

Survey Incentive Terms and Conditions

1. The survey incentive is open to all individuals who respond to the survey by the specified date.
2. The first 200 people to respond to the survey by the specified date will receive a gift card in the amount of USD \$25 (or local currency equivalent).
3. The survey must be completed in full to be eligible for the survey incentive.
4. The survey incentive is limited to one per person.
5. The survey incentive is not transferable or exchangeable for cash.
6. The survey incentive is subject to availability, and we reserve the right to substitute the survey incentive with another of equal or greater value.
7. We are not responsible for any technical issues or problems that may result in a person's inability to participate in the survey incentive.
8. We reserve the right to disqualify any person who does not comply with these terms and conditions or who tampers with the survey or survey incentive.
9. By participating in the survey incentive, you agree to these terms and conditions.
10. Participation is void where prohibited.
11. These terms and conditions shall be governed by and construed in accordance with the laws of the State of Colorado.
12. Any disputes against Arrow arising out of or in connection with the survey incentive shall be subject to the exclusive jurisdiction of the courts of the State of Colorado.