

US Sweepstakes & Fulfillment Company
Advantage Resourcing, Pro Staff, and Staffmark \$100,000 Giveaway
OFFICIAL RULES
FINAL: 8/24/22

THE ADVANTAGE RESOURCING, PRO STAFF, AND STAFFMARK \$100,000 GIVEAWAY
OFFICIAL RULES

NO PURCHASE NECESSARY TO ENTER OR WIN. MAKING A PURCHASE WILL NOT IMPROVE YOUR CHANCES OF WINNING.

WHERE PERMITTED BY LAW, ALL DISPUTES WILL BE RESOLVED SOLELY BY BINDING ARBITRATION AND ENTRANTS WAIVE THE ABILITY TO BRING CLAIMS IN A CLASS ACTION FORMAT.

By participating in **The Advantage Resourcing, Pro Staff, and Staffmark \$100,000 Giveaway** (the "Sweepstakes"), you (the "Entrant") agree to abide by these Official Rules and the decisions of Staffmark Investment LLC (the "Sponsor") and US Sweepstakes & Fulfillment Company (the "Sweepstakes Administrator") which are final and binding in all matters related to the Sweepstakes, and release the Sponsor and Sweepstakes Administrator from any and all liability, loss or damage of any kind arising out of or in connection with your participation in this Sweepstakes or with respect to the awarding, receipt, possession, use and/or misuse of any prize. Winning a prize is contingent on fulfilling all requirements in these Official Rules.

ELIGIBILITY: The Sweepstakes is not open to the general public. The Sweepstakes is only open to temporary employees of Staffmark Investment LLC excluding in-house temporary employees (temporary employees doing internal work, not assigned to customer) and temporary Technical/Professional employees (temporary employees assigned to IT, management, accounting, engineering and other professional positions) of the Sponsor who, at the time of entry, are: a) age 18 and older and the age of majority in their state of residence (19 and older in Alabama; 21 and older in Mississippi); and b) a legal resident of one of the following states: Alabama, Arizona, Arkansas, California, Colorado, Connecticut, Delaware, Florida, Georgia, Idaho, Illinois, Indiana, Kansas, Kentucky, Louisiana, Maine, Maryland, Massachusetts, Michigan, Minnesota, Mississippi, Missouri, Nevada, New Hampshire, New Jersey, New York, North Carolina, Ohio, Oklahoma, Oregon, Pennsylvania, Rhode Island, South Carolina, Tennessee, Texas, Virginia, Washington, West Virginia and Wisconsin. Void outside these geographic areas and wherever else prohibited by law. Sweepstakes is subject to all applicable federal, state, and local laws and regulations. Entrants must be a current eligible temporary employee of Staffmark Investment LLC at the time of entry and prize award to be eligible.

SWEEPSTAKES ENTRY PERIODS: The Sweepstakes begins on Monday, September 12, 2022 and ends on Sunday, December 4, 2022 (the "Sweepstakes Period"). Sponsor's computer is the official timekeeping device for this Sweepstakes.

Weekly Entry Periods: Within the Sweepstakes Period, there are twelve (12) Weekly Entry Periods (each, a "Weekly Entry Period") and twelve (12) corresponding Weekly Random Drawings

(each, a “Weekly Drawing”) as defined in the “Weekly Entry Periods & Weekly Drawings Schedule” below. Entries must be received during a Weekly Entry Period to be eligible for that Weekly Entry Period’s Weekly Drawing and prizes (each, a “Weekly Prize”). Non-winning entries for a Weekly Entry Period will not roll over to subsequent Weekly Entry Periods.

