



## Airbnb Bahamas Sabbatical Selection Terms

Last updated: 28 January 2020

NO PURCHASE OR PAYMENT NECESSARY TO APPLY. A PURCHASE OR PAYMENT WILL NOT INCREASE YOUR LIKELIHOOD OF BEING SELECTED FOR THE PROGRAM. THIS IS A VOLUNTEER PROGRAM WITHOUT REMUNERATION. THE SABBATICAL IS NOT A TRIAL FOR THE PURPOSES OF OBTAINING EMPLOYMENT WITH AIRBNB.

When you submit an application for this Sabbatical, you agree with these terms for the Selection ("**Selection Terms**"). Please see the "Interpretation and Disputes" section below for information about the applicable law and jurisdiction that govern these Selection Terms. If we make translations of these Selection Terms available, the English version shall prevail in the event of any inconsistency.

"**The Bahamas National Trust**" or "**BNT**" means the organizer of this Selection and the host of the Sabbatical, with registered office at P. O. Box N-4105, Bay Street Business Centre, Bay St. East, Nassau, Bahamas.

"**Airbnb**" means the sponsor of this Selection and the Sabbatical. For the purposes of these Official Rules, in relation to data protection, the Airbnb entity shall be based on your Country/Region of Residence:

- If your Country/Region of Residence is the United States, you are contracting with Airbnb, Inc., 888 Brannan Street, 4th Floor, San Francisco, CA 94103, United States.
- If your Country/Region of Residence is the People's Republic of China (which for purposes of these Selection Terms does not include Hong Kong, Macau and Taiwan) (hereinafter "**mainland China**"), you are contracting with Airbnb Internet (Beijing) Co., Ltd. ("**Airbnb China**").
- If your Country/Region of Residence is Japan, you are contracting with Airbnb Global Services Limited ("**Airbnb GSL**").
- If your Country/Region of Residence is outside of the United States, mainland China and Japan, you are contracting with Airbnb Ireland UC ("**Airbnb Ireland**"), The Watermarque Building, South Lotts Road, Ringsend, Dublin 4, Ireland.

Airbnb and BNT are also referred to collectively herein as "**We**", "**Us**" or "**Our**".

"**Country/Region of Residence**" is determined by either your express selection in your Application, which may be verified by Airbnb, or by Airbnb's assessment of your residence using various data attributes associated with your browser or IP address. If you change your Country/Region of Residence, the Airbnb company you contract with will be determined by your new Country/Region of Residence as specified above, from the date on which your Country/Region of Residence changes.

### The Sabbatical Program

The program will constitute experiencing the life of a citizen of the Bahamas for two



(2) months from April 1 through May 29 2020 (+/- 2 days) (“Sabbatical”). In particular, Participants will:

1. travel to The Bahamas during the Sabbatical and remain in the scheduled locations for its duration;
2. volunteer, during the whole Sabbatical, in support of revitalizing struggling local industries and preserving the country’s rich natural resources in a rapidly changing ecosystem;
3. spend 2 weeks in Andros island learning from experts on reef care and rejuvenation in one of the world’s largest coral reef systems;
4. spend 2-3 weeks in The Exumas learning about ethical fishing practices and the culinary uses of local fish and produce;
5. spend 2 weeks in Eleuthera learning about the preparation and use of bush teas and natural remedies and conducting workshops to support the preservation of this important part of Bahamian culture; and
6. have other basic living needs provided, including food, local transportation and accommodation.

Each Participant’s travel to and from the Bahamas (i.e. traveling from the airport nearest to Participant’s regular place of residence at the beginning of the Sabbatical, and returning to such airport at the end of the Sabbatical) and accommodation during the Sabbatical will be arranged and provided by Us via providers We have chosen.

Only Participants will be entitled to take part in the Sabbatical, subject to compliance with these Selection Terms. No substitutions or transfers for the purposes of taking part in the Sabbatical are permitted, unless decided by Us in relation to the Reserves. Unforeseen or changed circumstances impacting a Participant’s ability or availability to take part in the Sabbatical will not entitle such Participant to any compensation, alternative opportunity, or cash payout.

### **The Selection**

The aim of the Selection is to identify the five (5) people (“**Participants**”) who will participate in the Sabbatical.

Eligible individuals (“**Applicants**”/“**you**”), who at all times comply with the eligibility conditions provided below, may apply to the Selection from 12:00am EST on January 28, 2020 until 11:59pm EST on February 18, 2020 by following the process outlined below. Applications must be received by the close of the Selection to be eligible. Applications received after 11:59pm EST on February 18, 2020 will not be taken into consideration and will be automatically discarded.

