

# Employee Referral Program

## OFFICIAL CONTEST RULES - 2022 Annual Referral Contest

End of Year AMEX Card Awarded to top five Employees whose Referral Submissions Converted to New Customers

- 1. Contest Period:** The Mediacom Business Employee Referral Contest (“Contest”) begins at 12:00 AM Central Time (“CT”) on January 1, 2022 and ends at 11:59 PM CT on December 31, 2022 (the “Contest Period”).
- 2. Eligibility:** The Contest is open only to Mediacom employees who are in good standing (“Eligible Employees”). For purposes of these rules, good standing means an employee who is not currently (1) subject to a performance improvement plan (2) disciplinary suspension (3) or other written action specifically declaring such employee ineligible to participate in such contests. Mediacom Business (Commercial and Fiber Solutions) Division employees are not eligible to participate in the Employee Referral Program, and are not eligible to participate in the contest or win any prize.
- 3. Criteria for Winning Contest:** During the Contest Period, Eligible Employees may refer a new business to Mediacom for Business internet, phone or video; only businesses that have not subscribed to any Mediacom Business services within the preceding [6] months qualify as a “new business”. The referred business must become an installed Mediacom Business customer within 90 days of the submission of the referral to count as a new “Referred Business Customer.” At the end of the Contest Period, subject to Section 5 below, the five Eligible Employees with the most new Referred Business Customers will win a Prize (each a “Prize Winner”).
- 4. How to Enter:** During the Contest Period, Eligible Employees should go to [www.mediacom123.com](http://www.mediacom123.com) and fill out the referral form. All information on the form must be completed in order to count toward Eligible Employee’s total number of Referred Business Customers.
- 5. Method of Determining Prize Winners and Tie-Breakers:** Mediacom will keep a tracker during the Contest Period, identifying each Referred Business Customer and the Eligible Employee who referred that business. At the end of the Contest Period, the five (5) Eligible Employees who referred the highest number of new, installed Business Customers, shall be a Prize Winner. There will only be five (5) Prize Winners. In the event of a tie resulting in more than five (5) Prize Winners, the employee(s) with the earliest Referred Business Customer will be named a Prize Winner. For example, if there is a tie between three employees with five referred Business customers, the employee who had the fifth referral installed first would be the winner.
- 6. Prizes and Approximate Retail Value (ARV):** Each Prize Winner shall be awarded a prize consisting of a **\$500 Amazon Gift Card**. The prize may not be sold, traded, transferred or redeemed for cash value. In addition, if Prize Winner resigns or is terminated from Mediacom employment prior to the date the prize is awarded, Prize Winner forfeits the prize immediately.
- 7. Winner Notification:** On or about January 20, 2023, Prize Winners will be notified via e-mail at their Mediacom employee email address. At Mediacom’s sole discretion, winners may be required to complete a notarized affidavit of eligibility and/or a liability release which must be returned within time specified. Any failure to timely return required documents or noncompliance with the terms of these rules will cause prize to be forfeited and an alternate winner to be selected.
- 8. Taxes:** Any valuation of the prize(s) stated above is based on available information provided to Mediacom, and the value of any prize awarded will be reflected in the winner’s taxable income on his/her W-2 at the end of the year, as required by law.
- 9. Conduct and Decisions:** By participating in the Contest, Eligible Employees agree to be bound by the decisions of Mediacom personnel. Persons who violate any rule, gain unfair advantage in participating in the Contest, or obtain winner status using fraudulent means will be disqualified. Unsportsmanlike, disruptive, harassing or threatening behavior is prohibited. Mediacom will interpret these rules and resolve any disputes, conflicting claims or ambiguities concerning the rules or the Contest and Mediacom’s decisions concerning such disputes shall be final. If the conduct or outcome of the Contest is affected by human error, any mechanical malfunctions or failures of any kind, intentional interference or any event beyond the control of Mediacom, Mediacom reserves the right to terminate this Contest, or make such other decisions regarding the outcome as Mediacom deems appropriate. All decisions will be made by Mediacom and are final. Mediacom may waive any of these rules in its sole discretion.