

# Mountain Region Employees

## Win a new iPad with HSI Referrals

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For details visit [centurylinkyoucan.com](http://centurylinkyoucan.com) or [ileadrewards.com](http://ileadrewards.com)

If the Mountain region has 10% more sold NEW HSI referrals August 17<sup>th</sup> to September 17<sup>th</sup> than it did in June 2012, each employee who has a sold NEW HSI referral during the promotion (August 17<sup>th</sup> through September 17<sup>th</sup>) will be entered in a random drawing for an **iPad3**.

### How to Enter

Every successful new Business or Residential HSI sale through YOUCAN or iLEAD earns you an entry for a new iPad.

### When

August 17 – September 17, 2012

### Who

Open to current participants of iLEAD and the YOUCAN program.

### Early Bird Prize

If your HSI referral is sold before August 31<sup>st</sup> you'll be entered into an additional drawing for a \$250 Gift Card.

### The Fine Print

The YOUCAN®/iLead win a new iPad promotions begins at 7:00 a.m. (Mountain Daylight Time) **August 17<sup>th</sup>, 2012** and ends at 5:30p.m. (Mountain Daylight Time)

**September 17<sup>th</sup>, 2012.** If the Mountain region has 10% more sold NEW HSI referrals August 17<sup>th</sup> to September 17<sup>th</sup> than it did in June 2012, every valid Sold New HSI referral will be entered into the random drawing. The YOUCAN®/iLEAD® win a new iPad promotion is an internally run employee referral program sponsored by CenturyLink. The Promotion does not replace or supersede Rewards available to employees providing valid referrals under the YOUCAN or iLEAD programs.

**Employee participation in the promotion is strictly voluntary and optional.**

This Promotion is open only to CenturyLink Employees with a work address in Colorado, Utah, Montana or Wyoming who are 18 years of age or older and who are eligible to participate in the YOUCAN or iLEAD programs (See [www.centurylinkyoucan.com](http://www.centurylinkyoucan.com) or [www.ileadrewards.com](http://www.ileadrewards.com) for complete details).

iPad is a registered trademark of Apple, Inc. Apple is not affiliated with or an endorser of this Giveaway.

## NO PURCHASE NECESSARY TO ENTER OR WIN

**TO ENTER OR WIN:** The YOUCAN®/iLead win a new iPad promotion ("Promotion") begins at 7:00 a.m. (Mountain Daylight Time) **August 17<sup>th</sup>, 2012** and ends at 5:30p.m. (Mountain Daylight Time) **September 17<sup>th</sup>, 2012** ("Promotional Period"). The Promotion is an internally run employee referral program sponsored by CenturyLink.

**GENERAL ELIGIBILITY FOR PROMOTION:** This Promotion is open only to all CenturyLink employees who are eligible to participate in YOUCAN (Legacy Qwest ) or iLEAD (Legacy CenturyLink) with a work address in Colorado, Utah, Montana or Wyoming (as listed in the corporate directory) and who satisfy the other eligibility requirements of the YOUCAN® or iLEAD Employee Referral Program. (See [www.centurylinkyoucan.com](http://www.centurylinkyoucan.com) or [www.ileadrewards.com](http://www.ileadrewards.com) for complete details.)

## HOW TO ENTER:

**IPad3:** If the Mountain region has 10% more sold NEW HSI referrals August 17<sup>th</sup> to September 17<sup>th</sup> than it did in June 2012, each employee who has a sold NEW HSI referral during the promotion (August 17<sup>th</sup> through September 17<sup>th</sup>) will be entered in a random drawing for an iPad3; Eligible employees earn one (1) entry for every Sold New HSI referral created and sold during the Promotional Period.

**Early Bird \$250 Gift Card:** Eligible employees earn one (1) entry for every Sold New HSI referral created and sold from August 17<sup>th</sup>, 2012 through August 31<sup>st</sup>, 2012.

**Apple Ipad Nano 8 gb with Luna Tik Watchband:** Eligible employees earn one (1) entry for every Sold New HSI referral created and sold from September 4, 2012 through September 7, 2012.

All valid referrals must be made in accordance with the YOUCAN or iLEAD program terms and conditions which the employee is eligible to participate in. Ebilling, modems, jacks and tech installs do not qualify as "valid referrals" for this promotion.

