

## Terms & Conditions

### **“Most Attractive Employers in Sport 2023” Sweepstake Rules and Regulations (the Sweepstake)**

NO PURCHASE NECESSARY. SEE BELOW FOR FULL SWEEPSTAKE DETAILS. PARTICIPATION IN THIS SWEEPSTAKE CONSTITUTES YOUR FULL AND UNCONDITIONAL ACCEPTANCE OF, AND AGREEMENT TO BE LEGALLY BOUND BY, THESE SWEEPSTAKE RULES (the Sweepstake Rules)

#### 1) SWEEPSTAKE PERIOD

Entries will be accepted online starting on or about January 16th 2023 and ending on March 17th 2023 at 11:59PM CET (the “Sweepstake Period”).

#### 2) SPONSOR

Engage Sport & Entertainment SA (iWorkinSport)

#### 3) ELIGIBILITY

The Sweepstake is open only to those who complete the “Most Attractive Employers in Sport 2023 Survey” and enter their name and surname at the end of the form and who are 18 years old or older as of the date of entry. The sweepstake is open to legal residents of all countries except those where prohibited by law. Employees of Engage Sport & Entertainment (the “Sponsor”) their respective affiliates, subsidiaries, advertising and promotion agencies, suppliers and their immediate family members and/or those living in the same household of each are not eligible to participate in the Sweepstake. The Sweepstake is subject to all applicable federal, cantonal and local laws and regulations. Void where prohibited.

#### 4) HOW TO ENTER

To enter, you must complete the “Most Attractive Employers in Sport Survey”, available at <https://iworkinsport.survey.fm/survey-most-attractive-employers-in-sport-2023> during sweepstake period. Sponsor not responsible for the failure of Sweepstake entry to reach Sponsor in a timely fashion. Sponsor’s computer is the official clock for this sweepstake. Limit one (1) entry per person at online submission.

#### 5) DRAW AND WINNER SELECTION

The winners will be selected in random drawings from all eligible entries received. Odds of winning depend on the number of eligible entries received. Drawings will be conducted by the Sponsor, on March 31<sup>st</sup>, 2023. By entering the Sweepstake, entrants fully and unconditionally agree to be bound by these rules and the decisions of the Sponsor, which will be final and binding in all matters relating to the Sweepstake.

#### 6) PRIZES

(i) One (1) FREE delegate pass to the iWorkinSport Job Fair, scheduled to take place on June 2<sup>nd</sup> 2023, in Lausanne, Switzerland. In case the event is cancelled, due to force majeure (e.g. covid-19 pandemic), the winner will receive a pass for the Virtual Job Fair instead. The Sponsor will offer the delegate pass only – all costs related to travel, accommodation or other expenses will be of the sole responsibility of the sweepstake winner.

(ii) Multiple prizes offered by co-sponsors of the survey – they will be posted on iWorkinSport's website and others may be added after the start of the Sweepstake period. The delivery of the additional prizes are of the sole responsibility of the co-sponsors, which may interrupt their participation as co-sponsors at any time, at their discretion.

These conditions are subject to change without notice.

## 7) NOTIFICATION

The draw will happen at a live stream on iWorkinSport's YouTube channel, [youtube.com/iworkinsport](https://youtube.com/iworkinsport) and the winner will be also notified by email (as per the email address entered in the survey form).

## 8) CONDITIONS

Reporting and payment of all federal, state and local taxes are the sole responsibility of the winner. Participation in Sweepstake and acceptance of prize constitutes winner's permission for Sponsor to use his/her name for promotional purposes without notice or additional compensation, except where prohibited by law. By participating, entrants and winners agree to release and hold harmless Sponsor and their respective advertising and promotion agencies and their respective parent companies, subsidiaries, affiliates, 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 participation in Sweepstake, or possession, acceptance and/or use or misuse of prize or participation in any Sweepstake-related activity and for any claims based on publicity rights, defamation or invasion of privacy and merchandise delivery. Entrants who do not comply with these Official Rules, or attempt to interfere with this Sweepstake in any way shall be disqualified.

