



TERMS AND CONDITIONS

2025 Veteran and Vetpreneur of the Year® Program

These Terms and Conditions ("Terms") govern the operation and administration of the Veteran and Vetpreneur of the Year® Programs ("VOY Program"). The program is operated by Military Friendly®, Victory®, and its subsidiaries ("Program Organizers"), with headquarters at 333 Rouser Road.

1. PROGRAM OVERVIEW

1.1. Purpose

- a. The VOY Program recognizes and honors veterans and veteran entrepreneurs who have demonstrated exceptional service, leadership, and achievement in their communities and businesses. The purpose is to celebrate the Military Community members going above and beyond to continue their service by contributing back to the community within the provided Impact categories.
- b. Impact Categories used for nomination, selection and recognition at multiple levels of the VOY Program.
 - Corporate Engagement or Employment Advocacy
 - Education or Student Advocacy
 - Legislative/Policy Federal or State Advocacy
 - Community and Non-profit Stewardship and Advocacy
 - Business Ownership, Franchise owner, or Entrepreneur
 - Other (If Other: Nominee will provide a detailed explanation of appropriate impact category)
- c. At the time of nomination multiple impact categories can be selected. National Level participants can only compete in one category.

1.2. Program Structure

- Primary Level: Local and state recognition in each qualified and by the pre-determined viable pillar
- State Level: State-wide competition will advance to National Qualification selected by popular vote and approved by the VOY Program Review Board
- National Level: Overall national awardees will be selected in each qualified impact category.
- National Level impact categories may be adjusted or modified at the discretion of the Program Organizers. In the event changes are made notice will be provided prior to voting and selection.
- If adjustments are made after this time period to impact categories, Program Organizers will provide notice to nominees and the public of category changes before final selections are determined.



1.3. Program Authority

The organization and management of the VOY Program is the sole responsibility of Military Friendly® and its designated Program Organizers.

Military Friendly® retains absolute discretion to disqualify any participant found to be in violation of participant agreement, or at will with just cause. Military Friendly reserves the right, in its sole discretion, to: Terminate participation in the VOY Program, Rescind any awards or titles, or Take any other appropriate action deemed necessary. In the rare event this occurs, Military Friendly® will provide notice and communication to the nominee. All decisions are final and binding.

2. NOMINATION AND ELIGIBILITY REQUIREMENTS

2.1. Nomination Process

Nominees who are not self-nominating must accept their nomination by creating an account and logging in. An electronic signature of the terms and conditions is required. All required documentation and forms must be completed, and the minimum eligibility criteria, as outlined, must be met.

2.2. Basic Eligibility Requirements

- Honorable service and discharge from any branch of military service in U.S. Armed Forces
- Over 18 years of age at nomination
- Clean criminal record and background
- Current compliance with all personal conduct standards
- No public image concerns that could compromise the program or program organizers

2.3. Documentation Requirements

- Proof of military service and honorable discharge
- Age verification documentation
- Background check authorization
- Valid proof of identification
- Additional documentation as requested by Program Organizers

2.4. Maintaining Eligibility

Continuous compliance with all requirements, prompt reporting of any status changes, cooperation with verification processes and adherence to program standards and guidelines

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2.5 CRIMINAL BACKGROUND AND VERIFICATION REQUIREMENTS

Military Friendly® retains the right to conduct background checks and database searches on selected nominees and awardees at any time during the selection and awards process.

2.5.1. Background Check Scope

All nominees may undergo comprehensive background screening including but not limited to: National and federal criminal database search, County and state-level criminal records check in all known places of residence, sex offender registry check, watchlist screening, Military records verification

In addition, real-time monitoring may be instituted as well as periodic re-verification as deemed necessary throughout VOY Program participation

2.5.2. Disqualifying Factors

The following may result in disqualification:

- Felony convictions
- Any misdemeanor conviction involving:
 - * Violence or threats of violence
 - * Theft or fraud
 - * Sexual misconduct
 - * Substance abuse
 - * Domestic violence
- Active criminal proceedings or pending charges
- Presence on any sex offender registry
- False statements regarding criminal history

2.5.3. Background Check Process

- Initial self-disclosure of criminal history
- Written authorization for background investigation will be requested but not required to conduct general inquiries in public databases.
- Please contact us if background validation may interfere with current security clearances or employment status

2.5.4. Ongoing Obligations

Participants must report any arrest or criminal charge within 24 hours, provide notice of any pending criminal matters, and agree to submit to additional background checks upon request. They must also authorize contact with law enforcement agencies and cooperate with any investigative processes.

