-IMPORT
150 VARICK ST
NEW YORK, NY 10013

The following accounts shall have their activity committed as specified in Addendum B:

ACCOUNT NAME AND ADDRESS

Section 2:

08659186 ADAFRUIT INDUSTRIES LLC
NEW YORK, NY 10013

*If there is an account number for the same service included in another UPS agreement, such account number will be deemed deleted from such other agreement as of the effective date.



Addendum B Incentives

All incentives contained in this Addendum B apply to the UPS rates in effect at the time of shipment and shall be applied on a weekly basis unless otherwise specified.¹

UPS Next Day Air® - Residential Delivery Surcharge - Incentives Off Effective Rates - 25.00%

UPS Next Day Air Saver® - Residential Delivery Surcharge - Incentives Off Effective Rates - 25.00%

UPS 2nd Day Air A.M.® - Residential Delivery Surcharge - Incentives Off Effective Rates - 25.00%

UPS 2nd Day Air® - Residential Delivery Surcharge - Incentives Off Effective Rates - 25.00%

UPS 3 Day Select® - Residential Delivery Surcharge - Incentives Off Effective Rates - 25.00%

UPS® Ground - Commercial Package - Prepaid^{FC TP UP RS RTP} - Incentives Off Effective Rates

| Weight (lbs) | Zones | | | | | | | | | |
|-----------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 44 | 45 | 46 |
| 1 - 5 | 27.00% | 27.00% | 27.00% | 27.00% | 27.00% | 27.00% | 27.00% | 27.00% | 27.00% | 27.00% |
| 6 - 10 | 30.00% | 30.00% | 30.00% | 30.00% | 30.00% | 30.00% | 30.00% | 30.00% | 30.00% | 30.00% |
| 11 - 20 | 31.00% | 31.00% | 31.00% | 31.00% | 31.00% | 31.00% | 31.00% | 31.00% | 31.00% | 31.00% |
| 21 - 30 | 32.00% | 32.00% | 32.00% | 32.00% | 32.00% | 32.00% | 32.00% | 32.00% | 32.00% | 32.00% |
| 31 - 150 | 33.00% | 33.00% | 33.00% | 33.00% | 33.00% | 33.00% | 33.00% | 33.00% | 33.00% | 33.00% |
| 151 and up | 33.00% | 33.00% | 33.00% | 33.00% | 33.00% | 33.00% | 33.00% | 33.00% | 33.00% | 33.00% |

Commitment levels for UPS® Ground - Commercial Package - Prepaid are at least \$11,972.84 in gross List Rates per week.

UPS® Ground - Residential Package - Prepaid Frt^{FC TP RS RTP} - Incentives Off Effective Rates

| Weight (lbs) | Zones | | | | | | | | | |
|-----------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 44 | 45 | 46 |
| 1 - 5 | 28.00% | 28.00% | 28.00% | 28.00% | 28.00% | 28.00% | 28.00% | 28.00% | 28.00% | 28.00% |
| 6 - 10 | 32.50% | 32.50% | 32.50% | 32.50% | 32.50% | 32.50% | 32.50% | 32.50% | 32.50% | 32.50% |
| 11 - 20 | 33.00% | 33.00% | 33.00% | 33.00% | 33.00% | 33.00% | 33.00% | 33.00% | 33.00% | 33.00% |
| 21 - 30 | 34.00% | 34.00% | 34.00% | 34.00% | 34.00% | 34.00% | 34.00% | 34.00% | 34.00% | 34.00% |
| 31 - 150 | 35.00% | 35.00% | 35.00% | 35.00% | 35.00% | 35.00% | 35.00% | 35.00% | 35.00% | 35.00% |
| 151 and up | 35.00% | 35.00% | 35.00% | 35.00% | 35.00% | 35.00% | 35.00% | 35.00% | 35.00% | 35.00% |

Commitment levels for UPS® Ground - Residential Package - Prepaid Frt are at least \$25,342.87 in gross List Rates per week.

UPS® Ground - Residential Delivery Surcharge - Incentives Off Effective Rates - 45.00%

UPS Worldwide Express® - Export - Letter - Prepaid^{All} - Incentives Off Effective Rates

| Zones | | | | | | | | | | | |
|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| 81 | 82 | 84 | 901 | 902 | 903 | 904 | 905 | 906 | 907 | 908 | 909 |
| 53.00% | 53.00% | 53.00% | 55.00% | 45.00% | 55.00% | 55.00% | 55.00% | 55.00% | 55.00% | 55.00% | 55.00% |
| Zones | | | | | | | | | | | |
| 911 | 912 | 913 | 920 | 921 | | | | | | | |
| 55.00% | 55.00% | 55.00% | 45.00% | 45.00% | | | | | | | |

UPS Worldwide Express® - Export - Document - Prepaid^{All} - Incentives Off Effective Rates

| Zones | | | | | | | | | | | |
|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| 81 | 82 | 84 | 901 | 902 | 903 | 904 | 905 | 906 | 907 | 908 | 909 |
| 58.00% | 58.00% | 60.00% | 62.00% | 45.00% | 62.00% | 60.00% | 59.00% | 59.00% | 62.00% | 55.00% | 61.00% |
| Zones | | | | | | | | | | | |
| 911 | 912 | 913 | 920 | 921 | | | | | | | |
| 59.00% | 59.00% | 61.00% | 45.00% | 45.00% | | | | | | | |

UPS Worldwide Express® - Export - Package - Prepaid^{All} - Incentives Off Effective Rates

| Weight (lbs) | Zones | | | | | | | | | | | |
|-----------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| | 81 | 82 | 84 | 901 | 902 | 903 | 904 | 905 | 906 | 907 | 908 | 909 |
| 0 - 10 | 58.00% | 58.00% | 60.00% | 62.00% | 45.00% | 62.00% | 60.00% | 59.00% | 59.00% | 62.00% | 55.00% | 61.00% |
| 11 - 150 | 60.00% | 60.00% | 60.00% | 60.00% | 45.00% | 60.00% | 60.00% | 58.00% | 59.00% | 62.00% | 55.00% | 60.00% |
| 151 and up | 60.00% | 60.00% | 57.00% | 59.00% | 45.00% | 59.00% | 59.00% | 57.00% | 59.00% | 62.00% | 55.00% | 59.00% |

| Weight (lbs) | Zones | | | | |
|-----------------|--------|--------|--------|--------|--------|
| | 911 | 912 | 913 | 920 | 921 |
| 0 - 10 | 59.00% | 59.00% | 61.00% | 45.00% | 45.00% |
| 11 - 150 | 59.00% | 59.00% | 60.00% | 45.00% | 45.00% |
| 151 and up | 59.00% | 59.00% | 59.00% | 45.00% | 45.00% |

