



Monthly Reward Raffle – Terms & Conditions

1. No purchase necessary.
2. Contest is open to all employees of ESS with a start date prior to the first of the current month.
3. Drawing is open only to legal residents of the fifty (50) United States (including District of Columbia) who are at least eighteen (18) years old at the time of entry.
4. The immediate family (spouse, parents, siblings and children) and household members of Source4Solutions, LLC are not eligible.
5. The number of eligible entries received and total awards available determine the odds of winning.
6. Participants may receive multiple entries based on a variety of eligibility factors. Eligibility is determined by the following rules:
 - a. Employees must work a minimum of five (5) days in the specified calendar month to be eligible. A “Day”, for the purposes of this raffle only, is considered any calendar day worked, regardless of hours worked in that assignment. Therefore, for example, a two-hour shift as a substitute bus aide and a half-day teaching count as one day, just as a full-day teaching or support position would. Working multiple assignments in the same day does not count as more than one day.
 - b. Employees must have no recent (past 90 days) or pending disciplinary action.
 - c. Employees must have a start date on or prior to the first of the current month.
7. Entries will be commensurate with work activity:
 - a. Employees who work 5-10 days in the specified calendar month earn one (1) entry.
 - b. Employees who work 11-15 days in the specified calendar month earn three (3) entries.
 - c. Employees who work 16+ days in the specified calendar month earn five (5) entries.
 - d. Employees working long-term positions for 11 days or less in the specified calendar month earn two (2) entries.
 - e. Employees working long-term or building-based substitute positions for 12 or more days in the specified calendar month earn four (4) entries.
 - f. Employees who are in a permanent position and started working prior to the first of the current month will earn three (3) entries; permanent employees who called out three (3) or more times in the specified calendar month will not be eligible.
8. Winners are selected at random by Miniwebtool (randomizing software) and will be announced within five (5) business days of the month following the eligibility period.
9. Winners must comply with all terms and conditions of these official rules, and winning is contingent upon fulfilling all requirements.
10. Winner will be notified by email.
11. If a potential winner of any award cannot be contacted or fails to reply to the notification email within the required time period (two weeks), potential winner forfeits award.
12. In the event that an award winner is disqualified for any reason, the award will be awarded to an alternate winner by random drawing by Miniwebtool. There will be one (1) alternate drawing after which the applicable award will remain unawarded.
13. All awards are non-transferable and no substitution will be made except as provided herein at the sponsor's sole discretion. Sponsor reserves the right to substitute an award for one of equal or greater value if the designated award should become unavailable for any reason. Winner is responsible for all taxes and fees associated with award receipt and/or use.
14. By receipt of any award, winner agrees to release and hold harmless Source4Solutions, LLC, sponsor, and their respective subsidiaries, affiliates, suppliers, distributors, advertising/promotion agencies and each of their respective parent companies and each such company's officers, directors, employees and agents {collectively, the “Released Parties”} from and against any claim or cause of action, including, but not limited to, personal injury, death, or damage to or loss of property, arising out of participation in the Promotion or receipt or use or misuse of any award.
15. Source4Solutions, LLC reserves the right to cancel, suspend and/or modify the promotion, or any part of it, if any fraud, technical failures or any other factor beyond administrator's reasonable control impairs the integrity or proper functioning of the sweepstakes, as determined by administrator in its sole discretion. In such event, administrator reserves the right to award the awards at random from among the eligible entries received up to the time of the impairment.
16. The released parties are not responsible for: (1) any incorrect or inaccurate information, whether caused by entrants, printing errors or by any of the equipment or programming associated with or utilized in the promotion; (2) technical failures of any kind, including, but not limited to malfunctions, interruptions, or disconnections in phone lines or network hardware or software; (3) unauthorized human intervention in any part of the entry process or the promotion; (4) technical or human error which may occur in the administration of the promotion or the processing of entries; or (5) any injury or damage to persons or property which may be caused, directly or indirectly, in whole or in part, from entrant's participation in the promotion or receipt or use or misuse of any award. If for any reason an entrant's entry is confirmed to have been erroneously deleted, lost, or otherwise destroyed or corrupted, entrant's sole remedy is another entry in the sweepstakes, provided that if it is not possible to award another entry due to discontinuance of the promotion, or any part of it, for any reason, administrator, at its discretion, may elect to hold a random drawing from among all eligible entries received up to the date of discontinuance for any or all of the awards offered herein. No more than the stated number of awards will be awarded. In the event that production, technical, seeding, programming or any other reasons cause more than stated number of awards as set forth in these Official Rules to be available and/or claimed, administrator reserves the right to award only the stated number of awards by a random drawing among all legitimate, unawarded, eligible award claims.
17. Participation constitutes entrant's full and unconditional agreement to these Official Rules and sponsor's and administrator's decisions, which are final and binding in all matters related to the promotion. Winning an award is contingent upon fulfilling all requirements set forth herein.
18. Void where prohibited by law.