

Advantage Resourcing MVP Hiring Events Referral Promotion

Complete Contest Rules

- 1) Who is Eligible:
 - Active Advantage Resourcing employees on assignment
- 2) Who is not Eligible:
 - Advantage Resourcing internal employees, including field and corporate employees
 - Advantage Resourcing in-house temporary employees
 - Advantage Resourcing client company leadership, recruiting teams, and employees
- 3) An eligible referred employee is defined as someone who:
 - Is at least 18 years of age
 - Is referred by November 24, 2019
 - Has not previously worked for Advantage Resourcing and meets Advantage Resourcing's hiring criteria.
 - Works a minimum of 80 hours on assignment with Advantage Resourcing prior to December 8, 2019
- 4) Referring employee's name must be listed as the recruiting source when the application is completed.
- 5) Advantage Resourcing temporary employees must submit at least two (2) eligible employees who each work a minimum of 80 hours on assignment for Advantage Resourcing by December 8, 2019 to potentially qualify for the \$1,000 grand prize for their business unit.
- 6) Employees who voluntarily quit an assignment or are terminated for cause will not be eligible for the drawing.
- 7) Winners will be determined on December 19, 2019 from the eligible entries for those who have referred the most employees (minimum of two (2) employees) who have each worked a minimum of 80 hours by December 8, 2019.
 - Eligibility criteria must be met item as described in section one of these contest rules. Payout subject to eligibility.
 - Winners to be notified in person or by phone once the announcement has been made. Winners have five (5) business days to respond regarding the award if a message has been left. If no response is received within five (5) business days, the employee with the second most qualified referrals will be determined the winner.
- 8) All federal, state, and local applicable taxes will apply as required by law. If an active employee of Advantage Resourcing, taxes will be deducted. Anytime there is a contest with a payout of over \$600, all winners will be responsible for all applicable federal, state, and local tax reporting and payments. Either a Form 1099 or Advantage Resourcing payroll will be issued, as applicable.
- 9) Participants in the contest give specific permission and agree to have their name and photos featured with their likeness in Advantage Resourcing promotional materials, company materials, and social media unless prohibited by law.
- 10) Advantage Resourcing reserves the right to terminate, modify, change, or suspend the contest at their sole discretion any time.
- 11) If integrity of the contest is compromised for any reason, Advantage Resourcing has the right to modify or cancel the contest at Advantage Resourcing's sole discretion.
- 12) All decisions by Advantage Resourcing are final.