2026 Edmonton and Area Corporate Challenge Games Handbook

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Updated March 3, 2026

Who are we?

Edmonton and Area Corporate Challenge is a not-for-profit association run by TNT Event Planning, an event planning company contracted by a volunteer Board of Directors. TNT is supported by an amazing Advisory Committee who dedicate countless hours throughout the year to make these games happen. A long list of Sport Coordinators, Volunteer Supervisors, Registration Supervisors and Event Coordinators oversee every area of the Games! Thank you to each and every one of them!

WHAT IS CORPORATE CHALLENGE?

An employee-based, multi-week sport and recreation event focussed on **participation, sportsmanship, team building** and **fun!**

The Games, created in 1992, provides Edmonton and Area businesses with a great way to foster employee interaction, teamwork, morale, pride, and health and wellness.

Over 100 companies will participate in this Olympics-style competition that is one of the largest amateur sporting events in Canada!

The Games take place every spring at venues throughout the city. With over 20 different sports and events - there is something for every level of fitness and desire.

Corporate Challenge Contact Information:

Executive Directors:

Liane Cournoyer, liane@tntevents.ca
Tammy Gartner, tammyg@tntevents.ca

Games Manager:

Kristin Glass, kristin@kgeinc.ca

Main phone line:	780-463-9500
Email:	corporatechallenge@tntevents.ca
Website:	edmontoncorporatechallenge.com
Address for mail:	PO Box 67, STN Main Edmonton, AB T5J 2H5 *(for couriers, please call to arrange)*

Social Media:

2026 IMPORTANT DATES & DEADLINES

Feb 1 – June 1	Blood Donor Challenge
February 25	COMPANY COORDINATORS MEETING/AGM - details will be sent in January
February 25	Sport/Event Selection Opens
March 31	DEADLINE TO REGISTER FOR 2026 GAMES

*April 15

Sports Commitment Deadline for:

- Board Games
- Bunnock
- Disc Golf
- Lawn Bowling
- Mario Kart
- Near-Beer Pong
- Pickleball
- Slo-pitch
- Team Trivia
- Team Networking Activity
- Volleyball

April 20 Volunteer Sign Up opens

*May 1

Sports Commitment Deadline for:

- 5K
- Bingo
- Blood Donor Challenge
- Bowling
- Talent Show
- CEO Challenge
- Chef Joey
- Crib
- Eight Ball
- Golf
- Obstacle Course
- Park Games
- Scavenger Hunt
- Roundnet
- Unknown Challenge

May 2	Pep Rally Food Ticket Order Form Deadline
May 5	Company Coordinators Meeting
May 5	All Schedules Posted
May 8	Deadline to sign up for Volunteer Shifts (any teams not signed up by this date will be assigned a shift from the ones remaining)
May 13 – June 7	Event Dates
May 13	Kick Off Pep Rally
June 7 (midnight)	Deadline to Purchase Raffle Tickets
June 7	Park Day
June 11	Raffle Prize Draw

*SELECTING YOUR SPORTS/EVENTS

Once you are registered as a company and are ready to select your sports, return to your RegFox account. You would have received an email confirmation when you registered your company with a link to your account. The sport selections are available only via your RegFox account.
If you can't find your email, just go to https://edmontonandareacorporatechalle.account.webconnex.com to access your account.

Company Registration Information

REGISTRATION PROCESS

Registration for the spring games will open December 1st. Click here to register your company via our RegFox page.

Your company commitment includes:

- Paying a registration fee (see Registration Fees below)
- Providing volunteers (see volunteer section for more information)
- Assigning the Company Coordinator(s) (A minimum of one person from each company is required to serve as a main point of contact.)

There is **no minimum number of employees** required to sign up, however, having access to around 20 employees ensures your company will get the most enjoyment out of the Games. Smaller companies wishing to participate, can join together with another small company to form one "Team". You will be responsible for finding your partner team and coordinating your joint participation.

2026 SPORT AND RECREATION EVENTS

- 5K Run
- Bingo (virtual)
- Blood Donor Challenge
- Board Games
- Bowling
- Bunnock
- Cardiac Crash
- CEO Challenge
- Chef Joey (virtual)
- Cribbage
- Disc Golf
- Eight Ball
- Golf
- Lawn Bowling
- Mario Kart
- Near-Beer Pong
- Obstacle Course
- Park Games
- Pickleball
- Roundnet
- Team Trivia
- Scavenger Hunt
- Slopitch
- Unknown Challenge
- Volleyball

REGISTRATION FEES

- Companies with:
  - 1-49 employees: $2100
  - 50-99 employees: $2300
  - 100-199 employees: $2700
  - 200-299 employees: $2800
  - 300-499 employees: $3000
  - 500-999 employees: $3200
  - 1000+ employees: $3700

Please note there is a $200/team golf user fee if your company chooses to participate in golf.

SELECTING YOUR SPORTS/EVENTS

Once you are registered as a company and are ready to select your sports, return to your RegFox account. You would have received an email confirmation when you registered your company. The sport selections are available in your RegFox account.

- If you can't find your email, just go to https://edmontonandareacorporatechalle.account.webconnex.com to access your account.

DIVISIONS

Companies will be divided into one of three divisions based on employee counts. This ensures that companies of similar size compete against each other.

Your division information will be communicated to the Company Coordinator in February.

Currently the divisions are:

Blue - smaller companies
Yellow - mid-sized companies
Red - larger companies

If your company has any questions before signing up don't hesitate to contact us.

2026 Sponsors

Become a sponsor and help fuel one of Edmonton's most unique and impactful team-building experiences. With your support, we can continue delivering the multi-week Games that unite over 100 companies in camaraderie, wellness and friendly competition. Partnering with us not only showcases your commitment to community and employee well-being, but also aligns your brand with an event that brings thousands together each spring.

If your company would like to join our wonderful community of supporters, please contact us—we'd be thrilled to build a partnership that fits your goals.

A huge thank you to our amazing 2026 Sponsors!

AGLC
Air North
Alberta Blue Cross
Aviation Museum
Bonnie Doon Bowling Lanes
Canadian Brewhouse - Windermere
CGI
City Fit Shop
City of Leduc
Doubletree by Hilton West
Du/er
Duncan Craig LLP
Enbridge
Global TV
gologo.ca*
Leduc Golf and Country Club
MacEwan University
Mowbrey Gil LLP
NAIT
Nandos
Peace Hills Insurance
Servus Credit Union
Top Shots Billiards and Ping Pong
Town of Devon
West Edmonton Mall Property Inc.
Yukon Hotels

**gologo.ca is our official merchandise sponsor and is the only company licensed to use the Edmonton & Area Corporate Challenge logo on tshirts, etc. To contact gologo.ca email Michael at michael@gologo.ca Don't forget to ask about the early bird specials.*

2026 Raffle (prizes) and 50/50 (cash)

Support the spirit of teamwork and fun by taking part in our Corporate Challenge fundraising raffle!

