

1. Introduction

1.1. The purpose of these Rules and Regulations is the Call for Talent "Reggio Hub 2024" (hereinafter referred to as the "Initiative") organised by the Municipality of Reggio Emilia (hereinafter referred to as the "Organiser") with the support of Fondazione REI (hereinafter jointly referred to as the "Organisers"). The Initiative aims at attracting talents from all over Italy and Europe, in order to increase the flow of key resources towards the Reggio Emilia area and to foster the meeting between undergraduates, graduates and companies established in the territory.

1.2. For the purposes of these Rules and Regulations, "Participating Companies" are defined as the organisations co-funding the Initiative, which will participate by providing innovation challenges, the subject of the initiative.

1.3. For the purposes of these Rules and Regulations, "Applicants" are defined as all the natural persons who submit an application to participate (hereinafter "Application") and who meet the requirements set out in the paragraph "Addressees".

1.4. Applicants are assessed through a selection process, the terms and conditions of which are described in these Rules.

1.5. Participation in the Initiative is free of charge. Applicants who are selected to participate in the Initiative (hereinafter "Participants") shall be required to sign a Letter of Commitment to Participate, which commits them to effective participation in all activities planned as part of the Initiative.

1.6. The Organizer will bear:

- a. Accommodation expenses during the two nights stay in Reggio Emilia during the final event to be held in November. It is specified that the accommodation, for organizational reasons, could be in a single or double room, depending on availability. Participants are therefore asked to be willing to possibly share a double room for the entire period of the initiative.
- b. Some experiences to discover the territory of Reggio Emilia

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1.7. Expenses to be borne by participants include:

- a. Transportation expenses to reach Reggio Emilia
- b. The costs of food
- c. All other expenses, if any, not expressly specified as covered by the organization in Art. 1.6

1.8. During the Innovation Residency, Participants will be organized into teams to respond to business challenges launched by the Initiative's Partner Companies. The teams, will be created by the Organizer on the basis of affinity of the proposed ideas and complementarity of the skills of the members, in order to make the challenge as fair and competitive as possible.

Teams will participate in the development of ideas, insights, reflections and design proposals useful in solving the innovation challenge proposed by the Participating Company, starting from the ideas proposed in the application phase by the Participants themselves. The set of such ideas, insights, reflections and design proposals constitutes the "Concept" of which the Participants belonging to the same Participating Team are equally authors.

2. Recipients

2.1. Participation in the Initiative is open to individuals with no age limitations, possessing Italian or foreign citizenship who are in one of the following conditions:

- a. Students enrolled in the final year of Bachelor's Degree, Master's Degree, Single-Cycle Master's Degree or equivalent of any discipline from Italian or foreign universities.
- b. Graduates and professionals who have completed a Bachelor's Degree, Master's Degree, Single-Cycle Master's Degree or equivalent from any discipline of Italian or foreign universities.

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2.2 Up to 30 places are available under this Initiative.

3. Application Process

3.1. Under penalty of ineligibility, individuals interested in participating in the Initiative must submit an online application ("Application") through the procedure accessible from the <https://reggiohub.it/en/talent-roadshow-en/> website (by clicking on the "Apply" button) and following the instructions therein (filling out the Application form and uploading attachments).

3.2. Within the Initiative, each Applicant may apply by expressing interest in only one of the available challenges.

3.3. Only those Applications containing all the documentation indicated as mandatory within the aforementioned online computer procedure and received no later than the due date 30/10/2024 at 23.59, unless the extension of the deadline, will be considered valid.

3.4. In line with the competitive nature of the Initiative, the Applications submitted by each Applicant will be evaluated by a panel of delegates appointed by the Organizer (hereafter referred to as "Evaluators"), who will carry out both the verification of the requirements and the qualitative evaluation of the submitted applications, in order to draw up a merit ranking.

3.5. The application deadline is 30/10/2024 at 23.59 CET, unless the call is modified or extended.

4. Evaluation criteria and selection process

4.1. The selection process involves 1 step and the awarding of a final score of maximum 100 points.

Evaluation criteria:

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- a. Curriculum vitae, academic qualifications, background-affinity with the specifics of the member companies and innovation challenges (max 40 points)
- b. Consistency of the proposed solution for solving the challenge (max 40 points).
- c. Feasibility, originality, scalability and market potential of the proposed idea (max 20 points).

