

Exchange Level: <16% - 1% addition

ADP	Rep Name	Gross	Adj Net	Comm	Comm	Comm	Comm	Gross	Exchange	Reduction	DGSA
		Shipped	Shipped	Sales	Due	Sales	Due	Exchange	%	/Increase	1/1/23
		2/1/22	2/1/22	2/1/22	2/1/22	1/1/23	1/1/23	2/1/22	2/1/22	to	to
		to	to	to	to	to	to	to	to	Comm	1/31/23
		1/31/23	1/31/23	1/31/23	1/31/23	1/31/23	1/31/23	1/31/23	1/31/23		
106	Shanna Sparger	455,797	292,261	432,566	52,955	51,942	6,690	-61,544	-13.50	260	0

[illegible]

Memorandum

To: Tura Sales Force

From: Scott Sennett - President / CEO
Michael Pasnello - Vice President / CFO

Date: 3/2/2023

Effective Date: 1/31/2023

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