### **Eligibility**

The Selection is open to residents who are already aged 18 or over, of the following countries/regions only: Argentina, Austria, Australia, Belgium, Brazil, Canada, Chile, mainland China, Denmark, Dubai, France, Germany, Hong Kong, Ireland, India, Italy,



Japan, Malaysia, Mexico, Netherlands, New Zealand, Norway, Portugal, Russia, Singapore, South Africa, South Korea, Spain, Sweden, Switzerland, Taiwan, Thailand, UK, and US. **If you are not a resident of one of the aforementioned countries/regions, you are not eligible to apply for or participate in the Selection.**

Applicants who are 18 or over but are still under the age of majority in their Country/Region of Residence must have the permission of their parent/legal guardian, as well as that person's agreement to these Selection Terms, to be eligible.

Moreover, to be eligible for the Selection, Applicants must meet the following requirements:

1. Hold a passport that will remain valid for up to six (6) months after the end of the Sabbatical;
2. Hold or be entitled to a visa or other authorisation required to remain in the Sabbatical location for the two (2) months of the Sabbatical, including any travel or other permit which may be required to volunteer during the Sabbatical;
3. Speak at least an intermediate (conversational) level of English;
4. Be available and willing to travel for the scheduled Sabbatical period, including an additional two (2) days after the end of the scheduled Sabbatical period to allow for matters beyond Our reasonable control (e.g. weather); and
5. Be in sufficient physical, medical and psychological condition to participate in the Sabbatical, a trip involving international travel and offering adventure with a bit more challenge, and be a strong enough swimmer to participate in the water-based Sabbatical activities. Please note that due to the nature of the trip, individuals needing regular laboratory tests or medical imaging as part of ongoing medical treatment, those on anticoagulants, and those with a history of severe allergic reactions (e.g. anaphylaxis) are **not** eligible.

Directors, officers, employees, independent contractors, advertisers and agents of Partner and Airbnb, or their subsidiaries or affiliates (collectively, "**Released Parties**"), and the members of their immediate families or households (including without limitation spouse, partner, housemates, children, parents, siblings, grandparents, and grandchildren), are not eligible.

To take part in the Sabbatical, Participants will be required to register an Airbnb account if they do not already have one, must sign a volunteer agreement with BNT under Bahamian law, and must provide, before the start of the Sabbatical, proof of valid and adequate insurance coverage with a primary insurance company for the duration of the Sabbatical, including transit, covering third party liability and sickness or injuries suffered during the Sabbatical, the adequacy of which shall be determined by Us at Our discretion. By submitting an Application, you acknowledge that Interviewees may also be required to provide proof of medical fitness to participate to the Organizer, which may need to verify your fitness to participate.

### **How to apply**



To apply to the Selection to take part in the Sabbatical, you will need to:

1. Go to the <http://www.airbnb.com/sabbatical> page ("**Site**");
2. Click on the "Apply now" button;
3. Accept these Selection Terms and the Privacy Policies available via the Site;
4. Complete and submit the application form by providing all required personal and contact details and answering all mandatory questions in English ("**Application**"); and
5. If selected as an Interviewee, attend one or more telephone or video conference interviews about the Sabbatical and your motivation for applying and provide, upon request, further information about you, including health certifications if required due to the nature of the specific Sabbatical to which you are applying.

Each Applicant can only apply once and you represent that you are at least 18 years old at the time you enter and reside in the Country/Region of Residence indicated by you in your Application. By applying, you agree that the Participants will be selected from all complete Applications received from eligible Applicants. Applicants acknowledge that, if selected, your participation in the Sabbatical will be individual. Consequently, children or other dependants of the Participants will not be permitted to attend. Couples wishing to participate together in the Sabbatical, must submit separate Applications indicating that they wish to participate with the respective partner. In such a case, each such Applicant will be required to meet the eligibility criteria and comply with the provisions of these Selection Terms. We make no assurances whatsoever that both partners will be offered a spot on the Sabbatical.

To the maximum extent permitted by law, Released Parties are not responsible for (i) computer or network problems, problems with servers, problems with email accounts; (ii) the failure to receive any Application for any reason whatsoever which are beyond their reasonable control; or (iii) for any other errors of any kind relating to the Selection, whether mechanical, technical, network, printing, typographical, human, or otherwise, including administration errors or problems affecting the administration of the Selection, the processing or reviewing of entries, the announcement of the Participants, or in any Selection-related materials.

