

s.16(2)

Service Canada Centre # 5083 Temporary Foreign Worker Program #1400 - 300 W. Georgia Street Vancouver, BC, V6B 6G3

s.19(1)

2013-09-04

s.16(2)

s.19(1)

Facebook Inc. 1400-2300 Yonge St. Toronto, ON, M4P 2W6 ER ID
Application
Job

Dear :

Based on an assessment of the labour market, Service Canada has issued a **positive Labour Market Opinion (LMO)**, and has confirmed your offer(s) of employment to the foreign worker(s) identified in our records.

This Service Canada labour market opinion is based on the information in your application, which is **outlined in the attached annex**. This confirmation is provided with the understanding that all legal requirements, with respect to employment, are followed. These requirements include, but are not limited to:

- · All workers in Canada, including foreign workers, are protected by the relevant labour and employment laws.
- · All workers in Canada are entitled to work in a safe workplace where their health is protected.
- If an employer does not pay the wages to which a worker is entitled, workers including foreign workers can file a complaint with the federal, provincial or territorial department responsible for employment standards.

For more information on employment standards in your area, visit: http://www.hrsdc.gc.ca/eng/labour/employment standards/ministries.shtml

As part of the foreign worker's work permit application, applicants must submit this positive LMO, including the annex, prior to the opinion expiry date stated in the annex, to Citizenship and Immigration Canada (CIC). CIC will not consider a work permit application that has been submitted past the expiry date on the attached positive LMO. This LMO confirmation is **only one of CIC's many requirements** in issuing a work permit. It does not authorize the foreign worker(s) to enter, remain or work in Canada. That decision is the responsibility of CIC.

Please note as well that this opinion may be revoked at any time before the issuance of a work permit to the foreign national if:

- (a) the employer has provided materially false or misleading information,
- (b) new facts come to light subsequent to the date of the issuance of the opinion that change the assessment of any of the factors set out in subsection 203(3) and that, in turn, change the opinion that the employment of the foreign national would likely have a neutral or positive effect on the labour market in Canada, or
- (c) the opinion was based on a mistake as to some material fact.



s.16(2)

Please keep a copy of these documents for your records, and forward a copy to the prospective foreign worker(s). As well, kindly advise this Service Canada Center and each foreign national if you no longer require his/her services as a worker, or if you need to cancel your job offer prior to the entry of the worker to Canada.

HOW TO APPLY FOR A WORK PERMIT - INFORMATION FOR FOREIGN NATIONALS

In order to work legally in Canada, most foreign nationals must apply for, and receive, a work permit from CIC. To obtain information on who requires a work permit, how and where to apply for a work permit, and to download a work permit application kit, please visit: http://www.cic.gc.ca/english/work/index.asp. In Canada, you may contact the CIC Call Centre at 1-888-242-2100 for information.

Sincerely,

Z.Tsang (800) 367-5693 http://www.hrsdc.gc.ca/eng/jobs/foreign_workers/index.shtml

C.C.

s.19(1)

Rekai LLP 1605-33 Bloor Street East Toronto, ON, M4W 3H1

ANNEX

s.16(2)

System file number:

Service Canada Centre:

5083 - Temporary Foreign Worker Program

Service Canada officer:

Z.Tsang

Phone:

(800) 367-5693

Fax: (604) 666-8920

Opinion expiry date:

2014-03-04*

Employer Information

5.16(2) Employer ID #:

Employer Business name:

Facebook Inc.

Employer Legal name:

Facebook Inc.

Business Phone number:

(647) 426-6096

Business Address:

Same as employer mailing address

Employer Contact(s)

Contact Name

Contact Phone

Other Phone

Job Title

(primary)

(647) 426-6096

Managing Director

s.19(1)

Third Party Information

Third Party ID #:

s.16(2)

Third Party Company:

Rekai LLP

Third Party Legal name:

Rekai LLP

Third Party Business Address:

Same as the third party mailing address

**Please take note of this number for future reference as this will help in the processing of any future Foreign Worker reauests.

Name of Representative

Phone

Job Title

(416) 960-8876

(416) 924-2371

s.19(1)

Job Information

NOC code and title:

2173 - Software Engineer

Number of positions:

Level of education: (as required by employer)

Bachelor's degree

Language requirements:

Oral:

English

Written:

English

Regulatory body:

This occupation is not regulated.

