



## Hybrid Heroes AMER Drawing Official Rules

**NO PURCHASE OR PAYMENT OF ANY KIND IS NECESSARY TO ENTER OR WIN. A PURCHASE OR PAYMENT OF ANY KIND WILL NOT INCREASE YOUR CHANCES OF WINNING.**

**1. Eligibility:** Drawing (the "Drawing") is open only to individuals who are legal residents of the United States who are at least eighteen (18) years old at the time of entry and either attendees of Hybrid Heroes Webinar or have emailed [events@poly.com](mailto:events@poly.com) in accordance with these terms ("Entrant"). Employees of Sponsor and its affiliates, subsidiaries, advertising, promotion, fulfillment or other coordinating agencies, individuals providing services to Sponsor through an outsourcer or temporary employment agency during the Drawing Period, and their respective immediate family members and persons living in their same household, are not eligible to participate in the Drawing. **The Drawing is subject to all applicable federal, state, and local laws and regulations and is void where prohibited.** Participation in this Drawing constitutes Entrant's full and unconditional agreement to these Official Rules and Sponsor's decisions, which are final and binding in all matters related to the Drawing.

**2. Sponsor:** Plantronics, Inc. ("Poly")

**3. Timing:** Drawing begins at 1:00 PM PST, October 20, 2021 and ends at 3:00 PM PST, October 20, 2021 ("Drawing Period").

**4. How to Submit an Entry:** Entrants can enter the Drawing during the Drawing Period, as follows:

- a) By registering and attending Hybrid Heroes – Webinar on the 20th of October 2021; or
- b) Send Email to [events@poly.com](mailto:events@poly.com) with "Heroes Prize Bundle" in the subject line. In the email, provide your name, company name, job title, country and phone number.

**Limit one (1) Entry per person per household regardless of the entry method. No purchase of any product is necessary to participate.**

**5. Drawing:** Sponsor will randomly select five (5) potential Drawing winners from all eligible entries received during the Drawing Period on or around October 27, 2021. The potential winners will be notified by email and must respond to winner notification within forty-eight (48) hours of the time notification is sent. Odds of winning a prize depend on the number of eligible entries received. The potential winners are subject to verification. If a potential winner is found not to be eligible or not in compliance with these Official Rules, if attempted notification or any prize is returned as undeliverable, if any required documents are not returned within the required number of days, if a winner cannot be verified, or if a winner is otherwise unable or unwilling to accept and claim the prize as stated, then that potential winner will be disqualified and his/her prize may be forfeited. In the event that a first potential winner is disqualified for any reason, the Sponsor reserves the right in its sole discretion to award the prize to an alternate winner. Alternate winner will be notified via email and must respond to winner notification within forty-eight (48) hours of the time notification is sent. Sponsor may provide the winner with a W-9 which winner must



complete and return to Sponsor for tax reporting purposes or prize may be forfeited, in Sponsor's sole discretion. Winners may be issued an IRS 1099 form.

#### **6. PRIZES:**

Poly Studio P5 Professional Webcam and Voyager Focus 2 UC Stereo Bluetooth Headset. Winning Entrants will be eligible to receive one (1) Poly Studio P5 and one (1) Voyager Focus 2 UC, Standard, USB-A, Headset with Charge Stand valued at \$478.95 USD MSRP.

A total of five (5) Poly Studio P5 cameras and a total of five (5) Voyager Focus 2 Headsets, will be awarded for a total prize value of \$2394.75 USD.

The Sponsor reserves the right in its sole discretion to substitute any of the Prizes set out above or to provide a cash alternative.

**7. Release:** By receipt of the prize, the winner agrees to release and hold harmless Sponsor, and its direct and indirect subsidiaries, suppliers, distributors, advertising/promotion agencies, and prize suppliers (if any), and each of their respective parent companies and each such company's officers, directors, employees and agents; (collectively, the "Released Parties") from and against any claim or cause of action, including, but not limited to, personal injury, death, or damage to or loss of property, arising out of participation in the Drawing or receipt or use or misuse of any prize.

