

TERMS AND CONDITIONS

HVAC/R Incentive Trip Requirements

75% of the total sales considered for any trip must be HVAC/Refrigeration equipment or supplies. This includes your buy-in qualifying amount.

In addition, your total sales for the year 2002 must equal or exceed your total sales in the year 2001.

Buy-ins

Once you have earned half the amount to claim any trip, you may opt to buy-in to that particular trip. Buy-ins are calculated at 2% of the value of the trip. So if you had earned \$80,000 and wanted to buy-in to the \$160,000 trip, your buy-in would be \$1600 ($\$80,000 \times .02 = \1600). You will be billed buy-ins immediately upon claiming a trip that has not been fully earned.

Specially Discounted Sales

Purchases that are sold to you at a special non-standard discount will be counted toward the trip goal at a lesser rate to be determined by F.W. Webb management.

Cancellation/Trip Change Policy

A fee may apply to any date, hotel, airline or name changes. Please contact your CMG representative if you wish to make a change.

Account Status

All accounts MUST be current at the time you wish to claim a trip package to earn the trip.

Tax Liability

All incentive trips may be subject to IRS tax liability. Please check with your tax advisor.

See your Webb Air Salesperson for additional details and information

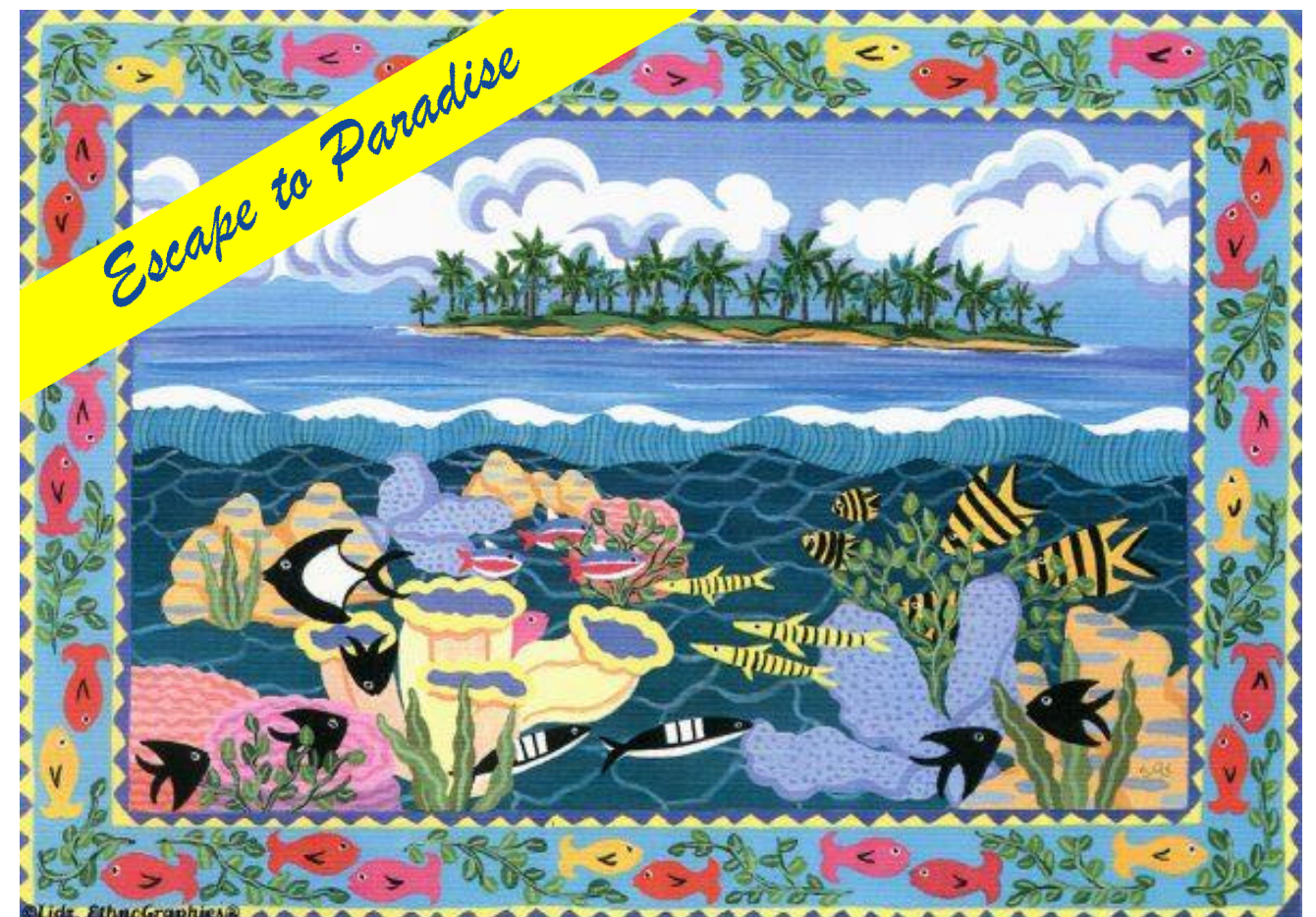
WEBBAIR
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Exceeding the demands of the changing HVAC/R industry

INCENTIVE TRIP PROGRAM FOR CONTRACTORS



WEBBAIR

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CHOICE AWARD #1

PURCHASE \$75,000 TO QUALIFY

NATIONAL VIP FLY AWAY VACATION*

- ✦ Round-Trip Airfare for Two Adults and Two Children, Departing from the Northeast Region
- ✦ 4 Days, 3 Nights Deluxe Accommodations at Executive Properties²
- ✦ First Morning Breakfast for Two
- ✦ Gift Box Confirmation - includes
 - a single use 35mm camera
 - complimentary phone card for 10 minutes of long distance



