

FPDI EMPLOYER SURVEY CONTEST

No purchase required. Contest begins on December 18, 2025 at 8:30 a.m. Central Standard Time and ends on March 13, 2026 at 4:30 p.m. Central Daylight Time. Open to employers who have a permanent establishment in, and who employ individuals who reside in, Canada, excluding Québec. The number of prizes available to be won, the amount of the prizes and the odds of winning depend, on the number of eligible entries received before the contest closes. Limit one (1) entry per eligible employer. Full rules and entry details available at: <https://fpdinc.ca/program/employer-survey/>.

FPDI EMPLOYER SURVEY CONTEST

Official Contest Rules

1. Sponsor. The FPD Inc. Employer Survey Contest (Contest) is sponsored by First Peoples Development Inc., 101-1355 Mountain Avenue, Winnipeg, Manitoba, R2X 3B6 (Sponsor).
2. Eligibility. This Contest is open to employers (each, an Employer) who: (i) have a permanent establishment in Canada (excluding Québec); (ii) employ, and have employed in the preceding calendar year, at least one (1) individual who is resident in Canada, but specifically excluding the Sponsor and any Employers who are: (1) owned, in whole or in part, by any directors, officers or employees of the Sponsor, or any individuals related by blood or marriage thereto; (2) any federal, provincial or municipal government (and any agency or department thereof); or (3) any other parties engaged in the development, production or distribution of Contest materials (each eligible Employer who enters the Contest pursuant to these Contest Rules, being referred to as an Entrant). By participating in this Contest, Entrants acknowledge compliance with, and agree to be bound by, these Contest Rules. Entrants who do not comply with any of the Contest Rules are subject to disqualification by the Sponsor, in Sponsor's sole discretion.
3. Contest Dates and Times. The Contest begins on December 18, 2025 at 8:30 a.m. Central Standard Time and ends on March 13, 2026 at 4:30 p.m. Central Daylight Time (Contest End Date) after which time the Contest will be closed and no further entries will be accepted.
4. How to Enter. You can enter by submitting a complete and accurate employer survey via the following link: <https://fpdinc.ca/program/employer-survey/>. For this Contest, receipt of an Internet or other electronically submitted entry occurs when Sponsor's server records the entry information. All entries must be complete, true and accurate, and are subject to verification by the Sponsor, in its sole discretion. Limit one (1) entry per Employer.

Any attempt or suspected attempt to use robotic, automatic, programmed or otherwise illicit means to enter the Contest, or any other methods not authorized by these Contest Rules, for example, but not limited to, creating multiple accounts, identities, or registrations, all in the Sponsor's sole discretion, shall be deemed as tampering and may disqualify you from entering, participating and/or winning a prize. Entries that contain false or incomplete information are void. Entries that are late, lost, stolen, illegible, contain false information, are damaged, misdirected, mutilated, garbled or incomplete, altered or otherwise irregular or that do not conform with or satisfy any or all of the conditions of the Contest Rules are void. Entrants grant Sponsor a non-exclusive licence to use all entries for any purpose set out in these Contest Rules, and as otherwise agreed upon by

the Entrant. The Sponsor is under no obligation to correspond with Entrants, other than Selected Entrants (as that term is defined below). Proof of transmission (for example, screenshots or captures) does not constitute proof of entry or receipt of an entry.

5. Contest Prizes. The number of prizes available to be won, the amount of the prizes and the odds of winning, depend on the number of eligible entries received before the Contest End Date. Limit one (1) prize per Entrant.

All winners assume any and all liability for any injury or damage caused, or claimed to be caused, by entering, participating in this Contest or the use or redemption of a prize. Prizes must be accepted as awarded. Prizes or any portion of a prize cannot be combined with other discounts, promotions or special offers. Sponsor reserves the right to substitute an alternate prize of equal or greater value if an advertised prize is unavailable at the time of award.

In addition to prizes, the submission of a complete, true and accurate survey, in accordance with these Contest Rules, may entitle the Entrant to a gift card or other item of value, in the amount of \$50 or such other amount as the Sponsor may determine, in its sole discretion from time to time (a Survey Payment). All Survey Payments are at the sole discretion of the Sponsor and shall be promptly repaid or returned by the Entrant to the Sponsor, if the survey is later determined by the Sponsor to be incomplete, inaccurate or otherwise contrary to these Contest Rules. Any Survey Payment will be made by the Sponsor within a reasonable amount of time after the survey is received and initially verified, by the Sponsor (the Sponsor reserves the right to later determine the survey is incomplete, inaccurate or otherwise contrary to these Contest Rules, and to demand repayment of any Survey Payment). Limit one (1) Survey Payment per Entrant.

