

# OFFICIAL RULES

## 2025 Buyers Edge Platform – Idahoan Foods Honest Earth Incentive

Administered by Buyers Edge Platform Opco, LLC  
Effective December 1 – December 15, 2025

### 1. Administrator and Eligibility

This Contest (“Contest”) is administered by Buyers Edge Platform Opco, LLC, a Florida limited liability company, located at 307 Waverley Oaks Rd., Suite 401, Waltham, MA 02452 (“Administrator”). The Contest is open to legal residents of the fifty (50) United States and the District of Columbia who are (i) 21 years of age or older at the time of entry; and (ii) employees of operators who are a member of one of Administrator’s program. Employees, officers, directors, and immediate family members of Administrator and its affiliates, subsidiaries, advertising, or promotional agencies are not eligible to enter. Void where prohibited by law.

### 2. Contest Period

The Contest begins at 2:01 AM PT on December 1, 2025, and ends at 11:59 p.m. PT on December 15, 2025 (“Contest Period”). All entries must be received during the Contest Period to be eligible.

### 3. How to Enter

To participate, entrants must submit a short nomination recognizing an employee for his/her hard work at his/her restaurant operation during the Contest Period using the online entry form available at the following URLs:

Dining Alliance: <https://diningalliance.com/manufacturere/honest-work-award/>

Source1: <https://source1purchasing.com/mfr-honest-work-award/>

PRIME Services: <https://www.primeservicesinc.com/mfr-honest-work-award/>

Limit one (1) entry per entrant. Multiple employees of the same operator may each submit his/her own entry. No purchase or payment of any kind is necessary to enter or win.

### 4. Judging Criteria (Skill-Based Determination)

This Contest is a skill-based competition; chance plays no part in the selection of winners. Eligible entries will be judged by Administrator and Idahoan Foods, LLC (“Idahoan”) using the following criteria to determine the winners:

- Number of overall nominations for a specific employee
- The uniqueness of the nomination
- If nomination includes a written testimonial
- How clearly the testimonial demonstrates alignment with Idahoan’s core values, including integrity, going above and beyond for coworkers and customers, and service in the community

The judges' decisions are final and binding in all matters relating to this Contest.

## **5. Prizes**

Three (3) prizes will be awarded to the operators that employ the winning employees:

- First Place: 25,000 Real Foodservice Rewards Points
- Second Place: 10,000 Real Foodservice Rewards Points
- Third Place: 10,000 Real Foodservice Rewards Points

The First-Place winning employee shall receive the following: a trophy, a Yeti bag, and a Tentree blanket (ARV of \$592.70).

Each entrant will receive a limit of one (1) stress ball (ARV of \$3.13) for their eligible entry. The operator that employs the entrant will receive one thousand (1,000) Real Foodservice Rewards points for each eligible entry ("Participation Incentive"). Operators may receive more than one (1) Participation Incentive based on the number of employees who submit entries; however, each employee can only earn one (1) Participation Incentive for his/her operator regardless of the number of entries submitted. A maximum of two hundred fifty (250) Participation Incentives are available under this Contest.

Physical prizes will be mailed directly to the operator's location address provided at the time of entry. No prizes will be shipped to personal residential addresses. If multiple entries are submitted from the same location, the Administrator or Idahoan may, at their discretion, consolidate shipments to that location.

Prizes are non-transferable, have no cash value, and no substitution will be made except at Administrator's sole discretion. Winners are responsible for all applicable taxes. Points will be sent to qualifying entrants by January 23, 2026.

## **6. Winner Notification**

Winners will be chosen and notified by email or phone on or about December 19, 2025.

## **7. Rights and Publicity**

By submitting your entry and any accompanying data, including photos, biographical information, the prize story, the Contest details, and your name and/or images (your "content"), you agree that, while you retain ownership of your content, you grant Idahoan and Administrator, a worldwide, perpetual, irrevocable, sublicensable, royalty-free license to publish your content in whole or in part in any media or format and/or use it for marketing, publicity, advertising, and/or commercial purposes, and to allow others to do so, inclusive of your affiliation with your employer. You also agree that you have the right to grant Idahoan and Administrator this permission and that Idahoan or Administrator may edit your content in any way. Idahoan and Administrator shall not be limited in any way in the use, commercial or otherwise, of any submission, and you hereby waive any moral rights (or "droit moral") in, or approval rights to, such submission. For clarity and without limiting the foregoing, Administrator and Idahoan reserve the express right to incorporate any of your submission into any further work, in any medium now or hereafter known, without prior consent or review, and without attribution or payment of any royalty or fee whatsoever.

## **8. General Conditions**

Administrator reserves the right to cancel, suspend, or modify the Contest if fraud, technical failures, or any other factor impairs its integrity, as determined by Administrator in its sole discretion. Any attempt to deliberately damage the Contest or interfere with its legitimate operation may be a violation of criminal and civil laws and will result in disqualification. All federal, state, and local laws and regulations apply. Administrator may, in its sole determination, cancel or modify any aspect of this Contest or these Official Rules for any reason which Administrator, in its sole opinion, deems affects the Contest or execution or administration of the Contest (whether tampering, technical or human error, application of new or existing laws/regulations, or other issues).

## **9. Disputes and Governing Law**

This Contest and these Official Rules are governed by and construed in accordance with the laws of the State of Delaware, without regard to conflict of law principles. All disputes shall be resolved individually, without resort to any form of class action, exclusively before a court of competent jurisdiction located in Delaware.

## **10. Winners List / Copy of Rules**

To obtain a copy of these Official Rules or a list of winners, mail a self-addressed, stamped envelope to: Buyers Edge Platform Opco, LLC – “2025 Buyers Edge Platform – Idahoan Foods Honest Earth Incentive”, 307 Waverley Oaks Rd., Suite 401, Waltham, MA 02452. Requests must be received by January 15, 2026.

## **11. Required Legal Notice**

NO PURCHASE NECESSARY. VOID WHERE PROHIBITED. Skill determines the winners; chance plays no part in judging or prize awards. By participating, entrants agree to abide by these Official Rules and the judges' decisions.