

MEDTHERA

20 West Main Street, Suite 100
Waconia, MN 55387

952.855.1001

Sales Commission Program

At Medthera, our mission is to support individuals with mobility challenges as they work toward greater independence. This mission is advanced through the commitment of our sales partners, and we value the relationships we build together.

This Sales Commission Program is designed to be clear, transparent, and performance driven. The following outlines how commissions are earned and how partners can maximize their compensation.

Commission Structure

Commissions are paid on the Net Invoice Price (NIP), which is the amount invoiced excluding any discounts, rebates, credits, freight, taxes or returns. Commissions are paid by the 15th of each month for the Representatives NIPs from the prior month for which Medthera has received customer payment.

Base Commission - 18%

Base Commission Example

# of Units Sold	Net Invoice Price	18% Base Commission
1	\$9,995	\$1,799
1	\$7,996	\$1,439

Bonuses

Bonuses are earned only after a minimum of units are sold, invoiced and collected within a single calendar year. Bonus amounts are calculated solely on the Representative's Annual Net Revenue, which is the total sum of their NIP for the current calendar year. If bonuses are earned, they are calculated at the end of the calendar year and paid by January 15th of the following year.

- **16 – 24 units - 2% bonus**
- **25 + units – 5% bonus**

Bonus Structure Example – **Based on a NIP of \$9,995**

# of Units Sold	Annual Net Revenue	18% Base Commission	2% Bonus	5% Bonus	Total Commissions Paid
15	\$149,925	\$26,987	N/A	N/A	\$26,987
16	\$159,920	\$28,786	\$3,198	N/A	\$31,984
24	\$239,880	\$43,178	\$4,798	N/A	\$47,976
25	\$249,875	\$44,978	N/A	\$12,494	\$57,472
36	\$359,820	\$64,768	N/A	\$17,991	\$82,759
60	\$599,700	\$107,946	N/A	\$29,985	\$137,931

This commission structure is designed to reward performance and encourage achievement of higher sales milestones. We look forward to building a mutually beneficial relationship with you. If you have any questions, please contact the Medthera team for further assistance.