

NO PURCHASE OR PAYMENT OF ANY KIND IS NECESSARY TO ENTER OR WIN. A PURCHASE WILL NOT IMPROVE YOUR CHANCES OF WINNING.

Sponsor. The official sponsor of the Sweepstakes is UKG Inc., 900 Chelmsford Street, Lowell, MA, 01851 (the "Sponsor").

1. **Sweepstakes Period.** APA Payroll Solutions Showcase and APA Virtual Congress (the "Sweepstakes") begins at 7:00 a.m. (ET) on Tuesday, July 13, 2021, and ends at 7:00 p.m. (ET) on Thursday, July 15, 2021, unless earlier terminated in accordance with Section 4 (the "Entry Period").

2. **Eligibility.** The Sweepstakes is open to APA Payroll Solutions Showcase and APA Virtual Congress attendees who are legal residents of the 50 United States or the District of Columbia age 18 or older who are employed at U.S.-based, nonpublic organizations who enter the Giveaway in accordance with directions set forth in Section 3. You have the responsibility to review and understand your employer's policies and comply with all applicable federal and state laws and regulations regarding your eligibility to participate in and/or accept the prize in this Sweepstakes. If you are not allowed to participate in this Sweepstakes due to the policies or laws or regulations that apply to you or that your employer says you must comply with, do not enter. Employees and the immediate family members of UKG Inc., and its parent company, divisions, subsidiaries, affiliates, advertising and related agencies and any other persons involved with this Sweepstakes, or any developer and/or manufacturer of: human resources, payroll, scheduling, and time and labor solutions are not eligible to enter or win. Employees of federal, state, or local governments, government agencies, or entities that are funded in whole or in part by the government, are not eligible to enter or win. The Sweepstakes is subject to all applicable federal, state, and local laws and regulations. Void where prohibited by law.

3. **How to Enter.** To enter the Sweepstakes, you must attend either a UKG demo on July 13 or, complete a giveaway survey in the UKG virtual booth at APA Virtual Congress July 14-15. Information provided by entrants is subject to Sponsor's privacy policy at <https://www.ukg.com/privacy>. By participating in this Sweepstakes, you hereby agree that Sponsor may use your information in a manner consistent with its privacy policy. No purchase necessary. You do not need to be present to win.

4. **Odds of winning.** The odds of winning are dependent on the total number of eligible entries received during the Entry Period.

5. **Prizes.** One prize winner will be selected in accordance with Section 6 below. Selected contestants (the "Winners") will receive an Away – Everywhere Bag (a \$165 value). The Prize is non-transferable, non-returnable and not redeemable for cash. No Prize substitutions are permitted, provided however, that the Sponsor reserves the right to substitute a different prize or portion thereof of equal or greater value, in Sponsor's sole discretion. The Winner is solely responsible for the reporting and payment of all federal, state and local taxes incurred by acceptance and use of the Prize (or any portion thereof), as applicable. Winner acknowledges that the Sponsor and all other businesses associated with this Sweepstakes do not make, nor are in any manner are responsible for any warranty, representations, quality or conditions of any aspect of the Prize except that, if applicable, the prize is subject to its manufacturer's standard warranty.

6. **Prize Redemption** One winner will be chosen from all eligible entries each day of the event at 6:00 p.m. ET. Winners do not need to be present to win. If the winner (i) cannot accept the prize for any reason, or (ii) is not in compliance with these Official Rules, then such winner will be disqualified. Each entrant has the responsibility to review and understand his/her employer's policies and all applicable laws regarding entrant's eligibility to participate in and/or accept any Prize. If an entrant is participating and is in violation of such laws or his/her employer's policies, the entrant may be disqualified and become ineligible to receive a Prize. Sponsor disclaims any and all liability or responsibility for disputes related to this subject matter.

