

TEAM MEMBER DISCOUNT PURCHASE PROGRAM

USE THIS PROGRAM TO PURCHASE DAL-TILE PRODUCTS – FOR ADDITIONAL BRAND PRODUCTS VISIT THE LINK AT MYMOHAWK.COM FOR EMPLOYEE PURCHASE PROGRAMS

Program Policy

To provide active Mohawk Industries team members (includes Dal-Tile and all other current divisions of Mohawk Industries) and qualified retired team members the ability to purchase available product at a discounted price.

Program Eligibility

At the time of purchase, purchaser must either be:

- an active Mohawk Industries team member
- a retired team member at least age 60 and have completed a minimum of 10 years of employment within Mohawk Industries
- active team members and eligible retired team members' immediate family members (i.e., spouse, children, parents, grandparents [including parent and grandparent in-laws] or brothers/sisters)

Program Rules & Regulations

- The person placing the order must meet all eligibility requirements.
- Products may not be purchased for resale and are restricted to personal or an immediate family member's use.
- Products may not be used in any business operated by you, another person or company.
- Team members may order **up to 2000 square feet of Dal-Tile products** (including Daltile-, American Olean-, Marazzi- and Ragno-branded tile) **AND up to 500 square yards of Mohawk flooring products during any given calendar year** (exceptions must be approved by the Chief Financial Officer or President of Mohawk Industries).

The maximums apply to you and your eligible immediate family members (i.e., 2000 square feet total for all orders from you and them).

- Orders for seconds, excess and discounted products do not count toward the annual program maximums; please note that these products are not limited to team member sales (all inventories are available on a first-come, first-served basis and are limited to the amount established by the Excess Inventory Manager).

Product Discount

The team member discount on available Dal-Tile and Mohawk products is the cost of the merchandise plus 10 percent (plus any applicable taxes, and if required, delivery and pick-up charges).

Also, you may purchase Mohawk Home products at a 60% discounted price online at Covered by Rugs (www.coveredbyrugs.com). For additional questions, email support@coveredbyrugs.com.

For additional information on Employee Purchase Programs, visit <https://mymohawk.com/ee-prog/> under All Employee Links.

Ordering, Payment & Pick Up

- Team members are encouraged to utilize Dal-Tile brand websites to view products, including: www.daltile.com www.americanolean.com www.marazzitile.com www.ragnousa.com (or visit a local Sales Service Center or Gallery to view products prior to purchase)
- Orders must be submitted via email to employee.sales@daltile.com using the Employee Purchase Form (completed forms may also be faxed to 214-309-4301). Orders require 48 hours to process.

To request a copy of the form, please email employee.sales@daltile.com.

Please note: Dal-Tile team members who work at Sales Service Centers, manufacturing plants, regional distribution centers, stone & slab centers, galleries and design studios must also complete the Employee Purchase Form).

- The Customer Service department will verify employment or retirement status and quantity eligibility, and if verified, approve the sale. An order confirmation will be provided via email. The department will maintain a log of each sales quantity for future volume eligibility.
- Customer Service will advise you of where you can pick up your order (e.g., DalTile Sales Service Center, Mohawk Regional Distribution Center, etc.). Eligible family members of team members and retirees may also pick up purchased products.

If delivery is required for your order, normal delivery charges will be added to your cost. There is a pick-up charge for Mohawk Flooring, Unilin or Mohawk Home products. For more information on delivery or pick-up charges, contact your local Sales Service Center or Mohawk delivery designation.

- Dal-Tile products purchased through the discount purchase program **must be paid for in advance of pick up or delivery**, either by:
 - credit card authorization by email
 - credit card in person at the Sales Service Center where pick-up or delivery will be made
 - personal check (checks may not be post-dated) or cash in person at the Sales Service Center where pick-up or delivery will be made
- Returns are discouraged on all team member purchases. Any returns will require management approval and may be subject to a restocking fee.
- Requests for tile quantities in excess of 2000 square feet per calendar year must be made in writing with justification and submitted to with the Employee Purchase Form to the Customer Service department (will submit the request for review for approval).

Frequently Asked Questions

<i>Who can I contact if I have questions?</i>	Please email your question to employee.sales@daltile.com .
<i>Do Sales Service Center team members need to complete the form?</i>	Yes. All team members MUST complete the purchase form as the first step in the purchasing process.
<i>Can I get 2,000 sq. ft. per family member? Can family members submit purchase forms and/or pay for their own orders?</i>	No. Team members are eligible to purchase 2,000 sq. ft. per year and any purchases for approved family members are deducted from the 2,000 sq. ft. maximum amount available to the team member. Purchase forms must be submitted by team members and payment for all orders must be made by team members only.
<i>Can Dallas Headquarters team members have product delivered to the Headquarters Office?</i>	No. You must pick up all products at the designated locations supplied by Customer Service.
<i>Can I get 2,000 sq. ft. per brand on tile?</i>	No. The 2,000 sq. ft. maximum applies across all brands. However, different limits are set for other flooring purchases (e.g., carpet and rugs).
<i>How do I purchase installation products?</i>	All installation products must be purchased through a Sales Service Center.