

Staff Management | SMX and SIMOS Warehouse Worker Appreciation Raffle Official Rules ("Rules")

1. **Entrance and Eligibility:** The Staff Management | SMX and SIMOS Warehouse Worker Appreciation Raffle ("Raffle") is available to all active hourly warehouse associates within Stafftrack™ ("Associates") of Staff Management Solutions, LLC, SMX, LLC, SMX Cargo, LLC ("Staff Management") or SIMOS Insourcing Solutions, LLC ("SIMOS") in the United States and Canada. Every active Associate as of on or about May 27, 2021 working at worksites designated or identified as "warehouse" worksites in Staff Management's and SIMOS' determination will be entered into the raffle. Any Associate winner must be an active Associate of Staff Management or SIMOS at the time the winner is selected to receive the prize.

2. **Raffle Date:** The Raffle winners will be drawn Tuesday, June 1, 2021 ("Raffle Dates").

3. **Drawing:** A random drawing will be conducted by Staff Management and SIMOS on the Raffle Date. Odds of winning depend on the number of active Associates. Winner may be notified by phone, email, Stafftrack mobile application or Stafftrack portal, and/or in person at Associate's worksite. Unless otherwise objected to in writing by winning Associate, acceptance of a prize constitutes permission to Staff Management and SIMOS to use winning Associate's name, likeness, and biographical information for marketing, advertising, and trade purposes on social media without further compensation or right of approval, unless prohibited by law.

4. **Prizes:** Staff Management and SIMOS will award five prizes in the form of a gift certificate in the amount of \$100. Total prize value of the Raffle is approximately \$500. Winner will be permitted to select one of the following retailers for their gift certificate: Abercrombie & Fitch, Bass Pro Shops, Bath & Body Works, Cabela's, Callaway, Lowe's, Nike, Urban Outfitters, Walmart, Williams Sonoma, or Zulily. Staff Management and SIMOS reserve the right to substitute a prize of equal or greater value. Prize winners may be notified by email, phone, or in person at winner's worksite. If a potential winner is disqualified for any reason, Staff Management and SIMOS reserve the right to award the applicable prize to an alternate winner by random drawing from among all remaining eligible entries.

5. **Miscellaneous:** All prizes shall be subject to all applicable taxes and withholding amounts required by applicable federal, state, provincial and local laws, rules, and regulations. Winning Associates' subsequent paycheck will reflect the Associate's prize amount for tax and withholding purposes. Staff Management and SIMOS reserve the right to cancel or modify this Raffle in a manner deemed appropriate by Staff Management and SIMOS, at the Staff Management and SIMOS' sole discretion. By participating in the Raffle, Associate accepts and agrees to these Rules and the decisions of the Staff Management and SIMOS, which shall be final in all matters. By participating in this Raffle, Associate waives all right to, and holds harmless Staff Management and SIMOS from, any claim, liability, loss, damage (including punitive, incidental, and consequential damages), or expense (including attorneys' fees) arising out of or in connection with participation in this Raffle or the acceptance, use, or misuse of any prize. Associate agrees that all matters arising out of or relating to this Raffle and these Rules are governed by, and construed in accordance with, the laws of Illinois, without giving effect to any of its conflict of laws provisions thereof.