6. Odds of Winning. The odds of winning depend on the number of eligible entries received before the Contest End Date.

7. Skill-testing Question. Selected Entrants will be required, as a condition of winning a prize, to correctly answer, without assistance of any kind, the Sponsor's time-limited, mathematical skill-testing question to be administered by the Sponsor, in its sole discretion.

8. Winner Selection and Confirmation. At times selected by the Sponsor, in its sole discretion, before the Contest End Date (each such selected time, a Draw Date) the Sponsor, or an employee, agent or other representative of the Sponsor, will conduct a random draw from all eligible entries received between the time of the previous Draw Date and the current Draw Date (which shall not be later than the Contest End Date) and select the potential winners (Selected Entrants). Selected Entrants will be deemed winners if they meet all of the eligibility criteria set out in these Contest Rules. If a Selected Entrant does not meet the eligibility criteria, they will be disqualified and will not receive a prize and another entrant may be selected by way of a random draw from the remaining eligible entries. Before being declared a winner, Selected Entrants will be required to: (i) correctly answer the Sponsor's skill-testing question; (ii) sign and return the Sponsor's declaration of eligibility and liability/publicity release form (Winner Release); and (iii) comply with all other Contest Rules, all in the sole discretion of Sponsor.

Selected Entrants will be notified within a reasonable amount of time after the Draw Date and will be contacted at their email address or other contact information provided at the time of entry into

the Contest. Up to three (3) attempts will be made to contact Selected Entrants within ten (10) days following the applicable Draw Date. An entry of a Selected Entrant that does not or cannot accept a prize may be forfeited and a new Selected Entrant may be selected by random draw, in the Sponsor's sole discretion. A signed copy of the Sponsor's Winner Release must be received by the Sponsor no later than ten (10) days following the successful notification made in accordance these Contest Rules. Sponsor is not responsible for the failure for any reason whatsoever of a Selected Entrant to receive notification or for the Sponsor to receive a Selected Entrant's response.

If the identity of a Selected Entrant is disputed, the entry will be deemed to have been submitted by the individual assigned to the email address entered at the time of entry (Authorized Account Holder), on behalf of the Employer named in the entry. Each Selected Entrant may be required to provide proof that they are the Authorized Account Holder associated with a selected entry.

9. Release and Indemnification. All winners must sign the Sponsor's Winner Release to: (i) confirm compliance with all Contest Rules; (ii) agree to accept prizes as awarded; (iii) release, discharge and hold harmless the Sponsor, its departments and agencies, parent, related and affiliated companies, subsidiaries, franchisees, advertising and promotional agencies, counsel, marketing partners, and each of their respective directors, officers, employees, shareholders, successors, sponsors, partners, licensees, subsidiaries, agents, artists, advisors, assignees, and all others associated with the administration, development and execution of the Contest (Released Parties) from and against any and all manner of action, cause of action, claim or demand, loss or injury, use or misuse of a prize or any travel related thereto, and the use of entries by the Sponsor, suit, debt, covenant, contract, including legal fees and expenses, whatsoever, including but not limited to, claims based on negligence, breach of contract and fundamental breach, failure of any third-party contractor or supplier used in connection with any aspect of the Contest to perform or deliver any goods or services, any act of God or any other event beyond the Released Parties' control, any dissatisfaction of any kind by a winner with any aspect of the Contest or any prize, liability for physical injury, death, or property damage which the Entrants, guests, their heirs, successors or assigns have, might have or could have suffered, by reason of or arising out of the Entrant's participation in the Contest and/or in connection with the acceptance and/or exercise by the Entrant of prizes as awarded; and (iv) indemnify the Released Parties against any loss, damage or expense, including legal fees, that any of the Released Parties may suffer or incur as a result of any non-compliance by Entrants with any of the Contest Rules or participation in the Contest and/or in connection with the acceptance and/or exercise by an Entrant of a prize, and the use of entries by the Sponsor. This indemnity shall survive the termination, completion or expiry of the Contest.

The Sponsor is not responsible for: (i) incorrect or inaccurate entry information that may affect a person's ability to participate in the Contest or be awarded a prize, including but not limited to human error, technical malfunctions, lost or delayed entries for any reason, mail failures, omission, or any combination thereof, and entries that fail to fully comply with these Contest Rules; (ii) technical failures of any kind, including, but not limited to malfunctions, interruptions, or disconnections in phone lines or network hardware or software; (iii) lost, incomplete, delayed, mutilated or misdirected entries or Winner Releases; (iv) injury or damage to Entrants' computers 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; (v) any injury or damage to persons or property which may be caused, directly or indirectly, in whole or in part, from an Entrant's

participation in the Contest or receipt or use or misuse of any prize, including any related travel and the use of entries by Sponsor; (vi) the security or privacy of information transmitted via computer networks or for breaches of privacy due to interference by third-party computer hackers or otherwise; or (vii) late, lost, misdirected or unsuccessful efforts to notify a potential winner.