Duration of employment:

15 Month(s)

^{*} Please take note that the Foreign Worker must apply to CIC for a work permit prior to this date.

^{**} Please take note of this number for future reference as this will help in the processing of any future Foreign Worker requests.



Seasonal:

No

Two-employer application (FSTP):

Wage:

CONFIDENTIAL

Benefits:

Disability insurance Medical insurance Dental insurance

Pension

21.00 day(s) paid holidays

Hours of work:

7.50 hour(s) per day

37.50 hour(s) per week

Expected start date:

N/A

Location(s) of employment:

1555 West Pender Street

Vancouver

BC



Attestations Signed

Please note that in your application you attested that:

- · I will provide the foreign worker(s) I employ with the wages, working conditions and employment in an occupation that are substantially the same as those described in the positive Labour Market Opinion letter and annex.
- · I will immediately inform Service Canada of any subsequent changes related to the foreign workers' terms and conditions of employment, as described in the positive Labour Market Opinion letter and annex.
- · I am compliant with, and agree to continue to abide by, the relevant federal/provincial/territorial laws that regulate employment in the occupation specified and, if applicable, the terms and conditions of any collective agreement in place. I recognize that any terms and conditions of the attached offer of employment are considered null and void if they are less favourable to the foreign worker than the standards stipulated in the relevant Labour Standards Act.
- · I am compliant with, and agree to continue to abide by, federal/provincial/territorial legislation related to the foreign worker's recruitment applicable in the jurisdiction where the job is located. I declare that all recruitment done or that will be done on my behalf by a third party was or will be done in compliance with federal/provincial/territorial laws governing recruitment. I am aware that I will be held responsible for the actions of any person recruiting foreign workers on my behalf.
- · There is no ongoing or pending labour dispute at my business, and I will inform Service Canada in the case that one should develop.
- The third party representative associated with this application is paid and is a member in good standing with a Canadian law society.

Service Canada Centre # 5083 Temporary Foreign Worker Program #1400 - 300 W. Georgia Street Vancouver, BC, V6B 6G3

2013-09-04

s.19(1)

Facebook Inc. 1400-2300 Yonge St. Toronto, ON, M4P 2W6

ANNEX B

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s.16(2)

Employer ID #:

Employer Business name: Facebook Inc.

Facebook Inc.

Employer Legal name:

System file number:

s.16(2)2014-03-04*

Job Information

NOC code and title:

2173 - Software Engineer

Number of positions:

58

Expected Start Date:

N/A

Temporary Foreign Worker's Information

Last name



s.19(1)



646c63a4-b386-4f12-8160-e7c8743dec7b 2013-09-04 08:27 PM Atlantic

Page 2 of 3

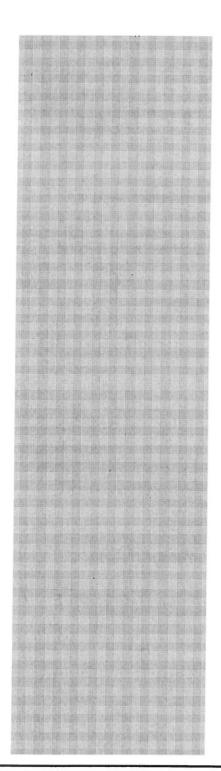


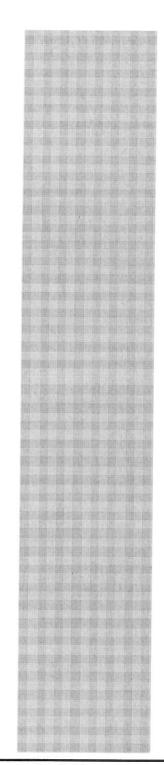
of Canada

Government Gouvernement

Opinion expiry date: * Please note that the temporary foreign worker must apply to CIC for a work permit prior to this date.

s.19(1)





646c63a4-b386-4f12-8160-e7c8743dec7b 2013-09-04 08:27 PM Atlantic







Service Canada Centre # 5083 Temporary Foreign Worker Program #1400 - 300 W. Georgia Street Vancouver, BC, V6B 6G3

2013-09-04

s.19(1)

Facebook Inc. 1400-2300 Yonge St. Toronto, ON, M4P 2W6

s.16(2)ER ID# Application # Job#

Dear

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- All workers in Canada are entitled to work in a safe workplace where their health is protected.
- · If an employer does not pay the wages to which a worker is entitled, workers including foreign workers can file a complaint with the federal, provincial or territorial department responsible for employment standards.