WEEKLY ENTRY PERIODS & WEEKLY DRAWINGS SCHEDULE					
Weekly Entry Period #	WEEKLY ENTRY PERIODS All eligible entries must be received between:		Mail-In Entry Received By Date:	Weekly Drawing Date: on or about:	# of Weekly Prizes available to be won:
	Weekly Entry Period Start Date:	Weekly Entry Period End Date:			
1	9/12/22	9/18/22	9/26/22	9/27/22	Two (2) Weekly Prizes
2	9/19/22	9/25/22	10/3/22	10/4/22	Two (2) Weekly Prizes
3	9/26/22	10/2/22	10/11/22	10/12/22	Two (2) Weekly Prizes
4	10/3/22	10/9/22	10/17/22	10/18/22	Two (2) Weekly Prizes
5	10/10/22	10/16/22	10/24/22	10/25/22	Two (2) Weekly Prizes
6	10/17/22	10/23/22	10/31/22	11/1/22	Two (2) Weekly Prizes
7	10/24/22	10/30/22	11/7/22	11/8/22	Two (2) Weekly Prizes
8	10/31/22	11/6/22	11/14/22	11/15/22	Two (2) Weekly Prizes
9	11/7/22	11/13/22	11/21/22	11/22/22	Two (2) Weekly Prizes
10	11/14/22	11/20/22	11/28/22	11/29/22	Two (2) Weekly Prizes
11	11/21/22	11/27/22	12/5/22	12/6/22	Two (2) Weekly Prizes
12	11/28/22	12/4/22	12/12/22	12/13/22	Three (3) Weekly Prizes

Monthly Entry Periods: Within the Sweepstakes Period, there are three (3) Monthly Entry Periods (each, a “Monthly Entry Period”) and three (3) corresponding Monthly Random Drawings (each, a “Monthly Drawing”) as defined in the “Monthly Entry Periods & Drawings Schedule” below. Entries must be received during a Monthly Entry Period to be eligible for that Monthly Entry Period’s Monthly Drawing and prize (each, a “Monthly Prize”). Non-winning entries for a Monthly Entry Period will not roll over to subsequent Monthly Entry Periods.

MONTHLY ENTRY PERIODS & MONTHLY DRAWING SCHEDULE					
Monthly Entry Period #	MONTHLY ENTRY PERIODS All eligible entries must be received between:		Mail-In Entry Received By Date:	Monthly Drawing Date: on or about:	# of Monthly Prizes available to be won:
	Monthly Entry Period Start Date:	Monthly Entry Period End Date:			
1	9/12/22	10/2/22	10/11/22	10/12/22	One (1) Monthly Prize

2	10/3/22	10/30/22	11/7/22	11/8/22	One (1) Monthly Prize
3	10/31/22	12/4/22	12/12/22	12/13/22	One (1) Monthly Prize

HOW TO ENTER: There are two (2) ways to enter:

Method #1: Hours Entry. Eligible participants who work 36 hours or more during any given Weekly Entry Period will automatically receive one (1) entry (the “36 Hours Entry”) in the corresponding Weekly Entry Period’s Weekly Drawing and one (1) entry in the corresponding Monthly Entry Period’s Monthly Drawing.

Method #2: Mail-In Entry. Eligible participants may enter without working 36 hours or more during a Weekly Entry Period by clearly printing their full name, complete home address, email address, phone number on a sheet of paper and mailing that sheet of paper in an addressed envelope (the “Mail-In Entry”) to: Advantage Resourcing, Pro Staff, and Staffmark \$100,000 Giveaway, PO Box 776, Social Circle, GA 30025-776. Mail-In Entries must be mailed separately. Mail-In Entries must be postmarked during a Weekly Entry Period and received by the corresponding Mail-In Entry Received By Date indicated in the Weekly Entry Periods & Drawings Schedule above to be included in that Weekly Entry Period’s Weekly Drawing and the corresponding Monthly Entry Period’s Monthly Drawing.

36 Hours Entry and Mail-In Entry are collectively referred to herein as “Entries” or “Entry”.

Regardless of the method of entry, there is a limit of one (1) Entry per person per Weekly Entry Period. Although subsequent attempts to enter during a given Weekly Entry Period may be received, only the first complete entry received from a particular entrant will be eligible; subsequent attempts by the same person to enter will be disqualified. All methods of entry have an equal chance of winning. All entries become the property of the Sponsor and will not be acknowledged or returned. Photocopied, illegible, or mechanically reproduced entries are not eligible. Sponsor is not responsible for lost, late, damaged, misdirected or postage-due mailed entries.

PRIZES/APPROXIMATE RETAIL VALUE (“ARV”)/ODDS:

Weekly Prizes: There are twenty-five (25) Weekly Prizes available to be won. Each Weekly Prize winner will receive \$1,000, to be awarded in the form of a check. **The ARV of each Weekly Prize is \$1,000.**

Monthly Prizes: There are three (3) Monthly Prizes available to be won. Each Monthly Prize winner will receive \$25,000, to be awarded in the form of a check. **The ARV of each Monthly Prize is \$25,000.**

The total ARV of all prizes available to be won during the Sweepstakes Period: \$100,000.

