

## 2018 JANITOR OF THE YEAR CONTEST OFFICIAL RULES

### NO PURCHASE NECESSARY. PURCHASE WILL NOT IMPROVE CHANCES OF WINNING.

**ELIGIBILITY:** The Cintas Janitor of the Year Contest (“Contest”) begins on January 29, 2018 at 12:00 a.m. Eastern Time (“ ET”) and ends April 20, 2018 at 11:59 p.m. ET (“Contest Period”). Only janitors who have been employed for a minimum of two years with the same employer (grades K through 12 or any college or university) are eligible for consideration under this Contest (“Janitor(s)”). Janitors who have been a finalist in prior Cintas Janitor of the Year contests are not eligible unless otherwise decided by Cintas Corporation No. 2, (“Sponsor”) in its sole discretion. Void where prohibited. Employees, representatives, agents, directors, and officers of Sponsor, Newell Rubbermaid, Inc., US Communities, and their respective parent companies, subsidiaries, affiliates, advertising agencies, public relations agencies and prize suppliers (including any vendors providing services in connection with this Contest) (collectively, the “Sponsor Affiliates”), members of their immediate family (i.e., spouse, mother, father, parents-in-laws, grandmother, grandfather, brother, sister, children and grandchildren) and persons domiciled with them are not eligible for consideration under this Contest.

**NOMINATIONS:** Anyone can nominate a Janitor for entry in the Contest, starting on January 29, 2018 at 12:00 a.m. ET through March 2, 2018 at 11:59 p.m. ET (“Nomination Period”).

Individuals may nominate a Janitor by going to [www.cintas.com/JOTY](http://www.cintas.com/JOTY) (the “Website”) and following the on-screen instructions to nominate the Janitor.

In order to successfully nominate a Janitor in the Contest, you must provide all information requested by Sponsor via the Website or otherwise and meet the conditions set forth below. As part of the nomination process, you will be required to provide the Janitor’s years of service and short bio (500 words or less) on why your nominee is deserving of the award. There is no limit on the number of nominations you may submit. Illegible and incomplete entries are void and will not be reviewed. Sponsor is not responsible for lost, late, or misdirected entries or entries not received or not processed regardless of cause. Entries will not be returned to you.

**FINALISTS:** For a nominated Janitor to become a Finalist, (i) Sponsor will contact each potential finalist after the Nomination Period has concluded, and (ii) the Janitor must consent to participate in the Contest by responding within five (5) days of Sponsor’s initial notification, and providing all information requested by Sponsor.

By participating in this Contest, whether or not your Janitor becomes a Finalist you unconditionally agree to these Official Rules, Sponsor’s Terms of Use and the Privacy Policy located in the footer of the Website. **Failure to comply with the Official Rules, the Terms of Use, or Privacy Policy (as determined within the sole discretion of the Sponsor) may result in disqualification.**

You further represent and warrant to Sponsor and Sponsor Affiliates that (a) you have obtained the express approval and permission from any person who may appear or be mentioned in any way in your entry, and (b) Sponsor and Sponsor Affiliate’s use of your entry (including, without limitation, any photos) will not result in the infringement of any copyright, trademark, right of publicity, privacy or other legal right of any third party.

## 1. WINNER SELECTION:

*Selection of Finalists:* At the end of the Entry Deadline, a committee of judges consisting of employees/representatives of Sponsor as well as representatives from Newell Rubbermaid, Inc., and US Communities (the "Panel") will evaluate all qualifying nominations using the following criteria, as weighted in the Panel's sole discretion: (i) the number and quality of nominations submitted per Janitor, (ii) compellingness of the nomination(s), and (iii) quality of service and dedication detailed in the nomination(s) (the "Judging Criteria"). On March 19, 2018, the Panel will select ten (10) Janitors as potential finalists based on the Judging Criteria. All decisions of the Panel are final. Sponsor will reach out to each potential finalist, and upon each potential finalist's verification of compliance with these Official Rules and consent to participate in the Contest, each potential finalist will become a finalist (each a "Finalist").