4.2. In the event that there is not a sufficient number of Candidates evaluated as suitable by the Evaluators, all available places will not be allocated.

4.3. The judgment of the Board of Evaluators is final.

5. Timetable of the initiative and execution

5.1. The Initiative consists of the three phases briefly described below, the timetable for which is available on the <https://reggiohub.it/en/talent-roadshow-en/> website.

a. Phase 1 "Call For Talents"

As of August 9th 2024, it is possible to submit the Application to apply for the Initiative, with the deadline for application submission set on October 30th 2024 hours 23.59 CET, unless modified or extended, through the computer procedure accessible from the website <https://reggiohub.it/en/talent-roadshow-en/>

b. Phase 2 "Selection"

Applicants' Applications will be evaluated on the basis of resumes, academic qualifications and the idea of solving the proposed challenge.

c. Phase 3 "Innovation Challenge"

In November 2024, Participants will spend 2 days of full immersion in Reggio Emilia, working in teams to further develop the solution in response to the challenge for which they applied and were selected.

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Activities to discover and connect with the local area are also planned throughout the initiative.

As part of the Innovation Challenge, the teams will compete for a prize of €3,000 offered by the partner companies.

5.2 The Organizers and the Companies participating in the Initiative, even disjunctly with each other, reserve the right, at their discretion, to recognize one or more Applicants the opportunity to be evaluated for access to other existing or upcoming initiatives.

5.3. The Organizer reserves the right to vary the number of Participants at its sole discretion.

6. Final Ranking

6.1. The ranking list will be published starting from October 31st 2024, unless modified or extended on the <https://reggiohub.it/en/talent-roadshow-en/> website. Notification will be given to the selected Candidates through an e-mail message to the account communicated during the Application. Applicants must confirm their acceptance by November 4th, 2024 at 1:00 pm CET, otherwise the ranking will be slipped and, by the same date, they must sign the Letter of Commitment to Participate, a facsimile of which is attached at the end of these regulations. Any reserves will be contacted as of November 4th, 2024. In the event that an Eligible Candidate declines to participate in the Initiative, they will be replaced by scrolling down the merit list based on their subject area. Please also pay attention to the messages in the "junk/spam" folder.

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7. Limitation of responsibility

7.1. The organisers shall in no way be liable for any technical, hardware or software malfunctions, interruptions in network connections, failed, incorrect, inaccurate, incomplete, illegible, damaged, lost, delayed, misdirected or intercepted user registrations, or for Participants' registrations that, for any reason whatsoever, were not received, electronic or other communications that were delayed, or for any other technical problems related to the registration and uploading of content in the context of this Initiative. Applicants shall therefore not be able to make any claim for compensation or damages for any reason whatsoever in relation to the aforementioned events. The Organisers and the Participating Companies are also exonerated from any liability for any damage to things and/or persons that may be caused, directly or indirectly, by the participants or by any "external spectators" in the course of the various phases of the Initiative. This exemption from liability also applies to accidental damage caused to oneself.

8. Intellectual Property

8.1. The Parties acknowledge that, due to the nature of the activities carried out under these Rules and Regulations, the Initiative in question is not aimed at creating new industrial or intellectual property rights and does not expect results that may constitute the object of exclusivity under current national, EU and international intellectual and industrial property laws, known as "Foreground".

8.2 In the event of this happening, participants will retain intellectual property rights to the proposed ideas, with the possibility of entering into licensing or collaboration agreements with sponsoring companies for the development and implementation of the proposed solutions.

8.3. Any pre-existing industrial or intellectual property rights, called "Background", represented by the knowledge, data and information having the characteristics of protection envisaged by the national laws in force, will remain in the possession of the owner party. The actual admissibility of project ideas and proposals involving the use of the Background in the context of the activities covered by these Rules and

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Regulations will be subject to the approval of the member companies with whom the conditions for any subsequent access to said Background will also be discussed. For this reason, each Applicant is invited as of now to declare any type of Background possessed at the time of the Application.

