



THE NATION'S LEADING CORPORATE WELL-BEING AWARD

Healthiest Employers Official Rules

The Healthiest Employers program is conducted by Healthiest Employer, LLC, an Indiana based limited liability company in association with Springbuk and multiple event partners across the country.

Eligibility

Employers interested in participating in the Healthiest Employers program must meet certain minimum qualifications. To be considered, employers must meet the following criteria:

- › Be a profit entity, non-profit entity, or government entity
- › Employ at least two (2) full-time employees
- › Complete the entire assessment within the specified time frame for your area (including essays, quotes, and photos)
- › If company is fully remote, you must have a regional "office" in the location in which you are applying that at least provides employees an opportunity to be in person

Failure to follow these requirements may lead to termination of your application.

Requirements for Entry

To complete your application, please visit www.healthiestemployers.com. Only individuals over the age of 18 years old are authorized to act on behalf of the organization and submit the application. The authorized individual affirms the information is accurate and Healthiest Employers, LLC and/or any event partner reserves the right to verify the information. Applicants with unverifiable or incomplete information may be disqualified. To find your location's deadline, please visit our website.

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Use of Information and Confidentiality

Information used within the application shall remain confidential, except as follows:

- Information collected in the survey may be used for research, educational, or marketing purposes displayed as aggregate level data
- The identity of the employer and applicant will not be disclosed to anyone outside of Healthiest Employers, Springbuk, and the event partners
- Healthiest Employers will not sell or distribute information to outside parties
- With respect to each employer who is selected as an award recipient, company names, sizes, photos, quotes, and essays may be used for promotional purposes in any manner such as newspapers, webinar, magazines, etc., which Healthiest Employers and/or the event partners may find appropriate.

By submitting the form, the employer acknowledges and consents to the above-listed uses.

Award Area or Location

The award area or location can be defined as a city, state, OR region in which the award is available.

Employers whose headquarters is not within the awards area, but maintain at least 100 employees OR 10% of the workforce, are eligible for recognition in said location(s). You will only need one application for all locations and you must select the size category that fits your entire national population.

EXAMPLE

ABC Company is headquartered in the state of Georgia and have a total national population of 10,000 employees. They have regional offices in Indianapolis and Denver. Indianapolis has 175 employees and Denver has 40. ABC is eligible to apply in Indianapolis, but not Denver.





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Use of Photography and Recordings

Healthiest Employers and their respective partners reserve the rights to any photographs, video recordings, or audio of the award recipients or their employees, in any medium, whether submitted by the recipient or taken during an event. These are for promotional purposes to share the attributes of the award and the program, including, but not limited to, the publication of a book profiling the award recipients.

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Limitations

If for any reason, the award program is not capable of operating as planned, including infectious disease, computer virus, software or website troubles, and failure, tampering, unauthorized intervention, or technical malfunctions, Healthiest Employers reserves the right to cancel, terminate, modify, or suspend the program. Healthiest Employers reserves the right to extension data of determination and notification of the winners.



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Neither Healthiest Employers or their event partners are responsible for any problems or technical malfunctions of telephone networks, computer online systems, servers, equipment, software, or failure of email entry to be received by Healthiest Employers. Additionally, neither are responsible for any injury or damage to an entrant or any other person's computer related to or resulting from participation or downloading any materials in connection with the award program.

In no event will Healthiest Employers or their partners be liable for any lost profits or any damages, including direct, indirect, incidental, special, consequential, or any other types of damages, arising out of participation in this award program.

Disputes/Governing Law

Each entrant agrees that: (1) any and all disputes, claims, and causes of action arising out of or in connection with the award program shall be resolved individually, without resort to any form of class action, and any judicial proceeding shall take place in a Federal or state court within Marion County, Indiana; and (2) under no circumstances will entrant be permitted to obtain, and entrant hereby waives all rights to claim, punitive, incidental, or consequential damages or any other damages. All issues and questions concerning the construction, validity, misinterpretation, and enforceability of these rules, or the rights and obligations of the entrant and Healthiest Employers in connection with the award program, shall be governed by and construed in accordance with the laws of the State of Indiana, without giving effect to any choice of law or conflict of law rules or provisions (whether of the State of Indiana or any other jurisdiction), that would cause the application of the laws of any jurisdiction other than the State of Indiana.