UPS Worldwide Express® - Export - Pak - Prepaid^{All} - Incentives Off Effective Rates

| Zones | | | | | | | | | | | |
|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| 81 | 82 | 84 | 901 | 902 | 903 | 904 | 905 | 906 | 907 | 908 | 909 |
| 56.00% | 56.00% | 56.00% | 55.00% | 45.00% | 55.00% | 55.00% | 55.00% | 55.00% | 55.00% | 55.00% | 55.00% |
| Zones | | | | | | | | | | | |
| 911 | 912 | 913 | 920 | 921 | | | | | | | |
| 55.00% | 55.00% | 55.00% | 45.00% | 45.00% | | | | | | | |

UPS Worldwide Express® - Export - Residential Surcharge - Incentives Off Effective Rates

| Zones | | | | | | | | | | | |
|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| 84 | 901 | 902 | 903 | 904 | 905 | 906 | 907 | 908 | 909 | 911 | 912 |
| 50.00% | 50.00% | 50.00% | 50.00% | 50.00% | 50.00% | 50.00% | 50.00% | 50.00% | 50.00% | 50.00% | 50.00% |
| Zones | | | | | | | | | | | |
| 913 | 920 | 921 | | | | | | | | | |
| 50.00% | 50.00% | 50.00% | | | | | | | | | |

UPS Worldwide Saver® - Export - Letter - Prepaid^{All} - Incentives Off Effective Rates

| Zones | | | | | | | | | | | |
|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| 401 | 402 | 403 | 404 | 405 | 406 | 407 | 408 | 409 | 411 | 412 | 413 |
| 55.00% | 45.00% | 55.00% | 55.00% | 55.00% | 55.00% | 55.00% | 55.00% | 55.00% | 55.00% | 55.00% | 55.00% |
| Zones | | | | | | | | | | | |
| 420 | 421 | 481 | 482 | 484 | | | | | | | |
| 45.00% | 45.00% | 53.00% | 53.00% | 53.00% | | | | | | | |

UPS Worldwide Saver® - Export - Document - Prepaid^{All} - Incentives Off Effective Rates

| Zones | | | | | | | | | | | |
|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| 401 | 402 | 403 | 404 | 405 | 406 | 407 | 408 | 409 | 411 | 412 | 413 |
| 62.00% | 45.00% | 62.00% | 60.00% | 59.00% | 59.00% | 62.00% | 55.00% | 62.00% | 59.00% | 59.00% | 61.00% |
| Zones | | | | | | | | | | | |
| 420 | 421 | 481 | 482 | 484 | | | | | | | |
| 45.00% | 45.00% | 58.00% | 58.00% | 60.00% | | | | | | | |

UPS Worldwide Saver® - Export - Package - Prepaid^{All} - Incentives Off Effective Rates

| Weight (lbs) | Zones | | | | | | | | | | | |
|-----------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| | 401 | 402 | 403 | 404 | 405 | 406 | 407 | 408 | 409 | 411 | 412 | 413 |
| 0 - 10 | 62.00% | 45.00% | 62.00% | 60.00% | 59.00% | 59.00% | 62.00% | 55.00% | 62.00% | 59.00% | 59.00% | 61.00% |
| 11 - 150 | 62.00% | 45.00% | 62.00% | 60.00% | 59.00% | 59.00% | 62.00% | 55.00% | 62.00% | 59.00% | 59.00% | 61.00% |
| 151 and up | 60.00% | 45.00% | 60.00% | 60.00% | 58.00% | 59.00% | 62.00% | 55.00% | 60.00% | 59.00% | 59.00% | 60.00% |
| Weight (lbs) | Zones | | | | | | | | | | | |
| | 420 | 421 | 481 | 482 | 484 | | | | | | | |
| 0 - 10 | 45.00% | 45.00% | 58.00% | 58.00% | 60.00% | | | | | | | |
| 11 - 150 | 45.00% | 45.00% | 60.00% | 60.00% | 60.00% | | | | | | | |
| 151 and up | 45.00% | 45.00% | 60.00% | 60.00% | 57.00% | | | | | | | |

UPS Worldwide Saver® - Export - Pak - Prepaid^{All} - Incentives Off Effective Rates

| Zones | | | | | | | | | | | |
|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| 401 | 402 | 403 | 404 | 405 | 406 | 407 | 408 | 409 | 411 | 412 | 413 |
| 55.00% | 45.00% | 55.00% | 55.00% | 55.00% | 55.00% | 55.00% | 55.00% | 55.00% | 55.00% | 55.00% | 55.00% |
| 55.00% | 45.00% | 55.00% | 55.00% | 55.00% | 55.00% | 55.00% | 55.00% | 55.00% | 55.00% | 55.00% | 55.00% |

| Zones | | | | |
|--------|--------|--------|--------|--------|
| 420 | 421 | 481 | 482 | 484 |
| 45.00% | 45.00% | 56.00% | 56.00% | 56.00% |

UPS Worldwide Saver® - Export - Residential Surcharge - Incentives Off Effective Rates

| Zones | | | | | | | | | | | |
|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| 401 | 402 | 403 | 404 | 405 | 406 | 407 | 408 | 409 | 411 | 412 | 413 |
| 50.00% | 50.00% | 50.00% | 50.00% | 50.00% | 50.00% | 50.00% | 50.00% | 50.00% | 50.00% | 50.00% | 50.00% |
| Zones | | | | | | | | | | | |
| 420 | 421 | 484 | | | | | | | | | |
| 50.00% | 50.00% | 50.00% | | | | | | | | | |

UPS Worldwide Expedited® - Export - Document - Prepaid^{All} - Incentives Off Effective Rates

| Zones | | | | | | | | | | | |
|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| 71 | 72 | 74 | 601 | 602 | 603 | 604 | 605 | 606 | 607 | 608 | 609 |
| 58.00% | 58.00% | 60.00% | 62.00% | 45.00% | 62.00% | 60.00% | 58.00% | 58.00% | 62.00% | 55.00% | 62.00% |
| Zones | | | | | | | | | | | |
| 611 | 612 | 613 | 620 | 621 | 631 | 632 | 633 | 634 | 635 | 636 | 637 |
| 58.00% | 58.00% | 60.00% | 45.00% | 45.00% | 62.00% | 45.00% | 62.00% | 60.00% | 58.00% | 58.00% | 62.00% |
| Zones | | | | | | | | | | | |
| 638 | 639 | 641 | 642 | 643 | | | | | | | |
| 55.00% | 62.00% | 58.00% | 58.00% | 60.00% | | | | | | | |

