

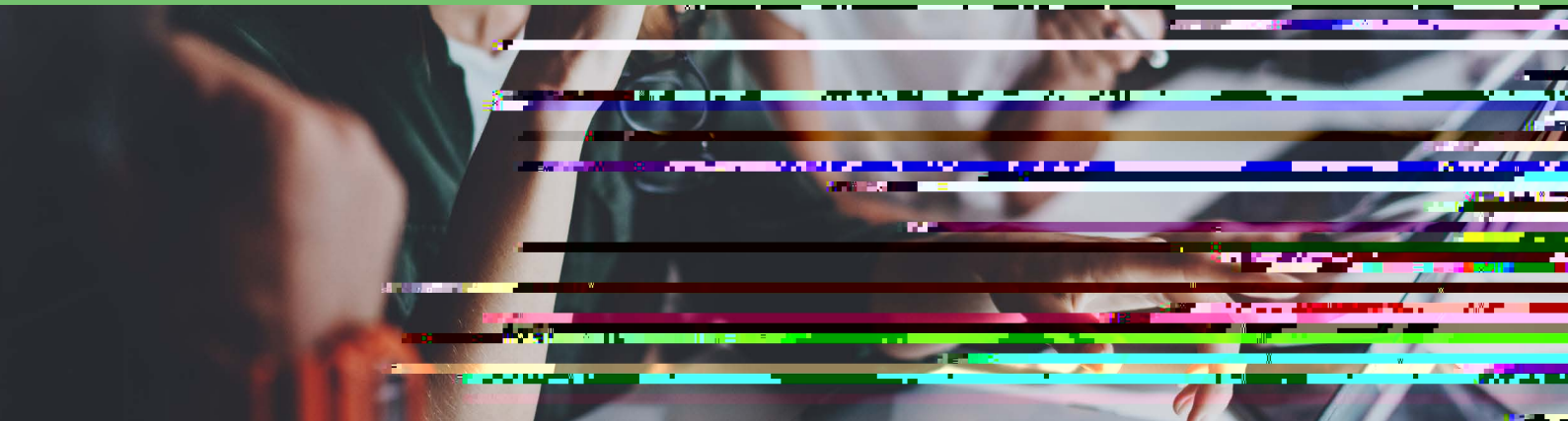


+ TABLE OF CONTENTS

Executive Summary	2
Introduction	4
E-Learning: Anytime, Anywhere, At What Cost?.....	5
The Problem of Proof, Cheating and Impatience.....	9
Rising to the Challenge of Legal and Regulatory Requirements	11
Identity and Integrity Verification that Works.....	14
Case Study: Suncor Fort Hills Site.....	15
Conclusion	16
More Information	18

