

## **Sales Compensation Plan Addendum (H2 2022) – Healthcare Accounts**

1. Commission Basis. For Healthcare accounts, commissions shall be calculated using the Applicable Unit Price in effect during the performance period.
2. Disruption-Period Actions. For avoidance of doubt, commissions earned during periods in which disruption-era pricing actions are in effect shall not be retroactively adjusted solely due to subsequent pricing review.
3. Administration. Sales Operations shall administer quota and commission calculations using the FY23 baseline pricing workbook approved by FP&A and Sales Leadership.