

GROWTH REWARD

MULTIPLIER PROGRAM

We are pleased to announce a Growth Reward Multiplier Program that rewards Delta Partners for consistent purchase growth as we continue to offer more products that can be purchased through Delta Controls Inc. They include the growing list of field devices manufactured by industry leading vendors in addition to the expanding portfolio of Delta Electronics products.

Qualifying Partners benefit by earning a higher discount (better multiplier) on purchases of Delta Controls Inc. manufactured products for an entire year, based on a sliding discount scale that increases with annual purchase volume. After receiving feedback from partners, this program replaces the growth rebate initiative previewed at the Partner Conference earlier this year.

Eligibility

Partners with direct purchase rights for Delta Controls Inc. manufactured system products are eligible for this program. The following accounts are not eligible for this program:

- OEM & Partners that predominantly sell to OEMs
- Owner-Direct and Corporate accounts
- Contractors that predominantly purchase products manufactured by Delta Electronics and/or third-party vendors
- Sub-Dealers that purchase Delta Controls Inc. products from Partners
- Delta Regional Offices
- Delta Group Companies

Purchase/Growth Qualification to earn the Growth Reward Multiplier

Total annual net purchases with Delta Controls Inc. must be at least **USD \$150K** in the prior year and maintain a three-year rolling average growth of **10%** and higher. Delta Partners with annual net purchases above **USD \$1 Million** in the prior year qualify with a three-year rolling average growth of **5%** and higher.

Eligible Purchases for Growth Reward Multiplier Calculation

Annual net purchases include all purchases invoiced by Delta Controls Inc. in a given calendar year, net of returns and credits. This includes purchases of Delta Controls' manufactured products, as well as purchases of Delta Electronics products and of Field Devices (formerly known as PPG) including Tridium, Vivotek, RMA repairs, Cloud Engineering, DCBI and Services (PAS, Training, etc.).

Partners with Multiple Accounts

As a further incentive, purchases made by Partners with multiple business locations through more than one customer account will be totalled to determine the overall net purchase amount for all associated accounts, thereby most likely further improving the Growth Reward Multiplier for each account herein.

Growth Reward Multiplier Program - Reduction Table

The 2019 multiplier reductions for qualifying partners as a percentage of the respective 2018 multiplier are shown in the following table:

Annual Net Purchases (US Dollars) All Delta Controls Purchases		
FROM	TO	Multiplier Reduction
\$0	\$150,000	0%
\$150,001	\$250,000	2.5%
\$250,001	\$500,000	3.25%
\$500,001	\$1,000,000	4.0%
\$1,000,001	\$5,000,000	5.0%
\$5,000,001	\$10,000,000	6.0%
\$10,000,001	\$15,000,000	6.75%
\$15,000,000+		7.5%

Products invoiced with the Growth Reward Multiplier Program

The Growth Reward Multiplier is applicable to Delta Controls manufactured products invoiced from Jan 1st to Dec 31st of the subsequent year. It also applies to BULK pricing and to pricing for BUNDLES that are comprised only of Delta Controls manufactured products.

The products and quantity thresholds qualifying for BULK pricing are being expanded. The purpose of this along with the Growth Reward Multiplier is to replace providing quotations with special pricing, which is becoming a bottleneck in our sales support as we scale up in our services and products lines that we plan to offer and support.

Amendments

Delta Controls reserves the right to dissolve or amend the terms of the Growth Reward Multiplier Program at any time without notice.

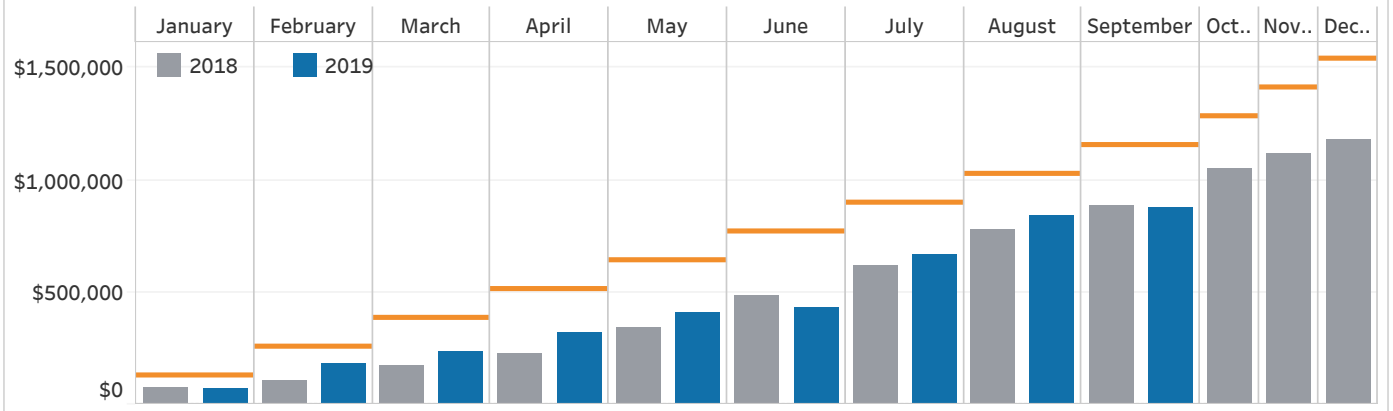
Year-To-Date Purchase Report - Delta Building Automation Group

