

Red Kap LS Tee Sweepstakes Official Rules

NO PURCHASE NECESSARY OR PAYMENT REQUIRED TO ENTER OR WIN. PURCHASE WILL NOT INCREASE YOUR CHANCES OF WINNING. INTERNET ACCESS AND VALID E-MAIL ADDRESS REQUIRED.

I. ELIGIBILITY. The Red Kap® LS Tee Sweepstakes (the “Sweepstakes”) is offered only in the 50 United States, including the District of Columbia (the “Territory”) and is only open to legal residents of such jurisdictions who are 18 years of age or older as of the date of entry. Employees of VF Imagewear, Inc. (the “Sponsor”) and The Buntin Group (“Agency”) and their respective parent companies, affiliates, subsidiaries, advertising and promotion agencies, suppliers, other entities in any way involved in the offering, production and administration of the Sweepstakes and their immediate family members and/or those living in the same household of each are not eligible to participate or win a prize in the Sweepstakes. The Sweepstakes begins on November 1, 2017 at 9:00 a.m. Central Time (CT) and ends on November 30, 2017 at 11:59 p.m. CT (“Sweepstakes Period”). Sponsor’s computer is the official clock for all purposes of the Sweepstakes. Void outside Territory and where prohibited by law.

II. AGREEMENT TO OFFICIAL RULES. By participating, you agree to abide by and be fully and unconditionally bound by these Official Rules, and (without limiting the foregoing) you represent and warrant that you meet the eligibility requirements set forth herein. In addition, you agree to accept the decisions of the Sponsor and Agency, as final and binding as it relates to the Sweepstakes. You further understand and agree that your ability to enter the Sweepstakes is subject to the written company policy of your employer as to participation in and receipt of prizes/awards/gifts from third party entities such as VF Imagewear, Inc. You are advised to also obtain the written permission of your supervisor *prior to* entering the Sweepstakes.

III. MEANS OF ENTRY. During the Sweepstakes Period, visit the Sweepstakes site at www.redkapconstruction.com/lstee. Complete and submit the online entry form with all requested information, including your first and last name, e-mail address, phone number and shirt size. The entry must fulfill all sweepstakes requirements, as specified, to be eligible to win a prize. **NOTE: BY ENTERING THE SWEEPSTAKES, YOU AGREE TO RECEIVE PROMOTIONAL E-MAILS AND OTHER COMMUNICATIONS FROM SPONSOR UNTIL YOU EXPRESSLY OPT-OUT OF RECEIVING SAME.** (You may opt-out of receiving such promotional e-mails/communications at any later time without affecting your ability to enter the Sweepstakes or your odds of winning.) All online entries must be received during the Sweepstakes Period. **Limit of one (1) entry per person.**

IV. ENTRY RESTRICTIONS. Receipt of entries may be acknowledged, but such acknowledgment does not constitute any representation by Sponsor as to eligibility or selection as a prize winner in the Sweepstakes. You may not enter more than once during the Sweepstakes Period by using multiple email addresses, identities or devices in an attempt to circumvent these Official Rules. Entries generated by script, macro, robotic, programmed or like means are prohibited and will be disqualified. In the event of a dispute over the identity of an entrant, entry will be deemed submitted by the Authorized Account Holder of the e-mail account provided on the entry form as of date of entry who must be eligible as per these Official Rules. Authorized Account Holder means the natural person who is assigned to an e-mail address by an Internet access provider, on-line service provider, or other organization that is responsible for assigning e-mail addresses for the domain associated with the submitted e-mail address. If you use fraudulent methods or otherwise attempt to circumvent these Official Rules, all your entries will be declared void and you will be disqualified from the Sweepstakes; Sponsor further reserves the right to pursue all available remedies against you so as to protect its legal rights.

V. WINNER DETERMINATION. One hundred (100) winners will be chosen in a random drawing from all eligible entries received by Sponsor on or about December 15, 2017. The odds of winning depend on the number of eligible entries received during the Sweepstakes Period. **Limit of one (1) prize per person for the entire Sweepstakes Period.**

VI. WINNER NOTIFICATION. Those persons initially selected as winners will be notified via phone or e-mail at the phone number or e-mail address provided on the entry form approximately five (5) days following the random drawing. If a selected winner cannot be contacted, is ineligible, fails to claim the prize within ten (10) days from the time winner notification was sent, or fails to timely return a completed and executed declaration and release within 5 days of the date indicated thereon as required, prize may be forfeited and an alternate winner selected from among all remaining eligible entries received during the Sweepstakes Period. The receipt by winner of the prize offered in this Sweepstakes is conditioned upon compliance with any and all applicable federal and state laws and regulations. ANY VIOLATION OF THESE OFFICIAL RULES BY ANY WINNER WILL RESULT IN SUCH WINNER'S DISQUALIFICATION AND ALL PRIVILEGES AS WINNER WILL BE IMMEDIATELY TERMINATED. AND, IN SUCH CASE, SPONSOR SHALL NOT HAVE ANY LIABILITY TO WINNER UNDER ANY LEGAL THEORY, WITH AN ALTERNATE WINNER BEING SELECTED AS DISCUSSED ABOVE.