Not only are there great prizes to be won, but your participation helps keep the Games going — your raffle purchase directly supports the teambuilding experiences employees look forward to every year.

CLICK HERE to purchase
Raffle and 50/50 tickets. (COMING SOON)

All the ways to win:

RAFFLE

Grand Prize: Flights for 2 to the Yukon courtesy of Air North with 5 nights hotel courtesy of Yukon Hotels

Additional Prizes:

1. Two tickets to the Mayfield Dinner Theatre courtesy of Doubletree by Hilton Mayfield

50/50

- Buy a 50/50 ticket for the chance to take home up to $10,000!

SPIRIT POINTS

Buying a ticket helps your company earn points!
When buying a ticket just select the company you want to support!

Spirit points are awarded as follows (points are not cumulative):

- Up to 25 tickets sold - 100 Spirit Points awarded
- 26-50 tickets sold - 150 Spirit Points awarded
- 51-100 tickets sold - 200 Spirit Points awarded
- 101+ tickets sold - 300 Spirit Points awarded

2026 Participating Companies

Blue Division Teams

Alberta Municipalities
Barricades and Signs Ltd.
BDO Canada LLP
Capital Engineering
Centrix Control Solutions Limited Partnership
DES Engineering Ltd.
Duncan Craig LLP
Ernst & Young
HGA Group
HLH LLP
McLennan Ross LLP
Miller Thomson LLP
Mowbrey Gil LLP
Pennock Acheson Nielsen Devaney
Prairies Economic Development Canada
Primary Engineering and Construction
PulseMedica Corp
Reimagine Architects
RJC Engineers
Univar Solutions
Urban Systems
Venturi Engineering Solutions Inc.
Western Noise Control
WSP Power Delivery

Yellow Division Teams

AECOM Canada ULC
Alberta Pensions Services Corporation
Alberta School Employee Benefit Plan
APEGA
Burke Group of Companies Ltd
CGI
Chemelex Canada Limited
CIBC Wood Gundy
City of Leduc
CRNA-HAE
Deloitte Management Services LP
First Canadian Insurance Corporation
Force Inspection Services Inc.
Fountain Tire
Gilead Alberta ULC
ISL Engineering and Land Services
Millennium Insurance Corporation
Peace Hills General Insurance Company
Saputo
Stantec
The Legal Aid Society of Alberta
Wajax Limited
Wika Instruments Ltd

Red Division Teams

AGLC
Alberta Blue Cross Benefits Corporation
Alberta Energy & Minerals
Boardwalk Rental Communities
City of Edmonton Team A
City of Edmonton Team B
City of Fort Saskatchewan
Edmonton Public Library
Edmonton Public School Board
Enbridge
Finning
GEF Seniors Housing
GOA SQUAD (AB Justice & PSES)
Gregg Distributors LP
Health Shared Services
MacEwan University Maroon
MacEwan University White
NAIT
Nutrien
PCL Construction
Servus Credit Union
Shell Scotford
Silent-Aire Limited Partnership
Spartan Controls Ltd.
University of Alberta

2026 Calendar of Events

EDMONTON CORPORATE CHALLENGE

MAY/JUNE 2026

SUN	MON	TUE	WED	THU	FRI	SAT
10	11	12	13 Kick off Pep Rally CEO Challenge	14 Chef Joey	15	16
17	18 HOLIDAY	19 Bowling (Red) Crib (Yellow & Blue)	20 Bowling (Blue) Crib (Red)	21 Bowling (Yellow) Bingo (Blue)	22	23 Eight Ball (Blue) Volleyball Obstacle Course
24 Golf Obstacle Course Volleyball	25 Bingo (Yellow)	26 5k Run	27 Bingo (Red)	28 Near-Beer Pong	29 Cardiac Crash Extra Life - Mario Kart	30 Eight Ball (red) Slo-pitch Disc Golf Cardiac Crash
31 Slo-pitch Unknown Challenge Eight Ball (Yellow) Cardiac Crash	1 Team Trivia	2	3 Lawn Bowling	4 Lawn Bowling	5 Lawn Bowling Pickleball	6 Board Games Pickleball
7 **PARK DAY** Park Games Scavenger Hunt Roundnet Bunnock						

Ongoing Events:

