

STERLING'S "GIVEGET" CONTEST & GIVEAWAY

OFFICIAL RULES

NO PURCHASE NECESSARY TO ENTER 18 YEARS OF AGE OR OLDER

PARTICIPATION:

GiveGet Contest & Giveaway (The "Contest & Giveaway"): By visiting Sterling's booth #1956 at the 2019 SHRM Annual Conference and Expo in Las Vegas, NV, participating in a group demonstration and providing your valid contact information for the CONTEST & GIVEAWAY, you are officially entered into the CONTEST & GIVEAWAY and you agree to be bound by the following rules ("Official Rules"), which constitute a binding agreement between you, on one hand, and Sterling on the other. These official rules apply only to the CONTEST & GIVEAWAY not to any other sweepstakes or contests sponsored by any sponsor.

PRE-SHOW PROMOTIONS FOR THE CONTEST & GIVEAWAY: Prior to the 2019 SHRM Annual Conference and Expo in Las Vegas, NV, Sterling will release pre-show emails and social media communications promoting the GiveGet Contest and Giveaway. If a recipient of these communications will not be attending the 2019 SHRM Annual Conference and Expo in Las Vegas, NV; they may be entered into the CONTEST & GIVEAWAY by posting on social media with the #SterlingGiveGet and #SHRM19 hashtags.

ELIGIBILITY:

The CONTEST & GIVEAWAY is open only to those who are 18 years of age or older as of June 26, 2019. Proof of age may be required. Sterling employees and their immediate families (spouses, parents, children, siblings, and their respective spouses), including household members of Sterling employees are not eligible to enter. By entering the CONTEST & GIVEAWAY, each Contest & Giveaway Entrant agrees to release and hold harmless Sterling from any injury, loss, death, damage, action, claim, demand or other liability that may occur from Contest & Giveaway Entrant's participation in the CONTEST & GIVEAWAY or from the acceptance, use or misuse of any prize awarded, or attendance at any event. Sterling reserves the right to verify eligibility qualifications of any Winner. U.S. law governs the CONTEST & GIVEAWAY.

HOW TO ENTER:

CONTEST & GIVEAWAY entries must be made by visiting Sterling's booth #1956, participate in a technology demonstration and provide valid, up-to-date contact information or by posting on social media (LinkedIn, Twitter, Facebook or Instagram) with the #SterlingGiveGet and #SHRM19 hashtags.

EACH QUALIFIED SUBMISSION MUST:

Visit booth #1956 during the SHRM exposition hours, participate in a technology demonstration, and provide a business card with contact information or badge to be scanned into our lead retrieval system.

OR:

Post to social media (LinkedIn, Twitter, Facebook or Instagram) using the #SterlingGiveGet and #SHRM19 hashtags.

By entering the CONTEST & GIVEAWAY, all qualified submissions become eligible to win the CONTEST & GIVEAWAY GRAND PRIZE. One (1) GRAND PRIZE Winner will be selected at random by Sterling. The GRAND PRIZE Winners of the CONTEST & GIVEAWAY will be announced via Sterling's Social Media networks, including LinkedIn, Instagram, Facebook and Twitter, as stated below. All entries submitted as part of the CONTEST & GIVEAWAY shall become the property of Sterling. The submission shall constitute an assignment of the copyright and all other rights to the entry. Sponsors assume no responsibility for any computer, telephone, cable, network, satellite, electronic or Internet hardware or software malfunctions, failures, connections, availability, or garbled or jumbled transmissions, or service provider/Internet/website/use net accessibility or availability, traffic congestion, or unauthorized human intervention. Sterling reserves the right to modify, suspend, or terminate the promotion in whole or in part by giving such notice, in any form and manner deemed appropriate by Sterling. Should promotion be modified, suspended, or terminated as aforesaid, the prizes will nevertheless be awarded from eligible entries previously received and in accordance with these Official Rules.

CONDITIONS OF ENTRY: By entering CONTEST & GIVEAWAY, Entrants agree to comply with these Official Rules, including all eligibility requirements. All entries become the property of Sterling.

RESTRICTIONS: Contest & Giveaway Entrants will receive a maximum of five opportunities to enter, one by visiting booth #1956 and participating in a demonstration and one per social media post to LinkedIn, Twitter, Facebook and Instagram with the hashtags #SterlingGiveGet and #SHRM19.

DETERMINATION OF THE WINNER:

The winner will be chosen at random on June 26, 2019 by Sterling.

