



We are pleased to announce an exciting new sales incentive program. During the 3rd and 4th quarters, all Electrical Distribution Agency inside and outside, Electrical Distribution Direct sales and Market Development Group representatives will have the opportunity to earn Legrand Award Points. Legrand Award Points will be awarded based on each Territory exceeding quota objectives and for achieving selected quarterly stretch goals. Legrand Points can be used to redeem for thousands of great awards!

Each month, you will receive an email highlighting your Territories quota objectives, stretch goals, and your current progress towards award achievement. At the end of each quarter, you will be awarded Legrand Award Points based on your performance. Please see the Program Rules link for a complete list of program rules and objectives. For those who achieve their Territory objectives, points will be automatically deposited into this online account within 15 days of quarter's end.

How the Program Works

Achieving Quarterly Quota Objectives and Stretch Goals

Legrand Award Points will be paid out by Territory on "team" sales. The following earnings grid highlights available point payouts for representatives achieving Overall Quota and Stretch Goal objectives.

Category	Quarterly Points Available	6-Month Spurt Total Points Available
Achieve 100% of Quota Objective	35,000	70,000
Achieve 110% of Quota Objective	70,000	140,000
Achieve 115% of Quota Objective	100,000	200,000
Achieve 90% of Stretch Goals	75,000	150,000
Achieve 100% of Stretch Goals	100,000	200,000
Achieve 110% of Stretch Goals	250,000	500,000

Quota Objective Specifics

- Each territory must achieve overall Territory Quota Objective and achieve quota in the Wiremold product line category in order to earn points.

Stretch Goal Specifics

- Electrical Agency Sales must achieve stretch goals in a minimum of 1 of 3 residential product groups and 2 of 5 Commercial product groups in order to earn points.
- Market Development Sales must achieve stretch goals in a minimum of 2 of the 5 Commercial products in order to earn points.

Sales Representative Specifics:

Direct Electrical Distribution Representatives

Direct Electrical Distribution Representatives will earn based on their Territory's goal achievement. If their Territory achieves both its quarterly quota objective and stretch goals, they will earn the maximum point payout.

Direct Marketing Development Group Representatives

Direct Marketing Development Group Representatives will earn based on their Territory's goal achievement. If their Territory achieves both its quarterly quota objective and stretch goals, they will earn the maximum point payout.

Electrical Distribution Agency Outside Sales

When Territory goals are met, Outside Sales Representatives have the opportunity to earn the maximum point payout. Exact award points distribution within the Territory team will be determined by Agency Ownership.

Electrical Distribution Agency Inside Sales

When Territory goals are met, one member of each Territory Inside Sales team will earn the same point payout as Outside Sales. A sweepstakes will determine the Territory winner.

Additional Information

Please visit the Program Rules link on the program web site www.legrandawardpoints.com for additional information and specifics regarding the program rules. The web site also allows you to view product selection and redeem awards! Thanks again for your commitment to Legrand NA!