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**CareerBuilder “Job Recommendation Engine Challenge”**

**Official Competition Rules**

**SUBMISSION OF AN ENTRY IS REQUIRED TO ENTER. NO ADDITIONAL PURCHASE NECESSARY. AN ADDITIONAL PURCHASE WILL NOT INCREASE YOUR CHANCES OF WINNING. MUST BE AGE OF MAJORITY OR OLDER IN YOUR PLACE OF RESIDENCE. VOID WHERE PROHIBITED BY LAW.** By entering the CareerBuilder “Job Recommendation Engine Challenge” competition (the "Competition"), entrants agree to be bound by these Official Competition Rules (the "Official Rules"). The Contest commences at 12:00:01 a.m. Universal Time Coordinated ("UTC") on August 2nd, 2012 and ends at 11:59:59 p.m. UTC on October 7th, 2012 (the "Competition Period").

**Sponsor.** The Competition is sponsored by CareerBuilder, LLC ("Sponsor"), 200 N. LaSalle Street, 11th Floor, Chicago, IL 60601.

**Competition Objective.** The objective of the Competition is to develop an algorithm that uses available job seeker data to predict what job opportunities job seekers are most likely to apply to. Once that information is known, Sponsor will be able to recommend those job opportunities to job seekers.

**Eligibility.** The Competition is only open to individuals who are the age of majority or older in their places of residence as of time of registration. You are not eligible to participate in the Competition if you are a resident of Cuba, Sudan, Iran, North Korea, Syria or any other country designated by the United State’s Treasury’s Office of Foreign Assets Control (see <http://www.treasury.gov/resource-center/sanctions/SDN-List/Pages/default.aspx> for additional information). Officers, directors, employees and advisory board members (and their immediate families and members of the same household) of Sponsor, Kaggle Pty Ltd and their respective affiliates, agents, judges and advertising and promotion agencies (collectively, the "Competition Entities") also are not eligible to participate in the Competition. All federal, state and local laws apply.

**Registration.** If you meet the eligibility requirements and would like to participate, then you must first complete the registration process at <http://www.kaggle.com/account/register> (the "Website") by October 7th, 2012. After you complete the registration process, you will receive access to the Data (described below) that will enable you to develop and submit one or more Entries (as defined below). All Entries must be received during the Competition Period.

To register, visit the Website and follow the onscreen instructions to complete and submit your registration. You may register at any time prior to 12:00 a.m UTC on October 8th, 2012.

To register, you must provide your full legal name, a display name (which may be the same as or different from your legal name), a username (to log in to the Website), your email address and a password. Only your display name will be visible on the Website. You may (but are not required to) provide additional information about yourself as part of the registration process, all of which information will be visible on the Website. All of the registration information that you provide is collectively referred to as your "Account". (If you have already created an Account at www.kaggle.com, enter your user name and password and follow the on-screen instructions. If you have previously registered at www.kaggle.com but have not yet provided your full legal name, you will be required to do so to complete the registration process.)

By registering, you agree that (a) your Account is complete, correct and accurate and (b) your registration may be rejected or terminated and all Entries submitted by you and/or your Team may be disqualified if any of the information in your Account is (or Sponsor has reasonable grounds to believe is) incomplete, incorrect or inaccurate. You are solely responsible for your Account. All registration information is deemed collected in the United States.

After you register individually, you may join a team (a "Team"), as described below, but you may register only once. If you register for the Competition more than once, you will be, and the remainder of your Team may be, disqualified in Sponsor's sole discretion.

You acknowledge and agree that you are solely responsible for abiding by your employer's policies regarding participation in the Competition. Sponsor disclaims any and all liability or responsibility for disputes arising between an employee and employer related to this Competition.

Once you have completed the registration process, you or your Team will be provided with access to the Data that you use to develop your Entries.

BY REGISTERING, YOU ACCEPT THE CONDITIONS STATED IN THESE OFFICIAL RULES, AGREE TO BE BOUND BY THE DECISIONS OF THE JUDGES AND WARRANT THAT YOU ARE ELIGIBLE TO PARTICIPATE IN THE COMPETITION. IF YOU DO NOT ACCEPT ALL OF THESE OFFICIAL RULES, THEN PLEASE DO NOT REGISTER FOR THE COMPETITION. WE RECOMMEND THAT YOU PRINT OUT A COPY OF THESE OFFICIAL RULES FOR YOUR FUTURE REFERENCE.

