

2020 Swiss Diamond Employee Incentive Program

Terms & Conditions

Last Updated: 2/28/2020

Please read these Terms & Conditions carefully before opting into the 2020 Swiss Diamond Employee Incentive Program.

Your access to and use of the Incentive Program is conditioned on your acceptance of and compliance with these Terms. These Terms apply to all users who access or use the Incentive Program.

By accessing or using the Incentive Program you agree to be bound by these Terms. If you disagree with any part of the terms then you may not be eligible for participation in the Incentive Program.

Swiss Diamond USA reserves the right to amend and/or alter the Terms & Conditions of the Incentive Program at any time without notice.

Swiss Diamond USA reserves the right to substitute at any time with an in-stock item of equal value.

What constitutes a change in eligibility, collection, participation etc. of an account in the Incentive Program will be determined at our sole discretion.

a. Participation

Stores and/or their representatives must be enrolled by the beginning of Q4 (September 30, 2020) in order to be fully eligible for the Tier-Based Rewards. Swiss Diamond and its employees are NOT RESPONSIBLE for enrolling a store and/or their representatives; EXPRESSED INTEREST must be demonstrated to fully participate.

b. Incentives

The Incentive Program Tiers are based on 2019 paid invoices and the projected growth of your business.

*Pans must be shipped with a paid order

Please refer to the official **2020 Employee Incentive Program PDF** for more information on available Reward Tiers.

c. Incentive Tier Eligibility - only (1) per account

PLAN A

Accounts with **less than \$10,000** in paid invoices for fiscal year 2019

PLAN B

Accounts with **more than \$10,000** in paid invoices for fiscal year 2019

**Refer to sections (a) & (b) for more information.*

d. Collection of Rewards

1. Based off your 2020 paid invoices and your enrollment by September 30, 2020; receive your incentive products included in the first order you place at the beginning of 2021.
2. To further help incentivize your team and after you have signed up, get 30% OFF a single (1) pan SKU of your choice!

e. Opting In

See section (a) To confirm your participation in the 2020 Swiss Diamond Employee Incentive Program, **please fill out the necessary information in the Google Form provided, make sure you have agreed to these Terms & Conditions and hit 'submit'.** *By clicking 'submit' you agree to abide by and meet the Terms & Conditions of this Program and this document. Failure to do so will result in disqualification and removal from the program.*