+ INTRODUCTION

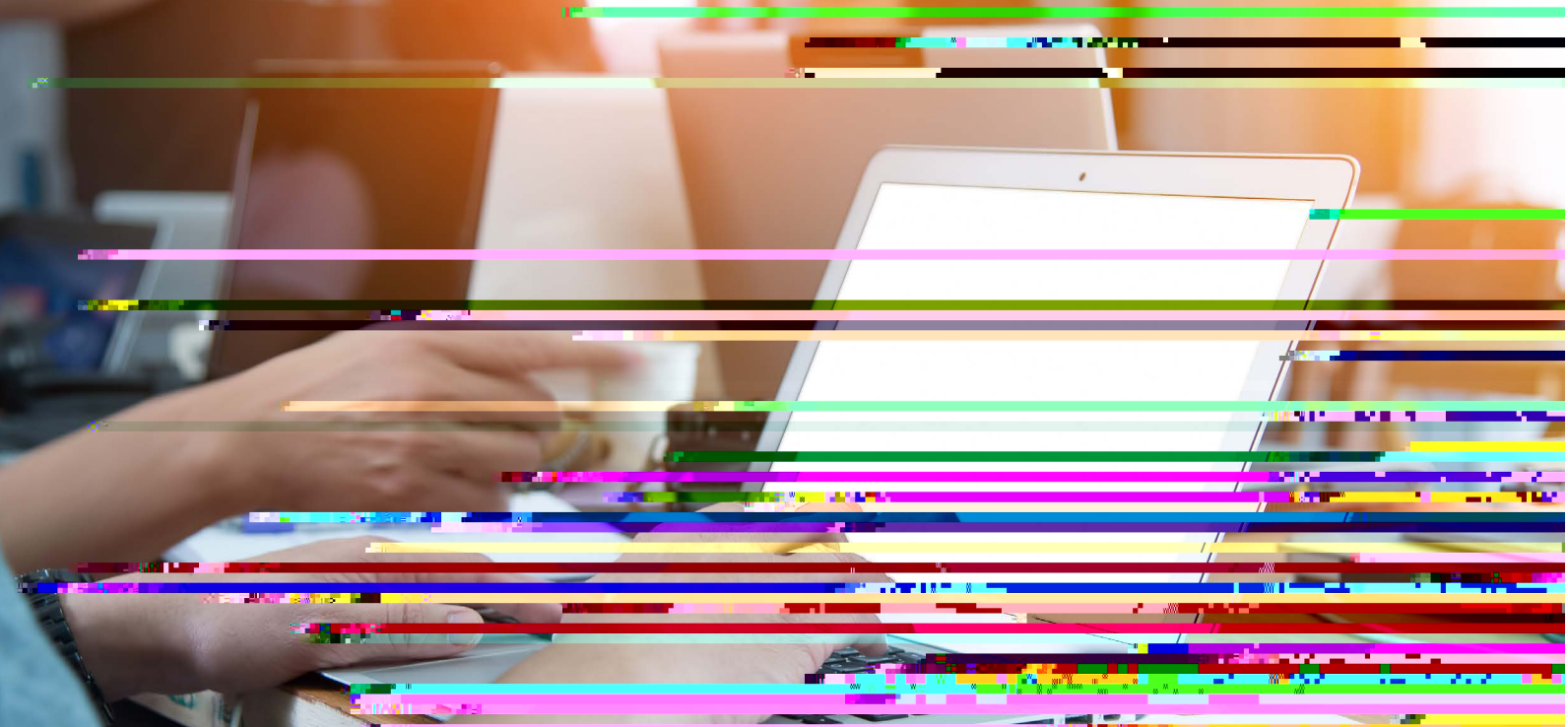
H\Y'cb`]bY`YUfb]b[fYj c`i h]cb`]g\YfYZUbX`h]g`U`fUd]X`m[fck]b[`UbX`Yj Yf!WUb[]b[`↑ [[YfbUi H` b`&\$% `H\Y`
Y!`YUfb]b[`a`Uf_Yhk Ug;k cfh`Ub`Ybcfa ci g`-%\$V`]]cb[`cVU`mžk]h`Vča dci bX`Ubbi U`[fck h`fUH`cZ+i ""



+ E-LEARNING: ANYTIME, ANYWHERE, AT WHAT COST?

HQ' hYfaAWQ' YUfbJbA' Jg' b'N'j' YX' b' A' U'Y'W' b' b' Q' j' b' Y' X' j' Q' % - ' A V A Uj' fq A H' b' Y' X' j' b' % - b' Y' O' b' U' A'





K \]YY!`YUfb]b[\ Uga UbmUXj UbHU[YgH UhgYYa hc'a U_YfUX]hcbU`YUfb]b[UH]b[cZH YdUgrž]hXcYg\Uj YcbY` [`Uf]b[`Xck bZU`"K \YfY fUX]hcbU`YUfb]b[`hYWb]ei YgU`ck `Zcf Ugi dYfj]gcfZYXi WUrcf`cf`dfcWfcf`hc'a cb]rcf`]bX]j]Xi U`dUfh]VdUH]cbZY!`YUfb]b[`]g`XcbY`UhU`X]ghUjW`VY\`bX`h`YzcZb!Ubcbna ci gžgWYb`cZU`Vta di hYf`" H\]gfU]gYg`h`Y`]ggi Y`cZdfccZ`Zcf`a UbmVta`dUb]Yg`UthYa dh]b[`hc`Vta`d`mk`]h`Xi`Y`X]] [YbW`fYei`]fYa`Ybhg`UbX#`cf`k`Ubh]b[`h`Y`]bhYbXYX`VYbY`hg`cZUb`]bZcfa`YX`UbX#`cf`Vta`dYhYbhk`cf`_ZcfW`"

H`Y` a`cgh`fYWbhi`ghU]gh]Vg`Uj`U]`UV`Y`Zfca`h`Y` 5ggcV]U]cb`cZ`K`cf`_Yfg`7ca`dYbgU]cb`6cUfXg`cZ` 7UbUXU`UbX`h`Y`I`b]hYX`GHU]Yg`6i`fYU`cZ`@Uvcf` Statistics`g\`ck`a`cfY`h`Ub`a`]`cb`k`cf`_d`UW`]bV]X`Ybhg`c`WV`ffYX`]b`&\$%)`U`cbY`"bj`Ygh[`UH]cb`cZ` these incidents by the respective governing bodies ZcW`gYg`cb`_YmZUW`c`fg`h`Uha`Um\`Uj`Y`dfYj`YbhYX`h`Y`]bV]X`Ybh`Zfca`c`WV`ff]b[`UbX`ZcW`g`cb`k`h`Y`h`Yf`Ub` Ya`d`cmYf`XYa`cbgh`fUH`X`Ub`Uddfcdf]UH`Yj`Y`cZ`Xi`Y` X]] [YbW`hc`dfYj`Ybh`h`Y`]bV]X`Ybhž]bW`X]b[`dfcj`X]b[` UbX`Ybgi`f]b[`h`Y`Vta`d`Yh]cb`cZ`Uddfcdf]UH` awareness and competency development training Zcf`Y`YVW`X`dYfg`cb`bY`"C`WV`dUH]cbU`GUZYfm`UbX` <YU`h`5ggcV]U]cb`fC`G<5E]bj`Ygh[`Urcfg`UFY`fU]bYX` h`Uh`h`Y`fgh`ei`Ygh]cb`hc`VY`Ug`_YX`]b`h`Y`WUgY`cZ`U` workplace incident is whether personnel received UX`ei`UH`fU]b]b[`hc`Xc`h`Y]f`^eV`.

