



WIN A CAR!

DRIVING PERFORMANCE. REWARDING DEDICATION.

Purpose of the Program

The Associate Excellence Program is designed to recognise and reward temporary associates who consistently demonstrate outstanding performance, reliability, professionalism, and a positive attitude while placed at client sites.

The program aims to:

- Encourage high performance and strong work ethic.
- Reward dedication and consistency over time.
- Create a fair and transparent recognition framework across all franchise offices.

Eligibility

- The program is open to **temporary associates** placed by franchise offices.
- Associates must be actively placed at a client site during the nomination period.
- Associates must be in good standing, with no active disciplinary actions at the time of nomination.
- Participation is automatic through nomination; no entry fee or application is required.

Steps to enter:

Express offices and clients determine on monthly winners for “Employee of the Month” for each month of the year, these winners are sent to Express Headquarters and automatically entered the competition.

Employee of the Year nominees are then selected from all **Employee of the Month winners**. The 3 nominees for the relevant year will attend our Evening of Excellence as a guest, this is also where the announcement for 3rd, 2nd and 1st place for Employee of the Year will take place.

This is done for each year (2026 and 2027):

Finalist selection is based on:

- Sustained performance over time
- Consistency, not a single achievement
- Overall contribution and professionalism
- Still an active Express associate (even if working at a different client, than where he was selected as Employee of the Month)
- Have NO disciplinary actions against him/her

Finalists are selected by **Head Office** based on submitted information and supporting motivation.

Qualification for the Grand Prize Draw

- A total of **nine (9) finalists** will qualify for the grand prize draw:
- Three (3) Employee of the Year finalists from 2025
- Three (3) Employee of the Year finalists from 2026
- Three (3) Employee of the Year finalists from 2027

Only associates who:

Were first selected as Employee of the Month, **and**

Were subsequently nominated as Employee of the Year finalists will qualify for entry into the draw.

Grand Prize Draw

The grand prize draw will take place at the **Evening of Excellence event in 2028**.

All six (9) eligible finalists will be entered into a **live draw** and will attend the Evening of Excellence.

One finalist will be randomly selected as the winner, via a live draw.

The grand prize is **one (1) brand-new car**.

The draw result is final and binding.

General Conditions

The program is intended to reward genuine performance and dedication.

Any attempt to influence, manipulate, or unfairly affect the selection process may result in disqualification.

Head Office reserves the right to:

- Verify nominations and supporting information.
- Disqualify participants if eligibility requirements are not met.
- Amend the program rules if operationally required.
- No cash alternatives will be offered for the grand prize.

Participation in the program implies acceptance of these rules.

Terms and Conditions

- Participation in the Associate Excellence Program is subject to these terms and conditions.
- Only temporary associates officially placed by a franchise office may participate.
- Associates must provide basic personal details as reasonably required for verification and prize administration.
- No family members of franchise owners, directors, headquarters employees, or branch staff may participate in or benefit from this competition.
- Family members include, but are not limited to spouses, partners, parents, children, siblings, or immediate relatives.
- Associates must be actively employed at the time of:
- Employee of the Month selection, and Employee of the Year nomination.
- Finalists must be available to attend the Evening of Excellence 2028 to participate in the live draw, unless otherwise approved by headquarters.
- The prize is not transferable and may not be exchanged for cash or any alternative.
- The organisers reserve the right to request proof of identity and eligibility at any stage.
- Any false information, misconduct, or breach of these rules may result in disqualification.
- By participating, associates consent to:
- The use of their name and image for internal and promotional purposes.
- Reasonable publicity related to the program.
- The organisers reserve the right to amend, suspend, or cancel the program if required for operational or legal reasons.
- All decisions made by Head Office regarding eligibility, nominations, finalists, and the final draw are final and binding.
- By entering this competition, each participant irrevocably consents to the collection, processing, storage, publication, and use of their name, image, likeness, voice, biographical information, and any submitted material by Express Employment Professionals and its affiliates for promotional, advertising, marketing, and publicity purposes in any media format, whether now known or developed in the future, without further notice, approval, or compensation.
- Participants acknowledge and agree that participation in the competition and acceptance or use of any prize is entirely at their own risk. To the fullest extent permitted by law, Express Employment Professionals, its directors, employees, agents, affiliates, sponsors, and service providers shall not be liable for any loss, damage, injury, death, claim, accident, delay, defect, or expense of whatsoever nature

arising from or relating to participation in the competition or the acceptance, use, or inability to use any prize.

- The winner accepts the prize voetstoots/as-is, subject to any manufacturer or supplier warranties where applicable, and acknowledges that Express Employment Professionals provides no warranties or guarantees, whether express or implied, regarding the prize.
- The winner shall be solely responsible for all licensing, registration, insurance, fuel, maintenance, traffic fines, taxes, duties, or any other costs associated with ownership or use of the vehicle unless expressly stated otherwise in writing by Express Employment Professionals.
- Express Employment Professionals reserves the right to disqualify any participant suspected of fraud, misconduct, dishonesty, unlawful conduct, or breach of the competition rules, and further reserves the right to amend, suspend, postpone, or cancel the competition or prize at any time where reasonably necessary.
- By entering, participants indemnify and hold harmless Express Employment Professionals, its directors, employees, affiliates, sponsors, and agents against any claim arising from participation in the competition or the acceptance or use of the prize.

Final Note

The Associate Excellence Program is about recognising people who consistently show up, do the work, and represent the business with pride.

Excellence is not a once-off moment — it is a habit.