

# Eastern Region Employees

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## Enter to Win a New iPad Mini with HSI referrals

Each employee who has a sold new HSI referral will be entered to win one of two iPad Minis. Each sold new residential HSI referral will earn one (1) entry and each sold new business referral will earn two (2) entries.

**How to Enter:** Every successful new Business or Residential HSI sale through YOUCAN or iLEAD earns you an entry for a new iPad Mini.

**When:** December 3rd – December 28th, 2012

**Who:** Open to current participants of iLEAD and the YOUCAN program.

If your HSI referral is sold before December 14<sup>th</sup> you'll be entered into an additional drawing for an iPad Mini.

**refer, reward, repeat**

### The Fine Print

The YOUCAN® /iLead® Enter to Win a new iPad Mini Promotion begins at 7:00 a.m. Mountain Standard Time ("MST") on December 3<sup>rd</sup>, 2012 and ends at 5:30p.m. MST on December 28th, 2012. Every valid Sold New HSI referral will be entered into the random drawing.

The YOUCAN®/iLEAD® win a new iPad Mini 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 program.

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

This Promotion is open only to CenturyLink Employees with a work address in Georgia, New Jersey, North Carolina, Ohio, Pennsylvania, South Carolina, Tennessee and Virginia who are 18 years of age or older and who are eligible to participate in the YOUCAN or iLEAD program (See [www.centurylinkyoucan.com](http://www.centurylinkyoucan.com) or [www.ileadrewards.com](http://www.ileadrewards.com) for complete details).

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

## **YOU CAN Win an iPad Mini (Random Drawing Rules) NO PURCHASE NECESSARY TO ENTER OR WIN**

**TO ENTER OR WIN:** The CenturyLink Referral Program HSI Promotion ("Promotion") begins at 7:00 a.m. Mountain Standard Time ("MST") on December 3<sup>rd</sup>, 2012 and ends at 5:30 p.m. MST on December 28th, 2012 ("Promotional Period"). The CenturyLink Referral Program HSI 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 YOU CAN (Legacy Qwest) or iLEAD (Legacy CenturyLink) with a work address in Georgia, New Jersey, North Carolina, Ohio, Pennsylvania, South Carolina, Tennessee and Virginia (as listed in the corporate directory) and who satisfy the other eligibility requirements of the YOU CAN® 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:** Eligible employees earn one (1) entry for every Sold New Residential HSI referral and two (2) entries for every Sold New Business HSI referral created and sold during the Promotional Period. All valid referrals must be made in accordance with the YOU CAN 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:** Two (2) Apple iPad Mini 16GB computers (approximate retail value ("ARV") \$329). Prize does not include additional services, applications or maintenance/warranty. Total of two (2) random winners, total promotion ARV is \$658.

**WINNER SELECTION:** Randomization of Prizes and drawing for winners will be administered by CCI, Inc. and MotivAction, Inc. independent judging agencies, whose decisions are final, binding and cannot be appealed on all matters relating to The Promotion. Drawings will take place on or about December 21, 2012 and January 9<sup>th</sup>, 2013.

**WINNER NOTIFICATION:** Winner will be notified by CenturyLink company e-mail, telephone, or personally by the employee's manager, or above, within four business days of winning the prize. All selections are randomly selected via CCI, Inc. and MotivAction, Inc. If winner does not respond by the notification date provided and/or does not return the releases within 4 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.

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

**TAXATION:** All prizes awarded under Program 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 approximate 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 a prize will be reported to the prize winner(s) 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 Contest. All CenturyLink employees in the listed job titles on the prior page are eligible to participate. 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® / iLead Referral Program Terms and Conditions. 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. To the maximum extent allowed by law, Employees waive all claims against CenturyLink for cancellation, termination, suspension or modification of the Contest. 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.

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

