



December 22, 2025

PFA 2026 Discount Structure & Growth Rebate Program

Dear Valued Paper First Affiliate Partner,

We are pleased to introduce the **2026 Ruby Slipper Sales Company LLC PFA Discount Structure**, designed to reward committed partners through clear volume incentives and a performance-based growth rebate program.

Tiered Volume Discount Program

Available to all qualifying PFA member Ruby Slipper Sales Company LLC customers

- **2.5% Fixed Discount** for annual purchases of **\$10,000+**
- **5.0% Fixed Discount** for annual purchases of **\$25,000+**

Upon achieving a qualifying year-to-date (YTD) **gross invoiced product sales** threshold, the applicable tier discount will be **applied retroactively via credit memo** to all **eligible invoices issued within the same calendar year**, subject to account standing and program compliance.

Retroactive credits will be **issued following confirmation of the qualifying threshold** and are **discretionary for orders placed that already meet or exceed a tier threshold**.

Tiered volume discounts **may not be combined with trade show specials, promotional pricing, or other temporary offers**, but **may be combined with the Early Buy Program**, subject to program terms.

Growth Rebate Program

Available to returning customers only

- **Minimum annual purchase:** \$10,000
- **Maximum rebate cap:** \$10,000

Rebates are earned based on **year-over-year (YOY) growth in net invoiced product sales** and are applied as a credit toward the following year's purchases.

www.rubies.com



- **20% YOY Growth → 2% Rebate**
- **30% YOY Growth → 3% Rebate**
- **50% YOY Growth → 5% Rebate**

Program Terms

- YOY growth is calculated on **net invoiced product sales only** and excludes **freight, taxes, fees, chargebacks, and non-product charges**.
- Growth rebates are calculated on the **net invoiced price after applicable tiered volume discounts and Early Buy discounts have been applied**.
- Growth rebates are issued **solely as a non-cash, non-transferable credit** applicable to **future-year purchases only** and are **not redeemable for cash or cash equivalents**.
- **Account standing will be reviewed at the time of rebate issuance and again at application**. All invoices must be paid in full and current to qualify.
- Growth rebates apply only to **discount-eligible sales**, may be combined with the **Early Buy Program**, and **exclude trade show specials, promotional pricing, and other temporary offers**.
- All other **Ruby Slipper Sales Company LLC Terms and Conditions** apply.

This structure is designed to reward long-term partnership, incremental growth, and early commitment while maintaining a clear and predictable discount framework.

Sincerely,

A handwritten signature in black ink, appearing to read "Donald Pirone", with a long horizontal line extending to the right.

Donald Pirone
Sales Manager
Ruby Slipper Sales Company LLC