

2018 Recruitment Best Practices Survey Sweepstakes - OFFICIAL RULES

NO PURCHASE NECESSARY TO ENTER OR WIN. MAKING A PURCHASE OR PAYMENT OF ANY KIND WILL NOT INCREASE YOUR CHANCES OF WINNING. VOID WHERE PROHIBITED OR RESTRICTED BY LAW.

1. PROMOTION DESCRIPTION: The 2018 Recruitment Best Practices Survey Sweepstakes ("Sweepstakes") begins on Thursday, May 31st at 8AM EDT and ends on Friday, June 29th at 5pm EDT (the "Promotion Period").

The sponsor of this Sweepstakes is **Allegis Group, Inc.** ("Sponsor") and the administrator of this Sweepstakes is **Inavero, Inc.** ("Administrator"). By participating in the Sweepstakes, each Entrant unconditionally accepts and agrees to comply with and abide by these Official Rules and the decisions of Sponsor, which shall be final and binding in all respects. Administrator is responsible for the collection, submission or processing of Entries and the overall administration of the Sweepstakes. Entrants should look solely to Administrator with any questions, comments or problems related to the Sweepstakes. Administrator may be reached by email at surveyquestions@inavero.com during the Promotion Period.

2. ELIGIBILITY: Open to legal residents of the United States of America who are at least 18 years of age (the "Entrant"). Sponsor, and their respective parents, subsidiaries, affiliates, distributors, retailers, sales representatives, advertising and promotion agencies and each of their respective officers and directors (the "Promotion Entities"), are ineligible to enter the Sweepstakes or win a prize. Household Members and Immediate Family Members of such individuals are also not eligible to enter or win. "Household Members" shall mean those people who share the same residence at least three months a year. "Immediate Family Members" shall mean parents, step-parents, legal guardians, children, step-children, siblings, step-siblings, or spouses. This Sweepstakes is subject to all applicable federal, state and local laws and regulations and is void where prohibited or restricted by law.

3. PRIZES:

Grand Prize: 1 winner will select a 501(c)(3) nonprofit of their choice to receive a \$500 donation.

Only one prize per person and per household will be awarded. Gift cards and gift certificates are subject to the terms and conditions of the issuer. Prizes cannot be transferred, redeemed for cash or substituted by winner. Sponsor reserves the right in its sole and absolute discretion to award a substitute prize of equal or greater value if a prize described in these Official Rules is unavailable or cannot be awarded, in whole or in part, for any reason. Sponsor makes no representation or warranty concerning the appearance, safety or performance of any prize awarded. Restrictions, conditions, and limitations may apply. Sponsor will not replace any lost or stolen prize items.

This Sweepstakes is open to legal residents of the United States of America and Prize will only be awarded and/or delivered to addresses within said locations. All federal, state and/or local taxes, fees, and surcharges are the sole responsibility of the prize winner. Failure to comply with the Official Rules will result in forfeiture of the prize.

4. HOW TO ENTER: Enter the Sweepstakes during the Promotion Period online by fully completing the survey. Individuals may enter only once during the Promotion Period. Entries submitted by others on an individual's behalf, or those submitted by one individual using different identities or addresses will be rejected, as will entries from states that prohibit such contests by law. Final eligibility for the award of any prize is subject to eligibility verification as set forth below. All Entries must be posted by the end of the Promotion Period in order to participate. Administrator's database clock will be the official timekeeper for this Sweepstakes.

5. WINNER SELECTION: The Winner of the Sweepstakes will be selected in a random drawing from among all eligible Entries received throughout the Promotion Period. The random drawing will be conducted within 30 days of the Promotion Period by Administrator, whose decisions are final. Odds of winning will vary depending on the number of eligible Entries received.

6. WINNER NOTIFICATION: Winner will be notified by email at the email address provided in the Entry Information approximately one week after the random drawing. Potential Winner must accept a prize by email as directed by Administrator within one week of notification. Sponsor is not responsible for any delay or failure to receive notification for any reason, including inactive email account(s), technical difficulties associated therewith, or Winner's failure to adequately monitor any email account. Any winner notification not responded to or returned as undeliverable may result in prize forfeiture.

7. PRIVACY: Any personal information supplied by you will be subject to the privacy policy of the Administrator posted at <https://www.inavero.com/privacy-legal/>. By entering the Sweepstakes, you grant Administrator permission to share your email address and any other personally identifiable information with the other Sweepstakes Entities for the purpose of administration and prize fulfillment.

8. LIMITATION OF LIABILITY: Both Sponsor and Administrator assume no responsibility or liability for (a) any incorrect or inaccurate entry information, or for any faulty or failed electronic data transmissions; (b) any unauthorized access to, or theft, destruction or alteration of entries at any point in the operation of this Sweepstakes; (c) any technical malfunction, failure, error, omission, interruption, deletion, defect, delay in operation or communications line failure, regardless of cause, with regard to any equipment, systems, networks, lines, satellites, servers, camera, computers or providers utilized in any aspect of the operation of the Sweepstakes; (d) inaccessibility or unavailability of any network or wireless service, the Internet or website or any combination thereof; (e) suspended or discontinued Internet, wireless or landline phone service; or (f) any injury or damage to participant's or to any other person's computer or mobile device which may be related to or resulting from any attempt to participate in the Sweepstakes or download of any materials in the Sweepstakes.

If, for any reason, the Sweepstakes is not capable of running as planned for reasons which may include without limitation, infection by computer virus, tampering, unauthorized intervention, fraud, technical failures, or any other causes which may corrupt or affect the administration, security, fairness, integrity or proper conduct of this Sweepstakes, the Sponsor reserves the right at its sole discretion to cancel, terminate, modify or suspend the Sweepstakes in whole or in part. In such event, Sponsor shall immediately suspend all drawings and prize awards, and Sponsor reserves the right to award any remaining prizes (up to the total ARV as set forth in these Official Rules) in a manner deemed fair and equitable by Sponsor. Sponsor and Released Parties shall not have any further liability to any participant in connection with the Sweepstakes.

9. WINNER LIST/OFFICIAL RULES: To obtain a copy of the Winner List or a copy of these Official Rules, send your request to surveyquestions@allegisgroup.com. Requests for the names of the winners must be received no later than 30 days after the Promotion Period has ended.

10. SPONSOR:

Allegis Group, Inc.
7301 Parkway Drive South
Hanover, MD 21076

Email: surveyquestions@allegisgroup.com

11. ADMINISTRATOR:

Inavero, Inc.
522 SW 5th Ave Suite 600
Portland, OR 97204

Email: surveyquestions@inavero.com