K`]h`gUZYfm`dYfZcfa`UbW`VYVta`]b[`Ub`]a`dcf]Ubh` X]`YfYbh]Urcf`Zcf`a`Ubm`Ya`d`cmY`Yg`UbX`h`Y]f` cf[`Ub]nUH]cbgž`dfccZ`dfcV`Ya`g`UFY`bch`_LY`m`hc` YbX`Ubmh]a`Y`g`ccb`"K`]h`ci`h`U`j`U`X`Zcfa`cZ`]X`Ybh]mi`

j`Yf`WU]cbž`gca`Y`cf[`Ub]nUH]cbg`k`]`bch`fYVt`[`b]nY` cb`]bY`fU]b]b[`Ug`VY]b[`Vta`d`Yh`XžYj`Yb`k`]h`fYVt`fXg` cZ`fU]b]b[`VY]b[`dfcj`]XYX`"@UbXa`Uf`_WUgYg`gi`W`Ug` F`j`"FcgY`g`K`Y`GYfj`]Wg`@X`"ž`k`h`YfY`Ub`Ya`d`cmY` UXa`]hYX`hc`h`U`_b[`h`Y`fU]b]b[`Zcf`ch`Yf`Ya`d`cmY`gž` have shown that employers need to do more than ↑gh`dfcj`]XY`fU]b]b[`ž`h`Ym`a`i`gh`U`gc`dfcj`Y`k`h`c` Vta`d`Yh`X`UbX#`cf`dUfh]VdUH`YX`]b`h`Y`fU]b]b[`"

K \]Y`gca`Y`cf[`Ub]nUH]cbg`\Uj`Y`WcgYb`hc`XYj`Y`cd` Y!`YUfb]b[`k`]h`h`Y`fYei`]fYa`Ybh`cZ`]bX]j`]Xi`U`c[`]bg` UbX`fY[`i`Uf`W]W`fYei`]fYa`Ybhg`hc`bYWgg]UH` human involvement there is nothing integral in this h`Uh`Ybgi`fYg`h`Uh`h`Y`dU[`Ygž`j`]XYcg`cf`Ub]a`UH]cb`]g`VY]b[`k`Uh`W`YX`UbX`bch`↑gh`d`UmYX`"H`Y`[`YbYfU` Ubcbna`]micZi`b`Ui`[`a`YbhYX`Y!`YUfb]b[`a`YUbg`h`YfY` is also no method to create a valid record showing h`Uh`h`Y`]bX]j`]Xi`U`h`Y`fU]b]b[`k`Ug`dfcj`]XYX`Zcf`ž`k`Ug` the one who participated in the training according to h`Y`gh`UbX`UfXg`cZ`h`Y`cf[`Ub]nUH]cb`f]Y`"UX`h`YfYX`hc`h`Y` cf[`Ub]nUH]cbg`Yi`dYV]U]cbg`cZY`h`]W`VY`Uj`]ci`fE`"



+ THE PROBLEM OF PROOF AND UNETHICAL BEHAVIOR

K \ Yh Yf Y! YUfb]b[]gVxbXi VVX hc XYj Y'cd dYfgcbbY' UbX']bVfYUgY' fYhYbh]cbzcf Ug dUfhcZ'Y[U' fYei]fYa Ybhgž Y! YUfb]b[' U' cfXg' Vg' h' UbX' d'fcXi VVj]m'igUj]b[g' hfUX]h]cbU' YUfb]b[' XcYg' bchž Vi hi]h' a i gh' \Uj Y' gca Y' Zcfa ' cZ]bhY[f]m'j Yf] VU]cb' hc' d'fYj Ybh'dfccZdfcV'Ya gž UbX' i bXYg]fUV'Y' YUfbYf' VY\ Uj]cf'g' fVch' i b]bhYbXYX' UbX' cj Yfhmi bYh]W' E' h' UhVža dfca]gY' h' Y' Y[U' gh' UbX]b[' cZcf[Ub]nU]cbg"