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2.5.5. Review Process

The process begins with an initial screening by program administrators, followed by a secondary review for concerning findings. There is an appeal/resolution process for disputed information, and the final determination is made by the Program Organizers. All information is handled confidentially.

2.8 SECURITY CLEARANCES

2.8.1. Compliance

Program ensures:

- Respect for need-to-know principles and will accept alternative forms of verification.

2.8.2. Alternative Verification Methods

Accepted alternatives include:

- Statement of federal employment status, security office verification letter, cleared agency employment verification or other federally approved verification methods

2.8.3. Participant Obligations

Security clearance holders are responsible for notifying their security officer if required in addition to following agency-specific guidelines. It is the participants responsibility to maintain clearance requirements, report any security concerns, adhere to all classified information protocols and to protect sensitive information

Program organizers will allow flexibility in verification procedures in the event of interference of security clearance. Military Friendly® respects all agency requirements and will protect classified information

3. SELECTION PROCESS AND VOTING

3.1. Primary Level Selection

- All eligible and active nominees will be considered
- Winners determined by state, impact categories, and municipal divisions
- Minimum 80 votes required for advancement and selection.
- Popular vote accounts for 90% of selection
- Review Board evaluation accounts for remaining 10%

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3.2. State Level Selection

- One winner per state advances to national level
- At least one winner per category from each state will be eligible for review and advancement.
- Combined score between popular vote and Review Board rankings will determine state selections.
- Tiebreaker provision: Review Board scores decisive if vote difference $\leq 10\%$

3.3. National Level Selection

National selection are determined by popular vote and review board score. Popular votes will be weighted based on population and location.

Popular Vote Weighting Formula:

- State Factor = State Veteran Population/Largest State Veteran Population
- Adjusted Vote = State Factor \times Popular Vote for that state

Final Selections will be determined by the following:

- Popular vote: 1/3 weight (weighted by state factor)
- Review Board evaluation: 2/3 weight

Top candidates after initial voting and review board evaluation will undergo 15-minute standardized interviews that will contribute to the overall score.

4. REVIEW BOARD AND EVALUATION CRITERIA

4.1. Review Board Composition

The VOY Review Board shall include representatives from the Military/Veteran Community, Industry leaders, and VIQTORY Leadership.

4.2. Evaluation Categories

National candidates are evaluated based on military service, leadership, community impact, innovation, ethical practices, economic opportunities and success, and military community contribution.

4.3. Evaluation Process

- Includes Standardized scoring system, documentation and entry review. Interview process for finalists as well collective board deliberation is included in final selections.
- Final selections validation

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5. PROGRAM RIGHTS AND RESPONSIBILITIES

5.1. Program Organizer Rights

The Program Organizer has the authority to modify program rules and requirements, adjust timelines and deadlines, verify all submitted information, request additional documentation, make final decisions on all matters, terminate or suspend participation, and use participant information for program promotion.

5.2. Intellectual Property Rights

The program retains all rights to its materials, requires authorization for the use of its marks, holds ownership of any submitted content, and has the right to use participant images and stories.

5.3. Participant Responsibilities

Participants are required to maintain accurate and current information, comply with program requirements, participate in required events, maintain professional conduct, represent the program with dignity, and avoid conflicts of interest.

6. LEGAL DISCLAIMERS AND FINAL PROVISIONS

6.1. Disclaimer of Liability

The Program Organizers are not liable for the outcomes of program decisions, impacts on participant reputations, technical or administrative errors, third-party actions or statements, or the consequences of participation.

6.2. Modification Rights

The program terms are subject to change, and updates will be communicated promptly. Continued participation implies acceptance of these changes. The program has the right to modify selection criteria and adjust its structure.

6.3. Governing Law

The terms are governed by PA (Pennsylvania) state laws. Disputes are subject to the exclusive jurisdiction of the designated court. Unresolved issues will be resolved through mediation binding arbitration, and class action rights are waived.

6.4. Severability

If any provision is found invalid, the remaining terms remain in effect. Invalid terms shall be modified to preserve the original intent, with interpretations favoring program continuity.

By participating in the VOY Program, all participants acknowledge and accept these Terms and Conditions in their entirety.