

RULES

Eligibility

The Reward Volunteers ("RV") Campaign (meaning "Program", and also more specifically referring to a specific time period that Reward Volunteers runs, with a specific list of prizes and start and end date as defined in these Rules) is sponsored by Cabot Creamery Cooperative, 1 Home Farm Way, Waitsfield, VT 05673 ("Sponsor" or "the Sponsor") and provides rewards to individuals who volunteer their time, as well as to organizations they serve.

Reward Volunteers' Users and the organizations they volunteer for ["Beneficiaries" or "Beneficiary organization(s)] may be eligible for Rewards, which may include cash and prizes for individual volunteers, and cash and prizes for certain beneficiary organizations. A "Volunteer" participating in the Reward Volunteers program is defined as "an individual who provides his or her unpaid time and services to a tax-exempt organization as defined by the IRS, free of charge, with no payment in return (in any form — cash or otherwise) for performing said services. Such volunteer services are typically categorized as being in keeping with organizations' missions to support and/or improve the quality of life of those served by said tax-exempt organization." Individual volunteers may volunteer and log time at any US tax-exempt organization IRS designated as 501(c)3 through 501(c)28, along with 501(d) 501(e), 501(f), 501(k), 501(n), 521(a), 4947(a)(1), 4947(a)(2) and 170(c)(1). Volunteers may also list government service organizations that support volunteerism as their Beneficiary organizations, and are eligible to receive individual rewards, but the Sponsor will determine, at its sole discretion, if these organizations are eligible to win prizes for organizations. Volunteers may also volunteer for co-ops, schools, Americorps or Senior Corps, and be eligible to receive prizes, but these organizations are not eligible to win prizes themselves, as they are not Qualified Beneficiaries, defined as "organizations eligible to win prizes from Reward Volunteers". Hours to any Beneficiary organization will provide Reach (see below) and chances to win for individuals, but only Qualified Beneficiary organizations are themselves eligible to win prizes. The Sponsor may, at its sole discretion contact an organization to verify a volunteer's participation.

The term "Volunteer" is used interchangeably with "User", referring to Users of Reward Volunteers. The web-portal and entire system, including, but not limited to, software, rules and prize drawing, are collectively known as both "Reward Volunteers" and "the Program", interchangeably.

NO PURCHASE OR PAYMENT IS NECESSARY TO ENTER OR WIN IN THE REWARD VOLUNTEERS PROGRAM. ALL FEDERAL, STATE, LOCAL, AND MUNICIPAL LAWS AND REGULATIONS APPLY. VOID WHERE PROHIBITED.

Please note that Reward Volunteers is operated by Cabot Creamery Cooperative and is subject to these rules and to the Terms of Use and Privacy Policy, which specify general rules and limitations regarding volunteer reward programs and the Cabot Creamery Cooperative program, and are incorporated by reference into these Rules. By participating in the Program, each entrant unconditionally accepts and agrees to comply with and abide by these Rules and the Cabot Creamery Cooperative Terms of Use and Privacy Policy.

The current version of Reward Volunteers officially begins April 14, 2021 with the first month's prizes announced on January 14, 2022. (Note, hours logged starting April 1, 2021 count). The Sponsor reserves the right to make updates and changes to the Reward Volunteers program at any time. Any updates to the rules will be posted on the RV website under the "Rules" section.

The Campaign is open to all legal residents 18 years or older (or the age of majority in the jurisdiction of their residence, whichever is older), and 13 years with parental consent, of the 50 United States and District of Columbia. This Campaign is void outside the 50 United States and D.C. and where prohibited by law. Eligible participants can enter the Campaign by visiting www.rewardvolunteers.com; or by mail as follows: Send your name, address, city, state, zip code, email address and day and evening telephone numbers with area code hand-printed on a 3-1/2" x 5" piece of paper. On the reverse side of the 3-1/2" x 5" paper, hand print "Cabot Creamery Reward Volunteers Campaign." In addition, mail your completed entry in a self-addressed, stamped envelope to: Cabot Creamery Cooperative, 193 Home Farm Way, Waitsfield, VT 05673 Attn: Reward Volunteers. All note card entries must be received by April 14, 2021.