- Blood Donor Challenge
- Spirit Challenge

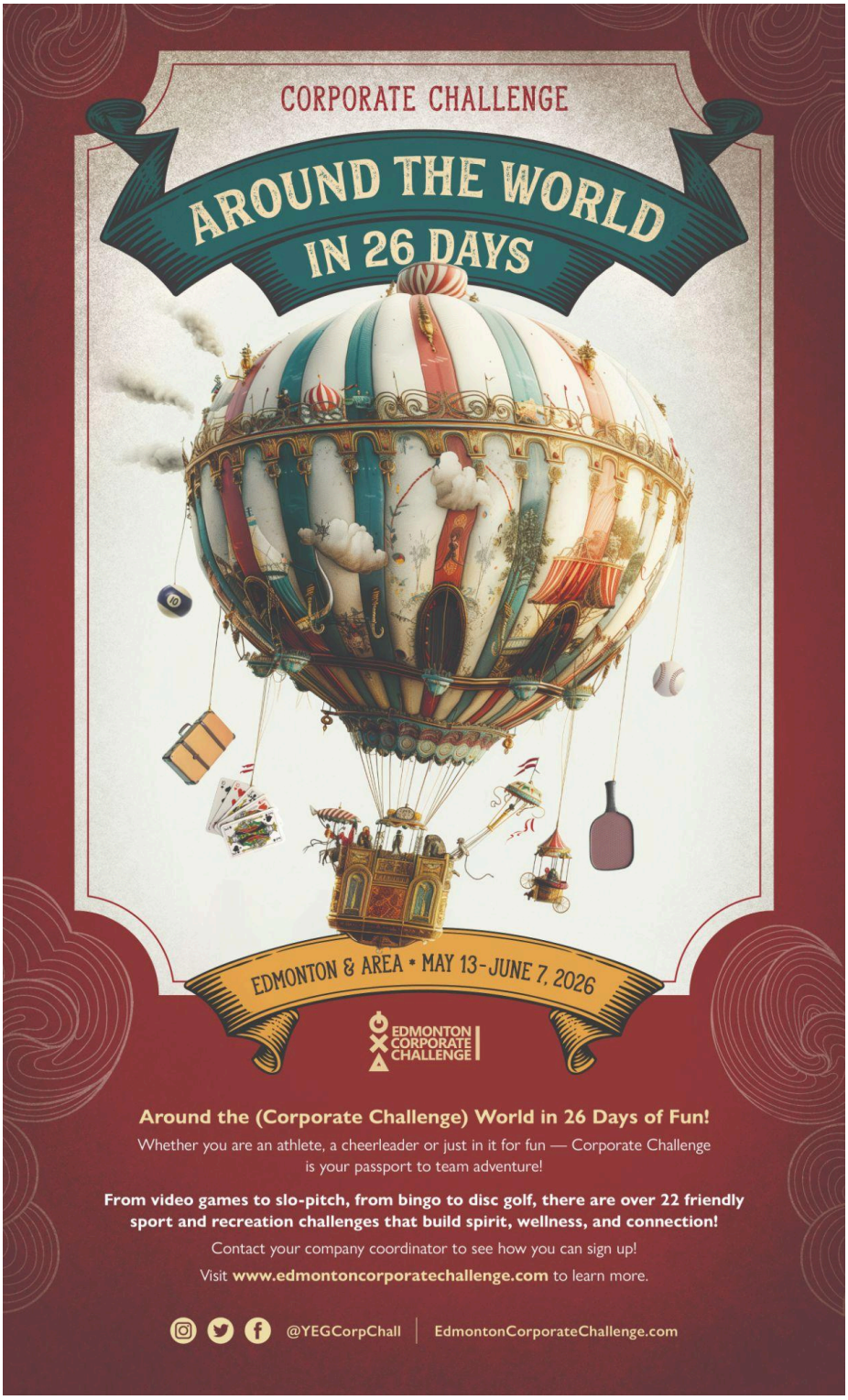
edmontoncorporatechallenge.com

updated November 26, 2025

2026 Theme

Each year we come up with a theme to give the games a little extra excitement. Past themes have included Spy Games, Games of Throwns, Superstars, Camp Corporate Challenge and many, many more.

This year we're excited to present another fun and unique theme! Get ready for:



Company Volunteer Commitment

Corporate Challenge relies on over 1000 volunteers to run the Games every year and filling these positions are part of your company's commitment when signing up.

Whether it's scorekeeping at volleyball, registration at 5km Run, site-set up at Park Games or running a fun task at the Pep Rally, there are thousands of hours of volunteer positions to be filled by our companies. Plus, it's a great way to get more people from your company involved in the Games!

Volunteers do not have to be employees of your company, so family and friends can join in the fun.

VOLUNTEER REQUIREMENTS / SHIFT LENGTH

A volunteer shift is typically 4hrs in length. There are shifts that require less time and some may be slightly longer.

Depending on your division your company volunteer requirements are as follows:

Blue – Up to **6** volunteer shifts
Yellow – Up to **8** volunteer shifts
Red - Up to **12** volunteer shifts

Please note these are the MAXIMUM numbers of volunteer shifts we will ask your company to fulfill. Final numbers will be dependent on our final Games schedules.

VOLUNTEER RULES

- Your volunteers:
  - Do NOT have to be employees of your company (friends, family are eligible)
  - MUST be at least 18 years of age
  - Are not permitted to bring along their pets or children
  - Must stay for the entire assigned shift
  - Will receive a Corporate Challenge Volunteer identifying lanyard

VOLUNTEER POINTS / PENALTIES

CHALLENGE POINTS

All teams that fulfill their volunteer shifts will be awarded 10 Challenge points.
(You will still receive your 10 points if you have a shift cancelled by us or if we do not require you to fulfill your maximum number of shifts as noted above.)

NO-SHOW PENALTIES

Companies that fail to provide as requested will:

- receive a 3 Challenge Point deduction for each volunteer shift that is not fulfilled

- be banned from the Games for the following year at the discretion of the Games Management.

Corporate Challenge reserves the right to disqualify your team from sports/events if your volunteers do not show up for shifts scheduled at the same time as your competition.

VOLUNTEER SHIFT SELECTION

Company Coordinators will be responsible for making sure your company signs up for the number of shifts required based on your division (see above).

You will have the opportunity to choose each volunteer shift on a first come-first serve basis by logging into our SignUp software.

This will be available in the spring once all of our scheduling has been completed.

(LINK COMING SOON)

CLICK HERE TO SIGN UP FOR YOUR VOLUNTEER SHIFTS

Use the SignUp Software in 3 easy steps:

1) Click the link to see all our volunteer shifts on SignUp
2) Review the options listed and choose the spot(s) you like.
3) Sign up! It's Easy - you will NOT need to register an account or keep a password on SignUp.
Note: SignUp does not share your email address with anyone. If you prefer not to use your email address, please contact me and I can sign you up manually.

The deadline to pick your shifts is May 1, 2026. If you have not chosen shifts by that date, your company will be assigned shifts from those remaining.

VOLUNTEER SHIFT DUTIES

On-site training will be provided for all volunteer roles.
There will always be a supervisor or coordinator available for questions. During any volunteer shift the assigned role may vary a bit from the description or you may be reassigned if needed in a different role. The following is a brief description of some of the volunteer roles.

Games Leaders: Volunteers will be assigned to one of the Park Day stations and will be responsible for monitoring the game, managing participants, overseeing scorekeeping, and resetting the games.

Information Tent: Assists in volunteer check in, answer questions about the events, provide directions, etc.

Maintenance (Grounds/Pitch): Maintain playing surface at event (raking/sweeping, general clean up etc.)

Official: Duties vary for each event. Not all the descriptions are listed. Remember you will be trained before your shift and ask questions for clarification if you need to.

Parking & Traffic Control: Direct traffic to designated parking areas. Ensure that parking is done in an organized fashion. (Stop/Slow paddles and reflective vests provided)

Registration: Process participant's registration. This includes verifying and validating both their proof of employment and picture ID. Ensure each athlete has signed the roster. Ensure minimum and maximum roster requirements are adhered to. Other related duties as required. (Event rules should be reviewed prior to volunteering and will be available on site)

Results: Working with a results coordinator, compile, tabulate and verify results for the event. Need to have knowledge of Excel.

Runner: Transports results from the field of play to the administration area.

Scorekeeper: Under referee's direction, complete score sheets. Some venues will require scorekeepers to update bracket sheets. May include set up and/or tear down.

