

## **Bengals + Paycor: Earn Your Stripes**

### **2024 Official Rules**

Please read these Official Rules (“Rules”) before entering this contest. By participating in this contest, you agree to be bound by these Rules.

- NO PURCHASE OR PAYMENT OF ANY KIND IS NECESSARY TO ENTER.
- PURCHASE DOES NOT INCREASE CHANCES OF WINNING.
- ODDS OF WINNING DEPEND ON THE NUMBER OF ELIGIBLE ENTRIES.
- MUST BE 21 YEARS OF AGE AND A LEGAL RESIDENT OF TRI-STATE REGION (AS DEFINED BELOW) TO ENTER.
- VOID WHERE PROHIBITED.
- THE ABILITY TO ATTEND A PITCH MEETING IN CINCINNATI, OHIO ON THE DESIGNATED DATES AND TIMES IS REQUIRED TO WIN AND ACCEPT PRIZE.
- WINNER IS LIABLE FOR TRAVEL-RELATED OR OTHER EXPENSES AND TAXES.

The Bengals + Paycor: Earn Your Stripes (the "Promotion") begins at 8:00:00 AM Eastern Time ("ET") on April 01, 2024 and ends at 4:59:59 PM ET on April 30, 2024 ("Promotion Period"). This Promotion is sponsored by Paycor, [4811 Montgomery Road, Cincinnati, OH 45212] ("Sponsor"). The Promotion is a contest of skill ("Contest"). The computer clock of Sponsor is the official time-keeping device in the Promotion.

#### **1. ELIGIBILITY:**

The Promotion is open only to individuals that are legal residents of the states of Ohio, Kentucky, and Indiana and live in or have a business that does not violate the Cincinnati Bengals' exclusive sponsorship arrangements with an existing partner, in one of the following 14 counties throughout Indiana, Kentucky, and Ohio: Brown, Butler, Clermont, Hamilton, and Warren in Ohio; Dearborn, Franklin, and Ohio in Indiana; and Boone, Bracken, Campbell, Gallatin, Grant, and Kenton in Kentucky. (collectively, the "Tri-State Region") and who are at least 21 years of age at the time of Promotion registration ("Contestants"). Employees, officers, members, and directors of Paycor (the "Sponsor"), Cincinnati Bengals, Inc. (the "Cincinnati Bengals"), and each of their respective parent companies, affiliates, subsidiaries, advertising, and fulfillment and marketing agencies (all together, "Promotion Parties"), their immediate families (parent, child, sibling (and their respective spouses) & spouse, regardless of where they reside) and persons living in the same households as such individuals (whether related or not) are not eligible to participate in the Promotion. Further, to be eligible, the participant must have or own a Minority Owned Business (as defined below) that is located in the Tri-State Region with 2023 revenue that does not exceed \$5 million. "Minority Owned Business" means a business that is at least 51% owned by a person (or persons) who have full operational control of the business, are African American, Hispanic, Native American, Asian or other similar minority race designation, or is a business that is woman or veteran owned, or otherwise meets Sponsor's requirements. In addition, participants cannot have an existing corporate sponsorship in Cincinnati, Ohio or with the Cincinnati Bengals. This Contest is open to Paycor customers and non-customers. In addition, to be eligible to be

a Selected Entrant selected as a Contest Winner and receive any prizes, the participant must not be in a business in which the Cincinnati Bengals have an exclusive sponsorship arrangement with an existing partner, the determination of which shall be at Sponsor's sole discretion. By participating in the Promotion, you release, discharge and hold harmless the Promotion Parties, the National Football League ("NFL"), and each of their respective parents, affiliates, subsidiaries, retailers, advertising and promotion agencies and the respective officers, directors, members, employees, attorneys, and agents, from any and all damages whether direct or indirect, which may be due to or arise out of participation in the Promotion or any portion thereof, or the acceptance, use/misuse or possession of any prize. By participating, you agree to these Rules and to the decisions of the judges and Sponsor, which are final and binding in all respects. Void where prohibited by law, rule or regulation. All federal, state and local laws and regulations apply.

