

Online Sweepstakes Rules

1. Introduction

Endeavor Business Media LLC (“Endeavor”) has created an online program called “Workplace Safety Academy”, which resides at the web site <https://www.workplacesafetyacademy.com>. Endeavor is conducting an Online Sweepstakes (“Sweepstakes”) associated with the “Workplace Safety Academy”. NO PURCHASE NECESSARY. A PURCHASE DOES NOT IMPROVE YOUR CHANCE OF WINNING.

Sweepstakes may only be entered in or from the 50 United States and the District of Columbia and entries originating from any other jurisdiction are not eligible for entry. This Sweepstakes is governed exclusively by the laws of the United States. You are not authorized to participate in the Sweepstakes if you are not located within the 50 United States or the District of Columbia.

2. Eligibility

Entrant must be a legal resident of the fifty (50) United States and the District of Columbia, who is 18 or older as of July 8, 2024 (“Entrants”). Employees of Endeavor, their respective parents, subsidiaries, affiliates, advertising and promotion agencies and their family/household members (defined as parents, spouse, children, siblings, grandparents) are not eligible to enter. Void outside the fifty United States and the District of Columbia, and where prohibited, taxed, or restricted by law. All federal, state and/or local rules and regulations apply.

3. Start/End Dates

Sweepstakes has three (3) Phases:

- Phase 1 begins at 12:00:01 a.m. P.T. on July 8, 2024 and ends at 11:59:59 p.m. P.T. on July 31, 2024 (“Phase 1 Sweepstakes Period”).
- Phase 2 begins at 12:00:01 a.m. P.T. on August 1, 2024 and ends at 11:59:59 p.m. P.T. on August 31, 2024 (“Phase 2 Sweepstakes Period”).
- Phase 3 begins at 12:00:01 a.m. P.T. on September 1, 2024 and ends at 11:59:59 p.m. P.T. on September 30, 2024 (“Phase 3 Sweepstakes Period”).
- Phase 4 begins at 12:00:01 a.m. P.T. on October 1, 2024 and ends at 11:59:59 p.m. P.T. on October 31, 2024 (“Phase 4 Sweepstakes Period”).

4. How to Enter

Visit <https://www.workplacesafetyacademy.com>, navigate to the “Registration” form on the site by engaging with content, and fill in the required entry information. Eligibility for the Prize requires site registration during the Sweepstakes period defined above, and then visiting at

least three (3) articles or videos on the site. Entrants must accurately provide all required contact information on the registration form. Limit one entry per person, per email address. More than one entry from any person or email address will void all entries from that person or email address. Entrants must provide a valid business email address associated with the company they work for. All entries must be received during the Sweepstakes Period Phase. Endeavor is the official timekeeper for the Sweepstakes, of which all decisions are final. No automated entry devices and/or programs are permitted. Endeavor is not responsible for lost, late, illegible, stolen, incomplete, invalid, unintelligible, misdirected, technically corrupted or garbled entries, which will be disqualified, or for problems of any kind whether mechanical, human or electronic, including, but not limited to, bugs or malfunctions, that Entrants may encounter when submitting an entry or participating in the Sweepstakes. Proof of submission will not be deemed to be proof of receipt by Endeavor.

5. Drawing

One winner will be selected in a random drawing within one week of the end of each Sweepstakes Period Phase, from all eligible entries received during that Sweepstakes Period Phase. The winner will be selected by Endeavor, whose decisions are final and binding in all matters relating to the Sweepstakes. Odds of winning depend on the number of eligible entries received. Potential winner(s) will be notified by email within one week of the end of the Sweepstakes Period Phase. The entrant selected as a potential winner must comply with all terms and conditions set forth in these Official Rules, and winning is contingent upon fulfilling all such requirements.

6. Prize

The following four prizes will be awarded: Phase 1 Sweepstakes Period: one JBL "Charge 5 speaker; Phase 2 Sweepstakes Period: one Yeti "Roadie 24" cooler; Phase 3 Sweepstakes Period: one Holy Stone 175D drone; Phase 4 Sweepstakes Period: one Yeti "Roadie 24" cooler. Limit one prize per winner. Total Approximate Retail Value of all prizes: US\$600. Endeavor makes no warranties with regard to the prize. Prize is not transferable. No substitutions of prize allowed by winner, but Endeavor reserves the right to substitute, in its sole discretion, a prize of equal or greater value due to prize unavailability. Prizes are not redeemable by winner for cash value. All taxes, fees and surcharges on prizes are the sole responsibility of winner. Each Sweepstake Entrant hereby irrevocably waives the right to assert as a cost of receiving any prize any and all costs of verification and redemption to redeem such prize, if any, and any liability which might arise from redeeming or seeking to redeem such prize. If applicable, prizes will only be delivered to United States addresses.