Delta Building Automation Group

September 2019

Sep 2019	YTD 2019	YTD 2018	YoY % Growth	Target 2019	YTD Target	YTD %Target	On Order
\$43,053	\$878,080	\$885,433	-0.8%	\$1,540,000	\$1,155,000	76.0%	\$39,530

Compare Cumulative Monthly Purchases to Last Year and Target - US\$



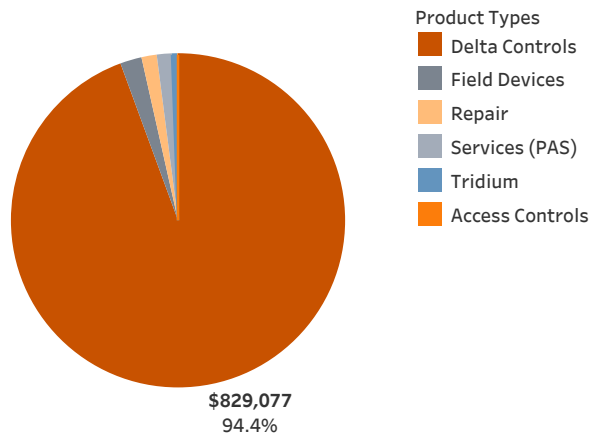
Monthly Purchase History

	2016	2017	2018	2019
January	\$34,955	\$104,958	\$73,552	\$65,259
February	\$54,163	\$144,862	\$29,245	\$115,558
March	\$78,074	\$186,403	\$68,352	\$52,421
April	\$86,959	\$64,428	\$56,057	\$84,254
May	\$64,724	\$85,643	\$114,191	\$92,228
June	\$32,163	\$62,530	\$143,475	\$19,076
July	\$57,192	\$79,622	\$133,545	\$239,382
August	\$47,318	\$55,438	\$157,184	\$166,850
September	\$95,709	\$82,661	\$109,833	\$43,053
October	\$71,227	\$200,090	\$166,813	
November	\$76,551	\$67,807	\$66,869	
December	\$61,171	\$108,353	\$57,411	
Grand Total	\$760,207	\$1,242,795	\$1,176,526	\$878,080

Monthly Targets

	Target	Cumul. Target
January	\$128,333	\$128,333
February	\$128,333	\$256,667
March	\$128,333	\$385,000
April	\$128,333	\$513,333
May	\$128,333	\$641,667
June	\$128,333	\$770,000
July	\$128,333	\$898,333
August	\$128,333	\$1,026,667
September	\$128,333	\$1,155,000
October	\$128,333	\$1,283,333
November	\$128,333	\$1,411,667
December	\$128,333	\$1,540,000

Purchases per Product Type (US\$)



Purchases per Product Type (US\$)

	Revenue	% Total
Delta Controls	\$829,077	94.4%
Field Devices	\$18,296	2.1%
Repair	\$12,907	1.5%
Services (PAS)	\$12,772	1.5%
Tridium	\$4,494	0.5%
Access Controls	\$534	0.1%
Grand Total	\$878,080	100.0%