10. Other Conditions. The Sponsor reserves the right to terminate or amend this Contest at any time and in any way, without prior notice to Entrants. Without limiting the foregoing, if, for any reason, the Contest is not capable of running as originally planned (including, without limitation, non-availability of third party funding to be received by the Sponsor for the purpose of funding a prize, Survey Payment or other benefit hereunder), the Sponsor reserves the right to cancel the Contest. The Sponsor further reserves the right to, in its sole discretion, cap or otherwise limit the amounts of any and all prizes or Survey Payments, for the foregoing or any other purposes.

The Sponsor further reserves the right to conduct such investigations (and to collect, use and disclose personal information pursuant thereto) for the purposes of confirming the completeness, truth or accuracy of any information provided by the Entrant as part of the Contest, and the Entrant agrees to provide such further information and do such things as may be required by the Sponsor, for those purposes.

As a condition of entering this Contest and being eligible for a prize and all other potential benefits hereunder, each Entrant represents and warrants that: (i) they understand and agree that entering the Contest is at their own risk and they may not derive any benefits from entering the Contest, notwithstanding any other representation (from the Sponsor or otherwise); (ii) the individual entering the Contest on behalf of the Entrant has authority to enter into the Contest on behalf of the Entrant and to otherwise bind the Entrant to agreements and waive rights otherwise held by the Entrant; (iii) all information provided by the Entrant (in a survey, or otherwise) is true and accurate; and (iv) the Entrant has the informed and meaningful consent of each individual whose personal information has been submitted by the Entrant to the Sponsor, as part of the Contest, for the purposes set out herein.

11. Publicity and Entrant Information. By participating in the Contest, Entrants (including, for this purpose, the individual who submits information on behalf of an Entrant) consent to the use of their name, address, email address, postal code, telephone number, social media handle(s), comments and image, whether on videotape, photograph or any other means, for the administration of the Contest or any publicity carried out by the Sponsor (including identifying Selected Entrants who become winners of the Contest), without further notice or compensation. Entrants further consent to the use and disclosure of any of the foregoing, as well as any information submitted by the Entrant in connection with the survey, for such purposes as may be communicated by the Sponsor in these Contest Rules, to the Entrant prior to their entry into the Contest, or as otherwise consented to by the Entrant. Without limiting the foregoing, this may include: (i) matching job seekers with appropriate positions; (ii) clarifying job requirements; (iii) prioritizing training; (iv) fostering partnerships with employers; or (v) analyzing data obtained through the Contest for enhancing training, and employment-related programs and services. Without limiting the foregoing, the Sponsor may provide personally identifiable information to Employment and Social Development Canada (ESDC) or any agents or representatives thereof, for the purposes of their collection and maintenance of databases relevant to employment and related training and skills development in Canada. All personal information collected by the Sponsor will be subject to its

Privacy Policy, as amended from time to time. FPDInc's Privacy Policy is available at: <https://fpdinc.ca/privacy-policy/>

12. Law. The Contest is void where prohibited by law and is subject to all applicable Canadian federal, provincial, territorial, municipal and local laws. This Contest shall be governed exclusively by the laws of the Province of Manitoba, including all issues and questions concerning the construction, validity, interpretation and enforceability of these Contest rules, rights and obligations between Entrants and the Sponsor, and procedural provisions, without giving effect to any choice of law or conflict of law rules. Any dispute shall be adjudicated by the courts sitting in the City of Winnipeg, in the Province of Manitoba.

13. Rule Amendments. The Sponsor reserves the right, in its sole discretion, to amend or modify these Contest Rules, or modify, cancel or suspend this Contest (including, without limitation, by assigning its rights and obligations as the Sponsor to a third party), without prior notice for any reason whatsoever, including without limitation in the event that any cause beyond the reasonable control of the Sponsor corrupts, or threatens to corrupt, the security or proper administration of the Contest.

14. Administration of the Contest. The Entrant will not engage, either directly or indirectly, for themselves or through or behalf of or in conjunction with any other person or entity, in any behaviour which could be deemed, by the Sponsor in its sole discretion, to be offside of the intention of these Contest Rules.

