

Employee Referral Program

OFFICIAL CONTEST RULES - 2020 Monthly Referral Prize Drawing

Monthly prizes awarded based on a random drawing from all submissions submitted during each month

1. Contest Period:

The 2020 Mediacom Business Employee Referral Monthly Prize Contest ("Contest") begins at 12:00 AM Central Time ("CT") on January 1, 2020 and ends at 11:59 PM CT on December 31, 2020 (the "Contest Period"). This is a monthly drawing for a different prize each month.

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 account executives and customer service representatives within the Commercial Sales division 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. New businesses are defined as those businesses that have not subscribed to any combination of Mediacom Business services within the last [6] months; an existing Mediacom Business customer who is referred to add an additional service or upgrade a service does not qualify as a new business. At the end of the monthly Contest Period, an Eligible Employee who has submitted any number of Referred Business Customers will be put into the drawing to win a Prize; each referral will equal one chance in the monthly drawings (i.e. 10 referral submissions will equal 10 chances to win). All referral submissions will accumulate during the Contest Period. The winning referral each month will be removed from the pool of submissions; all other submissions will remain in the pool and be eligible in future month's drawings.

4. How to Enter:

During the Contest Period, Eligible Employees should go to 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. Prizes and Approximate Retail Value (ARV):

Each month, one Eligible Employee shall be randomly chosen from all eligible submissions as the monthly prize winner to receive the monthly "Prize" with an ARV of **\$100 - \$250**. 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 and a new winner will be randomly chosen.

6. Method of Determining the Monthly Prize Winners:

Mediacom will keep a list during each month, identifying each referred business customer and the Eligible Employee who referred that new business. At the end of each month, one Eligible Employee shall be randomly chosen as that month's Prize Winner. Chances of winning will be determined by the total number of referral submissions entered. There will only be one prize awarded per month during the Contest Period.

7. Winner Notification:

On or about the 5th of each month during the Contest period, the Prize Winner will be notified by e-mail. At Mediacom's sole discretion, Prize Winners may be required to complete a notarized affidavit of eligibility, 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.