

Young Worker Video Challenge

OFFICIAL RULES

Contest rules of The Workers Compensation Board operating as SAFE Work Manitoba ("SAFE Work Manitoba") for the Young Worker Video Challenge (the "Contest").

Overview

SAFE Work Manitoba invites high school students to tap into their creativity and create projects that promote safe work to young Manitobans for a chance to win cash prizes.

We welcome all styles of original student video production, including video clips, animations, claymations, stop-motion videos, music videos or mashups. Each video submission should be a minimum of 30 seconds and a maximum of two minutes in length. Please submit your video to [SAFE Work Manitoba](#). Please do not post your video publicly on YouTube or any other channel until after the contest is complete.

If you are submitting multiple entries for this contest, each entry will require a separate entry form and a separate email with required documentation.

Entries that do not comply with the foregoing requirements or the requirements listed in the remainder of this document will be disqualified.

Important dates:

- **The contest closing date is February 27, 2026 at 4:00 p.m., based on the time in Winnipeg, Manitoba**
- **Winner notified by**

How to Enter

1. No purchase is necessary to participate in the Contest.

Entry forms must be submitted between 8:00 a.m. on January 5, 2026 and 4:00 p.m. on February 27, 2026, based on the time in Winnipeg, Manitoba (the "Contest Period") by emailing your entry to wcbcomm@wcb.mb.ca. The video file must be submitted as an attachment in a commonly used format (i.e. mov) or as a URL to access the video. If you choose to send a URL, the video may be stored on a shared drive or streaming service, with permissions that only allow you and SAFE Work Manitoba to access and view it.

2. Please ensure the URL to your video and/or file attachment(s) in your email are valid.

3. SAFE Work Manitoba will accept one entry form per project maximum. Contest entrants wanting to submit more than one project must clearly identify their different projects on separate entry forms by naming the projects appropriately. If students on a project team are from different schools, determine which school will sponsor the team (if applicable) and indicate that in your entry form. Entries that are fraudulent or not original are not permitted and will be declared invalid. Videos that SAFE Work Manitoba reasonably suspects were created by Artificial Intelligence (AI) will be disqualified.
4. Entries will be void if they are incomplete, late, lost, damaged, or if they cannot be viewed due to a technical error. Your video must be respectful and courteous, and you are responsible for what you submit. To protect your privacy and the privacy of others, do not include personal information such as phone numbers, social insurance numbers, banking information, resumes, personal emails, etc. SAFE Work Manitoba will not tolerate videos that are offensive to an individual or organization, rude in tone, or abusive. SAFE Work Manitoba does not discriminate against any views, but reserves the right to refuse, edit, or remove any content it deems inappropriate, including but not limited to any of the following:
 - (i) Racist, hateful, sexist, homophobic, slanderous, insulting, or life-threatening content;
 - (ii) Serious, unproven, unsupported, or inaccurate accusations against individuals or organizations;
 - (iii) Abusive, aggressive, coarse, explicit, vulgar, violent, obscene, or pornographic content;
 - (iv) Content that encourages or suggests illegal activity;
 - (v) Announcements, solicitations, advertisements, or endorsements of specific organizations or agencies; and
 - (vi) Attempts to defame or disparage an individual, group, or agency.

Who Can Enter

5. The Contest is only open to legal residents of Manitoba. SAFE Work Manitoba may stipulate age limits in its Contest related materials. Where an entrant is a minor, a parent or guardian who is at least the age of eighteen (18) must indicate acceptance of these Contest rules for the entrant to be eligible for their prize. In such instance the prize will still be awarded to the entrant.
6. WCB employees or employees of other workers compensation boards, provincial and federal ministries, and departments of labour and their immediate family members are eligible to enter and potentially be awarded a prize in the Contest. Please indicate if you fall into this category on your Contest entry form.

