

Staff Management | SMX and SIMOS Associate Peak Season Incentive Program Official Rules ("Rules")

1. **Entrance and Eligibility:** The Staff Management | SMX and SIMOS Peak Season Incentive Program ("Program") is available to all active hourly associates ("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. During the Program, Associates will earn individual raffle entries for (a) perfect weekly attendance for the week measured as Monday-Sunday; (b) referral submissions; and (c) Stafftrack mobile app usage. 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. **Program Dates:** The Program will run for approximately twelve (12) weeks between September 27, 2021 to December 20, 2021 ("Program Dates").

3. **Drawing:** A random drawing will be conducted weekly by Staff Management and SIMOS during the Program Dates. Raffle entries will only be good for the week in which they are earned. Odds of winning depend on the number of entries received. 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 a weekly prize in the form of a gift certificate in the amount of approximately \$500. At the conclusion of the Program all previous winners will be entered to win a grand prize gift card in the amount of approximately \$1,000. Total prize value of the Program is approximately \$7,000. No substitution or transfer of prize permitted by winner. 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 Program in a manner deemed appropriate by Staff Management and SIMOS, at the Staff Management and SIMOS' sole discretion. By participating in the Program, 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 Program, 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 Program or the acceptance, use, or misuse of any prize. Associate agrees that all matters arising out of or relating to this Program 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.