UPS Worldwide Expedited® - Export - Package - Prepaid^{All} - Incentives Off Effective Rates

| Weight (lbs) | Zones | | | | | | | | | | | |
|-----------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| | 71 | 72 | 74 | 601 | 602 | 603 | 604 | 605 | 606 | 607 | 608 | 609 |
| 0 - 10 | 58.00% | 58.00% | 60.00% | 62.00% | 45.00% | 62.00% | 60.00% | 58.00% | 58.00% | 62.00% | 55.00% | 62.00% |
| 11 - 150 | 57.00% | 57.00% | 60.00% | 60.00% | 45.00% | 60.00% | 60.00% | 57.00% | 57.00% | 62.00% | 55.00% | 60.00% |
| 151 and up | 56.00% | 57.00% | 57.00% | 59.00% | 45.00% | 59.00% | 54.00% | 50.00% | 50.00% | 60.00% | 55.00% | 56.00% |
| Weight (lbs) | Zones | | | | | | | | | | | |
| | 611 | 612 | 613 | 620 | 621 | 631 | 632 | 633 | 634 | 635 | 636 | 637 |
| 0 - 10 | 58.00% | 58.00% | 60.00% | 45.00% | 45.00% | 62.00% | 45.00% | 62.00% | 60.00% | 58.00% | 58.00% | 62.00% |
| 11 - 150 | 57.00% | 58.00% | 60.00% | 45.00% | 45.00% | 60.00% | 45.00% | 60.00% | 57.00% | 57.00% | 62.00% | 62.00% |
| 151 and up | 50.00% | 55.00% | 53.00% | 45.00% | 45.00% | 59.00% | 45.00% | 59.00% | 54.00% | 50.00% | 50.00% | 60.00% |
| Weight (lbs) | Zones | | | | | | | | | | | |
| | 638 | 639 | 641 | 642 | 643 | | | | | | | |
| 0 - 10 | 55.00% | 62.00% | 58.00% | 58.00% | 60.00% | | | | | | | |
| 11 - 150 | 55.00% | 60.00% | 57.00% | 58.00% | 60.00% | | | | | | | |
| 151 and up | 55.00% | 56.00% | 50.00% | 55.00% | 53.00% | | | | | | | |

UPS Worldwide Expedited® - Export - Residential Surcharge - Incentives Off Effective Rates

| Zones | | | | | | | | | | | |
|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| 74 | 601 | 602 | 603 | 604 | 605 | 606 | 607 | 608 | 609 | 611 | 612 |
| 50.00% | 50.00% | 50.00% | 50.00% | 50.00% | 50.00% | 50.00% | 50.00% | 50.00% | 50.00% | 50.00% | 50.00% |
| Zones | | | | | | | | | | | |
| 613 | 620 | 621 | 631 | 632 | 633 | 634 | 635 | 636 | 637 | 638 | 639 |
| 50.00% | 50.00% | 50.00% | 50.00% | 50.00% | 50.00% | 50.00% | 50.00% | 50.00% | 50.00% | 50.00% | 50.00% |
| Zones | | | | | | | | | | | |
| 641 | 642 | 643 | | | | | | | | | |
| 50.00% | 50.00% | 50.00% | | | | | | | | | |

UPS Worldwide Express® - Import - Letter - Freight Collect^{All} - Incentives Off Effective Rates

| Zones |
|--------|
| ALL |
| 35.00% |

| Origin Country | Zone | Incentives |
|-----------------------------|------|------------|
| China, People's Republic of | ALL | 45.00% |

| Origin Country | Zone | Incentives |
|----------------|------|------------|
| Hong Kong | ALL | 45.00% |
| Japan | ALL | 45.00% |
| Taiwan | ALL | 45.00% |
| United Kingdom | ALL | 45.00% |

UPS Worldwide Express® - Import - Document - Freight Collect^{All} - Incentives Off Effective Rates

| Zones |
|--------|
| ALL |
| 35.00% |

| Origin Country | Zone | Incentives |
|-----------------------------|------|------------|
| China, People's Republic of | ALL | 45.00% |
| Hong Kong | ALL | 45.00% |
| Japan | ALL | 45.00% |
| Switzerland | ALL | 45.00% |
| Taiwan | ALL | 45.00% |
| United Kingdom | ALL | 45.00% |

UPS Worldwide Express® - Import - Package - Freight Collect^{All} - Incentives Off Effective Rates - 35.00%**UPS Worldwide Express® - Import - Package - Freight Collect^{All}**

| Origin Country | Zone | Weight (lbs) | Incentives |
|-----------------------------|------|--------------|------------|
| China, People's Republic of | ALL | 0 - 100 | 57.00% |
| | | 101 - 2,000 | 55.00% |
| | | 2,001 and up | 47.00% |
| Hong Kong | ALL | 0 - 100 | 57.00% |
| | | 101 - 2,000 | 53.00% |
| | | 2,001 and up | 43.00% |
| Japan | ALL | 0 - 100 | 57.00% |
| | | 101 - 2,000 | 55.00% |
| | | 2,001 and up | 45.00% |
| Switzerland | ALL | 0 - 100 | 57.00% |
| | | 101 - 2,000 | 55.00% |
| | | 2,001 and up | 45.00% |
| Taiwan | ALL | 0 - 100 | 57.00% |
| | | 101 - 2,000 | 55.00% |
| | | 2,001 and up | 45.00% |
| United Kingdom | ALL | 0 - 100 | 57.00% |
| | | 101 - 2,000 | 55.00% |
| | | 2,001 and up | 45.00% |

UPS Worldwide Saver® - Import - Letter - Freight Collect^{All} - Incentives Off Effective Rates**UPS Worldwide Saver® - Import - Document - Freight Collect^{All} - Incentives Off Effective Rates**

| Zones |
|--------|
| ALL |
| 35.00% |

| Origin Country | Zone | Incentives |
|-----------------------------|------|------------|
| China, People's Republic of | ALL | 45.00% |
| Hong Kong | ALL | 45.00% |
| Japan | ALL | 45.00% |
| Switzerland | ALL | 45.00% |
| Taiwan | ALL | 45.00% |
| United Kingdom | ALL | 45.00% |