@YUfbYf' gi Vgh]i h]cbzcf' h' Y']a dYfgcbU]cb' cZch' Yfgž]g' cbY' cZ' h' Y' a cgh' d'fYj U' Ybh' Zcfa' g' cZ' i bXYg]fUV'Y' YUfbYf' VY\ Uj]cf' " H']g' W' b' f' Ub[Y' Zcfa' gca YcbY' other than the user advancing the training when the learner is absent to a learner providing someone Y' g' k]h' h' Y' f' c[]b']bZcfa U]cb' hc' h' U' Y' h' Y' Ybh]fY' h' Y' gh' c' f' hfU]b]b[' Zc' f' h' Ya " H']g' h' m' d' Y' cZVY\ Uj]cf' g' Y' Ya g' most prevalent in situations where client training UbX' #c' f' Y[i ' U' hc' f' m' f' Yei]fYa Ybh' g' a i gh' VY' Vža d' Y' h' X' VY' Zc' f' Y' k c' f' ž' gi W' U' g' Vža d' Y' h']b[' g]h' ' c' f' Y' bh' U]cbgž d' Y' fa]h' f' Y' W']j Yfž[f' ci bX' X]gh' f' V' Ub' W' UbX' #c' f' V' Ya]W' g' U' Z' h' m' f' hfU]b]b[" G]b' W' h' Y' g' Y' h' m' d' Y' g' cZ' hfU]b]b[ž' k' \ Yb'

XY']j YfYX' cb!]bY' UfY' cZ' Yb' YUg]m' XcbY' Vm' U' Xa]b' dYfgcbbY' f' Y' b' h' f' m' Y' Y' Vž' b' h' Y' b' h' ž' V' U' g]V' W' b' X' i' cZ' h' f' U]b]b[' h' Y' gh]b[ž' UbX' W' b' VY' g' Y' Yb' U' g' f' Y' d' Y' h']h']j Y' ž' i' bb' Y' W' gg' U' f' m' UbX' f' Y' X' i' b' X' U' b' h' V' m' h' Y']b' h' Y' b' X' Y' X' d' Y' fg' c' b' b' Y' ž' Y' U' f' b' Y' f' gi Vgh]i h]cbzcf' h' Y']a dYfgcbU]cb']g' b' ch]b' h' Y' d' f' Y' h' Y' X' Vm' Y' U' f' b' Y' f' g' U' g' i' b' Y' h']W' " C' f' [Ub]nU]cbg' \ Uj Y' U' h' Y' a d' h' X' hc' U' X' X' f' Y' gg' h']g' Vm' f' Y' ei]f]b[' h' Y' i' g' Y' cZ' i' g' Y' f' b' Ua Y' gž' d' U' gg' k' c' f' X' gž' hc' _ Y' b' g' c' f' Vm' f' Y' ei]f]b[' i' g' Y' f' g' hc' W' Y' W' c' ' Ub' U' fa U]cb' cZ' h' Y' f' k']b[b' Y' gg' hc' Vža d' m' k]h' d' U' f' h']V' d' U' h]cb' Y' i' d' Y' V' W' U]cbg"

Gi W' d' f' Y' W' i h]cbg' \ Uj Y' b' ch' VY' Y' b' U' V' Y' hc' d' f' Y' j Ybh' h' Y']bh' Y' b' X' Y' X' i' g' Y' f' Zcfa' d' f' c' j]X]b[' h' Y' f' c[]b' W' Y' X' Y' bh]U' g' hc' gca YcbY' Y' g' Y' ž' h' i' g' h' Y' U' V' i' U']X' Y' bh]m' c' Z]bh' Y' b' X' Y' X' d' U' f' h']V' d' U' h]cb' cZ' h' Y']bh' Y' b' X' Y' X' Y' U' f' b' Y' f']g' i' b' j' Y' f] U' V' Y' "

b' W' g' Y' g' k' \ Y' f' Y']X' Y' bh]m]g' Vž' b' fa Y' X' Vm' gi Va]gg]cb' c' Z' U' d' \ ch' c' 8ž' c' f' gca Y' ch' h' Y' f' a' Y' h' c' X' ž' i' g' Y' f' g' W' b' g' h] ' gi W' W' a' V' hc' h' Y' f' c' k' b']a' d' U' h]Y' b' W' c' f' X']g]bh' Y' f' Y' g' h' ž' g' k']h' W']b[' ci' h' k']h' gca YcbY' Y' g' Y' ž' c' f' Y' Uj]b[' Y' bh]f' Y' m' U' Z' h' Y' f' h' Y' f']X' Y' bh]m' \ U' g' VY' Y' b' Vž' b' fa Y' X' " b' a' cgh' Y' Y' U' f' b]b[' g' W' b' U' f' c' g' h' Y' f' Y' g' b' ch' h']b[']b' d' U' W' hc' Vž' b' fa' d' U' f' h']V' d' U' h]cb' h' f' ci [\ ci' h' the learning event.

