



DATE: 05/01/2024

AngioAdvancements' Conference Compensation Policy

Purpose:

This policy outlines the compensation structure for independent sales representatives attending one-day NCVH shows within their territory and national conferences on behalf of AngioAdvancements. It ensures transparency and consistency in compensation and clarifies expectations regarding professional conduct and presentation.

Scope:

This policy applies to all independent sales representatives of AngioAdvancements.

1. Compensation for Local One-Day NCVH Shows

- **Daily Rate:** Representatives receive a flat rate of \$200 for participating in one-day NCVH shows within their designated territory.
- **Hotel Accommodation:** AngioAdvancements covers the cost of a hotel room, as deemed necessary. Best efforts will be made to consider the representative's travel times.
- **Meals:** Meals provided by the conference event; representatives cover other meal expenses.

2. Compensation for National Conferences

- **Conference Days:** Representatives receive \$500 for each full day and \$250 for each half-day of attendance at national conferences.
- **Travel Expenses:** Covered as outlined in the "Expense Policy for Independent Sales Representatives."

3. Dress Code

Conference Attire: Representatives must wear business attire, including at a minimum a sport coat and tie or a business suit. Scrubs or casual clothing are strictly prohibited to maintain a professional image.

4. Responsibility for Demo Products and Display

- **Security Measures:** Representatives must secure valuable demo products during event hours. Products should not be left unattended or stored under tables overnight.
- **Storage and Transport:** Secure all demo products in a locked area that cannot be carried away, or in an equally secure location, *preferably your hotel room*.
- **Vigilance During Event Hours:** Ensure demo products are attended at all times; coordinate with team members or event security for any necessary absences.



- **Loss or Theft:** Immediately report any loss or theft to AngioAdvancements, and to event organizers.
- **Return of Display:** Representative will follow instructions outlined by AngioAdvancements, prior to the event, with regard to transportation of the booth before and after the event.

5. General Provisions

- **Payment Schedule:** Compensation is paid within 30 days post-event, with potential for prior compensation.
- **Policy Adherence:** Adherence to all related policies, including the Expense Policy, is required.
- **Exclusive Representation:** While paid to be representing AngioAdvancements at conferences, representatives are expected to dedicate their full attention to the booth and responsibilities assigned by AngioAdvancements. Engaging in business activities for other companies or soliciting business for other products or services during paid conference hours is strictly prohibited. This ensures that representatives are fully focused on promoting AngioAdvancements' products and interests during these critical marketing events.

6. Exceptions

- **Requesting Exceptions:** Any exceptions to this policy must be requested in writing and approved by AngioAdvancements prior to the event.

7. Policy Updates

- AngioAdvancements reserves the right to update this policy as necessary. Representatives will be notified of any changes affecting their compensation.

Implementation: This policy is effective immediately and is subject to review and revision at the discretion of AngioAdvancements management.

Acknowledgment: All representatives must acknowledge receipt and understanding of this policy. Compliance is mandatory for all eligible personnel.

Contact for Exceptions:

For requests for exemptions to the policy, please contact Kim Levy at Klevy@angioadvancements.com