



LEXUS WAREHOUSE WINDFALL INCENTIVE PROGRAM DETAILS

INCENTIVE PERIOD:

October 1 - December 31, 2023

AWARD TRIP:

April 17 - 18, 2024

ELIGIBLE PARTICIPANTS:

All "Active" Lexus Parts Managers/Parts Professionals, excluding Hawaii and Puerto Rico

RULES & QUALIFIERS:

- Parts Managers/Parts Professionals must be enrolled in Staff Master and must be employed at the dealership throughout the contest payout.
- Travel awards, prizes, and points cannot be redeemed or exchanged for cash.
- Eligible attendees include the winning Parts Managers/Parts Professionals who must be 21 years of age or older. Additional guests are not eligible to attend.
- Winning Parts Managers/Parts Professionals agree to videography/photography at the event.
- Trip to BI Worldwide in Minneapolis, MN occurs in April 2024.
- Interpretation of competition rules and qualifications is at the sole discretion of Lexus.
- Only approved Lexus Parts purchased from TMNA will be eligible.
- Areas will determine dealer groupings for this incentive.

TRACKING:

Lexus Parts Sales Operations will provide weekly reporting to Areas with dealer metrics and points earned to date. Final results will be provided by January 20, 2024. Dealer communication updates on program standings throughout the incentive is the responsibility of each Area.

ACTIVE STATUS:

Winners must be employed at the enrolled dealership during the 90-day qualifying period (October 1 - December 31, 2023). The winner must be an active-status employee in the primary position of Parts Manager/Parts Professional, as indicated on Staff Master, at the time of the qualifying/incentive period and at the time of the award payout.

TAX:

Participation in the Program by dealerships and participants, including Winning Personnel, is voluntary and does not create any partnership, joint venture, employment, or contractor relationship between TMNA (or the award fulfillment vendor, or any TMNA parent, subsidiary, or affiliate) and such dealerships and participants, including Winning Personnel. TMNA does not issue any 1099's or any other tax documentation to dealerships, participants, or Winning Personnel, nor does it report any tax or award information to the IRS relating to awards under the Program. Any reporting responsibility and any liability for federal, state, or other taxes imposed on awards received in the campaign will be the responsibility of the dealerships and participants, including Winning Personnel, and not TMNA, participating distributors, the Award Fulfillment Vendor, or any of their applicable parent, subsidiary, or affiliated entities.

For tax reporting purposes, the Dealer Principal and Winning Personnel for each Winning Dealership will receive information regarding the value of the award received at the end of the calendar year in which the award was received.