

RULES OF THE „AN IDEAL IT EMPLOYER” SURVEY

I. GENERAL RULES

1. The survey is organized by the HRM Institute company, based in Kraków 30-312, Twardowskiego 86j Street, NIP 679-171-05-10, hereinafter referred to as the Organizer.
2. Conditions for participation in the survey, are regulated by law and by hereby presented statute.
3. Participation of the Participant in the survey means acceptance of the statute.
4. The survey is conducted from 28 December 2021 to 28 January 2022.
5. The Organizer may prolong or shorten duration of the survey.

II. STUDY PARTICIPATION

1. A participant is required to be of age, at full legal capacity, to work in the IT sector and to be living in Poland.
2. The survey is available under this link: <https://hrminstitute.limesurvey.net/>.
3. All the questions in the survey are an integral part of the survey.
4. Participation in the survey is free of charge.
5. Each participant may complete only one questionnaire.
6. The data acquired is confidential, collected information are only going to be used to prepare a study report.

III. AWARDS

1. There is 50 material prizes in the survey - anti-theft backpacks.
2. Prizes will be given to first fifty people, who complete the requirements:
 - Participating in the survey „An Ideal IT Employer” and filling it out to the end.
 - Completing the final task and voluntarily transferring personal data in a separate form (name, e-mail and telephone number).
 - Having a 5-10 minute conversation with a HRM Institute interviewer.
3. The Participant does not have the right to exchange prizes for cash or transfer the right to the prize to a third party.
4. The condition for receiving the prize is sending within 3 working days from the conversation to the organizer's e-mail address the data for shipping.
5. The prizes will be sent by post, courier or to a parcel locker.

6. The Organizer is not responsible for the inability to deliver a reward, if it was caused by the Winner transferring improper personal data, an undisclosed change of domicile, or by not picking up delivered package in time. In those scenarios, the former mentioned prize is gone, with the benefit of the Organizer.
7. The Organizer reserves themselves the right to publish the names of the winners on the internet.
8. The organizer will award an additional cash prize from which the income tax on the prize will be deducted.

IV. PERSONAL DATA SECURITY

1. Participation in the survey does not require any personal data.
2. If a participant wants to win a prize, personal will be processed as described in a form, connected to the marked option.
3. The administrator of personal data is the company HRM Institute
4. Personal Data Inspector contact info: iod@hrminstitute.pl.
5. The basis for personal data processing is voluntary agreement given, when a participant checks a specific box in the form. If agreement relates only to the contest, it will apply up until it's over and the time for complaints about its results runs out. If agreement refers to the newsletter, it stays active until it is taken back.
6. Participants have the right to control their personal data, including the right to correct and remove them from Organizer's database, as well as the right to request the transfer of data to another entity.

V. ADDITIONAL INFORMATION

1. In cases left unregulated by the statute, the provisions of Polish law shall apply.
2. The Organizer has a right to change the statute at any time, without giving any reason, if it does not affect the acquired rights of the Participants.
3. The statute is available online, under this link: https://hrminstitute.pl/wp-content/uploads/2021/12/Regulations_An_Ideal_IT_Employers.pdf.
4. Any uncertainties arising during the time of the survey are corrected by the Organizer.

The Regulations are valid from December 28, 2021.