HOW IT WORKS
1. Identify a referral opportunity for a Tennant sweeper or scrubber, Orbio® technology product, or coatings product.
3. If your referral results in a sale of a sweeper, scrubber, coatings material, or sale or rental of an Orbio product, you’ll receive the following cash payment (in the form of a check) as shown in the Earning Potential chart. A referral needs to be submitted prior to an order being placed in order to be eligible.

REIMBURSEMENT
A flat rate will be paid on referrals received with the following guidelines:
- A referral supplied to Tennant that results in the sale of a sweeper, scrubber, coatings material, or sale or rental of an Orbio product.
- Multiple machines may be submitted per referral to a maximum of $5,000 per referral.*
- Customer Referral payments will be made 30-60 days after a sale is completed.

ELIGIBLE PRODUCTS
Industrial rider models:
- Scrubbers: T16, T17, T20
- Scrubber/Sweepers: 8300, M20, M30
- Sweepers: 6200, 520, 530, 800, Sentinel®
- Air Sweepers: ATLV 4300, Green Machines® 414, Green Machines 636
Tennant Coatings products: All are eligible with a minimum order of $5,000

Walk-behind/small rider models:
- Scrubbers: T5, S680, S700, T7, T12
- Sweepers: 3640, S10, 6100

Orbio products: 5000-Sc and os3 are applicable to Building Service Contractor, Education, Healthcare, Retail, Dining, and Hospitality markets on initial order only

EARNING POTENTIAL BY PRODUCT CATEGORY

<table>
<thead>
<tr>
<th>Category</th>
<th>Potential</th>
</tr>
</thead>
<tbody>
<tr>
<td>Industrial Riders</td>
<td>$750</td>
</tr>
<tr>
<td>Walk-Behinds / Small Riders</td>
<td>$400</td>
</tr>
<tr>
<td>Coatings (&gt;$5,000-$19,999)</td>
<td>$500</td>
</tr>
<tr>
<td>Coatings (&gt;=$20,000)</td>
<td>$1,000</td>
</tr>
<tr>
<td>Orbio (Building Service Contractor, Education, Healthcare, Retail, Dining, and Hospitality markets on initial order only)</td>
<td>$500-600, os3 = $400</td>
</tr>
</tbody>
</table>

* Subject to Tennant management review and approval.

WHY SHOULD YOU PARTICIPATE?
- It’s EASY to submit
- It’s QUICK to earn
- It EARS you money

RULES AND REQUIREMENTS
ELIGIBILITY
Eligible third parties that do not work directly for Tennant can participate. Referrals generated by individuals for their own company or subsidiary are not qualified. Family members of a Tennant employee are also excluded from participating in this program.

REFERRAL DEFINITION
A referral is defined as a new opportunity. It must not have been quoted or demonstrated within the last 12-month period by a Tennant representative nor can it be on a current Tennant “hot” prospect list. Tennant’s Customer Referral administrator and/or the sales representative will make the final determination on the eligibility of all referrals.