### **Participant Selection**

Up to fifty (50) Applicants will be selected from the Applications ("**Interviewees**") and invited to one or more rounds of individual telephone or video conference interviews with one or more members of the Selection Committee. Five (5) of the Interviewees will ultimately be selected as Participants to undertake the Sabbatical. Another five (5) Applicants will be selected from the Interviewees ("**Reserves**"), who may be offered a place on the Sabbatical in the event that any of the Participants decide not to join or are not in a position to do so, in which case the selected reserve will become a Participant and will be expected to meet all eligibility requirements and fulfil all obligations placed on Participants.



Applications will be reviewed and Interviewees will be chosen entirely on merit, based on the skills-based criteria set out below:

- 30 percent (30%) demonstrated passion for the subject matter, genuine interest in the sustainability potential of the Sabbatical, and ability to contribute to the mission of the Sabbatical and its projects and activities;
- 30 percent (30%) demonstrated creativity, personality and individuality in the written response to the entry question, humor and storytelling ability a plus;
- 20 percent (20%) passion for the potential of sharing the experiences with others after the Sabbatical, as demonstrated in the willingness, enjoyment and capability to engage in dialogue with diverse audiences.

Participants will be selected from the Interviewees after the telephone or video conference interview(s), based on the following additional and cumulative criteria:

- Ten percent (10%) demonstrated enjoyment of outdoor activities, ability and fitness, ability to work closely with others; and
- Ten percent (10%) demonstrated passion for the subject matter, genuine interest in the sustainability potential of the Sabbatical, and ability to contribute to the mission of the Sabbatical and its projects and activities.

Participants will be selected from the list of Interviewees prepared based on feedback from a committee comprised of seven (7) members ("**Selection Committee**"):

- Two members of the Airbnb team;
- One member of the BNT team;
- One member of the Bahamas Out Island Promotion Board;
- One member of the Tourism Development Bank;
- One member of the Bahamas Hotel & Tourism Association; and
- One independent member.

The Selection Committee's decisions are final and binding. If substantially similar Applications are submitted by different Applicants, the Selection Committee will select only the best version of that idea, as determined in their discretion. Except where prohibited by law, if in the opinion of the Selection Committee no suitable Applications are received if an insufficient number of Participants or Reserves can be contacted, or if such persons do not respond in accordance with these Selection Terms, then We may cancel, extend or repeat the Selection at Our discretion. For the avoidance of doubt, this is not a contest. Neither luck nor chance play any part in the Selection.

To the extent permitted by applicable law, We may, at our discretion, conduct verification and background checks of the information you provide to us, and on any other element which We may deem as relevant to your application to the Selection and/or participation in the Sabbatical. By applying to the Selection, Applicants expressly acknowledge and agree that, if they are selected as an Interviewee, they



may be required to provide further information about themselves in order to be able to participate, for example:

- written confirmations or proof of eligibility, including proof of a valid passport, Country/Region of Residence, and current age;
- travel authorisation to remain in the Sabbatical location and any other permit required to volunteer during the Sabbatical;
- absence of any contractual or statutory obligations restricting or prohibiting volunteering during the Sabbatical;
- absence of any contractual obligations restricting or prohibiting the ability to appear in media and marketing content before, during or after the Sabbatical;
- undergo a health check-up or provide a certificate of general good health, as appropriate to the relevant activities;
- whether they have a driving license and related details (expiry date, authority issuing it, which countries/vehicles the license is valid for, etc.).

### **Notification/Announcement of Participants**

The Participants and Reserves will be selected by March 10, 2020 and will be notified within one (1) calendar day of selection by email to the address provided in their Applications. In order to undertake the Sabbatical, each Participant must accept their position on the Sabbatical within one (1) calendar day of the date on which the notification email was sent by emailing acceptance of the position and the obligations and responsibilities in these Selection Terms to [sabbatical@airbnb.com](mailto:sabbatical@airbnb.com) and, within two (2) calendar days of accepting the position on the Sabbatical, Participants must also:

1. provide definitive evidence of entitlement to obtain travel authorisation to travel to, remain in the Sabbatical location, and volunteer for the duration of the Sabbatical; and
2. sign and return the English language release forms and waivers as required by these Selection Terms, unless the timeline for this requirement is extended at Our discretion.

