



**SWEEPSTAKE TERMS & CONDITIONS  
OFFICIAL RULES**

**Effective: January 1, 2026**

[Castlight Health, Inc.](#), including its affiliates and subsidiaries (collectively, “**Castlight**”) and [Vera Whole Health, Inc.](#), including its affiliates and subsidiaries, as well as the Vera-friendly PCs, (collectively, “**Vera**”) ( “it,” “our,” “us,” or “we” ) refers to the two (2) national healthcare delivery organizations providing digital healthcare navigation and clinical and advanced primary care services.

This **Sweepstakes Terms & Conditions** is applicable to the above-mentioned companies and is specific to your use of Castlight’s “**Castlight Platform**” and Vera’s “**My Vera App**,” which is defined as the suite of company offerings (collectively “**Services**”).

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**NOT OPEN TO THE GENERAL PUBLIC**

**--- Open only to Eligible Employees and Eligible Adult Dependents ---**

**NO PURCHASE OR OBLIGATION IS NECESSARY TO ENTER OR WIN. MAKING A PURCHASE OR PAYMENT OF ANY KIND WILL NOT INCREASE YOUR CHANCES OF WINNING. VOID WHERE PROHIBITED OR RESTRICTED BY LAW.**

We encourage you to read these Sweepstake Terms & Conditions (“**Official Rules**”) carefully, as they describe the specific rules that your Employer has designated for your entry in the Sweepstakes Promotion (“**Promotion**”). Any decision of your Employer and/or the Sponsor — the entity providing these Official Rules, known as “**Castlight Health, Inc.**” — are binding and final on matters relating to the Promotion. **BY ENTERING AND PARTICIPATING IN THE PROMOTION, YOU HEREBY ACCEPT AND AGREE TO BE BOUND BY THESE OFFICIAL RULES.**

1. **PROMOTION DESCRIPTION:** The Promotion is offered by participating Employers or employer entities and the Sponsor, and is offered to the Employers’ employees and the employee’s eligible adult dependents (collectively, “**Participants**”).
  - a. **Entry Period.** Promotions begin at 12:00 a.m. and end at 11:59 p.m. PST on the dates that appear in the Employer’s or Sponsor’s e-mail, postcard, internal newsletters or any other forms of communication or notice to invite the Participant to participate in a Promotion (collectively the “Promotion Specific Details” or “invitation”), unless otherwise specified.
2. **ELIGIBILITY:** In general, to be eligible, Participants must meet the following requirements:
  - a. **Email.** All eligible Participants are required to have an active email address at the time of entry.



- b. **Active Employment.** All employees must remain employed with the Employer through the awarding of the prize to be eligible to win. Participants who are adult dependents may only win if the employee is actively employed.
  - c. **Age.** Participants must be at least the age of majority in their U.S. state of residence, which is eighteen (18) in most U.S. states, but is nineteen (19) in Alabama and Nebraska, and twenty-one (21) in Mississippi, as of the date of entry.
  - d. **Location.** All eligible participants must be legal residents of the United States, Canada (excluding Province of Quebec), U.S. Territories or the Commonwealths. Some Promotions may include employer entities in the U.S. Territory of Guam, the Commonwealths of Puerto Rico and U.S. Virgin Islands, as well as the country of Canada.
  - e. **Other Requirements.** The Employer or Sponsor may require other eligibility requirements for the Promotion in the Promotion Specific Details.
  - f. **Non-Eligible Participants.** The following Participants are not eligible to participate in the Promotion:
    - i. Officers, directors and employees of the Sponsors and their parent companies.
    - ii. Affiliates, subsidiaries, advertising, promotion, fulfillment or other coordinating agencies and individuals providing services to Sponsors through outsourcers during the Promotion Entry Period, and their respective immediate family members (i.e., spouse, partner, parents, legal guardians, in-laws, grandparents, siblings, children and grandchildren) and persons living in their same household at least three months a year.
    - iii. Participants who: i) do not follow all of the instructions; ii) do not provide the required information in their entry form, or iii) do not abide by these Official Rules or other instructions of Sponsors may become ineligible, and thus disqualified.
3. **HOW TO PARTICIPATE:** To participate, eligible Participants should complete the following steps:
- a. **Step 1.** Create a Castlight Account (“**Account**”) and a User Password (collectively, “Register”) at <https://us.castlighthealth.com/#/login>, or on the [App Store](#) and/or [Google Play](#).
  - b. **Step 2.** Select a Challenge (or “Activity”) to participate.
  - c. **Step 3.** For Promotions that require Qualifying Points, you should visit the “Rewards Center” and follow the instructions for redeeming the remaining Qualifying Points earned in your Account.



