



LABORATORY CONSULTANTS, INC.

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Wholesale Account Referral Commission Policy

Applicable To: Any wholesale account, whether currently purchasing or not, under the following provisions. (A) No formal proceedings between Loesch Lab and a referral account holder are pending or unresolved. (B) An account holder, its managers or ensigns have not engaged in denigrating or derogatory statements, verbal or written, about Loesch Lab, its products, or its employees. (C) An account holder, its managers or ensigns, are not engaged in acts or behavior contrary to laws applicable to the location of the action or behavior including but not limited to the Civil Rights Act and its amendments, the Federal Trade Commission Act (which governs truth-in-advertising regulations), and the Equal Employment Opportunity Act (which created the Equal Employment Opportunity Commission). This policy is also applicable to employees of Loesch Lab.

Limited To: A single level of referral. When one wholesale account (Account One) advises another business (Account Two) to begin purchasing Loesch products at wholesale prices (including private-label products) and the new account holder agrees that the referring account holder is the person who encouraged them to begin purchasing Loesch products. Account One will be paid the commission rate on a monthly basis for Account Two's wholesale purchases. If Account Two refers another wholesale account (Account Three) then Account Two will receive a commission on Account Three's wholesale purchases but Account One will receive nothing for Account Three's wholesale purchases.

Termination: Referral commission payments may be terminated at any time at the written request of the referral account holder. Referral commission payments may be terminated by Loesch Lab for low-activity referral accounts after reasonable attempts to contact the account holder in writing with the intent to discontinue payments or after payment checks have been returned undeliverable for more than 3 months, or after payment checks have been un-cashed for more than 6 months. Loesch Lab reserves the right to terminate all commission payments on all accounts should Loesch Lab ever cease business.

Commission Rate: As of the revision date on this letter, matching the signature date below, the commission rate is 10% of wholesale purchases of the referred business to be paid to the business that referred the former business to Loesch Lab. Commission will be tracked for each wholesale account, but will only be disclosed to the referring business as a summary of all sales in order to protect wholesale customers' privacy. Detailed records of all sales are available to any legal entity with jurisdiction over both parties.

W. T. Loesch III, Vice-President Signed to: Pages 1 - 1

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