*Public Vote.* Between March 19, 2018 at 12:01 a.m. ET and April 20, 2018 at 11:59 p.m. ET ("Voting Period"), visitors to the Website will be prompted to vote for their favorite Janitor from among the Finalists. During the Voting Period, visitors may vote one time per day. The use of software or other automated processes to submit multiple votes is prohibited and votes submitted by such means will be disqualified and disregarded. All results are unofficial until verified by Sponsor.

*Selection of Potential Winner.* On or around the week of April 30, 2018, Sponsor will select one (1) Janitor as the potential Grand Prize winner based on the results of the Public Vote. In the event of a tie for highest number of votes, the Janitor who received the most initial nominations will be declared the potential Grand Prize winner. If there is a tie for number of initial nominations, the Panel will make a final determination as to the Grand Prize winner, as determined in its sole discretion. All decisions of Sponsor in declaring the potential Grand Prize winner are final.

***Sponsor reserves the right to modify these Official Rules, including any of above dates (including but not limited to the Contest Period, the judging period, the Voting Period and the date of selection of the potential winner), if Sponsor (in its sole discretion) deems such modification necessary to ensure fairness and/or preserve the spirit or goals of the Contest***

**PRIZES:** The Grand Prize winning Janitor will receive one (1) five thousand dollar (\$5,000) check made payable to the winner. The school for which the Grand Prize winning Janitor works and/or is nominated from will receive one (1) five thousand dollar (\$5,000) credit towards the cost of qualifying products or services from Cintas and Rubbermaid, as determined in Cintas' and Rubbermaid's sole discretion. The nine (9) remaining Finalists determined by the Panel will each receive one (1) five hundred dollar (\$500) check, made payable to each winner. Restrictions may apply. Prizes awarded to each winner are subject to the express requirement that the winner submit to Sponsor all documentation requested by Sponsor to permit compliance with all applicable state, federal, and local tax reporting and withholding requirements.

Neither Sponsor nor Sponsor Affiliates make or offer any warranty or guarantee, either express or implied (including, without limitation, quality, merchantability and fitness for a particular purpose) in connection with this Contest or any prize. Prize details and availability are subject to change, in which case a prize of equal value may be substituted at Sponsor's sole discretion. Prizes consist only of the items listed, are non-transferable, with no cash redemption or substitution except at Sponsor's sole discretion. Federal, state or local taxes on prizes, if any and any other costs, fees or expenses not listed above are your sole responsibility.

**NOTIFICATION:** After the conclusion of the Nomination Period, and the Panel's determination of potential finalists, each potential finalist will be notified by available phone number or mail/email address, as determined solely by Sponsor, to verify their compliance with these Official Rules and consent to become Finalists. To claim any prize, or to become a Finalist, Sponsor may require the potential winner to complete, sign, and return Affidavit of Eligibility/Liability Release/Publicity Release forms, and other applicable documents, postmarked within ten (10) days of the date on the notification. If a potential winner cannot be contacted, is disqualified, or fails to timely execute and return any required forms, the potential finalist or winner with the second (and so forth) highest score or number of public votes will be selected from among the other eligible entries. Under no circumstances will more than the advertised number of prizes be awarded.

