

Supplier Annual Incentive Programs

CONFIDENTIAL: This document is exclusive proprietary information of Eye Care Edge, and as such is available only to Members and prospective Members who have signed a Non-Disclosure Agreement. Possession of this document by others without the express written consent of Eye Care Edge is forbidden.

SUPPLIER	REBATE PROGRAM
Aspex Group	<ol style="list-style-type: none"> 1. If net purchases are >\$5,000 and if return ratio is < 25% but more than 20%, bonus of 2% of net" 2. If net purchases are >\$5,000 and if return ratio is < 20%, a bonus of 3% of net
Aspire Vison Group	<ol style="list-style-type: none"> 1. Gross purchases greater than \$6,000, bonus of 5% of gross
BM Optical	<ol style="list-style-type: none"> 1. Monthly gross purchases > \$5,000 in a calendar month, additional 5% of gross
Bausch & Lomb Corp.	<ol style="list-style-type: none"> 1. Gross purchases greater than \$10,000 and increased from prior year by \$1, bonus of 4% of gross 2. Gross purchases greater than \$20,000 and increased from prior year by \$1, bonus of 7% of gross
Centennial Optical (Frame & Lab Pack Only)	<ol style="list-style-type: none"> 1. Gross Purchases between \$26,500 and \$47,499, bonus of 2% of gross 2. Gross Purchases between \$47,500 and \$68,499, bonus of 3% of gross 3. Gross Purchases \$68,500 and greater, bonus of 4% of gross
Johnson & Johnson Vision Care	<ol style="list-style-type: none"> 1. Due to the complicated nature of this program, please reach out to your Johnson & Johnson Rep for details. Rebate paid directly from supplier.
Kering Eyewear	<ol style="list-style-type: none"> 1. If net purchases are \$20,000+ and have >10% growth from prior calendar year, return ratio is <10% and 4 brands maintained, a bonus of 4% net
Labtician Ophthalmics	<ol style="list-style-type: none"> 1. If Bruder gross purchases double in volume from previous year, bonus of 5% of gross 2. If PRN gross purchases double in volume from previous year, bonus of 3.5% of gross
Modern Optical	<ol style="list-style-type: none"> 1. Net purchases greater than \$5,000, bonus of 2% of net 2. Net purchases greater than \$10,000, bonus of 5% of net
Modo Eyewear	<ol style="list-style-type: none"> 1. Net purchases greater than \$7,000, bonus of 3% of net 2. Net purchases greater than \$14,000, bonus of 5% of net
Offview S.L. (formerly Gigi Studios)	<ol style="list-style-type: none"> 1. Gross purchases between \$8,000 & \$10,000, bonus of 2% 2. Gross purchases between \$10,001 & \$12,000, bonus of 3% 3. Gross purchases between \$12,001 & \$15,000, bonus of 4% 4. Gross purchases between \$15,001 & \$20,000, bonus of 5% 5. Gross purchases greater than \$20,001, bonus of 6%
Optique Sher-Lab	<ol style="list-style-type: none"> 1. If between 30 and 49 PROFILO! Clip-on pieces per month, additional 5% gross 2. If more than 50 PROFILO! Clip-on pieces per month, additional 10% gross
Perfect Optical & Superclip	<ol style="list-style-type: none"> 1. Gross purchases equal to or greater than \$5,000, 2% of gross 2. Gross purchases equal to or greater than \$10,000, 3% of gross 3. Gross purchases equal to or greater than \$15,000, 4% of gross 4. Gross purchases equal to or greater than \$20,000, 5% of gross

Supplier Annual Incentive Programs

CONFIDENTIAL: This document is exclusive proprietary information of Eye Care Edge, and as such is available only to Members and prospective Members who have signed a Non-Disclosure Agreement. Possession of this document by others without the express written consent of Eye Care Edge is forbidden.

SUPPLIER	REBATE PROGRAM
Thèa Pharma (Volume)	1. Gross Purchases if Gross Purchases equal to or greater than \$3,125, bonus of 1%
	2. Gross Purchases if Gross Purchases greater than \$10,000, bonus of 6%
	3. Gross Purchases if Gross Purchases greater than \$17,500, bonus of 8%
	4. Gross Purchases if Gross Purchases greater than \$25,000, bonus of 11%
	5. Gross Purchases if greater than \$40,000, bonus of 13%
Thèa Pharma (Growth)	1. Gross purchases increase from prior year \$2,500 & \$4,999, bonus of 10%
	2. Gross purchases increase from prior year \$5,000 & \$9,999, bonus of 15%
	3. Gross purchases increase from prior year \$10,000 or more, bonus of 20%
Tura Inc.	1. Bi-Annual gross purchases greater than \$3,000 and increased from prior year, bonus of 5%
Westgroupe (Wescan)	1. Net purchases between \$7,000 & \$15,000, bonus of 5% of net
	2. Net purchases greater than \$15,000, bonus of 10% of net
Westgroupe (Western)	1. Net purchases between \$10,000 & \$25,000, bonus of 10% of net
	2. Net purchases greater than \$25,000, bonus of 15% of net

Paid from Eye Care Edge on the monthly statement under the Office Admin vendor