

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.
 - VOID WHERE PROHIBITED.
- WINNERS ARE LIABLE FOR TRAVEL-RELATED OR OTHER EXPENSES AND TAXES.

The Q4 Embedded Partner NFL Tickets + Jersey Contest (the "Promotion") begins at 8:00:00 AM Eastern Time ("ET") on June 01, 2025 and ends at 4:59:59 PM ET on **August 31, 2025** ("Promotion Period"). This Promotion is sponsored by Paycor, 4811 Montgomery Road Cincinnati, OH 45212 ("Sponsor"). This 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 United States, who are at least 21 years of age at the time of Promotion registration, and participation in the Contest is open only to individuals who are employed by select Paycor Embedded Partners. Eligibility will be verified by Paycor using Salesforce data. Participants must ensure their employment status with one of the Embedded Resellers is accurately reflected in Salesforce. Employees, officers, members, and directors of Paycor (the "Sponsor"), 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. By participating in the Promotion, you release, discharge and hold harmless the Promotion Parties, the NFL Entities, 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 two (2) phases, as detailed below:

- o Contest Entry Period: Begins at or about 8:00:00 AM Eastern Time ("ET") on June 01, 2025 and ends at 4:59:59 PM ET on **August 31, 2025**.
- o Prize Winner Announcement: The winners ("Winners") will be announced on or about **September 15, 2025** or at such other time(s) at Sponsor's discretion.

3. HOW TO ENTER THE PROMOTION:

To participate, Contestants will be automatically entered into the Contest if they sell any Paycor

Embedded products. Winners will be determined by Contestants having the highest number of closed-won bookings, as determined in Sponsor's sole discretion. Collectively, each sale of a Paycor Embedded product shall be considered a Contestant's "Submission."

Contestants will also be required to confirm their agreement to these Official Rules, to the terms and conditions 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 used 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 Winners do not have any impact on the outcome of the Contest.

Your Submission must meet all Submission Guidelines contained in these Official Rules. You can only submit an Entry in the Promotion for yourself. 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.

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, only. Only one Submission per natural person, regardless of number of businesses that person is affiliated with. Submissions must not have been previously submitted.

4. JUDGING CRITERIA:

Judging will be based on the highest amount of closed-won bookings, as determined in Sponsor's sole discretion per Paycor's Salesforce system("Judging Criteria").

The Judging Criteria shall be interpreted and applied by qualified judges. Winners selection shall be final.

5. WINNERS SELECTION:

The Contestants who have the most Embedded products resold from their Partner company will be chosen for first and second place within their respective companies, excluding Charlotte Payroll and Stonebridge, who will only receive first place prizes.

6. WINNERS NOTIFICATION:

The highest number of sales in Paycor's Salesforce system associated with Embedded Reseller products, will be the sole criteria to win. In the event of a tie, the timestamp of when the last product was sold will be used to break the tie, determined at Sponsor's sole discretion. On or about August 15, 2025 (or, in the Sponsor's discretion), after reviewing all Embedded products sold, Winners will be selected based upon the 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 Winners 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 or Winners status, and an alternate Selected Contestant may be chosen at the sole discretion of the Sponsor.

7. PRIZES/PRIZE RESTRICTIONS:

A total of ten (10) prizes will be awarded during the Promotion, the "Prize", which shall consist of:

1. First place: six (6) first place winners will receive two (2) regular season NFL tickets provided by the Sponsor, pursuant to its sponsorship agreement with the Cincinnati Bengals.
2. Second place: four (4) second place winners will receive one (1) personalized NFL Jersey from a vendor selected by Sponsor. Contestants from Charlotte Payroll and Stonebridge are ineligible for any second place prize.

The Approximate Retail Value ("ARV") of a first place Prize is \$600. The ARV of a second place prize is \$200. The total ARV of all prizes offered in this promotion is \$4,400.

Second Place Prize limitations consist of, but further limitations could apply:

Selecting a jersey from one of the following teams:

Arizona Cardinals
Atlanta Falcons
Baltimore Ravens
Buffalo Bills
Carolina Panthers
Chicago Bears
Cincinnati Bengals
Cleveland Browns
Dallas Cowboys
Denver Broncos
Detroit Lions
Green Bay Packers
Indianapolis Colts
Jacksonville Jaguars
Kansas City Chiefs
Las Vegas Raiders
Los Angeles Rams
Miami Dolphins
Minnesota Vikings
New England Patriots
New Orleans Saints
New York Giants
New York Jets
Philadelphia Eagles
Pittsburgh Steelers
San Francisco 49ers
Seattle Seahawks
Tampa Bay Buccaneers
Tennessee Titans
Washington Commanders

Size - S, M, L, XL, 2XL, 3XL

Add Personalized Name - Blank for 8 characters

Add Number (2 digits only) - Blank for 2 characters

Jerseys with current player names have a shorter production time, while custom-name jerseys require additional processing.

PRIZE RESTRICTIONS: Actual prize value depends on the value of the various tickets as of the day the tickets are provided to the Winners. Any surplus between stated value and actual value may not be awarded. Winners are responsible for any transportation, fees, taxes, or other costs related to the use of all or part of the Prize. Winners are 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 Entities, 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 Winners. As a condition of receiving Prize, or any portion thereof, the Winners must enter into an agreement containing any other terms required by Sponsor. The Winners' Prize date will be determined by Sponsor at its sole discretion. All of the Prize benefits must be redeemed by the Winners during the preseason and regular season of the 2025/26 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 Prize is not available for any reason then the Sponsor reserves the right to substitute that portion of the 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 Winners' acceptance of the prize, and Winners will be issued a tax form for the full value of the Prize. Use of the prize is the sole responsibility of Winners. 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 Winners.

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.

Specific dates, games and/or locations (as applicable) for any game tickets shall be determined in the Sponsor's sole discretion.

Winners' guest must be of legal age of majority in his/her jurisdictions of residence (and at least eighteen (18) years of age), unless accompanied by the winner who is his/her parent or legal guardian, unless otherwise agreed by Sponsor in its sole discretion.

The terms and conditions of tickets and passes awarded as part of any prize will govern in the event a legal game, event or exhibition, as defined by the National Football League, is not played due to weather conditions, an act of God, an act of terrorism, civil disturbance or any other reason. Winners and their guest(s) agree to comply with all applicable stadium regulations in connection with the prize.

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 winner's verification of eligibility and final approval by Sponsor. Sponsor reserves the right to perform a detailed background check on the potential winner 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 participant 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 participant hereby disclaims and waives any claim of right to such Advertising. Such Advertising shall be solely under the control of the applicable Promotion Party, and each participant 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 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. Potential Winners may be requested to provide Sponsor with proof that potential Winners are 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 the NFL Entities 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 PROMOTION IN ANY WAY.

TO THE FULLEST EXTENT PERMITTED BY LAW, UNDER NO CIRCUMSTANCES WILL AN ENTRANT OR A WINNERS BE PERMITTED TO OBTAIN AWARDS FOR, AND EACH ENTRANT AND WINNERS 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 ENTITIES, 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 the NFL Entities 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, 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 Winners. A 1099 or equivalent tax form (preceded by a W9 Form) will be

issued to 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 KHibbard@paycor.com, and place Q4 Embedded Partner–NFL Ticket Contest 2025–2026 WINNERS LIST in the subject line.