

UKG Inc.
Official Sweepstakes Rules

NO SALES PRESENTATION AND NO PURCHASE OR PAYMENT OF ANY KIND IS NECESSARY TO ENTER OR WIN. A PURCHASE WILL NOT IMPROVE YOUR CHANCES OF WINNING.

1. **Sweepstakes Period.** The Sweepstakes (the “Sweepstakes”) begins at 9:00 AM EST Wednesday, February 26, 2025, and ends at 6:00 PM EST Thursday, February 27, 2025 (the “Entry Period”).
2. **Eligibility.** Entrants must be legal residents of the fifty (50) United States and the District of Columbia who are 18 years of age or older at time of entry and who are registered in-person attendee of Lake Nona Impact Forum. Employees of UKG Inc. (the “Sponsor”), and its divisions, subsidiaries, affiliates, and partners, or any developer and/or manufacturer of human resources, payroll, scheduling, and time and labor solutions, as well as their immediate family members (spouse, parent, child, sibling and their respective spouses, regardless of where they reside) and those living in their households, whether or not related, and employees of federal, state, or local governments, government agencies, or employees of a company or organization that is owned, controlled or funded in whole or in part by the government, are not eligible to enter or win. The Sweepstakes is subject to all applicable federal, state and local laws and regulations. Void where prohibited by law. By entering the Sweepstakes the entrant is representing that he/she has the right to participate in the Sweepstakes under the laws and regulations that apply to him/her and under their employer’s policy.
3. **How to Enter.** To enter the Sweepstakes, attendee must i) scan the QR code on the sign at the UKG table; and ii) complete the online registration form. Limit of one (1) entry per person throughout the Entry Period. Entries received in excess of the above stated limitation will be void. Entries with incomplete or erroneous information, entries generated by script, macro or other automated or mechanical means and entries made by any means which subvert the entry process, are void. Any input by an entrant which is the product of this Sweepstakes will become the property of Sponsor. Information provided by entrants is subject to Sponsor’s privacy policy at <https://www.ukg.com/privacy>. By participating in this Sweepstakes, entrant hereby agrees that Sponsor may use entrant’s information in a manner consistent with Sponsor’s privacy policy.
4. **Odds of winning.** The odds of winning are dependent on the total number of eligible entries.
5. **Prizes.** In total, there will be one (1) prize. The Winner can select either a i) \$500 USD Cozymeal culinary experience gift card; or ii) receive a \$500 USD GlobalGiving Gift Card to donate to the charity of their choice (“Prize”). The selected entrant (the “Winner”) will be awarded one (1) Prize. No Prize substitutions are permitted. Sponsor reserves the right to substitute a different prize of equal or greater value, in Sponsor’s sole discretion. The Winner is solely responsible for the reporting and payment of all federal, state and local taxes incurred by acceptance and use of a Prize (or any portion thereof), as applicable. Cozymeal, Inc. and GlobalGiving are not sponsors of or affiliated with this Sweepstakes.
6. **Winner Selection.** Sponsor will randomly select entrants via a drawing which will take place on Thursday, February 27, 2025, at 6:00 PM EST. If a selected Winner (i) cannot accept the Prize for any reason, or (ii) fails to expressly accept these Official Rules or is otherwise not in compliance with these Official Rules, then such Winner will be disqualified and the Prize will be awarded to an alternate Winner. Each entrant has the responsibility to review and understand these Official Rules, and his/her employer's policies and all applicable laws regarding entrant’s eligibility to participate in and/or accept any prize in the Sweepstakes. If an entrant is participating and is in violation of such laws or his/her employer’s policies, the entrant may be disqualified from this Sweepstakes and become ineligible to receive a Prize. Sponsor disclaims any and all liability or responsibility for disputes related to this subject matter.

