

**2024 VIRTUAL BENEFITS AND WELL-BEING FAIR**  
**(Internal)**

**VENDOR AND COMPANY GIVEAWAY**

**TERMS AND CONDITIONS**

**GENERAL GIVEAWAY CONDITIONS**

The 2024 Virtual Benefits and Well-being Fair (the “Fair”) and its associated vendor giveaways and Company (as defined below) giveaways (collectively the “Giveaway”) is open to all full and part-time employees (each, the “Employee”, and collectively, the “Employees”) at every Gannett Co., Inc. location in the United States (collectively, the “Company”). Immediate family members of the Employee (spouses, siblings, parents, children, grandparents and grandchildren, whether as "in-laws", or by current or past marriage, remarriage, adoption, co-habitation or other familial extension, and any other persons residing at the same household location as the Employee, whether or not related) are allowed to participate in the Fair but are not eligible to enter any Giveaway or win any prizes.

**GIVEAWAY PERIOD**

The Giveaway starts at 8:00 a.m. Eastern Time (“ET”) on November 1, 2024 and ends at 11:59 p.m. ET on November 30, 2024 (the “Giveaway Period”).

**HOW TO ENTER THE GIVEAWAY**

There are two (2) ways to enter the Giveaway as follows:

**VENDOR GIVEAWAYS**

All eligible Employees who register for the Fair on the home page of the Fair website (the “Registration”) will be given one (1) entry in the vendor giveaway drawing (the “Vendor Drawing”).

**COMPANY GIVEAWAY**

All eligible Employees who complete the BINGO card located on the “Contests” tab of the [gannett.wellnessiq.org](http://gannett.wellnessiq.org) website **and** complete a brief survey will be entered to win one of the prizes detailed under the “Giveaway Prizes” section of these Terms and Conditions. BINGO cards will be considered “complete” when five (5) consecutive tasks are “checked off” (horizontally, vertically, or diagonally) and the survey is completed. All complete BINGO cards will be given one (1) entry in the Company drawing (the “Company Drawing”), which will be held on or around December 13, 2024. The number of winners selected in the Company Drawing will be fifty-one (51).

**GIVEAWAY CONDITIONS**

1. The winner of any Giveaway (each, the “Winner” and collectively, the “Winners”) must be an employee in good standing at the Company at the time the prize is awarded, and the Company will pick another winner in a random drawing if the Winner selected is no longer employed at the Company as of this time.

2. An Employee is limited to winning one (1) prize in the Giveaway.

3. By participating in a Giveaway, each Employee agrees to comply with these Terms and Conditions and the decisions of the Company, which are binding and final, and release the Company, and each of its divisions, affiliates, parent companies, subsidiaries, advertising and promotion agencies and anyone associated with the Giveaway, and their respective directors, officers, team members and agents from any and all liability for any claims, injuries, losses or damages (including attorney’s fees) of any kind arising out of their participation in the Giveaway or resulting from acceptance, possession, use or misuse of any prize. The potential prize winner waives the right to assert as a cost of winning the prize any and all costs

of verification and redemption or travel to redeem said prize and waives any liability or claims (including attorney's fees) which might arise from redeeming or seeking to redeem said prize. In the event of non-compliance with these rules, or if prize is refused or cannot be accepted for any reason, the prize will be forfeited and an alternate winner will be selected using the criteria established in the Giveaway for choosing the potential Winners. Upon forfeiture or refusal, no compensation will be given. Acceptance of prize constitutes permission to use the Winner's name, photograph, likeness and/or statements attributed to the Winner regarding the Giveaway, for advertising and publicity purposes without further compensation or consent. All such material becomes the property of the Company.

4. The Giveaway shall only be construed and evaluated according to laws of the State of New York, without regard to the principles of conflicts of laws and submission of any entry constitutes acceptance of such laws. The Giveaway is void where prohibited. All federal, state and local laws and regulations apply.