+ USER IDENTIFICATION METHODS IN USE

Hc' YghUV]g\` 'YUfbYf']XYbh]mž gca Y' Y!'YUfb]b[' Vta dUb]Yg' UfY']bVtfdcfUh]b[' U' j Uf]Ym'cZ]XYbh]m j Yf] W]h]cb' hcc'g' U]a YX' Uh]bWYUg]b[' h\Y']bh]f]]m' cZY!'YUfb]b[' UbX' fYa c]]b['dfccZ dfcV'Ya g'' H\YgY' Zcfa g' cZ]XYbh]m]j Yf] W]h]cb' W]b' VY' Vfc_Yb' Xck b']bhc' h\YY' hmdYg' cZ]XYbh] W]h]cb' dfcl]Yg/ h\ k!ghYd']XYbh] W]h]cbždYfgcbU']bZcfa Uh]cb' UbX V]ca Yf]Vg'

Hk c!ghYd']XYbh] W]h]cb' dfcl]Yg' UfY' h\Y' a cgh Vta a cbž UbX' dYf\Udg' h\Y' a cgh Vfc_Yb' cZ h\Y' a Yh\cXg' W ffYbh]m]b' i gY'' Hk c!ghYd']XYbh] W]h]cb' dfcl]Yg']bj c] Yg'h\Y' i gY' cZ U' i b]ei Y' i gYfbUa Y' UbX' dUggk cfX' h' U' VV'gg' VtbhYbh' UbX' dfc] Y']XYbh]mž like logging in to an email account. What this type cZ j Yf] W]h]cb' XcYg' bch U' Vti bh Zcfž]g' h\U' i gYfg' W]bž UbX' Xcž g\UfY' h\Y]f' i gYfbUa Y' UbX' dUggk cfX' k]h' c'h Yfg' cf' c[]b' h\Ya gY' j Ygž h\Yb' \Uj Y' Ubch Yf' dYfgcb' hU_Y h\Y Y!' YUfb]b[' cb' h\Y]f' VY\U'Z''

b' Ub' UthYa dh' h' Vti bhYf' gca Y' cZ h\Y']ggi Yg' k]h' h\ c!ghYd']XYbh] W]h]cb' dfcl]Ygž gca Y' 'YUfb]b[' a UbU]Ya Ybh' gng]hYa g' c' Yf' h]a Y!gYbg]h]j Y' VtXYg' h\U' h\UfY']b' UXX]h]cb' h' h\Y' i gYfbUa Y' UbX' dUggk cfXž k \]Y' ch Yfg' a UmfYei]fY' U' W'' d\cbY' bi a VYf' VY' attached so that they may send you special access VtXYg' h\U' h\UfY' Z'fYei Ybh]m i dXUthX'' 5'h\ci [\ ' h\Y' Vta d'Yi]hmcZ h\Y' c[]b' dfc W'gg' W]b' a U_Y' dUggk cfX' \UW]b[' a cfY' X] W' h' Zcf' h\]fX!dUfh]Ygž]h' XcYg' bch j Yf] Zm h\Y']XYbh]hmcZ U' i gYf' U' VV'gg]b[' h\Y' Y!' YUfb]b[' VYW]i gY' U' dUggk cfXž i gYfbUa Y' UbX' h' c_Ybg' UfY' YUg]m g\UfY' X' k]h' c'h Yfgž]h' U' gc' XcYg' bch]b[' h']a dfc] Y' a learners motivation to participate in their session as intended.

H\Y' i gY' cZ UXX]h]cbU' dYfgcbU']bZcfa Uh]cb']g'

Ubch Yf' UthYa dh'U' h]XYbh]m]j Yf] W]h]cb'' H\]g' a Yh\cX']g']g]a]Uf' h' c!ghYd']XYbh] W]h]cbž k \]W' fYei]fYg' i gYfg' h' c' i gY' U' i gYfbUa Yž U' dUggVtXYg' UbX']bghYUX' cZ U' h' c_Yb' h\Y' i gYf' a i gh' YbhYf' df]j Uth']bZcfa Uh]cb' gi W' U' g' d' U' W' cZ V]f h\ž a ch Yf' g' a U]XYb' bUa Yž Gc V]U' Insurance Number or driver's license number. The c[]WVY\]bX' h\Y' i gY' cZ h\]g' hmdY' cZ j Yf] W]h]cb']g' that a user's identity is more assured because the



