

**2024 COPELAND RETA SWEEPSTAKES
OFFICIAL RULES**

NO PURCHASE NECESSARY. A PURCHASE WILL NOT INCREASE YOUR CHANCES OF WINNING. VOID WHERE PROHIBITED BY LAW.

The 2024 RETA Sweepstakes (the “Sweepstakes”) begins **October 22, 2024** and ends on **October 24, 2024** at 11:59:59 pm Central Time (“Sweepstakes Period”). Sponsor’s internal business computer will be the official clock of this Sweepstakes.

1. **Sponsor:** The Sweepstakes is sponsored by **Copeland LP** (the “Sponsor”).
2. **Terms and Conditions.** By participating in the Sweepstakes, you fully and unconditionally accept and agree to be bound by these Official Rules, and you represent and warrant that you meet the eligibility requirements set forth herein. In addition, you agree to accept the decisions of Sponsor as final and binding as it relates to the Sweepstakes. You agree that Sponsor shall retain full authority, in its sole discretion, to interpret and administer these Official Rules, and you agree to be bound by all decisions and interpretations made in good faith by Sponsor, or its designee. **VOID WHERE PROHIBITED OR RESTRICTED BY LAW, RULE, REGULATION OR ORDINANCE.**
3. **Eligibility.** Open to U.S. residents, excluding residents of Rhode Island, who (i) are at least eighteen (18) years of age and the age of majority in his/her state of residence, and (ii) have their individual RETA 2024 trade show badge scanned by one of Sponsor’s employees. Employees, officers and directors, their immediate family members (spouse, siblings, children and parents, regardless of where they live) or members of the same households (whether related or not) of Sponsor, its affiliates, subsidiaries, advertising and promotion agencies and those entities associated with the development, distribution or implementation of this Sweepstakes are not eligible to participate.
4. **Entry.** During the Sweepstakes Period, an eligible person can enter by visiting Sponsor’s 2024 RETA trade show booth (Booth Number 317) and having their personal badge scanned by a Sponsor employee working the booth. Each eligible person whose badge is scanned will receive one entry.

All entries become the property of the Sponsor and will not be acknowledged or returned, and no correspondence will be entered into regarding the status of any entry. Except to the extent restricted by applicable law and except where the entrant has specifically opted out, by participating in the Sweepstakes, entrants hereby agree to Sponsor’s collection and use of their personal data and acknowledge that they have read and accepted these Official Rules. Entries that do not comply with the terms of the Sweepstakes will result in disqualification. Incomplete or illegible entries will not be considered. This program is subject to change without notification in Sponsor’s sole discretion. Entries will be void if electronically or mechanically reproduced, forged, defective, altered or obtained through unauthorized channels or if they contain production, typographical, electronic, mechanical or other errors. Sponsor reserves the right in its sole discretion to disqualify any entry at any time which, in Sponsor’s opinion, is offensive, contains unsuitable material, endangers the safety or wellbeing of any person, or if it is determined the entrant has not complied with these Official Rules. In the event of a dispute regarding who submitted an electronic entry, the entry will be deemed submitted by the named recipient of the e-mail invitation.

5. **Winning.** On or before the following “Drawing Date,” Sponsor will randomly select ## of winners from the compliant entries received during the “Drawing Period” specified below to win a Prize (as defined below). Maximum of one Prize per entrant.

Drawing Date	Drawing Period
October 25, 2024	October 22-24, 2024

The Drawing Period is determined using the Eastern Time Zone. Sponsor will notify the winner through the e-mail address provided with their badge scan.

6. **Prize.** On or about the Drawing Date set out above, Sponsor will randomly select 1 entrant from all entries recorded during the applicable Drawing Period to receive a Milwaukee Tool Kit (valued at \$99).

Prizes will be sent to the winner based on the contact information provided to Sponsor. Decisions of the Sponsor will be final and binding on all matters relating to this Sweepstakes. The Prizes are not transferable. No substitution or cash redemption of a Prize, or any portion thereof, is allowed, except at the sole discretion of the Sponsor. If the potential winner does not respond within five business days of the first notification attempt, are found to be ineligible, do not comply with these Official Rules or decline to accept the Prize, the potential winner may be disqualified in Sponsor's sole discretion, and in such case, Sponsor may select an alternate winner in a random drawing from remaining eligible entries.