There is a limit of one (1) Weekly Prize and one (1) Monthly Prize per person per the Sweepstakes Period. Odds of winning a Weekly Prize will depend upon the total number of eligible entries

received per Weekly Entry Period. Odds of winning a Monthly Prize will depend upon the total number of eligible entries received per Monthly Entry Period.

RANDOM DRAWINGS: Random Drawings will be conducted by the Sweepstakes Administrator, an independent representative of the Sponsor, whose decisions are final. The potential Weekly Prize winners will be selected in a series of random drawings from among all eligible entries received within the corresponding Weekly Entry Period on or about the corresponding Weekly Drawing Date indicated in the Weekly Entry Period & Weekly Drawings Schedule in the "Sweepstakes Entry Periods" section of these Official Rules. The potential Monthly Prize winners will be selected in a series of random drawings from among all eligible entries received within the corresponding Monthly Entry Period on or about the corresponding Monthly Drawing Date indicated in the Monthly Entry Period & Monthly Drawings Schedule in the "Sweepstakes Entry Periods" section of these Official Rules.

WINNER NOTIFICATION & VERIFICATION: Potential winners will be notified by the Sponsor via email and/or phone, and will be required to sign and return, within five (5) days of notification, an Affidavit of Eligibility, a Liability Waiver and where allowable, a Publicity Release (collectively, "the Releases"). Noncompliance will result in disqualification and an alternate winner may be selected.

If a prize notification or prize is returned as undeliverable, or if a winner is found to be ineligible or not in compliance with these Official Rules that winner will be disqualified, and the prize may be awarded to an alternate winner in a separate random drawing. If Sponsor is unable to determine and verify a potential winner after repeated alternate drawings or if Sponsor fails to receive a sufficient number of entries to correspond to the number of prizes available to be awarded, Sponsor reserves the right to not award such prize(s).

PRIZE CONDITIONS: Prizes are not assignable, transferable and may not be substituted except at Sponsor's sole discretion. Sponsor reserves the right to substitute a prize of equal or greater value at its discretion. Any other incidental expenses on prize not specified herein are the winner's sole responsibility.

Winners are responsible for all federal, state, local and income taxes associated with winning prize.

Except where prohibited by law, entry and acceptance of prize constitute permission to use winner's name, prize won, hometown, likeness, video recordings, photographs, and statements for purposes of advertising, promotion and publicity (including online posting) in any and all media now or hereafter known throughout the world in perpetuity, without additional compensation, notification or permission.

GENERAL: Participating entrants agree to these Official Rules and the decisions of the Sponsor and the Sweepstakes Administrator, and release the Sponsor, the Sweepstakes Administrator, their direct or indirect affiliated companies and franchises, and all other businesses involved in this Sweepstakes, as well as the employees, officers, directors and agents of each (the "Released Parties"), from all claims and liability relating to their participation in the Sweepstakes, and the acceptance and use/misuse of the prizes offered. Participating entrants assume all liability for and Released Parties shall be held harmless against any liability for any injury, losses or damages of any kind to persons, including personal injury or death, or injury to property caused or claimed to

be caused in whole or in part, directly or indirectly, by participation in this Sweepstakes, acceptance, possession, or use/misuse of the prize, or any claims based on publicity rights, defamation or invasion of privacy, or merchandise delivery. Released Parties not responsible for any typographical or other error in the printing of the offer, administration of the Sweepstakes or in the announcement of the prizes.

Entry materials/data that have been tampered with or altered, or mass entries or entries generated by a script, macro or use of automated devices are void. The Released Parties are not responsible for: (i) lost, late, misdirected, damaged or illegible entries; or (ii) error, omission, interruption, deletion, defect, delay in operations or transmission, theft or destruction or unauthorized access to or alterations of entry materials, or for technical, network, telephone equipment, electronic, computer, hardware or software malfunctions of any kind, or inaccurate transmission of or failure to receive entry information by Sponsor on account of technical problems or traffic congestion on the Internet or at any web site or any combination thereof; or (iii) any injury or damage to entrant's or any other person's computer related to or resulting from participating in the Sweepstakes. By participating in the Sweepstakes, you (i) agree to be bound by these Official Rules, including all eligibility requirements, and (ii) agree to be bound by the decisions of Sponsor and the Sweepstakes Administrator, which are final and binding in all matters relating to the Sweepstakes.

