

## Workday Close the Gap Challenge Auction Rules

1. By bidding in this silent auction, each bidder agrees to these auction rules.
2. All sales are final. There will be no exchanges or refunds unless otherwise noted. All items are “as is.” Workday, Inc. (“Workday”) has attempted to describe and catalog items and experiences correctly, but neither warrants nor represents and in no event shall be responsible for the correctness of descriptions, genuineness, authorship, provenance, or condition of the items and experiences. No statement made in this promotion, or made orally at the auction or elsewhere, shall be deemed such a warranty, representation, or assumption of liability.
3. Auction Items have not been appraised unless so noted. Please consult your tax adviser to clarify amount of your winning bid that is subject to a tax-exempt charitable deduction.
4. **All meals, transportation, lodging, taxes, gratuities, and other expenses are the responsibility of the auction winner with the following exceptions:**
  - a. The Round of Golf for Four with Davis Love III and Brandt Snedeker at Sea Island experience will include: (i) a travel stipend in an amount up to \$5,000.00 USD, to be paid via reimbursement of pre-paid expenses; and (ii) two (2) rooms at Sea Island Resort for two nights. Each room will be equipped with two (2) double beds. Complimentary rooms must be used in conjunction with the experience for one (1) night before and one (1) night after the round of golf.
  - b. The Round of Golf for Three with Phil Mickelson The Bridges in San Diego experience will include: (i) a travel stipend in an amount up to \$5,000.00 USD, to be paid via reimbursement of pre-paid expenses; and (ii) two (2) rooms at Inn at Rancho Santa Fe for one night. Each room will be equipped with two (2) double beds. Complimentary rooms must be used in conjunction with the experience either before or after the round of golf.
  - c. The Golden State Warriors Experience with Steph Curry will include one (1) night accommodations in San Francisco. Hotel based on availability at the time game is selected and scheduled. Complimentary room must be used in conjunction with the game and meet and greet. All other travel expenses are the responsibility of the winner.
  - d. The Caddy for Matthew Fitzpatrick during the 2021 AT&T Pebble Beach Pro-Am experience will include one (1) room at the Inn at Spanish Bay for three (3) nights. Check-in for the complimentary room will be on Tuesday, February 9, 2021 and check-out will be on Friday, February 12, 2021. All other travel expenses are the responsibility of the winner.
5. Payment for items and experiences purchased must be made in full within [3] days of winning. If payment is not completed within [3] days, the winning bidder will forfeit their winning bid and the item or experience will be provided to the next highest bidder.

6. Workday reserves the right to add or withdraw items, without notice, to or from the auction.
7. Workday reserves the right to refuse or decline any winning bid if commercially reasonable to do so or if acceptance of such bid would have a negative or disparaging effect with respect to Workday, its products, personnel, agents or sponsored talent.
8. Unless otherwise specified, all auction experiences must be used by December 15, 2021. Experiences associated with an annual event are meant to be completed during the next occurrence of that annual event, as specified in the applicable experience description. Specific scheduling will be mutually agreed upon. If an experience associated with an annual event takes place but does not allow spectators or participants, the experience will be rescheduled for the following year.
9. All auction winners and guests that wish to participate in a hosted auction experience will be subject to an OFAC or Clear background check prior to the experience.
10. The number of participants that may attend each auction experience is detailed in each experience description. Additional attendees will not be permitted (even to view or observe), unless stated otherwise in the experience description.
11. Each person bidding assumes all risks and hazards related to the auction and items and experiences obtained at the auction. Each bidder agrees to hold harmless Workday, its elected and appointed officials, members and employees, the auctioneer(s), the auction company and its agents and employees, the event organizers, sponsors, and/or volunteers from any liability, loss or damages connected with the auction and subsequent item or experience.
12. Except where prohibited, auction winners and guests consent to the use of his/her name, photo, likeness, and/or biographical information for advertising and promotional purposes, without additional compensation.
13. Any attempt to deliberately damage any website or to undermine the legitimate operation of this auction is a violation of criminal and civil laws, and should such an attempt be made, Workday reserves the right to seek remedies and damages to the fullest extent permitted by law, including criminal prosecution
14. This auction shall be governed by the laws of the California, without regard to conflicts of laws rules.