The Prize

7. After the Contest Period, SAFE Work Manitoba will select the potential prize recipient(s) according to the methodology stated in its materials distributed as part of the Contest.
 - (i) One (1) prize recipient receives \$1,500 and their school receives \$1,500 to be used for safety equipment for student use;
 - (ii) One (1) prize recipient receives \$1,000 and their school receives \$1,000 to be used for safety equipment for student use;
 - (iii) One (1) prize recipient receives \$500 and their school receives \$500 to be used for safety equipment for student use; and
 - (iv) The first-place winner will be entered in the national contest, where they will have the opportunity to win additional prize money.
8. Any prize-related expenses not specifically included herein are the sole responsibility of the prize recipient.
9. Prizes are subject to the following restrictions:
 - (i) Each prize is non-transferable, and non-exchangeable;
 - (ii) SAFE Work Manitoba reserves the right to substitute all or part of a prize, including for cash equal to the stated value of the prize in the rules, if all or part of the prize becomes unavailable or is deemed unsuitable for any reason; and
 - (iii) A prize must be accepted as issued by SAFE Work Manitoba .

Contest Draw

10. The potential prize recipient(s) will be selected at the date and time stipulated by SAFE Work Manitoba in its materials distributed as part of the Contest from all eligible entries submitted, in accordance with the Contest rules. A formal announcement of the prize recipient(s) will be made public no later than 4:00 p.m. on April 3, 2026, based on the time in Winnipeg, Manitoba. This requirement may be satisfied via an online notice being posted on www.wcb.mb.ca.
11. Following the potential prize recipient selection process, the selected entrants will be contacted in response to their Contest entry.
12. Return of any prize notification email as undeliverable may result in disqualification, and an alternate potential prize recipient may be selected.

13. Before becoming a confirmed prize recipient, the entrant (or their parent/guardian on their behalf in case of a minor) will be required to:

- (i) respond to the prize notification email or telephone call within seventy-two (72) hours of transmission or voice message, whichever is sooner;
- (ii) correctly answer, unaided, a time limited mathematical skill-testing question ($10 \times 2 + 5$); and
- (iii) sign and return within the time stipulated by SAFE Work Manitoba, a release stating that, among other things, the entrant (or their parent/guardian on their behalf in case of a minor):
 - a. has read and understood and complies with the Contest rules;
 - b. authorizes SAFE Work Manitoba to broadcast, publish, and disseminate the potential prize recipient's name, community of residence, photograph, likeness, voice, and original user-generated content in connection with any promotion or publicity, and/or for general news, entertainment, and information purposes at no additional compensation to the potential prize recipient;
 - c. waives their moral rights in the original user generated content submitted as part of the Contest and grants SAFE Work Manitoba and its agents, a world-wide, royalty-free, perpetual, irrevocable, and fully sub-licensable licence to use, reproduce, modify, adapt, edit, publish, translate, create, derivative works from, distribute, display, and otherwise utilize the submitted original user generated content for marketing and editorial purposes worldwide; and
 - d. releases SAFE Work Manitoba, Facebook, Instagram, X, and YouTube platforms and their respective officers, directors, employees, agents, representatives, successors, and assigns (collectively, the "Released Parties") from any and all liability in connection with the Contest, the entrant's participation therein, and the use of the entrant's original user generated content.

14. In the event that a potential prize recipient does not comply with all the provisions as contemplated in the Contest rules (determined by SAFE Work Manitoba in its sole and absolute discretion), SAFE Work Manitoba has the right to disqualify such potential prize recipient and move to select a new prize recipient by the same method used to select the disqualified prize recipient and the Released Parties 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 potential prize

recipients shall be applied, with the necessary amendments, until all qualified prize recipients of the Contest have been duly selected.

15. The chances of becoming a potential prize recipient will depend on the number of eligible entries received.

Consent to Personal Information Use and Disclosure

16. By entering the Contest, entrants consent to SAFE Work Manitoba's collection, use, and disclosure of their personal information provided in Contest entries for the administration of the Contest and in aggregated, non-personal form in order to create reports regarding Contest entrant demographics, which SAFE Work Manitoba may use and publicize as part of its operations.
17. By entering this Contest, prize recipients authorize SAFE Work Manitoba and its agents to publish, broadcast and/or otherwise disseminate their name, community of residence, photograph, likeness, voice, and/or any statement made in connection with winning a prize, without compensation of any kind other than the prize awarded.
18. As a unit of the Workers Compensation Board of Manitoba, SAFE Work Manitoba's privacy statement and terms of use are found at www.wcb.mb.ca. If you have questions about SAFE Work Manitoba's handling of your personal information please contact the Access and Privacy Officer at:

Email: info@wcb.mb.ca
Phone: 1-204-954-4557
Mail: The Workers Compensation Board
Attention: Access and Privacy Officer
333 Broadway
Winnipeg, MB R3C 4W3