Set up: Assist in the set up of equipment. This may include tables, chairs, hanging posters or banners.

Table Monitors (Near Beer Pong): Volunteer role includes monitoring the game and resetting the cups as needed.

Table Monitors (Board Games): Volunteer role includes monitoring the game and resetting the games as needed.

Task Station (Spirit or Unknown): Volunteer role includes set up and tear down of the task. A task supervisor will give specifics the day of the event on how you are to instruct participants to do the task.

Tear Down: Assist in the tear down and clean up of equipment and venue. This may include tables, chairs, posters or banners.

Timer: Using stopwatches, time event activity and record/report results to the results coordinator. All timing equipment provided

Volunteer Check In: Assist in checking in volunteers, handing out lanyards and providing direction to their stations. May also include set up and/or tear down of the check in area.

Virtual Registration (Discord Events): Join voice channel on Discord and assist with checking players in and assigning to tables

Company Coordinator’s Checklist

To make your job as a Company Coordinator a little bit easier, we’ve prepared an ‘at a glance’ list of the tasks to help you get organized and navigate the events, lists, dates and deadlines that will ensure your company has the best Corporate Challenge experience possible.

Note: this list is not exhaustive, so please make sure you check out the Games Handbook for complete rules and other details.

	Task	Notes	Details and Deadlines
☐	**Register your company**	Participate in the 2026 Games.	REGISTER - Deadline is March 31, 2026
☐	**Attend Company Coordinators Meetings**	Invite captains and anyone else who is interested.	DATES: February 25 and May 5, 2026
☐	**Recruit a co-coordinator(s)**	Find someone to help share the load, organize employee participation, distribute information and ensure someone is receiving updates in case you are out of town, etc.	Send contact information for any co-coordinators to the Games office to be added to the distribution list.
☐	**Confirm your Division colour**	You will be assigned a colour division of like-sized companies. It is important to know your colour as some sports have different divisional team requirements.	You can find your division colour here: (coming soon)
☐	**Organize committees / captains**	It is recommended that you organize a helping committee and/or recruit captains to assist with all of your Company Coordinator duties. See list to the right for our recommendations. Captains are responsible for recruiting teams, running practices and tryouts if necessary, and being your team captain on-site at events. Please see Captain’s Checklist below for details and suggestions.	☐ **Sport captains** - at LEAST one captain per sport to help recruit participants and organize teams. ☐ **Blood Donor captain** - to promote and organize group donations ☐ **Special Events captain** - to promote and organize your employee participation in the Pep Rally and Park Day as well as your internal rallies and celebrations. ☐ **Spirit captain** – a great spirit captain can boost your spirit points! ☐ **Volunteer captain** – this person can ensure your company fulfills your volunteer commitment.

☐	**Sign up for sport / event competitions**	Sign up / commit to the competitions, events and activities your company will be participating in. *Note, there is NO minimum number of events to sign up for; participate in as many or as few as you wish.* *It is important, however, to ONLY sign up for the ones that your employees have committed to participating in.*	Sign up for your sports/events by logging into your registration account on RegFox. There are two very important sign up Deadlines to be aware of - click here to see the important dates and deadlines.
☐	**Sport specific actions** *(IF your team is registered)*	☐ **Obstacle Course** - schedule your competition time	Your team will need to pick their own competition time HERE.
		☐ **Mario Kart -** Fundraise for Stollery! (optional)	Your team will earn extra points by fundraising (optional) - More info here
		☐ **Scavenger Hunt -** Join the Discord server	Your team will need at least 1 representative to join the Discord server. Request your team's Scavenger Hunt channel to be created by signing up HERE (Coming soon).
☐	**Spirit event actions** (IF your team wants to participate)	☐ **Register for Blood Donor Challenge** (Feb 1-June 1)	Encourage your employees, family and friends to donate in support of your company to earn extra points. **To register email: edmonton.challenges@blood.ca**
		☐ Sign up for the **Team Networking Activity**	Sign up for the Networking Activity on the sport sign up page - then get ready to meet and exchange activity items with other CC companies!
		☐ Sign up for the **Talent Show** (June 7)	Sign up for the Talent Show on the sport sign up page - Once registered, fill out this form Takes place at Park Day.
		☐ Sign up for **Cardiac Crash** and fundraise!	Sign up for the Cardiac Crash on the sport sign up page - Once registered, fill out his form HERE to raise money for Heart and Stroke! (optional)
		☐ Sign up for the **Mascot Race** (May 13)	Sign up HERE; takes place at Pep Rally
		☐ Spread the word! **Raffle and 50/50**	Encourage your employees, family and friends to purchase tickets in support of your company to earn extra spirit points! Buy tickets HERE (coming soon).

		☐ Enter the **T-Shirt contest**	Submit your T-shirt to the Games office by June 3 Click HERE (coming soon) to see gologo's CC merchandise specials
☐	**Special Event actions**	Buy lunch tickets for the **Pep Rally** (May 13)	Encourage employees to attend! Purchase Pep Rally lunch tickets for your employees HERE by May 8
		Spread the word to attend **Park Day** (June 7)	Encourage employees, family and friends to attend Park Day on June 7! Activities for all!
☐	**Volunteer Shift sign up**	Recruit employees, friends, family to fill your mandatory Volunteer roles. For more info click HERE This is the MAXIMUM number of volunteers required by division: ● Blue – 6 ● Yellow – 8 ● Red - 12	You will pick your company's volunteer shifts HERE (Link to come April 20) You can send the link to your participants and allow them to pick their own shifts.
☐	**Order Team shirts**	Wear your company spirit! Order early to ensure on-time delivery. This year's merchandise sponsor is gologo.ca.	**CLICK HERE (coming soon)** to see the gologo.ca flyer with all the details about ordering shirts and other merchandise

Captain's Checklist

Here is a rough outline of what a Team Captain needs to do to prepare their team for their event.
This list is not exhaustive, so please make sure you go through the specific sport rules on our webpage at www.edmontoncorporatechallenge.com.

