



## First Advantage SHRM 2025 Raffle OFFICIAL RULES

NO PURCHASE OR PAYMENT OF ANY KIND IS NECESSARY TO ENTER OR WIN THIS GIVEAWAY. OPEN ONLY TO SHRM 2025 ATTENDEES WHO ARE 18 YEARS OF AGE OR OLDER AND OF THE LEGAL AGE OF MAJORITY AT THE TIME OF ENTRY. U.S. LAW GOVERNS THIS GIVEAWAY. VOID WHERE PROHIBITED.

1. **ELIGIBILITY:** The First Advantage SHRM 2025 Raffle is open only to people who as of the date of raffle ticket entry (and, if a winner, as of the date of prize fulfillment) are 18 years of age or older and of the legal age of majority in the jurisdiction in which he or she resides. Persons who as of the date of entry (and, if a winner, as of the date of prize fulfillment) are an employee of First Advantage ("Sponsor") or any of Sponsor's Affiliates (as defined in Section 7), and members of the immediate family or household (whether or not related) of any such employee, are not eligible. Eligibility determinations will be made by Sponsor in its discretion and will be final and binding. U.S. law governs this Giveaway. Void where prohibited by law.
2. **HOW TO ENTER:** The entry period for the Giveaway begins at 8:00 am (PT) on June 29 and continues through 12:00 am on July 2. Participation is limited to one entry per person. No purchase is necessary. Any entrant who is under 18 years of age or otherwise under the legal age of majority in the jurisdiction in which the entrant resides (a "Minor") must obtain permission to enter from his or her parent or legal guardian, and the agreement of the parent or legal guardian to these Official Rules, prior to entry.
  1. **General Entry Terms and Conditions:** Participants must be scanned at the First Advantage booth to complete entry.
3. **WINNER SELECTION AND NOTIFICATION:** Following the conclusion of the Entry Period, there will be:
  - 1 potential Grand Prize winner

Winners are randomly selected by Sponsor after the event. Prize winner need not be present during the drawing to win. Prize winner will be contacted directly by a First Advantage employee who will provide information about next steps.

4. PRIZE: 1 Grand Prize will be offered – an iPad Pro valued at \$999.

All prize details that are not expressly specified in these Official Rules will be determined by Sponsor in its discretion. The prize will be awarded if properly claimed. No substitution, cash redemption or transfer of the right to receive the prize is permitted, except in the discretion of Sponsor, which has the right to substitute the prize or any component of the prize with a prize or prize component of equal or greater value selected by Sponsor in its discretion. The prize consists only of the item(s) expressly specified in these Official Rules. All expenses or costs associated with the acceptance or use of the prize or any component of the prize are the responsibility of the winner. The prize is awarded “as is” and without any warranty, except as required by law. In no event will more than the number of prizes stated in these Official Rules be awarded. All federal, state and local taxes on the value of the prize are the responsibility of the winner. An IRS form 1099 will be issued if required by law.

5. GRANT OF RIGHTS:

By entering the Giveaway, each entrant irrevocably grants to Sponsor, each of Sponsor’s Affiliates, and the agents and licensees of each of the foregoing (collectively, the “Licensees”) the right to use the entrant’s name, the entrant’s social media user name or handle, and any information supplied by the entrant (including an e-mail or mailing address provided for delivery of prize) in accordance with Sponsor’s Privacy Notice at <https://fadv.com/privacy-policy.aspx>, and in perpetuity, throughout the world, in all media and formats whether now or later known or developed, for the purpose of administering the Giveaway, without further notice or compensation.

6. RELEASE AND LIMITATION OF LIABILITY: By entering the Giveaway, to the fullest extent permitted by applicable law, each entrant on behalf of himself or herself and anyone who succeeds to entrant’s rights and responsibilities including without limitation entrant’s heirs, executors, administrators, personal representatives, successors, assigns, agents, and attorneys, and with respect to minors entrant’s

parents and legal guardians (collectively the “Entrant Parties”) releases Sponsor, each of Sponsor’s Affiliates, the licensees and licensors other than Entrant Parties including authors of each of the foregoing, all other companies involved in the development or operation of the Giveaway, the successors and assigns of each of the foregoing and the directors, officers, employees and agents of each of the foregoing (collectively, the “Released Parties”) from and against any and all claims and causes of action of any kind that the entrant and/or Entrant Parties ever had, now have or might in the future have arising out of or relating to the Giveaway, participation in the Giveaway, the provision, acceptance or use of any prize or any component thereof, or any exercise by the Licensees of any of the rights granted in Section 6 above, including without limitation any and all claims and causes of action: (a) relating to any personal injury, death or property damage or loss sustained by any entrant or any other person, (b) based upon any allegation of violation of the right of privacy or publicity, misappropriation, defamation, or violation of any other personal or proprietary right, (c) based upon any allegation of infringement of copyright, trademark, trade dress, patent, trade secrets, moral rights or any intellectual property right, or (d) or based upon any allegation of a violation of the laws, rules or regulations relating to personal information and data security. Each entrant on behalf of himself or herself and the Entrant Parties agrees not to assert any such claim or cause of action against any of the Released Parties. Each entrant on behalf of himself or herself and the Entrant Parties assumes the risk of, and all liability for, any injury, loss or damage caused, or claimed to be caused, by participation in this Giveaway, or the provision, acceptance or use of any prize or any component of any prize. The Released Parties are not responsible for, and will not have any liability in connection with, any typographical or other error in the printing of the offer, administration of the Giveaway or in the announcement of the prize. The Released Parties are not responsible for, and will not have any liability in connection with, late, lost, delayed, illegible, damaged, corrupted or incomplete entries, incorrect or inaccurate capture of, damage to, or loss of entries or entry information, or any other human, mechanical or technical error of any kind relating to the communications or attempted communications with any entrant or Entrant Parties, the submission, collection, storage and/or processing of entries or the administration of the Giveaway. The term “Affiliate” of Sponsor means any entity that directly or indirectly, through one or more intermediaries, controls, is controlled by, or is under common control with Sponsor. The term “control” means the possession, directly or indirectly, of the power to direct or cause the direction of management and

policies of an entity, or the ownership, directly or indirectly, of more than fifty percent (50%) of the equity interests of the entity.