## PRIZES:

**One Apple iPad 3.** Prize does not include additional services, applications or maintenance/warranty.

**Early Bird Prize: One gift card in the amount of \$250.**

**Labor Day Reminder Prize: One Apple iPod Nano 8gb with Luna Tik Watchband.** Prize does not include additional services, applications or maintenance/warranty.

**APPROXIMATE TOTAL RETAIL VALUE OF DRAWINGS: \$ 860**

**WINNER SELECTION:** The random drawings of all eligible entries will be administered by CCI, Inc an independent judging agency whose decisions are final, binding and cannot be appealed on all matters relating to the Promotion. Drawing will take place on or about **September 24<sup>th</sup>, 2012.**

**WINNER NOTIFICATION:** Winners will be notified by CenturyLink company e-mail, telephone, or personally by the employees manager, or above, within four business days of winning the prize. All selections are randomly selected via CCI, Inc. If a winner does not respond by the notification date provided and/or does not return the releases within 4 calendar days, the winner will be disqualified and Prize will be forfeited in its entirety. Acceptance of all prizes constitutes permission for CenturyLink and its agencies to use winners name and/or likeness for promotional purposes without additional compensation, unless prohibited by law.

**PRIZE RESTRICTIONS:** Prizes are not transferable or redeemable for cash and prize substitutions will not be allowed.

**ODDS:** Odds are dependent upon the number of eligible entries each employee generates and the total number of eligible entries received.

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**TAXATION:**

All prizes awarded under Program are taxable to the prize winners and subject to federal income tax, state and local income tax (if applicable), and employment taxes. As an additional benefit to the prize winners, CenturyLink will gross-up each prize for the approximate amount of taxes due on the prize. Prize winners remain ultimately responsible for their income tax liability and other applicable taxes. Taxes in excess of the tax gross-up paid by CenturyLink will be the sole responsibility of the prize winners. Grossed-up taxable income and tax withholding resulting from a prize will be reported to each prize winner on his/her 1) paystub for the pay period in which the prize is processed by CenturyLink Payroll, and 2) Form W-2 for 2012.

**GENERAL CONDITIONS:** By entering, employees agree to these Rules and the decisions of CenturyLink, which shall be final in all matters relating to the Promotion. All CenturyLink employees in the listed job titles on the prior page are eligible to participate. Employee participation in the Promotion is strictly voluntary and optional. No penalties will be assessed against non-participating employees. Participation in Promotion 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 Promotion is governed by the YOU CAN® or iLEAD® Referral Program Terms and Conditions which the participating employee is eligible for. CenturyLink is not responsible for any typographical or other error in the printing of the offer, administration of the Promotion 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 Promotion 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 Promotion, CenturyLink reserves the right in its sole discretion to cancel, terminate, modify or suspend this Promotion. To the maximum extent allowed by law, Employees waive all claims against CenturyLink for cancellation, termination, suspension or modification of the Promotion. Employees agree a) to release and hold harmless Sponsor and all affiliated companies and directors, officers and employees from any and all claims, liability or damages arising out of their participation and the acceptance and use of a prize; (b) to permit Sponsor and its agents to use winner's name, city and/or likeness for advertising, promotional and publicity purposes in all media without additional compensation and any prior review or approval; (c) that under no circumstances will participant be permitted to obtain awards for, and participant hereby waives all rights to claim punitive, incidental, consequential or any other damages, other than for actual out-of-pocket expenses; and (d) that all causes of action arising out of or connected with this Giveaway, or any prizes awarded, shall be resolved individually, without resort to any form class action. In the event of a dispute regarding any entry, the entry will be deemed made by the authorized account holder of the phone number submitted at the time of entry. Sponsor reserves the right in their sole discretion, to cancel, terminate, modify or suspend the Giveaway and award Giveaway prizes from among all eligible entries received prior to cancellation or termination. Sponsor also reserves the right to disqualify any individual who does not comply with these Official Rules.

**CAUTION:** ANY ATTEMPT BY AN ENTRANT TO DELIBERATELY DAMAGE ANY WEB SITE OR UNDERMINE THE LEGITIMATE OPERATION OF THIS PROMOTION IS A VIOLATION OF CRIMINAL AND CIVIL LAW. SHOULD SUCH AN ATTEMPT BE MADE, SPONSOR RESERVES THE RIGHT TO SEEK DAMAGES FROM ANY SUCH INDIVIDUAL TO THE FULLEST EXTENT PERMITTED BY LAW.

**Governing Law.** Giveaway will be governed by and construed in accordance with the laws of the State of Louisiana. All federal, state and local laws and regulations apply.

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