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Sincerely,

Z.Tsang (800) 367-5693 http://www.hrsdc.gc.ca/eng/jobs/foreign_workers/index.shtml

C.C.

s.19(1)

Rekai LLP 1605-33 Bloor Street East Toronto, ON, M4W 3H1



ANNEX

System file number:

s.16(2)

Service Canada Centre:

5083 - Temporary Foreign Worker Program

Service Canada officer:

Z.Tsang

Phone:

(800) 367-5693

Fax: (604) 666-8920

Opinion expiry date:

2014-03-04*

Employer Information

Employer ID #:

s.16(2)

Employer Business name:

Facebook Inc.

Employer Legal name:

Facebook Inc.

Business Phone number:

(647) 426-6096

Business Address:

Same as employer mailing address

Employer Contact(s)

Contact Name

Contact Phone

Other Phone

Job Title

(primary)

(647) 426-6096

Managing Director

s.19(1)

Third Party Information

Third Party ID #:

s.16(2)

Third Party Company:

Rekai LLP

Third Party Legal name:

Rekai LLP

Third Party Business Address:

Same as the third party mailing address

**Please take note of this number for future reference as this will help in the processing of any future Foreign Worker requests.

Name of Representative

Phone

(416) 924-2371

Job Title

(416) 960-8876

s.19(1)

Job Information

NOC code and title:

2173 - Software Engineer

Number of positions:

Level of education:

Bachelor's degree

(as required by employer) Language requirements:

Oral:

English

Written:

English

Regulatory body:

This occupation is not regulated.

Duration of employment:

15 Month(s)

^{*} Please take note that the Foreign Worker must apply to CIC for a work permit prior to this date.

^{**} Please take note of this number for future reference as this will help in the processing of any future Foreign Worker requests.



Seasonal:

No

Two-employer application (FSTP):

Wage:

CONFIDENTIAL

Benefits:

Disability insurance Medical insurance Dental insurance

Pension

21.00 day(s) paid holidays

Hours of work:

7.50 hour(s) per day 37.50 hour(s) per week

Expected start date:

N/A

Location(s) of employment:

1555 West Pender Street

Vancouver

BC

Page 4 of 4

Attestations Signed

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Page 1 of 3

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Service Canada Centre # 5083 Temporary Foreign Worker Program #1400 - 300 W. Georgia Street Vancouver, BC, V6B 6G3

2013-09-04

s.19(1)

Facebook Inc. 1400-2300 Yonge St. Toronto, ON, M4P 2W6

ANNEX B

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s.16(2)

Employer ID #:

Employer Business name: Facebook Inc.

Employer Legal name:

Facebook Inc.

System file number:

s.16(2)

Opinion expiry date:

2014-03-04*

Job Information

NOC code and title:

2173 - Software Engineer

Number of positions:

29

Expected Start Date:

N/A

Temporary Foreign Worker's Information

Last name

s.19(1)

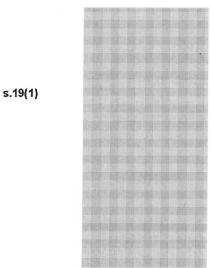


Government Gouvernement of Canada

du Canada

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Service Canada Centre # 5083 Temporary Foreign Worker Program #1400 - 300 W. Georgia Street Vancouver, BC, V6B 6G3

2013-09-05

s.16(2)

s.19(1)

Facebook Inc. 1400-2300 Yonge St. Toronto, ON, M4P 2W6 ER ID #
Application #
Job #

Dear

s.19(1)

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Page 2 of 4

Sincerely,

K. La Plante (800) 367-5693 http://www.hrsdc.gc.ca/eng/jobs/foreign_workers/index.shtml

C.C.

s.19(1)

Rekai LLP 1605-33 Bloor Street East Toronto, ON, M4W 3H1

ANNEX

System file number:

s.16(2)

Service Canada Centre:

5083 - Temporary Foreign Worker Program

Service Canada officer:

K. La Plante

Phone:

(800) 367-5693

Fax: (604) 666-8920

Opinion expiry date:

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Employer ID #:

s.16(2)

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Facebook Inc.

