

President's Club 2019

Rules and Guidelines

Senior management from each division has the right to make modifications in the best interest of the business. They have final authority over all decisions regarding sales, goals, attainment, qualifications, and any other decisions pertaining to this event.

Converge reserves the right to change or eliminate prizes at any time and without notice.

Performance Period:

The performance period is from January 2018 through December 2018. (Unless otherwise noted)

Eligibility Rules:

- Winners must be in their position for the full performance period. (Unless otherwise noted)
- The winner must be an active, full-time employee with the company in good standing at the time of the trip (an EPR rating of achieved expectations or higher and no written warnings or similar performance documentation). If an employee resigns or is terminated by Converge before the scheduled trip date, all awards and benefits are forfeited.
- The winner must have been in his position for the entire year (January – December)
- Guests must be 21 or older unless the spouse of a winner.
- Guests may not be another Converge employee unless the guest is a spouse.
- The winning Converge employee and invited adult guest are the only individuals eligible for the trip. Prizes are not transferable or exchangeable.
- President's Picks winners are for support staff or any other staff where criteria does not exist. They will be chosen via senior management recommendation.

Prizes:

- Prizes may not be exchanged for cash or other types of financial remuneration. Prizes are non-transferable.
- By accepting any of the prizes, you give Converge permission (except where prohibited) to use your name, likeness and statements for publicity purposes without additional compensation.
- By accepting the prizes, you agree that Converge and any prize sponsors (and each of their affiliates, subsidiaries, officers, directors, employees, representatives, shareholders, members, consultants and agents) shall not be liable for injuries, damages, expenses or costs or losses of any kind resulting from participating in this event, or the acceptance of or use or misuse of a prize.
- Winning or participating in this event does not constitute a promise to continue your employment for any given period of time, create any contractual obligations on the part of Converge, or alter the employment "at will" provision as described in Arrow's Employee Handbook.

General Information:

- President's Club is an adults-only event. Children are not permitted to attend. There are no exceptions. To be fair to all, should you disregard this rule, you will be asked to leave.
- Certain scheduled events have a mandatory attendance by the winner (dinners/awards/teambuilding)