The Sponsor reserves the right, at its sole discretion, without advance notice, to suspend, disqualify, limit, revoke, terminate or otherwise modify the Contest, in whole or in part, for: (i) any Entrant it finds or believes to be manipulating or otherwise abusing the integrity of the Contest or who otherwise is deemed ineligible; and (ii) any reason or if Contest cannot run as planned including infection by computer virus, bugs, tampering, unauthorized intervention, fraud, technical failures, or any other causes beyond the Sponsor's reasonable control which corrupt or affect the administration, security or proper conduct of the Contest, including limits or restrictions arising under any applicable laws.

15. Currency. All funds referred to in these Contest Rules shall be paid or payable, as the case may be, in Canadian dollars.

16. Intellectual Property. All intellectual property, including but not limited to, trademarks, logos, designs, promotional materials, web pages, source codes, images, drawings, illustrations, slogans and representations are owned by the Sponsor. All rights reserved. Unauthorized copying or use of any of the Sponsor's intellectual property without the express written consent of the Sponsor is strictly prohibited.

17. Contact Information. For any Contest-related enquiries, please contact: Jasmen.passard@fpdinc.ca.

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FPGI EMPLOYER SURVEY CONTEST
Winner's Release

I, _____, in the province/territory of _____ declare that I am _____ years of age, that my telephone number is _____ and that my email address is _____.

I am making this declaration (Winner Release) on behalf of myself and the Entrant employer, with the understanding that it will be relied upon to confirm my eligibility in this Contest.

I declare that I have read and complied with, and that I understand, all of the Contest Rules, which are available at <https://fpdinc.ca/program/employer-survey/>, that all of the information I have submitted as part of the Contest and the information below is true and accurate, and that I have committed no fraud or deception in entering the Contest or claiming a prize.

I further declare that I am age of majority in the province or territory in Canada in which I reside and that I have not entered into this Contest of behalf of the Sponsor, or any Employer who is: (i) owned, in whole or in part, by any directors, officers or employees of the Sponsor, or any individuals related by blood thereto); (ii) any federal, provincial or municipal government (and any agency or department thereof); or (iii) any other party engaged in the development, production or distribution of Contest materials.

I further declare that I have authority to enter into the Contest on behalf of the Entrant and to otherwise bind the Entrant to agreements and waive rights otherwise held by the Entrant.

In consideration of the prize, which I acknowledge is good, valuable and sufficient consideration, I agree, on behalf of myself and the Entrant, as follows:

1. To accept the prize as awarded.
2. To release, discharge and hold harmless the Sponsor, its departments and agencies, parent, related and affiliated companies, subsidiaries, franchisees, advertising and promotional agencies, counsel, marketing partners and each of their respective directors, officers, employees, shareholders, successors, sponsors, partners, licensees, subsidiaries, agents, artists, advisors, assignees, and all others associated with the administration, development and execution of the Contest (Released Parties) from and against any and all manner of action, cause of action, claim or demand, loss or injury, use or misuse of a prize, suit, debt, covenant, contract, including legal fees and expenses whatsoever, including but not limited to, claims based on negligence, breach of contract and fundamental breach, failure of any third-party contractor or supplier to the Sponsor or used in connection with any aspect of the Contest to perform or deliver services, any act of God or any other event beyond the Sponsor's control, any dissatisfaction of any kind with any aspect of the Contest or any prize, liability for physical injury, death, or property damage which I, my heirs, successors or assigns have, might have or could have suffered, by reason of or arising out of participation in the Contest and/or in connection with the acceptance and/or exercise of the prize as awarded.

3. To indemnify the Released Parties against any loss, damage or expense, including legal fees, that any of the Released Parties may suffer or incur as a result of any non-compliance by me with any of the Contest Rules or participation in the Contest and/or in connection with the acceptance and/or exercise of the prize.
4. To grant to the Sponsor, its agents and representatives, and marketing partners, the right to: (i) print, publish, broadcast, and use worldwide in any media now known or hereafter developed, including, but not limited to, the World Wide Web, the Sponsor's Internet websites and social media pages and applications, at any time(s), my name, likeness, portrait, picture, photograph, voice, video-camera footage, and biographical information (name, city, province/territory of residence and image), as is or as may be edited by the Sponsor, as news or information and for advertising promotional purposes; and (ii) otherwise use and disclose information submitted by me, as part of the Contest, for such purposes and in such manners as are set out in the Contest Rules, all without any compensation, notification or review by me.
5. To return upon demand to the Sponsor, or its agents, representatives or marketing partners, any prize that has been or may be awarded to me if any statement made by me in this Winner Release is false or if I have failed to comply with any of the Contest Rules, or as otherwise contemplated in the Contest Rules, all as determined in the sole discretion of the Sponsor.

Winner (Employer): _____

Name of Person Submitting Entry: _____

Dated this _____ day of _____, 2026.

Skill-Testing Question

$$(10 \times 15) + 30 =$$