UPS Worldwide Saver® - Import - Package - Freight Collect^{All} - Incentives Off Effective Rates - 35.00%

UPS Worldwide Saver® - Import - Package - Freight Collect^{All}

| Origin Country | Zone | Weight (lbs) | Incentives |
|-----------------------------|-------------|-------------------------|-------------------|
| China, People's Republic of | ALL | 0 - 100 | 57.00% |
| | | 101 - 2,000 | 55.00% |
| | | 2,001 and up | 47.00% |
| Hong Kong | ALL | 0 - 100 | 57.00% |
| | | 101 - 2,000 | 53.00% |
| | | 2,001 and up | 43.00% |
| Japan | ALL | 0 - 100 | 57.00% |
| | | 101 - 2,000 | 55.00% |
| | | 2,001 and up | 45.00% |
| Switzerland | ALL | 0 - 100 | 57.00% |
| | | 101 - 2,000 | 55.00% |
| | | 2,001 and up | 45.00% |
| Taiwan | ALL | 0 - 100 | 57.00% |
| | | 101 - 2,000 | 55.00% |
| | | 2,001 and up | 45.00% |
| United Kingdom | ALL | 0 - 100 | 57.00% |
| | | 101 - 2,000 | 55.00% |
| | | 2,001 and up | 45.00% |

UPS Worldwide Expedited® - Import - Document - Freight Collect^{All} - Incentives Off Effective Rates

| Zones |
|--------------|
| ALL |
| 35.00% |

| Origin Country | Zone | Incentives |
|-----------------------------|-------------|-------------------|
| China, People's Republic of | ALL | 50.00% |
| Hong Kong | ALL | 50.00% |
| Japan | ALL | 50.00% |
| Switzerland | ALL | 50.00% |
| Taiwan | ALL | 50.00% |
| United Kingdom | ALL | 50.00% |

UPS Worldwide Expedited® - Import - Package - Freight Collect^{All} - Incentives Off Effective Rates - 30.00%**UPS Worldwide Expedited® - Import - Package - Freight Collect^{All}**

| Origin Country | Zone | Weight (lbs) | Incentives |
|-----------------------------|-------------|-------------------------|-------------------|
| China, People's Republic of | ALL | 0 - 100 | 56.00% |
| | | 101 - 2,000 | 54.00% |
| | | 2,001 and up | 51.00% |
| Hong Kong | ALL | 0 - 100 | 53.00% |
| | | 101 - 2,000 | 50.00% |
| | | 2,001 and up | 45.00% |
| Japan | ALL | 0 - 100 | 53.00% |
| | | 101 - 2,000 | 53.00% |
| | | 2,001 and up | 45.00% |
| Switzerland | ALL | 0 - 100 | 53.00% |
| | | 101 - 2,000 | 53.00% |
| | | 2,001 and up | 45.00% |
| Taiwan | ALL | 0 - 100 | 53.00% |
| | | 101 - 2,000 | 53.00% |
| | | 2,001 and up | 45.00% |
| United Kingdom | ALL | 0 - 100 | 53.00% |
| | | 101 - 2,000 | 53.00% |

| Origin Country | Zone | Weight (lbs) | Incentives |
|----------------|------|-----------------|------------|
| | | 2,001 and up | 45.00% |

Export - Disbursement Fee^{EFD}

UPS will apply the following discounted rates on the applicable *sending* rates effective from August 5, 2017 to June 22, 2047. For each shipment in which UPS processes Duties and or Taxes on behalf of the Customer, Customer agrees to pay the greater of the Disbursement Fee or the Minimum Charge below.

Disbursement Fee: 75.00% Off Published Charge per Shipment.

Shipment Minimum: 75.00% Off Per Shipment

Disbursement Fee^{CD}

UPS will apply the following discounted rates on the applicable *receiving* rates effective from August 5, 2017 to June 22, 2047.

For each shipment in which UPS advances Duties and or Taxes on behalf of the Consignee, Consignee agrees to pay the greater of the Disbursement Fee or the Minimum Charge below.

Disbursement Fee: 75.00% Off Published Charge per Shipment.

Shipment Minimum: 75.00% Off Per Shipment

Portfolio Tier Incentive

Each eligible package will receive an incentive per the following schedule based on a 52 week rolling average of eligible package charges invoiced to customer. The band determination is based on the average published charges per week for eligible services (excluding accessorial and surcharges, unless otherwise specified). The incentives will be administered on a weekly basis.

| Service(s) | Weekly Charges Bands - (\$) | | | | | |
|--|-----------------------------|-------------------------|-------------------------|-------------------------|-------------------------|-------------------|
| | 0.01 - 112,469.99 | 112,470.00 - 135,579.99 | 135,580.00 - 149,449.99 | 149,450.00 - 213,049.99 | 213,050.00 - 252,094.99 | 252,095.00 and up |
| UPS Next Day Air® - Letter - Prepaid Frt ^{FC TP UP RS RTP} | 0.00% | 48.70% | 59.50% | 65.00% | 66.00% | 67.00% |
| UPS Next Day Air® - Package - Prepaid Frt ^{FC TP UP RS RTP} | 0.00% | 48.70% | 59.50% | 65.00% | 66.00% | 67.00% |
| UPS Next Day Air Saver® - Letter - Prepaid Frt ^{FC TP UP} | 0.00% | 48.70% | 59.50% | 65.00% | 66.00% | 67.00% |
| UPS Next Day Air Saver® - Package - Prepaid Frt ^{FC TP UP} | 0.00% | 48.70% | 59.50% | 65.00% | 66.00% | 67.00% |
| UPS 2nd Day Air A.M.® - Commercial Letter - Prepaid ^{FC TP UP} | 0.00% | 46.00% | 51.00% | 55.00% | 56.00% | 57.00% |
| UPS 2nd Day Air A.M.® - Commercial Package - Prepaid ^{FC TP UP} | 0.00% | 46.00% | 54.00% | 55.00% | 56.00% | 57.00% |
| UPS 2nd Day Air® - Letter - Prepaid Frt ^{FC TP UP RS RTP} | 0.00% | 46.00% | 51.00% | 55.00% | 56.00% | 57.00% |
| UPS 2nd Day Air® - Package - Prepaid Frt ^{FC TP UP RS RTP} | 0.00% | 46.00% | 54.00% | 55.00% | 56.00% | 57.00% |
| UPS 3 Day Select® - Package - Prepaid Frt ^{FC TP UP RS RTP} | 0.00% | 41.00% | 48.50% | 50.00% | 51.00% | 52.00% |
| UPS® Ground - Commercial Package - Prepaid ^{FC TP UP RS RTP} | 0.00% | 11.00% | 14.70% | 15.00% | 16.00% | 17.00% |
| UPS® Ground - Residential Package - Prepaid Frt ^{FC TP RS RTP} | 0.00% | 7.10% | 9.50% | 10.00% | 10.50% | 11.00% |
| UPS Worldwide Express® - Export - Letter - Prepaid ^{All} | 0.00% | 5.00% | 15.00% | 20.00% | 20.50% | 21.00% |
| UPS Worldwide Express® - Export - Document - Prepaid ^{All} | 0.00% | 5.00% | 15.00% | 20.00% | 20.50% | 21.00% |
| UPS Worldwide Express® - Export - Package - Prepaid ^{All} | 0.00% | 5.00% | 15.00% | 20.00% | 20.50% | 21.00% |
| UPS Worldwide Express® - Export - Pak - Prepaid ^{All} | 0.00% | 5.00% | 15.00% | 20.00% | 20.50% | 21.00% |
| UPS Worldwide Saver® - Export - Letter - Prepaid ^{All} | 0.00% | 5.00% | 15.00% | 20.00% | 20.50% | 21.00% |
| UPS Worldwide Saver® - Export - Document - Prepaid ^{All} | 0.00% | 5.00% | 15.00% | 20.00% | 20.50% | 21.00% |
| UPS Worldwide Saver® - Export - Package - Prepaid ^{All} | 0.00% | 5.00% | 15.00% | 20.00% | 20.50% | 21.00% |
| UPS Worldwide Saver® - Export - Pak - Prepaid ^{All} | 0.00% | 5.00% | 15.00% | 20.00% | 20.50% | 21.00% |

