

**2026 VIRTUAL BENEFITS AND WELL-BEING FAIR**  
**VENDOR AND COMPANY GIVEAWAY**  
**TERMS AND CONDITIONS**

(Internal Employee Promotion)

**PROMOTION**

The 2026 Virtual Benefits and Well-being Fair (the "Fair") includes vendor-sponsored giveaways (the "Vendor Giveaways") and a giveaway sponsored by USA TODAY Co., Inc. (the "Company") (the "Company Giveaway"). The Vendor Giveaways and the Company Giveaway are collectively referred to as the "Giveaways."

The Giveaways are intended to promote Employee (as defined below) engagement with the Fair and increase awareness of available benefits and well-being resources. Participation is voluntary and subject to these Terms and Conditions. By participating, each Employee agrees to comply with and be bound by these Terms and Conditions and the decisions of the Company, which are final and binding in all matters relating to the Giveaways.

**SPONSOR AND ADMINISTRATOR**

The Giveaways are sponsored by the Company and WellnessIQ (collectively, the "Sponsors"). The Giveaways are administered by the Company with assistance from WellnessIQ. Participating vendors are prize providers only and are not sponsors, administrators, or operators of the Giveaways.

**GIVEAWAY PERIOD**

The Giveaway Period begins at 8:00 a.m. Eastern Time ("ET") on November 2, 2026, and ends at 11:59 p.m. ET on November 30, 2026.

**ELIGIBILITY**

The Giveaways are open only to active full-time and part-time employees (each an "Employee" and collectively, the "Employees") of the Company and its participating U.S. locations.

To be eligible to enter a Giveaway and receive a prize, an individual must be an active full-time or part-time Employee of the Company at both the time of entry and the time a prize is awarded. Temporary employees, interns, independent contractors, consultants, and other non-employee workers are not eligible to enter or win a prize.

Immediate family members of Employees and individuals residing in an Employee's household may participate in the Fair; however, they are not eligible to enter any Giveaway or receive a prize.

The Company reserves the right to verify the eligibility of any participant and to disqualify any individual who does not meet the eligibility requirements set forth in these Terms and Conditions.

**HOW TO ENTER**

Eligible Employees may enter the Giveaways during the Giveaway Period as follows:

**(1) VENDOR GIVEAWAYS**

All eligible Employees who register for the Fair through the Fair website (the "Registration") will receive one (1) entry into the Vendor Giveaway drawings (the "Vendor Drawings"). Winners of the Vendor Giveaways will be selected by random drawing on or about December 8, 2026 from among all eligible entries received during the Giveaway Period.

## **(2) COMPANY GIVEAWAY**

All eligible Employees who complete the *What's Your Benefits IQ* quiz (the "Quiz") located on the Contests tab of [usatodayco.wellnessiq.org](http://usatodayco.wellnessiq.org) will receive one (1) entry into the Company Giveaway drawing (the "Company Drawing"). The Company Drawing will be conducted on or about December 8, 2026. One (1) Winner will be selected by random drawing and will receive the prize described in the Prizes section below.

Regardless of the number of registrations, Quiz completions, or other activities performed, each eligible Employee may receive only one (1) entry into each applicable Giveaway.

## **GIVEAWAY CONDITIONS**

1. The winner of any Giveaway (a "Winner") must be an active Employee in good standing with the Company at the time the prize is awarded. If a selected Winner is no longer employed by the Company or is otherwise ineligible at the time the prize is awarded, the prize will be forfeited and an alternate Winner may be selected by random drawing.
2. An Employee is limited to winning one (1) prize in the Giveaways. If a prize is forfeited, declined, unclaimed, returned, or cannot be awarded for any reason, the Company reserves the right to select an alternate Winner from among the remaining eligible entries.
3. By participating in the Giveaways, each Employee agrees to comply with these Terms and Conditions and the decisions of the Company, which are final and binding. To the fullest extent permitted by law, each Employee agrees to release and hold harmless the Company, WellnessIQ, their respective affiliates, parent companies, subsidiaries, divisions, advertising and promotion agencies, and their respective directors, officers, employees, and agents from and against any claims, injuries, losses, damages, liabilities, costs, and expenses (including reasonable attorneys' fees) arising out of or relating to participation in the Giveaways or the acceptance, possession, use, or misuse of any prize.
4. Acceptance of a prize constitutes the Winner's permission for the Company to use the Winner's name, photograph, likeness, job title, department, and work location in internal Company communications relating to the Giveaways without additional compensation, except where prohibited by law.
5. The Giveaways shall be governed by and construed in accordance with the laws of the State of New York, without regard to its conflict of laws principles. The Giveaways are void where prohibited. All applicable federal, state, and local laws and regulations apply.
6. The Company reserves the right to modify, suspend, or terminate any Giveaway and/or these Terms and Conditions at any time, in its sole discretion. The Company reserves the right, in its sole discretion, to disqualify any individual who tampers with the entry process, submits false or misleading information, violates these Terms and Conditions, or otherwise acts in a disruptive or inappropriate manner. The Company reserves the right to interpret and apply these Terms and Conditions and to resolve any questions, inconsistencies, or disputes arising in connection with the Giveaways in its sole discretion.
7. Any and all decisions and interpretations of Company management regarding the Giveaways, these Terms and Conditions, eligibility, prize awards, and the selection of Winners shall be final and binding in all respects.
8. The Company is not responsible for any typographical, technical, printing, or other errors or omissions in these Terms and Conditions, Giveaway materials, or related communications and reserves the right to correct such errors at any time.
9. The Company is not responsible for lost, late, incomplete, inaccurate, delayed, misdirected, or undelivered entries, registrations, communications, or technical issues of any kind that may affect participation in the Giveaway. The Company is not responsible for email filtering, spam blocking, inbox

