

Promotion: Indeed Race to Austin Giveaway!

NO PURCHASE NECESSARY TO ENTER OR WIN. A PURCHASE OR PAYMENT OF ANY KIND WILL NOT INCREASE YOUR CHANCES OF WINNING. VOID WHERE PROHIBITED. MUST BE AT LEAST 18 YEARS OF AGE TO ENTER AND WIN ANY PRIZE.

OFFICIAL RULES

1. Sponsor

These Official Rules govern the Indeed Race to Austin Giveaway ("Giveaway") sponsored by Indeed, Inc. (the "**Sponsor**").

2. Eligibility

Open to legal residents of the United States, the United Kingdom, and Canada excluding Quebec, who are 18 years or older at entry.

Employees, officers, directors, contractors, representatives, and agents of the Sponsor, FanCompass, Red Krypton, Creative Artists Agency (CAA), Oracle Red Bull Racing, and each of their respective parent companies, subsidiaries, affiliates, advertising and promotion agencies, and the immediate family members (spouse, parent, child, sibling, and their respective spouses, regardless of where they reside) and household members of each such individual, whether or not related, are not eligible to enter or win.

3. No Purchase Necessary

No purchase necessary. A purchase will not improve odds.

4. Promotion Period

Runs from 12:00:00 AM CT on 09/14/2026 until 11:59:59 PM CT on 09/30/2026.

5. How to Enter + Release

There are two ways to enter:

1. Enter online at indeedracetoaustin.com.
 1. **Non-Indeed account holders:** You must create an account to receive one (1) entry. You may receive an additional entry by uploading, adding, or creating a new resume.
 2. **Indeed account holders:** You will be prompted to log in on the landing page. To receive one (1) entry, you must upload or create a new resume or update your existing resume.
2. Enter via the Alternate Method of Entry by mailing a 3"x 5" postcard: print your name, complete address, phone number and (if applicable) email address. Mail your completed entry to: Indeed, Inc., Indeed Tower, 200 W. 6th St., Floor 36, Austin, TX 78701. All mailed entries must be received by 11:59:59 PM ET on 09/20/2026. The Sponsor will not accept and are not responsible for mailed entries that are late, lost, stolen, mutilated, damaged, incomplete, illegible, postage due, or misdirected.

Each eligible entrant may enter only once as outlined above. Only one (1) Indeed account per person is permitted. Use of multiple accounts or identities will result in disqualification.

By entering this Giveaway and/or accepting the Prize, the Winners and all entrants hereby consent (except where prohibited by law) to the reasonable use by Sponsor of the Winners' and entrants' photograph, voice, likeness and/or image, contents of the entry and the name of the Winner and entrants without any further compensation for any future promotional activity related to this Giveaway.

6. Winner Selection + Verification

One (1) potential ticket winner and two (2) potential second place prize winners will be selected by random draw. If the selected entrant(s) cannot be contacted, are ineligible, decline, fail verification, or fail to respond within three (3) days, Sponsor may draw an alternate winner. Odds of winning depend upon the number of eligible entries received.

Each Winner may be required to execute and return a notarized Winner Confirmation and Publicity/Liability Release within fifteen (15) days of issuance. Failure to return all required documents in this time period may result in the Winner being disqualified and an alternate Winner selected by repeating the process described in this Section.

7. Canadian Verification

If the selected winner is a resident of Canada, in order to be eligible to win the Prize, the selected entrant shall be required to correctly answer a time-limited, mathematical skill-testing question, without assistance of any kind whether mechanical, electronic or otherwise. The selected entrant may be required to swear an affidavit indicating compliance with this section.

8. Prize

Prize details:

One (1) ticket winner will receive two (2) tickets to the 2026 United States Race (ARV of \$1595.50 per pass) and a travel stipend of USD \$1720.00 to be used toward travel, accommodations, and other expenses incurred in connection with attending the event. Prize is non-transferable except at Sponsor's discretion.

Two (2) winners will each receive a second place prize of an Oracle Red Bull Racing baseball cap (ARV \$40).

9. Taxes

Each winner is responsible for any taxes imposed by their jurisdiction unless prohibited by law.