**Teams.** You may participate in the Competition individually or as a member of a Team. A Team may be comprised of up to ten (10) members, each of whom must register individually. Multiple Teams from the same institution/organization are allowed, provided that no individual serves on more than one Team. You may not participate in the Competition individually if you are a member of a Team.

One Team member must serve as the Team leader. Initially, the Team leader will be the Team member who first completes the "Team Wizard" on the Website. You will not be considered a member of a Team unless and until you confirm your Team membership by responding to the Team notification message available through your Account.

To change the Team leader, please use the Website's "Contact Us" form.

In Sponsor's discretion, Teams may be permitted to merge. Team merger requests must be made via the Website's "Contact Us" form no later than 12:00 a.m. UTC on October 1, 2012. Each registered individual or Team is referred to as an "Entrant" in these Official Rules.

**The Data.** Sponsor will provide Entrants with certain deidentified job seeker data collected during a three month period. Sponsor reserves the right to modify or add data upon notice to Entrants through their Accounts, via email using the email address associated with their Accounts and/or by such other reasonable means as Sponsor may determine. Entrants must use the Data provided to them solely for purposes of the Competition, including but not limited to preparing their Entries, developing and testing their algorithms for accurately predicting what job opportunities job seekers are most likely to apply to and participating in the forum discussions on the Website. Except as otherwise provided in these Official Rules, promptly after the Competition ends, Entrants must cease all use of the Data provided by Sponsor and erase or otherwise destroy all waste paper, fax paper, photocopy paper and other physical media and computer entries or other electronic media that contain the Data. For the avoidance of doubt, the foregoing does not apply to any visualizations created and uploaded to Kaggle as part of the Prospect competition.

The Data will be comprised of the following:

1. USER DATA:

a. UserID

b. City

c. State

d. Country

e. Zip Code

f. Degree type

g. Major

h. Graduation Date

i. Work History Count

j. Total Years Experience

k. Currently Employed

l. Managed Others

m. Managed How Many

2. WORK HISTORY:

1. UserID
2. Sequence (order in which it was presented on resume)
3. Job Title

3. JOB APPLICATIONS:

1. UserID
2. Application date
3. JobID

4. JOB DETAILS:

1. DID
2. Job Title
3. Job Description
4. Job Requirements
5. City
6. State
7. Country
8. Zip
9. Date posted

The Data will be made available to Entrants on the Website on August 2nd, 2012.

**Use of Other Data.** Entrants may use data other than the Data to develop and test their algorithms and Entries provided that (i) such data is freely available to all other Entrants and (ii) the data and/or a link to the data are published in the "External Data" topic in the Forums section of the Website within one (1) week of the date on which an Entry that uses such data is submitted to the Website. You may not, however, link the Data to records in other external databases such that new demographic information about the job seekers in the Data is gained. Sponsor reserves the right in its sole discretion to disqualify any Entrant who Sponsor discovers has undertaken or attempted to undertake such linking of the Data.

**Entry Submissions.** Each Entry must be uploaded to the Website in the manner and format specified on the Website. All Entries must be received during the Competition Period. An “Entry” is the data submitted in the manner and format specified on the Website via the Website on Entry form. Entrants may submit two (2) Entries during each calendar day (UTC) of the Competition Period, beginning on August 2nd, 2012. Team Entries must be submitted by the Team leader. Sponsor reserves the right to request that an Entrant submit the algorithm associated with an Entry to Sponsor.

**Selection of Grand, Second and Third Prize Winners.** One (1) grand prize winner will be selected as the winner of the Competition (the “Grand Prize Winner”). Second and third place winners will also be selected (respectively, the “Second Place Winner” and “Third Place Winner”).

