



MRA's aPHR, PHR, or SPHR EXAM CONTEST TERMS AND CONDITIONS / OFFICIAL RULES

1. **Sponsor:** MRA – The Management Association: N19W24350 Riverwood Drive, Waukesha, WI 53188, United States, is solely responsible for all aspects of this contest.
2. **No Purchase Necessary to Enter to Win:** A purchase of any MRA product or service is not necessary to enter this contest. Purchasing any MRA product or service will not increase your chances of winning. This contest is subject to all federal, state, and local laws and regulations. Void where prohibited by law.
3. **Eligibility:** Entrant must be a legal US resident, eighteen (18) years of age or older, and an employee of an MRA member. Further, all entrants must be able to meet the requirements of HRCI, which are found at www.hrci.org to take the aPHR, PHR, or SPHR exam within the time periods set forth by HRCI*. Employees of MRA, MRA's parents, subsidiaries, affiliated companies, agents, and the immediate family (defined as parents, spouse, children, siblings, and grandparents) of each such employee, and all those with whom such employees live, are NOT eligible.

*Exam winner has 180 days from the time the free exam is awarded to redeem the scholarship for the exam. After applying for the exam, the winner has 180 days to take the exam.

4. **Entry:** Employees of MRA member companies may **enter this contest by completing the following form:** <https://www.mranet.org/aphrphrsphr-exam-contest>

Entrant is responsible for normal internet access and usage charges imposed by their online service. MRA is not responsible for late, lost, misdirected, illegible, or corrupted entries. Only one entry per person is allowed. All entries that are submitted from users that are not employed by an MRA member company are void. In the event of a dispute regarding the identity of the person submitting an entry, the entry will be deemed to be submitted by the person in whose name the account is registered. Entries by any method other than those set forth above are void. Any use of automated or programmed methods of effecting entry is prohibited.

5. **Prize:** The following prize will be awarded: **One free aPHR, PHR, or SPHR exam to be taken by the deadline set on MRA's contest webpage. The approximate retail value (ARV) is \$400-\$595.**

The odds of winning depend on the number of entries. The prize is not redeemable or transferable. No cash or other substitution can be made for the prize except at MRA's sole discretion.

The aPHR, PHR, or SPHR exam will be administered by HRCI. The winner must meet the requirements of HRCI to take the exam.

All taxes, fees, and surcharges on the prize are the sole responsibility of the winner. All costs and expenses related to winning and accepting the prize; and attending the aPHR, PHR, or SPHR exam at the site where it is administered are the sole responsibility of the winner. Only one (1) person can win this prize.

6. **Drawing:** The prize is **one free aPHR, PHR, or SPHR exam to be taken by the deadline set on MRA's contest webpage).** The entry will be drawn randomly from the pool of eligible entrants. The potential winner must comply with all terms and conditions outlined in these Official Rules, and winning is based solely upon fulfilling all such requirements. All entries received during the entry period are eligible for the drawing. MRA, whose

decisions are final and binding in all matters relating to the contest, will conduct the drawing on or about the first business day following the enrollment period.

The potential winner will be notified by email, regular mail, or telephone. If a potential winner cannot be contacted within fourteen (14) days after the first attempt to contact such potential winner has been made, an alternate potential winner will be selected in his or her place at random from all the entries received.

If a potential winner has been determined by MRA to be disqualified, MRA will select another winner using the same method as described above.

7. **Release and Other Terms and Conditions:** All decisions are final. If any prize or prize notification is returned as non-deliverable, the potential winner will be disqualified, and another potential winner will be selected in the original potential winner's place. By entering this contest, you release MRA, its subsidiaries, affiliates, partners, advertising and promotion agencies, and all of MRA's officers, directors, employees, representatives, and agents ("Released Parties") from any liability whatsoever and waive any and all causes of action, for any claims, costs, injuries, losses, or damages of any kind arising out or in connection with the contest or delivery, mis delivery, acceptance, possession, or use of or inability to use the prize, including without limitation, claims, costs, injuries, losses, and damages related to personal injuries, death to or destruction of property, rights of publicity or privacy, defamation or portrayal in a false light, whether intentional or unintentional, whether under a theory of contract, tort (including negligence), warranty or other theory.

Winner's acceptance of the prize constitutes the grant to MRA and assigns of an unconditional right to use winner's name, address (city and state or province only), likeness, photograph, biographical and prize information and/or statements about the promotion for any programming, publicity, advertising, and promotional purposes without additional compensation, except where prohibited by law.

Rules subject to all federal, state, and local laws. Void where prohibited.

8. **Miscellaneous:** All entries become the sole property of MRA and none will be returned. In the event of a dispute, MRA's decision is final. MRA reserves the right in its sole discretion, to disqualify any individual who tampers with the entry process. MRA assumes no responsibility for any error, omission, interruption, deletion, defect, communications failure, theft or destruction, or unauthorized access to, or alteration of, entries. MRA is not responsible for late, lost, illegible, incomplete, stolen, or misdirected entries.
9. **Disputes:** Except where prohibited by law, entrant agrees that any and all disputes arising out of this agreement shall be resolved under the laws of the state of Wisconsin.
10. **Questions? Contact:**
MRA – The Management Association
N19W24350 Riverwood Drive
Waukesha, WI 53188
Attn: Tammy Smith