

BambooHR Connect 2025 Gift Card Giveaway
OFFICIAL RULES

NO PURCHASE OR PAYMENT NECESSARY TO ENTER OR WIN.

1. **GIVEAWAY DESCRIPTION:** The BambooHR Connect 2025 Gift Card Giveaway (the "Giveaway") is sponsored by Bamboo HR, LLC ("Sponsor") and is open only to all current customers of BambooHR, who are at least eighteen (18) years of age at the time of entry. VOID WHERE PROHIBITED BY LAW. During the Giveaway Period, Sponsor will select four (4) winners, for a total of four (4) Prizes awarded. In order for an entry to be eligible for a Prize, entries must be received during the Giveaway Period.

2. **ELIGIBILITY:** All current customers of BambooHR (as of the beginning of the Giveaway Period) who are legal residents of the United States or the District of Columbia, Canada (excluding Quebec), and the United Kingdom (UK). The following individuals are NOT eligible to enter or win the Prizes: any person who is an employee, officer or director and any immediate family member of Sponsor or Sponsor's subsidiaries, affiliates or advertising and promotion agencies, and their immediate family members (defined as a parent, child, sibling or spouse), or those who reside in the same household with them. Participation constitutes entrant's agreement to these Official Rules. Winning a Prize is contingent upon fulfilling all requirements set forth herein.

3. **GIVEAWAY PERIOD:** The Giveaway begins on August 19, 2025, at 12:01 am MST and ends on October 7th, 2025, 11:59 pm MST (the "Giveaway Period"), subject to Section 4 below.

4. **HOW TO ENTER. NO PURCHASE NECESSARY.** Internet access required. During the Giveaway Period, all current BambooHR customers may participate in an online BambooHR Connect 2025 Gift Card Giveaway. Customers have two (2) opportunities to enter into the BambooHR Connect 2025 Gift Card Giveaway (1) completing the registration for BambooHR Connect 2025 during the Early Registration Period which opens August 19, 2025 and concludes September 12, 2025 ("Early Registration Period") AND (2) participants who register for BambooHR Connect 2025 AND attend the BambooHR Connect 2025 on October 7th, 2025. Participants may register for the BambooHR Connect 2025 here:
<https://www.bamboohr.com/connect/>

BambooHR will select two (2) participants from the Early Registration Period who will be eligible to win one (1) of two (2) \$500 Visa gift cards and two (2) participants who register and attend BambooHR Connect 2025 who will be eligible to win one (1) of two (2) \$1,000 Visa gift card, for a total of four (4) participants from among all eligible Entries received. The selected entrants will, subject to verification of eligibility and compliance with these Official Rules, be eligible to win a

Prize. The potential winner must follow the instructions provided by email and submit his or her required information within 72 business hours of receiving the email.

5. PRIZES. Two (2) \$500 USD Visa Card gift card, and two (2) \$1,000 USD Visa gift card, for a total of four (4) prizes will be awarded during the Giveaway ("Prize"). The total retail value of all Prizes is \$3,000 USD. Prizes may not be transferred or redeemed for cash (except to the extent required by applicable law) and must be accepted as awarded, with no substitutions of any kind except substitutions made by Sponsor, who reserves the right, in its sole discretion, to substitute a Prize (or portion thereof) with one of comparable or greater value. Acceptance and use of a Prize is subject to all terms and conditions and all applicable laws. All federal, state, local taxes (including income, duty and withholding taxes), if any, as well as any other costs and expenses associated with the acceptance and use of the Prizes are the winner's responsibility. By accepting a Prize, the winner consents to the use of his or her name, address (city and state/province of residence), and statements relating to the Giveaway or Sponsor, and photographs or other likenesses, without further compensation, notification or permission in any publicity or advertising carried out by Sponsor or any related entities in any media without territorial or time limitation, except where prohibited by law.

6. CONDITIONS OF ENTRY.

(a) By entering, you (i) acknowledge you are and will remain in compliance with these Official Rules including all eligibility requirements, and (ii) agree to be bound by the decisions of Sponsor which shall be final and binding in all matters relating to this Giveaway. Entrants who have not complied with these Official Rules are subject to disqualification will not be eligible for a Prize.

(b) As a condition of entering, you agree to release, indemnify and hold harmless Sponsor from any and all liability, loss or damage incurred with respect to participating in the Giveaway or the awarding, receipt, possession, and use or misuse of any Prize or activity related thereto; and that under no circumstances will you be permitted to obtain awards for, and you hereby waive all rights to claim, punitive, incidental, consequential, or any other damages (other than for actual out-of-pocket expenses) from Sponsor, and in no event will you be entitled to receive attorneys' fees or court costs. Some jurisdictions may not allow certain limitations on damages, so some of these restrictions may not apply to you.

(c) Sponsor reserves the right to disqualify any entry in the Giveaway or entitlement to a Prize, if, in the sole discretion of Sponsor, it determines or suspects that the entrant has attempted to undermine the legitimate operation of the Giveaway.

(d) Sponsor reserves the right in its sole discretion to cancel, modify or suspend this Giveaway at any time with or without notice of fraud, technical failures or any other causes that corrupt the administration, security or integrity of the Giveaway. In the event of cancellation, Sponsor

reserves the right to select the winner from among all eligible, non-suspect entries received up to the time of such cancellation.

7. PRIVACY. Personal information collected from entrants will be used by Sponsor and its authorized agents to administer this Giveaway and award the Prizes, unless you otherwise consent to receive emails or to the use of your information for other promotional purposes. For more details about how Sponsor manages your personal information, please see Sponsor's Privacy Notice found on Sponsor's website at <https://www.bamboohr.com/privacy-policy/>.

To the extent you provide any suggestions, enhancement requests, recommendations, comments, or other feedback ("Feedback") about the Service, including the Beta Service, to BambooHR, the Feedback will not be considered confidential or proprietary, and BambooHR may use and include any such Feedback to improve the Service and/or the Beta Service, or for any other purpose. Accordingly, if you provide Feedback, you agree that BambooHR shall own all such Feedback, and BambooHR and its affiliates, licensees, customers, partners, third-party providers and other authorized entities may freely use, reproduce, license, distribute, and otherwise commercialize the Feedback in the Service or other related technologies, and you hereby assign all rights in such Feedback to BambooHR.

8. MISCELLANEOUS.

(a) This Giveaway is subject to all applicable laws. All issues and questions concerning the construction, validity, interpretation and enforceability of these Official Rules, or the rights and obligations of entrant and Sponsor in connection with the Giveaway, shall be governed by, and construed in accordance with, the substantive laws of the State of Utah without regard to conflicts of law principles. All entrants irrevocably consent to the exclusive jurisdiction of the federal and state courts located in Salt Lake City, Utah.

(b) In the event of any conflict with any Giveaway details contained in these Official Rules and Giveaway details contained in other materials (including, without limitation, any point of sale, online or print advertising), the details of the Giveaway as set forth in these Official Rules shall prevail.

You may obtain the winners' names by sending a self-addressed postage stamped envelope to: "BambooHR Connect 2025 Gift Card Giveaway Winner List," c/o Marketing Department, 42 Future Way, Draper, UT 84020. The Winner List will be sent within a reasonable time after the Prizes have been awarded.