

# VF Associate Discount

Note: The policy below applies to U.S. Williamson-Dickie associates. Williamson-Dickie associates in other locations will receive information about how to access the VF associate discount in 2018.

Purpose: This policy, effective Oct. 2, 2017, provides an opportunity for Williamson-Dickie (WD) associates in the United States to purchase VF brand merchandise at a discount and sets guidelines for making an associate purchase online. In-store discounts will be available for WD associates beginning in January 2018.

Eligibility: For the online discount, all U.S.-based full-time and part-time WD associates are eligible for this program, starting on Oct. 2, 2017. Contract associates are excluded from participating in the discount program. An associate ceases to be eligible for this program effective the day that he/she is no longer employed with VF. The benefit is limited to the individual associate for his/her personal use and/or gift-giving. When paying with a credit card, debit card or check, the name on the card or check must be the name of the associate or an authorized user on the account.

Steps for Accessing the Associate Discount for Associates **WITH** an @dickies.com or @workrite.com email address:

1. **ASSOCIATES WITH AN @DICKIES.COM or @WORKRITE.COM EMAIL ADDRESS:** Create an account using your @dickies.com or @workrite.com email address on the VF brand's e-commerce site to receive the discount. Your email address must not be marked as private in order to receive the online discount. You will need to create a separate account for each brand.
2. Once registered and logged in, shop online at the brand's site. The brand's site will recognize the account as an associate and apply the discount automatically at checkout. Please note: **It is the associate's responsibility to ensure the discount has applied to the shopping cart prior to submitting payment information online. Price adjustments will not be made for associates that do not validate the associate discount was applied prior to submitting the payment information online.** Associates should avoid calling Customer Service where possible and use the websites FAQ and other tools to find answers to their questions. Associates are discouraged from shopping on peak season shopping days in order to allow our external consumers to take precedence (i.e., Black Friday, Cyber Monday).

Steps for Accessing the Associate Discount for Associates **WITHOUT** an @dickies.com or @workrite.com email address:

1. Must have a **PRIMARY EMAIL** in the **WD ADP System**. The email address must not be marked as private in order to receive the online discount. Create an account using that email address on the VF brand's e-commerce site to receive the discount. You will need to create a separate account for each brand. Discount applies for all brands listed below, except *Nautica*, *Eagle Creek* and *Kipling*.
2. Once registered and logged in, shop online at the brand's site. The brand's site will recognize the account as an associate and apply the discount automatically at checkout. **It is the associate's responsibility to ensure the discount has applied to the shopping cart prior to submitting payment information online.**

Discounts by Brand: Below is a general summary of the brand discount available to WD associates.

| BRAND                                                                               | CHANNEL | DISCOUNT SUMMARY                                                                                                                                                                                                                                                                                                |
|-------------------------------------------------------------------------------------|---------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|    | Online  | 50% Off Most Regular Price<br><a href="https://proshop.eaglecreek.com/">https://proshop.eaglecreek.com/</a><br><br><i>Note: Eagle Creek discount is currently not available for associates with an alternate email address (i.e. Associates <b>WITHOUT</b> an @dickies.com or @workrite.com email.)</i>         |
|    | Online  | 50% off Most Regular Price<br>25% off Most Sale<br><a href="http://www.jansport.com">www.jansport.com</a>                                                                                                                                                                                                       |
|    | Online  | 50% off Most Regular Price<br>50% off Most Sale<br><a href="http://www.kipling-usa.com/">http://www.kipling-usa.com/</a><br><br><i>Note: Kipling discount is currently not available for associates with an alternate email address (i.e. Associates <b>WITHOUT</b> an @dickies.com or @workrite.com email)</i> |
|   | Online  | 50% off Most Regular Price<br>50% off Most Sale<br><a href="http://www.lee.com">www.lee.com</a>                                                                                                                                                                                                                 |
|  | Online  | 50% off Most Regular Price<br>25% off Most Sale<br>20% off Most Non-lucy product<br><a href="http://www.lucy.com">www.lucy.com</a>                                                                                                                                                                              |
|  | Online  | 50% off Most Regular Price<br>50% off Most Sale<br><a href="http://www.nautica.com">www.nautica.com</a><br><br><i>Note: Nautica discount is currently not available for associates with an alternate email address (i.e. Associates <b>WITHOUT</b> an @dickies.com or @workrite.com email)</i>                  |
|  | Online  | 50% off Most Regular Price<br><a href="http://www.reef.com">www.reef.com</a>                                                                                                                                                                                                                                    |
|  | Online  | 50% off Most Regular Price<br><a href="http://www.smartwool.com">www.smartwool.com</a>                                                                                                                                                                                                                          |
|  | Online  | 50% off Current Selling Price<br><a href="http://www.timberland.com">www.timberland.com</a>                                                                                                                                                                                                                     |

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|-----------------------------------------------------------------------------------|--------|-----------------------------------------------------------------------------------------------------------------------------|
|   | Online | 50% off Most Regular Price<br>25% off Most Sale/Clearance<br><a href="http://www.thenorthface.com">www.thenorthface.com</a> |
|  | Online | 50% off Most Regular Price<br><a href="http://www.vans.com">www.vans.com</a>                                                |
|  | Online | 50% off Most Regular Price<br>50% off Most Sale/Clearance<br><a href="http://www.wrangler.com">www.wrangler.com</a>         |

#### Online Purchase Procedures:

- Only associates may log in to the e-commerce sites using their VF employee discount. Sharing your log in information is a violation of this policy.
- Some restrictions may apply to the discount levels provided on some products (i.e., limited edition merchandise, third-party product, special promotions, etc.). This includes stacking promo codes. Most online promo codes cannot be stacked on top of the VF Associate Discount.
- Associates are not permitted to re-sell VF product or in any way utilize the associate discount for personal financial gain.
- Associates are permitted to make purchases for gift-giving purposes; however, they cannot be reimbursed in any way for a gift purchase. This includes agreements of non-monetary exchanges.
- Telephone orders are not permitted.
- When paying with a credit card or debit card online, the name on the card must be the name of the associate or an authorized user on the account.
- Only associates are eligible to receive the discount outlined in this policy. Family members or other relatives are not eligible.
- Misuse or abuse of this policy will result in disciplinary action, up to and including termination of employment.

#### Associate Exchanges and Returns:

Associate returns and exchanges will only be accepted if the merchandise is returned in its original condition with all tags. Associates who violate the discount policy or the exchange and return process are subject to disciplinary action, up to and including termination.

Following are some guidelines regarding returns and exchanges:

#### Online

1. Associate online returns must be processed according to the return instructions outlined in your online order invoice.
2. Associates should only contact the e-commerce customer service line for assistance or questions regarding an order. Associates should not contact customer service with questions regarding the associate discount or to report that their discount is not working on the site. All questions regarding the discount should be directed to your local HR teams for assistance.
3. Return items must be in their original condition with all tags.
4. Online returns must be accompanied with the original receipt/invoice.

5. Credit will be provided back in the original form of payment only.
6. The return of any incurred shipping costs will be processed according to the brand's current policy for processing associate returns online. This may vary by brand.
7. If the online item returned was given as a gift, the return must either be returned with the original invoice noting the associate discount, or returned with a gift receipt, if available.

*VF can review this policy and reserves the right to change or adjust this policy at any time without notice.*