

YouCan

**OCT 17-
NOV 25**

MEANS BUSINESS

SCORE A \$100 BONUS

**FOR EVERY
3RD
SALE CLOSED**

For new IFB, HSI, DTV referrals created & sold during promo
Payout will be made onto YouCan AmEx



The top producing region garage
will receive their own

BREAKFAST & CHAMPIONS

*Job titles included in this contest: All eligible Legacy Qwest employees including Network Technician, Broadband Technician, Customer Data Technician and Central Office Technician, Montana Combination Station/COT, and Construction Technician, who satisfy the eligibility requirements of the YOU CAN® Employee Referral Program. Employees with these job titles may earn a \$100 payout loaded onto their YouCan American Express card. \$100 payout is earned for every 3 sold referrals of eligible product closed during the promotion period, October 17, 2011 – November 25, 2011. Eligible products include new 1FB, HSI (any speed) and DirecTV packages. Upgrades to existing product are not eligible. There is no limit on the number of pay-outs that can be earned from eligible sold referrals. All earned amounts will be applied to the employee's YouCan American Express card. If an employee does not have an active YouCan American Express card, one will be provided. Employee participation in the Promotion is strictly voluntary and optional. Brought to you by your Small Business Marketing Team. GENERAL CONDITIONS: By participating, employees agree to these Rules and the decisions of CenturyLink, which shall be final in all matters relating to the Contest. Employee participation in the contest is strictly voluntary and optional. No penalties will be assessed against non-participating employees. Participation in contest is not related to salary, bonus, hourly wage or any other form of employment compensation, and winning is not related to the employee's compensation structure. Employee eligibility for purposes of this contest is governed by the YOU CAN® Referral Program and its Terms and Conditions. Winners must be current employees of CenturyLink at the time of each winner being selected and at the time the Prize is awarded. By accepting a Prize, winners agree to hold CenturyLink, its respective directors, officers and employees and assigns harmless for any loss, injury or damage caused or claimed to be caused by acceptance or use of any Prize or from participation in the Contest drawing including without limitations, personal injury or death. CenturyLink is not responsible for any typographical or other error in the printing of the offer, administration of the Contest or in the announcement of a Prize; for stolen, lost, late, misdirected, damaged or incomplete entries or entries that are processed late or incorrectly or are lost due to computer or electronic malfunction. If, for any reason, the Contest cannot be conducted as planned, or any causes beyond the control of CenturyLink which, in the sole opinion of CenturyLink, corrupt or affect the administration, security, fairness, integrity or proper conduct of this Contest, CenturyLink reserves the right in its sole discretion to cancel, terminate, modify or suspend this Contest and may conduct a drawing from among all eligible entries received prior to the action taken. Employees waive all claims against CenturyLink for cancellation, termination, suspension or modification of the Contest. This Contest is governed by laws of the United States with venue in Denver, CO for the resolution of all claims and disputes. TAXATION: All prizes awarded are taxable to the prize winner(s) and subject to federal income tax, state and local income tax (if applicable), and employment taxes. As an additional benefit to the prize winner(s), CenturyLink will gross-up each prize for the estimated amount of taxes due on the prize. Taxes in excess of the tax gross-up paid by CenturyLink will be the sole responsibility of the prize winner(s). Grossed-up taxable income and tax withholding resulting from the prize will be reported to the prize winner(s) on his/her 1) pay stub for the pay period in which the prize is processed by CenturyLink Payroll, and 2) Form W-2 for 2011. WAIVER OF LIABILITY/PUBLICITY RELEASE: By acceptance of Prize, the Winners grant to CenturyLink the right to publicize such Winners' names, city and state/province of residence and/or likeness in any medium now or hereafter devised worldwide without limitation and without additional compensation or consideration, notification or permission, unless prohibited by law. Local Network employees: There are certain rules that especially apply to technicians and other employees who work with Competitive Local Exchange Carrier's (CLEC) end-user customers that must be followed. Please remember the following: While on a CLEC's end-user customer's premises doing work on behalf of that CLEC, CenturyLink employees MAY NOT discuss CenturyLink products with the CLEC end user. Referrals for sales of CenturyLink products for CLEC end-user customers are NOT allowed. If a CLEC's end-user customer asks for information about a CenturyLink product, technicians MUST refer them to the CenturyLink business office by referring the end-user to a public source of information such as a telephone directory, CenturyLink home page, or to directory assistance. Under compliance regulations, employees CANNOT provide the CLEC end-user customers with the CenturyLink business office telephone number. All employees are required to know, understand and adhere to the CLEC end user rules. See the following for more information: Pages 15-16 in the "Technicians Code Book" (RG 29-0040 Rev 06/2004). The material is listed under "Technician Conduct with CLEC's Customers" and is available online either on the Local Network Web site under Policies or at the Einstein Web site: http://einstein.qntra.com/selfservice/microsites/search.do?cmd=displayKC&docType=kc&externalId=http://einstein-stellent.qntra.com-kanisa-groups-designsvcs-cdr-documents/default6560titlehtml&slcid=8&docTypeID=DT_DESIGNSVCSCTR_1_1&dialogId=538980353&statId=1%2009%2053892212&highlight=on. YOU CAN® rules also specifically spell out the differences in dealing with CLEC customers. To access the Terms and Conditions, go to the YOU CAN® Web site at <http://www.centurylinkyoucan.com>, where you'll find the information listed under Program Information.