

**PAYCOR TAYLOR SWIFT TICKET SWEEPSTAKES
OFFICIAL RULES**

TRADE PROMOTION ONLY. NOT OPEN TO THE PUBLIC. NO PURCHASE NECESSARY TO ENTER OR WIN A PRIZE. A PURCHASE OR PAYMENT WILL NOT INCREASE YOUR CHANCES OF WINNING.

1. **Sponsor.** The PAYCOR TAYLOR SWIFT TICKET SWEEPSTAKES (the “Sweepstakes”) is sponsored by Paycor, Inc., (PAYCOR) (“Sponsor”) with a principal address of 4811 Montgomery Road, Cincinnati, OH 45212. The Sweepstakes is governed by these Official Rules. By participating in the Sweepstakes, entrants agree to be bound by these Official Rules and the decisions of the Sponsor, its agents or administrators, (collectively, “Releasees”) (including Sponsor’s interpretation and application of these Official Rules), which are final and binding. This is a time-sensitive prize. Winning a prize is contingent upon fulfilling all requirements set forth in these Official Rules in a timely manner.

2. **Eligibility.** The Trade Promotion Sweepstakes is open to existing PayCor WebSummit attendees who are in attendance at the April 2024 Web Summit, and who are also (a) are residents of the fifty (50) United States; (b) have a valid U.S. identification; and (c) are able to travel to the event venue; and (c) are the age of majority. Employees, independent contractors, interns, officers, directors, and agents of 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 Sweepstakes.

3. **Entry Period.** The Entry Period begins on 12:01AM, March 15, 2024 (EDT), and ends on 11:59pm April 16, 2024, Eastern Daylight Time (EDT).

4. **Drawing Period.** The Drawing Period begins at or about 10:00am, Wednesday, April 17, 2025 (EDT), and ends at or about 4:00pm on Thursday, April 19, 2024 (EDT). Drawings will occur and the close of a conference session and Entrant’s must be present to win.

5. **How to Enter.** During the Entry Period (as herein defined), Entrants may enter by providing their (a) first name; (b) last name; (c) valid email address (collectively, the “Required Information”) via online form by visiting <https://www.paycor.com/virtual-summit/> to register for the Paycor Virtual Summit and you will be automatically enrolled in the Sweepstakes (“Entrant”). Only one entry per natural person is permitted. Use of any automated system to participate is prohibited and will result in disqualification. Entries that are incomplete, illegible, misspelled, damaged, destroyed, late, misdirected, deceptive, false, contains fake or incorrect information, or otherwise not in compliance with the Official Rules may be disqualified from the Sweepstakes, at the Sponsor’s sole and absolute discretion. Attempts made by the same individual to submit multiple entries by using multiple emails, addresses, accounts or other means may be disqualified. Entries generated by any automated means are void and may be disqualified.

6. **Drawings. ENTRANTS MUST BE PRESENT TO WIN.** The potential winners will be selected by random drawing from among all eligible entries received. There will be three (3) Entrant names drawn to determine the 3 potential winners (each a “Selected Entrant”). Each random drawing will be conducted by a representative of Sponsor, or by a third party administrator

at Sponsor's direction, from all eligible entries received during the Entry Period ("Drawings"). The Drawings will be conducted at the conclusion of the sessions and Entrants must be present at the session to win. In the event the named drawn is not present, an alternate Selected Entrant will be selected.

7. **Notification of Winners.** The potential winners will be notified by the Sponsor at the time of the drawing, and, pursuant to verification of their presence, an official notification will be sent within forty-eight (48) hours following the Drawing Date via the email address submitted at the time of entry (the "Notification Email").

To claim a prize and become a Winner ("Winner"), the Selected Entrant must verify eligibility, include status in the appropriate trade by completing a declaration or affidavit of eligibility (at Sponsor's discretion), a prize acceptance and publicity release, and required tax forms, and return forms to the Sponsor within five (5) days of the date of the Notification Email, or as otherwise directed in the Notification Email. If the Selected Entrant cannot be reached, cannot or does not complete and return all forms within the time specified, or if the notification is rejected, faulty, unclaimed or returned undeliverable (for any reason whatsoever) the prize will be forfeited and Sponsor may, at its discretion, choose another Selected Entrant from among all eligible entries received.

8. **Prizes, Prize Values, Odds of Winning and Collecting Prizes.**

(a) By entering this promotion, Entrant is eligible to win one (1) of three (3) Grand Prizes that each consist of two (2) tickets to the Taylor Swift concert taking place at Hard Rock Stadium in Hollywood, Florida on Saturday, October 19, 2024, along with a Visa gift card (or similar gift card) valued at one thousand dollars (\$1000) (collectively, the "Prize"). The approximate retail value of each prize (i.e. two tickets and the Visa Gift Card) is \$4,500 with the aggregate total of all prizes valued at the Prize is \$13,500. Any surplus between the stated retail value and the actual retail value of the Prize will not be awarded to Winner. Prize consists only of that listed in these Official Rules. Travel to and from the Prize venue, and other expenses associated with redeeming the prize (including lodging, transportation, and incidentals) is not included and is the sole responsibility of Winner. No substitution of any portion of the prize except at discretion of Sponsor, who may substitute the prize with another of equal or greater value. The odds of winning depend upon the number of entries received.

