

NY-GEO TOP JOB COMPETITION (“Top Job”) OFFICIAL RULES

NO PURCHASE OR PAYMENT OF ANY KIND IS NECESSARY TO ENTER OR WIN. A PURCHASE WILL NOT INCREASE YOUR CHANCE OF WINNING. VOID WHERE PROHIBITED. BY ENTERING, ENTRANT AGREES TO BE BOUND BY THESE OFFICIAL RULES AND THE DECISIONS OF THE JUDGES, WHICH SHALL BE FINAL IN ALL RESPECTS.

1. **TOP JOB OVERVIEW:** NY-GEO invites the entrants to share the details regarding a geothermal design/installation to inspire an audience of stakeholders to the breadth, depth, and how-to to successfully sell, design, install, finance, and/or service a geothermal heat pump application. Entries will be judged to determine awardees. Each awardee (defined below) will automatically receive one (1) entry into the NY-GEO Annual Conference (NY-GEO-2026). Judging will be done in advance; each finalist will have 8-10 minutes to make a presentation at NY-GEO 2026.

2. **ELIGIBILITY:** The Top Jobs Award is open only to legal residents of any of the 50 United States, D.C., Puerto Rico, or Canada, who are engaged in the business of selling, designing, installing, financing, and/or servicing geothermal heat pump projects and who are 18 years of age or older at the time of entry.

3. **TIMING:** Milestone dates are outlined on the NY-GEO website.

4. **TO ENTER:** During the Entry Period, NY-GEO invites participants to submit their project details and narrative. Participants will be required to submit the following:

- (i) Full name of presenter
- (ii) Company position/affiliation
- (iii) Presenter phone #
- (iv) Presenter email address
- (v) Project name
- (vi) Identify what categories best characterize the project's unique features
- (vii) Project address
- (viii) Project description
- (ix) Acknowledge and submit written authorization by the project owner approving the submission of this project for Top Job consideration
- (x) Additional project documentation as deemed relevant by the presenter (high-resolution pictures/images are encouraged).

Participants may submit their Entry online and follow the online instructions to complete and submit their Entry.

5. ENTRY GUIDELINES:

- All Entries must be received and recorded within the Entry Period. The NY-GEO's computer is the official timekeeping device for entry submission.
- You may enter as many different Entries into Top Job as you like, as long as the same project is not submitted more than once.
- Entries must be in English.

NY-GEO reserves the right to monitor or screen Entries before posting them to the website, in its sole discretion. By entering, you acknowledge that your Entry may be posted on the website at NY-GEO's sole discretion. NY-GEO has no obligation to use or post any Entry you submit. NY-GEO shall have full right and power to copy, publish, broadcast, display, distribute, use, edit, translate, alter, combine with other material, reuse, adapt, and/or commercialize any or all portions of the Entries in any way and for any purpose whatsoever, at any time, now or in the future, in any media now known or hereafter devised throughout the world. Entries that are not by the guidelines as stated herein or are not received during the Promotion Entry Period will be ineligible, at NY-GEO's sole discretion. NY-GEO is not responsible for late, lost, incomplete, misdirected, unintelligible, or lost Entries. Use of any robotic, automatic, programmed, or similar entry methods will void all Entries and result in disqualification. Any other form of Entry is void.

By submitting an Entry, you warrant and represent that it: (a) is your original work; (b) does not infringe upon the copyrights, trademarks, rights of privacy, publicity, or other intellectual property or other rights of any person or entity; and (c) that publication of the Entry via various media including Web posting, will not infringe on the rights of any third party. Any such entrant will indemnify and hold harmless NY-GEO and Promotion Parties from any claims to the contrary. Any Entry that, in the sole opinion of NY-GEO, is deemed to be inappropriate for

publication is ineligible. Incomplete, illegible, false, deceptive, or garbled Entries are not eligible.

In the event of an identity dispute, Entry will be considered made by the name appearing on the Entry. All Entries become the sole property of NY-GEO and will not be acknowledged or returned.

6. **JUDGING:** Entries will be judged by a qualified panel of judges, selected by NY-GEO, in its sole discretion, whose decisions are final and binding in all matters relating to this Promotion. Entries will be judged on the relative merits of a given entry versus other entries to meet the general objective of demonstrating the various creative ways geothermal technology can be sold, designed, installed, financed, and serviced.

7. **FINALISTS:** Finalist entries will be selected by NY-GEO, and presenters will be expected to make a live presentation at NY-GEO-2026 in Brooklyn, NY. Finalists may be asked to participate in promotional activities related to their entry.

8. **PRIZE DETAILS:** The awardees will receive one (1) free registration to NY-GEO the following year. Lodging is not included. Awardees can opt to donate their registration award back to NY-GEO for use as a Scholarship Registration.

9. **LIMITATIONS OF LIABILITY AND RELEASE:** No liability or responsibility is assumed by NY-GEO or Promotion Parties resulting from the entrant's participation in or attempt to participate in the Promotion or ability or inability to upload or download any information in connection with the Promotion. No responsibility or liability is assumed by NY-GEO or Promotion Parties for technical problems or technical malfunction arising in connection with any of the following occurrences which may affect the operation of the Promotion: Hardware or software errors; faulty computer, cable, satellite, network, electronic, Internet connectivity or other online or network communication problems; errors or limitations of any Internet service providers, servers, hosts or other providers; garbled, jumbled or faulty data transmissions; failure of any online transmissions to be sent or received; lost, late, delayed or intercepted transmissions; inaccessibility of the Web site in whole or in part for any reason; traffic congestion on the Internet or the Web site; unauthorized human or non-human intervention of the operation of the Promotion, including without limitation, unauthorized tampering, hacking, theft, virus, bugs, or worms; or destruction of any aspect of the Promotion, or loss, miscount, misdirection, inaccessibility or unavailability of an email account used in connection with the Promotion. NY-GEO and Promotion Parties are not responsible for any printing, typographical, technical, computer, network, or human error that may occur in the administration of the Promotion, the uploading, the processing of votes or Entries, the judging of Entries, the announcement of the prizes, or in any Promotion-related materials. Use of the website is at the user's own risk. NY-GEO and Promotion Parties are not responsible for any personal injury or property damage or losses of any kind that may be sustained to users or any other person's computer or video equipment resulting from participation in the Promotion.

By participating in the Promotion, entrants agree to release NY-GEO and the Promotion Parties from all claims, damages, or liabilities arising from or relating to such entrant's participation in Top Job.

10. **GENERAL CONDITIONS:** Winners are solely responsible for any taxes on the prize. No substitution of prize is offered, except at the sole discretion of the NY-GEO. No transfer of prize is permitted.

Awardees will be notified by phone and/or email on or about March 13, 2026, and will be required to respond to the notification (as stated within the notification) within seventy-two (72) hours, indicating whether he/she can accept the award and present at the NY-GEO Conference.

Sponsor: GeoStar and The New York Geothermal Energy Organization (NY-GEO)

Sponsor/Driller Award: Geothermal Drillers Assoc. and The New York Geothermal Energy Organization (NY-GEO)