

CONTEST RULES

Eligibility

The Contest is open to legal residents of Canada other than residents of the Province of Quebec. You are not eligible if you are an employee or representative of the **Aboriginal Inclusion Network, Canadian Immigrant, or abilities.ca**, Workopolis, or their respective affiliates, advertising and promotional agencies, or a member of the immediate family or household of any such employee or representative. For these rules, "immediate family" means spouse, mother, father, sister, brother, son and daughter.

How to Enter

The Contest begins on February 8, 2010 at 12:01 AM (midnight) EST and ends on April 8, 2010 at 11:59 PM (midnight) EST (the "Contest Period").

To enter, visit the Careers section of any one or more of (i) the **Aboriginal Inclusion Network** website (<http://www.inclusionnetwork.ca>), (ii) the **Canadian Immigrant** website (<http://www.canadianimmigrant.ca/careers/jobfinder>), or (iii) the **abilities.ca** website (<https://jobs.abilities.ca>) (each a "Career Site" and, collectively, the "Careers Sites") and either (i) register as a job seeker, or (ii) if you are already registered as a job seeker, then simply login with your existing username and password, which will have the effect of automatically refreshing your registration and will allow you to update your user profile if required. You will then automatically be entered in the Contest.

If you do not wish to be entered in the Contest, simply send an e-mail to the following address: nichenews@workopolis.com and write, "**Diversity Register to Win**" in the subject line. You will then be removed from the Contest.

No purchase is necessary to enter the Contest. Registering as a job seeker with a Career Site is free.

LIMIT: Participation in the Contest is limited to one (1) entry per person. Entrants seeking to register as a new job seeker more than once during the Contest Period may be disqualified.

Prize

There is one (1) prize of \$2,500 (Canadian funds) in Air Canada Vacations Gift Cards to be won in this contest.

Random Draw

The random draw to select the winner of the prize will take place on **April 12, 2010 at 12:00 p.m.** The selected entrant will be randomly drawn from all entries received during the Contest Period. Odds of winning depend on the total number of eligible entries received during the Contest Period. The draw will take place at the offices of Workopolis in Toronto.

Drawing Notification

Following the draw, an e-mail message will be sent to the entrant selected at the e-mail address specified in that person's registration. To be confirmed a winner, the selected entrant must first correctly answer, without assistance of any kind, whether mechanical or otherwise, a time-limited, mathematical skill-testing question to be administered during a pre-arranged telephone interview at a mutually convenient time.

If the selected entrant cannot be contacted and confirmed a winner within four (4) weeks following the applicable draw date, the prize will be forfeited.

Release of Liability

Aboriginal Inclusion Network, Canadian Immigrant, abilities.ca, and the other Releasees (defined below) will not be responsible for (i) incomplete, late, lost, stolen, delayed, damaged, misdirected, garbled or irregular entries, or for any entries not received or processed for any reason, including any technical or human error; (ii) any errors, omissions, incorrect or inaccurate information in these Rules, other Contest-related information, including printing or advertising, and other equipment or programming associated with or used in the Contest; or (iii) any failure of the Internet or websites at any time, problems or technical malfunctions of any telephone network or lines, computer on-line systems, servers, address providers, computer equipment or software, failure of any email to be transmitted or received, technical problems or traffic congestion on the Internet or at any websites or combination thereof, including injury or damage to an entrant's computer or to any other individual's computer related to or resulting from participating in, or downloading any material regarding the Contest or accepting a prize.

Liability / Publicity Release

Before being declared the winner, the selected entrants may be required to sign a Declaration of Compliance with the Contest Rules and Release of Liability confirming compliance with these Rules and releasing **Aboriginal Inclusion Network, Canadian Immigrant, abilities.ca**, Workopolis, and their respective affiliates, representatives and agents, including without limitation, their advertising and promotional agencies, and all of their respective employees, officers, directors, agents and assigns (the "Releasees"), from any and all liability attributable to the Contest or arising from the prize awarded in the Contest. Declaration and Release documents must be returned within four weeks of the applicable draw date or the prize will be forfeited.

