

Exchange Level <16% - An increase of 1.0% commissions:

ADP	Rep Name	Gross Shipped 2/1/2021 to 1/31/2022	Adj Net Shipped 2/1/2021 to 1/31/2022	Comm Sales 2/1/2021 to 1/31/2022	Comm Due 2/1/2021 to 1/31/2022	Comm Sales 1/1/2022 to 1/31/2022	Comm Due 1/1/2022 to 1/31/2022	Gross Exchange 2/1/2021 to 1/31/2022	Exchange % 2/1/2021 to 1/31/2022	(Reduction) /Increase to Comm	DGSA 1/1/2022 to 1/31/2022
106	Shanna Sparger	413,323	287,579	357,561	51,016	45,758	6,476	-49,862	12.06 %	458	0

3/2/2022													
Month of Activity	<u>JAN</u>	<u>FEB</u>	<u>MAR</u>	<u>APR</u>	<u>MAY</u>	<u>JUN</u>	<u>JUL</u>	<u>AUG</u>	<u>SEP</u>	<u>OCT</u>	<u>NOV</u>	<u>DEC</u>	<u>TOTAL</u>
JAN		152.83	152.37	152.37									457.58
FEB													0.00
MAR													0.00
APR													0.00
MAY													0.00
JUN													0.00
JUL													0.00
AUG													0.00
SEP													0.00
OCT	64.50												64.50
NOV	83.07	83.07											166.15
DEC	80.44	80.19	80.19										240.82
TOTAL	228.01	316.10	232.57	152.37									929.05

Memorandum

To: Tura Sales Force

From: Scott Sennett - President / CEO

Michael Pasnello - Vice President and CFO

Date: 3/2/2022

Effective Date: 1/31/2022

Re: Exchange Program

Congratulations! You have earned a bonus based on your results. Keep up the good work!

Attached are your results from the Exchange Program for your exchange percentage.

To determine your commissions earned, commissions penalty or no change we will use the rolling twelve month exchange percentage. Commissions earned or commissions penalty will be applied against the current month's commissionable sales.

The commissions earned or commissions penalty will be divided evenly over each of the following three months.

Effective September 1, 2017 TURA Sales Reps who have been under contract Three months or more with TURA receiving DGSA and commission payments on commissionable sales will fully participate in the Exchange Program.

Increases and decreases in commission rates are based on the following chart. We have also added a category that represents no change to your commissions:

Cumulative Exchange Percentage	Change in Exchange Level	Effect On Commissions
>35%	Either reduce exchange to 34.99% or less or	2% reduction
30% to 34.99%	Either reduce exchange to 29.99% or less or	1% reduction
27% to 29.99%	Either reduce exchange to 26.99% or less or	0.5% reduction
19% to 26.99%	Reduce to or maintain exchange %	No Change
16% to 18.99%	Reduce to or maintain exchange %	0.5% addition
<16%	Reduce to or maintain exchange %	1% addition

Examples:

- If your rolling twelve month exchange percentage is 35% through the effective date you will be deducted 2% of your commissionable sales for the current month. So if your commissionable sales for the current month are \$10,000.00 you will lose \$100.00 that will be divided over three months

Month1	Month2	Month3
\$33.33	\$33.33	\$33.33

- If your rolling twelve month exchange percentage through the effective date is 19% you are in the acceptable range and there will be no change to your commissions.
- If your rolling twelve month exchange percentage through the effective date is 16% you will receive an additional 0.5% commissions. So if your commissionable sales for the current month are \$10,000.00 you will receive \$150.00 that will be divided over three months.

Month1	Month2	Month3
\$50.00	\$50.00	\$50.00