4. **ALTERNATE METHOD OF PARTICIPATION:** An eligible Participant may enter the random drawing as set forth in the Invitation or App without the Challenge or Activity obligation and/or earning Qualifying Points. To be included in a Promotion's random drawing, clearly hand write on a 4" x 6" card your full name, complete mailing address, area code and phone number, email address, the name of the Promotion, the name of your Employer and your employee ID number. If you are an Adult Dependent, include all the above information, with the name of the Employee and the Employee's ID number. All materials submitted become the physical property of the Sponsors and will not be returned.
  - a. *Mail in Entry.* Mail the card in a hand printed first class stamped business #10 envelope to: Compliance Sweepstakes Services, P.O. Box 468, Stonington, CT 06378 and include the Employer's Name and Title of the Sweepstakes. You must mail in each card separately. Mail-in entries must be postmarked on or before the Promotion's Entry Period end date and received by five (5) business days after the Promotion's Entry Period end date.
  - b. *Return Address.* Return address must be hand-written with Participant's full name and address. Bulk shipments of entries are not allowed. Entries that do not meet all requirements will be disqualified.
5. **ENTRY LIMITATION:** The Sponsors may run multiple campaigns, contests, sweepstakes or other Promotions simultaneously. The following entry limitations will apply:
  - a. Entry into one Promotion, contest or sweepstakes does not constitute entry into any other.
  - b. Attempts made by the same individual to submit multiple entries by using multiple or false contact information may result in the Participant being disqualified.
  - c. Entries generated by a script, computer programs, macro, programmed, robotic, that are in excess of the stated limits, incomplete, illegible, corrupted, damaged, destroyed, forged, false, lost, late or misdirected, deceptive or otherwise not in compliance with the Official Rules may be disqualified from the Promotion at the Sponsors' sole and absolute discretion.
  - d. Entries submitted by Participants who do not meet the eligibility requirements are void.
6. **NUMBER OF WINNERS AND PRIZES PER PERIODIC PROMOTION:** Unless otherwise stated, Participants may only win once per Periodic Promotion and random drawing periods. Once a Participant wins a Prize, all follow-on (carry-forward) entries in that same Periodic Promotion are void and may not be transferred to another person or drawing period. For clarification, you may only be declared a winner one (1) time, per defined Periodic Promotion.



7. **SELECTION OF PRIZE WINNERS:** All entries meeting the requirements of these Official Rules will be entered into the applicable random prize drawing. The random prize drawing for each Periodic Promotion will take place on or about five days following the end of the applicable Periodic Promotion. The random prize drawing will be conducted by a third-party administrator (the “**Administrator**”) as defined in Section 13, which is an independent judging organization that randomly chooses the winner from all eligible entries received. All selections are final and binding in all matters relating to the applicable Promotion.
- a. **Odds of Winning.** The odds of winning depends on the total number of eligible entries received during the Entry Period.
  - b. **Notification of Winners.** Winners may be notified by e-mail approximately three weeks after the Promotion Entry Period’s end date.
    - i. **Canada Winners.** For a Promotion that includes residents of Canada (excluding residents of the Province of Quebec), any potential Winner who is a resident of Canada must correctly answer, without assistance of any kind, whether mechanical or otherwise, a time-limited mathematical skill-testing question administered online or offline in order to be declared a Winner.
  - c. **Forfeiture of Prize.** A Winner’s Prize may be forfeited, and an alternate potential Winner may be randomly selected from remaining valid, eligible entries when:
    - i. The Sponsors are unable to contact a potential Winner.
    - ii. Any potential Winner fails to respond to the Prize notification (in the case of residents of Canada, the skill-testing question).
    - iii. Any potential Winner fails to complete an Affidavit of Eligibility and Publicity/Liability Release or a Declaration of Compliance and Release for a Canadian resident (collectively, the “**Prize Acceptance Release**”) within specified days as communicated at issuance of the notification, or 30 days after, whichever comes first.
    - iv. Any potential Winner fails to comply with any of the requirements.
  - d. **Disputes Upon Entry.** In the event of a dispute regarding who submitted an entry, the entry will be deemed submitted by the owner of the email address. Winner(s) may be required to show identification proof. If identification cannot be provided, the entry will be deemed ineligible.
  - e. **Non-Liability.** The Released Entities (*as defined in Section 11*) are not responsible for and shall not be liable for late, lost, damaged, intercepted, misdirected, or unsuccessful efforts to notify the potential Winner.



