

Canmore Training Needs Assessment Employer Survey Contest Official Rules

How to enter the “Canmore Training Needs Assessment Employer Survey” contest:

1. These official rules (“Contest Rules”) apply to the “Canmore Training Needs Assessment Employer Survey” contest (referred to herein as the “Contest”). Acceptance of the Contest Rules is a prerequisite for entry into the Contest and entrants must always observe the Contest Rules.
2. The Contest begins February 23, 2026, at 6:30 p.m. MST and ends on March 23, 2026, at 4 p.m.
3. To enter the Contest, participants must fill out and submit the 2026 Canmore Training Needs Assessment Employer Survey, and elect to enter the contest while doing so. No purchase is necessary to enter the Contest. Eligible entrants must reside in Canada (excluding the province of Quebec) during the contest and be the age of majority in their province of residence.
4. Osier Consulting Ltd. (Osier) is the sponsor of the Contest.
5. Eligible Entrants may submit up to one contest entry form to enter the draw. Should more than one entry be submitted, only the first entry shall be accepted as an entry in the draw Contest. The employer survey can be found at <https://forms.osier.ca/s3/Canmore-Employers>
6. Any entry submissions containing prohibited, inappropriate, offensive, infringing, unacceptable content, adult content, or otherwise offensive content as determined by Osier in its sole direction, will be disqualified from the Contest.
7. Prize/Approximate Retail Value (“ARV”): X Prizes valued as indicated below:
 - Draw 1 - 1x Prize pack (valued at \$100)
 - Draw 2 - 1x Prize pack (valued at \$100)
 - Draw 3 - 1x Prize pack (valued at \$100)
8. Prize is not transferable, except at Osier’s sole discretion. The Prize is not transferable or substitutable by any winner. However, a Prize, or any portion thereof, may be substituted by Osier for a Prize of equal or greater value, at Osier’s sole discretion for any or no reason. Prizes consist of only those items specifically listed as part of the Prize.
9. The Draw Dates will be on or about:
 - March 2, 2026
 - March 9, 2026
 - The survey closing date, to occur no earlier than March 10, 2026 and no later than March 23, 2026

On each draw date, one (1) Entrant will be selected by random draw from among all eligible Entries received before the applicable Draw Date during the Contest Period. Prizes will be awarded in the order and associated with the draws listed above. The odds of winning depend on the number of eligible Contest Entries received by the applicable draw date during the Contest Period.

Skill-Testing Question

10. Before being declared a winner, each selected entrant must correctly answer, without assistance of any kind (mechanical or otherwise), a time-limited mathematical skill-testing question to be administered by Osier Consulting Ltd.

Release and Indemnity

11. Before being awarded a Prize each potential winner will be required to execute and return, one week of notification, a release, indemnity and consent form stating that the potential winner has read and understood these Contest Rules, is eligible to receive the Prize under these Contest Rules, accepts the Prize as offered, consents to the public disclosure of their name and the name of the business they represent in conjunction with the identification of Contest Prize winners, and releases and indemnifies Osier Consulting from any and all liability arising out of the potential winner's participation in the Contest and receipt and use of the Prize.

Compliance with Contest Rules

12. In the event a winner does not comply with all the provisions as contemplated in these Contest Rules, Osier may disqualify the potential winner and will select another winner by random draw from the remaining eligible entries, and Osier shall be fully and completely released and discharged from any liability or responsibility in this regard. The provisions and procedures referred to above relating to the selection and notification of a potential winner, if applicable, shall be applied, with all necessary amendments, until a qualified winner has been duly selected, but in any event, no later than March 30, 2026

13. By entering the Contest, all entrants and participants agree to accept and abide by these Contest Rules. All decisions of Osier with respect to any aspect of this Contest, including without limitation the eligibility of entries, are final and binding on all entrants in all matters as they relate to the Contest.

14. All entries become property of Osier, which assumes no responsibility for garbled, lost, late, delayed, destroyed, or any computer errors or malfunctions. Osier will not communicate with entrants or potential entrants, except to provide Contest Rules if awarding prizes by email.

15. Osier does not assume any responsibility for incorrect or inaccurate capture of entry information, technical malfunctions, human or technical error, lost, delayed, or garbled data or transmissions, omission, interruption, deletion, defect or failures of any telephone or computer line or network, computer equipment, software or any combination thereof. Entry materials-data that have been tampered with or altered are void. If, for any reason, in the opinion of Osier in its sole discretion, this Contest is not capable of running as originally planned, or if the administration, security, fairness, integrity or the proper conduct of this Contest is corrupted or adversely affected including by reason of infection by computer virus, bugs, tampering, unauthorized intervention, fraud, technical failures or any other causes beyond its control, Osier reserves the right to cancel, terminate, modify, amend, extend or suspend this Contest including canceling any method of entry, and select a winner from previously received Eligible Entries.

Right to Modify or Cancel Contest

16. Osier reserves the right to modify these Contest Rules without materially affecting the terms and conditions hereof. Osier reserves the right in its sole discretion to disqualify any individual it finds to be tampering with the entry process or the operation of this Contest or to be acting in violation of these Contest Rules or otherwise in a disruptive manner. Any attempts to deliberately damage the Contest web site or to undermine the legitimate operation of the Contest may be a violation of criminal and civil laws, and should such an attempt be made, Osier reserves the right to in its sole discretion to fully seek remedies and damages of the law. Osier shall not be held responsible for any errors of negligence that may arise or occur in connection with the Contest including any damage to an entrant's computer equipment, system, or any combination thereof, as a result of their participation in this Contest or from downloading any material from the Contest web site, where applicable.

Applicable Law and Protection of Privacy

17. By entering this Contest, each entrant consents to the collection, use, and disclosure of their personal information by Osier Consulting Ltd. on behalf of the Town of Canmore for the purposes of administering this survey and Contest, including contacting selected winners and awarding prizes. Personal information will be handled in accordance with Alberta's Freedom of Information and Protection of Privacy Act.

Any questions regarding this collection may be directed to surveys@osier.ca or 778-401-6074.

Effect of Inconsistency

18. In the event of any discrepancy or inconsistency between the terms and condition of these Contest Rules, statements by employees or agents of Osier, and disclosures or other statements contained in any Contest related materials, including but not limited to the Contest entry form, or print or online advertising, the terms and conditions of these Contest Rules shall prevail, govern and control.

Miscellaneous

19. All intellectual property, including but not limited to trademarks, trade-names, logos, designs, promotional materials, web pages, source codes, drawings, illustrations, slogans and representations are owned by Osier. All rights are reserved. Unauthorized copying or use of any copyrighted material or intellectual property without the express written consent of its owner is strictly prohibited.

20. This Contest shall be governed by the laws in force in the Province of Alberta. By entering this Contest, all entrants attorn to the exclusive jurisdiction of the Courts of the Province of Alberta.

21. The headers provided in the Contest Rules do not form part of the Contest Rules and are only for the purpose of convenience.