Corporate Shoe Program - Participation Agreement

This simple agreement outlines the SKECHERS Direct Corporate Shoe Program which is available to companies with 200 or more employees. This program is absolutely cost-free to your COMPANY. The benefits of this program will be effective as of the date of the signature below. The program terms and conditions offered by Skechers USA, Inc. ("SKECHERS") are as follows:

1) SKECHERS Direct program will provide benefits to the current employees of COMPANY. Those benefits shall consist of a 30% discount off of the SKECHERS Retail price on select SKECHERS shoes.

2) Discounts will be redeemable via the SKECHERS Direct Ecommerce site to be produced by SKECHERS. Online access will be provided by SKECHERS for the redemption of the discount to the specified COMPANY contact person to be distributed to COMPANY's employees (United States only). ALL online orders include FREE Shipping both ways and no restocking fees. SKECHERS will also provide the COMPANY contact person with a Flyer (PDF) and Retail Code entitling the bearer to the program discount which can be redeemed at any of our 600+ SKECHERS Retail stores located in the United States and Canada

3) Each quarter, SKECHERS will offer to COMPANY employees the SKECHERS Direct Friends & Family 30% discount on its wider catalog of products – over 3,000 styles. This discount will be made available to COMPANY employees at COMPANY'S discretion.

4) COMPANY will be eligible for the SKECHERS Direct $5,000 slip and fall warranty through this program, as outlined Exhibit A hereto. Maximum total reimbursement for the calendar year is limited to twenty percent (20%) of the net purchases of SKECHERS Slip Resistant Footwear by COMPANY'S employees through the SKECHERS Direct Program.

5) SKECHERS Retail Codes and links may be updated by SKECHERS on a periodic basis.

6) COMPANY will communicate the SKECHERS Direct program and its benefits to COMPANY's employees. These communications to be distributed by COMPANY at the COMPANY'S discretion and <u>may</u> include but not be limited to:

   (a) E-mail distribution to managers, employees, etc.
   (b) Posting on COMPANY'S corporate intranet or other internal informational web site which is only accessed by COMPANY employees where SKECHERS is listed as a shoe vendor. This site cannot be public facing
   (c) Posting in Employee break areas or dining rooms, on message boards, etc.
   (d) Include in New Hire packages

7) SKECHERS shall be responsible for the creative production of each of the communications referenced in Paragraph 6 above and such communications shall be subject to the COMPANY's prior review and approval, which approval shall not be unreasonably withheld.

8) SKECHERS reserves the right to alter the individual shoe SKU's that are included in the year-round SKECHERS Direct program. New product lines may be made available at the discretion of SKECHERS

9) SKECHERS will provide to COMPANY periodic reports of sales generated by the SKECHERS Direct program upon request.

10) Participation in the SKECHERS Direct program shall continue indefinitely and may be terminated by either party at any time upon 30 days written notice via USPS to the other party at the addresses shown below.

11) SKECHERS will notify COMPANY of any changes to the terms and conditions of this program and will provide prior written notice to COMPANY.

12) The SKECHERS Direct program is a Cost Free program to COMPANY. Employees will be responsible for the purchase price of their shoes and COMPANY will not be responsible for payment at any time (Unless COMPANY signs up for Payroll Deduction / Direct Bill). If COMPANY signs up for Payroll Deduction / Direct Bill, the terms and conditions of Exhibit B hereto, shall apply.

13) To help ensure only eligible employees can take advantage of SKECHERS Direct program benefits, COMPANY may choose to provide SKECHERS with employee lists containing information like names, employee ID numbers, and business shipping addresses. We ask that COMPANY agree that it will not send SKECHERS social security numbers or any other sensitive personal information about the COMPANY's employees, and will comply with data privacy laws when it discloses employee information to SKECHERS. To the extent permitted by law, SKECHERS will not be liable to COMPANY or its employees for any claims or damages that relate to the COMPANY sending SKECHERS any sensitive personal information or the COMPANY's violation of data privacy laws, or for any special, incidental, indirect or consequential damages that otherwise relate to COMPANY's participation in the SKECHERS Direct program.