(b) This prize is non-transferrable, and any attempt to transfer prize will forfeit the Prize. All costs and expenses associated with a Winner's acceptance, collection and use of a Prize not specified herein as being provided as part of the Prize are the sole responsibility of the Selected Entrant. The Winner must take delivery of the Prize as designated by Sponsor, and may be required to provide identification to redeem Prize at Will Call at the Prize event location.

(c) Winners are solely responsible for reporting and paying all applicable federal, state, and local taxes related to the Prize. No responsibility or liability is assumed by Sponsor for any obligations, damages, losses or injury resulting from acceptance or use of the Prize or any substitute therefore. Following the Winner claiming the Prize, the failure

to utilize the Prize does not relieve the Winner of tax obligations associated with receiving the Prize. WINNERS WILL BE ISSUED A FORM 1099, AS APPROPRIATE, FOR TAX PURPOSES IN THE AMOUNT OF THE ACTUAL RETAIL VALUE OF THE PRIZE AND MUST SUBMIT HIS OR HER SOCIAL SECURITY NUMBER, AS APPROPRIATE, AND AS REQUIRED BY LAW. ALL FEDERAL, STATE, AND LOCAL TAXES IMPOSED ON THE ACCEPTANCE OF THE PRIZE ARE SOLELY THE RESPONSIBILITY OF THE WINNERS.

9. **Release & Indemnity.** To the fullest extent permitted by law, Entrant and each of the Winners forever release, discharge, and covenant not to sue Sponsor and its affiliates, and each of their respective owners, employees, agents, directors, officers, shareholders, contractors, successors and assigns (collectively “Released Parties”) for, from and against, any and all claims, debts, liabilities, demands, obligations, costs, fees, expenses, actions, causes of action whatsoever, of every nature, character and description (collectively, “Claims”), known and unknown, arising out of or in any way related to the Sweepstakes, these Official Rules, the negligence of any of the Released Parties, entry into the Sweepstakes and the acceptance, possession, misuse or use of any Prize (including, without limitation, any property loss, personal injury, or death, in connection with use or possession of the Prize). By participating in the Sweepstakes, each Entrant also agrees to indemnify, defend, release, discharge and hold harmless Released Parties from any and all Claims of any kind whatsoever for injuries, death, damages or losses to persons and property which may be sustained in connection with the receipt, ownership, possession, use or misuse of any Prize by Entrant and Entrant’s guests and invitees, including without limitation, claims for breach of contract, infliction of emotional distress, defamation, false light, common law or statutory misappropriation, invasion or other violations of any actual or purported right of privacy and/or publicity, and claims under equivalent federal, state or provincial laws arising from participation and any exploitation of any or all of the rights granted to Sponsor. In addition, each Entrant acknowledges and agrees that the Released Parties are not responsible for any costs, injuries, losses, or damages of any kind arising from or in connection with: (i) late, lost, delayed, damaged, misdirected, incomplete, illegible, unintelligible or misdirected entries; (ii) any condition caused by events beyond the control of the Sponsor that may cause the promotion to be disrupted or discontinued; (iii) any failure to receive or process entries due to any cause, including without limitation, human, transmission or technical problems, failures, or malfunctions of any kind, howsoever originating, that may limit an Entrant’s ability to participate in the Sweepstakes including any interruptions to any network, server, Internet, website, telephone, satellite, mail, computer or other connections; (iv) garbled, misdirected or jumbled transitions, or traffic congestion; (v) any injuries, losses, or damages of any kind caused by a prize or resulting from acceptance, possession, or use of a prize, or from entry into or participation in the promotion (including, without limitation, claims, costs, injuries, losses and damages related to personal injuries, death, damage to, loss or destruction of property, or any claims, costs, injuries, losses, or damages related to or based on the Entrant’s rights of publicity or privacy, or the Entrant’s claim that they have somehow been defamed or portrayed in a false light); (vi) any printing or typographical errors in any materials associated with the promotion, (vii) human error and other errors; or (viii) late, lost, delayed, or damaged delivery of the prize.

TO THE FULLEST EXTENT PERMITTED BY LAW, UNDER NO CIRCUMSTANCES WILL 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 SWEEPSTAKES, THESE OFFICIAL RULES, ENTRANT'S ENTRY, THE NEGLIGENCE OF ANY OF THE RELEASED PARTIES, 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 EACH ENTRANT.

ENTRANTS UNDERSTAND THAT EACH ENTRANT IS WAIVING RIGHTS WITH RESPECT TO CLAIMS THAT ARE AT THIS TIME UNKNOWN OR UNSUSPECTED, AND IN ACCORDANCE WITH SUCH WAIVER, ENTRANT ACKNOWLEDGES THAT ENTRANT HAS READ AND UNDERSTANDS, AND HEREBY EXPRESSLY WAIVES, THE BENEFITS OF SECTION 1542 OF THE CIVIL CODE OF CALIFORNIA, AND ANY SIMILAR LAW OF ANY STATE, COUNTRY OR TERRITORY, WHICH PROVIDES AS FOLLOWS: "A GENERAL RELEASE DOES NOT EXTEND TO CLAIMS WHICH THE CREDITOR DOES NOT KNOW OR SUSPECT TO EXIST IN HIS OR HER FAVOR AT THE TIME OF EXECUTING THE RELEASE, WHICH IF KNOWN BY HIM OR HER MUST HAVE MATERIALLY AFFECTED HIS OR HER SETTLEMENT WITH THE DEBTOR."