## 2. TIMING:

The Promotion will consist of four (4) phases, as detailed below:

- o Contest Entry Period: Begins at or about 8:00:00 AM Eastern Time ("ET") on April 01, 2024 and ends at 4:59:59 PM ET on April 30, 2024.
- o Finalists Selection Period: Begins at or about 8:00am ET on, May 01, 2024 and ends at 5:00 PM ET on May 14, 2024.
- o Finalists Earn Your Stripes Event: On or about June 26, 2024. Finalists must be present at the Event to win.
- o Prize Winner Announcement: The Finalists and Winners will be announced on or about June 27, 2024 or at such other time(s) that at Sponsor's discretion.

## 3. HOW TO ENTER THE PROMOTION:

To participate, visit <http://paycor.com/EarnYourStripes> (the "Website") during the Contest Entry Period. Enter the Contest by completely entering the true and correct information for yourself on the registration form in the required fields. Required fields may include but are not limited to: full name, title, email address, phone number, zip code, gender, birth date, company name, Company address, industry, 2023 company revenue, number of employees, and company logo (which includes Contestant's permission for Sponsor to use the logo in connection with this Promotion). Contestant must also include a short essay explaining why their business is unique (300 word maximum) plus a short description of what winning the Promotion would mean to the Business (200 word maximum), and a short essay describing community efforts made by your business that make a difference (300 word maximum). If you choose, you may also upload a maximum 60-second video to your LinkedIn page, Instagram or your X (formerly, "Twitter") handle, that includes a high-level pitch of your business and why you deserve to win. In your entry form, you must provide a link to the video. Contestants who add a video will be awarded an extra 5 bonus points to their score during the Finalists Selection Period. In addition to providing the direct link, to be eligible to receive the points, Contestant must use the hashtag #PaycorBengalsEarnYourStripes24 on the video submission page, and tag Paycor at @paycorinc on X, @paycorinc on Instagram or @paycor on LinkedIn. Collectively, all components shall be considered a Contestant's "Submission."

Contestants will also be required to confirm their agreement to these Official Rules, to the terms and

condition on winning a prize, including without limitation, other requirements to enter or win. All Submissions may be subject to pre-screening for eligibility and disqualified at any time for noncompliance.

By entering Submissions, Contestants hereby grant permission for the Submission, and Contestant's name, image, and likeness ("NIL") to be use for advertising and marketing purposes on Sponsor's websites, affiliate websites social handles, print, electronic media advertising, and in any and all media now known or hereafter devised, in perpetuity. The posting of any information regarding a Submission, including NIL content, is at Sponsor's sole discretion and content posted prior to selection of a winner does not have any impact on the outcome of the Contest.

Your Submission must meet all Submission Guidelines contained in these Official Rules, and must be an original work of authorship that represents the true and accurate non-fiction depiction of your business. If submitting an Entry in the Promotion that includes individuals other than yourself, you warrant and represent that each such individual consents to the use of their NIL and the information regarding them submitted as set forth herein. For the purposes of this paragraph, use of NIL means, in addition to rights granted herein and in the RELEASE AND ASSUMPTION OF RISK, the right of Sponsor or its licensees to use or post NIL in connection with the promotion and advertising indefinitely at Sponsor's sole discretion.

You represent and warrant that the work or other material in your Submission is original to you and that neither it nor its contents infringe upon or violate the rights of any third party. If your Submission includes likenesses of third parties or contains any elements not owned by you (such as, but not limited to, company logos) you must be able to provide legal releases for each such use in a form satisfactory to Sponsor or your Submission will be disqualified. Submissions may not defame or invade the publicity rights or privacy of any person, living or deceased, or otherwise infringe upon any person's personal or proprietary rights.