Waiver of Moral Rights/Assignment of Copyright for User Generated Content

19. Any original user generated content submitted by you may be used by SAFE Work Manitoba in advertising campaigns. SAFE Work Manitoba may post the entries of original user generated content on www.wcb.mb.ca to be available for download by teachers, parents, employers, and other interested parties to educate, train, and orient Manitoba workers. By entering the Contest, you agree to waive your moral rights to your original user generated content and to grant SAFE Work Manitoba and/or its agents, a world-wide royalty-free, perpetual irrevocable and fully sub-licensable license to use, reproduce, modify adapt, edit, publish, translate, create, derivative works from, distribute, display, and otherwise utilize your submitted original user generated content for marketing and editorial purposes worldwide, which may include the following channels:

online, email, direct mail, broadcasting including radio, television and cinema, internal communications, print and publishing, national, regional, and trade press, or billboard, poster mobile vehicle and other outdoor and public large-scale posters or displays, and illuminated and projected displays, and irrevocably waive all image rights, performers' rights and similar rights worldwide. You agree that the foregoing use will occur without compensation to you.

20. Entrants who submit a photo or any other user generated content in which they do not own the moral rights and/or copyright, or in respect of which they are unable to grant a valid copyright license on the terms above, agree to pay for all costs, damages, awards, fines, penalties, and losses that SAFE Work Manitoba suffers as a result of using that photo or other user generated content.
21. Entrants agree that their original user generated content may be combined with text and any other media, and may be altered, cropped, or modified. Entrants waive the right to inspect or approve any use of their submitted original user generated content. Entrants acknowledge and agree that they have no right to consideration for such usage of their submitted original user generated content and hereby release and discharge SAFE Work Manitoba from any liability by virtue of any uses, including any claims for libel and invasion of privacy, to the extent permitted by law. Entrants release SAFE Work Manitoba from any liability and undertake not to prosecute or to institute proceedings, claims, or demands for any remuneration, or otherwise, against SAFE Work Manitoba in respect of any usage of their submitted original user generated content.

Disclaimer and Liability Exclusion

22. SAFE Work Manitoba will not, under any circumstances, be responsible for, or liable to any Contest entrant or any other person for:
 - (i) any erroneous, lost, damaged, late, incomplete, misdirected, deleted, defective, or altered Contest entry, regardless of the cause;
 - (ii) any failure for any reason whatsoever of the selected entrant to receive a prize notification email;
 - (iii) any changes in email addresses or email address assignments after a Contest entry form has been submitted;
 - (iv) any computer, online, telephone, technical malfunctions, or errors that may occur, regardless of the cause; or
 - (v) any damage or loss, including any loss of use, loss of production, loss of profits (anticipated or otherwise), loss of markets, economic loss, special, indirect, or consequential loss or damage or punitive damages,

whether in contract, tort or under any other theory of law or equity, arising from, connected with, or relating to the Contest or the submission of entries to the Contest or participation in the Contest or the Contest prize, or the use of the www.wcb.mb.ca web site (including the downloading of any materials from that web site) and regardless of the cause or any negligence by SAFE Work Manitoba or anyone for whom the WCB is responsible, and notwithstanding that SAFE Work Manitoba may have been advised of the possibility of such loss or damage being incurred.

23. BY ENTERING THE CONTEST, EACH INDIVIDUAL ENTRANT AGREES TO INDEMNIFY, RELEASE, AND HOLD HARMLESS SAFE WORK MANITOBA, FACEBOOK, INSTAGRAM, X, LINKEDIN, TIKTOK AND YOUTUBE PLATFORMS (IF USED IN ANY MANNER RELATED TO THE CONTEST), ADVERTISING AND PROMOTIONAL AGENCIES, AND THEIR RESPECTIVE OFFICERS, DIRECTORS, EMPLOYEES, REPRESENTATIVES AND AGENTS (COLLECTIVELY THE "RELEASED PARTIES") FROM ANY LIABILITY, DAMAGES, LOSSES, OR INJURY RESULTING IN WHOLE OR IN PART, DIRECTLY OR INDIRECTLY, FROM THAT ENTRANT'S PARTICIPATION IN THE CONTEST AND THE ACCEPTANCE, USE, OR MISUSE OF ANY PRIZE THAT MAY BE WON. NO WARRANTIES, EXPRESS OR IMPLIED, AS TO THE CONDITION, FITNESS OR MERCHANTABILITY OF THE PRIZE ARE MADE BY ANY PARTY. THE RELEASED PARTIES DISCLAIM ANY LIABILITY FOR DAMAGE TO ANY COMPUTER SYSTEM RESULTING FROM ACCESS TO OR THE DOWNLOAD OF INFORMATION OR MATERIALS CONNECTED WITH THE CONTEST.