8. **TYPES OF PRIZES:** Prize details and values for each Periodic Promotion are reflected in the applicable Promotion Specific Detail Rules, and may include, but are not limited to **Gift Card, Vouchers, Certificates or other Prizes.**
  - a. Terms and conditions of any vouchers or gift cards apply.
  - b. Prizes are non-transferable and no cash or other substitution of Prizes is permitted, except at the sole option of the Sponsors for a Prize of equal or greater value.
  - c. Sponsors will not replace any lost or stolen Prizes and are not responsible for any lost, mutilated or stolen tickets, travel vouchers or certificates.
  - d. Allow 6-8 weeks for delivery of Prizes.
  - e. If a Winner of a gift card Prize resides within Canada, gift card or vouchers may be provided in Canadian Dollars, if possible.
9. **PRIZE TERMS AND CONDITIONS:** At the time a Prize is offered in the Promotion, the following Prize acceptance conditions apply, unless stated elsewhere:
  - a. **Compliance with Law.** Each Prize Winner is required to comply with any and all applicable federal, state and local laws, rules, regulations.
  - b. **Value of Prize.** The stated Approximate Retail Value ("ARV") of the Prize is based on available information provided to Sponsors. Any difference between the stated value and actual value will not be rewarded.
  - c. **Prize Acceptance Release Forms.** Certain Winners may be required to sign an Affidavit of Eligibility and Liability/Publicity Release or a Declaration of Compliance or a Release for a Canadian resident (collectively, the "Prize Acceptance Release"), and return it within five days of written notification and will be required to send a copy of their passport, driver's license or birth certificate as proof of age and residence and provide Sponsors with a valid social security number before a Prize will be awarded for tax reporting purposes. Non-compliance may result in disqualification.
  - d. **Tax Withholding.** An IRS Form 1099 may be issued in the name of the Winner for the total of the Prize value, in the calendar year the Prize is won. Sponsors reserve the right to withhold taxes for non-U.S. residents who are Winners.
  - e. **Disqualification of Potential Winners.** Winners may be disqualified and an alternate Winner may be selected, in any of the following, but not limited to, circumstances:
    - i. The Winner is found to be ineligible or has not complied with these Official Rules or the Promotion Specific Detail Rules.
    - ii. The Winner cannot attend, declines, or fails to participate in any portion of the Prize.



- iii. If winning a Promotion would cause the Winner to obtain rewards with a value that exceeds the health and wellness incentive limit set by your Employer.
  - iv. If, for any reason, more bona fide Winners come forward seeking to claim Prizes in excess of the number of each type of Prize set forth in these Official Rules.
- f. **Prizes Offered Directly by Employers.** If a Prize is fulfilled by an Employer, Participants may receive compensation or other benefits for any work performed in connection with the activities in connection with the Promotion, and Participants may receive compensation other than their normal pay. Prizes won in a Promotion may be considered a bonus and may be part of a bonus program that Employer may offer, except as may be determined by Employer and applicable law.
- g. **Reasonable Alternatives.** In the event that Sponsors are no longer able to obtain a Prize item at the time of redemption, Participants agree to allow the Sponsors to provide a reasonable alternative Prize of similar value.
- h. **Trip-related Prizes.** Sponsors will be responsible for arranging the trip-related prizes related to reservations, including flight and hotel accommodations and reservations, in connection with which the Winners, including their travel companion, however, Sponsors retain the right to exercise discretion (including, without limitation, choice of airline, hotel and travel dates), and their decisions will be final. Travel must originate from and end at the same airport. Winners must redeem the trip-related prize together. All travel and accommodations are subject to availability, change and restrictions. Once travel commences, no stopovers are permitted; if stopover occurs, full fare will be charged from stopover point for the remaining segments, including return, of the trip. No changes will be made to travel details once any portion of travel arrangements has been made. Ticket re-issues and/or time extensions are not allowed. Flight details are subject to the airline carrier's regulations and conditions. The trip-related prize may not be combined with any other offer and travel may not qualify for frequent flyer miles, unless approved by Sponsor. Any Winner, who is unable to travel and lives outside of a 200-mile radius of the trip-related prize destination, will not receive the full airline ticket reimbursement, however, may receive the Sponsors' decided travel allowance amount in the form of a check or gift card. Blackout dates, geographical and general travel restrictions apply. All other expenses not specifically mentioned herein, including applicable income taxes, are the sole responsibility of the Winners.
- 1. All expenses and incidental travel costs not specifically stated in the trip-related prize description above, including, but not limited to, transportation to gateway; ground transportation; transfers; meals;



beverages; mini-bar; insurance; gratuities; souvenir; and other related expenses are the sole responsibility of the Winners.