**SUBMISSION GUIDELINES:** In addition to the requirements described above, Submissions may not contain, as determined by the Sponsor, in its sole discretion, any content that:

- o Contains information that identifies, or may identify, individuals, business, business locations, co-workers, or any individual without their prior written consent;
- o Contains disparaging or defaming information about an identified person or business, including Sponsor and Promotion Entities;
- o Contains copyrighted materials owned or controlled by others (including without limitation music, songs, photographs, sculptures, paintings, and other works of art or images published on or in websites, television, movies, or other media), without written permission satisfactory to Sponsor at Sponsor's sole discretion;
- o Is sexually explicit; violent, or derogatory of any ethnic, racial, gender, religious, professional or age group; profane or pornographic; contains nudity;
- o Promotes alcohol, illegal or prescription drugs, tobacco, firearms/weapons (or the use of any of the foregoing); promotes any activities that may appear unsafe or dangerous; promotes any particular

political agenda or message;

- o Is obscene or offensive in Sponsor's discretion; endorses any form of hate or hate group, in Sponsor's discretion;
- o Appears to duplicate any other submitted contest entries;
- o Defames, misrepresents, or contains disparaging remarks about other people or companies;
- o Contains trademarks, logos, or trade dress (such as clothing logos or indicia of origin, distinctive packaging or building exteriors/interiors) owned by others, without permission (with the exception of Sponsor's trademarks or team trademarks used by you as a fan and not in a manner that suggests affiliation, sponsorship, approval, or connection with any team or business);
- o Contains any sensitive personal identification, such as license plate numbers, full legal personal names, e-mail addresses or street addresses;
- o Contains any individual other than you, and/or any materials embodying the names, likenesses, voices, or other indicia identifying any person, including, without limitation, celebrities and/or other public or private figures, living or dead, without providing written legal releases for such use in a form satisfactory to Sponsor at Sponsor's sole discretion;
- o Contains images or look-alikes of celebrities or other public or private figures, including AI generated images, living or dead, unless, in Sponsor's opinion at its sole discretion, the use of the image meets the legal definition of fair use; but notwithstanding the foregoing Sponsor shall have the right at its sole discretion to reject such Submission for any reason;
- o Communicates messages or images inconsistent with the positive images and/or goodwill to which Sponsor wishes to associate, all of which shall be determined at Sponsor's sole discretion; and/or;
- o Violates any law or may violate the law, to be determined at Sponsor's sole discretion.
- o Untruthful or false information

Submissions must be made in the name of one person and business, only. Only one Submission per natural person, regardless of number of businesses owned by that person. Submissions must not have been previously published, nor can the Submission have won previous awards/

Many Submissions may appear similar, or be identical to other Submission, and selection of Finalists is in Sponsor's sole discretion, and may be made on the basis of minute distinctions between Submissions, in Sponsor's discretion.

#### 4. FINALIST SELECTION PERIOD AND JUDGING CRITERIA:

The Finalists Selection Period, begins on or about May 01, 2024. A panel of qualified Judges, selected by the Sponsor at its sole discretion, will score each qualified Submission up to the maximum amount of points allowed, to determine the Finalists. Judging will be based on the following criteria ("Judging Criteria"):

1. Business uniqueness, innovation, and vision (20 points).
2. Community efforts and charitable work (20 points).
3. The potential effect of winning on the business (10 points).
4. Quality of the overall Submission responses to essay questions (30)

Note: 5 points will be added to each Submission that properly includes the optional Video submission.

The maximum points to be received are 85 points. In the event no Submissions receive a minimum score of 50, or there are fewer than six (6) Submissions with a score above 60, Sponsor reserves the right to cancel, suspend, or select fewer Finalists. The Judging Criteria shall be interpreted and applied by qualified judges. The winner selection shall be final.

#### 5. FINALIST SELECTION:

Up to six (6) top scoring Submissions will be selected as finalists (“Finalists”). In the event of a tie, judges will double the value of the Quality of the overall Submission responses to the essay question to break the tie and determine a winner. Finalists will be notified on or about May 14, 2024 using the email address listed in the Submission, and must reply within seventy-two (72) hours of notification, or risk disqualification. At Sponsor’s discretion, judges may select up to six (6) additional alternates (“Alternates”), who will be notified with the next 6 highest scores, in the event the Finalists are unable, unwilling, or ineligible to move to the pitch event (“Pitch Event”), at Paycor Stadium on June 26, 2024. Selected Finalists (and Alternates) may be required to provide additional information, at Sponsor’s request, to verify (i) their businesses do not violate or conflict with any of the Cincinnati Bengals’ current partnership agreements (ii) their businesses comply with NFL rules in all respects; and (iii) to verify eligibility. All Finalists and up to three guests must be willing and able to travel to the Event in Cincinnati, Ohio to participate in the Event to take place at Paycor Stadium on or about June 26, 2024. Finalists who are unwilling, not qualified to, or unable to participate in the Event will be disqualified and an Alternate may be selected, if time constraints allow, at Sponsor’s discretion.