- ☐ Know your company's division colour - It is important to know your colour as some sports have different team requirements depending on the division. See Team Division lists.
- ☐ Ensure you know the gender requirements and team size for your sport - a complete list is available here. Team Size Summary
- ☐ Familiarize yourself and your team with the rules for your specific event by reviewing the appropriate page on the website.www.edmontoncorporatechallenge.com
- ☐ Recruit team members - have a list of back-ups in case anyone drops out
- ☐ Familiarize yourself with the Identification, Eligibility and Emergency-sub (E-Sub) rule - found here. Identification and Eligibility
- ☐ Organize practice times or tryouts for your team (optional).
- ☐ Print off the event roster/waiver from your sport event page on the web site
- ☐ Ensure that all team members fill in their name on the front page (the roster) and read and sign the waiver on the last page.
- ☐ Bring the roster/waiver with you to your event - if it is a multiple day event, Corporate Challenge will keep the roster/waiver but your team must check in with ID on the subsequent days.
- ☐ **REMIND YOUR TEAM MEMBERS TO BRING ID!** This must include a picture ID proving who they are; and a Company ID proving they work for the company. Company ID can include business card, pay stub, HR letter, company credit card, ID badge, etc.
- ☐ If your event is multi-day, make sure you know when you play next. If you are unsure if you made it to the finals, check the Corporate Challenge website after the event day is over.
- ☐ Stick around for final results - your team will receive medals if placed in the top three!

Sport / Event Information

General

Calendar of Events / Play times

- The Calendar of Events (see here) provides an overview of event dates. As sport registration closes schedules with specific play times will be created and posted on each event page.
- All events take place after typical work hours on weekdays and throughout the day on weekends.

How many events do we need to enter?

- Once you have registered for the Games your company is eligible to participate in as many events as you like. There is no minimum or maximum number of events that you have to sign up for.
- Once you are registered as a company and are ready to select your sports, return to your RegFox account. You would have received an email confirmation when you registered your company. The sport selections are available in your RegFox account.
    - If you can't find your email, just go to https://edmontonandareacorporatechalle.account.webconnex.com to access your account.

Weather Policy

- All outdoor events will take place as scheduled – RAIN OR SHINE. In the event that safety is an issue due to severe weather (high winds, lightning), Corporate Challenge Management will have the final decision as to event delays or cancellations.
- Air Quality Event Cancellation Policy
    - Edmonton Corporate Challenge will monitor the Air Quality Health Index on Environment Canada's website. We will use their scale to determine if an event needs to be cancelled.
    - 1 to 3 = 'low' health risk – ALL EVENTS PROCEED
    - 4 to 6 = 'moderate' health risk – ALL EVENTS PROCEED but if a team wishes to cancel there is no penalties assessed
    - 7 to 10 = 'high' health risk – OUTDOOR EVENTS MAY BE CANCELLED -- If the event proceeds and teams wish to cancel, no penalties will be assessed.
    - Above 10 = 'very high' health risk – ALL OUTDOOR ACTIVITIES CANCELLED
- Cancellations of events are communicated through social media, the Corporate Challenge website and emails to Company Coordinators.

Principles of Fair Play

- Edmonton Corporate Challenge reserves the right to disqualify, suspend, remove and/or otherwise sanction any manager, coach, player, spectator, team and/or company that conducts themselves in any manner contrary to the Principles of Fair Play before, during

or after an event. Your team is effectively an extension of your company/workplace. As such, all incidents will be reported to the Company Coordinator.

1. Respect the rules.
2. Respect the officials, ECC Staff and volunteers and their decisions.
3. Respect your opponents.
4. Respect your company and represent it well.
5. Maintain your self control at ALL times.

Protests

All protests regarding rules, eligibility and unsportsmanlike conduct must be brought to the attention of ECC immediately (corporatechallenge@tntevents.ca). ECC will address the situation immediately and decide on a course of action. The decision of ECC is final regardless of whether or not the rule in question appears in the event rules. Formal complaints may also be lodged with Edmonton Corporate Challenge (by phone or email) within 24 hours of the event/incident in question. ECC Staff members will endeavour to respond to complaints as quickly as possible, particularly in instances where the resolution will directly affect upcoming games.

POINTS - Challenge, Spirit, Participation

The goal of Corporate Challenge is to encourage employee **PARTICIPATION**, increase company **SPIRIT** and, of course, **CHALLENGE** your teams to try their best!

Therefore, your team will be rewarded points in the following categories:

- **CHALLENGE**
- **SPIRIT**
- **PARTICIPATION**

The following is a breakdown of how our points and rankings work.

CHALLENGE POINTS (determines the Division Champion)

This is the one with the corporate bragging rights! Earn the most CHALLENGE points and your company reigns supreme as Division Champion!

Earn **CHALLENGE** points by:

- Placing in the top 6 of your division in any **CHALLENGE** event
- Placing in the top 6 in overall **SPIRIT** and/or earning 500 points minimum in **SPIRIT** challenges
- **PARTICIPATION!** Any time your team signs up and participates in a CHALLENGE or SPIRIT event you receive additional CHALLENGE points.

All CHALLENGE events will also award medals to participants placing in the gold, silver and bronze positions.

CHALLENGE points are awarded differently for Pool Play, Order of Finish or Ladder Play events.
Note: See BINGO rules for the exception in that event

Pool Play Points:		Order of Finish Points:		Ladder Play Points:	
RANK	**CHALLENGE POINTS**	**RANK**	**CHALLENGE POINTS**	**RANK**	**CHALLENGE POINTS**
1st place	10	1st place	10	1st place	10
2nd place	8	2nd place	8	2nd place	8
3rd place	6	3rd place	6	3rd place	6
4th place	4	4th place	3	4th place	4
5th place (tie)	1	5th place	1	5th place (tie)	2
5th place (tie)	1			5th place (tie)	2
5th place (tie)	1				
5th place (tie)	1				

TEAM CANCELLATION / NO SHOW PENALTY

Cancellations AFTER the sport confirmation deadline has passed MUST be in writing emailed to the Corporate Challenge office: corporatechallenge@tntevents.ca.

If a team must cancel their participation in a sport, the penalties are as follows:

CANCELLATIONS: (Within 48 hours of your event start time)

Teams that provide written notification (by email) that they are canceling out of an event within 48 hours of the start of the event will be penalized 5 Challenge points. A company with participants who register at the event but are unable to register a minimum eligible team will be considered a cancellation and the penalty will apply.

NO SHOWS: (No notification of cancellation)

A No Show will result in a 10 Challenge point deduction. A NO SHOW is a team that has not provided any notification that their team is not participating in an event prior to start time of the event.

MISSING A MATCH:

A company missing two (2) matches throughout the tournament will be considered a Cancellation or No Show and the penalty will apply. If you think your team will DEFINITELY miss ONE match, please call the Corporate Challenge office with at least 24 hours notice so that, out of courtesy, we can inform the challenging team.

Missing a match may also happen if a player is injured and it is determined you are not eligible to continue playing. Game time is forfeit time.

SPIRIT POINTS

Winning the SPIRIT AWARD CHALLENGE is a much respected and honoured victory!