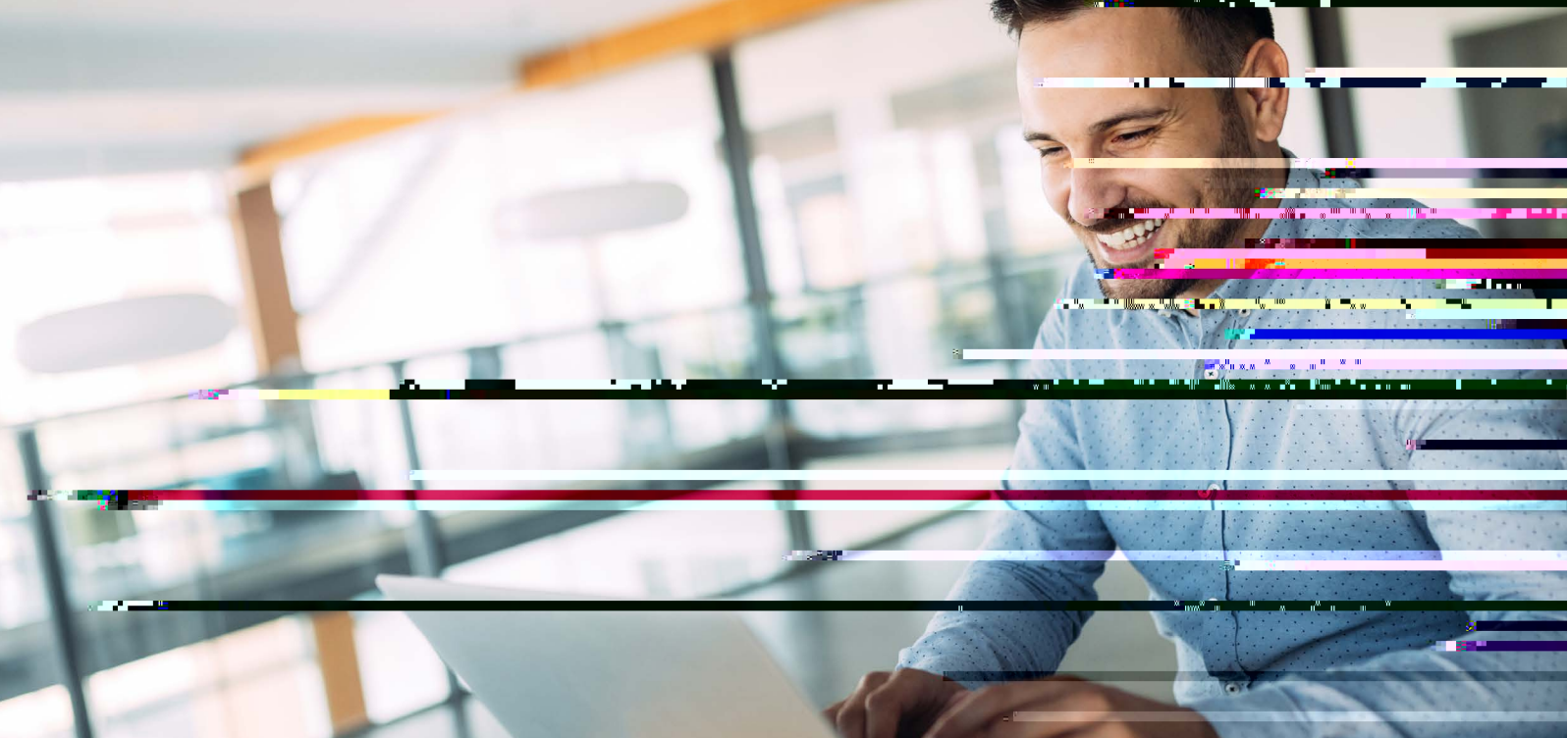


+ PRIVACY AND SECURITY PROTECTED

DYfgcbU` XYHU]g` [U\YfYX` Xi f]b[` gYgg]cbg` UFY` [U\YfYX` i g]b[` &) *!V]h YbV\nd]cbž h\Y` gUa Y` i gYX` Vmia U`cf` bUbVU`]bgh]h h]cbgž hc` _YYd`XUHU`gUZY`UbX`gYV`fY"" bhY[f]mi5Xj cVWHY` U`gc`fYgr]Vg`UWVgg`hc`]hg`Udd`]WH]cb`]Z h\Y`YUfbYf`]g` i g]b[` Ub`]bgYV`fY`k YV`Vfck gYfg`hc`dfchV\h\Y` i gYf`Zca`gYbX]b[`]bZcfa U]cb`cb`]bY`h\U`XcYg`bch`a`YYh`W`ffYbh`XUHU`gYV`f]mi standards.

