



MOUNTAIN BLUE
FARMING · GENETICS · NURSERY · MARKETING

2017 Harvest Incentive Program

Rules

The following rules apply to the Mountain Blue 2017 Harvest Incentive Program competition (**Competition**).

The promoter of the Competition is Mountain Blue Farms Pty Ltd of 1372a Bruxner Highway, Lindendale, NSW 2480 (**Mountain Blue**).

Eligibility

Entry to the Competition is available to all employees of Mountain Blue Farms Pty Ltd (**Mountain Blue**) and Agri-Labour Australia Pty Ltd (**Agri Labour Australia**) working on Mountain Blue's or Riparian Blue Pty Ltd's blueberry harvest at Tabulam during the 2017 blueberry picking season (**2017 Season**), unless less stated otherwise in these rules. To be eligible, employees must:

- commence working on the blueberry harvest at Tabulam at least four weeks prior to the finish of the 2017 harvest;
- have provided their contact email address to Mountain Blue so Mountain Blue can contact them if they win a prize;
- must be at least 18 years old, or if under the age of 18 years must have the consent of their parent or guardian to enter; and
- not have their employment terminated, or leave his or her employment with Mountain Blue or Agri Labour Australia before the last day that that person is required by Mountain Blue for the 2017 harvest (and tickets which may otherwise have been awarded to such an employee are forfeited on termination or leaving).

Employees who are involved in setting up or administering the Competition, or the provision of any prize, are not eligible to enter.

Entry

The Competition will commence in August 2017, with the specific date to be nominated once harvest conditions become apparent. Mountain Blue intends the competition to start once harvest conditions mean the productivity targets below should be able to be achieved on a consistent basis (subject to the vagaries necessarily involved in fruit picking, and to working hard of course!).

Pickers

Pickers will be awarded a ticket in the draw if they achieve the following:

- Attendance - 1 ticket will be awarded to an employee who has been present and worked throughout each active day of picking during the 2017 Season except for any day that Mountain Blue did not require the employee's attendance.
 - Mountain Blue's attendance records must confirm the employee's attendance
 - Failure to attend on any day an employee was entitled to be absent from work (for example, due to illness or approved leave) will be considered a day on which Mountain Blue did not require the employee's attendance
- Productivity
 - 1 ticket will be awarded if an employee picks an average of 5kg of blueberries/hour worked over the course of the 2017 Season (with a minimum of 1,500 kg of blueberries picked); and

- 1 ticket will be awarded if an employee picks an average of 7kg of blueberries/hour worked over the course of the 2017 Season (with a minimum of 2,000 kg of blueberries picked).
- Quality – 1 ticket will be awarded if a picker never receives negative quality control feedback from a harvest supervisor.

Supervisors

Supervisors of picking teams will be awarded a ticket in the draw if they achieve any of the following:

- They supervise the team which picks the greatest amount of blueberries (measured in kgs) over the course of the 2017 Season.
- They supervise a team which averaged above 7kgs of blueberries picked / hour over the course of the season.
- They supervise a team which delivers blueberries which meet the Mountain Blue quality specification over the course of the 2017 Season.
- Safe working environment – they supervise a team in which all members have followed Mountain Blue's safety rules and guidelines at all times throughout the 2017 Season.
- They supervise the happiest team of the 2017 Season, with clear evidence of morale based initiatives implemented by the supervisor.

Packing Staff

One ticket will be awarded for an employee whose attendance records show they have been present throughout each active day of packing and who have been working with Mountain Blue up until the day that Mountain Blue requires them to pack.

If the packing shed employees continually meet Mountain Blue's health and safety and quality requirements, anyone receiving a ticket based on attendance will receive a further ticket.

Prizes and winning

Notwithstanding anything else in these rules, no employee may have more than three tickets in the prize draw.

Eligible tickets will participate in a random prize draw which will take place at approximately 10:00am on a date on or about the conclusion of the 2017 Season. The specific date will be advised closer to the time.

The draw will be held at Mountain Blue's River Run farm at Tabulam (1949C Hootons Road, Tabulam 2469).

There will be one 1st prize winner, one 2nd prize winner and twenty 3rd prize winners.

The winners will receive:

- 1st prize winner: \$20,000
- 2nd prize winner: \$10,000
- 3rd prize winners: \$1,000

The total prize pool value is \$50,000.00.

Winners will be announced at the draw. The draw will also be broadcast on Facebook live, on the Mountain Blue Facebook page. Winners not in attendance will be notified by email within two business days, and the results will be published on the Mountain Blue Facebook page.

Other rules:

- Mountain Blue's decision on any matter concerning the Competition will be final and binding on each person who enters the Competition. No correspondence will be entered into.
- By entering the Competition and/or by accepting any ticket in the prize draw, each entrant agrees to be bound by these rules. Mountain Blue may refuse to award any prize to any person who fails to comply with these rules, in Mountain Blue's absolute discretion.
- There is no entry fee for entry to the Competition.
- Each winner's name, image and other personal details (excluding telephone number and email address) may be used in connection with the Competition by Mountain Blue and/or Agri Labour Australia for promotional, marketing and/or publicity reasons (without fee or charge).
- Mountain Blue reserves the right, at its discretion, to cancel any ticket awarded, or not award a ticket, to any person who has breached any of Mountain Blue's policies or procedures, or engaged in any misconduct.
- The prize(s) that may be awarded to the eligible winner(s) are not transferable or exchangeable for any other prize. All prizes must be redeemed within 10 days of the drawn date. Any prize of money will be paid by cheque made out to the winner unless otherwise agreed between Mountain Blue and the winner. If a prize is unclaimed or a winner is not contactable, there will be no re-draw and the prize will be forfeited, unless otherwise notified by Mountain Blue.
- If there is any event that prevents or hinders the conduct of the Competition such that in Mountain Blue's reasonable opinion it is impossible or unreasonable to complete the Competition, Mountain Blue may cancel the Competition in its discretion.
- Mountain Blue is not responsible for any error, omission, interruption, deletion, defect, delay in operation or transmission, communications line failure, theft or destruction or unauthorised access to or alteration of relevant documents or information, incorrect or inaccurate information, or for any of the equipment associated with or utilised in the Competition, or for any error occurring in the course of administration of the Competition.
- To the full extent permitted by law, Mountain Blue will not be liable for, and is released from any liability for, any death, injury, damages, expenses, or loss whatsoever (including direct, indirect, inconsequential or otherwise) to persons or property as a result of any person entering the Competition or accepting or using any prize, including without limitation non-receipt of any prize.
- Taxes - any valuation of the prize(s) stated above is based on available information provided to Mountain Blue, and the value of any prize awarded to a winner may be reported for tax purposes as required by law. The responsibility for any income taxes will be the responsibility of the eligible winners.
- The Competition is subject to permit LTPS/17/15654 issued by the New South Wales Office of Liquor, Gaming and Racing.