

Inside Business Top Workplaces 2020 Awards Giveaway
OFFICIAL SWEEPSTAKES RULES

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

The Inside Business Top Workplaces 2020 Awards Giveaway (the "Promotion") starts 7/14/2020 at 12:01 AM EST and ends at 8/14/20 at 1:59 PM EST ("Promotion Period"). The sponsor of this Promotion is the Virginian Pilot ("Sponsor"). The Promotion is subject to these Official Rules, and by entering, all entrants agree to abide and be bound by the terms and conditions herein and the decisions of the Sponsor. Sponsor's designated clock is the official timekeeping device of the Promotion.

1. Eligibility: This Promotion is open to legal U.S. residents employed by a business located in the following counties in Virginia: Williamsburg, James City, York, Newport News, Hampton, Gloucester, Poquoson, Norfolk, Virginia Beach, Suffolk, Portsmouth, Chesapeake, and Currituck, NC (the "Promotion Area") who are 21 years old and older as of the Promotion start date and authorized to enter on behalf of the business. Employees of Sponsor, prize providers, and each of their parents, affiliates, and subsidiaries, and of all of the vendors, promotion contractors, public relations companies, and other entities that participated in the creation, operation or fulfillment of this Promotion (collectively, "Promotion Entities, and each of their immediate family members (spouse, parents, grandparents, siblings, children, grandchildren and in-laws) and household members (whether or not related), are not eligible to participate. Void where prohibited and outside Promotion Area.

A potential winner may be requested to provide the Sponsor with proof that the potential winner is the authorized account holder of the email address associated with the winning entry and that all eligibility requirements are met.

How to enter: To enter the Promotion: Register for the webinar here:

<https://virginiamedia.events/topworkplaces/>. As used in these rules, "entrant" refers to both the individual and the business identified in the entry form. Entrant's contact information must be accurate, and entrant must have a valid email account in order for entry to be eligible. Incomplete entries will be disqualified, and Sponsor is not responsible for entries that are lost, late, deleted, garbled, mis-delivered, or misdirected as a result of technical, Internet or other online difficulties. All received entries become the property of Sponsor and will not be returned or acknowledged. Sponsor will treat entry information in accordance with its privacy policy, which is located at <http://www.tribpub.com/privacy-policy/> and which may be updated from time to time. Proof of sending is not proof of receipt by Sponsor. Sponsor will not accept screen shots as proof of entry.

Limit one entry per person and per email address; multiple entries from the same person or email address will be disqualified if discovered by Sponsor. Any attempt by any entrant to obtain more than the stated number of entries using multiple/different email addresses, identities, registrations and logins, or any other methods will void such entries if discovered by Sponsor and that entrant may be disqualified.

2. Winner Selection: On 8/14/20 immediately following the webinar, Sponsor will select the potential winner(s) by random drawing from all eligible entries. Odds of winning depend on the number of eligible entries. All activity arising out of and relating to the Promotion, including any reference to an entrant's status as a "winner," is subject to verification and/or auditing for compliance with the Official Rules, and entrants agree to cooperate with Sponsor concerning such verification and/or auditing. Sponsor will make all final decisions in any and all issues related to this Promotion.

Notification: Sponsor will announce the potential winner(s) during the webinar and will also attempt to notify potential winner(s) using the information provided in the entry form, and potential winner(s) must respond within 48 hours of initial notification attempt. A potential winner will be disqualified if the potential winner: (a) cannot be contacted/does not respond within 48 hours of initial notification attempt; (b) does not satisfy all eligibility requirements; (c) does not adhere to the Official Rules; (d) fails to provide required identification or sign and return required documents by deadline set by Sponsor. In such event, an alternate potential winner will be selected in the same manner as described above from among all remaining eligible entries (time permitting). Alternate potential winner is subject to all eligibility requirements and restrictions of these Official Rules. No more than two alternate drawings will be conducted for any prize. If a winner cannot be verified for a particular prize after two alternate drawings, no further drawings will be held for that prize and that prize will not be awarded.

3. Prize(s)/Conditions/Restrictions: 8 winners selected in total: 4 winners will receive \$50 Amazon Gift Cards, and 4 winners will receive a Half-Page, Full Color print ad in Inside Business valued at \$1980 each. Total ARV of all prizes is \$8120.

Half page print ads must be used by September 27, 2020 and may only appear in the Inside Business section. The ad must promote the business identified in the entry. All advertisements are subject to Sponsor's advertising terms & conditions located at <https://www.tribpub.com/ad-io-terms/>. Advertising space is subject to availability, so winners are encouraged to contact Sponsor promptly.

Amazon Gift cards will be delivered by mail.

Winner(s) may be required to sign and return an Affidavit of Eligibility, Liability Waiver and Publicity Release, and/or certain tax documents, and, if so, any required documentation must be signed and returned to Sponsor within 24 hours of the time Sponsor sends it to winner and prior to receipt of prize.

