

# Official Rules

No purchase necessary to win. A purchase or payment will not improve your chances of winning.

**Eligibility:** This sweepstakes is open to all natural persons who are legal residents of Canada or the 50 United States and District of Columbia, who are at least 18 years old at the time of entry. Void outside Canada, the USA, in Puerto Rico, the US Virgin Islands, and other United States territories and possessions. The Sweepstakes is subject to all applicable federal, state, and local laws and regulations and is void where prohibited by law.

**Sponsorship:** The sweepstakes sponsor is Turetsky Consulting LLC located at 530 Chestnut St. Franklin, MA 02038. Sponsor and its respective affiliates, subsidiaries, successors, assigns, agents, representatives, officers, directors, shareholders, and employees, and any entity involved in the development, production, implementation, administration, judging or fulfillment of the sweepstakes, including without limitation, the immediate family members of such individuals, are not eligible to participate. Sponsor will conduct the sweepstakes substantially as described in these Official Rules.

**Entry Period:** This sweepstakes begin on 9/28/21 at 12:01AM EST and ends on 10/5/21 11:59PM EST.

**How to Enter:** During the Entry Period, sign up for the Turetsky weekly newsletter through the registration form at <https://turetskyconsulting.com/hr-tech-2021/>. You will be asked to provide basic contact information including your name, company, and email. (NOTE: You must complete all required fields of the entry form with information that is valid on the date of the drawing to be eligible.) All entries become the property of Sponsor and none will be acknowledged or returned.

**Limitations on Entries:** Limit one entry per person per email address. No third party entry or entry through any sweepstakes service is permitted. Any person who attempts or otherwise encourages the entry of multiple or false contact information under multiple identities or uses any device or artifice to enter or encourage multiple or false entries, as determined by Sponsor, will be disqualified. Use of robotic entry devices is strictly prohibited.

**Grand Prize:** One (1) Grand Prize will be awarded, which consists of: one (1) set of AirPods Pro. Winner agrees to accept the Grand Prize "as is" and entrants hereby acknowledge that neither Sponsor nor Administrator is in any manner responsible or liable for any warranty, representation, or guarantee relative to the Grand Prize, including warranties provided exclusively by a prize supplier. Approximate retail value of the Grand Prize is \$249.

**Drawing:** Winner will be selected in a random drawing from among all eligible entries collected during the Entry Period taking place on or about 10/6/21 at Sponsor's principal place of business. The drawing will be conducted by Sponsor, whose decision and interpretations on all matters relating to the Sweepstakes and these Official Rules are final and binding in all respects. Sponsor reserves the right to disqualify any entrant or winner and may refuse to award a prize to a person who is not eligible or has violated a rule, gained unfair advantage in the sweepstakes, or obtained winner status using fraudulent means. If there is a dispute about the identity of an entrant, prize will be awarded to the natural person to whom the email address is assigned by the internet service provider responsible for the domain associated with the submitted email address. If winner is found to be ineligible or not in compliance with sweepstakes rules, winner will be disqualified and alternate winner will be awarded the prize in a separate random drawing. Winner will be notified by email and requested to provide a mailing address to receive the Grand Prize. If the Sponsor does not receive a valid mailing address in response from the Winner within seventy-two (72) hours after selection, may result in disqualification of winner and an alternate winner may be selected in a random drawing at Sponsor's discretion. Prize will be sent to winner by US mail within fourteen (14) days after winner has been notified and accepted the prize by providing mailing address. If prize is returned undeliverable, then prize will be forfeited and another winner will be randomly drawn.

**Odds:** The odds of winning will depend on the number of eligible entries received, according to the eligibility requirements in the sweepstakes.

**Warning:** Any attempt by any person, whether or not an entrant, to deliberately damage, destroy, tamper with or vandalize any sponsor-owned website or related social networking site, the entry process, or otherwise interfere with or undermine the legitimate operation of the sweepstakes, may be a violation of criminal and civil laws and Sponsor reserves the right to seek damages and diligently pursue all remedies against any such person to the fullest extent permitted by law.

**General terms:** By entering the sweepstakes, you promise to abide by the Official Rules and decisions of Sponsor, which will be final and binding in all respects. Sponsor reserves the right, as its sole discretion, to refuse, disqualify or withdraw any entry at any time. Except where prohibited by law, by accepting prize, winner grants Sponsor a perpetual, worldwide, royalty-free license to use winner's name, photograph, voice, and/or likeness without further authorization, compensation, or remuneration of any kind for advertising, promotion and other publicity purposes in any and all media now or hereafter known throughout the world.

**Winner's Name:** The name of the winner is available only within sixty (60) days after the close of the Sweepstakes. To receive the name of the winner, where permitted by law, or a printed copy of the Sweepstakes Official Rules, please contact Sponsor by email at [info@turetskyconsulting.com](mailto:info@turetskyconsulting.com).