Road to Success 2017 – Employee Referral Contests Official Rules
3.30.17

Overview

There is an employee referral promotion comprised of three (3) separate contest promotions:

1) **Rewards for taking the Cox U training course** - “Using the Refer-to-Cox Employee Referral Program - April 1, 2017-April 30, 2017;
2) **Residential Program Awards** - April 1, 2017-May 15, 2017 and
3) **Business Program Awards** - April 1, 2017-May 15, 2017 (the “Contests”).

This program is completely voluntary. The sections of this documents includes specific qualifications to earn points for each of the Contest promotions. If you have further questions, please contact coxreferrals@cox.com for residential services and coxbusinessreferrals@cox.com for business services.

General Guidelines

- **Eligibility** - Full-time or part-time Cox Communications, Inc., employees are eligible to participate (collectively “Cox”) at the commencement of each of the Contest, who are 18 years of age or older. Contractors, agents, temporary workers, vendors, suppliers, agencies, and other third parties are not eligible to participate.
- **Terms and Conditions** - Contest will incorporate general program rules and terms and conditions that can be found at www.refertocox.com.
- **Referrals** - Employee referrals for the referral Contests must be submitted prior to the customer’s order in order to qualify.
- **Duplicate referrals** - Referrals are date and time stamped. The referral placed first will take precedence and qualify for the award and entry into contest.
- **Amplifi Points** - Employee will be awarded Amplifi points when their referral results in a sale. Only the designated employees who are actively employed with Cox during the Contest Period and upon the awarding of the prize and/or Amplifi award points are eligible to participate and qualify for the prize and/or Amplifi award points.
- **General** - Nothing herein shall be construed as an employment agreement or promise of continued employment. Void where prohibited. Participation in these Contests are completely voluntary.
- **Rules** - Contest updates and complete eligibility rules can be found at www.refertocox.com and www.refertocox.com/roadtosuccess.

CONTEST COMPONENT ONE:
Rewards for taking the Cox U training course “Using the Refer-to-Cox Employee Referral Program.”
WBT-CCI-CCICBCBS0733-01.

- Contest begins April 1, 2017 and ends April 30, 2017 (“Contest Period”).

- The first one hundred (100) eligible employees that successfully complete the Cox U program course “Using the Refer-to-Cox Employee Referral Program.” WBT-CCI-CCICBCBS0733-01, by end of Contest Period, will receive forty (40) Amplifi points each. These awards will be deposited into the employees Amplifi accounts by May 15, 2017.
• All eligible employees (including the first 100 eligible employees) who complete the training course by the end of Contest Period will be entered into a random drawing. Twenty employees (20) will be selected at random to receive one-hundred and twenty-five (125) Amplifi points each. These awards will be deposited into the employees Amplifi accounts by May 15, 2017.
• In order to be eligible, the employee must fully complete the course successfully and in its entirety, passing the quiz at end of the course.
• A list of eligible employees will be generated by using Cox University course completion reporting.

CONTEST COMPONENT TWO:
Residential Program Awards

• Contest begins April 1, 2017 and ends May 15, 2017 ("Contest Period").
• Entry – By submitting a residential referral, you can be awarded Amplifi points. Residential referrals can be submitted in three ways – online at www.refertocox.com, by calling the residential National Affiliate Channel at 1-877- 668-1746, or by using the CX Connect Application (Field Technicians only) on their Field tablet device. You can also call with your customer or have your customer call the National Affiliate Channel and reference your full name.
• Double Amplifi points will be awarded to employees for Residential Internet, Video and Advanced TV upgrades for any referrals submitted during the Contest Period that result in an installed sale by June 15, 2017.
• All other residential products and services will be awarded at standard program Amplifi payouts:

