

**PROMOTION RULES**  
**freeteefor.it**

§ 1  
GENERAL PROVISIONS

1. These promotion rules (hereinafter referred to as "the Rules") define the mechanism, scope and terms and conditions of participation in "freeteefor.it" Promotion (hereinafter referred to as "the Promotion").
2. The Organiser of the Promotion is: Luxoft Poland Sp. z o.o. seated in Zabierzów (32-080), ul. Krakowska 280, entered into the District Court for Kraków – Śródmieście in Kraków 11<sup>th</sup> Economic Department of the National Court Register under number 0000359814, NIP (tax identification number) 676-242-31-85, REGON (Polish business registry number) 121272822, hereinafter referred to as "the Organiser".

§2  
PARTICIPANTS IN THE PROMOTION

1. Participants in the Promotion (hereinafter referred to as "the Participants in the Promotion") may come only from two groups:
  - a) Adult individuals residing in the territory of the Republic of Poland, Bulgaria, Ukraine, Romania, United Mexican States, who have IT education and/or professional experience with software specified in the Rules, who fulfilled the terms and conditions defined in detail in these Promotion Rules in the duration of the Promotion defined in § 4,
  - b) The Organiser's employees who in the duration of the Promotion defined in § 4 recommend persons who have IT education and/or professional experience with software specified in the Rules to the Organiser in the way defined in the Rules.

§ 3  
DURATION OF THE PROMOTION

1. The promotion starts at 12:00:01 on 29.10.2015 and ends at 23:59:59 on 31.03.2016.
2. Duration of the Promotion may be prolonged by the Organiser.

§ 4  
MECHANICS OF THE PROMOTION FOR THE ORGANISER'S EMPLOYEES

1. A Participant in the Promotion, who is the Organiser's employee may take part in the Promotion provided that:
  - a) He/she opens the Website in any selected browser,
  - b) He/she selects a T-shirt model and size,
  - c) He/she selects a type of participation in the Promotion – as a Participant who is the Organiser's employee
  - d) He/she completes a recommendation form, providing data concerning the Participant in the Promotion (e-mail with the Organiser's domain) and data on a person recommended to the Organiser for work (e-mail address, name and surname and address of a person recommended to the Organiser for work),
  - e) He/she agrees on processing of her/his personal data for the purpose of this Promotion through a tick in a respective box at the Website,

- f) He/she makes a declaration on consent of the recommended person to provide his/her personal data in the recommendation form through a tick in a respective box at the Website,
  - g) He/she is successfully authorised in the day defined in item 2 below.
2. After the actions described in item 1 letters a)-f) above have been completed, an e-mail will be sent to an e-mail address of a recommended person with a special link. If a recommended person clicks the link sent by the Organiser, he/she will authorise his/her participation in the Promotion.
  3. Successful authorisation (as defined in item 2 above) authorises a Participant in the Promotion, who is the Organiser's employee, to an Award.
  4. The recommendation and its authorisation should take place in the duration of the Promotion defined in § 4 of the Rules.
  5. Incomplete applications and/or applications that are not sent and/or authorised in the duration of the Promotion or application that do not meet the requirements defined in the Promotion Rules shall not participate in the Promotion.
  6. A Participant in the Promotion may take part in the Promotion 10 times and receive not more than 1 award defined in § 7 in compliance with the rules defined in the Promotion Rules, provided that every application refers to a different person and meets the requirements for participation in the Promotion, and the Organiser confirms that at least one application shall be successfully verified.

## § 5

### MECHANICS OF THE PROMOTION FOR PERSONS WHO ARE NOT THE ORGANISER'S EMPLOYEES

1. A Participant in the Promotion, who is not the Organiser's employee may take part in the Promotion provided that:
  - a) He/she opens the Website in any selected browser,
  - b) He/she selects a T-shirt model and size,
  - c) He/she selects a type of participation in the Promotion – as a Participant who is not the Organiser's employee
  - d) He/she is authorised by means of a login possessed by a Participant in the Promotion who is not the Organiser's employee in one of the social networks (that is Facebook, LinkedIn, Twitter, Google+). The Organiser prefers authorisation by means of LinkedIn's login.
  - e) Consent on personal data processing for the purpose of this Promotion through a tick in a respective box at the Website,
  - f) Selection of one out of five programmes, about which a Participant wants to solve a quiz, that is ORACLE, .Net, java, QA, C++.
  - g) Correct solution of the four out of five Quiz questions on the programming language selected in the time limit of 5 minutes (every Quiz consists of 5 closed-ended questions. Only one answer is correct out of four),
  - h) Completion of an application form and provision of: name and surname, e-mail address, phone number, selection of a T-shirt type and size, attaching (uploading) a Curriculum vitae of a Participant in the Promotion who is not the Organiser's employee or adding a link to the CV profile on LinkedIn social network profile.
  - i) Consent for processing of his/her personal data for the purpose of this Promotion through a tick in a respective box at the Website,
2. After a Participant in the Promotion who is not the Organiser's employee completes all activities described in item 1 above, within 72 hours from their completion, it will verify the data provided and inform the Participant in the Promotion who is not the Organiser's employee on the result of such verification.

