

**SPRING FORWARD WITH**

**Youcan**

## 2 Winners Each Week

One winner for **consumer** entries and one winner for **business** entries will be randomly selected to win the prize of the week.

Every New HSI referral created and sold  
March 7 through April 3, 2016  
earns an entry into a weekly drawing.



### **WEEK #1**

March 7-13, 2016

**Apple iPad Air 2**



### **WEEK #3**

March 21-27, 2016

**Bose-SoundTouch 30 Series III  
Wireless Music System**



### **WEEK #2**

March 14-20, 2016

**\$500 YOUCAN Visa**



### **WEEK #4**

March 28-April 3, 2016

**Xbox ONE Elite Bundle**

**TO ENTER OR WIN:** The YOUCAN® Spring Forward HSI ("Promotion") begins at 7:00 a.m. Central Daylight Time ("CDT") on March 7<sup>th</sup>, 2016 and ends at 5:30 p.m. CST April 3<sup>rd</sup>, 2016. The Promotion is an internally run employee promotion sponsored by CenturyLink. Weekly winners will be selected by random drawing from eligible entries created and sold during that week. Each week, there will be one winner from the eligible consumer entries and one winner from the eligible business entries. Non-winning entries do not roll over to subsequent weeks. Weekly drawings will take place on or about March 15<sup>th</sup>, 22<sup>nd</sup>, 29<sup>th</sup> and April 5<sup>th</sup>, 2016.

**GENERAL ELIGIBILITY FOR PROMOTION:** This Promotion is open to CenturyLink employees who satisfy all eligibility requirements of the YOUCAN® Employee Referral Program ("Eligible Employee"). (See [www.centurylinkyoucan.com](http://www.centurylinkyoucan.com) for complete details.) **Employee participation in the Promotion is strictly voluntary and optional.**

**PRIZE:** The prizes for each week are shown above. Xbox One Elite Bundle has approximate retail value (ARV) of \$499, Apple iPad Air 2 16GB Wi-Fi has ARV of \$499; Bose SoundTouch wireless music system has ARV of \$499; YOUCAN Visa Reward Card load of \$500. 8 prizes will be awarded to 8 different winners. Prizes do not include additional services, applications or maintenance/warranty. One Prize per employee.

**Approximate Total Prize Value: Up to \$4,000**

Apple, Microsoft and Bose are not participants in or sponsors of this promotion. All marks are property of their respective owners.

**CONFIDENTIAL: Disclose and Distribute Solely to CenturyLink Employees with a Need to Know**

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## YOU CAN SPRING FORWARD HSI- PROMOTION RULES (CONTINUED)

**HOW TO ENTER:** Eligible Employees earn one entry for each qualifying new HSI sale validated by an authorized CenturyLink representative ("Eligible Entry") during the Promotional Period. The entry is valid for the week in which the HSI referral is created and sold. Eligible Employees are not required to make any purchase in order to enter or win.

**WINNER SELECTION:** The random drawing 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. Random drawings will take place on or about March 15<sup>th</sup>, 22<sup>nd</sup>, 29<sup>th</sup> and April 5<sup>th</sup>, 2016.

**WINNER NOTIFICATION:** Winners will be notified by CenturyLink company e-mail, telephone or personally by the employees manager, or above, within 5 business days of winning the prize. Winners are required to respond with any appropriate information required in such e-mail within 5 calendar days of receiving the e-mail or the Prize will be forfeited. If winner does not respond by the notification date provided and/or does not return the required information within 5 calendar days, 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 winner's name and/or likeness for promotional purposes without additional compensation, unless prohibited by law.

**PRIZE RESTRICTIONS:** Prize is not transferable or redeemable for cash and prize substitutions will not be allowed. One prize per employee.

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

**TAXATION:** All prizes awarded under Promotion are taxable to the prize winners and subject to applicable federal, state and local income and employment taxes. As an additional benefit to the prize winners, CenturyLink will provide an additional payment to each winner (the "tax gross-up") to cover the approximate amount of taxes due on the prize. Prize winners remain ultimately and solely responsible for their income tax liability and other applicable taxes, including any taxes in excess of the tax gross-up provided by CenturyLink. The value of the prize and the tax gross-up will be reported as income and subject to appropriate tax withholdings. The income and tax withholding resulting from a prize will be reported on each prize winner's paystub for the pay period in which the prize is processed by CenturyLink Payroll and Form W-2 for 2016.

**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. CenturyLink employees that satisfy the other eligibility requirements of the YOU CAN® Employee Referral Program 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. YOU CAN® Referral Programs and their Terms and Conditions will apply. 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, 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 CenturyLink 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 CenturyLink 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 Promotion, 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. CenturyLink reserves the right in their sole discretion, to cancel, terminate, modify or suspend the Promotion and award Promotion prizes from among all eligible entries received prior to cancellation or termination. CenturyLink also reserves the right to disqualify any individual who does not comply with these Promotion 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, CENTURYLINK RESERVES THE RIGHT TO SEEK DAMAGES FROM ANY SUCH INDIVIDUAL TO THE FULLEST EXTENT PERMITTED BY LAW.

**Governing Law:** Promotion will be governed by and construed in accordance with the laws of the State of Louisiana.

**Sponsor:** Promotion is an internally run employee referral program sponsored by CenturyLink.