10. **Use of Disclosed Information.** By entering the Sweepstakes Entrants agree to the Sponsor sending promotional content to the e-mail address provided in the entry, which will be managed in accordance with Sponsor's privacy policy, available at <https://www.paycor.com/privacy-policy/>. Entrants can subsequently opt out of receiving commercial communications as outlined in the email received.

11. Entrants of the Sweepstakes may be filmed, recorded, interviewed and/or photographed by any of the Authorized Parties in connection with the conference, or the receipt and use of the Prizes ("PAYCOR Created Materials"). For the avoidance of doubt, all rights, title and interests, including copyrights and other intellectual property rights, throughout the world, in and to the PAYCOR Created Materials in all formats, are and shall be exclusively owned by Sponsor. For the avoidance of doubt, none of the Authorized Parties shall be under any obligation to promote or publish Entrant's Entry and/or win on any specific online channels or on specific timelines and durations, all of which shall remain at Sponsor's full discretion. Any display or publication of any Entry on an Authorized Party's website or on any other channels and/or any other usage as aforesaid, does not indicate in any way that the Entrant will be selected as a Winner or has better chances to be selected as a Winner and Authorized Parties will not be required to pay any additional consideration or seek any additional approval in connection with such use. Entrant hereby consents to Sponsor doing or omitting to do any act that would otherwise infringe your moral rights, privacy rights or publicity rights, and you further remise, release and discharge the Authorized Parties, to the fullest extent permitted by law, from all liabilities, obligations, claims and demands whatsoever arising out of Authorized Parties' use of your Entrant Materials and/or the PAYCOR Created Materials as stipulated herein.

12. **Reservations.** Sponsor reserves the right, in its sole discretion, to cancel, modify or suspend the Sweepstakes at any time for any reason in its sole discretion, which shall be final.

13. **Governing Law/Venue.** All issues and questions concerning the construction, validity, interpretation and enforceability of these Official Rules or the rights and obligations of the Entrants or Sponsor in connection with the Sweepstakes 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 that would cause the application of any other state's laws, and any matters or proceedings which are not subject to arbitration as set forth in these Official Rules and/or for entering any judgment on an arbitration award, shall take place solely and exclusively in courts located in the State of Ohio in the county of Hamilton. All matters involving the Sweepstakes and these Official Rules shall be resolved individually, without resort to any form of class action and all damages, claims, judgments and awards shall be limited to actual out-of-pocket costs incurred (excluding any attorneys' fees).

14. **Mandatory Social Media Disclosure.** This Promotion is in no way sponsored, endorsed or administered by, or associated with the social media platform on which it is advertised or otherwise is being used to collect entries. You are providing your information to Sponsor and not to the platform. The information you provide will be used for administering this Promotion and for marketing purposes in accordance with Sponsor's privacy policy.

15. **Winner's List.** To obtain a copy of these Official Rules or any legally required winner's list, send an email with "Taylor Swift Sweepstakes Winner's List" in the subject line within 120 days of the Sweepstakes End Date to marketingteam@paycor.com.

16. **Severability.** If any provision(s) of these Official Rules is held to be invalid or unenforceable, all remaining provisions hereof will remain in full force and effect. Sponsor reserves the right in its sole discretion to supplement or make changes to these Official Rules without notice.

17. **General.** By participating in the Sweepstakes, Entrants agree to be bound by these Official Rules and any determinations of Sponsor, as determined in its sole discretion, on all matters relating to the Sweepstakes, and to any Prize, all of which are final and binding. In the event that Sponsor is prevented from continuing with the Sweepstakes, or the integrity and/or feasibility of the Sweepstakes as planned is undermined by any event including but not limited to any error, virus, bugs, non-authorized human intervention, action of Entrants, or other causes beyond the control of Sponsor that corrupt or impair the administration, security, fairness or proper play of the Sweepstakes, or any fire, flood, weather event, epidemic, earthquake, explosion, labor dispute or strike, act of God or public enemy, satellite or equipment failure, riot or civil disturbance, war (declared or undeclared), terrorist threat or activity, or any federal, state or local government law, order or regulation, or order of any court or jurisdiction, Sponsor shall have the right, in its sole discretion, to disqualify you and/or to abbreviate, modify, suspend, cancel or terminate the Sweepstakes. **Taylor Swift is a registered trademark; the owner of which does not endorse or sponsor, and is otherwise not affiliated with this Sweepstakes. Paycor, and no other entity is solely responsible for this Sweepstakes. Paycor Stadium and Live Nation do not endorse or sponsor, and are otherwise not affiliated with this Sweepstakes.**

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