

## **Lennox Friends & Family BuildATech® Program Terms and Conditions**

**NO PURCHASE NECESSARY. AVAILABLE IN THE UNITED STATES ONLY. VOID WHERE PROHIBITED.**

The Lennox Friends & Family BuildATech Program (the “**Program**”) is sponsored by Lennox Industries Inc., 2100 Lake Park Blvd., Richardson, TX 75080 (“**Lennox**”). The Program will provide friends and family members of Lennox employees who have an interest in pursuing a career in the HVAC industry with world-class training through Lennox’s BuildATech training program.

### **Program Locations**

#### Term A

During the period from June 6, 2025, through June 26, 2025 (the “**Program A Term**”), Lennox will sponsor the Program at the following class locations (the “**Program A Term Locations**”):

- Sacramento, California
- Phoenix, Arizona
- Richardson, Texas

#### Term B

During the period from July 7, 2025, through July 27, 2025, (the “**Program B Term**” and, together with the Program A Term, the “**Program Terms**”), Lennox will sponsor the Program at the following additional class locations (the “**Program B Term Locations**” and, collectively with the Program A Term Locations, the “**Program Locations**”):

- Atlanta, Georgia
- Grove City, Ohio
- Romeoville, Illinois
- Richardson, Texas

Lennox may choose, in its sole discretion, to cancel a Program Location due to lack of interest or qualified nominations or amend these Terms and Conditions to add additional Program Terms and/or Program Locations. Any amendments will be made pursuant to these Terms and Conditions.

### **Nomination Period.**

The nomination period begins at 12 a.m. Central Time on January 27, 2025, and ends at 11:59 p.m. Central Time on May 2, 2025 (the “**Nomination Period**”). During the Nomination Period, a current employee of Lennox or one of its affiliates (each, a “**Nominator**”) may nominate an individual (a “**Nominee**”) who meets the eligibility criteria listed below by submitting certain information about the Nominee, using the nomination form at <https://cloud.resi.lennox.com/BuildATech>. Upon receipt, Lennox will send a validation form to each Nominee that is due by the end of the Nomination Period (i.e., May 2, 2025). While the validation form is due no later than the final day of the Nomination Period, Nominees should keep in mind that applications will close if a Program Location fills prior to such time, and Lennox will be under no obligation to add another class.

Multiple submissions for the same Nominee does not increase his/her chances; only the first submission by a Nominator for a Nominee will be considered. A Nominator may submit more than one (1) nomination if the Nominator knows several people who may qualify for the Program. A Nominator may not nominate him or herself.

Lennox will treat any personal information it receives during the nomination process in accordance with applicable privacy laws and its privacy policy found at <https://www.lennox.com/privacy>.

### **Eligibility Criteria.**

**Nominators.** During the Nomination Period and through the final day of the Program Term, a Nominator must meet the following eligibility criteria:

- Be an employee of Lennox or one of its affiliates.
- Agree to be bound by these Terms and Conditions.
- Provide only information in relation to a Nominee if the Nominator has received permission from the Nominee to provide their information to Lennox.
- If their Nominee is selected as a Participant (as defined below), actively support the Nominee's participation and active attendance in the Program, including attending the Program celebration dinner with the Participant.

**Nominees.** To be considered for the Program, a Nominee must:

- Be 18 or older on the first day of the Program Term.
- Have US work authorization.
- Be a friend or family member of a Nominator who is selected as a Nominee by such Nominator to participate in the Program at the Program Location specified at time of nomination.
- Desire to work in the HVAC industry within the next 12 months.
- Not be currently employed as an HVAC technician or working in the HVAC industry or an employee of Lennox or one of its affiliates.
- Have earned or be currently earning their high school diploma or its equivalent (e.g., GED).
- Have a valid driver's license.
- Bear all expenses associated with commuting to and from the Program at their applicable Program Location.
- Agree to be bound by these Terms and Conditions.
- If selected as a Participant in the Program, agree to sign a declaration of eligibility and a release of liability and a publicity release allowing Lennox to use the Nominee's name and likeness for publicity purposes without compensation (unless prohibited by law).
- If selected as a Participant, be available to attend all Program classes and activities during the Program Term at their applicable Program Location.
- If requested, show evidence of eligibility.

### **Selection Process and Criteria.**

At the conclusion of the Nomination Process, Lennox will select Program participants (each, a "**Participant**") from eligible Nominees. Selection will be made at Lennox's sole discretion.

Lennox will inform all Nominees selected to participate as Participants in the Program A Term no later than May 16, 2025, and as Participants in Program B Term no later than June 20, 2025.

### **BuildATech® Details.**

Participants will attend, free of charge, Lennox's Level 1 BuildATech® course at their applicable Program Location during the Program Term, consisting of:

- 3 weeks (8 hours/day, Monday – Friday) of training on HVAC fundamentals in an instructor-led traditional classroom setting plus hands-on lab practice. Includes EPA Section 608 testing (estimated FMV \$3,000).

### **Miscellaneous.**

- Lennox may, in its sole discretion, amend or terminate the Program and these Terms and Conditions effective immediately upon posting notice of such amendment or termination at <https://www.lennoxpros.com/news/build-a-tech-friends-and-family-program>.
- In connection with a Participant's participation in the Program, Lennox will file an IRS Form 1099. No funds, compensation, or indemnity will be provided by Lennox for payment of taxes, if applicable, or any other financial impact resulting from the participation in the Program.

**THE PROGRAM IS SUBJECT TO CHANGE UPON NOTICE AT <https://www.lennoxpros.com/news/build-a-tech-friends-and-family-program>.**

**LENNOX WILL NOT BE LIABLE TO NOMINATOR OR ANY OTHER PARTY FOR ANY SPECIAL, INCIDENTAL, PUNITIVE, EXEMPLARY, OR CONSEQUENTIAL DAMAGES, EXCEPT, WHERE APPLICABLE, IN CASES OF GROSS NEGLIGENCE, INTENTIONAL, CRIMINAL, OR FRAUDULENT ACTS UNDER THE PROGRAM AND THESE TERMS AND CONDITIONS.**

**TO THE FULLEST EXTENT POSSIBLE, THE PROGRAM AND THESE TERMS AND CONDITIONS SHALL BE GOVERNED BY THE LAWS OF THE STATE OF TEXAS, WITHOUT REGARD TO ITS CONFLICT OF LAWS RULES. VENUE FOR ANY ACTIONS HEREUNDER SHALL BE IN THE APPROPRIATE STATE OR FEDERAL COURT LOCATED IN DALLAS COUNTY, TX.**