



Each quarter for 2025, you will have the opportunity to participate in the RoadVantage Quarterly PowerChallenge...and Win BIG!

In the Quarterly PowerChallenge, employees will create their own individual goals while also facing a series of challenges designed to contribute to your personal and professional growth. Those who successfully complete all the challenges are guaranteed a share of a very attractive Prize Pool. Only those who conquer every challenge will walk away with a portion of the winnings — making consistency, dedication, and perseverance the key to success.

Q1: January - March — Prize Pool \$1,500*

1. Own Your Year

- Plan your year by creating a Vision Board/goal tracker (whatever works for you) by using the following guidelines.
 - **Winning Habit:** Create at least one new winning habit this quarter that will improve your life (e.g., health, mindset, relationships, work). This can be a daily or weekly habit.
 - **Mini Adventure:** Take one day this quarter and do something fun that you wouldn't normally do (e.g., cooking class, ceramics class, day trip, race, hike a new spot, dinner with friends).
 - **Epic Quest:** Enter a year-defining adventure, event, or change in your calendar that you want to accomplish this year (e.g., travel, long-distance race, health, home improvements, financial goal). Include how you will track your progress.

NOTE: You must post your Own-Your-Year plan on Slack channel # quarterlypowerchallenge by Monday, January 6th to qualify for the Q1 Prize Pool.

NOTE: You must complete your Q1 Winning Habit and Mini Adventure to qualify for the Q1 Prize Pool.

2. Q1 Fitness Challenge

- Track 630,000 steps (average 7,000 steps per day).
- Alternative to tracking steps: One hour of activity = 6,000 steps, use only for activities (e.g., biking, swimming, strength training, yoga).

3. Q1 Reading Challenge

- Read 15 books (paper, e-readers, and audible books qualify).
- Include at least two books from the following categories: career growth, leadership, time management, educational, or financial planning.

Monthly Check-ins are required on January 31st and February 28th. Final Results are due Monday, March 25th.

* Prize money winnings will be paid as a direct deposit in Paycor, less any required taxes and authorized deductions.