

Signature Service 2022 - Branch Incentive Program

1. DURATION

From January 1 to December 31, 2022

2. ELIGIBILITY

This promotion is open to ABB Signature Service electrical distributor branches across Canada.

Participants must be legal residents of Canada and 18 years of age or older. Excluded are ABB employees and persons domiciled with or related to them. The contest is also not open to Public Officials. For the purposes of these Rules, "Public Officials" are defined as all elected or appointed officials, candidates for political office, consultants with government positions, employees of government-owned or controlled companies, directors or officers of political parties, or anyone acting on behalf of a government or public international organization (such as the United Nations or World Bank). All individuals employed by, or directing, a government entity are considered public officials regardless of rank or position. The term Public Officials also includes honorary government positions, government advisors, academics and the employees, directors and officers of government-regulated universities and healthcare institutions, and of municipalities, health boards, hospitals, school boards, schools and colleges.

All information supplied to ABB must be truthful, accurate and complete. ABB reserves the right to disqualify any participant if the information is false, inaccurate or incomplete.

3. HOW TO PARTICIPATE

By completing specific activities throughout the year, branches can earn ballots to enter drawings.

There are **four (4) ways to earn entry ballots**:

1— Product conversions

3 ballots will be awarded for every completed product line conversion

- Convert a distributor branch from a competitor's product line to a ABB product line
- ABB Regional Sales Manager must approve the activity before ballots can be awarded for the quarter – significant % of conversion must be done or underway
- Entered in 2022 Growth Plan by ABB sales rep and approved by RSM before end of quarter

2— Joint sales calls

1 ballot for every joint sales call made to an end-user account with your ABB sales rep

- Visit to a new end-user account to generate new business
- Entered in 2022 Growth Plan and approved by RSM
- Completed during the Quarter

Product conversions and joint sales calls will be entered into the Growth Planning section of the sales portal by the ABB sales rep and approved by the Regional Sales Manager. Marketing will extract a report on a monthly basis to track activities and award ballots.

3— PowerTrain™ module completion

1 ballot for every additional 10 modules completed collectively by branch employees

- Completed during the quarter
- Branch employees are responsible for updating their PowerTrain profiles to ensure they have selected the correct branch
- Reporting via PowerTrain platform statistics

4— Sales growth

Each branch will earn ballots based on sales growth per quarter based on the following:

- Increase of 5-10%: **3 ballots**
- Increase of 11-15%: **5 ballots**
- Increase over 16%: **10 ballots**

Branches must have been open for the full 2021 year and have a sales history for all of 2021.

Increase will be calculated on total sales, as per Signature Service reports, commercial and industrial separately.

THE MORE BALLOTS YOU EARN, THE MORE CHANCES YOU HAVE TO WIN!

The odds of winning depend on the number of eligible ballots that have been registered. Winning branches will be determined in random draws. Draws will be held at ABB Electrification Canada ULC, Installation Products, 700 Thomas Avenue, Saint-Jean-sur-Richelieu, QC J2X 2M9.

4. PRIZES

A. Lunch at your branch and a prize for the branch

Twenty-four (24) winning branches, one (1) per quarter per sales region (B.C., Alberta, Midwest, Ontario, Quebec and Atlantic provinces), will be determined in random drawings to be held as follows:

- Six (6) winning branches will be drawn on April 14, 2022 at 2:00 p.m. (EST) from all ballots earned in Q1
- Six (6) winning branches will be drawn on July 14, 2022 at 2:00 p.m. (EST) from all ballots earned in Q2
- Six (6) winning branches will be drawn on October 14, 2022 at 2:00 p.m. (EST) from all ballots earned in Q3
- Six (6) winning branches will be drawn on January 26, 2023 at 2:00 p.m. (EST) from all ballots earned in Q4

ABB Regional Sales Representatives will contact winning Branch Managers to discuss and determine specific event details: date, time, menu, supplier, location.

ABB reserves the right to customize the lunch based on branch / regional requirements and suppliers.

Branches will be awarded their choice of either a BBQ or a deluxe coffee maker.

Lunches will be scheduled during appropriate seasons with appropriate temperatures for a BBQ. Branch Managers and ABB reps may choose to organize a catered lunch indoors during the winter months.

