

CONFIDENTIAL EXHIBIT 3 - COST CONTAINMENT

		Tier 1 Agent	Tier 2 Agent
CMG - Telecom Expense Management (TEM)		10%	11%
BCM - TEM		13%	14%
WTG Leasing	1 time pay-out of total lease	1%	1%
Calero - Publicly held TEM (Telecom Expense Mgmt)	1 mil+ spend	10%	11%
	less than 1 mil spend	8%	9%
Logistics (Freight, Parcel & Lost Package Recovery)			
	other than below	10	10
	Parcel	10%	10%
	Freight	10%	10%
	Late Package Recovery	5%	5%

Revised Q3 '19