## 9) DISCLAIMERS

(i) Sponsor not responsible for entries that are lost, late, 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. In the event of a dispute, entries will be deemed submitted by the authorized account holder of the e-mail address submitted at the time of entry. "Authorized account holder" is defined as the natural person who is assigned to an e-mail address by an Internet Access Provider, online service provider, or other organization (e.g., business, educational institute) that is responsible for assigning e-mail addresses for the domain associated with the submitted e-mail address. (ii) Sponsor, in its sole discretion, reserves the right to disqualify any person tampering with the entry process or the operation of the web site or otherwise attempting to undermine the legitimate operation of the Promotion. Use of bots or other automated process to enter is prohibited and may result in disqualification at the sole discretion of Sponsor. (iii) Sponsor further reserves the right to cancel, terminate or modify the Promotion if it is not capable of completion as planned, including by reason of infection by computer virus, bugs, tampering, unauthorized intervention, force majeure or technical failures of any sort. (iv) Sponsor Entities are not responsible for errors in the administration or fulfillment of this Promotion, including without limitation mechanical, human, printing, distribution or production errors, and may modify or cancel or terminate this Promotion based upon such error at its sole discretion without liability. In no event will Sponsor be responsible for awarding more than the number of prizes specified in these rules. (v) In the event this Promotion is cancelled or terminated, pursuant to

subparagraph (iii) or (iv), Sponsor, in its sole discretion, may elect to hold a random drawing from among all eligible entries received up to the date of discontinuance for any or all of the prizes offered herein. (vi) SPONSOR ENTITIES MAKE NO WARRANTIES, REPRESENTATIONS OR GUARANTEES, EXPRESS OR IMPLIED, IN FACT OR IN LAW, AS REGARDS THIS PROMOTION OR THE MERCHANTABILITY, QUALITY OR FITNESS FOR A PARTICULAR PURPOSE REGARDING ANY PRIZE OR ANY COMPONENT OF ANY PRIZE. (vii) CAUTION: ANY ATTEMPT BY AN ENTRANT TO DELIBERATELY DAMAGE THE WEBSITE OR UNDERMINE THE LEGITIMATE OPERATION OF THIS PROMOTION MAY BE A VIOLATION OF CRIMINAL AND/OR CIVIL LAWS, AND SHOULD SUCH AN ATTEMPT BE MADE, SPONSOR RESERVES THE RIGHT TO SEEK REMEDIES AND DAMAGES (INCLUDING WITHOUT LIMITATION ATTORNEYS' FEES) FROM ANY SUCH ENTRANT TO THE FULLEST EXTENT OF THE LAW, INCLUDING CRIMINAL PROSECUTION. (viii) The value(s) of the prize(s) set forth above represent Sponsor's good faith determination of the approximate retail value(s) thereof; the actual fair market value(s) as ultimately determined by Sponsor are final and binding and cannot be challenged or appealed. In the event the stated approximate retail value(s) of a prize is more than the actual fair market value of that prize, the difference will not be awarded in cash or otherwise. No substitution or compensation will be given for any portion of the prize that is not used.

#### 10) USE OF DATA

Sponsor will be collecting personal data about entrants, in accordance with its privacy policy. Please review the Sponsor's privacy policy at [iworkinsport.com](http://iworkinsport.com). By participating in the Sweepstake, entrants hereby agree to Sponsor's collection and usage of their personal information and acknowledge that they have read and accepted Sponsor's privacy policy.

#### 11) DISPUTES

THIS SWEEPSTAKE IS GOVERNED BY THE LAWS OF SWITZERLAND. As a condition of participating in this Sweepstake, the participant agrees that any and all disputes which cannot be resolved between the parties, and causes of action arising out of or connected with this Sweepstake, shall be resolved individually, without resort to any form of class action, exclusively before a court located in Lausanne (VD) having jurisdiction. Further, in any such dispute, under no circumstances will the participant be permitted to obtain awards for, and hereby waives all rights to claim punitive, incidental, or consequential damages, including reasonable attorneys' fees, other than participant's actual out-of-pocket expenses (i.e. costs associated with entering this Sweepstake), and the participant further waives all rights to have damages multiplied or increased.

Lausanne, 6<sup>th</sup> January 2023