Hc`a`UbU[Y`df]j U\h`V`bW`fbgž`dfcV`cf]b[`a`YX]U`UbX`]a`U[Yg`cZ`gi`Va`]hYX` [cj`Yfba`Ybh`]XYbh`]WH]cb` UFY` XY`YhYX` UZHYf` sessions are proctored. This means that sessions where the `YUfbYf` \Ug`V`a`d`]YX`k`]h`dUfh]VdU]cb`Yi`dYVU]cbg`cb`mi`U`dcf`fU]h`]a`U[Y`cZ`h\Y`YUfbYf`]g`fYHU]bYX"" K` \YfY`V`a`d`]UbW`k`]h`dUfh]VdU]cb`Yi`dYVU]cbg`UFY` bch`a`Yh`h\Y`a`]b`a`i`a` bi`a`VYf`cZa`YX]U`ZUa`Yg`UFY`U`gc`fYHU]bYX`Ug`Yj`]XYbW`cZ`h\Y` violations and where necessary unnecessary personal details W`bgcfYX`fV`UW`YX`ci`h`h\Y`@YUfb]b[`A`UbU[Ya`Ybh`GmghYa`g`f`A`G`i`g]b[`bhY[f]mi5Xj cVWHY`UFY` [fUbhYX`UWVgg`hc`cb`mi`h\Y` UZcfYa`Ybh]cbYX`]bZcfa`U]cb`Ug`k`Y`Ug`k` \Yh`Yf`U`dUfh]VdU]cb` \Ug`dUggYX`cf`ZU]YX`h\Y`]XYbh]mi`UbX`]bhY[f]mi`j`Yf]]WH]cb` process.

Note: the above summary of how privacy concerns are managed by Integrity Advocate for the protection of the learners, third-party LMS providers, employers and associations is extensively summarized and does not explain how Integrity Advocate's use of 'Privacy by Design' allows it to achieve the highest standard of privacy protection and provide the only General Data Protection Regulation (GDPR) compliant ID and participation SAS application on the market. More information on this aspect can be provided upon request.



+ CASE STUDY: SUNCOR FORT HILLS SITE

They engaged stakeholders within various departments to investigate the issue and potential solutions. The review honed-in on Integrity Advocate and due to the complexity of the issue, a return on investment analysis was conducted. Without Integrity Advocate, the process would have been significantly more complex and time-consuming, potentially leading to a serious legal risk.

In a released video covering the lessons learned from the investigation, the team highlighted the importance of a robust e-learning orientation system. The system was approved in the early stages of the project and was instrumental in ensuring that all personnel received the necessary training. This proactive approach was a key factor in the successful resolution of the issue.

Key findings from the investigation include the need for clear communication and a strong focus on process integrity. The team emphasized the importance of regular updates and transparent reporting. By maintaining a high level of integrity throughout the process, the team was able to resolve the issue efficiently and effectively. The lessons learned will be used to improve future projects and ensure the highest standards of integrity are maintained.

They engaged stakeholders within various departments to investigate the issue and potential solutions. The review honed-in on Integrity Advocate and due to the complexity of the issue, a return on investment analysis was conducted. Without Integrity Advocate, the process would have been significantly more complex and time-consuming, potentially leading to a serious legal risk.

Key findings from the investigation include the need for clear communication and a strong focus on process integrity. The team emphasized the importance of regular updates and transparent reporting. By maintaining a high level of integrity throughout the process, the team was able to resolve the issue efficiently and effectively. The lessons learned will be used to improve future projects and ensure the highest standards of integrity are maintained.



+ CONCLUSION

K]h 'U- \$\$i '[fck h' fUH' g]bW' &\$\$\$ 'ZY! 'YUfb]b[']g\ YfY' hc' ghUm' C f[Ub]nUh]cbg'i h]'n]b['Y! 'YUfb]b['\Uj Y'g\ck b' h' UhY! 'YUfb]b['\Ug' fYXi WX' h' Y'Y' cfhfYei]fYX' Zcf Ya d'cmY' XYj Y'cda Ybhz]a d'fcj YX' dYfgcbbY' fYH'bh]cbz]bWYUgYX' fYj Ybi Y'dYf'Ya d'cmY' Vm&* i z'UbX' d'fcj]XYX' Ub' YI W'gg]j Y'm'Uf[Y'fYh' fb'cb]bj Ygha Ybh' GUX' mZ'cf' cf[Ub]nUh]cbgzh']g'XfUa Uh]Wa' cj Y'hc' Y! 'YUfb]b['Ugc' fYgi 'h'X']b' Ub' i bZcfYgYyb' 'cgg']b' 'YUfb]b[']bh[f]]miZcf' hc'd] Vg' h' UhYI h'YbXYX']bhc' fY[i 'Uhc'fmfYei]fYa Ybth' UbX' f]g_ 'a]h[Uh]cb''