Employer Legal name:

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Business Phone number:

(647) 426-6096

Business Address:

Same as employer mailing address

Employer Contact(s)

Contact Name

Contact Phone

Other Phone

Job Title

(primary)

(647) 274-2271

Third Party Information

Third Party ID #:

s.16(2)

Third Party Company:

Rekai LLP

Third Party Legal name:

Rekai LLP

Third Party Business Address:

Same as the third party mailing address

**Please take note of this number for future reference as this will help in the processing of any future Foreign Worker requests.

Name of Representative

Phone

Job Title

(416) 960-8876

(416) 924-2371

s.19(1)

Job Information

NOC code and title:

2174 - Production Engineer

Number of positions:

Level of education:

Bachelor's degree

(as required by employer)

Language requirements:

Oral:

English

Written:

English

Regulatory body:

This occupation is not regulated.

Duration of employment:

15 Month(s)

Government of Canada

Gouvernement du Canada

^{*} Please take note that the Foreign Worker must apply to CIC for a work permit prior to this date.

^{**} Please take note of this number for future reference as this will help in the processing of any future Foreign Worker requests.





Seasonal:

No

Two-employer application (FSTP):

Wage:

CONFIDENTIAL

Benefits:

Disability insurance Medical insurance Dental insurance

Pension

21.00 day(s) paid holidays

Hours of work:

7.50 hour(s) per day

37.50 hour(s) per week

Expected start date:

Location(s) of employment:

1555 West Pender Street

Vancouver

BC

Annex footnote:

This confirmation is valid only in the province of British Columbia.

Attestations Signed

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Employer Legal name:

Facebook Inc.

System file number:

s.16(2)

Opinion expiry date:

2014-03-04*

Job Information

NOC code and title:

2174 - Production Engineer

Number of positions:

4

Expected Start Date:

N/A

Temporary Foreign Worker's Information

Last name

s.19(1)

First name

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2013-09-05

s.16(2)

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Facebook Inc. 1400-2300 Yonge St. Toronto, ON, M4P 2W6

	ER ID#	1911
pplication #	证 明 3 (1)	
Jo	b#	

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C.C.

s.19(1)

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ANNEX

System file number:

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5083 - Temporary Foreign Worker Program

Service Canada officer:

K. La Plante

Phone:

(800) 367-5693

Fax: (604) 666-8920

Opinion expiry date:

2014-03-04*

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Employer ID #:

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Employer Business name:

Facebook Inc.

Employer Legal name:

Facebook Inc.

Business Phone number:

(647) 426-6096

Business Address:

Same as employer mailing address

Employer Contact(s)

Contact Name

Contact Phone

Other Phone

Job Title

primary)

s.19(1)

(647) 426-6096

Managing Director

Third Party Information

Third Party ID #:

s.16(2)

Third Party Company:

Rekai LLP

Third Party Legal name:

Rekai LLP

Third Party Business Address:

Same as the third party mailing address

**Please take note of this number for future reference as this will help in the processing of any future Foreign Worker requests.

Name of Representative

Phone

Job Title

(416) 960-8876

(416) 924-2371

s.19(1)

Job Information

NOC code and title:

2173 - Software Engineer

Number of positions:

Level of education:

Bachelor's degree

(as required by employer) Language requirements:

Oral:

English

Written:

English

Regulatory body:

This occupation is not regulated.

Duration of employment:

15 Month(s)

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Page 3 of 4

Government of Canada

Gouvernement du Canada

^{*} Please take note that the Foreign Worker must apply to CIC for a work permit prior to this date.

^{**} Please take note of this number for future reference as this will help in the processing of any future Foreign Worker requests.



Seasonal:

No

Two-employer application (FSTP):

Wage:

\$ 105469.00 / Year CAD

Benefits:

Disability insurance Medical insurance Dental insurance

Pension

21.00 day(s) paid holidays

Hours of work:

7.50 hour(s) per day

37.50 hour(s) per week

Expected start date:

Location(s) of employment:

1555 West Pender Street

Vancouver

BC

Annex footnote:

This confirmation is valid only in the province of British Columbia.