<table>
<thead>
<tr>
<th>Service</th>
<th>Payout (points)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Internet</td>
<td>45</td>
</tr>
<tr>
<td>Video</td>
<td>45</td>
</tr>
<tr>
<td>Advanced TV Upgrade</td>
<td>18</td>
</tr>
<tr>
<td>HomeLife</td>
<td>100</td>
</tr>
<tr>
<td>Digital Telephone</td>
<td>45</td>
</tr>
<tr>
<td>Cox Tech Solutions</td>
<td>14</td>
</tr>
</tbody>
</table>

• Double points will be deposited by the 15th of each month for installed sales resulting from the previous month.
• Referrals can be tracked after log-in on www.refertocox.com, by selecting the “track referrals” tab. Results may be updated and are final by the 15th of each month for installed sales from the previous month and the end of the contest period.
• Residential Customer Referral Offer – at time of purchase, new and existing Cox customers receive a $25 bill credit for every new, qualifying service added to their account–
• The source for referral reporting will be the Referral Program Platform and ICOMs.

CONTEST COMPONENT THREE:
Business Program Awards

• Contest begins April 1, 2017-May 15, 2017.
• Amplifi points will be awarded to eligible employees who rank in the top 10 of qualified business lead submission – Cox Business core products (voice, video and data) and/or Cox Business Security Solutions.
• To be eligible –
  o Business leads must be qualified, where all required fields of the lead form are completed.
The business lead must be submitted in the correct portal:
- Cox Business core products (voice, video and data) at www.refertocox.com
- Cox Business Security Solutions at www.refertocox.com/cbsecurity

A minimum of (3) Cox Business leads (any of the Core business products and/or security solutions) must be submitted within the Contest Period.

- Ties in ranking will be determined by a random drawing among qualifiers for that ranking spot.
- The Amplifi points for each ranking are as follows:
  - #1 600 pts
  - #2 500 pts
  - #3 450 pts
  - #4 400 pts
  - #5 350 pts
  - #6 300 pts
  - #7 250 pts
  - #8 200 pts
  - #9 150 pts
  - #10 100 pts

**Additional Terms and Conditions**

- **Prize Disqualification** - To claim a prize, the employee must be actively employed by and in good standing with Cox. In the event of separation from Cox for whatever reason, separated employees are not eligible. If an employee is already or is placed on any form of disciplinary action (e.g. written, final warning or performance improvement plan or action) that employee is disqualified and not eligible.
- **Winner’s Responsibility** – Winner must abide by conditions of these rules and sign an Affidavit of Eligibility and Liability Release.
- **Taxes** - The prize amount will be reported as taxable income on employee pay checks as required by law.
- **Enforcement** - The invalidity or unenforceability of any provision of these rules shall not affect the validity or enforceability of any other provision. In the event that any provision is determined to be invalid or otherwise unenforceable or illegal, these rules shall otherwise remain in effect and be construed in accordance with their terms and if the invalid or illegal provision were not contained herein.
- **General** – By entering the Contest, employee agrees that (1) if modifications to the Contest rules need to be made to ensure fairness to all employees, Refer to Cox Management Team reserves the right to do so; (2) no additions or revisions to this program will be allowed unless expressly approved by Refer to Cox Management Team; (3) any dispute regarding this Contest shall be resolved by Refer to Cox Management Team in their sole discretion; any and all claims, judgments and awards shall be limited to actual out-of-pocket costs incurred, including costs associated with entering the Contest but in no event attorneys’ fees; and (4) under no circumstances will any employee be permitted to obtain any award for, any employee hereby waives all rights to claim punitive, incidental or consequential damages and/or any other damages, other than for actual out-of-pocket expenses, and any and all rights to have damages multiplied or otherwise increased. The invalidity or unenforceability of any provision of these rules shall not affect the validity or enforceability of any other provision. In the event that any provision is determined to be invalid or otherwise unenforceable or illegal, these rules shall...
otherwise remain in effect and be construed in accordance with their terms and if the invalid or illegal provision were not contained herein.

Updated: 3/30/17 (GH)