

WOMEN IN OPEN SOURCE AWARD 2020 Sponsored by Red Hat

Official Rules

1. Contest Description and Term: Red Hat, Inc. is sponsoring the 2020 Women in Open Source Award contest (“Contest”) to recognize the important contributions that women make to and in open source. Contributions include: code, code contributions, quality assurance, bug triage, and other quality assurance-related contributions, involvement in open hardware, system administration and infrastructure contributions, design, artwork, and UX marketing, documentation, tutorials, and other communications, translation and other internationalization contributions, open content, community advocacy and community management, intellectual property advocacy and legal reform, open source methodology. To enter or to submit a Nomination, visit redhat.com/womeninopensource during the Term. The Contest begins on January 9, 2020 at 12:00 p.m. (noon) Eastern Time (“ET”) and ends on January 27, 2020 at 5:00 p.m. Eastern Time (“ET”) (“Term”).

The Contest will consist of two separate awards: The Women in Open Source Community Award (“Community Award”) and the Women in Open Source Academic Award (“Academic Award”) (collectively referred to herein as “Awards”). In order to be eligible for the Academic Award, Nominee must be enrolled full-time as a student in a college, university, or other academic institution. Nominees who are eligible for the Academic Award are ineligible for the Community Award.

2. Eligibility: To be eligible for the Contest, the nominee must be: (1) an individual who is a woman (including cisgender, intersex, and transgender); (2) a legal resident of Albania, Argentina, Australia, Austria, Belgium, Bulgaria, Canada (excluding the Province of Quebec), Chile, China, Colombia, Czech Republic, Denmark, Ecuador, France, Germany, Hong Kong, India, Indonesia, Ireland, Israel, Japan, Lebanon, Malaysia, Mexico, Netherlands, New Zealand, Norway, Paraguay, Peru, Poland, Russia, Singapore, South Africa, South Korea, Spain, Sweden, Switzerland, Taiwan, Thailand, Turkey, the United Kingdom, the United States, or Uruguay; (3) above the age of majority in your country, province, and/or state of legal residence at the time of entry or at least twenty years of age in Taiwan (“Nominee”). The Nominee (and the Nominator, if the nominee is being nominated by someone other than herself) must have access to the internet and a valid email address to submit a Nomination. Employees, contractors, officers, and directors of Red Hat, Inc., its subsidiaries and affiliated companies, and their immediate families and those living in their households are not eligible to enter. Government employees and contractor employees working directly for the government in any country are not eligible to enter.

3. How to Enter: To enter the Contest, Nominee (or Nominator, if Nominee is nominated by someone other than herself) must complete all required fields on the nomination form linked to from redhat.com/womeninopensource (“Nomination”) during the Term.

The Nomination must contain the following information about the Nominee: name, email address, country of residence, and whether she is currently enrolled as a full-time student in a college, university, or other academic institution. If a third-party Nominator is submitting the Nomination on behalf of someone else, the Nomination must include the name and email address of the third-party Nominator. The Nomination must also include a detailed explanation of the contribution(s) the Nominee has made to open source. Multiple Nominations for the same Nominee will be combined into a single Nomination for Winners and Finalists Selection and Judging.

For Nominee to be considered eligible, the Nomination must be submitted during the Term. All Nominations must be in English. Nominations that are in any other language will not be considered. Nominations are void if they are in whole or part illegible, incomplete, damaged, altered, counterfeit, manipulated, obtained through fraud, lost, late, misdirected, mutilated, submitted in a format other than in the entry form, or for any computer-related, online, telephonic, or technical malfunctions that may occur whether or not within Sponsor's control. Nominations will also be disqualified if they infringe upon third parties' right or if they are objectionable, offensive, unlawful, illegal, or contradictory to the spirit of the Contest.

4. Privacy: You agree that your personal data that is provided to Red Hat during the Contest, including your name, mailing address, phone number, and email address, may be processed, stored, and otherwise used for purposes and within the context of the Contest. The collection, use, and disclosure of your personal information will at all times be governed by our privacy policy, available at <https://www.redhat.com/en/about/privacy-policy>. This data will also be transferred into the United States. You agree to the transmission, processing, and storage of this personal data in the United States.