Prizes are not transferable or redeemable for cash, and substitutions are not allowed; provided, however that Sponsor, at its sole discretion, may substitute a prize (or portion of a prize) of equal or greater value due to of availability or any other reason.

Each winner is solely responsible for applicable federal, state and local taxes in connection with the winner's prize, as well as any other costs or expenses of any kind not expressly included above as part of prize description, including any and all additional travel-related expenses.

All properly claimed prizes will be awarded, but in no event will Sponsor award more prizes than are provided for in these Official Rules. Any unclaimed and/or unused prize or element thereof (including due to failure to timely reserve advertising space) will be forfeited by winner and will remain the property of Sponsor. Sponsor is not responsible for loss, theft, delay or damage in delivery of prizes.

4. **Publicity:** By entering, each entrant agrees to allow use of his or her name, voice, photograph, likeness and home town, and business name and trademarks in any and all forms of media, including print, Internet, radio and/or television and for any purpose in connection with the Promotion, including advertising, promotional or other purposes, by Promotion Entities, without additional compensation or authorization.

5. **General Conditions:**

By entering, entrants agree: (a) to release, waive and hold harmless Promotion Entities and all of their officers, directors, shareholders, employees and agents (collectively, "Released Parties") from any and all injuries, claims, damages, losses, costs, or expenses of any kind (including without limitation attorney's fees) resulting from the entrants' participation in this Promotion, their acceptance, use, or misuse of any prize or element thereof, and any travel or event-related activity in connection with the Promotion; (b) the Released Entities have neither made nor are in any manner responsible or liable for any warranty, representation, or guarantee, express or implied, in fact or in law, relating to any of the prize. Sponsor is not responsible for printing or typographical errors in any Promotion-related materials. Neither the failure of Sponsor to insist upon or enforce strict performance of any provision of these Official Rules or the failure, delay or omission by Sponsor in exercising any right with respect to any term of these Official Rules, will be construed as a waiver or relinquishment to any extent of Sponsor's right to assert or rely upon any such provision or right in that or any other instance.

By entering, entrant agrees that: (a) any and all disputes, claims, and causes of action arising out of or connected with the Promotion, or any prizes 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 out-of-pocket costs incurred, including costs associated with entering the Promotion but in no event attorneys' fees; and (c) under no circumstances will any entrant be permitted to obtain any award for, and entrant hereby waives all rights to claim punitive, incidental or consequential damages and any and all rights to have damages multiplied or otherwise increased and any other damages, other than for actual out-of-pocket expenses. Some jurisdictions do not allow for limitations on the ability to pursue class action remedies, or certain kinds of damages, and so these limitations may not apply to you. This Promotion will be governed by the laws of the State Virginia without giving effect to any choice of law or conflict of law rules or provisions that would cause the application of any other state's laws. Venue for

any action concerning the Promotion or these Official Rules will be in the courts located in or closest to Suffolk County, VA.

If an insufficient number of eligible entries are received and/or if Sponsor determines, in its sole opinion, that Promotion is not capable of running as planned, or if this Promotion or any website associated with this Promotion (or any portion of the Promotion) becomes corrupted or does not allow the proper playing of the Promotion and processing of entries in accordance with these Official Rules for any reason (including, for example and not by way of limitation, due to infection by computer virus, bugs, tampering, unauthorized intervention, actions by entrants, fraud, technical failures, or any other causes), Sponsor reserves the right, at its sole discretion, to disqualify any individual implicated in such action and/or to modify, terminate or suspend this Promotion. If this Promotion is terminated, Sponsor will (if possible) award the prize(s) in the same manner described above in this Official Rules from among all eligible, non-suspect entries received prior to the time of the action or event warranting such termination. If termination, modification, or suspension occurs, notification will be posted at the Promotion website.

Sponsor reserves the right to prohibit any entrant from participating in the Promotion if, at its sole discretion, Sponsor finds such entrant to be tampering with the entry process or the operation of the Promotion, or if such entrant shows a disregard for, or attempts to circumvent, these Official Rules, or acts: (a) in a manner the Sponsor determines to be not fair or equitable; (b) in an annoying, threatening or harassing manner; or (c) in any other disruptive manner.

If a dispute arises regarding compliance with these Official Rules, Sponsor may consider, in its sole discretion, data reasonably available to Sponsor through information technology systems in Sponsor's control, but Sponsor will not be obligated to consider any data or other information collected from any other source.

Sponsor assumes no liability for (a) any incorrect or inaccurate entry information, or for any faulty, failed, garbled or jumbled electronic data transmissions; (b) any unauthorized access to, or theft, destruction or alteration of entries at any point in the operation of this Promotion; (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, computers or providers utilized in any aspect of the operation of the Promotion; or (d) inaccessibility or unavailability of the Internet or the Promotion website or any combination thereof.

6. **Winners List:** For the official winners list (available after the close of the Promotion Period), send an email request with your request to contests@tribpub.com. Requests must be received by no later than 60 days after the close of the Promotion Period.

8) Sponsor: Virginian Pilot, 150 W. Brambleton Ave., Norfolk, VA 23510