#### 6. FINALIST AND WINNER NOTIFICATION:

Finalists must appear in person (at their own expense, including travel and accommodation) at the Event, and must be prepared to make a live pitch (“Pitch Round”) to the judging panel at the Event, and be prepared to answer questions from the judges about their Submission and their business generally. Finalists and guests may be required to submit to and pass a security and/or background check prior to being verified as a Finalist. The pitch judging criteria (“Pitch Judging Criteria”) is as follows:

1. Poise, presentation and enthusiasm (20 points)
2. Community efforts and charitable work (20 points).
3. Full understanding of all aspects of business (20 points)
4. Overall quality of the Pitch (20 points)

Only the Pitch Judging Criteria will be considered in this Pitch Round. The maximum number of points awarded in the Pitch Round are eighty (80) points. In the event of a tie between Finalists, the score afforded to Community efforts and charitable work will be doubled in order to break the tie.

On or about 24 hours after the Pitch Round (or, in the Sponsor’s discretion, after scoring the last Finalist, a Winner will be selected based upon the Pitch Judging Criteria (“Selected Contestant”). The

Selected Contestant will receive notification from the Sponsor via the phone number or email address listed in the original Submission, immediately upon the selection of the Selected Contestant or as soon thereafter as reasonably practicable. The Selected Contestant will be provided a RELEASE AND ASSUMPTION OF RISK, which may also require additional evidence of eligibility. All forms must be completed, signed and returned by Winner and their guests to Sponsor within ninety-six (96) hours of issuance. In the event the Selected Contestant is not eligible for any reason or fails to reply, or is ineligible, if any notification is returned undeliverable, or if a Selected Contestant otherwise fails to fully comply with these Rules or execute any documentation as requested by Sponsor, he/she/they will forfeit the Prize, finalist status, and/or winner status, and an alternate Selected Contestant may be chosen at the sole discretion of the Sponsor.

#### 7. PRIZES/PRIZE RESTRICTIONS:

A total of one (1) prize will be awarded during the Promotion, the "Grand Prize" (or "Prize"), which shall consist of the business receiving a sponsorship package which features a variety of marketing assets, signage, and tickets provided by Sponsor pursuant to its sponsorship agreement with the Cincinnati Bengals.

The Approximate Retail Value ("ARV") of the Grand Prize is \$100,000.

The Winner will be crowned the Bengals + Paycor: Earn Your Stripes Grand Prize Winner.

PRIZE RESTRICTIONS: Actual prize value depends on the value of the sponsorship packages and related assets and various tickets as of the day the packages, assets, and tickets are provided to the Winner. Any surplus between stated value and actual value may not be awarded. Winner is responsible for any transportation, fees, taxes, or other costs related to the use of all or part of the Prize. Winner is responsible for obtaining all necessary permissions, including transportation, travel documents, including identification any other documents required to use the tickets or other prizes, or as required by Sponsor. Certain restrictions, as determined by Sponsor, governmental entities, the Cincinnati Bengals, Paycor Stadium, the NFL, and the other party appointed by Sponsor or which may be involved in any Prize may apply. Promotion Entities shall not be liable for any such restrictions or the effect of the same on Winner. As a condition of receiving Prize, or any portion thereof, the Winner must enter into an agreement relating to the Prize by and among Sponsor, the Bengals, and the Winner that shall include (a) the Bengals' standard terms and conditions relating to sponsorship arrangements, (b) non-disparagement provisions, (c) a royalty-free license for the Bengals to use the NFL, and any trademarks or service marks for promotional purposes and/or delivering the Contest Assets, and (d) any other terms required by the Bengals or Sponsor. The Winner's Prize date will be determined by Sponsor at its sole discretion. All of the Grand Prize benefits must be redeemed by the Winner during the preseason and regular season of the 2024/25 NFL season. No portion of the prize is transferable or redeemable for cash, or available to sell, and no portion of the prize is valid for upgrades. If any portion of the Grand Prize is not available for any reason then the Sponsor reserves the right to substitute that portion of the Grand Prize with another prize of comparable or greater value, or with any available substitution. This Prize is a taxable event. All federal, state and local taxes and any other costs and expenses

