

THE HAYS TRADES & MAINTENANCE – POWER YOUR WORLD OF WORK PHOTO CONTEST

OFFICIAL CONTEST RULES

The 2015 Hays Trades & Maintenance “Power your world of work” photo Contest is an incentive as part of the 2015-2016 Trades & Maintenance Candidate Attraction Strategy. This campaign is run from Monday, September 28, 2015 through to Wednesday, November 25, 2015 by Hays Specialist Recruitment (Canada) Inc (Hays).

The following outlines the terms and conditions which will be applied to participants in the Contest and to the winning candidate of the Hays Trades & Maintenance “Power your world of work” photo Contest. The act of entering the Contest constitutes acceptance of the Contest rules and decisions of the Contest judge.

Who this applies to: The following terms apply to all entrants to the 2015 Hays Trades & Maintenance “Power your world of work” photo Contest. The winner will be selected by Hays and will be announced following the campaign on Wednesday, November 25, 2015 on the 2015 Hays Trades & Maintenance “Power your world of work” photo Contest web page as well as in an email that will be sent to all Trades & Maintenance candidates in the Hays database (including applicants for the Contest and non- applicants). There will only be one winner for this Contest – there cannot be a tie.

1. ELIGIBILITY

- The Contest is open to all individuals who have attained the age of majority in their province of residence and who are resident in Canada (excluding Quebec) and who meet the following eligibility criteria. To be eligible, you must be a Trades & Maintenance professional currently working in Canada or a Trades & Maintenance student who is eligible to work in the Trades & Maintenance industry in Canada. The winner must fall into one of the following categories: Millwright, Heavy Duty Mechanic, Journeyman, Instrumentation Mechanic, Instrumentation Technician, Pipefitter, Welder, Iron Worker, Electrician, Saw Filer, Mining Engineers, Production, Exploration & Resource Geologists, Mine Managers & General Managers, Metallurgists & Process Engineers, Geotechnical Engineers, Mechanical Foreman, Water Resources Professionals, Health, Safety & Environmental, Fixed & Mobile Plant Maintenance Professionals, Civil, Electrical & Mechanical Engineers & Designers, EPCM, Forestry Engineers & Foresters, Process Engineers & Quality Control, Mill Managers & Production Supervisors, Health, Safety & Environmental, Mill Maintenance Professionals, Silviculturist, in an applicable Trades or maintenance role in the Canadian resources and mining industry, or a student currently pursuing one of these professions in Canada.
- You are not eligible to win, if you are a) an employee of Hays or a member of the immediate family (defined as parents, siblings, children and spouse, regardless of where they live) or household (whether related or not) of an employee of Hays or (b) not entitled to study in Canada.
- Trades & Maintenance role in the Canadian Resources and Mining industry, or a student currently pursuing one of these professions in Canada.

2. HOW TO ENTER

- Contest begins on Monday, September 28, 2015 and runs until Wednesday, November 25, 2015. To enter, candidates must submit an entry form via the 2015 Hays Trades & Maintenance “Power your world of work” photo Contest web page found on <http://www.hays.ca/TradesandMaintenance/PhotoContest/index.htm>. To be entered to win, entrants must complete the online registration form including Full name, Job title/department, company, city, email address, phone number and photo entry.
- All fields on the entry form must be completed unless they are indicated as optional.
- Hays will not be responsible for illegible, incomplete, lost, misdirected, errors, failures, technical failures or late entries, which will be void.
- All entries must be received by 11:59:59 pm ET on Monday, November 23 (the ‘Entry Deadline’ and ‘Contest Close Date’).

3. NO PURCHASE NECESSARY

- No purchase is necessary to enter the Contest.

4. PRIZE(s)

- There are (2) two Hays Trades & Maintenance “Power your world of work” SPOT PRIZES available to be won by one recipient each within the 2 month duration of the Contest. The prize consists of a \$100 gift card of their choice.
- There is (1) one Hays Trades & Maintenance “Power your world of work” GRAND PRIZE available to be won by a single recipient. The prize consists of one GO-Pro Prize package worth up to \$CAD 1,000 (one thousand Canadian dollars).

The spot prize and grand prize are not transferrable and must be accepted as awarded with no substitutions in cash.

- Hays will not be responsible, however, if weather conditions, event(s) cancellations, or other factors beyond Hays reasonable control prevent the prize win from being fulfilled. In any such event, the winner will not be provided with a substitute prize or cash equivalent.

5. DRAWING

- On or around Wednesday, November 25, 2015 a random drawing will be conducted from the eligible entries received. Hays will attempt to notify the selected entrants. The entrant drawn will be contacted by telephone. If Hays is unable to speak to the selected entrant, it will leave a message requiring that person to contact Hays by a given time and date, which shall not be less than 48 hours. If a selected entrant: (i) does not contact Hays by the time and date specified in the message, the prize win will be forfeited and awarded to an alternate entrant who will be selected by Hays. The odds of winning will depend on the total number of eligible entries received. To be declared a winner, a selected entrant must correctly answer, without assistance of any kind, whether mechanical or otherwise, a mathematical skill-testing question to be given over the telephone.

6. RELEASE

- Prior to receiving the prize, the winner will be required to show valid photo ID and to sign an affidavit of eligibility and release form releasing Hays of all liability, confirming compliance with the rules and consenting to the use of his or her name and photograph, without further compensation, in any publicity carried out by Hays and/or their advertising and promotional agencies. The winner will be required to be an advocate of the 2015 Hays Trades & Maintenance “Power your world of work” photo Contest. The winner must agree to be profiled in a similar Contest for Hays which will include picture and commentary with the potential for an interview or presentation.

7. PERSONAL INFORMATION

- We will use entrants personal contact information to administer the Contest. In addition Hays and its affiliates and trusted partners may use your information to send you information about job opportunities and other marketing offers. You may elect to opt-out of receiving any such communications by following an unsubscribe instructions at the bottom of any of our communication or informing those who seek to contact you from Hays or its affiliates or trusted partners.

8. LIABILITY

The decision of the person administering the Contest will be final. Hays shall have no liability or responsibility to any entrant. Contest is subject to all applicable laws and regulations. Hays may in its sole discretion, prohibit disqualify and entrant from the Contest whom we believe to be abusing the rules. Such abuse includes entering false information.

9. RIGHT TO TERMINATE OR AMEND

- Hays reserves the right to terminate or amend this Contest, in whole or in part, at any time and without prior notice if any factor interferes with its proper conduct as contemplated by these Contest Rules