bXi ghfm\ Ugi bXYfghcX' Zcf' U'cb['h]a Y' h' Uh'Ubmi]bX]j]Xi U' Ug_YX' hc' HU_ Y' U'Vei fgy' bYXg'hc' U'hY'bx' h' Y'Vei fgy' UbX' h' Uh'Ubmc'f[Ub]nUh]cb' indicating that an individual took training must actually know that the]bX]j]Xi U' U'Vei U' m'X]X'' h' Y' a' cj Y' Z'ca']bghfi V'cf! YX' hc' cb']bY' \Ug' bch' fYa' cj YX' h']g' YI d'Y'U'h]cb' cf' []j Yb' Ubm'ic[]W' VUg]g' Zcf' k' \mU'ck Yf' standard would be acceptable.

5fY' m'ei 'hfUW]b[z'fYV'fX]b['cf' d'fcj]X]b['dfccZcZhfU]b]b['hc']bX]j]Xi U'g' h' Uh' m'ei 'Xc' bch' _bck' V'a' d' Y'h'X' gdYVW' W'h'fU]b]b['3' Z']bX]j]Xi U'g' bch'd'U'h]V'd'Uh]b[']b' h' Y' f'fU]b]b[']g' U'W'W' d'U'V' Y'zh' Yb' k' \mi '\Uj Y' h' Ya' 'Xc' h' Y' f'fU]b]b['Uh'U' "" g'm'ei f'cf[Ub]nUh]cbg' W' ffYb'ha' Y'h' c'X' cZXY']j Yf]b['Y! 'YUfb]b['a' Y'h' h' Y' Xi Y'X']] Yb' W' h' Y'gh'3

8Yj Y'cdYX' k']h' 'Xi Y'X']] Yb' W' f'Yei]fYa Ybth']b' a']bX'z' bhY[f]]mi 5Xj c'W'h'Y' \Ufb' Ygg' Yg' h' Y' W'd'U'V']h] Yg' c'Z'd'cdi 'Uf' k' YV' V'fck' gYf'g' hc' Y' Y'V'h] Y' m'UbX' Y' V'W'bh'mj Yf]z'm'V'ch' i' gYf']X'Y'bh]m'UbX' d'U'h]V'd'Uh]cb''

1. <https://www.weforum.org/agenda/2016/09/is-online-learning-the-future-of-education/>
(Retrieved 22 December 2016)
2. <http://www.onlinecollege.org/2012/07/23/do-online-students-cheat-more-often/>
(Retrieved 19 December 2016)
3. http://www.leerbeleving.nl/wbts/1/history_of_elearning.html
(Retrieved 5 January 2017)
4. <http://info.shiftelearning.com/blog/bid/301248/15-Facts-and-Stats-That-Reveal-The-Power-Of-eLearning>
(Retrieved on 16 December 2016)
5. <https://www.go2hr.ca/articles/employee-training-worth-investment>
(Retrieved 23 December 2016)
6. <http://www.icmrindia.org/casestudies/catalogue/Human%20Resource%20and%20Organization%20Behavior/HROB030.htm>
(Retrieved 20 December 2016)
7. http://awcbc.org/?page_id=14
(Retrieved 27 December 2016)
8. <https://www.bls.gov/news.release/osh.nr0.htm>
(Retrieved 27 December 2016)
9. <https://www.osha.gov/Publications/OSHA2254.pdf>
(Retrieved 20 December 2016)
10. <http://www.globaltrainingedge.ca/wp-content/uploads/2014/09/Due-diligence-cases-details-Copy.pdf>
(Retrieved 23 October 2016)
11. <https://www.ioshalberta.com/web-proctoring>
(Retrieved 30 December 2016)
12. <https://econsultancy.com/blog/67718-key-trends-in-online-identity-verification-so-everybody-knows-you-re-a-dog/>
(retrieved 10 January 2017)
13. <https://www.visaeurope.com/newsroom/news/generation-z-ready-for-biometric-security-to-replace-passwords>
(retrieved 3 January 2017)
14. <http://www.iotevolutionworld.com/iot/articles/421522-more-than-half-consumers-want-biometrics-instead-passwords.htm>
(Retrieved 21 December 2016)
15. <https://library.educase.edu/~media/files/library/2016/5/eli7133.pdf>
(Retrieved 22 December 2016)
16. <https://explorable.com/hawthorne-effect>
(Retrieved 3 January 2017)
17. <http://forhills.suncor.com/>
(Retrieved 28 December 2016)
18. <https://www.youtube.com/watch?v=HFf0c5O8u0A&index=3&list=WL&t=13s>
(Retrieved 9 January 2017)