associated with the winner's acceptance of the prize, and Winner will be issued a tax form for the full value of the Prize. Use of the prize is the sole responsibility of winner. Any additional costs and fees not listed here including, without limitation, ground or air transportation (other than that explicitly agreed to above as included in the prize), luggage fees, souvenirs, miscellaneous hotel expenses, meals and gratuities are the sole responsibility of Winner.

If it is discovered during prize verification you have entered, attempted to enter, or used multiple accounts to enter more than the stated limit, you will be disqualified at the discretion of the Sponsor. Entries generated by script, macro, or other automated means, or which subvert the entry process, are void. All Entries become the property of Sponsor and will not be acknowledged or returned.

#### 8. OWNERSHIP OF ENTRIES:

By entering a Submission, you agree to be bound by these Rules and grant Sponsor a non-exclusive, fully paid-up and royalty-free, worldwide license to use, modify, delete from, add to, publicly perform, publicly display, reproduce and translate your Submission, including without limitation the right to distribute all or part of your Submission in any media formats through any media channels. Your Submission constitutes permission to the Sponsor, its affiliates, subsidiaries, parents, and licensees, the use of your NIL and Submission, in connection with Sponsor's marketing activities, in any media or format now known or hereafter invented, in any and all locations, without any payment to or further approval from you. You agree that this consent is perpetual and cannot be revoked. For uses beyond the consent that you grant above, you agree that Sponsor's use of your personal data will be governed by the Privacy Policy posted on the Sponsor website.

#### 9. GENERAL PRIZE CONDITIONS:

Prizes will only be awarded by Sponsor upon potential Winners' verification of eligibility and final approval by Sponsor. Sponsor reserves the right to perform a detailed background check on the potential Winners and any guest(s) and by entering the Contest, you hereby authorize Sponsor to perform the same in the event that you are selected as a potential Winner. Sponsor is not responsible if all or any portion of any prize cannot be fulfilled due to COVID-19 or any related public health conditions, cancellation, illness, conflict, or any other event or circumstance outside Sponsor's reasonable control.

#### 10. GENERAL:

Each Winner hereby expressly grants to the Promotion Parties, and their respective designees all rights to use and publish his/her name, likeness (photographic or simulated), voice, and province of residence for all purposes, including without limitation, advertising, marketing, promotional and publicity purposes in connection with this Promotion ("Advertising"), in any and all media now or hereafter devised, worldwide in perpetuity, without any form of notice or any amount or kind of compensation or permission, except where prohibited by applicable law. All copyright, trademark or other intellectual property rights in such Advertising shall be owned by the applicable Promotion Party, and each Winner hereby disclaims and waives any claim of right to such Advertising. Such Advertising shall be solely under the control of the the applicable Promotion Party, and each Winner hereby waives any claim of

control over the Advertising content as well as any possible claims of misuse of such winning recipient's name, likeness or voice under contract, tort or any other theory of law. The Promotion Parties do not assume any responsibility for any disruption in the Promotion, including but not limited to the failure or interruption of any internet service provider. In the event there is a discrepancy or inconsistency between disclosures and other statements contained in any Promotion materials and the terms and conditions of these Rules, these Rules shall prevail, govern, and control. With regard to any dispute regarding the interpretation of these rules, Sponsor's sole determination will be final and govern these rules and the Promotion. In no event will Winners or winner be entitled to more prizes than those listed in these Rules. All federal, state, and local laws and regulations apply. All decisions as to these Rules and interpretations thereof are exclusively within the sole discretion of the Promotion Parties and these Rules may be changed from time to time without notice. The Promotion Parties reserve the right to cancel or modify the Promotion at any time without notice. A potential Winner may be requested to provide Sponsor with proof that the potential Winner is the authorized account holder of the email address associated with their Entry. If, in Sponsor's sole determination, a dispute cannot be resolved, the Entry will be deemed ineligible. Entries generated by a script, macro or other automated means will be disqualified. Entries that are incomplete, garbled, or corrupted are void and will not be accepted.