10. Privacy

By entering the Giveaway, entrants acknowledge that the Sponsor along with its Giveaway administrator Red Krypton and digital vendor FanCompass will collect and process certain personal information necessary to administer the Giveaway, verify eligibility, contact potential winners, and, where applicable, fulfill the prize. The personal information collected may include:

First Name

Last Name

Email Address

Postal/ZIP Code
Country of Residence
Telephone Number

Personal information will be collected, used, stored, and processed in accordance with the Sponsor's Privacy Notice, available at <https://hrtechprivacy.com/brands/indeed#privacypolicy>, and applicable data protection laws, including the UK General Data Protection Regulation (UK GDPR), where applicable.

11. Release, Limitation of Liability & Indemnification

By participating in the Giveaway, each entrant agrees, to the fullest extent permitted by applicable law, to release, discharge, and hold harmless the Sponsor, Oracle Red Bull Racing and its or their parent companies, affiliates, subsidiaries, advertising and promotion agencies, prize suppliers, and each of their respective officers, directors, employees, agents, representatives, successors, and assigns (collectively, the **"Released Parties"**) from and against any and all claims, liabilities, losses, damages, costs, or expenses arising out of or relating to participation in the Giveaway, acceptance, possession, use, misuse, or inability to use any prize, or any travel or activity related to the prize, except to the extent caused by the gross negligence, fraud, or willful misconduct of a Released Party or where liability cannot be excluded under applicable law.

Entrants further agree to indemnify, defend, and hold harmless the Released Parties from and against any claims, demands, damages, liabilities, costs, and expenses arising out of or resulting from: (a) the entrant's breach of these Official Rules; (b) any fraudulent, unlawful, or negligent act or omission by the entrant; or (c) any violation by the entrant of the rights of any third party.

The Released Parties are not responsible for lost, late, incomplete, inaccurate, stolen, delayed, damaged, misdirected, or undeliverable entries or communications; technical, hardware, software, network, website, server, or telecommunications failures; human error; or any other error or malfunction that may affect the administration, security, fairness, integrity, or proper operation of the Giveaway.

None of Oracle Red Bull Racing or its affiliated entities are sponsors or administrators of this Giveaway and are in no way responsible for the administration of the Giveaway, and shall have no liability in respect of the Giveaway. All trademarks used are the property of their respective owner(s) and are used for prize description purposes only.

If the Giveaway cannot be conducted as planned due to causes beyond the Sponsor's reasonable control, including but not limited to natural disasters, acts of God, pandemics, epidemics, war, terrorism, civil unrest, labor disputes, governmental actions, public health emergencies, or other force majeure events, the Sponsor reserves the right, to the extent permitted by applicable law, to suspend, modify, or terminate the Giveaway or award the prize in a manner it determines is fair and appropriate under the circumstances.

12. Governing Law

Except where prohibited or modified by applicable law, these Official Rules shall be governed by and construed in accordance with the laws of the United States without regard to its conflict of law principles and, by entering, the Winner and entrants hereby submit to the jurisdiction and venue of the federal, state and local courts located in Austin, Texas. As a condition of entering this Giveaway, each entrant agrees that: (a) under no circumstances will the entrant be entitled or permitted to obtain awards for, and the entrant expressly waives all rights to claim, punitive, incidental, and consequential damages, and any other damages, other than actual, out-of-pocket expenses, and any and all rights to have damages multiplied or otherwise increased, and in no event shall attorneys' fees be recoverable by either party; and (b) any and all disputes, claims and causes of action arising out of or connected with the Giveaway or any prize awarded shall be resolved individually, without resort to any form of class action. ANY ATTEMPT BY AN ENTRANT OR ANY OTHER INDIVIDUAL TO DELIBERATELY DAMAGE ANY WEB SITE RELATED TO SPONSOR OR THE GIVEAWAY OR UNDERMINE THE LEGITIMATE OPERATION OF THE GIVEAWAY MAY BE IN VIOLATION OF CRIMINAL AND CIVIL LAWS, AND SHOULD SUCH AN ATTEMPT BE MADE, SPONSOR RESERVES THE RIGHT TO SEEK DAMAGES FROM SUCH ENTRANT TO THE FULLEST EXTENT PERMITTED BY LAW.