capacity issues, or other technical issues that may prevent a participant from receiving notifications relating to the Giveaways.

10. If, for any reason, the Giveaways cannot be conducted as planned due to circumstances beyond the Company's reasonable control, including technical failures, fraud, labor disputes, natural disasters, public health emergencies, or other causes affecting the administration, security, fairness, integrity, or proper conduct of the Giveaways, the Company reserves the right to modify, suspend, or terminate, or administer the affected Giveaway in a manner that best preserves its intended operation.

### **PRIZES**

The following prizes are available to be awarded in connection with the Giveaways.

### **VENDOR GIVEAWAYS**

Eleven (11) Winners will be chosen in the Vendor Drawings. The following prizes, the number of prizes, the vendor and the approximate retail value ("ARV") of each prize are as follows:

| <b>PRIZE</b>                        | <b>VENDOR</b>            | <b>ARV OF PRIZE</b> |
|-------------------------------------|--------------------------|---------------------|
| One (1) Electronic Toothbrush       | Delta Dental of Virginia | \$40                |
| Two (2) Lined Backpack Coolers      | BCBSTX                   | \$30                |
| One (1) \$50.00 Visa Gift Card      | YouDecide                | \$50                |
| One (1) Pint Wonder Ice Cream Maker | Garner Health            | \$40                |
| One (1) Wireless Charger            | Fidelity                 | \$20                |
| One (1) Bluetooth Speaker           | MetLife                  | \$30                |
| One (1) Portable Blender            | Omada                    | \$20                |
| One (1) Milk Cubby Pro              | MilkStork                | \$20                |
| One (1) Camping Blanket             | Hinge Health             | \$20                |
| One (1) Clear Crossbody Bag         | EyeMed                   | \$20                |

### **COMPANY GIVEAWAY**

One (1) Winner will be selected in the Company Drawing and will receive the opportunity to select merchandise with a total value of up to \$250.00 from a WellnessIQ gift catalog. The ARV of the prize is \$250.00.

### **ODDS OF WINNING**

The odds of winning a prize depend on the number of eligible Employees who participate in the applicable Giveaway during the Giveaway Period and otherwise comply with these Terms and Conditions.

### **NOTIFICATION OF WINNERS**

Winners will be notified on or before December 18, 2026, using the contact information provided at the time of entry. If a potential Winner cannot be contacted, does not respond within a reasonable period of time specified by the Company, or fails to satisfy any eligibility or documentation requirements, the prize may be forfeited and an alternate Winner may be selected.

### **REQUIRED DOCUMENTATION**

Potential Winners may be required to execute and return a Declaration of Eligibility, Liability Release, and any other documentation reasonably requested by the Company as a condition of receiving a prize. Failure to timely complete, return, or comply with any required documentation may result in forfeiture of the prize and the selection of an alternate Winner.

**PRIZE CONDITIONS**

Prizes are non-transferable and may not be assigned, exchanged, redeemed for cash, or otherwise substituted, except at the sole discretion of the Company. The Company reserves the right to substitute a prize of equal or greater value if a prize becomes unavailable. The Company is not responsible for lost, stolen, damaged, mutilated, expired, or misdirected prizes or gift cards and will not replace them. Gift cards are subject to the terms and conditions of the issuing merchant, including any restrictions on use or redemption. Any questions regarding the use or redemption of a gift card should be directed to the issuing merchant. The Company is not responsible for the products, services, or customer experience provided by any merchant. Except as otherwise required by law, prizes are awarded "as is," without any express or implied warranties or guarantees by the Company.

**TAXES**

Any federal, state, local, or other taxes arising from acceptance of any prize are the sole responsibility of the Winner. The Company reserves the right to report prize values and deduct or withhold amounts from payroll as required by applicable law, Company policy, or payroll practices. Prize values may be reflected on a future pay advice as "Wellness Fringe" or under a similar designation determined by the Company.