**8. Publicity:** Except where prohibited, participation in the Drawing constitutes the winner's consent to Sponsor's and its agents' use of winner's name, likeness, photograph, opinions in any media, worldwide, without further payment or consideration.

**9. Content Ownership & License:** Providing content grants Sponsor and its agents the right to publish, use, adapt, edit and/or modify such content in any way, in any and all media, without limitation, and without consideration.

**10. General Conditions:** Sponsor reserves the right to cancel, suspend and/or modify the Drawing, or any part of it, if any fraud, technical failures or any other factor beyond Sponsor's reasonable control impairs the integrity of the Drawing. Sponsor reserves the right, in its sole discretion, to disqualify any individual it finds to be tampering with the entry process or the operation of the Drawing or to be acting in violation of the Official Rules or in a disruptive manner.

**11. Limitations of Liability; Disclaimer:** The Released Parties are not responsible for: (1) any incorrect or inaccurate information, whether caused by entrants or printing errors; (2) technical failures of any kind. If the Drawing is discontinued for any reason, Sponsor, in its sole discretion, may elect to hold a random drawing from among all eligible entries received up to the date of discontinuance. No more than the stated number of prizes will be awarded. IN NO EVENT WILL SPONSOR BE LIABLE TO YOU FOR ANY DIRECT, SPECIAL, INCIDENTAL, EXEMPLARY, PUNITIVE OR CONSEQUENTIAL DAMAGES (INCLUDING LOSS OF USE, DATA, BUSINESS OR PROFITS) ARISING OUT OF OR IN CONNECTION WITH YOUR PARTICIPATION IN THE DRAWING, WHETHER SUCH LIABILITY ARISES FROM ANY CLAIM BASED UPON CONTRACT, WARRANTY, TORT (INCLUDING NEGLIGENCE), STRICT LIABILITY OR OTHERWISE, AND WHETHER OR NOT SPONSOR HAS BEEN ADVISED OF THE POSSIBILITY OF SUCH LOSS OR DAMAGE. Some jurisdictions do not allow the limitation or exclusion of



liability for incidental or consequential damages, so the above limitation or exclusion may not apply to you.

**12. Governing Law & Jurisdiction:** The Official Rules and the Drawing are subject to all applicable federal, state and local laws and regulations. All issues and questions concerning the construction, validity, interpretation and enforceability of the Drawing Official Rules, or the rights and obligations of Entrant and Sponsor in connection with the Drawing, shall be governed by, and construed in accordance with, the laws of the State of California, U.S.A., without giving effect to the conflict of laws rules thereof, and any matters or proceedings.

**13. Entrant's Personal Information:** Entrant hereby provides consent for Poly to contact them (whether by telephone, email or mail) for the purposes of marketing Poly products and services. Information collected from entrants is subject to Sponsor's Privacy Policy found at [www.poly.com/us/en/privacy](http://www.poly.com/us/en/privacy).

## **Hybrid Heroes EMEA Drawing Official Rules**

**NO PURCHASE OR PAYMENT OF ANY KIND IS NECESSARY TO ENTER OR WIN. A PURCHASE OR PAYMENT OF ANY KIND WILL NOT INCREASE YOUR CHANCES OF WINNING.**

**1. Eligibility:** Drawing (the "Drawing") is open only to individuals who are legal residents of the EU, EFTA, EEA and United Kingdom who are at least eighteen (18) years old at the time of entry and either attendees of Hybrid Heroes Webinar or have emailed [events@poly.com](mailto:events@poly.com) in accordance with these terms ("Entrant"). Employees of Sponsor and its affiliates, subsidiaries, advertising, promotion, fulfillment or other coordinating agencies, individuals providing services to Sponsor through an outsourcer or temporary employment agency during the Drawing Period, and their respective immediate family members and persons living in their same household, are not eligible to participate in the Drawing. **The Drawing is subject to all applicable federal, state, and local laws and regulations and is void where prohibited.** Participation in this Drawing constitutes Entrant's full and unconditional agreement to these Official Rules and Sponsor's decisions, which are final and binding in all matters related to the Drawing.