Entrants’ scores and ranks on the Leaderboard on the Website will be based on a metric calculated from the predicted results in the Entry and the ground truth of a validation dataset whose instances were a fixed set sampled from the Data in the beginning. Until the last day of the competition (October 7th, 2012), the scores and associated ranks on Leaderboard on the Website are based on the predicted results and that of the rest of the testing dataset. This entails that the top-ranked Entrant at the time when the competition ends is the Grand Prize Winner, the second-ranked Entrant at the time when the competition ends is the Second Place Winner, and the third-ranked Entrant at the time when the competition ends is the Third Place Winner.

The evaluation metric is average precision. For a detailed definition of the metric, please refer to the tab “Evaluation” on the Website.

Prize awards are subject to verification of eligibility and compliance with these Official Rules. All decisions of the Sponsor and judges will be final and binding on all matters relating to this Competition.

**Prize and Conditions.** The Grand Prize Winner, Second Place Winner and Third Place Winner will be notified and announced on or around **October 7th, 2012** on [the](http://www.careerbuildercommunications.com/bigstride) Website.

The Grand Prize Winner will receive $11,000 (awarded as a check payable to the Grand Prize Winner). The Second Place Winner will receive $6,000 (awarded as a check payable to the Second Place Winner). The Third Place Winner will receive $2,000 (awarded as a check payable to the Third Place Winner).

If a Team wins a prize, all Team members must submit a single written statement describing how the prize is to be allocated among the Team members. If the Team fails to submit such statement within 30 days after Sponsor requests it, then Sponsor will distribute the prize among Team members in equal shares and will have no further obligation to winning Team members.

As a condition of receipt of the prize, winner must deliver the algorithm’s code and documentation to Sponsor. The source code must contain a description of resources required to build and run the algorithm. The winner (and if winner is a Team, each individual Entrant on the winning Team) will also be required to complete, sign and return an Affidavit of Eligibility and Liability/Publicity Release. The prize may be awarded to an alternate winner if the required documentation is not returned within thirty (30) days after mailing to winner, if prize notification letter/email or prize is returned as undeliverable or if winner does not respond to an email or other communication from Sponsor within ten (10) days of the date sent. Allow 6-8 weeks for prize delivery. By accepting any prize, each winner agrees to use of his/her name, address, likeness and/or prize information by the Competition Entities for promotional purposes in any medium without additional compensation to the extent permitted by law.

Sponsor is responsible only for prize delivery and is not responsible for prize utility or otherwise. No substitution or transfer of prizes is permitted. All taxes, fees and expenses associated with participation in the Competition or receipt and use of a prize are the sole responsibility of the Grand Prize Winner, Second Place Winner and Third Place Winner.

**Entrant Representations.** By submitting an Entry, each Entrant represents that he/she/it has the unrestricted right to submit the Entry and that the Entry (i) was not previously published and has not won any other prize/award, (ii) is the exclusive original work of the Entrant (and his/her/its Team, if applicable), true and verifiable, (iii) is not unlawful or plagiarized, as determined by Sponsor in its sole discretion, (iv) does not violate or encourage others to violate any applicable law, statute, ordinance or regulation, (v) does not infringe, misappropriate or violate any third party's copyright, trademark, patent, literary, trade secret, privacy, publicity, proprietary, contractual or other right; and (vi) does not include any virus, worm, corrupt file, Trojan horse or other forms of corruptive code or content that may harm or compromise the Website and/or the proper conduct of the Competition.

**License.** The Grand Prize Winner, Second Place Winner and Third Place Winner each (a) grants to Sponsor and its designees a worldwide, non-exclusive (except with respect to Entrant), sub-licensable, transferable, fully paid-up, royalty-free, perpetual, irrevocable right to use, not use, reproduce, distribute, create derivative works of, publicly perform, publicly display, digitally perform, make, have made, sell, offer for sale and import each Entry and the algorithm used to produce the Entry (collectively, the "Licensed Materials"), in any media now known or hereafter developed, for any purpose whatsoever, commercial or otherwise, without further approval by or payment to Entrant (the "License") and (b) represents that he/she/it has the unrestricted right to grant the License.

**Equipment and Costs of Participation.** Each Entrant is solely responsible for all equipment, including a computer and modem, necessary to establish a connection to the World Wide Web, access to the World Wide Web and any telephone, data, hosting or other service fees associated with such access, as well as all costs incurred by or behalf of the Entrant in participating in the Competition.