Other Matters

24. If for any reason the Contest is not capable of being conducted as intended by SAFE Work Manitoba, including due to computer viruses, bugs, tampering, unauthorized intervention, fraud, technical failures, or any other cause that corrupts or interferes with the administration, security, fairness, integrity or proper conduct of the Contest, SAFE Work Manitoba may, at its sole discretion, disqualify any entrant responsible for such misconduct and cancel, terminate, modify, or suspend the Contest.

25. CAUTION: ANY ATTEMPT TO DELIBERATELY DAMAGE ANY WEB SITE OR INTERFERE WITH THE LEGITIMATE OPERATION OF THE CONTEST MAY BE A VIOLATION OF CRIMINAL AND CIVIL LAWS, AND SAFE WORK MANITOBA RESERVES THE RIGHT TO SEEK DAMAGES AND/OR OTHER RELIEF FROM ALL RESPONSIBLE PERSONS TO THE FULLEST EXTENT PERMITTED BY LAW.

26. Decisions of Contest judges in respect of any aspect of the Contest are final and binding on all entrants.

27. Participation in the Contest, evidenced by submitting an entry, constitutes acceptance and agreement to these Contest rules.
28. The Contest is subject to all applicable Canadian federal, provincial, and local laws and is void where prohibited by law. If any provision of these rules is found by any court of competent jurisdiction to be unenforceable, all other provisions will remain in full force and effect.
29. SAFE Work Manitoba, as a unit of a public body, is subject to disclosure of documents under its control pursuant to *The Freedom of Information and Protection of Privacy Act*.
30. In the event of any discrepancy or inconsistency between the terms and conditions of the Contest rules and disclosures or other statements contained in any Contest related materials, including but not limited to the Contest entry form, radio, television, print or online advertising, the terms and conditions of these Contest rules shall prevail, govern, and control the parties.
31. All intellectual property, including but not limited to SAFE Work Manitoba official marks, business names, logos, designs, promotional materials, web pages, source codes, drawings, illustrations, slogans and representations are owned by SAFE Work Manitoba. All rights are reserved.

Video Guidelines

32. If a video is being submitted as the entrant's user generated content it must be original and not exceed the length of time stipulated in the Contest materials. If the video is not submitted in English, an English translation must also be submitted. Any entrant whose video involves anything illegal, potentially or actually dangerous, or harmful, or containing any element of physical risk or videos which have been removed from YouTube for any reason, including but not limited to violation of YouTube's policies, procedures, terms and conditions, will be disqualified from the Contest and will have no chance of winning. Any video that involves a third party that does not consent to be part of the video will be disqualified. The video must not include any third party's proprietary content, including trademarks or copyrighted content. SAFE Work Manitoba, in its sole discretion, may disqualify any entrant who uses third party proprietary content. Videos must not include inappropriate content as described in the Contest rules. Videos cannot be a parody or derogatory. Videos remain the property of the entrants. By entering this Contest, each entrant represents: (i) their video is their original work and does not infringe on any third party's copyright, trade-mark, or other intellectual property rights; (ii) the entrant has all necessary rights from any third party that appears, or is mentioned, in the video, including those from the parent or legal guardian if the third party is under the age of majority; (iii) their video was not generated by AI; (iv) grants SAFE

Work Manitoba an unlimited, royalty free, irrevocable, right and license to reproduce, post and/or broadcast the video in any form of media now known or hereinafter developed, including, without limitation, on SAFE Work Manitoba's website; (v) waives all moral rights in the video in favour of SAFE Work Manitoba; (vi) agrees to release, indemnify, discharge, and hold harmless the Released Parties from any claim or liability arising from or related to the video and/or their participation in this Contest. SAFE Work Manitoba assumes no responsibility for any claims against infringement of the right of privacy with respect to a video submitted for the Contest.