Sponsor reserves the right to cancel, suspend and/or modify the Sweepstakes, or any part of it, if any fraud, technical failures or any factor beyond Sponsor's reasonable control impairs the integrity or proper functioning of the Sweepstakes, as determined by Sponsor. If, for any reason, the Sweepstakes cannot be run as planned, Sponsor may disqualify any suspect entries or individuals from the Sweepstakes and any promotion it sponsors and (a) suspend the Sweepstakes and modify the Sweepstakes to address the impairment, then resume the Sweepstakes in a manner that best conforms to the spirit of these Official Rules; and/or (b) award the prizes at random from among the eligible, non-suspect entries received up to the time of the impairment.

THE RELEASED PARTIES ARE NOT RESPONSIBLE IF THIS SWEEPSTAKES CANNOT BE ADMINISTERED OR CONDUCTED OR ANY PRIZE CANNOT BE AWARDED DUE TO CANCELLATIONS, DELAYS, OR INTERRUPTIONS RESULTING OR ARISING FROM ACTS OF GOD, WAR, OR TERRORISM, CIVIL UNREST, STRIKES, SUPPLY SHORTAGES, NATURAL DISASTERS, WEATHER, EPIDEMICS, COMPLIANCE WITH ANY LAW OR ORDER OF A GOVERNMENTAL AUTHORITY, OR ANY OTHER SIMILAR ACT, EVENT, OR OCCURRENCE BEYOND THE REASONABLE CONTROL OF THE SPONSOR. BY PARTICIPATING IN THIS SWEEPSTAKES, PARTICIPANT AGREES THAT THE RELEASED PARTIES WILL NOT BE RESPONSIBLE OR LIABLE FOR ANY INJURIES, DAMAGES, OR LOSSES OF ANY KIND, INCLUDING DIRECT, INDIRECT, INCIDENTAL, CONSEQUENTIAL, OR PUNITIVE DAMAGES TO PERSONS, INCLUDING DEATH, OR TO PROPERTY ARISING OUT OF ACCESS TO AND USE OF ANY WEBSITE ASSOCIATED WITH THIS SWEEPSTAKES OR THE DOWNLOADING FROM AND/OR PRINTING MATERIAL DOWNLOADED FROM SUCH SITE, AS APPLICABLE.

LEGAL WARNING: ANY ATTEMPT BY AN INDIVIDUAL, WHETHER OR NOT AN ENTRANT, TO DAMAGE, DESTROY, TAMPER OR VANDALIZE THIS WEB SITE OR INTERFERE WITH THE OPERATION OF THE SWEEPSTAKES, IS A VIOLATION OF CRIMINAL AND CIVIL LAWS AND SPONSOR RESERVES THE RIGHT TO SEEK DAMAGES AND DILIGENTLY PURSUE ALL

REMEDIES AGAINST ANY SUCH INDIVIDUAL TO THE FULLEST EXTENT PERMITTED BY LAW.

GOVERNING LAW AND LIMITATION OF LIABILITY: All issues and questions concerning the construction, validity, interpretation and enforceability of these Official Rules or the rights and obligations of entrants, Sponsor or the Released Parties in connection with the Sweepstakes will be governed by and construed in accordance with the internal laws of the State of Ohio, without giving effect to any choice of law or conflict of law rules or provisions that would cause the application of any other laws.