**PUBLICITY & MARKETING:** BY ENTERING THE CONTEST, YOU AGREE THAT SPONSOR, NEWELL RUBBERMAID, INC., US COMMUNITIES AND THEIR RESPECTIVE SUBSIDIARIES, AFFILIATES, SUPPLIERS, DISTRIBUTORS, ADVERTISING/PROMOTION AGENCIES, AND EACH SUCH COMPANY'S OFFICERS, DIRECTORS, EMPLOYEES, AGENTS, REPRESENTATIVES, AND SUCCESSORS AND ASSIGNS (COLLECTIVELY, THE "RELEASED PARTIES") HAVE THE ABSOLUTE RIGHT AND PERMISSION TO PUBLISH YOUR ENTRY ON THE WEBSITE AND TO BROADCAST, PUBLISH, OR OTHERWISE USE (IN ANY OTHER CHANNEL OR MEDIUM) YOUR ENTRY, INCLUDING THE PHOTO, YOUR BUSINESS NAME, BIOGRAPHICAL AND OTHER INFORMATION PROVIDED AS PART OF YOUR ENTRY FOR ANY COMMERCIAL, PUBLICITY, OR PROMOTIONAL PURPOSE WITHOUT LIMITATION, REVIEW OR APPROVAL, OR COMPENSATION TO YOU. BY ENTERING, YOU GRANT THE RELEASED PARTIES AN EXCLUSIVE, ROYALTY-FREE AND IRREVOCABLE LICENSE AND RIGHT (BUT NOT THE OBLIGATION) TO TELECAST, BROADCAST, COPY, EDIT, ADAPT, MODIFY, REPRODUCE, PUBLISH, CREATE DERIVATIVE WORKS OF, DISTRIBUTE, USE, OR OTHERWISE PUBLICLY DISPLAY ANY OR ALL OF YOUR ENTRIES, OR ANY PORTION THEREOF (INCLUDING ANY VIDEOS, PHOTOS OR OTHER CONTENT SUBMITTED OR PROVIDED TO SPONSOR), IN ANY MANNER OR MEDIUM THROUGHOUT THE WORLD IN PERPETUITY, FOR COMMERCIAL, PUBLICITY, OR PROMOTIONAL PURPOSES, AND TO LICENSE OTHERS TO DO SO, WITHOUT LIMITATION, REVIEW OR APPROVAL, OR COMPENSATION TO YOU.

**NO LIABILITY & INDEMNIFICATION:** Sponsor and Sponsor Affiliates are not responsible for and entrants release each from any failures of any kind (whether caused by computer, technical, or human error) which may either limit the entrant's ability to submit an entry, claim a prize, or otherwise participate in this Contest, or Sponsor's ability to include all eligible entries, notify potential winners, or otherwise execute this Contest in the manner intended. Entrants further release and agree to indemnify Sponsor and Sponsor Affiliates from any and all liability, claims or actions of any kind whatsoever arising from injuries, damages, or losses to persons or property (including, without limitation, real property and personal property) which may be sustained in connection with this Contest including, but not limited to: (a) your participation in this Contest; (b) the receipt, ownership or use of any prize awarded; and (c) your breach of any of the terms in these Official Rules.

**OTHER TERMS:** Decisions of Sponsor and/or the Panel on all matters related to the Contest are final. Sponsor reserves the right to cancel or modify the Contest for any reason, including but not limited to, if fraud, misconduct or technical failures destroy the integrity of the Contest, or if a computer virus, bug, or other technical problem corrupts the administration, security, or proper administration of the Contest as determined by Sponsor, in its sole discretion. Sponsor reserves the right to disqualify or prohibit the participation of an individual if fraud or tampering is suspected, or if the individual fails to comply with any requirement of participation or with any provision in these Official Rules. **CAUTION: ANY ATTEMPT TO DELIBERATELY DAMAGE OR UNDERMINE THE OPERATION OF THIS**

CONTEST IS A VIOLATION OF CRIMINAL & CIVIL LAWS. SPONSOR RESERVES THE RIGHT TO DISQUALIFY AND/OR SEEK DAMAGES FROM ANY INDIVIDUAL MAKING ANY SUCH ATTEMPTS TO THE FULL EXTENT PERMITTED BY LAW.

**RIGHT TO DISQUALIFY:** Sponsor reserves the right to disqualify or prohibit your participation in this Contest if fraud or tampering is suspected; if you fail to comply with any requirement of participation or with any provision in these Official Rules; if the nature of your business and/or your behavior or communication at any point is disruptive, may or does cause damage or to any person, property, or to the reputation of Sponsor, or is otherwise not in accordance with all applicable laws and generally accepted social practices, all as determined in Sponsor's sole discretion.

**WINNER LIST:** The winners list will be posted to the Website on or about the week of April 30, 2018.

**SPONSOR:** Cintas Corporation No. 2, 6800 Cintas Blvd., Mason, Ohio 450402.