7. **Consent and Release.** By entering the Sweepstakes and/or accepting a Prize, entrant assents to these Official Rules, and hereby releases and discharges the Sponsor, judging organization (if applicable), and any other party associated with the development or administration of the Sweepstakes, their parent, subsidiary, and affiliated entities and each of their respective officers, directors, members, shareholders, employees, independent contractors, agents, representatives, transferees and assigns (collectively, the “Sponsor Entities”) from any and all liability whatsoever, whether caused by negligence or not, in connection with this Sweepstakes, including, without limitation, all legal claims, cost, injuries, losses or damages, demands or actions of any kind, including, without limitation, personal injuries, death, damage to, loss or destruction or property, rights of publicity or privacy, defamation, or portrayal in a false light (collectively “Claims”). *Except where prohibited:* (i) acceptance of a Prize constitutes the consent of any Winner, without further compensation, to use the name and likeness of such Winner for editorial, advertising and publicity purposes by the Sponsor and/or others authorized by the Sponsor; (ii) acceptance of a Prize constitutes a release by any Winner of the Sponsor Entities of any and all Claims in connection with the administration of the Sweepstakes and the receipt, acceptance, use, misuse or possession of any Prize; and (iii) a potential Winner may be required to sign an affidavit of assent to these Official Rules, of his or her eligibility hereunder, and a liability/publicity release. Affidavits and releases must be returned within (10) days from the day that Sponsor first tries to notify the potential Winner. If a Winner is deemed to be a minor under the jurisdiction of his/her residence, a Prize will be awarded in the name of his/her parent or legal guardian who must execute any necessary affidavit and release.

8. **Disclaimers.** Except where prohibited by law:

- (i) Entries that are lost, late, illegible, misdirected, incorrect, garbled or incompletely received for any reason, including by reason of hardware, software, browser or network failure, malfunction, congestion or incompatibility at Sponsor’s servers or elsewhere, will not be eligible.
- (ii) Sponsor, in its sole discretion, reserves the right to disqualify any person who tampers or attempts to tamper with the entry process or the operation of the Sweepstakes. The use of bots or other automated process to enter is prohibited and may result in disqualification at the sole discretion of the Sponsor.
- (iii) Sponsor reserves the right to cancel, terminate or modify the Sweepstakes, if Sponsor determines, in its sole direction, that it is not capable of completing the Sweepstakes as planned or in a reasonably substantially and similarly fair manner, including, without limitation, by reason of infection by computer virus, bugs, tampering, unauthorized intervention, force majeure or technical failures of any sort.
- (iv) The Sponsor Entities are not responsible for any error in the administration or fulfillment of this Sweepstakes, including, without limitation, in connection with any mechanical, human, printing, distribution or production error, and may modify or cancel this Sweepstakes based upon any such error, at their sole discretion, without liability.
- (v) THE SPONSOR ENTITIES MAKE NO WARRANTIES, REPRESENTATIONS OR GUARANTEES, EXPRESS OR IMPLIED, IN FACT OR LAW, WITH REGARD TO THIS SWEEPSTAKES OR THE MERCHANTABILITY, QUALITY OR FITNESS FOR A PARTICULAR PURPOSE REGARDING ANY PRIZE OR ANY COMPONENT OF ANY PRIZE.

9. **CAUTION.** ANY ATTEMPT BY AN ENTRANT TO DELIBERATELY DAMAGE OR UNDERMINE THE LEGITIMATE OPERATION OF THIS SWEEPSTAKES MAY BE A VIOLATION OF CRIMINAL AND/OR CIVIC LAWS. SHOULD SUCH AN ATTEMPT BE MADE, SPONSOR RESERVES THE RIGHT TO SEEK REMEDIES AND DAMAGES (INCLUDING, WITHOUT LIMITATION, REASONABLE ATTORNEYS’ FEES) FROM ANY SUCH ENTRANT TO THE FULLEST EXTENT OF THE LAW, WHICH MAY INCLUDE CRIMINAL PROSECUTION.

10. **Applicable Laws and Jurisdiction:** This Sweepstakes is subject to all applicable federal, state and local laws and regulations. The laws of the Commonwealth of Massachusetts shall govern issues concerning the construction, validity, interpretation and enforceability of these Official Rules. All disputes arising out of or connected with this Sweepstakes will be resolved individually and without resort to class action, exclusively by a state or federal court located in the Commonwealth of Massachusetts, Suffolk County. Should there be a conflict between the laws of the Commonwealth of Massachusetts and any other laws, the conflict will be resolved in favor of the laws of the Commonwealth of Massachusetts. All judgments' or awards shall be limited to actual out-of-pocket damages (excluding attorneys' fees) associated with participation in this Sweepstakes and shall not include any indirect, punitive, incidental and/or consequential damages. If you have any questions pertaining to this Sweepstakes, email partnermarketing@ukg.com.

11. **Winners' List.** For list of the names of the Winners, send a self-addressed stamped envelope within six (6) months of the drawing date to: Winner's List Request, UKG Inc, 900 Chelmsford Street, Lowell, MA 01851 Attn: Jennifer Green.

12. **Sponsor.** The official sponsor of the Sweepstakes is UKG Inc.