| Service(s) | Weekly Charges Bands - (\$) | | | | | |
|---|-----------------------------|-------------------------|-------------------------|-------------------------|-------------------------|-------------------|
| | 0.01 - 112,469.99 | 112,470.00 - 135,579.99 | 135,580.00 - 149,449.99 | 149,450.00 - 213,049.99 | 213,050.00 - 252,094.99 | 252,095.00 and up |
| UPS Worldwide Expedited® - Export - Document - Prepaid ^{All} | 0.00% | 5.00% | 15.00% | 20.00% | 20.50% | 21.00% |
| UPS Worldwide Expedited® - Export - Package - Prepaid ^{All} | 0.00% | 5.00% | 15.00% | 20.00% | 20.50% | 21.00% |
| UPS® Standard to Canada - Export - Package - Prepaid ^{All} | 0.00% | 5.00% | 10.00% | 16.00% | 17.00% | 18.00% |
| UPS Worldwide Express® - Import - Letter - Freight Collect ^{All} | 0.00% | 5.00% | 15.00% | 20.00% | 20.50% | 21.00% |
| UPS Worldwide Express® - Import - Document - Freight Collect ^{All} | 0.00% | 5.00% | 15.00% | 20.00% | 20.50% | 21.00% |
| UPS Worldwide Express® - Import - Package - Freight Collect ^{All} | 0.00% | 5.00% | 15.00% | 20.00% | 20.50% | 21.00% |
| UPS Worldwide Saver® - Import - Letter - Freight Collect ^{All} | 0.00% | 5.00% | 15.00% | 20.00% | 20.50% | 21.00% |
| UPS Worldwide Saver® - Import - Document - Freight Collect ^{All} | 0.00% | 5.00% | 15.00% | 20.00% | 20.50% | 21.00% |
| UPS Worldwide Expedited® - Import - Document - Freight Collect ^{All} | 0.00% | 5.00% | 15.00% | 20.00% | 20.50% | 21.00% |
| UPS Worldwide Expedited® - Import - Package - Freight Collect ^{All} | 0.00% | 5.00% | 15.00% | 20.00% | 20.50% | 21.00% |
| UPS® Standard from Canada - Import - Package - Freight Collect ^{All} | 0.00% | 5.00% | 10.00% | 16.00% | 17.00% | 18.00% |

For the first 4 week(s) of this agreement, discounts per the schedule for eligible services will be applied based on published charges per week of \$191,391.13.

After the first 4 week(s) of this agreement, average weekly published charges per week will be based on week 4 through the week prior to the current billing week not to exceed 52 week(s). Average weekly published charges per week is defined as the revenue from eligible and committed services for the given time period divided by the number of week(s) in the time period.

The following products will be included in determining the appropriate bands of the customer: Service(s) listed in Group(s) *All Small Package Freight, All International Import, All UPS Freight, All UPS Ground with Freight Pricing** of the Committed Services section at the end of the Addendum B.

For the purposes of determining the appropriate band of the customer, UPS will consider activity by the account numbers specified in Addendum A , Section 2.

Minimum Net Charge

For each shipment, Customer agrees to pay the greater of the (a) net shipment charge based on the above incentives or (b) the minimum net shipment charge. When applicable, Minimum net shipment charge is calculated by deducting the applicable percent off (by zone) in the table below from the published list rate for the respective service.

| Service: UPS Worldwide Express® - Export - Document - Prepaid ^{All} - Adjustment to the 1 lb Rate Per Shipment Per Zone (\$) | | | | | | | | | | | | | | |
|---|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| 081 | 082 | 084 | 901 | 902 | 903 | 904 | 905 | 906 | 907 | 908 | 909 | 911 | 912 | 913 |
| -78.00% | -78.00% | -80.00% | -82.00% | -70.00% | -82.00% | -80.00% | -78.00% | -79.00% | -82.00% | -75.00% | -81.00% | -79.00% | -79.00% | -81.00% |
| (Continued) | | | | | | | | | | | | | | |
| 920 | 921 | | | | | | | | | | | | | |
| -65.00% | -65.00% | | | | | | | | | | | | | |

| Service: UPS Worldwide Express® - Export - Package - Prepaid ^{All} - Adjustment to the 1 lb Rate Per Shipment Per Zone (\$) | | | | | | | | | | | | | | |
|--|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| 081 | 082 | 084 | 901 | 902 | 903 | 904 | 905 | 906 | 907 | 908 | 909 | 911 | 912 | 913 |
| -78.00% | -78.00% | -80.00% | -82.00% | -70.00% | -82.00% | -80.00% | -78.00% | -79.00% | -82.00% | -75.00% | -81.00% | -79.00% | -79.00% | -81.00% |
| (Continued) | | | | | | | | | | | | | | |
| 920 | 921 | | | | | | | | | | | | | |
| -65.00% | -65.00% | | | | | | | | | | | | | |