7. **Claiming the Prize.** Sponsor will contact the potential winner via the contact information provided with his or her entry. Sponsor shall have no liability for a winner's failure to receive notices due to winner's spam, junk e-mail, or other security settings, or for winner's provision of incorrect or otherwise non-functioning contact information. The potential winner may be required to complete, sign and return to Sponsor an Affidavit of Eligibility and Liability/Publicity Release within 14 days of receipt of such documents from Sponsor. If such documents are not returned to Sponsor prior to such deadline, any Prize won may be forfeited in Sponsor's sole discretion, such potential winner shall be disqualified, and an alternate winner selected by Sponsor from the remaining eligible entries. In the event that more than one prospective winner is inadvertently named, a drawing may be held among all such potential winners to select one winner. **Except where prohibited by law, the winner also grants Sponsor the right to use the winner's submission, full name, hometown, images and likenesses for advertising, publicity and promotion purposes, including print, broadcast and on-line announcements, without further compensation than the said Prize and at no expense to the winner.**

8. **Odds.** The actual odds of winning a Prize depend upon the total number of eligible entries received during the applicable Drawing Period, but are estimated at 1 in 500 for the Prize.

9. **Responsibility for Prize/Taxes:** Each winner understands and agrees that s/he is solely responsible for the use, care and maintenance of the Prize. Sponsor is not responsible for lost or stolen Prizes. **PRIZES ARE AWARDED "AS IS" WITH NO REPRESENTATION OR GUARANTEE OF ANY KIND BY SPONSOR, AND EXCLUDE ALL WARRANTIES, EXPRESS OR IMPLIED, ARISING BY OPERATION OF LAW OR OTHERWISE, INCLUDING WITHOUT LIMITATION, MERCHANTABILITY AND FITNESS FOR A PARTICULAR PURPOSE.** Any and all Prize-related expenses, including without limitation any and all federal, state, and/or local taxes shall be the sole responsibility of the winner. The Internal Revenue Service requires Form 1099-MISC to be issued and filed for each recipient who received a prize/award if the annual aggregate is at least \$600 or more. The Winner may be required to complete and submit a W-9 form to receive any Prize. The recipient should consult his/her tax advisor for the proper tax treatment of this income on his/her tax return.

10. **Compliance with Laws.** Receipt of any Prize offered in this Sweepstakes is conditioned upon the entrant's compliance with these Official Rules and all state laws and regulations. **ANY VIOLATION OF THESE OFFICIAL RULES BY ANY WINNER MAY (AT SPONSOR'S SOLE DISCRETION) RESULT IN SUCH WINNER'S DISQUALIFICATION AS WINNER OF THE SWEEPSTAKES AND ALL WINNER PRIVILEGES WILL BE IMMEDIATELY TERMINATED.** If any provision of these Official Rules shall be deemed to violate any state or municipal law, it shall be amended to conform to such law and all other provisions shall remain in full force and effect.

11. **Hold Harmless/Release.** **BY PARTICIPATING IN THE SWEEPSTAKES, ENTRANTS HEREBY AGREE TO RELEASE AND HOLD HARMLESS THE SPONSOR AND ITS PARENTS, SUBSIDIARIES, AFFILIATES, AND EACH OF THEIR DIRECTORS, OFFICERS, EMPLOYEES, ATTORNEYS, AGENTS AND REPRESENTATIVES (THE "RELEASED PARTIES") FROM AND AGAINST ANY CLAIM, DAMAGE, COST, FINE, EXPENSE, OBLIGATION, LIABILITY, OR CAUSE OF ACTION OF ANY KIND ARISING OUT OF PARTICIPATION IN THE SWEEPSTAKES OR RECEIPT OR USE OF ANY PRIZE, WHETHER CAUSED BY NEGLIGENCE ON THE PART OF A RELEASED PARTY OR NOT, INCLUDING, BUT NOT LIMITED TO, ALL CLAIMS OR**

THREATENED CLAIMS RELATING TO: (A) ANY TECHNICAL FAILURES OF ANY KIND; (B) UNAUTHORIZED HUMAN INTERVENTION IN THE SWEEPSTAKES; (C) PRINTING ERRORS; (D) ELECTRONIC OR HUMAN ERROR WHICH MAY OCCUR IN THE ADMINISTRATION OF THE SWEEPSTAKES OR THE PROCESSING OF ENTRIES; (E) ENTRANT'S PARTICIPATION IN THE SWEEPSTAKES; OR (F) ENTRANT'S ACCEPTANCE, POSSESSION, USE OR MISUSE OF ANY PRIZE. Released Parties assume no responsibility for any error, omission, interruption, deletion, defect, delay in operation or transmission, communications line failure, theft or destruction or unauthorized access to, or alteration of, entries. Entrant further agrees that in any cause of action, the Released Parties' liability will be limited to the cost of entering and participating in the Sweepstakes, and in no event shall the Released Parties be liable for attorney's fees. **ENTRANT WAIVES THE RIGHT TO CLAIM ANY DAMAGES WHATSOEVER, INCLUDING, BUT NOT LIMITED TO, PUNITIVE, CONSEQUENTIAL, DIRECT, OR INDIRECT DAMAGES.**