Your team earns **SPIRIT** points by participating in the events or activities labelled as **SPIRIT** (See SPIRIT AWARD CHALLENGE for all of the details)

Every team earning a minimum 500 SPIRIT points will earn 10 CHALLENGE points and any team with a minimum of 50 SPIRIT points will earn 5 CHALLENGE points.

The top 6 Teams in the Spirit Award Challenge will earn CHALLENGE points as follows:

- 1st Place in Spirit earns 40 CHALLENGE points
- 2nd Place in Spirit earns 36 CHALLENGE points
- 3rd Place in Spirit earns 32 CHALLENGE points
- 4th Place in Spirit earns 28 CHALLENGE points
- 5th Place in Spirit earns 24 CHALLENGE points
- 6th Place in Spirit earns 20 CHALLENGE points

PARTICIPATION POINTS

Participation is a key goal for all companies joining Corporate Challenge!
The more you encourage employee participation the better your Corporate Challenge experience, and the more points your company can be awarded

CHALLENGE points for each event your team signs up for and participates in are awarded as follows:

- CHALLENGE events = 5 Challenge points
- SPIRIT events = 10 Challenge points

RESULTS

All individual sports results will be posted as soon as possible after the event is finished and will be found on the sport/event page.
Overall points standings can be found under results on the webpage.

Spirit Award Challenge

Team Spirit: "Feelings of camaraderie among the members of a group, enabling them to cooperate and work well together." Dictionary.com

Teams powered by strong spirit often rise to the top—both on the scoreboard and back in the workplace. Corporate Challenge is your chance to show that spirit off! With fun ways for everyone to get involved—**fundraising events, networking activities and even special CEO challenges**—there's something for every team to jump into and shine. Let's see what your team can bring!

A Spirit Challenge Winner will be awarded in each division.

Participating in the Spirit Award Challenge can also contribute to your Challenge points as every team earning a minimum 500 SPIRIT points will earn 10 CHALLENGE points and anyone with a minimum of 50 points will get 5 CHALLENGE points. Plus - the top 6 Teams in the Spirit Award Challenge will earn even more CHALLENGE points! (see Spirit Points for more details)

Spirit Award Challenges and potential Spirit points are as follows:

1. **CEO Challenge** - up to 300 Spirit points
2. **Team Nominations** - 10 Nominee / 5 Nominator Spirit points
3. **Cardiac Crash for Heart and Stroke** - Up to 325 Spirit points
4. **Extra Life for the Stollery** - Up to 150 Spirit points
5. **T-Shirt Contest** - 100 Spirit points
6. **Raffle Tickets** - up to 400 Spirit points
7. **Team Networking Activity** - up to 400 Spirit points
8. **Talent Show** - 200 Spirit points

1. CEO CHALLENGE - up to 300 Spirit Points and 10 Participation Points

The CEO Challenge takes place at the kick off Pep Rally with a series of fun, easy challenges for your Senior Manager/CEO. Points are awarded as follows:

- CEO/Senior Manager competes = 200 SPIRIT points and 10 PARTICIPATION points.
- 1st Place = 100 points
- 2nd Place = 75 points
- 3rd Place = 50 points

Sign up your CEO on the Sport Selection form along with other events.

2. TEAM NOMINATIONS - 10/5 Spirit Points per nomination

Nominate a team that you witnessed showing Corporate Challenge Spirit! A QR code will be available at events to scan and submit your nomination OR click here to nominate a team. Both the nominated company and the company submitting the nomination will receive Spirit Points as follows:

- Nominated company = 10 Spirit Points
- Your company = 5 Spirit Points

We ask that in the spirit of Fair Play you do not solicit nominations from other teams for your company.

3. CARDIAC CRASH - up to 325 Spirit Points and 10 Participation Points

Face off against fellow ECC teams in the CardiacCrash Tournament! Get ready for a thrilling showdown as your team competes for the title of CardiacCrash Champion. You'll go head-to-head with other teams while learning life-saving CPR skills. It's like Family Feud, but with a heart-pumping twist—practicing CPR to save lives!

Points are awarded as follows:

1. Create a post on your company intranet page that highlights the below topic. Send a screenshot to Sonia to earn the points. (75 SPIRIT POINTS) This topic will provide critical information to your corporate community and have the potential to help save the lives of colleagues, friends, and family during a medical emergency.
2. Register your team for our CardiacCrash Tournament for a session between May 29 - 31, 2026. (100 SPIRIT POINTS + 10 PARTICIPATION POINTS) Fundraise (these points are not cumulative)
    - $500 - $999 (25 SPIRIT POINTS)
    - $1,000 - $1,999 (50 SPIRIT POINTS)
    - $2,000 - $2,999 (75 SPIRIT POINTS)

- $3,000 - $4,999 (100 SPIRIT POINTS)
- $5000+ (150 SPIRIT POINTS)

Sign up with Heart and Stroke HERE.

4. **EXTRA LIFE for STOLLERY - up to 150 Spirit Points and 10 Participation Points**
   Extra Life is a fundraising event for the Stollery Children's Hospital that our Mario Kart participants have the opportunity to support! Mario Kart teams who sign up to fundraise for the Stollery will earn up to 150 Spirit Points. Click here for complete details (coming soon). Fundraising is optional but greatly appreciated!

5. **T-SHIRT CONTEST - 100 Spirit Points and 10 Participation Points**
   Deadline to Submit T-shirt: June 3, 2026
   Show off your team's unique shirt design and earn **100 Spirit Points** just for entering! Our sponsor **gologo.ca** will judge the designs and award plaques to the top entry in each division. As the official merchandise partner, gologo.ca is the only licensed supplier of Corporate Challenge–branded apparel—click here (coming soon) to check out their specials and contact Michael for details.

   Submit your entry by dropping off your team shirt at any Corporate Challenge event. Please place it in an envelope labeled **"T-Shirt Contest."**

6. **RAFFLE TICKETS - up to 400 Spirit Points and 10 Participation Points**
   Help **sell out this year's incredible raffle** featuring a fantastic trip and other great prizes! Companies **earn up to 400 Spirit Points** for tickets sold —so get involved, boost your score and support Corporate Challenge
   Tickets are sold online through Rafflebox; your company earns Spirit points when buyers select your company name under the "In Support of" section.
   Spirit points are awarded as follows (points are not cumulative):

   - Up to 25 tickets sold - 100 Spirit Points
   - 26-50 tickets sold - 200 Spirit Points
   - 51-100 tickets sold - 300 Spirit Points
   - 100+ tickets sold - 400 Spirit Points

7. **TEAM NETWORKING EVENT - up to 400 Spirit Points and 10 Participation Points**
   Corporate Challenge brings teams together for a fun, interactive networking experience. More information is coming soon!