| Service: UPS Worldwide Express® - Export - Pak - Prepaid ^{All} - Adjustment to the 1 lb Rate Per Shipment Per Zone (\$) | | | | | | | | | | | | | | |
|--|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| 081 | 082 | 084 | 901 | 902 | 903 | 904 | 905 | 906 | 907 | 908 | 909 | 911 | 912 | 913 |
| -75.00% | -75.00% | -76.00% | -75.00% | -65.00% | -75.00% | -75.00% | -75.00% | -75.00% | -75.00% | -75.00% | -75.00% | -75.00% | -75.00% | -75.00% |

| (Continued) | |
|-------------|---------|
| 920 | 921 |
| -65.00% | -65.00% |

| Service: UPS Worldwide Saver® - Export - Document - Prepaid ^{All} - Adjustment to the 1 lb Rate Per Shipment Per Zone (\$) | | | | | | | | | | | | | | |
|---|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| 401 | 402 | 403 | 404 | 405 | 406 | 407 | 408 | 409 | 411 | 412 | 413 | 420 | 421 | 481 |
| -82.00% | -70.00% | -82.00% | -80.00% | -78.00% | -79.00% | -82.00% | -75.00% | -81.00% | -79.00% | -79.00% | -81.00% | -65.00% | -65.00% | -78.00% |

| (Continued) | |
|-------------|---------|
| 482 | 484 |
| -78.00% | -80.00% |

| Service: UPS Worldwide Saver® - Export - Package - Prepaid ^{All} - Adjustment to the 1 lb Rate Per Shipment Per Zone (\$) | | | | | | | | | | | | | | |
|--|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| 401 | 402 | 403 | 404 | 405 | 406 | 407 | 408 | 409 | 411 | 412 | 413 | 420 | 421 | 481 |
| -82.00% | -70.00% | -82.00% | -80.00% | -78.00% | -79.00% | -82.00% | -75.00% | -81.00% | -79.00% | -79.00% | -81.00% | -65.00% | -65.00% | -78.00% |

| (Continued) | |
|-------------|---------|
| 482 | 484 |
| -78.00% | -80.00% |

| Service: UPS Worldwide Saver® - Export - Pak - Prepaid ^{All} - Adjustment to the 1 lb Rate Per Shipment Per Zone (\$) | | | | | | | | | | | | | | |
|--|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| 401 | 402 | 403 | 404 | 405 | 406 | 407 | 408 | 409 | 411 | 412 | 413 | 420 | 421 | 481 |
| -75.00% | -65.00% | -75.00% | -75.00% | -75.00% | -75.00% | -75.00% | -75.00% | -75.00% | -75.00% | -75.00% | -75.00% | -65.00% | -65.00% | -75.00% |

| (Continued) | |
|-------------|---------|
| 482 | 484 |
| -75.00% | -76.00% |

| Service: UPS Worldwide Expedited® - Export - Document - Prepaid ^{All} - Adjustment to the 1 lb Rate Per Shipment Per Zone (\$) | | | | | | | | | | | | | | |
|---|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| 071 | 072 | 074 | 601 | 602 | 603 | 604 | 605 | 606 | 607 | 608 | 609 | 611 | 612 | 613 |
| -78.00% | -78.00% | -80.00% | -82.00% | -65.00% | -82.00% | -80.00% | -78.00% | -78.00% | -79.00% | -75.00% | -82.00% | -78.00% | -78.00% | -80.00% |

| (Continued) | |
|-------------|---------|
| 620 | 621 |
| -65.00% | -65.00% |

| Service: UPS Worldwide Expedited® - Export - Package - Prepaid ^{All} - Adjustment to the 1 lb Rate Per Shipment Per Zone (\$) | | | | | | | | | | | | | | |
|--|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| 071 | 072 | 074 | 601 | 602 | 603 | 604 | 605 | 606 | 607 | 608 | 609 | 611 | 612 | 613 |
| -78.00% | -78.00% | -80.00% | -82.00% | -65.00% | -82.00% | -80.00% | -78.00% | -78.00% | -79.00% | -75.00% | -82.00% | -78.00% | -78.00% | -80.00% |

| (Continued) | |
|-------------|---------|
| 620 | 621 |
| -65.00% | -65.00% |

| Service: UPS® Standard to Canada - Export - Package - Prepaid ^{All} - Adjustment to the 1 lb Rate Per Shipment Per Zone (\$) | | | | | | | | | | | | | | |
|---|-------|-------|-------|-------|-------|--|--|--|--|--|--|--|--|--|
| 051 | 052 | 053 | 054 | 055 | 056 | | | | | | | | | |
| 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | | | | | | | | | |

| Service: UPS Worldwide Express® - Import - Document - Freight Collect ^{All} - Adjustment to the 1 lb Rate Per Shipment Per Zone (\$) | | | | | | | | | | | | | | |
|---|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|--|
| 91 | 94 | 951 | 952 | 953 | 954 | 955 | 956 | 957 | 958 | 959 | 961 | 962 | 963 | |
| -55.00% | -55.00% | -65.00% | -55.00% | -65.00% | -65.00% | -55.00% | -55.00% | -55.00% | -55.00% | -65.00% | -55.00% | -65.00% | -65.00% | |

| (Continued) | |
|-------------|---------|
| 970 | 971 |
| -55.00% | -55.00% |

| Service: UPS Worldwide Express® - Import - Package - Freight Collect ^{All} - Adjustment to the 1 lb Rate Per Shipment Per Zone (\$) | | | | | | | | | | | | | | |
|--|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|--|
| 91 | 94 | 951 | 952 | 953 | 954 | 955 | 956 | 957 | 958 | 959 | 961 | 962 | 963 | |
| -55.00% | -55.00% | -65.00% | -55.00% | -65.00% | -65.00% | -55.00% | -55.00% | -55.00% | -55.00% | -65.00% | -55.00% | -65.00% | -65.00% | |

| (Continued) | |
|-------------|---------|
| 970 | 971 |
| -55.00% | -55.00% |

| Service: UPS Worldwide Saver® - Import - Document - Freight Collect ^{All} - Adjustment to the 1 lb Rate Per Shipment Per Zone (\$) | | | | | | | | | | | | | | |
|---|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|--|
| 451 | 452 | 453 | 454 | 455 | 456 | 457 | 458 | 459 | 461 | 462 | 463 | 470 | 471 | |
| -60.00% | -55.00% | -60.00% | -60.00% | -55.00% | -55.00% | -55.00% | -55.00% | -60.00% | -55.00% | -60.00% | -60.00% | -55.00% | -55.00% | |
| (Continued) | | | | | | | | | | | | | | |
| 491 | 494 | | | | | | | | | | | | | |
| -55.00% | -55.00% | | | | | | | | | | | | | |