BY ENTERING THE SWEEPSTAKES, ENTRANT AGREES THAT TO THE EXTENT PERMITTED BY APPLICABLE LAW: (A) ANY AND ALL DISPUTES, CLAIMS AND CAUSES OF ACTION ARISING OUT OF OR CONNECTED WITH THE SWEEPSTAKES, OR ANY PRIZE AWARDED, WILL BE RESOLVED INDIVIDUALLY, WITHOUT RESORT TO ANY FORM OF CLASS ACTION; (B) ANY AND ALL CLAIMS, JUDGMENTS AND AWARDS WILL BE LIMITED TO ACTUAL THIRD-PARTY, OUT-OF-POCKET COSTS INCURRED (IF ANY) NOT TO EXCEED TEN DOLLARS (\$10.00), BUT IN NO EVENT WILL ATTORNEYS' FEES BE AWARDED OR RECOVERABLE; (C) UNDER NO CIRCUMSTANCES WILL ANY ENTRANT BE PERMITTED TO OBTAIN ANY AWARD FOR, AND ENTRANT HEREBY KNOWINGLY AND EXPRESSLY WAIVES ALL RIGHTS TO SEEK, PUNITIVE, INCIDENTAL, CONSEQUENTIAL OR SPECIAL DAMAGES, LOST PROFITS AND/OR ANY OTHER DAMAGES, OTHER THAN ACTUAL OUT OF POCKET EXPENSES NOT TO EXCEED TEN DOLLARS (\$10.00), AND/OR ANY RIGHTS TO HAVE DAMAGES MULTIPLIED OR OTHERWISE INCREASED; AND (D) ENTRANTS' REMEDIES ARE LIMITED TO A CLAIM FOR MONEY DAMAGES (IF ANY) AND ENTRANT IRREVOCABLY WAIVES ANY RIGHT TO SEEK INJUNCTIVE OR EQUITABLE RELIEF. SOME JURISDICTIONS DO NOT ALLOW THE LIMITATIONS OR EXCLUSION OF LIABILITY, SO THE ABOVE MAY NOT APPLY TO YOU.

DISPUTES: The parties hereto each agree to finally settle all disputes only through arbitration; provided, however, the Released Parties shall be entitled to seek injunctive or equitable relief in the state and federal courts in Hamilton County, Ohio and any other court with jurisdiction over the parties. In arbitration, there is no judge or jury and review is limited. The arbitrator's decision and award is final and binding, with limited exceptions, and judgment on the award may be entered in any court with jurisdiction. The parties agree that, except as set forth above, any claim, suit, action or proceeding arising out of or relating to this Sweepstakes shall be resolved solely by binding arbitration before a sole arbitrator under the streamlined Arbitration Rules Procedures of JAMS Inc. ("JAMS") or any successor to JAMS. In the event JAMS is unwilling or unable to set a hearing date within fourteen (14) days of the filing of a "Demand for Arbitration", then either party can elect to have the arbitration administered by the American Arbitration Association ("AAA") or any other mutually agreeable arbitration administration service. If an in-person hearing is required, then it will take place in Hamilton County, Ohio. The federal or state law that applies to these Official Rules will also apply during the arbitration. Disputes will be arbitrated only on an individual basis and will not be consolidated with any other proceedings that involve any claims or controversy of another party, including any class actions; provided, however, if for any reason any court or arbitrator holds that this restriction is unconscionable or unenforceable, then the agreement to arbitrate doesn't apply and the dispute must be brought in a court of competent jurisdiction in Hamilton County, Ohio. Sponsor agrees to pay the administrative and arbitrator's fees in order to conduct the

arbitration (but specifically excluding any travel or other costs of entrant to attend the arbitration hearing). Either party may, notwithstanding this provision, bring qualifying claims in small claims court.

PRIVACY: As a condition of entering the Sweepstakes, each entrant gives consent for Sponsor to obtain and deliver his or her name, address and other information to third parties, including Sweepstakes Administrator, for the purpose of administering this Sweepstakes and to comply with applicable laws, regulations and rules, including, without limitation, the storing of your personal information for purposes of complying with state record retention requirements. Any information entrant provides to Sponsor may be used to communicate with entrant in relation to this Sweepstakes or on a Sweepstakes winner's list. Personal information collected from entrants are subject to the Sponsor's Privacy Policy, which can be found at <https://www.staffmarkgroup.com/privacy>.

OFFICIAL RULES REQUEST: To request a copy of the Official Rules, see www.worknowandwin.com or send a self-addressed, stamped envelope by December 13, 2022, to: Advantage Resourcing, Pro Staff, and Staffmark \$100,000 Giveaway Official Rules Request, PO Box 654, Social Circle, GA 30025-654.

WINNER CONFIRMATION REQUEST: For a written confirmation of the winners, send a stamped, self-addressed envelope (no later than January 13, 2023) to: Advantage Resourcing, Pro Staff, and Staffmark \$100,000 Giveaway Winner Confirmation Request, PO Box 654, Social Circle, GA 30025-654.

SPONSOR: Staffmark Investment LLC, 201 E 4th Street, Suite 800, Cincinnati, OH 45202.

SWEEPSTAKES ADMINISTRATOR: US Sweepstakes & Fulfillment Company, 625 Panorama Trail, Suite 2100, Rochester, NY 14625. 1-800-620-6044