

## OFFICIAL RULES: EXPRESS SURVEY SWEEPSTAKES

NO PURCHASE OR PAYMENT NECESSARY TO ENTER OR WIN. A PURCHASE WILL NOT INCREASE YOUR CHANCES OF WINNING. ODDS OF WINNING DEPEND UPON THE NUMBER OF ELIGIBLE ENTRIES RECEIVED. VOID WHERE PROHIBITED. THE PROMOTION (as defined below) IS SUBJECT TO THESE OFFICIAL RULES AND BY ENTERING, EACH ENTRANT UNCONDITIONALLY AGREES TO BE BOUND BY THEM.

**1. Eligibility:** The **EXPRESS SURVEY SWEEPSTAKES** (the “Promotion”) is open only to individuals who, at the time of entry, are (i) at least eighteen (18) years old; (ii) are legal residents of one of the fifty (50) United States (including the District of Columbia); and (iii) are eligible to participate in the Promotion and receive a Prize. Participation constitutes your full and unconditional agreement to these Official Rules and Express Services, Inc.’s (“Sponsor”) decisions concerning these Official Rules and the Promotion, which are final and binding in all matters related to the Promotion.

**2. Timing/How to Enter.** The Promotion begins Tuesday, Feb. 27, 2024 at 12:00 A.M. Eastern Standard Time (“EST”) and ends on Tuesday, March 19, 2024. at 11:59 P.M. EST (the “Promotion Period”). To enter, complete the survey provided with these rules; you will receive one (1) entry into the Promotion upon successful completion and submission of all of the survey questions.

**3. Winner Selection.** Prize Drawing: There is one (1) potential prize for businesses that use Sponsor’s services to recruit personnel (“Clients”) and one (1) potential prize for individuals seeking employment via Sponsor’s services (“Associates”). Each of these potential prizes are referred to as “Prize” below. Following the Promotion Period, (a) one (1) Client shall be randomly selected from all eligible online entries by Clients received during the Promotion Period; and (b) five (5) Associates shall be randomly selected from all eligible online entries by Associates received during the Promotion Period. All potential Prize winners will be contacted by phone, email, or in person within five (5) business days of the actual drawing date, and will be required to respond to such notification within five (5) days of the first notification attempt; otherwise they will forfeit their a potential Prize winner forfeits their Prize, is found to be ineligible, or if he or she has not complied with or does not agree with these Official Rules or declines a Prize for any reason, they shall be disqualified and an alternate winner shall be selected from a following entry randomly selected by Sponsor.

**4. Prizes.** ONE (1) Prize is available for Client Entrants, consisting of a donation equal to \$500.00 USD to one of the following not-for-profit charity organizations to be selected by the Client winner: (i) Urban League; (ii) Boys & Girls Club; (iii) Dress for Success; (iv) United Way; or (iv) Ronald McDonald House Charities. Five (5) potential Prizes are respectively available for five (5) separate Associate Entrants, each prize consistent of a \$20 Amazon Gift Card. **Total Prize Value: \$600.00.** Prize is non-transferable, cannot be

sold or gifted, may not be redeemed for cash, and will not be replaced if lost or stolen. Prize consists only of the elements expressly set forth herein.

**5. Entry Conditions and Release.** By entering, each Entrant and winner agree to: (a) comply with and be bound by these Official Rules and the decisions of the Sponsor which are binding in all matters relating to this Promotion; (b) release and hold harmless the Sponsor and its parent, subsidiary, and affiliated companies and any other organizations responsible for sponsoring, fulfilling, administering, advertising or promoting the Promotion or the Prize, and all of their respective past and present officers, directors, employees, agents and representatives (collectively, the "Released Parties") from and against any and all claims, expenses, and liability for any reason under any theory, whether arising under contract, statute or tort (including but not limited to negligence) and damages of any kind to persons and property, including but not limited to invasion of privacy (under appropriation, intrusion, public disclosure of private facts, false light in the public eye or other legal theory), defamation, slander, libel, violation of right of publicity, infringement of trademark, copyright or other intellectual property rights, property damage, or death or personal injury arising out of or relating to a participant's entry, creation of an entry or submission of an entry, participation in the Promotion, acceptance or use or misuse of Prize. Except where prohibited by law, acceptance of a Prize constitutes a winner's consent to Sponsor's and its agents' use of winner's name, likeness, photograph, voice, opinions and/or hometown and state for promotional purposes in any media, worldwide, without further payment or consideration.

**6. General.** Sponsor reserves the right to cancel, suspend and/or modify the Promotion, or any part of it, for any reasons, including, but not limited to, if any fraud, technical failures or any other factor beyond Sponsor's reasonable control impairs the integrity or proper functioning of the Promotion, as determined by Sponsor in its sole discretion. All issues and questions concerning the construction, validity, interpretation and enforceability of these Official Rules, or the rights and obligations hereunder and in connection with the Promotion, shall be governed by, and construed in accordance with, the laws of the State of Oklahoma, without giving effect to any choice of law or conflict of law rules (whether of the State of Oklahoma or any other jurisdiction), which would cause the application of the laws of any jurisdiction other than the State of Oklahoma. To obtain a copy of the winner list, send a self-addressed stamped envelope to the **EXPRESS SURVEY SWEEPSTAKES**, Express Services, Inc., 9701 Boardwalk Blvd., Oklahoma City, Oklahoma 73162. Winner's list requests will only be accepted after the end of the Promotion Period. These Official Rules may not be reprinted or republished in whole or in part without the prior written consent of Sponsor. All rights are reserved.

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