8. **TALENT SHOW - 200 Spirit Points and 10 Participation Points**
   Gather your co-workers and take the stage at our year-end Talent Show! Show off your creativity, have some fun and boost your team's score—participating teams earn 10 Participation Points plus 200 Spirit Points just for entering. Join in and help make this year's show unforgettable! Teams must sign up for the talent show before May 1, 2026.
   CLICK HERE to sign up for your company.

SPIRIT POINTS

SPIRIT Points add up throughout the Games, and the team with the highest total in each division earns **additional CHALLENGE points**.

- 1st Place in Spirit earns 40 CHALLENGE points
- 2nd Place in Spirit earns 36 CHALLENGE points
- 3rd Place in Spirit earns 32 CHALLENGE points
- 4th Place in Spirit earns 28 CHALLENGE points
- 5th Place in Spirit earns 24 CHALLENGE points
- 6th Place in Spirit earns 20 CHALLENGE points

Teams can also earn CHALLENGE points individually based on their SPIRIT Point total:

- **500+ SPIRIT Points = 10 CHALLENGE Points**
  50+ SPIRIT Points = 5 CHALLENGE Points

In short: the more SPIRIT Points your team earns, the more CHALLENGE Points you take home.

Team Size Summary

The following chart shows the minimum number of players you need to participate in each sport. Where applicable, gender requirements are also noted. For complete sport rules for each event, click on the event title.

SPORT/EVENT	MINIMUM TEAM SIZE	DETAILS
5K RUN	4 runners	• No substitutions
BINGO	1 - 10 Players	• VIRTUAL
BLOOD DONOR CHALLENGE	Unlimited	• Anyone can take part on behalf of your company
BOARD GAMES	3 players	• Unlimited substitutions between games
BOWLING	4 bowlers	• Unlimited substitutions; can change bowlers only between games
BUNNOCK	4 players	• Unlimited substitutions; can change players only between games
CARDIAC CRASH (For Heart & Stroke)	4 players	• Minimum of 4 players – up to 20 can participate
CEO CHALLENGE	1- 4 players	• There are 4 activities, a different CEO/Senior Manager can take part in each. Or the same person can do all four.

CHEF JOEY	Unlimited - minimum 1	• First entry included, fees apply for additional participants
CRIBBAGE	4 players	• Up to 2 substitutions allowed; can change players only between games • Once 6 players have registered at the event, no additional players may register
DISC GOLF	2 Players	• No substitutions
EIGHT BALL	4 players	• Unlimited substitutions; can change players only between games
GOLF	4 players	• 2 golfers of alternate gender
LAWN BOWLING	4 bowlers	• Up to 2 substitutions; can change players only between games • Can have up to 6 different bowlers register each day
NEAR-BEER PONG	4 players	• Unlimited substitutions, can change players between games only
OBSTACLE COURSE	3 racers	• The race includes three courses; Beginner, Intermediate and Advanced
PARK GAMES	3-6 players	• Different players allowed for each game
PICKLEBALL	6 players	Roster: 3 players of alternate gender • Unlimited substitutions; can change players only between team matches
ROUNDNET	2 Players	• Unlimited substitutions; can change players only between games
SCAVENGER HUNT	Unlimited - minimum 1	• Anyone can take part
SLO-PITCH	10 players	Roster: 10 to 18 players (per game)

		• A minimum of three (3) players of alternate gender must be in the line-up at all times • Unlimited substitutions: you may play with the same 18, different 18 or any combination of players each game • Teams must bring an Umpire each day, does not have to be a player on roster
TEAM TRIVIA	4 players	• No substitutions
UNKNOWN CHALLENGE	5 players	• No substitutions
VOLLEYBALL	6 players	• 2 players of alternate gender on court at all times • Unlimited substitutions: you may play with the same 12, different 12 or any combination of players each game • Round robin games will be self-officiated. It is required that you bring substitutions to act as officials for your games and to assist as linesmen when they are not engaged in play

Eligibility and Identification

All Challenge participants must:

- play for only one company
- be 18 years of age or older

For most events, participants should:

- be employed by the company at the time of the Games (full-time, part-time, contract) anywhere in Canada! (Retired and employees on leave are eligible to participate)

NOTE: You do NOT have to be employed by the company to participate in most Spirit, Fundraising, Community, or Special Event Activities.

WHO ELSE IS ELIGIBLE?

- Retired employees
- Parental and maternity leave employees

WHO IS NOT ELIGIBLE:

- professional (i.e. paid) athletes
- college or university-level athletes (playing in the most recent school year – i.e. 2025/2026 athletes)

Athletes who meet the above criteria cannot compete in their designated sport but are free to take part in any other event within Corporate Challenge.

E-SUB (Emergency Substitute)

Corporate Challenge brings employees together to build team spirit through fun events—but sometimes a team ends up one player short at the last minute. To keep teams from having to forfeit, we created the **E-SUB (Emergency Substitute) rule**, allowing one non-employee to step in and help the team compete.

How does it work?

- Each event team roster will have a space for one non-employee to step in and fill a spot to ensure you have a valid team for the duration of the sport
- If you are short an employee for a team, invite a friend or family member to fill that spot
- You can have only one E-SUB per event - but that person can play all games
- You must tell the registration volunteers you are using your E-SUB so they know that they do NOT need to verify employment
- Your E-SUB will then read and sign the waiver and fill in the highlighted line on the roster
- The only catch is that your team will be deducted one Challenge point for every event an E-SUB is used, but at least you will not be disqualified which would cost your team even more negative Challenge points
- Please note - all E-SUBs must be 18 years of age

INELIGIBLE PARTICIPANTS

If a player is judged to be ineligible while in "play" he/she will be immediately ejected from the event and the team will be disqualified from play in that sport for the rest of that year's Games.

IDENTIFICATION - IN-PERSON EVENTS
At each in-person event, your participating employees must prove that they work for the company and provide proof of identity. All participants must show a photo ID along with proof of employment. This may include:

- Business Card
- HR Letter (Click here for sample HR letter)
- Pay stub

IDENTIFICATION - VIRTUAL EVENTS
At each virtual event, participating employees must identify the company they are from by changing their Discord or Zoom name to include their company name. (IE: Name, Company)

HUMAN RESOURCE LETTER
In an effort to make the registration for in-person events easier for your athletes, it is recommended that every team provide a Human Resource letter signed by your Human Resources Director/Senior Manager – ALPHABETIZED BY LAST NAME. This will accompany the roster for that event.