Failure to comply with these mandatory terms and timelines may result, at Our discretion, in your disqualification from the Selection and the selection of a Reserve for that position. We may publicly announce the Participants' names and/or their Country/Region of Residence within thirty (30) days of the close of the Selection, including through social media channels such as Twitter (@airbnb) and Facebook. This announcement may include footage of your interview or notification you have been offered a position on the Sabbatical.

You have made and will make certain representations and warranties to Us in applying to the Selection for the Sabbatical, which We rely on the accuracy and truth of in administering the Selection. Should We become aware of any fraud, deceit or similar action undertaken in connection with the Selection or otherwise, or any act or omission which we consider might have an adverse effect on the Selection or on Our reputation, We reserve the right in Our absolute discretion, without notice to you



and/or without giving reasons, to (i) disqualify your Application from the Selection; or (ii) terminate your participation in the Sabbatical.

### **Prohibited Content**

Applications or content submitted as part of the Selection must be your original work, must not have been previously published, and must not violate the rights of any other party, including but not limited to intellectual property rights or rights of privacy, publicity or other moral rights. Applications must **not** contain: (i) endorsement or promotion of illegal or harmful activity; (ii) violent, profane, vulgar, obscene, defamatory or otherwise objectionable material; (iii) adult material; or (iv) defamatory content. We reserve the right to disqualify any Applicant who violates these prohibitions or any other provision of these Selection Terms, or who's Application We deem inappropriate for any reason, in Our sole discretion.

### **License**

By submitting an Application, you grant Airbnb a non-exclusive perpetual (or for the term of the protection granted by the relevant intellectual property rights), worldwide, irrevocable, royalty-free license to transform, edit, modify, reproduce, distribute, transmit, publish, communicate to the public, broadcast, perform, display, or otherwise use the Application, in whole or in part, with or without modifications, in any form or medium (including: internet, any printed medium distributed via press, billposting, point of sale advertising, flyers, leaflets, etc.), whether now existing or later developed, for any purpose, including entertainment, promotional and/or advertising. To the greatest extent permitted by law, you agree in Airbnb favour to waive and not to assert or invoke any so-called moral rights in relation to your Application (including the right to be identified as the creator of the work and the right to object to derogatory treatment of the work). For the avoidance of doubt, the license referred to in this paragraph is a fully paid-up license. By entering, you guarantee to Airbnb that your Application is original as referred to above, and that you have all necessary rights to provide the Application and to grant the rights set out in these Selection Terms, as well as having the consent of any person identified, depicted or referred to in your Application. If lawful in your jurisdiction, you will indemnify and hold Airbnb each harmless for any breach of these provisions.

### **Permissions and Releases**

By applying to the Selection, you agree that if selected to participate, you are under no legal or physical obligation to take part in the Sabbatical (i.e. it is voluntary); you may be contacted by Us, our agents, or Our Sabbatical partners in relation to the Selection and/or the Sabbatical; you agree to provide reasonably requested documents in support of your Application, including signed releases and consent forms and documents related to eligibility and required medical checks; you grant Us the right to process your personal data in accordance with the Privacy Policy and any supplementary privacy terms applicable to the Sabbatical you are applying to; you agree to take part in any publicity that occurs as a result of the Selection and/or the Sabbatical; and you agree to be filmed, photographed and otherwise recorded



(including your voice, image, likeness, performances, etc.) during the Selection and Sabbatical, including statements about the Selection, the Sabbatical, Us and the Participants' activities, experiences and opinions, and that Airbnb may use such recordings for any and all promotional or other purposes in any and all media worldwide in perpetuity – Participants will have no rights over such materials.

Participants represent they will behave as good citizens and comply with all applicable laws and regulations during the Sabbatical, including during travel to and from the Sabbatical location, that they will cooperate with Airbnb, the Sabbatical logistical team, and program advisors during the Sabbatical, and that they will be present and remain throughout the Sabbatical. Participants agree they will not by any act or omission do anything which might bring Airbnb or its partners into disrepute. Participants acknowledge that breach of this representation may result in the immediate termination of their participation in the Sabbatical.

### **Health and Safety**

Applying to the Selection and/or participation in the Sabbatical is at each Participant's own risk, and health and safety is the Participant's own responsibility. By entering the Selection, Applicants confirm they are in sufficient health condition to take part in the Sabbatical and to carry out the activities mentioned under the "Sabbatical" section above.