VII. PRIZES; APPROXIMATE RETAIL VALUE ("ARV"). Each potential winner (total of one hundred (100) winners) will receive one (1) Long-Sleeve T-Shirt. Total ARV of all Prizes available to be won: \$2,200 USD. No cash or other prize substitution permitted. The prize is nontransferable. Any and all prize related expenses, including without limitation any and all federal, state, and/or local taxes shall be the sole responsibility of the winner. Acceptance of prize constitutes permission for Sponsor to use winner's name, likeness, and entry for purposes of advertising and trade without further compensation, unless prohibited by law. Winner further agrees to use commercially reasonable efforts to assist Sponsor in securing a similar grant of rights from the company where he/she is employed, upon request and without compensation (other than the prize itself).

VIII. TERMS. Sponsor reserves the right, in its sole discretion to cancel, terminate, modify or suspend the Sweepstakes should (in its sole discretion) a virus, bugs, non-authorized human intervention, fraud or other causes beyond its control (e.g., natural disaster, civil commotion, government action, riot, strike) corrupt or affect the administration, security, fairness or proper conduct of the Sweepstakes. In such case, Sponsor may select the winner(s) from all eligible entries received prior to and/or after (if appropriate) the action taken by Sponsor or otherwise in a manner determined by Sponsor to be fair, appropriate and consistent with these Official Rules. Notice of such action by Sponsor will be posted on the Sweepstakes site. Sponsor reserves the right at its sole discretion to disqualify any individual who tampers or attempts to tamper with the entry process or the operation of the Sweepstakes or the Sweepstakes site or violates these Official Rules; but, in addition to disqualification (and with regard to persons engaged in such conduct who do not enter the Sweepstakes), Sponsor reserves the right to pursue all available remedies against such persons so as to protect its legal rights.

IX. LIMITATION OF LIABILITY. By entering you agree to release and hold harmless Sponsor, Agency, and their respective parent companies, subsidiaries, affiliates, advertising and promotion agencies, other entities in any way involved in the offering, production and administration of the Sweepstakes, partners, representatives, agents, successors, assigns, employees, officers and directors from any liability, illness, injury, death, loss, litigation, claim or damage that may occur, directly or indirectly, whether caused by negligence or not, from (i) such entrant's participation in the sweepstakes and/or his/her acceptance, possession, use, or misuse of any prize or any portion thereof, (ii) technical failures of any kind, including but not limited to the malfunctioning of any

computer, cable, network, hardware or software; (iii) the unavailability or inaccessibility of any transmissions or telephone or Internet service; (iv) unauthorized human intervention in any part of the entry process or the Sweepstakes; (v) electronic or human error which may occur in the administration of the Sweepstakes or the processing of entries. Without limiting the foregoing, Sponsor and Agency expressly disclaim any and all liability for late, lost, corrupted, jumbled, inaccessible, damaged, garbled, incomplete or misdirected entries, regardless of cause (all of which are void).

X. DISPUTES. THIS SWEEPSTAKES IS GOVERNED BY THE LAWS OF THE STATE OF TENNESSEE, WITHOUT RESPECT TO CONFLICT OF LAW/CHOICE OF LAW DOCTRINES WHICH WOULD RESULT IN THE APPLICATION OF THE LAWS OF ANY JURISDICTION OTHER THAN TENNESSEE. To the fullest extent permitted by law, as a condition of participating in this Sweepstakes, participant agrees that any and all disputes which cannot be resolved between the parties, and causes of action arising out of or connected with this Sweepstakes, shall be resolved individually, without resort to any form of class action, exclusively before a federal or state court located in Davidson County, Tennessee; and, participant expressly consents to the personal jurisdiction of such courts and agrees to waive any right of change of venue, *forum non conveniens* or the like. Further, in any such dispute, under no circumstances will participant be permitted to obtain awards for, and hereby waives all rights to claim punitive, incidental, or consequential damages, including attorneys' fees, other than participant's actual out-of-pocket expenses (i.e. costs associated with entering this Sweepstakes, if any), and participant further waives all rights to have damages multiplied or increased as well as all other rights or remedies.

XI. PRIVACY POLICY. Information submitted with an entry is subject to the Privacy Policy stated on the RedKapConstruction.com Web Site. To read the Privacy Policy, click here [<http://www.redkapconstruction.com/privacypolicy>].

XII. SPONSOR. The Sponsor of the Red Kap LS Tee Sweepstakes is VF Imagewear, Inc., at 545 Marriott Drive, Suite 200, Nashville, TN 37214.

XIII. AGENCY. The Agency of the Red Kap LS Tee Sweepstakes is The Buntin Group, at 716 Division Street, Nashville, TN 37203.

XIV. DRAWING RESULTS & OFFICIAL RULES. To receive the names of the winners or a copy of the Official Rules, send your request with a clear return email address to VF Imagewear 545 Marriott Drive, Suite 200, Nashville, TN 37214 Attn: Red Kap Marketing, to be received by December 1, 2017. Winners' list will be available after December 15, 2017.