

## 2019 COMPENSATION & HR PRACTICES SURVEY DRAWING

### Official Rules

#### 1. Sponsorship and Eligibility

This drawing is sponsored by Western Growers Association, 15525 Sand Canyon Ave., Irvine, California 92618. There is no purchase necessary to enter or win. This contest is open to legal residents of California and Arizona who are eighteen (18) years or older at the time of entry. Employees of Western Growers, its affiliates, and their immediate family members are not eligible.

#### 2. Qualification Period

The qualification period for the prize drawings of the contest begins at 12:01 AM (PST) on February 1, 2019 and ends at 11:59 PM (PST) on April 30, 2019.

#### 3. Entry Procedures

To enter the drawing, you must have participated in the 2019 Compensation & HR Practices Survey. To participate in the survey, which can be accessed at <http://www.agsalary.com>, you must enter legitimate data related to your place of employment within the agriculture sector.

#### 4. Duties of Participants; Limitation of Liability

By entering, participants agree to be bound by these rules and the decisions of Western Growers Association which shall be final. All federal, state, and local laws apply. Western Growers Association and the employees, officers, directors, shareholders, agents, and representatives of Western Growers Association, affiliates, subsidiaries, and advertising, promotion and legal advisors are not responsible for and shall not be liable for: (i) late, lost, delayed, damaged, misdirected, incomplete, illegible, or unintelligible entries; (ii) telephone, electronic, hardware, or software program, network, Internet, or computer malfunctions, failures, or difficulties; (iii) errors in transmission; (iv) any condition caused by events beyond the control of Western Growers Association that may cause the opportunity drawing to be disrupted or corrupted; (v) any injuries, losses, or damages of any kind caused by a prize or resulting from acceptance, possession, or use of a prize, or from participation in the contest; or (vi) any printing or typographical errors in any materials associated with the opportunity drawing.

5. Violation of Drawing Rules

Western Growers Association reserves the right to disqualify any participant or winner who, in its sole suspicion, tampers with the entry process, intentionally submits more than a single entry, or violates these rules or the Site Terms and Conditions.

6. Selection of Winner; Chances of Winning

Prize will be awarded in a random drawing held from among all eligible entries received. Odds of winning depend on the total number of entries received.

7. Description of Prize

The random drawing will be for the following prize: Amazon Echo Plus (Retail value: \$149)

8. Notification of Winner; Substitution of Prize

Winner will be notified by electronic mail. Western Growers Association will attempt to re-send said email up to three times. If any winner does not respond to email notification within three days of its transmission, or should the email be returned as undeliverable after three attempts, the prize will be forfeited and an alternate winner will be selected at random. Winner may not substitute or transfer prize. Western Growers Association reserves the right to substitute a prize of equal or greater value in the event a prize is unavailable. Prize is not redeemable for cash. All taxes on prize are winner's responsibility. Limit: one prize per household.

9. Permissions

Except where prohibited by law, entry constitutes permission to use winner's name, hometown, and likenesses for online posting, and/or any advertising and publicity without additional compensation. Winner may also be required to sign and return a release of liability, declaration of eligibility and, where lawful, a publicity consent agreement, as conditions of receiving a prize. Failure to comply with the aforementioned conditions shall be grounds for forfeiture of a prize.

10. Inquiries or Questions

Any inquiries or questions regarding this contest, including any request for the name of the winner, may be sent by email to [marketing@wga.com](mailto:marketing@wga.com) or by regular mail to Western Growers Association at the address set forth above.