For residents of the European Union: Pursuant to the EU law pertaining data collection and processing, you are informed that:

- a) the data controller is Red Hat, Inc. and the data recipients are Red Hat, Inc. and its agents;
- b) Your data is collected for purposes of administration of the Women in Open Source Award
- c) You have a right of access to and withdrawal of your personal data. You also have a right of opposition to the data collection, under certain circumstances. To exercise such right, you may write to: Red Hat, Inc. at 100 E. Davie Street, Raleigh, North Carolina, 27601.
- d) Your personal data will be transferred to the U.S.

5. Sponsor: Red Hat, Inc., located at 100 E. Davie Street, Raleigh, North Carolina, 27601, USA, is the Sponsor of the Contest ("Sponsor" or "Red Hat").

6. Winners and Finalists Selection and Judging: Judging and Winner selection will consist of two (2) rounds: The Initial Judging Round and the Second Judging Round.

Initial Judging Round

The Initial Judging Round will take place between February 3, 2020 and February 14, 2020. During the Initial Judging Round, all Nominations will be evaluated by leaders in open source, open source methodology, and technology at Red Hat. Each Nomination will be scored based on the following four (4) criteria: Execution, Influence, Advocacy, and Innovation/Originality. The scale is from one (1) to five (5), where one (1) is contributing at the individual level, three (3) is contributing at the community level, and five (5) is contributing across communities. For each criterion, Judges will enter a score between one (1) and five (5), the scores across the four criteria will be added together, and the average score given the number of judges will result in the Nominee's overall score. The Academic Award Nominees with the ten (10) highest scores and the Community Award Nominees with the ten (10) highest scores will move on to the Second Judging Round. If there are ten (10) or fewer Nominees for either the Academic Award or the Community Award, all Nominations from that category will go on to the Second Judging Round.

In the event of a tie, the Nominee who receives the highest average score in Execution among the tied Nominees will move on to the Second Judging Round. In the event of a further tie, the Nominee who receives the highest average score in Influence among the tied Nominees will move on to the Second Judging Round. In the event of a further tie, the Nominee who receives the highest average score in Innovation/Originality among the tied Nominees will move on to the Second Judging Round. In the event of a further tie, the Nominee who receives the highest average score in Advocacy among the tied Nominees will move on to the Second Judging Round.

Second Judging Round

The Second Judging Round will take place between February 24, 2020 and March 6, 2020. During the Second Judging Round, the ten (10) highest-scoring Academic Award Nominees and the ten (10) highest-scoring Community Award Nominees will be evaluated by leaders in open source, open source methodology, and technology at Red Hat, as well as by previous winners of the Red Hat Women in Open Source Award. Each Nomination will be scored based on the following four criteria: Execution, Influence, Advocacy, and Innovation/Originality. The scale is from one (1) to five (5), where one (1) is contributing at the individual level, three (3) is contributing at the community level, and five (5) is contributing across communities. For each criterion, Judges will enter a score between one (1) and five (5), the scores across the four criteria will be added together, and the average score given the number of judges will result in the Nominee's overall score. The Academic Award Nominee with the highest score will be deemed the Academic Award Winner. The Academic Award Nominees with the next four (4) highest scores will be deemed Academic Award Finalists. The Community Award Nominee with the highest score will be deemed the Community Award Winner. The Community Award Nominees with the next four (4) highest scores will be deemed Community Award Finalists. (The Academic Award Winner and Community Award Winner are collectively referred to herein as "Winners." The Academic Award Finalists and Community Award Finalists are collectively referred to herein as "Finalists.")

In the event of a tie, the Nominee who receives the highest average score in Execution among the tied Nominees will be given priority as a Winner or a Finalist. In the event of a further tie, the Nominee who receives the highest average score in Influence among the tied Nominees will be given priority as a Winner or a Finalist. In the event of a further tie, the Nominee who receives the highest average score in Innovation/Originality among the tied Nominees will be given priority as a Winner or a Finalist. In the event of a further tie, the Nominee who receives the highest average score in Advocacy among the tied Nominees will be given priority as a Winner or a Finalist.

