



THE WESTMONT VOICE: TERMS OF USE
Employee Engagement Survey System
("Terms of use")

1. TERMS OF USE.

The Westmont Voice Employee Engagement System (the "**Website**") is operated by Westmont Hospitality Group. By selecting the "I AGREE" button during the process of registering to be a member (a "**Member**") or by using the Website, www.thewestmontvoice.ca, you agree to be bound by the following terms & conditions (the "**Terms**"), which may be changed from time to time by Westmont Hospitality Group.

2. VOLUNTARY PARTICIPATION.

Participation in The Westmont Voice Employee Engagement System is completely optional and voluntary, and there will be no effect if associates choose not to participate. Participation in The Westmont Voice Employee Engagement System is not considered work time, and Members will not be compensated for time spent on The Westmont Voice Employee Engagement System.

3. REGISTRATION REQUIREMENTS.

The Westmont Voice Employee Engagement System is only available to employees of Westmont Hospitality Group Canada, InnVest Hotels GP Ltd., and/or its affiliates. If a Member is no longer employed by Westmont Hospitality Group, InnVest Hotels GP Ltd., and/or its affiliates his or her membership will be terminated.

In order to receive invitations to participate in The Westmont Voice Employee Engagement System you must first register as a Member of The Westmont Voice. You agree to (a) create only one account; (b) provide accurate, truthful, current and complete information when creating your account; (c) maintain and promptly update your account information; (d) maintain the security of your account by not sharing your password with others and restricting access to your account and your computer; (e) promptly notify Westmont Hospitality Group if you discover or otherwise suspect any security breaches relating to the Website; and (f) take responsibility for all activities that occur under your account and accept all risks of unauthorized access. If we have reason to believe that you have violated any of these provisions, we reserve the right to suspend or terminate your access to use of the Website and/or Membership.

Membership in The Westmont Voice is open only to Westmont Hospitality Group employees residing in Canada and who are 15 years of age or older. This site is not targeted towards, nor intended for use by, anyone under the age of 15.

4. OWNERSHIP.

Unless otherwise noted, all information, data or other materials on The Westmont Voice Employee Engagement System are protected by copyright, trademarks, and/ or other intellectual property rights owned by Westmont Hospitality Group or third party licensors and may not be reproduced, modified or reused except with the permission of the applicable rights owner.

Any responses, comments, feedback, suggestions, ideas, or other material you submit to The Westmont Voice Employee Engagement System becomes our property ("Feedback"). Such Feedback, whether submitted to The Westmont Voice Employee Engagement System is entirely voluntary. Westmont Hospitality Group shall own exclusive rights, including all intellectual property rights, and shall be entitled to the unrestricted use of the Feedback for any purpose, commercial or otherwise, without acknowledgment or compensation to you. You are responsible for ensuring that any Feedback or other material you provide

to the Westmont Voice Employee Engagement System, including but not limited to text, photographs and sound, does not violate the copyright, trademark, trade secret or any other personal or proprietary rights of any third party and/or is posted with the permission of the owner(s) of such rights.

From time to time, we may provide you with information that is not known to the general public. Such information will be considered confidential and you will be asked not to share or use the information in any way other than as set out for survey purposes.

5. PRIVACY.

Please read the Privacy Statement carefully to understand how Westmont Hospitality Group collects, uses and discloses personally identifiable information from its Members.

6. ACCEPTABLE USE.

All uses of The Westmont Voice Employee Engagement System must be consistent with Westmont Hospitality Group's business purposes, and must support the goals, our Westmont Hospitality Group Mission and guiding principles of Westmont Hospitality Group in a manner that is consistent with applicable Westmont Hospitality Group Codes of Conduct, Policies and Standards, including, without limitation, the **Employee Handbook and Social Media Policy Standard**. The Westmont Voice Employee Engagement System may not be used (a) to submit or display Feedback or other content that is harassing, threatening or unlawful, or which infringes or misappropriates the copyright, trademark, privacy or other personal or proprietary right of a third party; (b) for purposes unrelated to Westmont Hospitality Group, including for commercial or personal financial gain.

7. RESPONSIBILITIES OF MEMBERS.

In addition to (and without limiting) any obligation imposed on users of Westmont Hospitality Group networks, assets or systems, each Website user or Member of The Westmont Voice Employee Engagement System remains solely responsible for the contents of any Feedback or other materials, data, information or statement posted or submitted to The Westmont Voice Employee Engagement System, and any use of The Westmont Voice Employee Engagement System in derogation of these Terms and related Westmont Hospitality Group Codes of Conduct, Policies and Standards, may result in disciplinary action up to and including termination of Membership in The Westmont Voice Employee Engagement System or of your employment.

8. CONTACT US.

If you decide you no longer want to participate in The Westmont Voice Employee Engagement System, you may opt-out of future surveys by sending an email to support@thewestmontvoice.ca. If you choose to opt-out of The Westmont Voice, your data already captured in the system cannot be removed.

For questions regarding The Westmont Voice Employee Engagement System, not including technical support, you may send an email to thewestmontvoicesupport@whg.com

For all Technical Support inquiries, please send an email to support@thewestmontvoice.ca

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