### **General Liability Release**

Save as may be required by any applicable mandatory laws, the Sabbatical will be as referred to in these Selection Terms and is, to the maximum extent permitted by law, provided as is with no express or implied warranty, condition, or guarantee. This Selection may be subject to mandatory local laws and regulations, including tax laws. Participants are each solely responsible for any taxes or social contributions applicable to or resulting from their undertaking of the Sabbatical, and Airbnb will have no obligation whatsoever for any related taxes or social contributions that may be payable.

**Prior to acceptance into the Sabbatical, Applicants will be required to execute an agreement to confirm acceptance of the Selection Terms and indemnify Us and waive Our liability in relation to the Sabbatical.** We may require Participants to sign and return a declaration or affidavit of eligibility (determined at Our discretion), a liability release and a publicity release permitting Us to use their name, image, and Application in promotional materials, where permitted by law. Refusal or inability to sign and return any requested declaration, affidavit or other document referred to in these Selection Terms within two (2) calendar days of accept of receipt may result in disqualification and selection of an alternate Participant.

By entering the Selection, Applicants release the Released Parties from any liability whatsoever, on any theory, and waive, to the maximum extent permitted by applicable law, all claims and causes of action arising from or related to the Selection, its administration and/or participation in the Sabbatical (including any travel or





activity related thereto). However, nothing in these Selection Terms limits or excludes any person's or entity's liability for death or personal injury caused by their negligence, or fraud, or any other liability which may not as a matter of law be limited.

In relation to Applicants who are ordinarily resident in Germany, Austria and Belgium, the following General Liability Release applies instead of the paragraph immediately above: By entering this Selection, Applicants release the Released Parties from any liability whatsoever, on any theory, and waive all claims and causes of action arising from or related to the Selection, its administration and/or participation in the Sabbatical. However, nothing in these Selection Terms limits or excludes the liability of the Released Parties for damage from injury to life, body or health due to their negligent breach of duty; intentional or negligent breach of duty by a legal representative or a person used to perform an obligation of a Released Party; or other damage arising from an intentional or grossly negligent breach of duty by a legal representative or a person used to perform an obligation of a Released Party.

### **Personal Data**

In order to administer the Selection, Airbnb needs to collect, review and store your personal data (e.g. name, contact details and Application) ("**Selection Personal Data**"). The provision of Selection Personal Data is obligatory. If you fail to provide the Selection Personal Data, you will not be able to participate in the Selection or the Sabbatical. The purpose of processing the Selection Personal Data is to enable Airbnb to perform its obligations under these Selection Terms. Airbnb controls the Selection Personal Data but may share the Selection Personal Data with third party providers for the purpose of Selection and Sabbatical administration.

You hereby recognize, accept and confirm the purpose, nature, period, and extent of any such use of personal data are required in order for Airbnb to administer the Selection and are therefore a necessary condition of the Selection. Moreover, you acknowledge that, if selected as an Interviewee, Airbnb may perform, at its sole discretion, background and/or verification checks on the information you have provided in order to ascertain or confirm your eligibility to participate in the Selection and, if applicable, to take part in the Sabbatical. In some jurisdictions, your written consent might be required to process your Personal Data. In these circumstances Airbnb will request such consent.

We will process the Selection Personal Data as controllers in order to perform Our obligations under these Selection Terms (including for the purpose of administering the Selection, compiling the list of Interviewees and selecting the Participants and Reserves) and, where permitted by law, for Our legitimate interests (e.g. marketing and promotional purposes in relation to the Sabbatical). We may share the Selection Personal Data with third party providers for the purpose of Selection and Sabbatical administration.

In some circumstances, We may need to ask you to provide Our partners with additional personal data (e.g. to demonstrate medical fitness for the relevant activities). In these circumstances, We, or Our partners, will ask for your consent to the



processing of such personal data, and if necessary, to share such personal data with third party providers. If you are asked to provide such additional personal data, this will not be considered Selection Personal Data and will be controlled entirely by a third party, not by Airbnb, and Airbnb will not have any access to it whatsoever.

For more information on how Airbnb processes your Personal Data, on data retention periods and on Participants' rights concerning their Personal Data, please see the Airbnb privacy policy at [https://www.airbnb.com/terms/privacy\\_policy](https://www.airbnb.com/terms/privacy_policy) and the Sabbatical privacy policy at <https://www.airbnb.com/sabbatical-privacy>.