**Delivery and Receipt of Entries.** Sponsor is not responsible for (a) late, lost, stolen, damaged, garbled, incomplete, incorrect or misdirected Entries or other communications, (b) errors, omissions, interruptions, deletions, defects, or delays in operations or transmission of information, in each case whether arising by way of technical or other failures or malfunctions of computer hardware, software, communications devices, or transmission lines, or (c) data corruption, theft, destruction, unauthorized access to or alteration of Entry materials, loss or otherwise. Sponsor is not responsible for electronic communications or emails which are undeliverable as a result of any form of active or passive filtering of any kind, or insufficient space in any email account to receive email messages. Sponsor disclaims any liability for damage to any computer system resulting from participation in, or accessing or downloading information in connection with, the Competition.

**Reservation of Rights.** Sponsor reserves the right to correct clerical or typographical errors in Competition materials. Sponsor reserves the right to amend these Official Rules during the Competition Period. By continuing participation in the Competition, an Entrant is deemed to have accepted any such amendment. If an Entrant does not wish to continue to participate in the Competition pursuant to the Official Rules, as amended, such Entrant may terminate his/her/its participation in the Competition by deleting his/her Account on the Website. All Entries remain the property of Sponsor. Entrants are urged to consult the Website regularly during the Competition Period.

Sponsor reserves the right to cancel, modify or suspend the Competition should any computer virus, bugs or other technical difficulty or other causes beyond the control of the Sponsor corrupt the administration, security or proper play of the Competition.

Sponsor reserves the right, in its sole discretion, to disqualify any Entrant (and all individual or Team Entries submitted by or on behalf of Entrant) from this Competition or any other competition conducted now or in the future by Sponsor or any of its affiliates if her/his fraud or misconduct affects the integrity of this Competition.

**General Release.** By entering the Competition, you release and discharge the Competition Entities from any liability whatsoever in connection with the Competition or with the acceptance, possession, use or misuse of any prize including, without limitation, legal claims, costs, injuries, losses or damages, demands or actions of any kind (including, without limitation: personal injuries; death; damage to, loss or destruction of property; rights of publicity or privacy; and defamation or portrayal in a false light). The Competition Entities will not be responsible for typographical, printing or other inadvertent errors in these Official Rules or in other materials relating to the Competition. Additionally, you hereby agree to indemnify the Competition Entities from any and all losses, damages, costs, expenses, rights, claims, demands and actions (including attorney's fees and expenses for litigation and settlement), which may be brought against any one or more of them by anyone claiming to have suffered loss or damage as a result of your participation in the Competition.

**Limitations of Liability.** By participating in the Competition, each Entrant agrees that: (1) any and all disputes, claims, and causes of action arising out of or in connection with the Competition, or any prize awarded, shall be resolved individually without resort to any form of class action; (2) any claims, judgments and awards shall be limited to actual out-of-pocket costs incurred, including costs associated with entering the Competition, but in no event attorney's fees; and (3) under no circumstances will an Entrant be permitted to obtain any award for, and each Entrant hereby waives all rights to claim, punitive, incidental or consequential damages and any and all rights to have damages multiplied or otherwise increased and any other damages, other than damages for actual out-of-pocket expenses.

**Construction.** Sponsor shall be the sole interpreter of these Official Rules. All issues and questions concerning the construction, validity, interpretation and enforceability of these Official Rules, or the rights and obligations of any Entrant vis-à-vis Sponsor, shall be governed by, and construed in accordance with the laws of the State of Illinois, without giving effect to any choice of law or conflict of law rules or provisions (whether of the State of Illinois, or any other jurisdiction) that would cause the application of the laws of any jurisdiction other than the State of Illinois. The invalidity or unenforceability of any provision of these Official Rules shall not affect the validity or enforceability of any other provision. In the event that any provision is determined to be invalid or otherwise unenforceable or illegal, these Official Rules shall otherwise remain in effect and be construed in accordance with their terms as if the invalid or illegal provision was not contained herein.Bottom of Form