2. Without limiting any other terms of these Official Rules, any travel companion must execute a Travel Companion Waiver Release prior to issuance of travel documents.
  3. Winners will be required to provide valid government issued picture ID at time of travel; any identification requirements associated with air travel or acceptance of Prize are the responsibility of the Winners. If Winners are not U.S. residents, such Winners must have a valid passport and no impediment to entering the U.S. or the Prize will be forfeited.
  4. Winners are solely responsible for their own conduct while accepting the Prize and agree to comply with all applicable laws and regulations pertaining to use and enjoyment of the Prize.
  5. Trip-related prize Winners are also responsible for obtaining airline travel insurance, and all other forms of insurance at the Winner's option and hereby acknowledge that Sponsors have not and will not obtain or provide any other types of insurance.
  6. Sponsors shall not be responsible for any cancellations, delays, diversions or substitution or any act or omissions whatsoever by the supplier of accommodations, venue operators, transportation companies, Prize providers or any other persons providing any Prize-related services. The trip related prize must be completed during specified dates, or the trip will be forfeited. Additional Prize award details and travel information is to be provided to the Winner(s) at the time of notification.
- ii. **Winner's Inability to Enjoy Prize.** If the Winner becomes disabled or cannot otherwise fully enjoy the Prize due to illness, Sponsors shall have the option of: (a) being relieved of liability for fulfillment of the Prize award; or (b) at Sponsors' sole and absolute discretion, extend the period during which the Prize may be awarded for a period equal to the duration of the Winner's disability or illness, in which case certain Prize components may not be available. The Winner must prove such disability by a doctor's certificate, which certificate shall be endorsed by another physician agreeable to the Sponsors and Winner at Sponsors' expense. Other restrictions as designated by the Sponsors may apply.



- iii. **Publicizing Winner's.** Depending on your Employer's preference, we may publish a list of current prize winners or individually notify prize winners, upon completion of Sweepstakes competition.
10. **PRIVACY:** Personal information collected from a Participant will only be used by the Sponsors strictly in accordance with Sponsors' [Privacy Statement](#) and as specifically set forth in these Official Rules.
11. **RELEASES AND LIMITATION OF LIABILITY:** By entering the Promotion or by accepting any Prize, any Participant and/or Winner agrees:
  - a. To release, indemnify, defend and hold Sponsors, Employer, Administrator and each of their respective parent companies, affiliates, subsidiaries, directors, officers, employees, agents, including advertising and promotion agencies, and assigns, and any other organizations related to the Promotion (collectively, the "**Released Entities**"), harmless, from any and all claims, that in any way arise from participation in this Promotion or acceptance or use of a Prize or parts thereof, including, without limitation:
    - i. any condition caused by events beyond Sponsors' or Employer's control that may cause the Promotion to be disrupted or corrupted;
    - ii. any injuries, losses, or damages (compensatory, direct, incidental, consequential or otherwise) of any kind arising in connection with or as a result of the Prize, or acceptance, possession, use or misuse of the Prize, or from participation in the Promotion (including travel to/from any Promotion activity);
    - iii. the Released Entities' violation of rights of publicity or privacy, claims of defamation or portrayal in a false light or based on any claim of infringement of intellectual property;
    - iv. any printing, human or typographical errors in the printing, offering, selection, operation, announcement or any materials associated with the Promotion.
  - b. The Sponsors and Employer have not made any warranty, representation or guarantee, expressed or implied, in fact or in law, with respect to any Prize awarded and specifically disclaim all such warranties, including, without limitation, any warranty of merchantability or fitness for a particular purpose. Each Prize is awarded "AS IS" and WITHOUT WARRANTY OF ANY KIND either expressed or implied. A Prize may not be sold, traded, or commissioned, and is not exchangeable, transferable, or redeemable for cash except in Sponsors or Employer's sole discretion. Prize details and availability are subject to change. The Sponsors, Employer and their agents are not in any way responsible or liable for damages resulting from shipping and handling, loss, use or



misuse of any Prize awarded in this Promotion. The Prize Acceptance Release is subject to verification by Sponsors.