PRIZES: There will be ONE (1) CONTEST & GIVEAWAY Winner in total. \$1,000 in gift cards to be mailed out to winner on or before July 5, 2019, \$1,000 charitable donation to registered 501(c)(3) not-for-profit organization selected by winner to be made on or before August 1, 2019.

No substitution or transfer of prizes permitted, except at the sole discretion of Sterling. If any portion of a prize is unavailable, Sterling reserves the right to substitute that portion of a prize with a prize of equal or greater value. Sterling will make an honest and documented attempt to deliver all prizes.

GENERAL CONDITIONS: The potential Winner will be required to sign and return any applicable documents sent by STERLING related to the CONTEST & GIVEAWAY, which may include but are not limited to a letter of prize acceptance, and a waiver of liability. Failure to return documents as specified or if prize notification is returned as undeliverable will result in entry being disqualified, and an alternate Winner being selected from eligible entries previously received. Further, by accepting a prize, Winner agrees to release and hold harmless the Sponsors, their respective parent, subsidiaries, licensees, affiliates, subsidiaries, advertising and promotion agencies, and their respective directors, officers, employees, representatives, and agents from any and all liability for any injuries, loss, or damage of any kind to person, including death, and property arising whole or in part, directly or indirectly, from acceptance, possession, use or misuse of a prize, participation in any CONTEST & GIVEAWAY-related activity, or participation in this CONTEST & GIVEAWAY. IN NO EVENT WILL ANY SPONSOR, ITS PARENT, SUBSIDIARIES, LICENSEES, AND/OR AFFILIATES AND RELATED COMPANIES, THEIR SPONSOR, ADVERTISING OR PROMOTION AGENCIES OR THEIR RESPECTIVE OFFICERS, DIRECTORS, EMPLOYEES, REPRESENTATIVES, AND AGENTS, BE RESPONSIBLE OR LIABLE FOR ANY DAMAGES OR LOSSES OF ANY KIND, INCLUDING DIRECT, INDIRECT, INCIDENTAL, CONSEQUENTIAL OR PUNITIVE DAMAGES ARISING OUT OF YOUR ACCESS TO AND USE OF INTERNET WEBSITE, INCLUDING BUT NOT LIMITED TO THE CONTEST, OR THE DOWNLOADING FROM AND/OR PRINTING OF MATERIAL DOWNLOADED FROM SAID SITE. WITHOUT LIMITING THE FOREGOING, ALL CONTENT ON THIS SITE IS PROVIDED "AS IS" WITHOUT WARRANTY OF ANY KIND EITHER EXPRESS, OR IMPLIED, INCLUDING BUT NOT LIMITED TO THE IMPLIED WARRANTIES OF MERCHANTABILITY, FITNESS FOR A PARTICULAR PURPOSE, OR NON-INFRINGEMENT. SOME JURISDICTIONS MAY NOT ALLOW THE LIMITATIONS OR EXCLUSION OF LIABILITY FOR INCIDENTAL OR CONSEQUENTIAL DAMAGES. ABOVE LIMITATIONS OR EXCLUSIONS MAY NOT APPLY TO YOU. CHECK YOUR LOCAL LAWS FOR ANY RESTRICTIONS OR LIMITATIONS REGARDING THESE LIMITATIONS OR EXCLUSIONS. STERLING reserves the right, at STERLING's sole discretion, to disqualify any individual STERLING finds, in STERLING's sole discretion, to be tampering with the entry process or the operation of the CONTEST & GIVEAWAY and WISH I COULD BE THERE Draw; to be in violation of the terms of service of STERLING's web site; to be acting in violation of the Official Rules; or to be acting in a non-sportsmanlike, unprofessional, or disruptive manner, or with intent to annoy, abuse, threaten or harass any other person. Any use of robotic, automatic, macro, programmed, or like entry methods will void all such entries by such methods. Only one entry per person will be eligible to participate in the CONTEST & GIVEAWAY.

COLLECTION OF INFORMATION: STERLING will not sell, rent or otherwise transfer this information to any third party. When providing information, you are opting into STERLING'S mailing list. As stated above, the CONTEST & GIVEAWAY is not open to Minors under the age of majority in their country of residence without the express consent of a parent or legal guardian. In the event that you are under the age of eighteen (18) and submit entries to STERLING, STERLING will delete, erase or destroy any and all personally identifiable information that is obtained from the entries following the conclusion of the CONTEST & GIVEAWAY.