Note: 60-day advance booking

NATIONAL SPORTS VACATION PACKAGE*

- ✦ Round-Trip Airfare for Two Adults, Departing from the Northeast Region
- ✦ 3 Days, 2 Nights Deluxe Accommodations for Two Adults¹
- ✦ Two Tickets³ of choice to:
 - Professional Football
 - National Stock Car Racing
 - Baseball
 - Basketball
 - Golf Tour Event
- ✦ Gift Box Confirmation - includes
 - a single use 35mm camera
 - complimentary phone card for 10 minutes of long distance



Notes: ¹\$100 Refundable Deposit, less room and air taxes; 60-day advance booking
²A partial list of Executive Properties include, but are not limited to: Courtyard by Marriott, Radisson, Wyndham Garden, Delta, and more.
³Regular season games on select events. \$100 surcharge for Daytona 500, Brickyard 400 or Green Bay Packers home games.

*Blackout dates: Thanksgiving week, Christmas week, New Year's week, and Easter week

CHOICE AWARD #2

PURCHASE \$125,000 TO QUALIFY

FLY AWAY TO DISNEY®-ORLANDO, FLORIDA*

- ✦ Round-Trip Airfare for Two Adults and Two Children, Departing from Northeast Region
- ✦ 5 Days, 4 Nights Deluxe Accommodations at your choice of these Disney properties:
The Coronado or The Port Orleans Hotel
- ✦ Four 2-Day Hopper Passes (Magic Kingdom, Animal Kingdom, EPCOT® and MGM®)
- ✦ First Morning Breakfast for Two
- ✦ Round of Golf for Two
- ✦ Gift Box Confirmation - includes
 - a single use 35mm camera
 - complimentary phone card for 10 minutes long distance



Notes: \$100 Refundable Deposit, less room and air taxes; 60-day advance notice required

FLY AWAY TO SAN FRANCISCO, CALIFORNIA*

- ✦ Round-Trip Airfare for Two Adults, Departing from Northeast Region
- ✦ 6 Days, 5 Nights Deluxe Accommodations at your choice of one of these properties:
Queen Anne Hotel, San Francisco, CA or Marriott Hotel, Napa Valley, CA
- ✦ First Morning Breakfast for Two
- ✦ \$300 Traveler Check for tours, attractions, etc.
- ✦ Round of Golf for Two
- ✦ Gift Box Confirmation - includes
 - a single use 35mm camera
 - complimentary phone card for 10 minutes long distance



Notes: \$100 Refundable Deposit, less room and air taxes; 60-day advance notice required

FLY AWAY TO MYRTLE BEACH, SOUTH CAROLINA*

- ✦ Round-Trip Airfare for Two Adults, Departing from Northeast Region
- ✦ 5 Days, 4 Nights Deluxe Accommodations in Myrtle Beach, South Carolina
- ✦ Daily Breakfast for Two
- ✦ \$300 Traveler Check for tours, attractions, etc.
- ✦ Three Rounds of Golf for Two
- ✦ Gift Box Confirmation - includes
 - a single use 35mm camera
 - complimentary phone card for 10 minutes long distance



Notes: \$100 Refundable Deposit, less room and air taxes; 60-day advance notice required

CHOICE AWARD #3

PURCHASE \$160,000 TO QUALIFY

BON VOYAGE WITH WEBB AIR: CARNIVAL CRUISE FOR TWO* SPRING 2003

- ✦ 5 Days, 4 Nights - Thursday through Monday, Spring 2003 (details to follow)
- ✦ Outside Cabin Accommodations Aboard the Ship
- ✦ Round-Trip Airfare for Two to Tampa, Florida
- ✦ Cruise to Key West and Cozumel in Spring 2003
- ✦ All onboard meals are included
- ✦ All entertainment provided by the individual cruise line
- ✦ Use of health spas and workout facilities, children's activities, casinos and gaming provided by the cruise line
- ✦ Duty Free Shopping



Notes: One travel date in January 2003 for FW Webb/Webb Air group trip. Traveler is responsible for port fees and taxes.

FLY AWAY TO CANCUN*

- ✦ Round-Trip Airfare Departing from Northeast Region
- ✦ 4 Days, 3 Nights Deluxe Accommodations in Cancun
- ✦ Activities and Special Meals & Drinks Program
- ✦ \$300 Traveler Check for tours, attractions, etc.
- ✦ Round of Golf
- ✦ Gift Box Confirmation - includes
 - a single use 35mm camera
 - complimentary phone card for 10 minutes long distance



Notes: \$100 Refundable Deposit, less room and air taxes; 60-day advance notice required.

FLY AWAY TO COLORADO FOR THE FAMILY*

- ✦ Round-Trip Airfare for Two Adults and Two Children, Departing from Northeast Region
- ✦ 4 Days, 3 Nights Deluxe Accommodations at Executive Properties²
- ✦ Four 2-Day Lift Tickets
- ✦ First Morning Breakfast for Two
- ✦ Round of Golf for Two
- ✦ Gift Box Confirmation - includes
 - a single use 35mm camera
 - complimentary phone card for 10 minutes long distance



Notes: \$100 Refundable Deposit, less room and air taxes; 60-day advance notice required

*Blackout dates: Thanksgiving week, Christmas week, New Year's week, and Easter week