

2016 PROFESSIONAL COMPENSATION SURVEY- PARTICIPANTS Opportunity Drawing Official Rules

1. Sponsorship and Eligibility

This opportunity drawing is sponsored by Western Growers Association, 17620 Fitch Street, Irvine, California 92614. There is no purchase necessary to enter or win. This contest is open to legal residents of California and Arizona who are eighteen (18) years or older at the time of entry. Employees of Western Growers, its affiliates, and the immediate family members of each are not eligible.

2. Qualification Period

The qualification period for the prize drawings of the contest begins at 12:01 AM (PST) on January 22nd, 2016 and ends at 11:59 PM (PST) on March 31, 2016.

3. Entry Procedures

To enter the opportunity drawing, you must have participated in the 2016 Human Resources Practices & Professional Compensation Survey. Participate , in the survey which is located at <http://www.agsalary.com> and enter legitimate data related to your place of employment within the agriculture sector.

4. Duties of Participants; Limitation of Liability

By entering, participants agree to be bound by these rules and the decisions of Western Growers Association which shall be final. All federal, state, and local laws apply. Western Growers Association and the employees, officers, directors, shareholders, agents, and representatives of Western Growers Association, affiliates, subsidiaries, and advertising, promotion and legal advisors are not responsible for and shall not be liable for: (i) late, lost, delayed, damaged, misdirected, incomplete, illegible, or unintelligible entries; (ii) telephone, electronic, hardware, or software program, network, Internet, or computer malfunctions, failures, or difficulties; (iii) errors in transmission; (iv) any condition caused by events beyond the control of Western Growers Association that may cause the opportunity drawing to be disrupted or corrupted; (v) any injuries, losses, or damages of any kind caused by a prize or resulting from acceptance, possession, or use of a prize, or from participation in the contest; or (vi) any printing or typographical errors in any materials associated with the opportunity drawing.

5. Violation of Opportunity Drawing Rules

Western Growers Association reserves the right to disqualify any participant or winner who, in its sole suspicion, tampers with the entry process, intentionally submits more than a single entry, or violates these rules or the Site Terms and Conditions.

6. Selection of Winners; Chances of Winning

Prizes will be awarded in a random drawing held from among all eligible entries received. Odds of winning depend on the total number of entries received.

7. Description of Prizes

The random drawing will be for the following prize: Apple® - iPad® air 2 (Retail value: \$399.99)

8. Notification of Winners; Substitution of Prizes

Winners will be notified by electronic mail. Western Growers Association will attempt to re-send said email up to three times. If any winner does not respond to email notification within three days of its transmission, or should the email be returned as undeliverable after three attempts, the prize will be forfeited and an alternate will be selected at random. Winners may not substitute or transfer prizes. Western Growers Association reserves the right to substitute a prize of equal or greater value in the event a prize is unavailable. Prizes are not redeemable for cash. All taxes on prize are winners' responsibility. Limit: one prize per household.

9. Permissions

Except where prohibited by law, entry constitutes permission to use winners' names, hometowns and likenesses for online posting, and/or any advertising and publicity without additional compensation. Winners may also be required to sign and return a release of liability, declaration of eligibility and, where lawful, a publicity consent agreement, as conditions of receiving a prize. Failure to comply with the aforementioned conditions shall be grounds for forfeiture of a prize.

10. Inquiries or Questions

Any inquiries or questions regarding this contest, including any request for the names of the winners, may be sent by email to yminor@wga or by regular mail to *Western Growers Association* at the address set forth above.