| Service: UPS Worldwide Saver® - Import - Package - Freight Collect ^{All} - Adjustment to the 1 lb Rate Per Shipment Per Zone (\$) | | | | | | | | | | | | | | |
|--|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|--|
| 451 | 452 | 453 | 454 | 455 | 456 | 457 | 458 | 459 | 461 | 462 | 463 | 470 | 471 | |
| -60.00% | -55.00% | -60.00% | -60.00% | -55.00% | -55.00% | -55.00% | -55.00% | -60.00% | -55.00% | -60.00% | -60.00% | -55.00% | -55.00% | |
| (Continued) | | | | | | | | | | | | | | |
| 491 | 494 | | | | | | | | | | | | | |
| -55.00% | -55.00% | | | | | | | | | | | | | |

| Service: UPS Worldwide Expedited® - Import - Document - Freight Collect ^{All} - Adjustment to the 1 lb Rate Per Shipment Per Zone (\$) | | | | | | | | | | | | | | |
|---|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| 61 | 64 | 651 | 652 | 653 | 654 | 655 | 656 | 657 | 658 | 659 | 661 | 662 | 663 | 670 |
| -50.00% | -50.00% | -60.00% | -50.00% | -60.00% | -60.00% | -50.00% | -50.00% | -50.00% | -50.00% | -60.00% | -50.00% | -60.00% | -60.00% | -50.00% |
| (Continued) | | | | | | | | | | | | | | |
| 671 | 681 | 682 | 683 | 684 | 685 | 686 | 687 | 688 | 689 | 691 | 692 | 693 | | |
| -50.00% | -60.00% | -50.00% | -60.00% | -60.00% | -50.00% | -50.00% | -50.00% | -50.00% | -60.00% | -50.00% | -60.00% | -60.00% | | |

| Service: UPS Worldwide Expedited® - Import - Package - Freight Collect ^{All} - Adjustment to the 1 lb Rate Per Shipment Per Zone (\$) | | | | | | | | | | | | | | |
|--|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| 61 | 64 | 651 | 652 | 653 | 654 | 655 | 656 | 657 | 658 | 659 | 661 | 662 | 663 | 670 |
| -50.00% | -50.00% | -60.00% | -50.00% | -60.00% | -60.00% | -50.00% | -50.00% | -50.00% | -50.00% | -60.00% | -50.00% | -60.00% | -60.00% | -50.00% |
| (Continued) | | | | | | | | | | | | | | |
| 671 | 681 | 682 | 683 | 684 | 685 | 686 | 687 | 688 | 689 | 691 | 692 | 693 | | |
| -50.00% | -60.00% | -50.00% | -60.00% | -60.00% | -50.00% | -50.00% | -50.00% | -50.00% | -60.00% | -50.00% | -60.00% | -60.00% | | |

| Service: UPS® Standard from Canada - Import - Package - Freight Collect ^{All} - Adjustment to the 1 lb Rate Per Shipment Per Zone (\$) | | |
|---|-------|-------|
| 376 | 378 | 380 |
| 0.00% | 0.00% | 0.00% |

| Service | Minimum Per | Zone | Base Rate | Adjustment |
|--|-------------|------|---------------------------------------|------------|
| UPS Next Day Air® - Letter - Prepaid Frt ^{FC TP UP RS RTP} | Letter | ALL | UPS Next Day Air® Zone 102 | -12.62 |
| UPS Next Day Air® - Package - Prepaid Frt ^{FC TP UP RS RTP} | Package | ALL | UPS Next Day Air® Zone 102 1 lb | -15.34 |
| UPS Next Day Air Saver® - Letter - Prepaid Frt ^{FC TP UP} | Letter | ALL | UPS Next Day Air Saver® Zone 132 | -11.40 |
| UPS Next Day Air Saver® - Package - Prepaid Frt ^{FC TP UP} | Package | ALL | UPS Next Day Air Saver® Zone 132 1 lb | -13.11 |
| UPS 2nd Day Air A.M.® - Commercial Letter - Prepaid Frt ^{FC TP UP} | Letter | ALL | UPS 2nd Day Air A.M.® Zone 242 | -7.70 |
| UPS 2nd Day Air A.M.® - Commercial Package - Prepaid Frt ^{FC TP UP} | Package | ALL | UPS 2nd Day Air A.M.® Zone 242 1 lb | -7.70 |
| UPS 2nd Day Air® - Letter - Prepaid Frt ^{FC TP UP RS RTP} | Letter | ALL | UPS 2nd Day Air® Zone 202 | -6.90 |
| UPS 2nd Day Air® - Package - Prepaid Frt ^{FC TP UP RS RTP} | Package | ALL | UPS 2nd Day Air® Zone 202 1 lb | -6.90 |
| UPS 3 Day Select® - Package - Prepaid Frt ^{FC TP UP RS RTP} | Package | ALL | UPS 3 Day Select® Zone 302 1 lb | -1.50 |
| UPS® Ground - Commercial Package - Prepaid Frt ^{FC TP UP RS RTP} | Package | ALL | UPS Ground Zone 002 1 lb | -0.60 |
| UPS® Ground - Residential Package - Prepaid Frt ^{FC TP RS RTP} | Package | ALL | UPS Ground Zone 002 1 lb | -0.60 |

| Accessories | Incentives |
|--|----------------------------|
| Domestic - Custom Delivery Confirmation Signature Response - Non | 33.00% Off Effective Rates |

| Accessorials | Incentives |
|--|-----------------------------|
| Compliant | |
| Domestic - Custom Delivery Confirmation - Adult Signature Required | 33.00% Off Effective Rates |
| Domestic - Custom Delivery Confirmation - Adult Signature Required - Non Compliant | 33.00% Off Effective Rates |
| Domestic - Delivery Confirmation Signature Required - Residential | 33.00% Off Effective Rates |
| Export - Duty and Tax Forwarding Surcharge | 100.00% Off Effective Rates |

Committed Services:

All Small Package Freight: Domestic and Export transportation charges from the following: Letter, Document, Package, Pallet, or Hundredweight prepaid, Freight Collect, Third Party, Consignee Billing, World Ease, Consolidated Clearance, Return Services or ARS will be used to determine the customer's incentive levels: Next Day Air Early; Next Day Air; Next Day Air Saver, 2nd Day Air A.M.; 2nd Day Air; 3 Day Select; US Ground; US Export Worldwide Express / Express Plus (Excluding 10 kg and 25 kg box); US Export Worldwide Saver (Excluding 10 kg and 25 kg box); Export Worldwide Express Freight, US Export Worldwide Expedited; UPS Standard.