Reach and Rewards for Volunteers and Organizations

Reach, or Reach points are the credit volunteers receive for logging and sharing their volunteer activity. An hour of volunteering counts for 4 Reach points, while activity volunteers post to Facebook (via Reward Volunteers) is awarded one point each for likes and comments. More Reach = more chances to win. A volunteer's odds of receiving a prize depend on how much volunteer activity the volunteer logs and shares relative to how much volunteer activity all of the other volunteers log and share for the time period for which winners are selected. Each month individual volunteer winners are selected based on a weighted system whereby more Reach from the previous month equals more chances to win. At the last month of the campaign, Grand Prizes are selected based on a weighted system based on Reach from the entire campaign.

A Qualified Beneficiary organization's odds of receiving a prize depends on the aggregate volunteer activity of their volunteers who use Reward Volunteers and list them, relative to the volunteer activity of volunteers listing other Qualified Beneficiaries. Each month, organizational prizes are awarded by selecting a volunteer via a weighted system based on Reach, where the more Reach a volunteer has for that month, the more chances their Qualified Beneficiary organization has to win (pending proper paperwork, see below). Grand prizes are selected for organizations at the end of the campaign based on their volunteer's reach for the entire year. In this way, volunteers increase their own, as well as their beneficiary organizations' chances of winning. The Sponsor may, at its sole discretion contact an organization to verify a volunteer's participation.

Timeline and Logging Time

Grand Prize winners from the previous campaign will be announced on the Reward Volunteers website on April 14, 2021 then monthly prize winners announced on the 14th of each month thereafter until January 14, 2022, when the grand prizes are again announced. The same schedule will repeat in subsequent years, unless changed by the Sponsor. Throughout the year ("year" refers to the 12-month Reward Volunteers prize cycle, starting in April), winners are selected each month and their chances of winning are based on Reach accrued from the previous month. Then, on April 1st of each year, Grand Prize winners are selected based on Reach-weighted chances from the previous year. Users are eligible for one monthly prize and one grand prize per year (starting in April). Organizations are also eligible for one monthly prize and one grand prize per Reward Volunteer year. The Sponsor, whose decisions are final in all matters relating to this Program, will select winners. By using the Reward Volunteers program, participants certify that they are honestly inputting their hours, which should be recorded no later than one week after completion and include no more than 40 hours at a time. Volunteers "on call" should not include time not actively volunteering, but

volunteers may include time commuting to service activities. Hours spent fundraising on behalf of an organization may be logged, as long as the beneficiary organization can verify the service.

Notification

Individual Reward Winners (Volunteers/Users) will be notified by email at the email address provided to Cabot Creamery Cooperative by the User when they signed up for Reward Volunteers. Winners will be required to sign an Affidavit of Eligibility and Liability/Publicity Release (where permitted), to be returned within five (5) days of the first notification, or Reward may be forfeited and an alternate winner selected. If contacted to verify that a potential winner volunteers at their organization, beneficiary organizations will have 48 hours to respond before a new winner is chosen.

Organizations may be contacted via the information provided on their website to verify volunteer service. Winning organizations will be notified via the contact information on their website. Rewards for organizations must be accepted and claimed within five (5) days after notification. Organizations may be required to submit proof of US 501(c)3 designation within five (5) days of notification that they have won a prize. If a winner cannot be reached because the email address no longer works, the Reward will be forfeited and an alternate winner selected. Sponsor is not responsible if User does not receive notifications for whatever reason. Co-ops and Public Schools are not eligible to win prizes.

Additional Rules and Limitations

Additional Rules and Limitations apply for each prize and will accompany the notification of award. To accept an award you must agree to abide by these Rules and Limitations. Volunteers and organizations are eligible to win one (1) Grand Prize only throughout the duration of the Reward Volunteers program each year. Additionally, volunteers and organizations are eligible to win one (1) non-grand prize per year. However, volunteer and organization eligibility remain independent of one another, i.e. if a volunteer's beneficiary organization wins, this does not exclude the volunteer from also winning, and vice versa. Winners are not entitled to exchange or transfer Rewards (or portions thereof) or obtain cash or other substitutes; however, Sponsor may substitute Rewards (or portions thereof) with other rewards of equal or greater value, based on availability. Winners of any prize with a cash value that requires the winner to submit a W-9 form will be sent a W-9 form once they accept said prize. Winners have three (3) business days (Monday through Friday) in which to return a copy of the completed W-9 Form to Cabot. Failure to return a copy of the completed W-9 form to Cabot will result in forfeiture of the prize. No exceptions will be made.