5. The Company reserves the right to change the rules of the Giveaway at any time.

6. Any and all decisions and interpretations of Company management regarding any Giveaway, these Terms and Conditions, and the selection of the potential Winners in the Giveaways shall be final and binding in all respects.

7. Although every effort is made to ensure the accuracy of information shared through participation in this promotion, the information may inadvertently contain inaccuracies or typographical errors, or other errors or omissions. The Company is not responsible for the views, opinions, or accuracy of facts referenced in this promotion.

#### **GIVEAWAY PRIZES**

<b>No. of Prizes being Awarded and Prize Description</b>	<b>Giveaway Sponsor</b>	<b>Approximate Retail Value of the Prize being awarded ("ARV")</b>
One (1) Peloton Bike	Gannett	\$1,445
Fifty (50) \$25 Amazon Gift Cards	Gannett	Each gift card-ARV \$25
One (1) Nespresso Coffee & Espresso Machine	TouchCare	\$150
One (1) Amazon Echo Dot Speaker	Carelon	\$50
One (1) Stanley Quencher Tumbler	YouDecide	\$50
Two (2) Stanley Quencher Tumblers	BCBSTX	\$50 each
One (1) Electronic Toothbrush	Delta Dental	\$50
One (1) Progyny Tote Bag & \$50 Amazon Gift Card	Progyny	\$60
One (1) Backpack Cooler	Fidelity	\$50
One (1) Backpack	Wondr Health	\$50
One (1) Peloton Swag Bag	Peloton	\$50
One (1) Pair of Sunglasses	EyeMed	\$50
Two (2) Blankets	Hinge Health	\$30 each

### **ODDS OF WINNING**

The odds of winning will depend on the number of eligible Employees participating in the Giveaway according to these Terms and Conditions.

### **NOTIFICATION OF THE WINNERS**

Each of the Winners will be contacted no later than December 21, 2024 and the names of the Winners will be posted in the Company's January 2025 *Together* newsletter.

### **PRIZE -- REQUIRED DOCUMENTATION**

Each of the potential Winners may be required to sign a Declaration of Eligibility, Liability and Publicity Release in order to be eligible to accept the prize. Each of the prizes will be sent to the relevant Winner after all required documentation has been completed and accepted by the Company. The prize will be sent to the Winner's home address in accordance with the contact information provided at the time of entry.

### **PRIZE CONDITIONS**

No substitution or transfer of any prize will be allowed, except at the sole discretion of the Company. The Company reserves the right to substitute prizes of equal or greater value. The prize has no cash value and may not be redeemed for cash at any time. No compensation will be given for lost, stolen, mutilated or expired gift cards. The Company is not responsible for replacing lost, stolen, mutilated or expired gift cards or damaged items. Fulfillment of gift cards is the sole responsibility of the merchant, not the Company, and is only redeemable as specified. The gift card must be surrendered upon redemption and no photocopies or reproductions will be honored. All gift cards are subject to the terms and conditions regarding use, loss, theft, and redemption and all other terms and conditions established by the merchant providing that gift card. Any questions or issues regarding gift cards must be directed to the merchant customer service center, and will be handled exclusively by the merchant. All transactions, disputes, questions, and all other aspects of the relationship between any prize winner and merchant are solely the responsibility of the prize winner and merchant, and the Company and its affiliates have no responsibility for any such matters. The Company has not made and the Company is not responsible in any manner for any warranties, representations or guarantees, express or implied, in fact or law, relating to the gift cards, regarding the use, value or enjoyment of the gift cards, including, without limitation, merchantability or fitness for a particular purpose.

### **TAXES**

(a) All Giveaway prizes (excluding the Peloton bike) - local, state and federal taxes incurred by accepting the prize will be the sole responsibility of the Winner and will be reflected on a future pay advise as *Wellness Fringe*.

(b) Peloton Bike – all local, state and federal taxes incurred by accepting the Peloton Bike will be paid by the Company to help offset the Winner's tax liability associated with accepting this prize.

*This Giveaway is in no way sponsored, endorsed or administered by, or associated with Amazon, Peloton, or any of the prize providers.*