By accepting a prize, winners consent to the use without payment of their name, address, photograph or other likeness, voice or statements in any publicity, advertising or promotion carried out by **Aboriginal Inclusion Network, Canadian Immigrant, abilities.ca**, or Workopolis or their advertising or promotional agencies, without further consideration.

Authorized Account Holder

If the identity of an entrant is disputed, the authorized account holder of the e-mail address submitted at the time of entry will be deemed to be the entrant. The individual assigned to the e-mail address for the domain associated with the submitted e-mail address is considered to be the authorized account holder. The entrant may be required to provide proof that he or she is the authorized account holder of the e-mail address associated with the selected entry.

Conduct

By entering the Contest, entrants acknowledge that they have read and understood these Rules and agree to abide by them and all decisions of **Aboriginal Inclusion Network, Canadian Immigrant, abilities.ca**, or Workopolis, as the case may be, which shall be final and binding in all matters relating to this Contest and the awarding of a prize. Entrants who have not complied with these Rules are subject to disqualification.

Aboriginal Inclusion Network, Canadian Immigrant, abilities.ca, and Workopolis each reserves the right, in its sole discretion, to disqualify any Entrant it finds to be: (a) violating the Contest Rules; (b) tampering or attempting to tamper with the entry process or the operation of the Contest or the Contest websites; or (c) acting in an unsportsmanlike or disruptive manner, or with the intent to annoy, abuse, threaten or harass any other person. If **Aboriginal Inclusion Network, Canadian Immigrant, abilities.ca**, or Workopolis suspects that an entrant has engaged in unsportsmanlike manner, the entrant will be contacted by e-mail at the e-mail address specified in their job seeker registration as soon as practicable. CAUTION: ANY ATTEMPT BY AN ENTRANT OR ANY OTHER INDIVIDUAL TO DELIBERATELY DAMAGE ANY WEBSITES ASSOCIATED WITH THIS CONTEST OR TO UNDERMINE THE LEGITIMATE OPERATION OF THIS CONTEST MAY BE A VIOLATION OF CRIMINAL AND/OR CIVIL LAWS. SHOULD ANY SUCH ATTEMPT BE MADE, WORKOPOLIS RESERVES THE RIGHT TO SEEK REMEDIES AND DAMAGES TO THE FULLEST EXTENT PERMITTED BY LAW.

Miscellaneous

Aboriginal Inclusion Network, Canadian Immigrant, abilities.ca, and Workopolis each reserves the right to terminate, amend, suspend or reinstate the Contest at any time if any factor interferes with its proper administration as contemplated by these Rules. If the Contest is terminated, **Aboriginal Inclusion Network, Canadian Immigrant, abilities.ca**, will publish a notice at the **Aboriginal Inclusion Network, Canadian Immigrant, abilities.ca**, websites and a random draw may be conducted from all entries received as at the date of termination. Selected entrants in that random draw must be confirmed as winners as outlined above.

Prizes are not transferable, must be accepted as awarded, with no substitutions in cash or otherwise, except at the sole discretion of **Aboriginal Inclusion Network, Canadian**

Immigrant, abilities.ca, which reserves the right to substitute a prize of equal or greater value if a prize cannot be awarded as described.

Prizes will only be shipped to confirmed winners. Prizes will be shipped within two weeks after a selected entrant is confirmed as a winner. Neither **Aboriginal Inclusion Network, Canadian Immigrant, abilities.ca**, nor Workopolis are responsible for loss or theft caused in the shipment or delivery of the prize to each of the winners.

LIMIT: One prize per person and per household

All entries become the property of **Aboriginal Inclusion Network, Canadian Immigrant, abilities.ca**, and Workopolis and will not be returned. No correspondence will be entered into except with selected entrants.

The Contest is subject to all applicable federal, provincial and local laws.

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