**2. Sponsor:** Plantronics, Inc. ("Poly")

**3. Timing:** Drawing begins at 2:00 PM BST, October 20, 2021 and ends at 4:00 PM BST, October 20, 2021 ("Drawing Period").

**4. How to Submit an Entry:** Entrants can enter the Drawing during the Drawing Period, as follows:

- a) By registering and attending Hybrid Heroes – Webinar on the 20th of October 2021; or
- b) Send Email to [events@poly.com](mailto:events@poly.com) with "Heroes Prize Bundle" in the subject line. In the email, provide your name, company name, job title, country and phone number.

**Limit one (1) Entry per person per household regardless of the entry method. No purchase of any product is necessary to participate.**



**5. Drawing:** Sponsor will randomly select five (5) potential Drawing winners from all eligible entries received during the Drawing Period on or around October 27, 2021. The potential winners will be notified by email and must respond to winner notification within forty-eight (48) hours of the time notification is sent. Odds of winning a prize depend on the number of eligible entries received. The potential winners are subject to verification. If a potential winner is found not to be eligible or not in compliance with these Official Rules, if attempted notification or any prize is returned as undeliverable, if any required documents are not returned within the required number of days, if a winner cannot be verified, or if a winner is otherwise unable or unwilling to accept and claim the prize as stated, then that potential winner will be disqualified and his/her prize may be forfeited. In the event that a first potential winner is disqualified for any reason, the Sponsor reserves the right in its sole discretion to award the prize to an alternate winner. Alternate winner will be notified via email and must respond to winner notification within forty-eight (48) hours of the time notification is sent.

**6. PRIZES:**

Poly Studio P5 Professional Webcam and Voyager Focus 2 UC, Stereo Bluetooth Headset. Winning Entrants will be eligible to receive one (1) Poly Studio P5 and one (1) Voyager Focus 2 UC, Standard, USB-A, Headset with Charge Stand valued at \$478.95 USD MSRP.

A total of five (5) Poly Studio P5 cameras and a total of five (5) Voyager Focus 2 Headsets, will be awarded for a total prize value of \$2394.75 USD.

The Sponsor reserves the right in its sole discretion to substitute any of the Prizes set out above.

**7. Release:** By receipt of the prize, the winner agrees to release and hold harmless Sponsor, and its direct and indirect subsidiaries, suppliers, distributors, advertising/promotion agencies, and prize suppliers (if any), and each of their respective parent companies and each such company's officers, directors, employees and agents; (collectively, the "Released Parties") from and against any claim or cause of action, including, but not limited to, personal injury, death, or damage to or loss of property, arising out of participation in the Drawing or receipt or use or misuse of any prize.

**8. Publicity:** Except where prohibited, participation in the Drawing constitutes the winner's consent to Sponsor's and its agents' use of winner's name, likeness, photograph, opinions in any media, worldwide, without further payment or consideration.

**9. Content Ownership & License:** Providing content grants Sponsor and its agents the right to publish, use, adapt, edit and/or modify such content in any way, in any and all media, without limitation, and without consideration.

**10. General Conditions:** Sponsor reserves the right to cancel, suspend and/or modify the Drawing, or any part of it, if any fraud, technical failures or any other factor beyond Sponsor's reasonable control impairs the integrity of the Drawing. Sponsor reserves the right, in its sole discretion, to disqualify any individual it finds to be tampering with the entry process or the operation of the Drawing or to be acting in violation of the Official Rules or in a disruptive manner.



**11. Limitations of Liability; Disclaimer:** The Released Parties are not responsible for: (1) any incorrect or inaccurate information, whether caused by entrants or printing errors; (2) technical failures of any kind. If the Drawing is discontinued for any reason, Sponsor, in its sole discretion, may elect to hold a random drawing from among all eligible entries received up to the date of discontinuance. No more than the stated number of prizes will be awarded. IN NO EVENT WILL SPONSOR BE LIABLE TO YOU FOR ANY DIRECT, SPECIAL, INCIDENTAL, EXEMPLARY, PUNITIVE OR CONSEQUENTIAL DAMAGES (INCLUDING LOSS OF USE, DATA, BUSINESS OR PROFITS) ARISING OUT OF OR IN CONNECTION WITH YOUR PARTICIPATION IN THE DRAWING, WHETHER SUCH LIABILITY ARISES FROM ANY CLAIM BASED UPON CONTRACT, WARRANTY, TORT (INCLUDING NEGLIGENCE), STRICT LIABILITY OR OTHERWISE, AND WHETHER OR NOT SPONSOR HAS BEEN ADVISED OF THE POSSIBILITY OF SUCH LOSS OR DAMAGE. Some jurisdictions do not allow the limitation or exclusion of liability for incidental or consequential damages, so the above limitation or exclusion may not apply to you.