(SIGNATURE REQUIRED ON NEXT PAGE)

SKECHERS DIRECT
MORE THAN JUST WORK SHOES

SKECHERS USA, INC.

By: _____
Harold Surabian

Date: **03/17/2026**

Harold Surabian
SKECHERS Direct / National Sales Manager

Sales Representative:
Shelley Vatzlavick
SKECHERS Direct / Territory Manager - West
Cell: (214) 450-7609
Fax: (310) 427-7154
Shelleyv@skechers.com

Mailing Address:
SKECHERS USA / SKECHERS Direct
225 South Sepulveda Blvd.
Manhattan Beach, CA 90266

COMPANY: PCS1

Signature: _____

Date: 03 / 09 / 2026

Print Name: MICHAEL K CLOUD

Title: Senior Vice President of Corporate Services.

Address: 719 W 7th 11626

City: Austin

State: Tx Zip Code: 78746

Program Contact: Bill Gregory

Title: Purchasing Specialist.

Email Address: bgregory@PCS1.org.

Phone#: (512) 615-8428

Number of Employees: 2,000 (per website)

Exhibit A - Slip and Fall Warranty

SKECHERS USA, Inc / SKECHERS Direct

$5,000 SLIP & FALL WARRANTY

LIMITED WARRANTY

Subject to the terms and conditions set forth below, SKECHERS hereby agrees to reimburse a participating Company ("Company") for any workers compensation claims paid by the Company relative to personal injuries suffered by an employee of the Company resulting from slip and fall accidents that occur while the employee is wearing SKECHERS slip resistant shoes with Lightweight Athletic Slip Resistant Soles or Service Slip Resistant Soles ("SKECHERS Slip Resistant Footwear").

CONDITIONS AND EXCEPTIONS:

1. In order for this Limited Warranty to apply, at the time of the accident, the employee must have been wearing SKECHERS Slip Resistant Footwear that was purchased no more than six (6) months prior to the date of the accident (a) through the Company's SKECHERS Direct (B2B) Program; or (b) by the Company directly for its employees.
2. The following occurrences are specifically excluded and not covered by this Limited Warranty: where the employee slips or falls (a) on an icy surface, (b) in a cooler, freezer, or other sub-freezing area, (c) due to obstacles or other objects (including food particles) on the floor, or (d) due to the employee's, Company's or a third-party's negligent, reckless or otherwise wrongful acts.
3. The maximum individual claim is limited to the lesser of either $5,000 or the completed claim amount.
4. Maximum total reimbursement for the calendar year is limited to twenty percent (20%) of the net purchases of SKECHERS Slip Resistant Footwear (a) by Company's employees through the Company's SKECHERS Direct (B2B) Program; or (b) by the Company directly for its employees.
5. This Limited Warranty is only effective for slips and falls that occur on the floor at the Company's workplace while the employee is engaged in ordinary, every-day work activities.
6. SKECHERS reserves the right to require written certification by the Company and/or employee confirming any of the above conditions on forms provided by SKECHERS.

CLAIMS AND PROCEDURES:

Upon occurrence of any accident covered under this Limited Warranty, the Company must report the same directly to SKECHERS on forms to be provided by SKECHERS, which report must be received by SKECHERS within twenty-one (21) days of the occurrence of such accident. Failure to so notify SKECHERS within said time period, will result in denial of the claim.

TERMINATION:

This Limited Warranty may be canceled by SKECHERS upon sixty (60) days written notice. Upon termination, all of SKECHERS' obligations under this Limited Warranty, except those obligations relating to SKECHERS Slip Resistant Footwear that has already been purchased (a) by Company's employees through the Company's SKECHERS Direct (B2B) Program; (b) by the Company directly for its employees, shall immediately cease and terminate.

VENUE:

This Limited Warranty shall be governed by the laws of the state of California. The venue for any action arising out of this agreement shall lie in Los Angeles County, California.

For more information please call (855) 759-7463 or visit us Online at www.skechers.com/direct/slip-and-fall-warranty