The Lincoln Electric Company  
Employee Purchasing Program (EPP)  
US Employees Only  
Online Store Terms and Conditions

Overview.
The Lincoln Electric Company (“Lincoln”) is pleased to offer an employee purchasing program (“EPP”), through which US employees of Lincoln may purchase Lincoln products at a discount using a specified promotional code. The EPP is intended for your personal use or for the use of your immediate family members. The following terms govern your participation in the EPP. By ordering any products through the EPP, you acknowledge these terms and agree to abide by them, and you confirm that you are eligible to participate in this EPP as described herein. The EPP may be canceled at any time, and its terms are subject to change from time to time by Lincoln.

Eligibility.
The EPP is open only to individuals who are currently employed by Lincoln, including retirees, interns, seasonal and part-time employees. Independent contractors and temporary employees are excluded from this program. Employment status and EPP eligibility are determined on the first day of every quarter, starting October 1, 2016.

You have the ability to sponsor immediate family members (i.e. spouse or significant other, parents (including step and in-law), children (including step and in-law), grandparents, siblings (including step and in-law), grandchildren, or a legal guardian or other person who stands in the place of a parent). You may be asked to furnish documentation supporting the eligibility of sponsored family members. If you sponsor any family members to make purchases through the EPP, you will be responsible for any violation of these terms by such sponsored family member.

Instructions.
In order to take advantage of the discounted pricing through the EPP, you must place an order for products through store.lincolnelectric.com and apply the specified promotional code at time of check out. Products are available on the same basis to all US employees; however, some products may have limited availability. Lincoln reserves the right to refuse any order.

Restrictions.
Any product purchased under the EPP must be used for your or your family member’s personal, noncommercial use only.

The EPP discounts are non-transferable. You may not use or attempt to use another employee’s EPP privilege for any reason. You shall not disclose the promotional or discount code, whether in person, online, or in any other manner.

*The re-sale of any product purchased through the EPP is strictly prohibited.* You shall not solicit or accept money from distributors, customers, or any other persons not involved with the EPP. You may not transfer (whether by sale or gift) any product purchased through the EPP to any known customer or distributor of Lincoln.

Lincoln will conduct periodic audits and verification to ensure the integrity of the EPP. Misuse and violations of the EPP will result in sanctions. Sanctions may include, but are not limited to, (a) the suspension of EPP privileges (5 years per violation), (b) the cancellation of the EPP discount requiring your payment of the full
product price, (c) the cancellation of your order and return of any products delivered to you through the EPP, (d) employee termination, or (e) any combination of these and other sanctions.

The EPP discount cannot be combined with any other offer.

**Return policy**


**Compliance with applicable laws**

If any law or regulation is adopted or interpreted which, in Lincoln’s opinion, prohibits or reduces the implementation of the EPP, Lincoln may, in its sole discretion, cancel the EPP or any order submitted pursuant to the EPP without any further obligation and without any liability.