Sponsor will notify each potential Winner by email on or about March 9, 2020 ("Award Notification"). Each potential Winner must complete the Affidavit of Eligibility, Release of Liability and/or Publicity Release ("Prize Documents"), where lawful. The Prize Documents must be properly executed by the Winner and returned within seven (7) days of Award Notification mailing date. If the Award Notification is rejected or returned as undeliverable, or if no response is received within seven (7) days, the potential Winner will be disqualified and the Finalist with the next highest score for the same award will be selected as an alternate potential Winner. The Winners will be announced at an awards ceremony at the 2020 Red Hat Summit in San Francisco, California. Each Winner agrees to collaborate with Sponsor to create a Profile Story based on her Nomination. Each Winner's Profile Story will be posted online at redhat.com/womeninopensource and shared on social media on or about April 29, 2020. Each Winner will also need to make herself available for videos and photographs, which will be used on redhat.com/womeninopensource, in printed collateral, on social media, etc. A Red Hat associate will work with each Winner to schedule a time for a photograph and/or interview on video so Red Hat can showcase accomplishments during and following Red Hat Summit.

Sponsor will notify potential Finalists by email on or about March 9, 2020 ("Email Notification"). Each Finalist must reply to the Email Notification via email within three (3) days of Email Notification mailing date to confirm that she accepts being selected as a Finalist. If the Email Notification is rejected or returned as undeliverable, or if no response is received within three (3) days, the potential Finalist will be disqualified and the Nominee with the next highest score for the same award will be selected as an alternate potential Finalist. Each Finalist agrees to collaborate with Sponsor to create a Profile Story and related social media posts based on her Nomination. Each Finalist's Profile Story will be posted online at redhat.com/womeninopensource before or about April 29, 2020.

7. Prizes: The Community Award Winner and the Academic Award Winner (collectively referred to herein as "Winners") will each receive a Prize. In order to receive a Prize, each Winner must have returned the Prize Documents.

The Prize shall consist of: (i) a \$2,500 stipend; (ii) complimentary admission to the 2020 Red Hat Summit, taking place in San Francisco, CA April 27-29, 2020; (iii) round-trip airfare (coach) between San Francisco, CA and the major airport closest to the Winner's residence; (iv) double-occupancy hotel accommodation for four (4) nights in San Francisco, CA; (v) access to

all Red Hat Summit sessions, conference meals, and special events; (vi) media recognition; (vii) Women in Open Source Award presentation with a profile at redhat.com/womeninopensource; (viii) a physical award; and (ix) a ribbon on Summit badge.

If a Winner's Red Hat Summit registration has already been paid for, Red Hat will reimburse that Winner up to the Approximate Retail Value ("ARV") of Red Hat Summit admission, which shall not exceed \$1,795.00 USD.

Winners are responsible for any other expenses, including the cost of travel between airport and Red Hat Summit, and any other expenses not expressly stated above, including but not limited to, ground transportation, passenger tariffs or duties, surcharges, service charges or facility charges, personal charges at lodging, security fees, taxes or other expenses, which are the responsibility solely of the Winners. No Prize is redeemable for cash, except as expressly stated above. No prize substitution, cash substitution, or assignment or transfer of any prize of equal or greater value will be awarded. The Prize consists of only those items specifically listed as part of the Prize. Prizes are awarded without warranty of any kind from Sponsor, expressed or implied, without limitation, except where this would be contrary to federal, state, provincial, or local laws or regulations. All taxes, costs, and fees associated with the Prize are the sole responsibility of the Winners. LIMIT ONE PRIZE PER ENTRANT. Odds of winning depend on the number of eligible entries received and the strength of the Nominations.

When needed, the Sponsor will write an invitation letter for the Winner to the appropriate parties to assist in obtaining the necessary Visa or travel documents.