Attestations Signed

Please note that in your application you attested that:

- · I will provide the foreign worker(s) I employ with the wages, working conditions and employment in an occupation that are substantially the same as those described in the positive Labour Market Opinion letter and annex.
- · I will immediately inform Service Canada of any subsequent changes related to the foreign workers' terms and conditions of employment, as described in the positive Labour Market Opinion letter and annex.
- I am compliant with, and agree to continue to abide by, the relevant federal/provincial/territorial laws that regulate employment in the occupation specified and, if applicable, the terms and conditions of any collective agreement in place. I recognize that any terms and conditions of the attached offer of employment are considered null and void if they are less favourable to the foreign worker than the standards stipulated in the relevant Labour Standards Act.
- · I am compliant with, and agree to continue to abide by, federal/provincial/territorial legislation related to the foreign worker's recruitment applicable in the jurisdiction where the job is located. I declare that all recruitment done or that will be done on my behalf by a third party was or will be done in compliance with federal/provincial/territorial laws governing recruitment. I am aware that I will be held responsible for the actions of any person recruiting foreign workers on my behalf.
- · There is no ongoing or pending labour dispute at my business, and I will inform Service Canada in the case that one should develop.
- The third party representative associated with this application is paid and is a member in good standing with a Canadian law society.

Page 1 of 2

Service Canada Centre # 5083 Temporary Foreign Worker Program #1400 - 300 W. Georgia Street Vancouver, BC, V6B 6G3

2013-09-05

s.19(1)

Facebook Inc. 1400-2300 Yonge St. Toronto, ON, M4P 2W6

ANNEX B

Do not forward this annex to the foreign worker(s). Annex B is intended for the employer's records only and is not required for the purposes of applying for a work permit. The foreign worker only requires the LMO confirmation letter identifying the system file number

s.16(2)

Employer ID #:

Employer Business name: Facebook Inc.

Employer Legal name:

Facebook Inc.

System file number:

s.16(2)

Opinion expiry date:

2014-03-04*

Job Information

NOC code and title:

2173 - Software Engineer

Number of positions:

1

Expected Start Date:

N/A

Temporary Foreign Worker's Information

Last name

First name

s.19(1)

^{*} Please note that the temporary foreign worker must apply to CIC for a work permit prior to this date.



s.16(2)

Service Canada Centre # 5083 Temporary Foreign Worker Program #1400 - 300 W. Georgia Street Vancouver, BC, V6B 6G3

2013-11-13

s.16(2)

ER ID#

Application #

Job#

s.19(1) Facebook Inc. 1400-2300 Yonge St. Toronto, ON, M4P 2W6

Dear .

s.19(1)

Based on an assessment of the labour market, Service Canada has issued a positive Labour Market Opinion (LMO), and has confirmed your offer(s) of employment to the foreign worker(s) identified in our records.

This Service Canada labour market opinion is based on the information in your application, which is outlined in the attached annex. This confirmation is provided with the understanding that all legal requirements, with respect to employment, are followed. These requirements include, but are not limited to:

- · All workers in Canada, including foreign workers, are protected by the relevant labour and employment laws.
- · All workers in Canada are entitled to work in a safe workplace where their health is protected.
- · If an employer does not pay the wages to which a worker is entitled, workers including foreign workers can file a complaint with the federal, provincial or territorial department responsible for employment standards.

For more information on employment standards in your area, visit: http://www.hrsdc.gc.ca/eng/labour/employment_standards/ministries.shtml

As part of the foreign worker's work permit application, applicants must submit this positive LMO, including the annex, prior to the opinion expiry date stated in the annex, to Citizenship and Immigration Canada (CIC). CIC will not consider a work permit application that has been submitted past the expiry date on the attached positive LMO. This LMO confirmation is only one of CIC's many requirements in issuing a work permit. It does not authorize the foreign worker(s) to enter, remain or work in Canada. That decision is the responsibility of CIC.

Please note as well that this opinion may be revoked at any time before the issuance of a work permit to the foreign national if:

- (a) the employer has provided materially false or misleading information,
- (b) new facts come to light subsequent to the date of the issuance of the opinion that change the assessment of any of the factors set out in subsection 203(3) and that, in turn, change the opinion that the employment of the foreign national would likely have a neutral or positive effect on the labour market in Canada, or
- (c) the opinion was based on a mistake as to some material fact.