#### 11. CONDUCT:

By participating in this Promotion, you agree to be bound by these Rules and the decisions of the Promotion Parties, which shall be final, binding and non-appealable in all respects. Failure to comply with these Rules may result in disqualification. The Promotion Parties reserve the right at their sole discretion to disqualify any individual found to be tampering with the participation process or the operation of the Promotion, or to have been or be acting in any manner deemed by the Promotion Parties to be in violation of the Rules or inconsistent with Sponsor's values, or to have been or to be acting in any manner deemed by the Promotion Parties to be unsportsmanlike or disruptive, or with intent to annoy, abuse, threaten or harass any other person and void all associated Entries and/or registrations. CAUTION: ANY ATTEMPT BY A USER, YOU OR ANY OTHER INDIVIDUAL TO DELIBERATELY DAMAGE OR UNDERMINE THE LEGITIMATE OPERATION OF THE PROMOTION IS A VIOLATION OF CRIMINAL AND CIVIL LAWS, AND SHOULD SUCH AN ATTEMPT BE MADE, THE PROMOTION PARTIES RESERVE THE RIGHT TO SEEK DAMAGES AND OTHER REMEDIES (INCLUDING ATTORNEYS' FEES) FROM ANY SUCH PERSON TO THE FULLEST EXTENT PERMITTED BY LAW.

#### 12. LIMITATIONS OF LIABILITY:

The Promotion Parties and NFL assume no responsibility or liability for (a) lost, late, stolen, undelivered, inaccurate, incomplete, delayed, misdirected, corrupted, damaged or garbled registrations, tickets or prizes, Entries, URLs, or emails; (b) any incorrect or inaccurate Submission information, or for any faulty or failed electronic data transmissions; (c) any unauthorized access to, or theft, destruction or alteration of Entries or registrations at any point in the operation of this Promotion; (d) 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, cable, satellites, servers, computers or providers utilized in any aspect of the operation of the Promotion; (e) inaccessibility or unavailability of the Internet or the Web Site or any combination thereof or for computer hardware or software malfunctions, failures or difficulties, or other errors or difficulties of any kind whether human,

mechanical, electronic, computer, network, typographical, printing or otherwise relating to or in connection with the Promotion, including, without limitation, errors or difficulties which may occur in connection with the administration of the Promotion, the processing of Entries, social networking posts, or registrations, the announcement of the prizes, or in any other Promotion-related materials; or (f) any injury or damage to participants or to any other person's computer which may be related to or resulting from any attempt to participate in the Promotion, including, but not limited to, any injury or medical condition sustained as a result of participating in any challenge(s). If, for any reason, the Promotion (or any part thereof) is not capable of running as planned for reasons which may include, without limitation, infection by computer virus, tampering, unauthorized intervention, fraud, technical failures, or any other causes which may corrupt or affect the administration, security, fairness, integrity or proper conduct of this Promotion, then the Promotion Parties reserve the right at their sole discretion to cancel, terminate, modify or suspend the Promotion in whole or in part. If terminated, the Promotion Parties will award the prizes from among all non-suspect, eligible Entries received for the Promotion up to the time of such action.

THE NFL, ITS MEMBER PROFESSIONAL FOOTBALL CLUBS, NFL VENTURES, L.P., NFL PROPERTIES LLC, NFL ENTERPRISES LLC, NFL PRODUCTIONS LLC AND NFL INTERNATIONAL LLC AND EACH OF THEIR RESPECTIVE SUBSIDIARIES, AFFILIATES, SHAREHOLDERS, OFFICERS, DIRECTORS, AGENTS, REPRESENTATIVES AND EMPLOYEES (COLLECTIVELY, THE "NFL ENTITIES") WILL HAVE NO LIABILITY OR RESPONSIBILITY FOR ANY CLAIM ARISING IN CONNECTION WITH PARTICIPATION IN THIS PROMOTION OR ANY PRIZE AWARDED. THE NFL ENTITIES HAVE NOT OFFERED OR SPONSORED THIS SWEEPSTAKES IN ANY WAY.