3. All the activities described in item 1 above should be completed by the Participant in the Promotion who is not the Organiser's employee in the duration of the Promotion defined in § 4 of the Rules.
4. Incomplete applications and/or applications that are not sent and/or authorised in the duration of the Promotion or applications that do not meet the requirements defined in the Promotion Rules shall not participate in the Promotion.
5. A Participant in the Promotion who is not the Organiser's employee may take part in the Promotion only twice.

§ 6  
AWARDS

1. The Organiser offers a guaranteed awards to the Participants in the Promotion in form of a T- shirt with designer print of the gross value of EUR 25.00 each.
2. The number of awards in the Promotion is limited and amounts altogether to 5,000 of awards defined in item 1 above. This pool of 5,000 T-shirts consists of 10- different types of T-shirts (10 different designs of print) of the sizes selected by the Participants in the Promotion.
3. The awards will be handed out in the period from 2.05.2015 to 30.04.2016 or depending on their availability.
4. An award will be handed out after the Participant in the Promotion has been verified to fulfil the conditions specified in these Rules and common legal provisions.
5. An award will be sent by courier to the address specified by the Participant in the Promotion, within the period of:
  - a) 28 days from the day of authorisation referred to in § 5 item 2 of these Rules in case of Participants who are the Organiser's Employees) or
  - b) 28 days from receipt of the day of information referred to in § 6 item 2 of these Rules (in case of Participants who are the Organiser's Employees). After verification, the Organiser shall send awards to the address given by the Participant in the application for the Promotion.
6. Participants in the Promotion may not exchange awards for other awards or for their equivalent in cash.

§ 7  
PROMOTION COMMISSION

1. The correctness of the Promotion will be supervised by the Commission consisting of representatives appointed by the Organiser.
2. Decisions of the Commission are final, but a Participant shall have the right to legal protection defined by the legal provisions and provisions of § 13 item 3 of the Promotion Rules.

§ 8  
NOTIFICATION ON RESULTS OF THE PROMOTION

Every Promotion laureates who agreed on their personal data processing and applied in compliance with the Promotion Rules shall receive e-mail information on an award to the e-mail address specified in the promotion.

§ 9  
PERSONAL DATA

1. Being the administrator of personal data of the Participants in the Promotion, the Organiser declares that personal data of the Participants in the Promotion will be processed for the purpose of accomplishment of this Promotion.

2. Personal data are processed on the basis of article 23 item 1 point 1 of the Act on Personal Data Protection of 29 August 1997 /Journal of Laws of 2002 no 101 item 926 as amended/”
3. Moreover, being the administrator of personal data of the Participants in the Promotion, the Organiser declares that in case of Participants other than the Organiser’s Employees, personal data included in delivered CVs are to be processed for recruitment purposes.
4. A Participant in the Promotion shall agree on processing of their personal data for the purpose of the Promotion, and in case of Participants other than the Organiser’s Employees – for recruitment purposes, as well.
5. Every Participant has the right to review and correct their personal data.
6. Any data about Participants that have been obtained in relation to the Promotion shall not be used for other purposes than related to the Promotion, and in case of Participants other than the Organiser’s Employees – for recruitment purposes, as well.
7. Personal data of Participants in the Promotion will be used ad hoc and processed for the purpose of the Promotion only, including to hand out the Awards.
8. Personal data of Participants in the Promotion include:
  - a) In case of a Participant in the Promotion who is the Organiser’s Employee: e-mail address from the Organiser’s domain, name, surname, address of residence;
  - b) In case of a Participant in the Promotion other than the Organiser’s Employees: e-mail address, name, surname, address of residence, phone number, login in social networking media (Facebook, LinkedIn, Twitter, Google+).

#### § 10 COMPLAINT PROCEDURE

1. Participants in the Promotion have the right to initiate the complaint procedure.
2. Complaints about the course of the Promotion, and in particular issuance of Awards, shall be sent to: [contact@freeteefer.it](mailto:contact@freeteefer.it)
3. Complaints may be submitted in the period of the promotion and after its completion, but not later than within 30 days from the date of an event that serves as the reasons of a complaint.
4. A notification of a complaint should contain the reason and description of a complaint and presentation of a demand.
5. The Promotion Commission shall examine Participants’ complaints in compliance with these Promotion rules and applicable legal provisions.
6. Complaints shall be examined by the Promotion Commission immediately, but not later than within 14 days from their receipt.
7. A decision of the Promotion Commission about a complaint shall be final but it shall not limit the right to use legal protection means as defined in the legal provisions and provisions of § 13 item 3 of the Promotion Principles.

#### § 11 INFORMATION ON PROMOTION

1. Information on the Promotion and these Promotion Rules may be reviewed in the Organiser’s registered seat and at website [www.freeteefer.it](http://www.freeteefer.it);
2. Current information on the course of the Promotion may be published during the Promotion in the Organiser’s seat and at website [www.freeteefer.it](http://www.freeteefer.it).

§ 12  
FINAL PROVISIONS

1. Issues that are not regulated with these Promotion Rules shall be governed by the provisions of the Polish law.

The contents of these Promotion Rules are available in the Organiser's registered office, as well as the website [www.freeteefor.it](http://www.freeteefor.it) in the Promotion bookmark.

2. All disputes related to the Promotion shall be solved by a common court of law, whose competence results from applicable legal provisions.