

Grace Hill “The Spark Effect” Contest – Terms & Conditions

By participating in “The Spark Effect” Contest (the “Contest”), you agree to be bound by the following Terms and Conditions, which govern your participation and submission(s). Please read carefully before entering.

1. Eligibility

- The Contest is open to legal U.S. residents who are 18 years of age or older and currently employed in the multifamily housing industry.
 - Employees of Grace Hill, its affiliates, subsidiaries, partners, advertising and promotion agencies, and their immediate family members are not eligible to win but may participate.
 - No purchase is necessary to enter or win. Void where prohibited.
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2. Entry Requirements

To enter, participants must:

- Follow Grace Hill on at least one social platform (LinkedIn, Instagram, Facebook, or X).
- Submit an original piece of content (video, 60 seconds or less) that:
 - Shares a tip, technique, or piece of practical advice relevant to your job in the rental housing industry — with the goal of helping others expand their knowledge or improve their skills.Examples include:
 - A phone technique that helps secure more appointments with prospective residents.
 - A strategy for de-escalating a conflict between neighboring residents.
 - A maintenance hack that saves time and keeps residents happy.
 - A creative way to build community engagement at a property.
- Use the hashtag #TheSparkEffect and tag @GraceHill in the post.
- Ensure the entry is publicly viewable for the duration of the contest.

Each participant may submit only one official entry, though additional non-competing posts are encouraged.

3. Contest Period

- The Contest begins on July 21, 2025, and ends at 11:59 PM ET on August 29, 2025.
 - Grace Hill reserves the right to extend, modify, or terminate the Contest at any time.
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4. Selection of Winners

- Entries will be judged by a panel of Grace Hill staff based on:
 - Creativity and originality.
 - Clarity and relevance to the prompt.
 - Alignment with multifamily training and career development themes.
 - The top 3 winners will receive a \$100 professional development stipend, promotional recognition, and an invitation to join Grace Hill's "Sparks Insider."
 - Additional honorable mentions may be recognized at Grace Hill's discretion.
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5. Grant of Rights & Usage/Publicity Release

By submitting content, you agree to grant Grace Hill the perpetual, worldwide, irrevocable, royalty-free, sublicensable right to use, reproduce, edit, modify, adapt, publish, promote, display, and distribute your submission (in whole or in part) across any medium, including but not limited to:

- Social media platforms
- Marketing campaigns
- Blog or website features
- Training materials
- Press releases and promotional videos

You also authorize Grace Hill to use your name, job title, likeness, company name (if applicable), and any other identifying information submitted in connection with the

content for promotional and branding purposes without further permission, approval, or compensation.

6. Originality & Permissions

By entering, you confirm that:

- The content is your original work and does not violate or infringe upon the rights (including copyright, trademark, or privacy rights) of any third party.
- You have obtained all necessary permissions for any third parties who appear in your submission.

You agree to indemnify and hold harmless Grace Hill from any claims resulting from submitted content.

7. General Conditions

- Grace Hill reserves the right to disqualify any entry that does not comply with these Terms or that is deemed inappropriate, offensive, or harmful to the brand's reputation.
 - The Contest is not sponsored, endorsed, or administered by, or associated with, Instagram, LinkedIn, Facebook, X, or any third-party platform.
 - All decisions by Grace Hill regarding the Contest are final and binding.
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8. Limitation of Liability

By participating, you release Grace Hill from any liability, loss, or damage resulting from your entry, acceptance, or use of any prize, including but not limited to personal injury or property damage.

9. Contact

For questions about these Terms & Conditions or the Contest, please email:

✉ marketing@gracehill.com