TO THE FULLEST EXTENT PERMITTED BY LAW, UNDER NO CIRCUMSTANCES WILL AN ENTRANT OR A WINNER BE PERMITTED TO OBTAIN AWARDS FOR, AND EACH ENTRANT AND WINNER HEREBY WAIVES ALL RIGHTS TO CLAIM, INDIRECT, PUNITIVE, INCIDENTAL AND CONSEQUENTIAL DAMAGES AND ANY OTHER DAMAGES ARISING OUT OF OR RELATED IN ANY WAY TO THE PROMOTION, THESE RULES, ENTRANT'S SUBMISSION, THE NEGLIGENCE OF ANY OF THE PROMOTION PARTIES OR NFL, AND THE ACCEPTANCE, POSSESSION, MISUSE OR USE OF ANY PRIZE. SOME JURISDICTIONS DO NOT ALLOW THE LIMITATION OR EXCLUSION OF LIABILITY FOR INCIDENTAL OR CONSEQUENTIAL DAMAGES, SO THE ABOVE MAY NOT APPLY TO ENTRANT.

#### 16. RELEASES:

All participants, as a condition of participation in this Promotion, agree to release, hold harmless and indemnify the Promotion Parties and NFL from and against any and all liability, claims, damages, or actions of any kind whatsoever for injuries, damages, or losses to persons or property which may be sustained, in whole or in part, directly or indirectly, in connection with (i) participation in any aspect of the Promotion, including any injury or medical condition sustained as a result of participating in any challenge(s), (ii) the receipt, ownership or use of the prize awarded, including any travel associated with any prize, or loss of or inability to use the tickets (iii) participant's registration material on any related website, or (iv) any typographical or other error in these Rules.

17. CHOICE OF LAW AND JURISDICTION:

Except where prohibited, all issues and questions concerning the construction, validity, interpretation, and enforceability of these Rules, or the rights and obligations of entrants, quarter-finalists, semi-finalists, finalists or winners, Sponsor, and Sponsor in connection with this Promotion, shall be governed by, and construed in accordance with, the laws of the State of Ohio, without giving effect to any choice of law or conflict of law rules or provisions (whether of the State of Ohio or any other jurisdiction), which might otherwise cause the application of the laws of any jurisdiction other than the State of Ohio. Any action seeking legal or equitable relief arising out of or relating to the Promotion or these Rules shall be brought only in the county of Hamilton of the State of Ohio. You hereby irrevocably consent to the personal jurisdiction of said county and state and waive any claim of forum non-convenience or lack of personal jurisdiction you may otherwise have.

18. SOCIAL MEDIA DISCLOSURE:

This promotion is in no way sponsored, endorsed or administered by, or associated with any social media platforms. Contestants are providing their information to the Sponsor and not to the specific social media platform on which this Contest may be advertised or promoted.

19. PRIVACY:

By participating in the Promotion, Contestant agrees to all of the terms and conditions of the Sponsor's Privacy Policy, which is available at <https://www.paycor.com/privacy-policy/> In the event of any discrepancy between the Sponsor's Privacy Policy and these Rules, these Rules shall control and govern.

20. TAX INFORMATION:

All international, federal, state, local, and other taxes on prizes and any other costs and expenses associated with prize acceptance and use not specified herein as being provided, are the sole responsibility of the applicable Winner. A 1099 or equivalent tax form (preceded by a W9 Form) will be issued to the Contest Winners.

21. OFFICIAL RULES OR WINNERS LIST:

To receive a copy of the Rules or the list of winners 2 weeks after the Promotion Period ends but no later than 90 days after the end of the Promotion Period, please contact Paycor via email to [marketingteam@paycor.com](mailto:marketingteam@paycor.com), and place EARN YOUR STRIPES 2024-2025 WINNERS LIST in the subject line.