7. **Consent and Release.** By entering the Sweepstakes, each entrant releases and discharges the Sponsor and any other party associated with the development or administration of the Sweepstakes, their parent, subsidiary, and affiliated entities and each of their respective officers, directors, members, shareholders, employees, independent contractors, agents, representatives, transferees and assigns (collectively, the "Sponsor Entities") from any and all liability whatsoever, whether caused by negligence or not, in connection with this Sweepstakes, including, without limitation, all legal claims, cost, injuries, losses or damages, demands or actions of any kind (including, without limitation, personal injuries, death, damage to, loss or destruction or property, rights of publicity or privacy, defamation, or portrayal in a false light, collectively "Claims"). Except where prohibited: (i) acceptance of a prize constitutes the consent of the Winner, without further compensation, to use the name and likeness of such winner for editorial, advertising and publicity purposes by the Sponsor and/or others authorized by the Sponsor; (ii) acceptance of the Prize constitutes a release by the Winner of the Sponsor Entities of any and all Claims in connection with the administration of the Sweepstakes and the receipt, acceptance, use, misuse or possession of the Prize; and (iii) a potential Winner may be required to sign an affidavit of eligibility and a liability/publicity release. Affidavits and releases must be returned within (10) days from the day that Sponsor first tries to notify the

potential winner. If Winner is deemed to be a minor under the jurisdiction of his/her residence, the Prize will be awarded in the name of his/her parent or legal guardian, who must execute any necessary affidavit and release.

8. Disclaimers. Except where prohibited by law:

(i) Entries that are lost, late, illegible, misdirected, incorrect, garbled or incompletely received for any reason will not be eligible.

(ii) Sponsor, in its sole discretion, reserves the right to disqualify any person who tampers or attempts to tamper with the entry process or the operation of the Sweepstakes.

(iii) Sponsor reserves the right in its sole discretion to cancel, terminate or modify the Sweepstakes, if Sponsor determines, in its sole direction, that it is not capable of completing the Sweepstakes as planned or in a reasonably substantially and similarly fair manner, including, without limitation, by reason of tampering, unauthorized intervention, force majeure or technical failures of any sort.

(iv) The Sponsor Entities are not responsible for any error in the administration or fulfillment of this Sweepstakes, including, without limitation, in connection with any mechanical, human, printing, distribution or production error, and may modify or cancel this Sweepstakes based upon any such error, at their sole discretion, without liability.

(v) THE SPONSOR ENTITIES MAKE NO WARRANTIES, REPRESENTATIONS OR GUARANTEES, EXPRESS OR IMPLIED, IN FACT OR LAW, WITH REGARD TO THIS GIVEAWAY OR THE MERCHANTABILITY, QUALITY OR FITNESS FOR A PARTICULAR PURPOSE REGARDING THE PRIZE OR ANY COMPONENT OF ANY PRIZE.

9. CAUTION. ANY ATTEMPT BY AN ENTRANT TO DELIBERATELY DAMAGE OR UNDERMINE THE LEGITIMATE OPERATION OF THIS CONTEST MAY BE A VIOLATION OF CRIMINAL AND/OR CIVIC LAWS. SHOULD SUCH AN ATTEMPT BE MADE, SPONSOR RESERVES THE RIGHT TO SEEK REMEDIES AND DAMAGES (INCLUDING WITHOUT LIMITATION REASONABLE ATTORNEYS' FEES) FROM ANY SUCH ENTRANT TO THE FULLEST EXTENT OF THE LAW, WHICH MAY INCLUDE CRIMINAL PROSECUTION.

10. Applicable Laws and Jurisdiction: This Sweepstakes is subject to all applicable federal, state and local laws and regulations. The laws of the Commonwealth of Massachusetts shall govern issues

concerning the construction, validity, interpretation and enforceability of these Official Rules. All disputes arising out of or connected with this Sweepstakes will be resolved individually and without resort to class action, exclusively by a state or federal court located in the Commonwealth of Massachusetts, Suffolk County. Should there be a conflict between the laws of the Commonwealth of Massachusetts and any other laws, the conflict will be resolved in favor of the laws of the Commonwealth of Massachusetts. All judgments or awards shall be limited to actual out-of-pocket damages (excluding attorneys' fees) associated with participation in this Sweepstakes and shall not include any indirect, punitive, incidental and/or consequential damages.

11. **Winners' List.** For the name of the Winners, send a self-addressed stamped envelope within six (6) months of July 15, 2021, to: Winner's List Request, c/o Manager, Marketing Promotions, UKG, Inc., 900 Chelmsford Street, Lowell, MA, 01851.