

## FLOCK TO UNLOCK EMPLOYEE CONTEST

### Official Rules

NO PURCHASE NECESSARY. VOID WHERE PROHIBITED OR RESTRICTED.

This Promotion (the "Promotion") opens on January 13, 2015, at 9:30 a.m. Pacific Time and ends on February 27, 2015, at 3:00 p.m. Pacific Time. Entry into this Promotion is acceptance of these Official Rules. This Promotion is sponsored by Cisco Systems, Inc., 170 West Tasman Drive, San Jose, CA 95134 USA ("Sponsor" or "Cisco").

**1. ELIGIBILITY.** This Promotion is sponsored by Cisco Systems, Inc. ("Sponsor" or "Cisco") and is open to current, full-time blue badge employees of Cisco, and current, full-time red badge contractors of Cisco, or one of its direct or indirect subsidiaries, who are age eighteen (18) or older at time of registration ("Participants" or "you"). This Promotion is not open to anyone who is involved in the administration of the Contest or judging of any entries, or at Cisco Vice President level or above. The Contest is void where prohibited or restricted by law, or by applicable Cisco policies.

**2. HOW TO ENTER.** To enter the Promotion, respond to the question posted on the We Are Cisco website. Participant may only enter one response per question. You may respond to as many questions as you like. Each response will be counted as an entry. Entries must be suitable for display on Cisco's internal platform, in the sole discretion of Sponsor. Entries must not be obscene or offensive; must not reference alcohol, illegal drugs, tobacco, firearms/weapons, or any activities that may appear unsafe or dangerous; and must not be sexually explicit or suggestive, all as determined by Sponsor in its sole discretion. If a response does include such material, Sponsor may, in its sole discretion, remove it, or disqualify the entry.

**You may respond as many questions as you like, but only one prize will be awarded per winning Participant. Answers will not be judged.** Submission of an entry grants Sponsor and its agents the right to publish, use, adapt, edit and/or modify the response in any way, in any and all media, for the use in Sponsor's company events, advertising and marketing, without limitation, and without additional consideration to you. Responses will not be judged and the quality or content of your response will not affect the odds of winning. By submitting an entry, Participant acknowledges that his/her response may be posted across any or all of Sponsor's digital and social media assets, at Sponsor's sole discretion.

Entries must be received during the Promotion Period. Sponsor is not responsible for late, lost, delayed, damaged, misdirected, incomplete, void, corrupted, garbled, illegible, and/or unintelligible entries, or for any problems, bugs or malfunctions Participants may encounter when submitting their entry. Only complete valid entries will be accepted. Sponsor will not verify receipt of entries. Participants must provide all information requested to be eligible to win. Incomplete, unreadable, or unintelligible entries, in the sole discretion of Sponsor, will be disqualified.

As an alternative to the entry process described above, prospective Participants may enter the Promotion by sending an email with the Participant's name, telephone number, email address and mailing address, and a request to be entered into the Promotion pursuant to these Official Rules, to [wearecisco@cisco.com](mailto:wearecisco@cisco.com). Include the name of this Promotion in the subject header.

**3. PRIZES.** Subject to the terms of these Official Rules, thirty (30) winners will be chosen during the Promotion Period. Each prize is associated with a specific question. Some prizes will be given out with more than one question. Prizes could include:

- Apple iPad Air 2 16GB Wi-Fi valued at US\$499.00 + tax;
- Apple iPad Mini 3 64 GB Wi-Fi valued at US\$499.00 + tax;
- Cisco DX80 collaboration desk endpoint valued at \$400.00;
- Cisco t-shirt (winner's choice of size and color) valued at \$18.99 + tax;
- Donation to charity in winner's name valued at \$250.00;
- Fitbit Flex valued at US\$99.95 + tax;
- Gift Card valued at \$50.00;
- Google Nest Learning Thermostat valued at \$249.95 + tax;
- Go Pro Hero 4 Black valued at US \$499.00 + tax;
- Netflix giftcard valued at \$60.00;
- Opportunity to meet a Cisco leader via Cisco TelePresence valued at \$0.00;
- Samsung Galaxy Tab S valued at US\$399.00 + tax;
- SanDisk 64 GB Wireless Media Drive valued at US\$119.00 + tax;
- Vinyl Record Player/Turntable Stereo System with USB input for MP3s valued at \$150.00 + tax;
- WowWee MiP Robot valued at \$99.95 + tax;
- 30-min coaching session with a Cisco Vice President valued at \$0.00.

If prize is unavailable, gift cards will be awarded.

Limit one (1) prize per winning Participant. The approximate retail values are subject to change based on current market conditions at the time of prize fulfillment. Winners are not entitled to any surplus between actual retail value (ARV) of prize and stated ARV and any difference between stated ARV and actual value of the prize will not be awarded. No substitution, assignment, transfer, or cash redemption of any prize is allowed by winner. Sponsor reserves the right to substitute a prize with another prize of equal or greater value should the advertised prize become unavailable for any reason. If applicable, prizes may be awarded in the form of voucher(s), coupon(s) and/or gift card(s) in Sponsor's sole discretion. If a potential winner is unable to participate in or accept the prize or any portion of the prize for any reason, Sponsor shall have no further obligation to such potential winner. Neither Sponsor nor any of its prize suppliers will replace any lost or stolen prizes, cards or certificates after being awarded to winners. In no event will Sponsor be responsible for awarding more than the stated number of prizes. Odds of winning depend on the total number of eligible entries.

**4. SELECTION AND NOTIFICATION OF WINNER(S).** All eligible entries received during the Promotion Period above will be entered into a random drawing where the winner will be selected by a representative of Sponsor from among all eligible entries received. The drawing will be held at the end of the Promotion Period. Winners will be notified by phone, mail and/or email, at Sponsor's discretion. Sponsor's decision will be final in all matters. Odds of winning depend on the total number of eligible entries received by Sponsor.

**5. GENERAL CONDITIONS.** This Promotion is subject to applicable federal, state, local, and country laws, and these Official Rules. Taxes, if any, along with any other costs, expenses, and fees in connection with the prize(s), are the sole responsibility of the potential winner. Apart from manufacturer warranties (which may not be available in all geographies) for the prizes, all warranties are hereby disclaimed; and each potential winner will accept the Prize "AS IS." All costs and expenses, including support services, not specifically listed above as part of the prize, are solely the winner's responsibility. Subject to applicable law, Sponsor reserves the right in its discretion, to (a) cancel, terminate, modify or suspend this Promotion and these Official Rules, for any reason, at any time and without any liability, and (b) limit or restrict participation in the Promotion, upon notice.

**PRIVACY.** All personal information collected by Sponsor will be used for the administration of the Promotion and in accordance with Sponsor's privacy policy. Any questions regarding privacy matters should be directed to the address set out below. Please refer to Sponsor's privacy policy located at <http://cisco.com/web/siteassets/legal/privacy.html> for important information regarding the collection, use, and disclosure of personal information by Sponsor. The information you are providing for this Promotion is being provided to Sponsor and not to Facebook, and will be used to notify you if you have won, and to inform you about special offers from Sponsor.

**6. OFFICIAL RULES AND WINNERS' LIST.** For a copy of these Official Rules or the names of winners, please email [wearecisco@cisco.com](mailto:wearecisco@cisco.com), or check the Promotion website. Winners list to be available approximately ten days after the Promotion Period.

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