

# TEC Specialty Products LLC

## 2025 Contractor Rebate Program

### Contractor Participation Agreement

Contractor Name: ("Contractor") \_\_\_\_\_

Contractor Vendor Number: \_\_\_\_\_

Distributor(s) \_\_\_\_\_

This Agreement applies only to Contractor's Net Sales of Product. "Net Sales of Products" means purchases, excluding credits, returns, private label products, shipping, handling, freight, taxes, by Contractor of products listed below ("Products") manufactured by TEC Specialty Products LLC (TEC) for which a TEC distributor of such products received timely payment from Contractor in sufficient funds. In order for Contractor to be eligible to participate in this Rebate Program, it must meet all of the following eligibility requirements and comply with this Agreement. The Rebate Program is also subject to certain limitations and exclusions described herein.

#### **Rebate**

- Quarterly rebate on qualifying purchases of products is 4%.
- The rebate will be determined by the data shown on paid invoices from distributors, or as otherwise permitted below, following the criteria indicated in Program Rules below.

#### **Eligible Products:**

- TEC brand tile setting, surface prep and flooring adhesive.
- Parabond flooring adhesives.
- Grout Boost Advanced Pro stain resistant grout additive.

#### **Eligibility Requirements**

- Contractor becomes eligible to start earning a rebate under this Rebate Program as of the date the last of Contractor and TEC sign this Agreement. (Form W9 and Supplier Information Form must also be fully signed and submitted, with this Agreement signed by the Contractor, if a contractor vendor number has NOT already been assigned by TEC).
- Product purchases before such signing date and/or prior to the start of TEC's applicable fiscal year for participation in this Program are not eligible for a rebate.
- Contractor must purchase a minimum of \$15,000 in eligible products per quarter for payout. If Contractor misses a payout, eligibility will continue once total purchases again reach at least \$15,000 per quarter.
- Contractor must be located in the United States of America.

#### **Program Rules**

- The rebate is determined using the Contractor's quarterly Net Sales of Product during TEC's current fiscal year, December 1, 2024 – November 29, 2025.
- TEC will determine the amount of the rebate by using the purchase summaries it received from the distributors which sold eligible Products to the Contractor. Contractor is solely responsible for assuring that TEC receives such summaries from such distributors. To the extent that such distributor reports are not available, Contractor must submit to TEC a *Rebate Payment Request*, using TEC's *Rebate Payment Request* form (exhibit A to this Agreement), including proofs of purchase from the distributor, for example, copies of paid invoices/credits or receipts of payment. Send completed *Rebate Payment Request* forms and proofs of purchase from distributor to [support@tecspecialty.com](mailto:support@tecspecialty.com). Only purchases of eligible Products from distributors located in the United States of America will qualify for a rebate. Purchases from retail outlets do not apply.

- All rebates will be issued in the form of a check made payable to Contractor and will be issued within 60 days after the end of TEC's fiscal quarter provided that TEC received Contractor's completed request within 30 days after the end of TEC's fiscal quarter end, according to the schedule below:

2025 TEC Fiscal Quarters	TEC Fiscal Quarter End	Quarterly Rebate Payment Request form submission deadline
Q1	March 1, 2025	March 31, 2025
Q2	May 31, 2025	June 30, 2025
Q3	August 30, 2025	September 30, 2025
Q4	November 29, 2025	December 31, 2025

- Missing a reporting deadline will result in payment delay to the next quarterly cycle. A missed deadline for 2 consecutive quarters will result in purchases covered by such period being disqualified.
- Contractor must complete TEC vendor set-up forms in order that rebate checks can be processed by TEC to the Contractor. Rebate payments will not be processed until forms are submitted and accepted by TEC.
- TEC will issue an IRS form 1099 on rebate payments.
- Contractor acknowledges that participation in this Rebate Program does not constitute an approval, certification or recommendation of it by TEC.

#### **Program Exclusions and Limitations**

- TEC may suspend, cancel or change this Rebate Program by providing Contractor written notice thereof at least 60 days prior to the effective date thereof.

For participation, please acknowledge Contractor's acceptance of this Agreement, its eligibility requirements, rules, limitations and exclusions by signing below. This Agreement must be signed by an officer of the participating Contractor in order for it be binding upon TEC.

\_\_\_\_\_  
Contractor Business Name

\_\_\_\_\_  
Contractor Officer Name (please print)

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Title

\_\_\_\_\_  
Date

Acknowledged by:  
**TEC Specialty Products LLC**

\_\_\_\_\_  
Signature  
*President and CEO*

\_\_\_\_\_  
Date