12. **General Rules.** If for any reason the operation or administration of this Sweepstakes is impaired or incapable of running as planned for any reason, including but not limited to (a) infection by computer virus, bugs, (b) tampering, unauthorized intervention, (c) fraud, (d) technical failures, or (e) any other causes beyond the control of the Sponsor which corrupt or affect the administration, security, fairness, integrity or proper conduct of this Sweepstakes, the Sponsor reserve the right, at their sole discretion, to cancel, terminate, modify or suspend the Sweepstakes in whole or in part, at any time, with or without notice. If Sponsor elects not to terminate the Sweepstakes, Sponsor may, in its sole discretion, award the Prizes using a random drawing from all non-suspect eligible entries. Sponsor reserves the right, at their sole discretion, to disqualify any individual deemed to be (a) tampering or attempting to tamper with the entry process or the operation of the Sweepstakes; or (b) acting in violation of these Official Rules or in an unsportsmanlike or disruptive manner. **ANY ATTEMPT TO DELIBERATELY DAMAGE OR UNDERMINE THE LEGITIMATE OPERATION OF THE SWEEPSTAKES IS A VIOLATION OF CRIMINAL AND CIVIL LAWS AND SHOULD SUCH AN ATTEMPT BE MADE, THE SPONSOR RESERVES THE RIGHT TO SEEK DAMAGES OR OTHER REMEDIES FROM ANY SUCH PERSON(S) RESPONSIBLE FOR THE ATTEMPT TO THE FULLEST EXTENT PERMITTED BY LAW.** Failure by the Sponsor to enforce any provision of these Official Rules shall not constitute a waiver of that provision.

13. **Dispute Resolution.** **THIS SWEEPSTAKES IS GOVERNED BY THE LAWS OF THE UNITED STATES OF AMERICA AND THE STATE OF MISSOURI WITHOUT RESPECT TO CONFLICT OF LAW DOCTRINES.** All issues and questions concerning the construction, validity, interpretation and enforceability of these Official Rules or the rights and obligations of entrants and Sponsor in connection with the Sweepstakes shall be governed by and construed in accordance with the laws of the State of Missouri, without giving effect to any choice of law or conflict of law rules or provisions that would cause the application of any other state's or jurisdiction's laws. By participating in the Sweepstakes, entrant agrees that: (i) any and all disputes, claims, and causes of action arising out of or in connection with the Sweepstakes, shall be resolved individually **WITHOUT RESORT TO ANY FORM OF CLASS ACTION**; (ii) any judicial proceeding shall take place by means of binding arbitration (**NOT IN A COURT OF LAW; THE RIGHT TO A JURY TRIAL IS BEING WAIVED**) ; (iii) any and all claims, judgments , and awards shall be limited to actual out-of-pocket costs incurred, including costs associated with entering this Sweepstakes, but in no event will attorney fees be awarded or recoverable; (iv) under no circumstances will entrant be permitted to obtain awards for, and entrant hereby waives all rights to seek, punitive, incidental, exemplary, consequential, special damages, lost profits, other damages, and/or any rights to have damages multiplied or otherwise increased; and (v) entrant's remedies are limited to a claim for money damages (if any) and he/she waives any right to seek injunctive or equitable relief.

ADMINISTRATION OF ARBITRATION: The binding arbitration must be administered by the American Arbitration Association ("AAA") in accordance with its Commercial Arbitration Rules and Supplementary Procedures for Consumer-Related Disputes (including proceedings to mitigate costs of travel). This binding arbitration is governed by the Federal Arbitration Act ("FAA") (9 USC §1, et. seq.) and will govern the interpretation and enforcement. The binding arbitration shall be held at a location determined by AAA (provided such location is reasonably convenient), or at such other location as mutually agreed. In addition to the terms stated above, the following will apply to the binding arbitration: (1) the arbitrator, and not any federal, state, or local court or agency, will have exclusive authority to resolve any dispute relating to the interpretation,

applicability, enforceability or formation of this agreement including any claim that all or any part of this agreement is void or voidable; (2) the arbitrator shall apply Missouri law consistent with the FAA.

14. **Privacy Policy.** Personal information collected from entrants will be used by the Sponsors for the purpose of administering the Sweepstakes. By entering the Sweepstakes, entrants acknowledge and consent to the collection, use and disclosure of their personal information in accordance with Sponsor's Privacy Policy available at <https://www.copeland.com/en-us/privacy-notice>. By entering the Sweepstakes, entrants agree to allow Sponsor to contact them regarding the Sweepstakes.

15. **Winner List.** To obtain a list of the Sweepstakes winner, please send a self-addressed, stamped business size envelope with your request to:

Copeland LP
ATTN: Copeland Marketing Team, RETA 2024 Sweepstakes
1675 W Campbell Rd
Sidney, OH 45365