

## **OFFICIAL RULES FOR AYA'S SPRING PHOTO SWEEPSTAKES**

NO PURCHASE OR PAYMENT OF ANY KIND IS NECESSARY TO ENTER OR WIN.

PURCHASE, PAYMENT OR DONATION WILL NOT INCREASE YOUR CHANCES OF WINNING.

THESE RULES GOVERN ALL ASPECTS OF PARTICIPATION AND PRIZE AWARDS.

VOID WHERE PROHIBITED.

1. **The Sweepstakes.** These Rules for Aya's Spring Photo Sweepstakes (the "**Rules**") set forth the terms and conditions of the Aya Spring Photo Sweepstakes (the "**Sweepstakes**"). This Sweepstakes is sponsored by Aya Healthcare ("**Sponsor**").
2. **Eligibility.** The Sweepstakes is only open to individuals who meet all of the following requirements at the time of entry: (i) is age 18 years or older; (ii) is a legal resident of the United States; and (iii) is a pre-start or currently on assignment with Aya Healthcare. Corporate employees of Sponsor, its advertising and promotion agencies, and suppliers, and their respective affiliates and subsidiaries, (collectively the "**Corporate Employees**"), and immediate family members or those living in the same household of Corporate Employees are not eligible to participate in the Sweepstakes. The Sweepstakes is subject to all applicable federal, state, and local laws and regulations and is void where prohibited.
3. **Agreement to Rules.** By participating in the Sweepstakes, the Contestant ("**You**") agree to be fully unconditionally bound by these Rules and You represent and warrant that You meet the eligibility requirements. In addition, You agree to accept the decisions of Sponsor as final and binding as it relates to the content of this Sweepstakes.
4. **Entry Period.** Entries will be accepted starting at 8:00 AM PDT on April 13, 2026, and ending at 11:59 PM PDT on April 26, 2026. All entries must be received on or before 11:59 PM PDT on April 26, 2026.
5. **How to Enter.** You may enter the Sweepstakes by going to <https://www.ayahealthcare.com/aya-photo-sweepstakes>, filling in all required information, and submitting at least one photograph that meets each of the following requirements:
  - a. Photo must fall into one of the following categories: (i) location/adventure, (ii) in Aya scrubs or swag, or (iii) traveling with your pet;
  - b. You must be in the photo;
  - c. No other people should be in the photo;
  - d. The photo must be a minimum of 1920px wide;
  - e. the photo must be JPEG, HEIC, TIFF or PNG format; and
  - f. The photo must not be altered in any way (no filters).

For each photograph submitted that meets the above requirements, you will receive one (1) entry into the drawing for the category selected at the time of submission; limit one (1) photograph per category per entrant. Mass entries or mechanical reproductions, or late, lost, stolen, illegible, misdirected, damaged, inaccurate, or incomplete are void. Any attempt at entry except as above stated is void. All entries become the property of Sponsor and will not be returned.

The content submitted in an entry (a "**Submission**") must be original and may not contain any material that violates or infringes any third party's rights, including privacy, publicity or intellectual property rights, or contain any material that is inappropriate, unlawful, indecent, obscene, controversial, hateful, tortious, discriminatory, defamatory, slanderous or libelous or generally not

in keeping with the image of Sponsor. Entries that are incomplete or do not adhere to the Rules may be disqualified at the sole discretion of Sponsor.

6. **Additional Entry Conditions.** Sponsor has no obligation to advise You of an incomplete or otherwise non-compliant entry. Sponsor is not responsible for lost, late, invalid, unintelligible, incomplete, garbled, or misdirected entries, which will be disqualified. No mailed, telephoned, faxed, or mechanically reproduced entries will be accepted. Proof of submission of an entry will not be deemed proof of receipt. Receipt of entries will not be acknowledged. In the event of a dispute as to any entry, the authorized account holder of the e-mail account used to enter will be deemed to be the entrant. The “authorized account holder” is the natural person assigned the e-mail account. Potential winners may be required to show proof of being the authorized account holder.
7. **Alternative Method of Entry.** You may also enter the Sweepstakes by emailing Attn: Aya’s Spring Photo Sweepstakes at [ayahealthcare@ayahealthcare.com](mailto:ayahealthcare@ayahealthcare.com) with Your name and email address. Such email must be received before 11:59 PDT on April 26, 2026, to be a valid entry. There is no donation required to enter the Sweepstakes.
8. **Prizes.** The Winner(s) of the Sweepstakes (the “Winner”) will receive a \$100.00 store credit to Aya Healthcare’s online store. Actual/appraised value may differ at time of prize award. The specifics of the prize shall be solely determined by Sponsor. No cash or other prize substitution shall be permitted except at Sponsor’s discretion. 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 Winner. No substitution of prize or transfer/assignment of prize to others or request for the cash equivalent by Winner is permitted. Acceptance of prize constitutes permission for Sponsor to use Winner’s name, likeness, and entry for purposes of advertising and trade without further compensation or right of approval, unless prohibited by law.
9. **Winner Selection.** All eligible entries received during the Entry Period will be grouped by the category selected at the time of submission. Three (3) winners will be selected at random from each category, for a total of nine (9) winners. Each entrant is eligible to win only one (1) prize. Once an entrant is selected as a winner in any category, that entrant will be removed from any remaining drawings and will not be eligible to win in another category. Winners will be selected and notified on or before April 30, 2026.
10. **Winner Notification.** The potential prize winners will be notified via email. Each entrant is responsible for monitoring his/her e-mail account for prize notification or other communications related to this Sweepstakes. If a potential prize winner cannot be reached by Sponsor within two (2) days using the contact information provided at the time of entry, or if prize notification is returned as undeliverable, that potential prize winner shall forfeit the prize and Sponsor may select an alternate potential winner in their place at random from the remaining non-winning eligible entries.
11. **Odds.** The odds of winning depend on the number of eligible entries received.
12. **Rights Granted by You.** By entering the Sweepstakes, You hereby grant to Sponsor, anyone acting on behalf of Sponsor, Sponsor’s advertising and promotion agencies, and Sponsor’s affiliates, subsidiaries, partners, representatives, agents, licensees, successors, and assigns, the right to print, publish, broadcast, distribute, and use in any media now known or hereafter developed, in perpetuity and throughout the World, without limitation, Your entry, name, portrait, picture, voice, likeness, image, comments, statements about the Sweepstakes, and biographical information for any purpose, including without limitation for news, publicity, information, trade, advertising, public relations, and promotional purposes without any additional consideration, notice, review, or consent. By entering the Sweepstakes, You represent and warrant that Your Submission is an original work of authorship and does not violate any third party’s proprietary or intellectual property rights and does not violate the privacy rights of any third party. If Your entry infringes upon the intellectual property right of another, You will be disqualified at the sole discretion of Sponsor. If the content of Your Submission is alleged to constitute infringement of any third party’s proprietary or intellectual proprietary rights or violates any third party’s privacy rights, You shall, at Your sole expense, defend or settle against such claims. You shall indemnify,