Communications

The primary method of communication between the ECC office and companies is through the Company Coordinator. It is vital to ensure that the office has the most up to date contact information so all information reaches your company.

In addition to emails, the following communication tools are also used:

1. Website: www.edmontoncorporatechallenge.com
    - Our website is the best source of information and is updated regularly.
2. Discord
    - Discord is an online service that facilitates discussion via voice, video, and text
    - We will be using Discord to coordinate schedules and match ups for our online tournaments and to deliver some additional events.
    - All participants are encouraged to sign up for Discord and join our private server to facilitate social interaction and networking during the Games.
    - Check out our Discord 101 guide here for more information and how to join!
3. Zoom
    - A couple of our events will take place via Zoom
    - Meeting links will be provided to your Company Coordinator prior to the event
4. Social Media
    - In the event of cancellations or other last minute announcements, access to the ECC social media accounts is recommended. Follow us:

        X
        Instagram
        Facebook

Special Events

Corporate Challenge is about more than just competition! We've also got a couple of great Special Events for everyone to take part in! Everyone is invited - so spread the word.

KICK OFF PEP RALLY

DATE: **May 13, 2026**

TIME: **11:30am - 1:00pm**

- CEO Challenge - 11:30 AM - 12:30 PM
- Mascot Race - 12:30 PM
- CEO Challenge awards - 12:45 PM
- LUNCH - ReMax Field will have a hot dog lunch available for pre-purchase. To pre-order your lunch tickets click here!

LOCATION: REMAX Field - home of the Edmonton Riverhawks - this event is open to everyone! **Click here (coming soon) for the site map to see all the fun activities that will be going on!**

ACTIVITIES:

- CEO Challenge
- Mascot Race **CLICK HERE** to sign up your mascot.
- Pick us your Networking Activity kit
- Games for everyone
- Official Kick off to the Games

PARK DAY

DATE: June 7, 2025

TIME: 9am - 5pm (tentative)

LOCATION: Borden Park - **click here (coming soon)** for a site map

ACTIVITIES:

- Food Trucks
- Games for the whole family
- Prizes
- Scavenger Hunt Finale
- Camp Corporate Challenge Talent Show - click here (posted 1 week before the event) for the Talent Show schedule
- Roundnet Event
- Bunnock Event
- Park Games Event

Community Partnerships

We are proud of the amazing support our teams show for our community partners. These partnerships are important to give back to the community where we all live and work.

1. Blood Donor Challenge
2. Extra Life for the Stollery Children's Hospital
3. Cardiac Crash for Heart & Stroke

Blood Donor Challenge

The Blood Donor Challenge is a great team building event that does so much more - it saves lives! It's a great way to give back to the community, build a sense of teamwork within your company as well as earn some valuable points along the way.

Sign your company up and earn **CORPORATE CHALLENGE points** - here's how:

- 5 CHALLENGE points will be awarded to each participating company in the Blood Donor Challenge event, providing they donate a minimum of 5 blood donations.
- 2 additional CHALLENGE points will be awarded to each company who hits at least 100% of their pledge* number of blood donations.
- 1 to 3 additional CHALLENGE points will be awarded to the company in each division who finishes with the highest percentage of blood donations compared to their pledge (3 additional points for 1st place, 2 additional points for 2nd place, 1 additional point for 3rd place).

PLUS! Every team that takes part will receive 10 PARTICIPATION points!

*Each company participating in the Blood Donor Challenge will be given a goal number of donations to achieve during the challenge timeframe. This is your company's donation pledge. The donation pledge assigned to each company will be a standard percentage (10%) of total number of employees as provided to Corporate Challenge at the time of registration.

Extra Life for the Stollery Children's Hospital

What a great way to support a great cause! Extra Life is a video game event that supports the Stollery. The Corporate Challenge Mario Kart event is supported by Extra Life and the team at the Stollery but all teams (even those not participating in Mario Kart) can take part in raising money for the Stollery.

Teams are encouraged to raise funds while also earning Corporate Challenge points.

Fundraise for the Stollery is optional but we encourage you to get your whole company involved!

SPIRIT points will be awarded for teams that fundraise for the Stollery (you do not have to participate in Mario Kart to earn fundraising points):

- Up to $1000 raised will earn 25 SPIRIT points
- $1001-$2000 raised will earn 50 SPIRIT points
- $2001-$3000 raised will earn 75 SPIRIT points
- $3001-$5000 raised will earn 100 SPIRIT points

- Over $5001 raised will earn 150 SPIRIT points

TEAM FUNDRAISING REGISTRATION: To register to fundraise your company coordinator can sign up by following the instructions **here.**

PARTICIPANT FUNDRAISING REGISTRATION: To join your company's fundraising efforts, follow the instructions **here.**

Cardiac Crash for Heart & Stroke

CLICK HERE to see all details about the Cardiac Crash event.

Face off against fellow Corporate Challenge teams in an in-person Cardiac Crash Tournament! Get ready for a thrilling showdown as your team competes for the title of Cardiac Crash Champion. You'll go head-to-head with other teams while learning life-saving CPR skills. It's like Family Feud, but with a heart-pumping twist—practicing CPR to save lives!

- Your team will be scheduled for a 1-hour session against an opposing team during the Tournament dates. Teams will battle it out by answering first-aid questions throughout our interactive video and competing in hands-only CPR practice. The team with the highest overall score at the end will take home the coveted Cardiac Crash Champion title!

Corporate Challenge Points

There are 325 SPIRIT points and 10 PARTICIPATION points up for grabs with Heart & Stroke! **Plus 10 Participation Points**

Here's how to earn those points:

1. **Create a post on your company intranet page** that highlights the topic below. Send a screenshot to Sonia to earn these points. (75 SPIRIT POINTS) This topic will provide critical information to your corporate community and have the potential to help save the lives of colleagues, friends, and family during a medical emergency.

2. **Register your team for our CardiacCrash Tournament** for a session between May 29 - 31, 2025. (100 SPIRIT POINTS + 10 PARTICIPATION POINTS)

3. **Fundraise -- Note: These points are not cumulative**

   - Up to $1000 raised will earn 25 SPIRIT points
   - $1001-$2000 raised will earn 50 SPIRIT points
   - $2001-$3000 raised will earn 75 SPIRIT points
   - $3001-$5000 raised will earn 100 SPIRIT points
   - Over $5001 raised will earn 150 SPIRIT points