



Medinc of Texas Implant and Instrument Commission Program

Knee, Shoulder, and DEX

TEAM Base Commissions

Assigned per territory

TEAM Commission Discounting Chart

The discounting % are based off a 12% commission rate

Discount

0% - 10%	12%
10.1% - 15%	11%
15.1% - 20%	10%
20.1% - 30%	9%
30.1% - 40%	6%
40.1% - 50%	3%
Over 50%	No Commission

*Base Commissions starting lower than 12% will only be affected by discounting parameters that fall below the base %.

Example: TEAM base is 7.5%, lower commissions would only be applied at 30% +

Representatives not on TEAM Commission

Commissions will be discussed with the individual and executed according to what % Medinc assigns.

Biologics

Biologics Sold from Arthrex (TPT)	7.5%
JRF/LNH Excluding Fresh Frozen	7.0%
JRF/LNH Fresh Frozen	2.5%

Arthroplasty Base

Arthroplasty	Commission %
0-10%	6.0%
10.1% - 20%	5.0%
20.1% to 30%	4.0%
30.1% to 40%	3.0%
40.1% to 50%	2.0%

Arthroplasty Representative on TEAM

Arthroplasty	Commission %
0-10%	10.0%
10.1% - 20%	9.0%
20.1% to 30%	8.0%
30.1% to 40%	7.0%
40.1% to 50%	6.0%

Capital

Capital Consumables	Commission %
Any item classified as Capital	4% if less than 95% PTQ 6% if greater than 95% PTQ

Miscellaneous

Knotted Anchors	7%
Knotted Anchors with Tape	9.5%
Trimano Products	6%
Old Version Trimano and Products	5%
Beech Chair Products	6%
Trimano Rent to Own	5%
992's	20%
Shaver/Pump Consoles Purchased	5% Team (with no discount) 5% I & R (with no discount)
Power	4% Team (with no discount) 4% I & R (with no discount)

Synergy TEAM Commissions

Per Tower	\$750.00
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Synergy Bundled Bonus

Parameters are as follows:

- Must include Synergy purchase order priced in tier 1-4.
- Must include at least 1 signed usage agreement for pump, shaver, RF, ACP, or Angel
- Must include \$1,500 upfront consumable stocking order for pump, shaver, RF, or ACP.
\$2,500 for Angel

Synergy deals valued at \$150,000-300,000:

- \$1,000 TEAM bonus, \$250 I/R TEAM bonus

Synergy deals valued at \$301,000-500,000:

- \$1,750 TEAM bonus, \$750 I/R TEAM bonus

\$501,000 + PO value gets:

- \$2,500 TEAM bonus, \$1,250 I/R TEAM bonus

Quota Credit for Fresh Frozen Allografts sold from JRF/LNH

Product	Quota Credit
Femoral Hemi-Condyle	3,650
Ankle Talus	1,900
Femoral Whole Condyle	3,800
Patella with Attachments	3,250
Femoral Partial Condyle	2,150
Tibia Distal	1,700
Femoral BiComp	3,650
Femoral Trochlea	3,500
Humeral Head	2,050
Tibia Plateu with meniscus	2,000
Tibial Plateu	3,100
Femoral Head	2,000
Humerus Distal	1,900
Humeral Prox w/Cuff	950
Metatarsal Bone	1,150
Tibia Proximal with P and Q	1,625
Scapula w/ Glenoid	1,600
Ulna Proximal	1,550
Humerus Whole w/ cuff	1,100
Radius Distal	

	1,900
Femoral Distal	1,650
Metacarpal Bone Whole	1,250
Proximal Phalanx Bone	1,150
Sternum Whole FF/C	1,250
10mm Core	750

Errors: Employees should check their pay stubs each pay day. If an employee believes he or she has been underpaid an advance, or an earned incentive, due to an error, the employee must promptly notify Medinc of Texas of his or her belief that there has been an error. Medinc of Texas will review the issue and, in the event of an error, correct the error at an appropriate time pursuant to the discretion it has retained under this Plan document. In case of overpayment, employees must report the error to their manager, and the amount of the overpayment will be deducted from future incentive compensation payments. If there are no future incentive compensation payments, the employee will be required to make alternative arrangements acceptable to Medinc of Texas to repay those amounts.

****Medinc of Texas reserves the right to change the commission structure at any time.**