7. **GENERAL RULES:** Sponsor has the right, in its sole discretion, to modify these Official Rules (including without limitation by adjusting any of the dates and/or timeframes stipulated in these Official Rules) and to cancel, modify or suspend this Giveaway at any time in its discretion, including without limitation if a virus, bug, technical problem, entrant fraud or misconduct, failure or refusal of any person or entity involved in the development or operation of the Giveaway (including without limitation any author) to comply with such party's obligations in connection with the Giveaway or other cause beyond the control of Sponsor corrupts the administration, integrity, security or proper operation of the Giveaway or if for any other reason Sponsor is not able to conduct the Giveaway as planned (including without limitation in the event the Giveaway is interfered with by any fire, flood, epidemic, earthquake, explosion, labor dispute or strike, act of God or of public enemy, communications failure, riot or civil disturbance, war (declared or undeclared), terrorist threat or activity, federal, state or local law, order or regulation or court order. In the event of termination of the Giveaway, a notice will be posted on Sponsor's @firstadvantage Twitter or LinkedIn account, and a random drawing will be conducted to award the prize from among all eligible entries received prior to the time of termination. Sponsor has the right, in its sole discretion, to disqualify or prohibit from participating in the Giveaway any individual who, in Sponsor's discretion, Sponsor determines or believes (i) has tampered with the entry process or has undermined the legitimate operation of the Giveaway by cheating, hacking, deception or other unfair practices, (ii) has engaged in conduct that annoys, abuses, threatens or harasses any other entrant or any representative of Sponsor or (iii) has attempted or intends to attempt any of the foregoing. **CAUTION: ANY ATTEMPT TO DELIBERATELY DAMAGE ANY WEBSITE ASSOCIATED WITH THIS GIVEAWAY OR UNDERMINE THE LEGITIMATE OPERATION OF THIS GIVEAWAY IS A VIOLATION OF CRIMINAL AND CIVIL LAW. SHOULD SUCH AN ATTEMPT BE MADE, SPONSOR HAS THE RIGHT TO SEEK DAMAGES (INCLUDING ATTORNEYS' FEES) FROM ANY PERSON INVOLVED TO THE FULLEST EXTENT PERMITTED BY LAW.** The use of agents or automated devices, programs or methods to submit entries is prohibited and Sponsor has the right, in its sole discretion, to disqualify any entry that it believes may have been submitted using such an agent or automated device, program or method. In the event of a dispute regarding who submitted an entry, the entry will be deemed to have been submitted by the registered user of the social media account used to submit the Submission on the applicable platform. All federal,

state and local laws and regulations apply. All entries become the property of Sponsor and will not be verified or returned. By participating in this Giveaway, entrants on behalf of themselves, and to the extent permitted by law on behalf of the Entrant Parties agree to be bound by these Official Rules and the decisions of Sponsor, which are final and binding in all respects. These Official Rules may not be reprinted or republished in any way without the prior written consent of Sponsor.

8. **DISPUTES:** By entering the Giveaway, each entrant on behalf of himself or herself and the Entrant Parties agrees that, to the maximum extent permitted by applicable law, (a) any and all disputes, claims and causes of action arising out of or connected with the Giveaway, or the provision, acceptance and/or use of any prize or prize component, will be resolved individually, without resort to any form of class action (Note: Some jurisdictions do not allow restricting access to class actions. This provision will not apply to you if you live in such a jurisdiction); (b) any and all claims, judgments and awards shall be limited to actual out-of-pocket costs incurred, including costs associated with entering the Giveaway, but in no event attorneys' fees; and (c) under no circumstances will any entrant or Entrant Party be permitted to obtain any award for, and each entrant and Entrant Party hereby waives all rights to claim, punitive, special, incidental or consequential damages and any and all rights to have damages multiplied or otherwise increased and any other damages, other than for actual out-of-pocket expenses. All issues and questions concerning the construction, validity, interpretation and enforceability of these Official Rules or the rights and obligations of the entrants, Entrant Parties and Sponsor in connection with the Giveaway shall be governed by, and construed in accordance with, the laws of the State of Georgia in the United States of America without giving effect to any choice of law or conflict of law rules or provisions that would cause the application of the laws of any jurisdiction other than the State of New York. Any legal proceedings arising out of this Giveaway or relating to these Official Rules shall be instituted only in the federal or state courts located in Fulton County in the State of Georgia, waiving any right to trial by jury, and each entrant and Entrant Party consents to jurisdiction therein with respect to any legal proceedings or disputes of whatever nature arising under or relating to these rules or the Giveaway. In the event of any conflict between these Official Rules and any Giveaway information provided elsewhere (including but not limited in advertising or marketing materials), these Official Rules shall prevail.
9. **WINNER NAME AND RULES REQUESTS:** For the name(s) of the winner(s) (or, if Sponsor does not collect the name(s) of the winner(s), the user name(s) or handles

of the winner(s)), which will be available two weeks after the conclusion of the Entry Period, or a copy of these Official Rules, send a self-addressed, stamped envelope to First Advantage, Attention: Angie Gomez, 1 Concourse Parkway NE, Suite 200, Atlanta GA 30328. Winner name requests must be received by Sponsor within six months after the conclusion of the Entry Period. SPONSOR: First Advantage.