

Terms and Conditions

1. All persons must be 18 years of age or older to participate.
2. Registered persons must complete online form, including providing SSN for tax purposes. (SSN is through a third-party secure web portal)
3. All participants will be responsible for all taxes on money earned and participants will be issued a 1099 form where applicable. (Only Applicable after receiving \$600 per year)
4. Dealer identified as online retailers/aggregators are not eligible to participate in the SPIFF program.
5. Only Sales Associates currently employed by authorized dealers may participate in the SPIFF program.
6. All participants are responsible for entering their own claims from his/her personal sale and may not submit claims for sales made by another person.
7. All claims must be entered on-line.
8. Tires must be sold to end user (consumer) and must be mounted/installed on the consumer vehicle.
9. All claims will be validated and require copy of consumer sales receipt or completed invoice with machine generated proof of purchase and sale must include installation and applicable taxes
10. Invoice must contain the following information:
 - a. Consumer name
 - b. Consumer contact information (valid phone number or address)
 - c. Product description
 - d. Number of tires sold.
 - e. Proof of installation
 - f. Consumer cost of purchase
 - g. Proof of payment
 - h. Salesman identification
11. An invoice/ receipt that does not reflect the required consumer, product and purchase information will not be accepted for validation of claim.
12. Invoices must be submitted within 30 days of the Invoice date
13. Total number of units eligible for SPIFF claims from all participants from an eligible dealer cannot exceed the total number of eligible tires purchased by that dealer within the past 9 months of claim submission.
14. The SPIFF program is a retail SPIFF. Wholesale sales are not valid.
15. Warranty claims are not valid.
16. Rewards are paid in the form of a virtual or reloadable debit card in US Dollars.
17. No cash refunds.
18. Tampering with, altering or falsifying purchase information constitutes fraud.
19. COMPANY reserves the right to confirm the identity of purchase and verify purchase details and any irregularities may result in disqualification from this and future SPIFF promotions.
20. All decisions made by COMPANY (or its authorized representatives) relating to the validity of any claims are final and binding.
21. COMPANY reserves the right to modify or discontinue this program or current promotion at any time for any reason.
22. COMPANY is not responsible for any lost, late, stolen, damaged, misdirected, incomplete or

illegible submissions or undeliverable mail.

23. Please retain copies of the materials submitted.

24. **General Release:** By redeeming any rewards, you release COMPANY and its affiliated and successor corporations, their directors, officers, shareholders, employees and other agents, professional advisors, advertising and promotion agencies, service providers and COMPANY Dealers and Distributors from any liability whatsoever, and waive any and all causes of action, related to any claims, costs, injuries, losses, or damages of any kind arising out of or in connection with the reward cards or the delivery, mis-delivery, acceptance, possession, use of or inability to use the rewards cards or any portion thereof (including, without limitation, claims, costs, injuries, losses and damages related to personal injuries, death, damage to or destruction of property, rights of publicity or privacy, defamation or portrayal in a false light, whether intentional or unintentional), whether under a theory of contract, tort (including negligence), warranty or other theory.