7. Affidavit of Eligibility/Release

The winner will be required to execute an Affidavit of Eligibility, a Liability Release and where lawful, a Publicity Release within 14 days of prize notification. If the winner cannot be contacted within 7 calendar days of first notification attempt, if prize or prize notification is returned as undeliverable, if winner rejects his/her prize or in the event of noncompliance with these Sweepstakes rules and requirements, such prize will be forfeited and an alternate

winner will be selected from all remaining eligible entries. Upon prize forfeiture, no compensation will be given. Limit one prize per person.

8. Conditions

Entry constitutes permission to winner's name, picture, likeness, and city and state of residence for purposes of trade, publicity or promotion for no additional compensation except where prohibited by law. By participating, entrants, winner(s) agree to release and hold harmless Endeavor, and their respective parent companies, subsidiaries, affiliates, advertising and promotions agencies, partners, representatives, agents, successors, assigns, employees, officers and directors, from any and all liability, for loss, harm, damage, injury, cost or expense whatsoever including without limitation, property damage, personal injury and/or death which may occur in connection with, preparation for, travel to, or participation in Sweepstakes, or possession, acceptance and/or use or misuse of the prize or participation in any Sweepstakes-related activity and for any claims based on publicity rights, defamation or invasion of privacy and merchandise delivery. Endeavor is not responsible if Sweepstakes cannot take place or if prize cannot be awarded due to travel cancellations, delays or interruptions due to acts of God, acts of war, natural disasters, weather or acts of terrorism.

9. Miscellaneous

All entries become the sole property of Endeavor and none will be returned. In the event of a dispute, entries made by Internet will be deemed made by the authorized account holder of the email address submitted at the time of entry. The "authorized account holder" is deemed the natural person who is assigned to an email address by an Internet access provider, service provider or other online organization that is responsible for assigning email addresses for the domain associated with the submitted e-mail address. A potential winner may be requested to provide Endeavor with proof that the potential winner is the authorized account holder of the e-mail address associated with the winning entry. If for any reason the Sweepstakes is not capable of running as planned, including due to infection by computer virus, bugs, tampering, unauthorized intervention, fraud, technical failure, human error or any other causes beyond the control of Endeavor that corrupt or affect the administration, security, fairness, integrity, or proper conduct of the Sweepstakes, Endeavor reserve(s) the right in [its/their] sole discretion, to disqualify any individual who tampers with the entry process, and to cancel, terminate, modify or suspend the Sweepstakes. Endeavor assumes no responsibility for any error, omission, interruption, deletion, defect, delay in operation or transmission, communications line failure, theft or destruction or unauthorized access to, or alteration of, entries. Endeavor is not responsible for any problems or technical malfunction of any telephone network or lines, computer online systems, servers, or providers, computer equipment, software, failure of any e-mail or entry to be received by Endeavor on account of technical problems or traffic congestion on the Internet or at any web site, any combination thereof, or otherwise, including any injury or damage to entrant's or any other person's computer related to or resulting from participation or downloading any materials in the Sweepstakes. Endeavor may prohibit an entrant from participating in the Sweepstakes or



winning a prize if, in its sole discretion, it determines that said entrant is attempting to undermine the legitimate operation of the Sweepstakes by cheating, hacking, deception, or other unfair playing practices (including the use of automated quick entry programs) or intending to annoy, abuse, threaten or harass any other entrants or Endeavor representatives. Endeavor reserves the right to suspend, cancel or modify these Rules as necessary for any reason or as required by applicable law. Any and all disputes, claims and causes of action arising out of or connected with the Sweepstakes, or any prize awarded, shall be resolved individually, without resort to any form of class action.

CAUTION: ANY ATTEMPT BY AN ENTRANT TO DELIBERATELY DAMAGE ANY WEB SITE OR UNDERMINE THE LEGITIMATE OPERATION OF THE SWEEPSTAKES MAY BE A VIOLATION OF CRIMINAL AND CIVIL LAWS AND SHOULD SUCH AN ATTEMPT BE MADE, ENDEAVOR BUSINESS MEDIA LLC RESERVES THE RIGHT TO SEEK DAMAGES FROM ANY SUCH PERSON TO THE FULLEST EXTENT PERMITTED BY LAW.

10. Use of Data

Endeavor will be collecting personal data about entrants online, in accordance with its Privacy Policy, which is hereby incorporated herein. Please review the Endeavor Privacy Policy at <https://www.endeavorbusinessmedia.com/privacy-policy>. By participating in the Sweepstakes, entrants hereby agree to Endeavor's collection and usage of their personal information and acknowledge that they have read and accepted Endeavor's Privacy Policy.

11. List of Winners

To obtain a list of winner(s), please email mroberts@endeavorb2b.com.

12. Endeavor

Whose address is 30 Burton Hills Blvd, Suite 185, Nashville, TN 37215.