

## **STAFFBASE'S STRATEGIC COMMUNICATOR 1.2M USD GRANT TERMS & CONDITIONS**

### **1. NO PURCHASE NECESSARY TO ENTER OR WIN**

Participation in the Staffbase "Strategic Communicator Grant" does not require a purchase. Making a purchase will not increase your chances of winning.

### **2. ELIGIBILITY**

This giveaway is open to:

- Legal residents of the United States and Canada.
- Individuals who are 18 years or older at the time of entry.
- Employees of corporations based in the United States and Canada with over 1,000 employees.

**Exclusions:** Employees of Staffbase, its affiliates, subsidiaries, advertising and promotion agencies, and immediate family members and competitors are not eligible to participate. Staffbase reserves the right to verify the eligibility of any winner, including requiring proof of eligibility and confirmation of employment status per the terms laid out herein.

**This sweepstakes is void where prohibited by law. All federal, state, and local laws and regulations apply. Staffbase reserves the right to disqualify any entries that do not comply with these terms or applicable laws**

### **3. ENTRY PERIOD & PARTICIPATION**

The giveaway is associated with the Staffbase 2025 Comms Club Tour ("Group Tour"), taking place across 12 cities in North America.

- One (1) winner per participating company per city will be selected.
- Participants must attend an in-person Group Tour event and complete any required registration process as specified by Staffbase at each event.

### **4. PRIZE DETAILS**

- Each winner will receive a \$100,000 Staffbase licensing voucher.
- This voucher has no cash value and cannot be redeemed or exchanged for cash and cannot be sold or transferred except as expressly permitted by Staffbase.
- The voucher can only be used toward new purchases of Staffbase software licenses and cannot be applied towards renewals, professional services, support services, onboarding services etc.
- To redeem the voucher, the winner's organization must commit to a signed order form for a minimum total contract value of \$225,000 to be redeemed over no more than three (3) consecutive years. For example: a \$225,000 purchase with a one (1) year commitment would be eligible and a \$75,000 purchase with a three (3) year commitment would also be eligible.
- The voucher will be applied equally over the term of the initial contract. For example: applied 100% to a one (1) year commitment or applied 50% per year to a two (2) year commitment.
- The voucher is applied to an order form based on Staffbase's then-current List Price/MSRP and cannot be combined with other discounts unless expressly stated in writing by Staffbase.

- Onboarding fees are excluded from the voucher and must be paid separately and upfront at the time of the contract execution.
- If a winner cannot or does not wish to redeem their voucher in 2025, Staffbase reserves the right to transfer the voucher to another eligible organization, with a maximum of 12 total vouchers issued in 2025.
- If applicable, the winning corporation is responsible for any and all taxes.
- Vouchers must be redeemed within 180 days of award unless an extension is agreed to in writing between the parties.

## **5. WINNER SELECTION & NOTIFICATION**

- Winners will be randomly selected in person at each Group Tour event.
- The winner must be present at the Group Tour event to claim the prize.
- If a selected winner is found to be ineligible or fails to comply with these terms, the prize may be forfeited and awarded to an alternate winner.
- A facsimile copy of an award check will be used at the event for marketing purposes to showcase the winner.

## **6. PUBLICITY RELEASE**

By accepting the prize, winners grant Staffbase the right to use their name, company name, likeness, and any media captured during the giveaway (such as photos and videos of the check presentation) for promotional purposes across Staffbase's marketing channels, including but not limited to social media, website content, press releases, and case studies, without further compensation.

## **7. GENERAL CONDITIONS**

- Staffbase reserves the right to modify, suspend, or terminate the giveaway at any time for any reason.
- All sums stated in these terms are in US Dollars.
- Staffbase is not responsible for any technical issues, miscommunications, or other errors that may occur.
- By entering, participants agree to release and hold harmless Staffbase, its affiliates, and employees from any liability arising from participation in the giveaway or acceptance/use of the prize.
- This giveaway is subject to all applicable federal, state, provincial, and local laws and regulations.
- Any disputes arising under these terms shall be resolved in accordance with the laws of the State of New York, USA.

## **8. CONTACT**

For any questions or inquiries related to the Staffbase "Strategic Communicator Grant", please contact: [marketing@staffbase.com](mailto:marketing@staffbase.com).