8. Condition of Participation: By entering this Contest, Nominee agrees to be bound by the terms of these Official Rules and Nominee confirms that she meets all eligibility requirements listed herein. Nominee agrees that all federal, state, provincial and local laws and regulations apply. By registering for the Contest, Nominee agrees that these Official Rules and the decisions of Sponsor are final and binding on all matters pertaining to this Contest. Acceptance of a Prize constitutes permission for, and a Winner's consent to, Sponsor and its agencies to use the Winner's Nomination, name and likeness for advertising and promoting the Women in Open Source Award in any media now known or hereafter devised, without further notice, consideration, compensation, review, or consent, and without regard to moral rights, unless prohibited by law. To the extent prohibited by law, you agree to hold Sponsor, its respective directors, officers, employees, and assigns harmless for any injury or damage caused or claimed to be caused by participation in the Contest and/or use or acceptance of any Prize. If, in Sponsor's opinion, there is any suspected or actual evidence of electronic or non-electronic tampering of any portion of the Contest, or if technical difficulties compromise the integrity of the Contest, or if Sponsor learns that any portion of the Contest is illegal or if Sponsor is ordered to terminate the Contest as a result of a court order or the operation of any law, the Sponsor reserves the right in its sole discretion, to cancel, terminate, modify, or suspend the Contest. Any attempt to deliberately damage the content or operation of this Contest is unlawful and subject to legal action by Sponsor or its agents. You may be prohibited

from participating in this Contest if Sponsor, in its sole discretion, reasonably believes that you have attempted to undermine the legitimate operation of the Contest by cheating, deception, or other unfair playing practices, or annoys, abuses, threatens, or harasses any other participants, Sponsor, or associated agencies.

9. Intellectual Property Rights Warranty, Indemnity, and License: By participating in the Contest, each Nominee agrees and asserts that: she approves the Nomination created by her or on her behalf; her Nomination does not violate any applicable law; and she has no reason to believe that her Nomination infringes or violates any intellectual property right held by any third person. Nominee agrees to indemnify and hold harmless Red Hat, its agents, representatives, and promotional partners, in the event of a breach of this warranty. In the event the Nominee is a resident of South Africa, such indemnity will be with the approval of the South African Reserve Bank.

As a condition of participation, Nominee grants Sponsor and its licensees an irrevocable, royalty-free, and non-exclusive license, for the duration of protection of the rights, to use, reproduce, distribute, translate, publicly perform, publicly display and create a derivative work from the Nomination. Nominee also waives all moral rights in the Nomination to the extent such rights are livable. The Nominee also agrees to allow Red Hat to publish Nominee's name in correlation with the Nomination. In addition, before being declared a Winner or a Finalist, each French Potential Winner or Finalist must sign an assignment of copyright. All Nominees agree to execute any further documents as necessary to effect the preceding license.

10. Release of Liability: By participating, Nominees release Sponsor, its affiliates, parent, and subsidiary companies, its employees, agents and officers, advertising and promotion agencies, licensees, as well as all others associated with the development and execution of this Contest, from and against any and all liability with respect to or in any way arising from the Contest and the awarding and use of the Prize, or in connection with the use, modification, or publication of the Nomination. Sponsor assumes no responsibility for any error, omission, interruption, deletion, defect, or delay in operation or transmission; communications line failure; theft or destruction of or unauthorized access to Contest entries or entry forms; or alteration of entries or entry forms.

11. Governing Law: This Contest is subject to all United States federal, state and local laws. This Contest and Official Rules are governed and interpreted by the laws of the State of North Carolina, without regard to its conflict of law provisions.

12. Official Rules/Finalist List/Winners List: The Official Rules will be posted online at redhat.com/womeninopensource at the beginning of the Contest Term. The names of the Finalists and their Profile Stories created by the Sponsor will be posted online at redhat.com/womeninopensource before or about April 29, 2020. The names of the Winners and their Profile Stories created by the Sponsor will be posted online at redhat.com/womeninopensource on or about April 29, 2020.