The Sponsor may verify with each volunteer's designated beneficiaries that the volunteer has volunteered with the beneficiary and confirm the time logged by the volunteer for that beneficiary. The Sponsor reserves the right to reduce a volunteer's Reach Points or disqualify a volunteer from eligibility to win a Reward if: (1) The volunteer has already won a Reward in this Campaign previously (except the volunteer always remains eligible to win a grand prize of the Campaign), (2) The volunteer logs more than 40 hours of volunteer time or (3) appears to be using RV fraudulently in any manner. Cabot and its partners reserve the right to determine prize eligibility and Rewards for all campaigns. All federal, state, local, and other taxes on prize are the sole responsibility of the winner. If there is any question regarding the identity of a volunteer, the authorized account holder of the email address used to enter the Campaign at the time of entry will be considered the Program entrant.

Upon receiving notice of winning a Reward, the winner will have the option to not opt in to The Sponsor's use of the winner's name, photograph, likeness, statements, biographical information,

voice and address (city and state), collectively, "Promotional Information", for promotional and advertising purposes; otherwise, the Sponsor may use the aforementioned Promotional Information in all forms of media worldwide, in perpetuity, without limitation, notice or further compensation. Reward Volunteers winners may also be asked to share a quote and/or photo of their volunteering, which Reward Volunteers' Sponsors may use in any and all promotional materials, including but not limited to newsletters, website, social media, or other digital or printed materials. In sending a photograph or quote, the user certifies that they have the permission to use the images/text, and transfers said permission to Cabot and its affiliates, who may use this Promotional Information in all forms of media worldwide, in perpetuity, without limitation, notice or further compensation.

The Program may be canceled, terminated or modified if it cannot be operated, conducted or completed as planned, for any or no reason. The Sponsor reserves the right at its sole discretion, to cancel, terminate, modify or suspend the Program in whole or in part, at any time, without notice and award the Rewards using all non-suspect, eligible entries received as of or after (if applicable) this termination or suspension date.

All federal, state and local laws and regulations apply to this Campaign, and this Campaign is void where prohibited by law. The Sponsor is not responsible for any problems with time entries or communications related to prizes, including technical failures related to transmission, communications line failure, computer, telephone, cable, unavailable network or server connections, or other failures related to hardware, software or virus, or incomplete, late or misdirected entries, theft or destruction or unauthorized access to, or alteration of, entries, or human error or traffic congestion on the Internet or at any website, or any combination thereof, including any injury or damage to participant's or any other person's computer relating to or resulting from participation in Reward Volunteers or downloading related materials. Any person attempting to defraud or tamper with the mechanics, operation or conduct of the Program, including, without limitation, the entry process or any aspect of the Program, or otherwise violating these rules, may be disqualified and may be prosecuted to the full extent of the law. The Sponsor reserves the right to seek damages or other remedies from any such person(s) responsible for such activities.

By participating, entrants agree to abide by and be bound by these Campaign Rules and the decisions of The Sponsor, and waive any right to claim ambiguity in the Campaign or in these Campaign Rules. By accepting a reward, winner also agrees to release, discharge, indemnify and hold harmless Cabot Creamery Cooperative, individually and collectively, vendors associated with the Program, and the respective officers, directors and employees of each of these entities, from and against any claims, damages or liability due to any injuries, damages or losses to any person (including death) or property of any kind resulting in whole or in any part, directly or indirectly, from acceptance, possession, use or misuse of the prize awarded, or participation in this Program. To request confirmation of the name and address (city and state) of the winner, please send a self-addressed, stamped business size envelope within 60 days after the end of the Campaign to Cabot Creamery, 193 Home Farm Way, Waitsfield, VT 05673 Attn: Reward Volunteers. These rules were last updated on April 1, 2020.