



TECHNICIAN STAR AWARDS PROGRAM

Program:
Technician STAR Awards Program

Program Statement:

Hyundai Motor America ("HMA") designed this program to be used as a tool for dealers to attract new technicians to the brand and retain existing technicians by rewarding them for their training, tenure, and contribution.

Program Provisions:

1. The Technician STAR Awards Program is not intended as a component of core compensation programs, nor should it be included as such.
2. The Technician STAR Awards Program does not constitute co-employment.
3. Participation in the Technician STAR Awards Program requires an active dealer agreement. In the event of dealer agreement termination or expiration or in buy/sell circumstances, the opt-in dealer forfeits funds paid into the program.
4. To qualify for program proceeds, technicians must be active on the date(s) of payouts and meet all training and qualification requirements, which can be found at www.HyundaiStarAwards.com under the Information Center drop down.
5. Program participation commences on the first day of the month following opt-in. The initial term of the program is from the date the dealer opts-in through May 31, 2023. At the end of the initial term and on each anniversary of the initial term, dealer's enrollment in the program will automatically renew for successive one (1) year periods unless dealer provides HMA with written notice of non-renewal at least 30 days prior to the end of the then-current term.
6. Written notification of non-renewal (i.e., opt-out) must be sent to akhatibloo@hmausa.com or cchoi@hmausa.com.
7. HMA reserves the right to terminate the Technician STAR Awards Program or modify the terms of the program at any time.

The undersigned Dealer agrees to "opt-in" and participate in the Technician STAR Awards Program and hereby authorizes HMA to invoice Dealer \$12.00 for each new vehicle sold by HMA to Dealer. By agreeing to participate, Dealer's Certified Hyundai Technicians will be included in the Technician STAR Awards Program. Dealer understands and agrees that the \$12.00 charge is based upon program costs for the current calendar year and Dealer's contribution in subsequent years is subject to change; provided that, Dealers will be notified of any such changes prior to start of the new program year.

The undersigned Dealer understands that he or she shall be entitled to actively participate in and enjoy the benefits of the Technician STAR Awards Program so long as he or she remains a duly authorized Hyundai dealer.

Dealer Address: <Street>

<City>, <State> <Zip>

Acknowledged By: <Username>

Acknowledged Date <Date>

Dealer Name: <Dealer Name>

Dealer Code: <Dealer Code>