



HARRIS[®] +

Wholesale Plumbing Program

Harris Products Group Wholesale Distributors are important members of our partnership network. The HARRIS[®] + Program provides special benefits to qualifying distributors. Participants will receive special pricing, dedicated customer support, training, rebates and much more.



A LINCOLN ELECTRIC COMPANY

HARRIS+ PROGRAM TIERS



WHOLESALE BUSINESS
ATTRIBUTE REQUIREMENTS

	Preferred	Premier	Elite
Percentage of Qualifications Needed	1/2	3/3	4/4
Plumbing Distributor	✓	✓	✓
Non Plumbing Wholesale Distributor	✓		
Product Showroom and/or Stocked Inventory		✓	✓
Support Annual Sales Promotion		✓	✓
E-Commerce Sales Platform			✓
Loyalty Waiver	> = 90%	> = 90%	> = 90%

PLUMBING DISTRIBUTOR
COMMITTMENT REQUIREMENTS

Core Product Categories Participation Requirements	0-2	3	4
Total Core Product Group Minimum Annual Spend	\$5,000	\$8,500	\$33,500
Plumbing - Solder Minimum	N/A	N/A	\$25,000

WHOLESALE PRICING
AND BENEFITS

	Pricing & Benefits	Pricing & Benefits	Pricing & Benefits
Equipment Pricing	Preferred	Premier	Elite
Consumable Pricing	Preferred	Premier	Elite
Freight	\$3,500	\$3,000	\$2,500
Expedited Air Freight		\$150 + Freight	Freight Only
Direct Harris Account Manager Representation			✓
Harris Manufacturer Agency Representation		✓	✓
Concierge Customer Service Support			✓
Distributor Training		MFR REP	MFG Rep + Direct Harris
NATE Training		\$2,500	No Charge
Exclusive Sales Promotions		✓	✓
Commitment to Quarterly Business Reviews			✓

Footnotes:

1 The Attribute Loyalty Waiver provides an alternate path to Elite benefits. To qualify for the Attribute Loyalty Waiver, if Distributor offers for sale any manufacturer’s products in any of the Core Product Categories, Distributor must be able to establish that Distributor purchases 90% of any such Core Product from HPG. Distributor agrees to provide data regarding its Core Product Category purchases across all manufacturers to HPG or an independent third party engaged by HPG to confirm Attribute Loyalty Waiver compliance. Distributor must consistently maintain the “at least 90%” loyalty requirement to remain qualified for Elite program pricing and other benefits.

2 \$5,000 minimum annual spend is a requirement for all HPG distributors.

3 See next page for the list of Core Product Categories.

4 Plumbing Elite distributors who qualify for Elite level benefits via the Attribute/ Commitment pathway must meet the minimum annual spend for each of the 4 core product categories of \$33,500. Amounts are set forth on the next page.

5 Cost for end user training can be waived with account manager approval.

CORE PRODUCT CATEGORIES

The Core Product Categories are defined below. To satisfy program participation, Elite Plumbing wholesalers who qualify for the Elite level through the Attribute/Commitment pathway must annually purchase HPG products in at least 4 of the Core Product Categories and meet the Minimum Annual Spend requirement in this table in those 4 categories. Elite distributors who qualify for the Elite level through the Attribute Loyalty Waiver pathway do not need to meet the elite minimum annual spend requirements, but at least must purchase 90% of each Core Product Category they carry for resale through HPG subject to documentation and audit details as set forth in the Additional Program Requirements section.

Plumbing Core Product Minimums

CORE CATEGORY	ELITE ANNUAL MINIMUM SPEND
Solders	\$25,000*
Phos Coppers	\$5,000
Accessories	\$5,000
Equipment	\$3,000
Fluxes	\$500

* Solder category minimum required to achieve elite status

ADDITIONAL PROGRAM DETAILS

This Program is effective January 1, 2025 through December 31, 2025. Program requirements and benefits are subject to change annually, and Program may be discontinued at any time. Program is only available to HPG's U.S. customers with valid Distributor Agreements with HPG. Products in Core Product Categories are subject to change and are subject to availability. Distributor's Program level placement is subject to change through the course of the year based on Distributor's compliance with Program requirements. Furthermore, Distributor's purchases in 2024 may impact Distributor's 2025 Distributor Program level and benefits in the event the Harris + Program is offered again in 2025. For example, if a Distributor does not meet the Elite requirements of the 2024 Program, the Distributor may only qualify for the Premier or Preferred level as of January 1, 2025. The terms of the Distributor's Distributor Agreement and HPG Terms & Conditions still apply. HPG may terminate Distributor's participation in this Program and its Distributor Agreement if Distributor makes any misrepresentations regarding compliance with the Program requirements.

Distributor agrees to allow HPG or an independent third party engaged by HPG to conduct audits, whether via documentation or an in-person visit, to confirm Distributor's compliance with Program requirements. Unless otherwise required under applicable laws and regulations and/or by orders of competent jurisdiction or regulatory authority, HPG shall ensure that the selected independent third party will keep confidential manufacturer-specific data. That is, the independent third party will share with HPG only Distributor's total annual purchases of each Core Product and the percentage for which HPG accounts for each such Core Product. Distributor's failure to allow HPG to conduct an audit will result in Distributor's immediate termination from the Program. If the audit finds non-compliance by Distributor with the Program requirements, the costs of the audit shall be borne by Distributor.

CUSTOMER ASSISTANCE POLICY

The business of Lincoln Electric is manufacturing and selling high quality welding equipment, automated welding systems, consumables, cutting equipment and EV charging systems. Our challenge is to meet the needs of our customers, who are experts in their fields, and to exceed their expectations. On occasion, purchasers may ask Lincoln Electric for information or technical information about their use of our products. Our employees respond to inquiries to the best of their ability based on information and specifications provided to them by the customers and the knowledge they may have concerning the application. Our employees, however, are not in a position to verify the information provided or to evaluate the engineering requirements for the particular weldment, or to provide engineering advice in relation to a specific situation or application. Accordingly, Lincoln Electric does not warrant or guarantee or assume any liability with respect to such information or communications. Moreover, the provision of such information or technical information does not create, expand, or alter any warranty on our products. Any express or implied warranty that might arise from the information or technical information, including any implied warranty of merchantability or any warranty of fitness for any customers' particular purpose or any other equivalent or similar warranty is specifically disclaimed.

Lincoln Electric is a responsive manufacturer, but the definition of specifications, and the selection and use of specific products sold by Lincoln Electric is solely within the control of, and remains the sole responsibility of the customer. Many variables beyond the control of Lincoln Electric affect the results obtained in applying these types of fabrication methods and service requirements.