Participation in the Giveaway is subject to all applicable federal, state, provincial, territorial, and local laws and regulations. Nothing in these Official Rules shall exclude, restrict, or modify any consumer rights or protections that cannot lawfully be excluded under the laws of the entrant's country, state, province, or territory of residence.

If any provision of these Official Rules is determined to be invalid or unenforceable, the remaining provisions shall remain in full force and effect.

13. Disclaimer

This Giveaway is sponsored and administered by the Sponsor. It is not sponsored, endorsed, administered by, or associated with Formula One, Formula One World Championship Limited, Oracle Red Bull Racing, Creative Artists Agency (CAA), or any social media platform used to promote the Giveaway, except as expressly approved in writing by the relevant party.

Any references to third-party names, trademarks, or logos are used solely for purposes of identifying the prize or the parties involved in the promotion and do not imply endorsement unless expressly stated.

14. Sponsor Contact Information + Winner's List

Indeed, Inc., Indeed Tower, 200 W. 6th St., Floor 36, Austin, TX 78701

For an Official Winners List (available after DATE) or a copy of these Official Rules, send a self-addressed, stamped envelope to: "Indeed Race to Austin" Giveaway - WINNERS - or - OFFICIAL RULES (please specify), c/o Marketing Department, PR Manager, Indeed Tower, 200

W. 6th St., Floor 36, Austin, TX 78701. All requests must be received by November 30, 2026. Official Rules also available at indeedracetoaustin.com.

Appendix A – Travel Prize Terms

1. General

The travel stipend is intended to assist the winner with travel-related expenses incurred in connection with attending the event. The Sponsor will determine the method and timing of payment of the travel stipend. The winner is responsible for making all travel arrangements unless otherwise specified by the Sponsor.

2. Winner Responsibilities

The winner is solely responsible for:

- Booking all travel and accommodations unless otherwise specified by the Sponsor.
- Obtaining and maintaining any required passports, visas, travel documents, or other authorizations.
- Arriving at scheduled transportation and event locations on time.
- Any expenses exceeding the amount of the travel stipend.

3. Expenses Not Included

Unless expressly stated otherwise, the prize does **not** include payment of or reimbursement of expenses, including but not limited to:

- Meals
- Alcoholic beverages
- Ground transportation
- Parking
- Fuel
- Baggage fees
- Travel insurance
- Personal expenses
- Souvenirs
- Gratuities
- Any other incidental expenses

4. Travel Changes

The Sponsor is not responsible for:

- Flight delays or cancellations
- Hotel cancellations
- Event schedule changes
- Venue changes

- Weather
- Force Majeure
- Labor disputes
- Government restrictions
- Airline or travel provider actions
- Any other circumstances beyond the Sponsor's reasonable control.

5. Event Cancellation

If the event is cancelled, postponed, relocated, or conducted without spectators, Sponsor reserves the right, in its sole discretion, to:

- substitute a prize of equal or greater value;
- reschedule the prize, if practicable; or
- award only those portions of the prize that remain available.

6. Failure to Attend

If the winner accepts the prize but elects not to attend the event, or is unable to attend for any reason other than the Sponsor's cancellation of the prize, any unused portion of the prize may be forfeited. If the travel stipend has not yet been paid, the Sponsor reserves the right not to issue the travel stipend. If the travel stipend has already been paid, it will not be subject to reimbursement unless otherwise required by law.

7. Companion

As the prize includes two tickets:

- the companion must comply with all venue rules;
- if the companion is a minor, they must be accompanied by their parent or legal guardian if required by law;
- the companion may be required to execute a liability/publicity release where permitted by law.

8. Taxes

The winner is solely responsible for any taxes arising from acceptance or use of the prize, as required by applicable law.

9. No Cash Alternative

Except where prohibited by law or at Sponsor's sole discretion, the prize (or any component thereof) may not be transferred, exchanged, substituted, or redeemed for cash.