All International Import: Import transportation charges from the following: Letter, Document, Package or Pallet, Single-Piece or Multi-Piece, Freight Collect, Third Party, Consignee Billing, World Ease, Consolidated Clearance or Return Services will be used to determine the customer's incentive levels: US Import Worldwide Express Plus; US Import Worldwide Express NA1 (Excluding 10 kg and 25 kg box); US Import Worldwide Express / Express Plus (Excluding 10 kg and 25 kg box); Import Worldwide Express Freight, US Import Worldwide Saver (Excluding 10 kg and 25 kg box); US Import Worldwide Expedited; Import Worldwide Standard; US Import 3 Day Select from Canada; US Import Standard.

All UPS Freight³: The following prepaid, freight collect, third party net transportation charges will be used to determine the customer's incentive levels: UPS Freight LTL, UPS Freight LTL Guaranteed A.M., UPS Freight LTL Guaranteed, UPS Freight LTL Urgent.

All UPS Ground with Freight Pricing: The following service(s) will be used to determine the band of the customer: UPS Ground with Freight Pricing.

Electronic PLD Bonus

The incentives detailed earlier in this Agreement include an Electronic PLD bonus up to the amount defined in the table below. Shipments tendered via non-Electronic PLD will not receive this bonus. At no point will non-application of the bonus result in net rates that exceed the published rates in effect at the time of shipment. The bonus will be applicable to all shipments paid for by accounts in this agreement.

| Service(s) | Electronic PLD Bonus |
|--|----------------------|
| UPS Next Day Air [®] - Letter - Prepaid Frt | 10.00% |
| UPS Next Day Air [®] - Package - Prepaid Frt | 10.00% |
| UPS Next Day Air Saver [®] - Letter - Prepaid Frt | 10.00% |
| UPS Next Day Air Saver [®] - Package - Prepaid Frt | 10.00% |
| UPS 2nd Day Air A.M. [®] - Commercial Letter - Prepaid | 10.00% |
| UPS 2nd Day Air A.M. [®] - Commercial Package - Prepaid | 10.00% |
| UPS 2nd Day Air [®] - Letter - Prepaid Frt | 10.00% |
| UPS 2nd Day Air [®] - Package - Prepaid Frt | 10.00% |
| UPS [®] 3 Day Select [®] - Package - Prepaid Frt | 10.00% |
| UPS [®] Ground - Commercial Package - Prepaid | 5.00% |
| UPS [®] Ground - Residential Package - Prepaid Frt | 5.00% |
| UPS Worldwide Express [®] - Export - Letter - Prepaid | 10.00% |
| UPS Worldwide Express [®] - Export - Document - Prepaid | 10.00% |
| UPS Worldwide Express [®] - Export - Package - Prepaid | 10.00% |
| UPS Worldwide Express [®] - Export - Pak - Prepaid | 10.00% |
| UPS Worldwide Saver [®] - Export - Letter - Prepaid | 10.00% |
| UPS Worldwide Saver [®] - Export - Document - Prepaid | 10.00% |
| UPS Worldwide Saver [®] - Export - Package - Prepaid | 10.00% |
| UPS Worldwide Saver [®] - Export - Pak - Prepaid | 10.00% |
| UPS Worldwide Expedited [®] - Export - Document - Prepaid | 10.00% |
| UPS Worldwide Expedited [®] - Export - Package - Prepaid | 10.00% |
| UPS [®] Standard to Canada - Export - Package - Prepaid | 10.00% |
| UPS Worldwide Express [®] - Import - Letter - Freight Collect | 10.00% |
| UPS Worldwide Express [®] - Import - Document - Freight | 10.00% |

| Service(s) | Electronic PLD Bonus |
|--|-----------------------------|
| Collect | |
| UPS Worldwide Express® - Import - Package - Freight Collect | 10.00% |
| UPS Worldwide Saver® - Import - Letter - Freight Collect | 10.00% |
| UPS Worldwide Saver® - Import - Document - Freight Collect | 10.00% |
| UPS Worldwide Saver® - Import - Package - Freight Collect | 10.00% |
| UPS Worldwide Expedited® - Import - Document - Freight Collect | 10.00% |
| UPS Worldwide Expedited® - Import - Package - Freight Collect | 10.00% |
| UPS® Standard from Canada - Import - Package - Freight Collect | 10.00% |

The following methods of providing UPS shipment information will be considered non-electronic for this agreement: Manifest Key Entered, Manifest Summary, Hundredweight Shipping Document, Paper Waybill, Air Shipping Document, Shipping Record (SRB/SRM), Consignee Billing Paper Books. All other shipment information will be considered electronic PLD.

Notes:

1. Incentives are based on and derived from the most recently published Daily Rates and adjusted periodically pursuant to the terms and conditions of the Carrier Agreement. Updated rate charts will be made available to Customer by contacting your UPS account executive.
3. For UPS Freight services, the rolling average used to calculate the tier band will be based on net transportation charges that will be one week behind the small package net transportation charges used to calculate the tier.

^{All} Includes all available billing options and return services with the exception of WorldEase, Consolidated Clearance and ARS services. Please refer to the UPS Tariff/Terms and Conditions for additional information on available billing options.

^{FC} The incentives will be extended to Freight Collect Shipments and Undeliverable Packages Freight Collect where applicable for the zones listed.

^{TP} The incentives will be extended to Third Party Shipments and Undeliverable Packages Third Party where applicable for the zones listed.

^{UP} Undeliverable Packages will be returned as specified in the UPS Terms and Conditions. Any incentives in effect at the time of shipment for the service in which an undeliverable package is shipped will be applied to the undeliverable package.

^{RS} The incentives will be extended to Return Services where applicable for the zones listed.

^{RTP} The incentives will be extended to Third Party Return Services where applicable for the zones listed.

* UPS Ground with Freight Pricing is committed based on net transportation charges.

^{CD} Incentive applicable to charges assessed the consignee in the event that the consignee does not have incentives for the specified fee. Not available to all countries. For a current list of available countries visit http://www.ups.com/media/en/brokerage_incent.pdf