



NO PURCHASE IS NECESSARY TO ENTER OR WIN. A PURCHASE DOES NOT INCREASE THE CHANCES OF WINNING.

1. **Eligibility:** Sweepstakes (the "Sweepstakes") is open only to those who sign up at the online sweepstakes page and who are [18] as of the date of entry. The sweepstakes is void where prohibited by law. Employees of Red Wing Shoe Company, Inc. (the "Sponsor") its respective affiliates, subsidiaries, advertising and promotion agencies, suppliers and their immediate family members and/or those living in the same household of each are not eligible to participate in the Sweepstakes. The Sweepstakes is subject to all applicable federal, state and local laws and regulations. Void where prohibited.
2. **Agreement to Rules:** By participating, you agree to be fully unconditionally bound by these Rules, and you represent and warrant that you meet the eligibility requirements set forth herein. In addition, you agree to accept the decisions of Red Wing Shoe Company, Inc., as final and binding as it relates to the contest. The Sweepstakes is subject to all applicable federal, state and local laws.
3. **Sweepstakes Period:** Entries will be accepted online starting on or about [August 10, 2016] and ending [December 29, 2017]. All online entries must be received by [December 24, 2017] 11:59PM CST.
4. **How to Enter:** The Sweepstakes must be entered by submitting an entry using the online form provided on this Sweepstakes site <http://solutions.redwingshoes.com/PodcastGiveaway>, including first and last name, email address, company information and phone number. The entry must fulfill all sweepstakes requirements, as specified, to be eligible to win a prize. Entries that are not complete or do not adhere to the rules or specifications may be disqualified at the sole discretion of Red Wing Shoe Company, Inc. You may enter only once and you must fill in the information requested. You may not enter more times than indicated by using multiple email addresses, identities or devices in an attempt to circumvent the rules. If you use fraudulent methods or otherwise attempt to circumvent the rules, your submission may be removed from eligibility at the sole discretion of Red Wing Shoe Company, Inc. By entering to win, you consent to receive additional information regarding Red Wing products and services, though you may unsubscribe at any time.
5. **Prizes:** Each selected winners will receive a [69101 Small Offshore Bag]. Actual/appraised value may differ at time of prize award, but ARV of each prize is \$54.99. No cash or other prize substitution permitted except at Sponsor's discretion. The prize is nontransferable. Any and all prize related expenses, including without limitation any and all federal, state, and/or local taxes shall be the sole responsibility of the winner. No substitution of prize or transfer/assignment of prize to others or request for the cash equivalent by winners is permitted. Acceptance of prize constitutes permission for Red Wing Shoe Company, Inc. to use winner's name, likeness, and entry for purposes of advertising and trade without further compensation, unless prohibited by law.
6. **Odds:** The odds of winning depend on the number of eligible entries received.
7. **Winner selection and notification:** One (1) winner will be selected in a random drawing under the supervision of the Sponsor on each Monday during the Sweepstakes Period. Winners will be notified via email to the email address they entered the Sweepstakes with within five (5) days following the winner selection and will be announced on the Red Wing HSE Podcast or Oil & Gas This Week Podcast, which is available to download from the app store. Winners need not be listening to claim their prize and will receive email verification of winning prior to announcement. If for any reason a winner does not want his or her name announced on the Podcast, the winner forfeits his or her prize and another winner will be chosen. Red Wing Shoe Company, Inc. shall have no liability for a winner's failure to receive notices due to winners' spam, junk e-mail or other security settings or for winners' provision of incorrect or otherwise non-functioning contact information. If the selected winner cannot be contacted, is ineligible, fails to claim the prize within 15 days from the time award notification was sent, or fails to timely return a completed and executed declaration and releases as required, prize may be forfeited and an alternate winner selected.

The receipt by winner of the prize offered in this Sweepstakes is conditioned upon compliance with any and all federal and state laws and regulations. ANY VIOLATION OF THESE OFFICIAL RULES BY ANY WINNER (AT SPONSOR'S SOLE DISCRETION) WILL RESULT IN SUCH WINNER'S DISQUALIFICATION AS WINNER OF THE SWEEPSTAKES AND ALL PRIVILEGES AS WINNER WILL BE IMMEDIATELY TERMINATED.



