

POWER UPs Incentive Program – Terms & Conditions

1. Program Overview

The POWER UPs Incentive Program rewards high-performing PowerShield partners through a structured ticket-based recognition system. Tickets grant access to an exclusive partner trip hosted by PowerShield.

2. Eligibility Criteria

To qualify for ticket allocation, partners must meet the minimum revenue thresholds outlined in each gate:

- **Gate 1: Revenue Leaders**
3 Tickets awarded to top partners by total revenue
Minimum revenue: \$200,000
- **Gate 2: Growth Champions - Year on Year**
3 Tickets awarded to partners with highest percentage revenue growth
Minimum revenue: \$100,000
- **Gate 3: 3-Phase Sales Excellence**
3 Tickets awarded to partners with highest revenue in 3-phase UPS sales
Minimum closed deals: \$50,000
- **Gate 4: Deal Registration Hero**
1 Ticket awarded to the partner with the most registered and closed deals
Minimum closed deals: \$100,000

Only Partners who have registered in the Power UPs program qualify to receive a single ticket. Only sales conducted in accordance with the terms of the reseller agreement are eligible. If a partner qualifies to receive a ticket for more than one gate, PowerShield may at its discretion, decide in which gate the ticket is awarded.

3. Ticket Inclusions

Each ticket includes:

- Return flights to the destination
- Hotel accommodation (single occupancy)
- Group activities and themed dinners
- Access to the Shield Awards ceremony

4. Partner +1 Policy

Tickets are awarded to individual partners only.

Inclusion of a +1 (partner/spouse) is optional and subject to additional costs.

PowerShield may cover hotel costs for +1s at its discretion.

Partners wishing to bring a guest must submit a request and cover any additional expenses unless otherwise approved.

5. Program Duration & Deadlines

The program runs from **October 1st, 2025 to June 30th, 2026**.

All revenue and deal registrations must be completed and verified within this period.

Winners will be announced by **July 17th, 2026**.

Ticket confirmations must be submitted by **July 31st, 2026**.

6. Verification & Audit

PowerShield reserves the right to audit sales data and deal registrations.

Any discrepancies, misrepresentations, or failure to provide requested documentation may result in disqualification. Partners may request a review of audit findings within 10 business days.

7. Disqualification Clause

Partners may be disqualified for:

- Falsifying data or misrepresenting performance
- Breach of confidentiality, ethical standards, or the reseller agreement
- Failure to comply with program rules

Disqualification decisions may be appealed in writing within 14 days.

8. Data Privacy & Usage

Partner data will be used solely for program evaluation and communication.

PowerShield complies with applicable data protection laws, including the **Australian Privacy Act** and, where applicable, **GDPR**. Data will be stored securely and retained only for the duration of the program plus 12 months.

9. Tax Implications

Any tax liabilities arising from the reward are the responsibility of the recipient.

10. Force Majeure

PowerShield is not liable for delays or cancellations due to events beyond its control (e.g., natural disasters, pandemics). In such cases, earned tickets may be deferred to a future event or converted to an alternative reward at PowerShield's discretion.

11. Communication & Updates

PowerShield may update program terms or structure and will notify partners via email and the partner portal. Changes will be communicated at least 30 days in advance where possible.

12. Ticket Transfer & Substitution

Tickets are non-transferable and must be used by the qualifying partner. Substitutions require written approval from PowerShield and will be considered on a case-by-case basis.

The selection of the individual to attend the rewards trip from a winning partner company, shall be at the sole discretion of the reseller's dealer principal.

13. Cancellation & Changes

PowerShield reserves the right to modify or cancel the program at any time. In case of cancellation, PowerShield will not be liable for costs incurred by partners but may offer alternative recognition or compensation at its discretion.

14. Partner Conduct During the Trip

Partners are expected to maintain professional conduct and participate in scheduled activities. Misconduct includes harassment, intoxication, or behaviour that reflects poorly on PowerShield. Violations may result in exclusion from current and future programs.

Winners will always be entirely responsible for their own conduct and safety during the partner trip. PowerShield will not under any circumstances be liable for any loss or injury suffered by any person on a partner trip and by agreeing to enter into the Incentive Program, partners are deemed to have agreed to release PowerShield (and its representatives) from and indemnify them against, any claims arising from any matter or circumstance arising during a partner trip.

15. Intellectual Property

PowerShield retains rights to any promotional content, photos, or media created during the trip. Partners will be informed in advance and may opt out of media participation by submitting a written request.

16. Dispute Resolution

Any disputes related to the program will be handled through internal review.

All decisions made by PowerShield regarding whether a partner qualifies, and which gate they qualify for are made at PowerShield's discretion and are not subject to appeal.

17. Acceptance

Participation in the program constitutes acceptance of these Terms & Conditions.