**12. Governing Law & Jurisdiction:** The Official Rules and the Drawing are subject to all applicable country and local laws and regulations. All issues and questions concerning the construction, validity, interpretation and enforceability of the Drawing Official Rules, or the rights and obligations of Entrant and Sponsor in connection with the Drawing, shall be governed by, and construed in accordance with English law without giving effect to the conflict of laws rules thereof, and any matters or proceedings.

**13. Entrant's Personal Information:** Entrant hereby provides consent for Poly to contact them (whether by telephone, email or mail) for the purposes of marketing Poly products and services. Information collected from entrants is subject to Sponsor's Privacy Policy found at [www.poly.com/us/en/privacy](http://www.poly.com/us/en/privacy).

## **POLY STUDIO P5 WITH VOYAGER 4220 UC kit APAC Drawing Official Rules**

**NO PURCHASE OR PAYMENT OF ANY KIND IS NECESSARY TO ENTER OR WIN. A PURCHASE OR PAYMENT OF ANY KIND WILL NOT INCREASE YOUR CHANCES OF WINNING.**

**1. Eligibility:** Drawing (the "Drawing") is open only to individuals who are legal residents of Asia Pacific countries who are at least eighteen (18) years old at the time of entry and either attendees of Hybrid Heroes Webinar or have emailed [events@poly.com](mailto:events@poly.com) in accordance with these terms ("Entrant"). Employees of Sponsor and its affiliates, subsidiaries, advertising, promotion, fulfillment or other coordinating agencies, individuals providing services to Sponsor through an outsourcer or temporary employment agency during the Drawing Period, and their respective immediate family members and persons living in their same household, are not eligible to participate in the Drawing. **The Drawing is subject to all applicable federal, state, and local laws and regulations and is void where prohibited.** Participation in this Drawing constitutes Entrant's full and unconditional agreement to these Official Rules and Sponsor's decisions, which are final and binding in all matters related to the Drawing.

**2. Sponsor:** Plantronics, Inc. ("Poly")



**3. Timing:** Drawing begins at 11:30 AM SGT, October 22, 2021 and ends at 1:30 PM SGT, October 20, 2021 (“Drawing Period”).

**4. How to Submit an Entry:** Entrants can enter the Drawing during the Drawing Period, as follows:

- a) By registering and attending Hybrid Heroes – Webinar on the 22nd of October 2021; or
- b) Send Email to [events@poly.com](mailto:events@poly.com) with “Heroes Prize Bundle” in the subject line. In the email, provide your name, company name, job title, country and phone number.

**Limit one (1) Entry per person per household regardless of the entry method. No purchase of any product is necessary to participate.**

**5. Drawing:** Sponsor will randomly select five (5) potential Drawing winners from all eligible entries received during the Drawing Period on or around October 29, 2021. The potential winners will be notified by email and must respond to winner notification within forty-eight (48) hours of the time notification is sent. Odds of winning a prize depend on the number of eligible entries received. The potential winners are subject to verification. If a potential winner is found not to be eligible or not in compliance with these Official Rules, if attempted notification or any prize is returned as undeliverable, if any required documents are not returned within the required number of days, if a winner cannot be verified, or if a winner is otherwise unable or unwilling to accept and claim the prize as stated, then that potential winner will be disqualified and his/her prize may be forfeited. In the event that a first potential winner is disqualified for any reason, the Sponsor reserves the right in its sole discretion to award the prize to an alternate winner. Alternate winner will be notified via email and must respond to winner notification within forty-eight (48) hours of the time notification is sent.