Please keep a copy of these documents for your records, and forward a copy to the prospective foreign worker(s). As well, kindly advise this Service Canada Center and each foreign national if you no longer require his/her services as a worker, or if you need to cancel your job offer prior to the entry of the worker to Canada.

HOW TO APPLY FOR A WORK PERMIT - INFORMATION FOR FOREIGN NATIONALS

In order to work legally in Canada, most foreign nationals must apply for, and receive, a work permit from CIC. To obtain information on who requires a work permit, how and where to apply for a work permit, and to download a work permit application kit, please visit: http://www.cic.gc.ca/english/work/index.asp. In Canada, you may contact the CIC Call Centre at 1-888-242-2100 for information.

Sincerely,

Z.Tsang (800) 367-5693 http://www.hrsdc.gc.ca/eng/jobs/foreign_workers/index.shtml

C.C.

s.19(1)

Rekai LLP 33 Bloor Street East Suite 1605 Toronto, ON, M4W 3H1

ANNEX

System file number:

s.16(2)

Service Canada Centre:

5083 - Temporary Foreign Worker Program

Service Canada officer:

Z.Tsang

Phone:

(800) 367-5693

Fax: (604) 666-8920

Opinion expiry date:

2014-05-13*

Employer Information

Employer ID #:

s.16(2)

Employer Business name:

Facebook Inc.

Employer Legal name:

Facebook Inc.

Business Phone number:

(647) 426-6096

Business Address:

Same as employer mailing address

Employer Contact(s)

Contact Name

Contact Phone

Other Phone

Job Title

(primary) s.19(1)

(647) 426-6096

Managing Director

Third Party Information

Third Party ID #:

s.16(2)

Third Party Company:

Rekai LLP

Third Party Legal name:

Rekai LLP

Third Party Business Address:

Same as the third party mailing address

**Please take note of this number for future reference as this will help in the processing of any future Foreign Worker requests.

Name of Representative

Phone

Fax

Job Title

(416) 960-8876

(416) 924-2371

s.19(1)

Job Information

NOC code and title:

4163 - Audience Researcher, Vertical Measurement - CPG

Number of positions:

1

Level of education:

Doctorate/PhD

(as required by employer) Language requirements:

Oral:

English

Written:

English

Regulatory body:

This occupation is not regulated.

Duration of employment:

15 Month(s)

^{*} Please take note that the Foreign Worker must apply to CIC for a work permit prior to this date.

^{**} Please take note of this number for future reference as this will help in the processing of any future Foreign Worker requests.



s.16(2)

Seasonal:

No

Two-employer application (FSTP): No

Wage:

\$ 51.28 / Hour CAD

\$100,000 CAD per year based on a 37.5 hour work-week

Benefits:

Disability insurance Medical insurance Dental insurance

21.00 day(s) paid holidays

Eligible for a performance based bonus

Hours of work:

7.50 hour(s) per day 37.50 hour(s) per week

Expected start date:

Location(s) of employment:

1555 West Pender Street

Vancouver

BC

Receipt number:

s.16(2)

Total fees amount:

\$ 275.00

Attestations Signed

Please note that in your application you attested that:

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- There is no ongoing or pending labour dispute at my business, and I will inform Service Canada in the case that one should develop.
- The third party representative associated with this application is paid and is a member in good standing with a Canadian law society.

Service Canada Centre # 5083 Temporary Foreign Worker Program #1400 - 300 W. Georgia Street Vancouver, BC, V6B 6G3

2013-11-13

s.19(1)

Facebook Inc. 1400-2300 Yonge St. Toronto, ON, M4P 2W6

ANNEX B

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s.16(2)

Employer ID #:

Employer Business name: Facebook Inc.

Employer Legal name:

Facebook Inc.

System file number:

s.16(2)

Opinion expiry date:

2014-05-13*

* Please note that the temporary foreign worker must apply to CIC for a work permit prior to this date.

Job Information

NOC code and title:

4163 - Audience Researcher, Vertical Measurement - CPG

Number of positions:

Expected Start Date:

N/A

Temporary Foreign Worker's Information

Last name

First name

s.19(1)