

Agreement to Official Rules

Participation in the Contest constitutes applicant's full and unconditional agreement to and acceptance of these Official Rules. By entering the Contest, applicant warrants that the submission is an original work, has not been previously published or won any award, and that applicant is aware of no conflicting rights in the submission including but not limited to copyright or other intellectual property right as further identified below in the section entitled "No Infringement." Applicants agree that VIP Staffing, its affiliates, parents, subsidiaries, agents or contractors and their employees, officers and directors shall not be liable for injury, loss or damage of any kind resulting from participating in this Contest.

Originality; No Infringement

All designs must be the original work of the applicant. All applicants represent, state, and agree that their Contest submission will not infringe upon the intellectual property rights of any third party, including by way of example and not by limitation, any copyright, trademark or patent rights belonging to any third party. Plagiarism in any form will result in disqualification.

Publicity; Use of Name And Likeness

Except where prohibited by law, entry in the Contest constitutes each applicant's consent to the VIP Staffing's use of his or her name, city and state of residence, entry, likeness, photograph, and image for advertising, publicity, and promotional purposes in any media, online or offline, without further permission, consent, payment or other consideration.

Use of Designs

All non-winning designs submitted remain the property of the applicant. VIP Staffing shall have the right to use said designs and photographs for publicity or as content in any media, online or offline, without further permission, unless prohibited by law. All original artwork including but not limited to digitally uploaded images, original photographs, paintings, drawings and otherwise submitted material will not be returned to the entrant. The one exception to this rule is as follows: The VIP Staffing will return original artwork it has requested from a potential winner who does not in fact become the winner.

Judging Criteria; Overall Awards

There will be one scholarship of \$1000 awarded to the winner of the contest. One second runner up will be awarded \$300 and one third runner up will be awarded \$200.

Schools will compile applications and designs as stated above by 11:59 p.m. on September 28, 2018. Schools will then send designs to VIP Staffing via email with a digital link to submissions on a platform like Google Drive or Dropbox no later than by 5:00 p.m. on October 1 to abezner@vip-staffing.com

Judges will be recruited by email by VIP Staffing and will consist of current VIP Staffing customers. Judges will score each entry on a scale of 1 to 10 (with one being the lowest score and 10 being the highest score) in the following three categories.

- Overall creativity of the fiesta medal design
- Incorporation of VIP Staffing's Mission & Core Values
 - Mission - We partner leading companies with hard-working, dedicated employees to enhance and promote our communities' economic success.
 - Core Values
 - **We Embrace Challenge** – We proactively resolve issues through innovative thought, creativity, superior communication, and determination.
 - **We Are Results Oriented** – Outcomes and results matter. We get the job done.

- **We Are Compassionate** – We identify with the needs and values of others and seek to understand the world through the eyes of those we serve.
- **We Are a Team** – We value one another, celebrating our successes and learning from disappointments.
- Meeting the contest design specifications
 - Size – up to 1.75 inches x 1.75 inches
 - Designs can be custom shapes but must be no larger than 1.75 inches
 - Limit to 4 to 5 colors
 - No movable parts or hinges
 - Ribbons may be solid or multi-colored, but no metallic colors will be used
 - Must incorporate the VIP Staffing logo

Notification of Winners

The winners will be notified on or around October 15, 2018 via VIP Staffing's Website. A phone call directly notifying them will be made on or around the same date.

Prize and Award

The applicant with the winning entry will receive a cash scholarship of \$1000. The applicant with the second highest score will receive a cash scholarship of \$300, and the applicant with the third highest score will receive a cash scholarship of \$200. Where the winner is a minor, the scholarship will be awarded to the winner's parent or guardian. No substitution or transfer of prizes is permitted. Any taxes due on the scholarship prize or any other prizes awarded are the sole responsibility of the winner and/or his or her parent or guardian. VIP Staffing will issue an appropriate 1099 form to the Winner (or his or her parent or guardian).

Payment of awards will be contingent upon receipt of verification that the applicant meets all of the eligibility requirements.

All scholarships and any additional prizes are awarded without regard to race, sex, sexual orientation, religion, age, or national origin.

General Terms and Conditions

Winning is contingent upon fulfilling all requirements of these Official Rules and VIP Staffing's decisions as to the administration of the Contest and prize awards are final. VIP Staffing will notify the potential Winner on or about October 15-18, 2019, in accordance with the information provided by applicant in the contest entry. In the event that an applicant's telephone number or address changes, it is applicant's responsibility to notify VIP Staffing of such change.

The potential winner, or where the potential winner is a minor, the potential winner's parent or guardian, must sign and return (1) an Affidavit of Eligibility and a Publicity/Liability Release (except where prohibited by law) and (2) the original artwork and/or a hi-resolution file within seven (7) days of receipt of those documents or the prize may be forfeited. In the event that any prize notification is undeliverable, VIP Staffing is unable to contact a potential winner, or response to a prize notification is not received within seven (7) days of its issuance, the prize may be forfeited. Where a prize is forfeited, the applicant with the next best overall design qualifications in accordance with the judging criteria will be chosen as an alternate winner.

Because this is a contest of skill, the odds of winning depend upon the quality and eligibility of the submissions received, as well as the number of entrants. VIP Staffing reserves the right, in its sole discretion, to cancel, modify or suspend the contest should fraud, technical failures, or any other factors beyond the reasonable control of VIP Staffing impair the integrity of the contest, as determined by VIP Staffing in its sole discretion.

By entering the contest, entrant agrees to release and hold harmless VIP Staffing, its parent, subsidiaries and affiliated companies, officers, directors, employees and agents from and against any and all claims, causes of action and/or liability for any injuries, illness or death, loss or damage of any kind arising from or in connection with participation in and/or entry into the contest or receipt or possession, use or misuse of any prize or element thereof. VIP Staffing, its respective affiliates, parents, subsidiaries, agents and employees are not responsible for late, lost, illegible, incomplete, stolen, misdirected, illegitimate, or any other error whether human, mechanical or electronic.

Official Rules

A copy of these official rules may be obtained by contacting Amanda Bezner at abezner@vip-staffing.com.

Fiesta Medal Design Guidelines

The fiesta medal design guidelines are as follows:

- Size – up to 1.75 inches x 1.75 inches
 - Designs can be custom shapes but must be no larger than 1.75 inches
- Limit to 4 to 5 colors
- No movable parts or hinges
- Ribbons may be solid or multi-colored, but no metallic colors will be used
- Must incorporate the VIP Staffing logo
- Hand drawn submissions must be scanned to be sent digitally. However, this is not preferred as the quality of the design may become distorted when scanning.

VIP Staffing Fiesta Medal Design Scholarship Contest Application

Name: _____

Age: _____

School & Teacher: _____

Email: _____

Phone Number: _____

Please provide a brief description of your fiesta medal design.