#### **6. PRIZES:**

Poly Studio P5 Professional Webcam and Voyager Focus 2 UC, Stereo Bluetooth Headset. Winning Entrants will be eligible to receive one (1) Poly Studio P5 and one (1) Voyager Focus 2 UC, Standard, USB-A, Headset with Charge Stand valued at \$478.95 USD MSRP.

A total of five (5) Poly Studio P5 cameras and a total of five (5) Voyager Focus 2 Headsets, will be awarded for a total prize value of \$2394.75 USD.

The Sponsor reserves the right in its sole discretion to substitute any of the Prizes set out above.

**7. Release:** By receipt of the prize, the winner agrees to release and hold harmless Sponsor, and its direct and indirect subsidiaries, suppliers, distributors, advertising/promotion agencies, and prize suppliers (if any), and each of their respective parent companies and each such company’s officers, directors, employees and agents; (collectively, the “Released Parties”) from and against any claim or cause of action, including, but not limited to, personal injury, death, or damage to or loss of property, arising out of participation in the Drawing or receipt or use or misuse of any prize.

**8. Publicity:** Except where prohibited, participation in the Drawing constitutes the winner’s consent to Sponsor’s and its agents’ use of winner’s name, likeness, photograph, opinions in any media, worldwide, without further payment or consideration.



**9. Content Ownership & License:** Providing content grants Sponsor and its agents the right to publish, use, adapt, edit and/or modify such content in any way, in any and all media, without limitation, and without consideration.

**10. General Conditions:** Sponsor reserves the right to cancel, suspend and/or modify the Drawing, or any part of it, if any fraud, technical failures or any other factor beyond Sponsor's reasonable control impairs the integrity of the Drawing. Sponsor reserves the right, in its sole discretion, to disqualify any individual it finds to be tampering with the entry process or the operation of the Drawing or to be acting in violation of the Official Rules or in a disruptive manner.

**11. Limitations of Liability; Disclaimer:** The Released Parties are not responsible for: (1) any incorrect or inaccurate information, whether caused by entrants or printing errors; (2) technical failures of any kind. If the Drawing is discontinued for any reason, Sponsor, in its sole discretion, may elect to hold a random drawing from among all eligible entries received up to the date of discontinuance. No more than the stated number of prizes will be awarded. IN NO EVENT WILL SPONSOR BE LIABLE TO YOU FOR ANY DIRECT, SPECIAL, INCIDENTAL, EXEMPLARY, PUNITIVE OR CONSEQUENTIAL DAMAGES (INCLUDING LOSS OF USE, DATA, BUSINESS OR PROFITS) ARISING OUT OF OR IN CONNECTION WITH YOUR PARTICIPATION IN THE DRAWING, WHETHER SUCH LIABILITY ARISES FROM ANY CLAIM BASED UPON CONTRACT, WARRANTY, TORT (INCLUDING NEGLIGENCE), STRICT LIABILITY OR OTHERWISE, AND WHETHER OR NOT SPONSOR HAS BEEN ADVISED OF THE POSSIBILITY OF SUCH LOSS OR DAMAGE. Some jurisdictions do not allow the limitation or exclusion of liability for incidental or consequential damages, so the above limitation or exclusion may not apply to you.

**12. Governing Law & Jurisdiction:** The Official Rules and the Drawing are subject to all applicable federal, state and local laws and regulations. All issues and questions concerning the construction, validity, interpretation and enforceability of the Drawing Official Rules, or the rights and obligations of Entrant and Sponsor in connection with the Drawing, shall be governed by, and construed in accordance with, the laws of the State of California, U.S.A., without giving effect to the conflict of laws rules thereof, and any matters or proceedings.

**13. Entrant's Personal Information:** Entrant hereby provides consent for Poly to contact them (whether by telephone, email or mail) for the purposes of marketing Poly products and services. Information collected from entrants is subject to Sponsor's Privacy Policy found at [www.poly.com/us/en/privacy](http://www.poly.com/us/en/privacy).