## **General**

### **Governing Law and Jurisdiction**

- If you reside in the United States, these Selection Terms will be interpreted in accordance with the laws of the State of California and the United States of America, without regard to conflict-of-law provisions. Judicial proceedings (other than small claims actions) must be brought in state or federal court in San Francisco, California, unless We both agree to some other location. You and We both consent to venue and personal jurisdiction in San Francisco, California.
- If you reside in mainland China, these Selection Terms will be interpreted in accordance with the laws of the People's Republic of China ("**China Laws**"). Any dispute arising from or in connection with this Agreement shall be submitted to the China International Economic and Trade Arbitration Commission (CIETAC) for arbitration in Beijing which shall be conducted in accordance with CIETAC's arbitration rules in effect at the time of applying for arbitration, provided that this section shall not be construed to limit any rights which Airbnb may have to apply to any court of competent jurisdiction for an order requiring you to perform or be prohibited from performing certain acts and other provisional relief permitted under China Laws or any other laws that may apply to you. The arbitration proceedings shall be conducted in English. The arbitral award rendered is final and binding upon both parties.
- If you reside in Residence is outside the United States and mainland China, these Selection Terms will be interpreted in accordance with Irish law. The application of the United Nations Convention on Contracts for the International Sale of Goods (CISG) is excluded. The choice of law does not impact your rights as a consumer according to the consumer protection regulations in your jurisdiction. If you are acting as a consumer, judicial proceedings that you are able to bring against Us arising from or in connection with these Selection Terms may only be brought in a court located in Ireland or a competent court in your jurisdiction. If Airbnb wishes to enforce any of its rights against you as a consumer, We may do so only in the competent courts in your jurisdiction.

### **Cancellation, suspension, modification**



You acknowledge that, subject to applicable law and any approvals that may be required, We may cancel, suspend, modify or terminate the Selection if We consider it necessary or appropriate to do so for reasons or circumstances which are beyond Our reasonable control. Such reasons or circumstances shall include but are not limited to, fire, storm, flood, earthquake, explosion, war, invasion, rebellion, sabotage, epidemic, labour dispute, any action or threatened action endangering air travel and any act, or omission (including laws, regulations, disapprovals, or failures to approve) of any third person (including subcontractors, customers, governments, or government agencies). Furthermore, you waive and release the Released Parties from any and all claims and causes of action arising from or related to any such cancellation, suspension, modification, or termination, to the fullest extent permitted by applicable law. No transfer, refund, cash redemption, substitution, cash equivalent, or replacement of the Sabbatical by any Applicant or Participant is permitted.

The Selection is void where prohibited. If any provision or part-provision of these Selection Terms is held by a court of competent jurisdiction to be invalid, illegal, or unenforceable, it shall be deemed modified to the minimum extent necessary to make it valid, legal, and enforceable. If such modification is not possible, the relevant provision or part-provision shall be deemed deleted. Any modification to or deletion of a provision or part-provision under this clause shall not affect the validity and enforceability of the rest of these Selection Terms. To the maximum extent permitted by applicable law, We may suspend, modify, or terminate the Selection if We believe, in Our sole discretion, that malfunction, error, disruption, or damage is impairing or will impair the administration, security, fairness, integrity, or proper conduct of the Selection, in which case the Participants will be selected from the eligible Applications received that were unaffected by the problem, if possible, or as otherwise deemed fair and appropriate by Us.

### **Country-specific terms**

If a Participant is a resident of Italy, please note that this Selection does not constitute a contest under the provisions of the Italian D.P.R. 430/2001. Participants are selected on the basis of their personal aptitude for the Sabbatical and consequently the exception described under Article 6, par. 1, letter a) of the above mentioned decree shall apply.

If a Participant is a resident of Sweden, they must provide their social security number upon request to enable Us to notify the Swedish Tax Authority.

If a Participant is a resident of Argentina, please note that this Selection complies with the rules of commercial loyalty (*Ley de Lealtad Comercial N° 22802* and *Decreto Reglamentario 1153/07*) and personal data protection (*Ley de Protección de los Datos Personales N° 25326*) and other concordant and related rules. This is not a contest, and as there is no intervention of chance in the Selection, it is not required to make a probabilistic calculation of a Participant's likelihood of being selected. The probability of being selected will depend on the quality of each submitted story, following the



described criteria. Argentinian Participants hereby expressly consent to the terms of the privacy policy at [www.airbnb.com/terms/privacy\\_policy](http://www.airbnb.com/terms/privacy_policy).

If a Participant is a resident of Canada, they will be required to correctly answer a time-limited mathematical skill-testing question before being offered a position on the Sabbatical. Failure to correctly answer the skill-testing question will result in the Participant being deemed ineligible for the Sabbatical.

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