



## Terms and Conditions

### Eligibility

The ICI Homes REAL Rewards Program (“REAL Rewards Program”) is open to valid Florida Real Estate Licensed Professionals who create a username and password on ICI Homes’ dashboard ([wepayatslab.com](http://wepayatslab.com)) (“Participants”).

A valid real estate license is required during sign up. If, during the course of the REAL Rewards Program, a real estate license becomes invalid for any reason, the Participant will be denied access to their account in the REAL Rewards Program. If the real estate license is re-validated, access will once again be granted to the REAL Rewards Program. There is no need to create subsequent accounts.

### Earning Points

Participants earn points in a number of ways:

**Showing an ICI Homes property to a registered prospect:** Registering a prospect and showing a property will earn a certain number of points. These points are validated through our CRM and accrued automatically without scanning a QR code.

**Being named as the Realtor of Record on an execute contract:** In order for a Realtor to earn points for executing a contract, the Realtor must listed on the contract. Points will not be issued retroactively on executed contracts bearing no Realtor of record. These points are validated through our CRM and accrued automatically without scanning a QR code.

**Attending an ICI Homes REAL Rewards Event:** Certain eligible events, such as Open Houses, Lunch and Learns, Grand Openings and other such events can cause a Realtor to earn a specific number of points for attending.

**Participating in certain ICI Homes promotions:** From time to time, ICI Homes may, at its discretion, create certain promotions to enhance traffic to communities or to assist in the sale of an inventory home. Additional Promotional Points may be earned during these special promotions at the sole discretion of ICI Homes.

### Points Redemption

In order to redeem points, Participants will be required to complete a W9 form which will be

used to provide a 1099 reflecting the Fair Market Value (FMV) of the prize redeemed for that year. ICI Homes will not pay cash in lieu of points.

Points accrued on or after January 1, 2018 will expire twelve (12) months after issuance. However, ICI Homes reserves the right to implement any other expiration date for any outstanding pending or redeemable points with a minimum of three months' notice. ICI Homes, at its sole discretion, may extend, modify or terminate this Rewards Program at any time.

## General Provisions

- Communication regarding the Rewards Program will occur by email, text or at an event.
- By being a member of the REAL Rewards Program, you agree to receive text messages from ICI Homes regarding the Program, your Points Balance, upcoming events, incentives and other communications from time to time.
- Your Rewards Program account will be updated each evening.
- The REAL Reward Program is void where prohibited by any law, statute, rule, or regulation. Realtor Rewards will only be granted if the Participant that earned points is **allowed by their employer** to accept Rewards. (If not, the Rewards Program is void as to that individual producer.)
- Reward Points have **no cash value**, may not be transferred and may only be redeemed at the ICI Homes Realtor Rewards website and in accordance with all rules and regulations posted at this site. Reward points will **expire 90 days from the end of the REAL Rewards Program**. Once expired, Reward Points may not be redeemed.
- **Taxes are the responsibility of the reward recipient.** Award qualifiers will be furnished details on any individual tax responsibilities that may be incurred through this program.
- Actions taken solely for the purpose of earning points which are not viewed as a **good business practice**, may be grounds for disqualification from the program. ICI Homes reserves the right to clarify the Rewards Program Rules during any promotion period. Any changes will be posted at the Rewards Program website and become effective immediately.
- By signing up for the REAL Rewards Program, you grant ICI Homes the absolute right and permission to use any participant's likeness in photographs, videos or other digital publication including web-based publications, without payment or other consideration.