Approximate value of each package is maximum \$ 1,100.00.

B. “Made in Canada” Tour – depending on the Covid-19 situation

If the Covid-19 situation improves and it is safe for all parties to participate in 2022-2023, six (6) winning branches, one (1) per sales region (B.C., Alberta, Midwest, Ontario, Quebec and Atlantic provinces), will be determined in random drawings to be held as follows:

- July 14, 2022 at 2:00 p.m. (EST) from all ballots earned in Q1 and Q2
The tour will be held in Q3 of 2022. Dates to be confirmed by ABB.
- January 26, 2023 at 2:00 p.m. (EST) from all ballots earned in Q3 and Q4
The tour will be held in Q2 of 2023. Dates to be confirmed by ABB.

One (1) winning branch per sales region will win an all-inclusive educational field trip to the Montreal region for two (2) branch employees to tour our Canadian plants and facilities.

The determination of participating individuals within the winning branches will be made by the Branch Manager of the winning branch.

The prize for each winning branch is a trip for two (2) comprised of:

- Transportation from a major Canadian city to Montreal (if necessary)
- Two nights' hotel stay will be included (Wednesday and Thursday)
- An all-inclusive educational field trip
- Meals based on time spent in the Montreal area

C. Replacement prize for the “Made in Canada” Tour – Themed Packages

Six (6) winning branches, one (1) per sales region (B.C., Alberta, Midwest, Ontario, Quebec and Atlantic provinces), will be determined in random drawings to be held as follows:

- July 14, 2022 at 2:00 p.m. (EST) from all ballots earned in Q1 and Q2
- January 26, 2023 at 2:00 p.m. (EST) from all ballots earned in Q3 and Q4

One (1) winning branch per sales region will win the choice of 1 out of 3 themed prize packages: Sports, Outdoor, Office essentials. ABB's official promotional article supplier will take care of the prize logistics, distribution and service with the winning branch manager.

Approximate value of each package is maximum \$ 2,600.00.

5. SPECIFIC DETAILS FOR PRIZES COMPRISED OF TRIPS

All winners must depart from one of the following major airports in Canada: Vancouver, Edmonton, Calgary, Saskatoon, Winnipeg, Toronto, Ottawa, Montreal, Quebec City, Moncton, St. John's (NL) and Halifax.

Winners and their companions will be responsible for all costs, including, but not limited to, transportation between the winner's home and the departure airport, seating reservation fees, additional night's lodging, telephone and fax charges with the hotel, internet connection, optional activities and excursions, travel insurance, all meals and beverages not specifically mentioned, all personal expenses, tips and taxes related to personal expenses.

ABB and their travel agent may not be held liable in the event of an accident and/or physical injuries. It is the winners' responsibility to ensure they have proper travel insurance.

All other fees and expenses, whether directly or indirectly trip-related, are at the winner's expense.

Travel documents will be issued electronically; they cannot be modified or exchanged for a different trip. Winners are also responsible for checking all baggage-related restrictions from air carrier.

ABB and their travel agent may not be held liable in the event of boarding failure due to an Act of God. All expenses related to said failure, such as hotels, restaurants, taxis, telephone charges and lost wages are the winner's sole responsibility and are not subject to claims.

Prizes cannot be transferred, have no monetary value for holders and must be accepted as is. Unused travel services may not be exchanged for other services.

In the event that the prizes cannot be awarded as provided in these rules, ABB reserves the right to substitute a prize of the same nature or equivalent value. Should prize winners be unable to enjoy the prize as awarded, no compensation will be made.

6. AWARDING OF PRIZES

The winning branch must be able to be reached by a ABB representative within ten (10) working days of the draw.

By participating and accepting the prizes, the employees at the winning branch agree to provide his/her name, address, voice, photograph, videotape and any other likeness as requested by ABB for advertising or publicity purposes.

Winning branch names will be available within sixty (60) days of the draw on <http://www.tnb.ca/en/ss/>.

For Quebec residents only: Any litigation regarding the conduct or organization of a publicity contest may be submitted to the *Régie des alcools, des courses et des jeux* for a ruling. Any litigation regarding the awarding of a prize may be submitted to the Régie only for the purpose of helping the parties reach a settlement.