- c. To be bound by these Official Rules, and Sponsors' decisions in all respects relative to the Promotion are final. BY ENTERING THE PROMOTION, PARTICIPANT AND/OR WINNER AGREES THAT TO THE EXTENT PERMITTED BY APPLICABLE LAW:
- i. ANY AND ALL DISPUTES, CLAIMS AND CAUSES OF ACTION ARISING OUT OF OR CONNECTED WITH THE PROMOTION, THE MEANING OR INTERPRETATION OF THE OFFICIAL RULES OR ANY PRIZE AWARDED, WILL BE RESOLVED INDIVIDUALLY BY APPLYING THE LAWS OF THE UNITED STATES AND IN THE STATE OF DELAWARE, OR THE STATE CHOSEN BY SPONSOR, WITHOUT RESORT TO ANY FORM OF CLASS ACTION;
  - ii. ANY AND ALL CLAIMS, JUDGMENTS AND AWARDS WILL BE LIMITED TO ACTUAL THIRD-PARTY, OUT-OF-POCKET COSTS INCURRED (IF ANY) NOT TO EXCEED TEN DOLLARS (\$10.00), BUT IN NO EVENT WILL ATTORNEYS' FEES BE AWARDED OR RECOVERABLE;
  - iii. UNDER NO CIRCUMSTANCES WILL ANY ENTRANT BE PERMITTED TO OBTAIN ANY AWARD FOR, AND ENTRANT HEREBY KNOWINGLY AND EXPRESSLY WAIVES ALL RIGHTS TO SEEK, PUNITIVE, INCIDENTAL, CONSEQUENTIAL OR SPECIAL DAMAGES, LOST PROFITS AND/OR ANY OTHER DAMAGES, OTHER THAN ACTUAL OUT OF POCKET EXPENSES NOT TO EXCEED TEN DOLLARS (\$10.00), AND/OR ANY RIGHTS TO HAVE DAMAGES MULTIPLIED OR OTHERWISE INCREASED; AND
  - iv. ENTRANTS' REMEDIES ARE LIMITED TO A CLAIM FOR MONEY DAMAGES (IF ANY) AND ENTRANT IRREVOCABLY WAIVES ANY RIGHT TO SEEK INJUNCTIVE OR EQUITABLE RELIEF. SOME JURISDICTIONS DO NOT ALLOW THE LIMITATIONS OR EXCLUSION OF LIABILITY, SO THE ABOVE MAY NOT APPLY TO YOU.

## 12. SPONSOR AND EMPLOYER RIGHTS

- a. ***Right to Modify, Suspend, or Terminate Based on Integrity, Quality or Technical Issues.*** Sponsors reserve the right, in their sole and absolute discretion to modify, suspend or terminate the Promotion, without notice, and award the Prize to non-suspect eligible entries received as of the modification/termination/suspension date, or any combination thereof, should:
- i. Causes beyond Sponsors' control corrupt or interfere with the administration, integrity, operation, security or proper play of the Promotion.



- ii. Any Entrant found to be, or suspected of: (i) tampering with the entry process or the operation of the Promotion; (ii) acting in violation of these Official Rules; or (iii) acting in an unsportsmanlike manner.
  - iii. If for any reason, this Promotion is not capable of running as planned due to infection by computer virus, worms, bugs, tampering, unauthorized intervention, fraud, technical failures, or any other causes beyond the control of the Sponsors, which corrupts or affects the administration, security, fairness, integrity or proper conduct of the Promotion.
- b. ***Right to Modify, Suspend, or Terminate Based on Force Majeure.*** Sponsors and/or Employers reserve the right in their sole discretion to terminate, modify or suspend any Promotion, in whole or in part, because of the occurrence of any event beyond their control, including, but not limited to, fire, flood, epidemic, earthquake, explosion, labor dispute or strike, act of God or public enemy, communications, equipment failure, utility or service interruptions, riot or civil disturbance, terrorist threat or activity, war (declared or undeclared), interference with the Promotion by any party, or any federal, state, local or provincial government law, order, or regulation, order of any court or jurisdiction, or other cause not reasonably within Sponsors' control ("Force Majeure" event or occurrence).

13. **ADMINISTRATOR:** Compliance Sweepstakes Services, LLC, PO Box 469, Stonington, CT 06278.