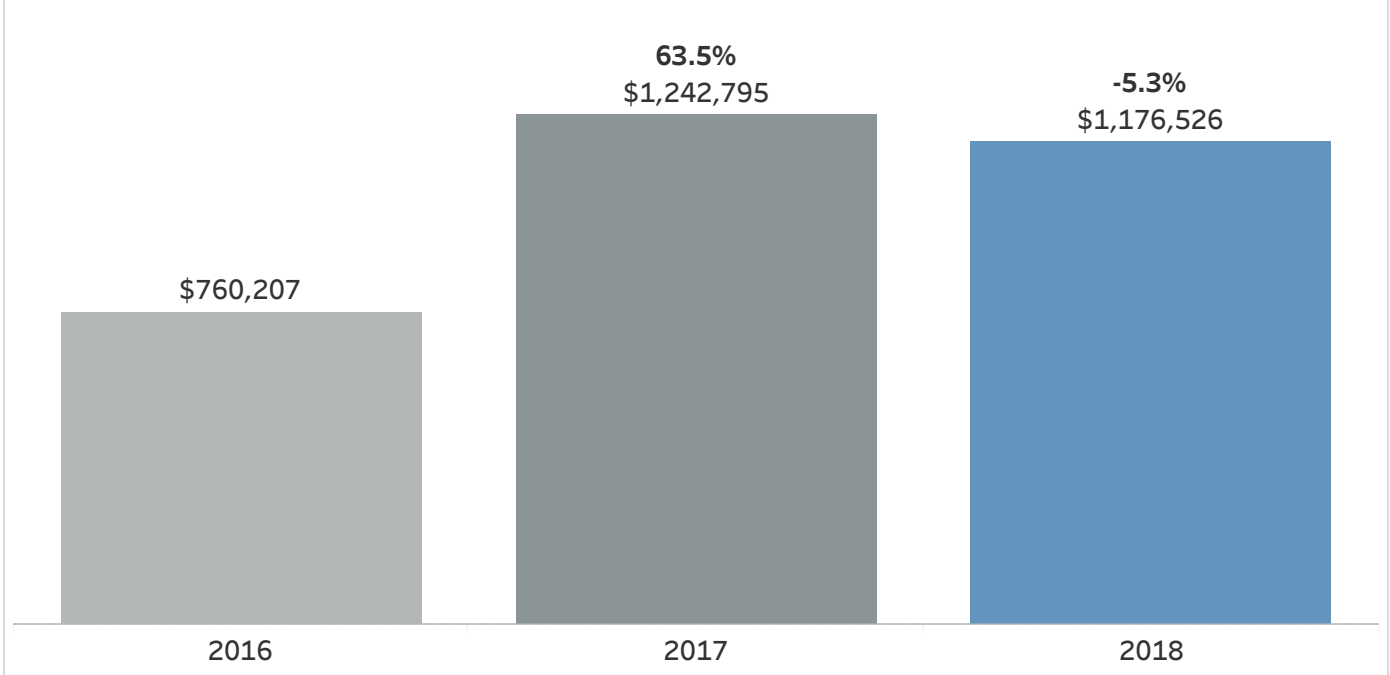
Legend YTD - Year To Date YoY - Year on Year

Year-To-Date Purchase Report - Delta Building Automation Group

Delta Building Automation Group

September 2019

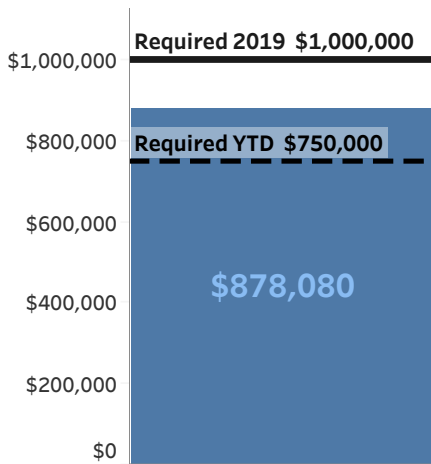
3 Year Purchase Growth Trend (US\$)



Required % Growth for GRMP	Required 2019 Purchase for GRMP	Required YTD Purchase for GRMP	Status
-15.0%	\$1,000,000	\$750,000	On Target

YTD GRMP Status (US\$)

Compare **Current YTD** to Required YTD



Growth Reward Multiplier Reduction Rates (US\$)

Level	FROM	TO	Min. Average % Growth over last 3 Years	Multiplier Reduction
1	\$0	\$150,000	-	0.00%
2	\$150,001	\$250,000	10%	2.50%
3	\$250,001	\$500,000	10%	3.25%
4	\$500,001	\$1,000,000	10%	4.00%
5	\$1,000,001	\$5,000,000	5%	5.00%
6	\$5,000,001	\$10,000,000	5%	6.00%
7	\$10,000,001	\$15,000,000	5%	6.75%
8	\$15,000,001+	-	5%	7.50%

NOTE: Multiplier Reduction only applies to Delta Controls Inc. manufactured products

GRMP - Growth Reward Multiplier Program

The purchase values and percentages shown are required to qualify for the growth reward multiplier reduction for 2020 or, if already qualified in 2019, to requalify in 2020 with the same level of multiplier reduction as 2019.