

Thermo Fisher Scientific

# RSD Internal Lead Generation Program for ULS European Employees

Program Description – December 2016

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## Program Description

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The RSD Internal Lead Generation Program for the European ULS Employees is designed to incentivize the generation of leads by the European ULS Employees and closing of associated opportunities on instruments and equipment sold by the RSD division in Europe. The program is integrated in the ULead platform.

In France, this program replaces the existing RSD Internal Lead Generation Program.

The program steps are the following:

1. Staff will submit the lead details via a dedicated web form *[link will be inserted]*.
2. An email will go to the lead submitter, confirming it has been sent to the RSD sales force.
3. The lead details are sent to the RSD instance of salesforce.com (SFDC) and routed to the appropriate RSD sales representative.
4. The lead submitter will receive a status notification at each key gate:
  - a. Lead qualifies (turns into an opportunity) / does not qualify (closed)
  - b. Opportunity closed (lost) / opportunity turned into a sale.
5. On a quarterly basis, the RSD sales group provides the incentive details to HR for incentive payment.

## Audience

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All ULS employees in Europe are eligible to participate in the program.

## Scope and Incentive

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### Scope

All instruments and equipment sold by the RSD division in Europe are in the scope of the program. The RSD Sales team will make every effort to sell a Thermo Scientific instrument or equipment unless requested otherwise by the customer.

If the lead doesn't turn into an order within 12 months after submitting it in the system, it does not qualify for this program.

If the lead is already in the hands of the RSD sales force at the time of submission, it does not qualify for the program.

### Incentive

For each lead turning into a sale, the lead submitter will receive a fixed commission of 100€. Leads of a value lower than 1000€ will not be subject to a commission.

## Program Duration and Review

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This program shall be effective commencing January 1, 2017 until December 31, 2017.

It will be reviewed during Q4 2017 to estimate if it should be extended as it is or if adjustments are required.

After December 31, 2017, it can be extended by the company for any defined period. The company will inform employees accordingly. Consideration to the provision of the RSD Internal Lead Generation Program for the European ULS Employees for future years will be at the sole discretion of the Company and employees have no contractual right to the above mentioned commission for generating leads in future years.

## General

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Thermo Fisher Scientific reserves the right, in its absolute discretion to change at any times the territory, quota, products and eligibility of this program.

The company reserves the right to make additional payments to recognize exceptional achievements not covered by the program.

It is specifically understood that any individual, who is terminated, resigns or otherwise leaves the Thermo Fisher Scientific payroll, or accepts transfer to a position not eligible to participate in this program, will not be entitled to any remaining commissions. This condition also applies to commission holdbacks where the company decides to withhold payment of commission until the customer makes payment for the product or service provided. Individuals on maternity leave will still qualify for this payment.

The RSD EMEA Leadership Team is responsible for the interpretation of this program and for making such determinations and recommendations to company management as may be required by the plan in accordance with local laws. The RSD EMEA Leadership Team also has authority when leads are in question or being debated as to whether it qualifies and / or who gets credit for it.

## Reconciliation of Overpayments

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An overpayment occurs when a Participant receives payments in excess of actual earned Incentive Compensation. Any overpayments will be reconciled when calculating future potential incentive earnings. In the event that the total net payment is negative for an incentive payment cycle (i.e., in total for all measures), the negative incentive balance will be carried forward to the next incentive payment cycle. Negative balances will not be subtracted from fixed compensation, such as salary and allowances.

If a Participant in an overpayment situation leaves the Company or transfers to another job within the Company not eligible under the Plan, the Participant is obligated to repay the Company the full amount of the overpayment. The Company may deduct any overpayment amount from the Participant's paycheck and/or any future sales incentive, as

permitted by law. The Participant also agrees to execute any other documentation that may be needed to recover an overpayment through such a deduction.

The Participant will retain the negative incentive balance in the case of a change in service territory, or moving to a new service position that is still eligible under this incentive plan.

If a deduction cannot occur for any reason, the Participant will be required to issue payment to Thermo Fisher Scientific for the monies due within thirty (30) days of notification.

# Process Flow