defend, and hold harmless Sponsor, its affiliates, and their respective officers, directors, and employees (collectively, "**Sponsor Indemnitees**") from and against any suit, proceeding, claims, liability, loss, damage, costs or expense, which a Sponsor Indemnitee may incur, suffer, or be required to pay arising out of such alleged infringement or violation of any third party's right.

13. **Terms & Conditions.** Sponsor reserves the right, in its sole discretion, to cancel, terminate, modify or suspend the Sweepstakes should virus, bug, non-authorized human intervention, fraud, or other cause beyond Sponsor's control corrupt or affect the administration, security, fairness, or proper conduct of the Sweepstakes. In such case, Sponsor may select the Winner from all eligible entries received prior to and/or after (if appropriate) the action taken by Sponsor. Sponsor reserves the right, in its sole discretion, to disqualify any individual who tampers or attempts to tamper with the entry process or the operation of the Sweepstakes or website or violates these Rules. Sponsor has the right, in its sole discretion, to maintain the integrity of the Sweepstakes, to void entries for any reason, including, but not limited to: multiple entries from the same user from different IP addresses; multiple entries from the same computer in excess of that allowed by the Rules; or the use of bots, macros, scripts, or other technical means for entering. Any attempt by an entrant to deliberately damage any website or undermine the legitimate operation of the Sweepstakes may be a violation of criminal and civil laws. Should such attempt be made, Sponsor reserves the right to seek damages to the fullest extent permitted by law.
14. **Limitation of Liability.** By entering, You waive all right to, and release and hold harmless Sponsor, its advertising and promotion agencies, suppliers, and their respective subsidiaries, affiliates, 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) Your participation in the Sweepstakes and/or Your acceptance, possession, use, or misuse of any prize or any portion thereof; (ii) technical failures of any kind, including but not limited to the malfunction of any computer, cable, network, hardware, or software, or other mechanical equipment; (iii) the unavailability or inaccessibility of any transmissions, telephone, or Internet service; (iv) unauthorized human intervention in any part of the entry process or the Sweepstakes; and (v) electronic or human error in the administration of the Sweepstakes or the processing of entries.
15. **Disputes.** THIS SWEEPSTAKES IS GOVERNED BY THE LAWS OF THE UNITED STATES OF AMERICA AND CALIFORNIA, WITHOUT RESPECT TO CONFLICT OF LAW DOCTRINES. As a condition of participating in this Sweepstakes, You agree that any and all disputes that 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 court located in San Diego, California having jurisdiction. Further, in any such dispute, under no circumstances shall You be permitted to obtain awards for, and hereby waives all rights to, punitive, incidental, or consequential damages, including reasonable attorney's fees, other than Your actual out-of-pocket expenses (i.e. costs associated with entering this Sweepstakes). You further waive all rights to have damages multiplied or increased.
16. **Privacy Policy.** Information submitted with an entry is subject to the Privacy Policy stated on the Aya Healthcare website. To read the Privacy Policy, [www.ayahealthcare.com/privacy-policy](http://www.ayahealthcare.com/privacy-policy)
17. **Winner List.** To obtain a copy of the name of any Winners or a copy of these Rules, mail Your request along with a stamped, self-addressed envelope (where permitted by law) to: Aya Healthcare, Attn: Marketing – Contests & Sweepstakes, 5930 Cornerstone Court West Suite 300, San Diego, CA 92121. Requests must be received no later than sixty (60) days after the last day of the Entry Period.
18. **Sponsor.** The Sponsor of the Sweepstakes is Aya Healthcare, 5930 Cornerstone Court West Suite 300, San Diego, CA 92121, United States.