8. **Rights Granted by you:** By entering this content you understand that Red Wing Shoe Company, Inc., anyone acting on behalf of Red Wing Shoe Company, Inc., or its respective licensees, successors and assigns will have the right, where permitted by law, without any further notice, review or consent to print, publish, broadcast, distribute, and use, worldwide in any media now known or hereafter in perpetuity and throughout the World, your entry, including, without limitation, the entry and winner's name, portrait, picture, voice, likeness, image or statements about the Sweepstakes, and biographical information as news, publicity or information and for trade, advertising, public relations and promotional purposes without any further compensation.
9. **Terms:** Red Wing Shoe Company, Inc. reserves the right, in its sole discretion to cancel, terminate, modify or suspend the Sweepstakes should (in its sole discretion) a virus, bugs, non-authorized human intervention, fraud or other causes beyond its control corrupt or affect the administration, security, fairness or proper conduct of the Sweepstakes. In such case, Red Wing Shoe Company, Inc. may select the recipients from all eligible entries received prior to and/or after (if appropriate) the action taken by Red Wing Shoe Company, Inc. Red Wing Shoe Company, Inc. reserves the right at its sole discretion to disqualify any individual who tampers or attempts to tamper with the entry process or the operation of the Sweepstakes or website or violates these Terms & Conditions.

Red Wing Shoe Company, Inc. has the right, in its sole discretion, to maintain the integrity of the Sweepstakes, to void votes for any reason, including, but not limited to; multiple entries from the same user from different IP addresses; multiple entries from the same computer in excess of that allowed by sweepstakes rules; or the use of bots, macros or scripts or other technical means for entering.

Any attempt by an entrant to deliberately damage any web site or undermine the legitimate operation of the sweepstakes may be a violation of criminal and civil laws and should such an attempt be made, Red Wing Shoe Company, Inc. reserves the right to seek damages from any such person to the fullest extent permitted by law.

By entering the Sweepstakes you agree to receive email communications periodically from Red Wing Shoe Company, Inc. You can opt-out of receiving this communication at any time by clicking the unsubscribe link in the email communication.

10. **Limitation of Liability:** By entering you agree to release and hold harmless Red Wing Shoe Company, Inc. and its subsidiaries, affiliates, advertising and promotion agencies, partners, representatives, agents, successors, assigns, employees, officers and directors from any liability, illness, injury, death, loss, litigation, claim or damage that may occur, directly or indirectly, whether caused by negligence or not, from (i) such entrant's participation in the sweepstakes and/or his/her acceptance, possession, use, or misuse of any prize or any portion thereof, (ii) technical failures of any kind, including but not limited to the malfunctioning of any computer, cable, network, hardware or software; (iii) the unavailability or inaccessibility of any transmissions or telephone or Internet service; (iv) unauthorized human intervention in any part of the entry process or the Promotion; (v) electronic or human error which may occur in the administration of the Promotion or the processing of entries.
11. **Disputes:** THIS SWEEPSTAKES IS GOVERNED BY THE LAWS OF THE UNITED STATES AND THE STATE OF MINNESOTA, WITHOUT RESPECT TO CONFLICT OF LAW DOCTRINES. As a condition of participating in this Sweepstakes, participant agrees that any and all disputes which cannot be resolved between the parties, and causes of action arising out of or connected with this Sweepstakes, shall be resolved individually, without resort to any form of class action, exclusively before a court located in the State of Minnesota, U.S.A. having jurisdiction. Further, in any such dispute, under no circumstances will participant be permitted to obtain awards for, and hereby waives all rights to claim punitive, incidental, or consequential damages, including reasonable attorneys' fees, other than participant's actual out-of-pocket expenses (i.e. costs associated with entering this Sweepstakes), and participant further waives all rights to have damages multiplied or increased.
12. **Privacy Policy:** Information submitted with an entry is subject to the Privacy Policy stated on the [redwingsafety.com] Web Site. To read the Privacy Policy, [<http://www.redwingsafety.com/content/safety-privacy-policy-us>] click here.
13. **Sponsor:** The Sponsor of the Sweepstakes is Red Wing Shoe Company, Inc., 314 Main Street, Red Wing, Minnesota [55066 USA. You may obtain a list of the Sweepstakes winners by sending a self-addressed envelop marked "Sweepstakes" to the address in this Section by December 29, 2017.