9. Duties of winners

9.1. Successful applicants must:

- a. communicate their acceptance to participate in the Initiative by November 4th 2024 at 1:00 p.m. CET;
- b. sign the Letter of Commitment to Participate committing to effective participation in all activities scheduled as part of the Initiative, a facsimile of which is attached at the end of these regulations, by November 4th 2024 at 1:00 p.m.CET;
- c. carry out the Initiative in accordance with the specified contents and commitments provided by the Organizers;

9.2. These activities are part of the Initiative and failure to carry them out will be interpreted as Participant's failure to complete the Initiative.

9.3. Should one or more Participant(s) withdraw from the Initiative before the end, the Participant(s) will be required to repay the costs of food and lodging incurred on their behalf by the Organizer in the manner that will be indicated. This Article 9.3 does not apply in case of withdrawal due to proven force majeure.

10. Personal Data Processing

10.1. Personal data provided by the Applicant in the context of participation in the Initiative will be processed by Fondazione REI and partner companies, designated by the Municipality of Reggio Emilia as Data Processors pursuant to Art.28 of EU Regulation 679/2016 until the expiration of this contract and in the manner described below.

Municipality of Reggio Emilia, as data controller in accordance with EU Regulation 679/2016 ("GDPR") and the privacy policy available at the following website

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<https://reggiohub.it/en/talent-roadshow-en/>, which is an integral part of these Regulations.

11. General Conditions

11.1. The Organizer reserves the right to cancel, modify or suspend, in whole or in part and at any time, the Initiative, as well as any of its contents, aspects or selective criteria, or to select a smaller number of Participants than initially planned, at its sole discretion upon notice of the changes on the Initiative website.

11.2 The Organizers reserve the right, at their sole discretion, to disqualify any Applicant and/or Participant who:

- a. attempts to tamper with the entry process or the operation of the Initiative;
- b. acts in violation of these Rules;
- c. behaves inappropriately, unsportsmanlike, and contrary to the best interest of the peaceful and proper conduct of the Initiative.

11.3 In the full spirit of the initiative, whose goal is to attract talent to the Reggio Emilia area and its businesses, the latter will be able to consider the inclusion of Participants in their organizations.

13. Truthfulness of informations

13.1. Applicants and Participants warrant that all information, data and, more generally, any other material provided to the Organizers in the Application and/or at any other stage of the Initiative, is accurate, correct, true and complete. Applicants and Participants therefore assume full and sole responsibility for any breach of the aforementioned statement.

14. Effectiveness

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14.1 The obligations contained in the Regulations shall be effective from the time of submission of the Application and shall remain in effect until the end of the Initiative.

For any additional information and questions please write to techup@dd-re.it

Letter of commitment (fac-simile)

Object: Commitment to participate to the initiative “Call for Talent - Reggio Hub 2024”

With this letter, I, the undersigned,

born on the _____ in _____ Region
_____, Province _____

Tax code _____, resident in

_____ zip code _____ declares to have read
and

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understood the purposes, terms and conditions of the "Call for Talent - Reggio Hub 2024" Initiative, organized by REI Foundation and the Municipality of Reggio Emilia and represented at the web address <https://reggiohub.it/en/talent-roadshow-en/> and by the Rules and Regulations found at the aforementioned web address and provided in conjunction with this letter.

Specifically, signing this Letter, the writer commits to:

1. take part in all activities that are part of the Initiative, the main ones of which are summarized in the table below:

Date	Location	Activity
November 22-23th	Reggio Emilia	Innovation Challenge

2. respect other Participants and not implement actions to impede the project development of any other Participating Team;
3. not use expressions that incite violence, discrimination, obscenity and/or defamation;
4. avoid content that is offensive, defamatory, vulgar, violates privacy, is contrary to applicable law, is advertising, political, ideological or religious in nature;
5. not to infringe copyrights, trademarks or other reserved rights. In particular, any idea, project or part thereof submitted as part of the event must be original and not infringe in any way, in whole or in part, on the intellectual property rights of third parties: to this end, each Participant agrees to hold the Organizer harmless from any and all liability, liabilities, claims for damages and/or compensation that may be made by third parties in this regard;
6. under penalty of disqualification, not to use creative, ideational and design contributions from third parties not registered for the event;
7. take care of personal belongings and equipment and premises made available by the Organizers. The Organizers are not responsible in case of theft, loss, damage to Participants' equipment and/or personal belongings;
8. strictly adhere to the safety and conduct rules provided and any directions given by the Organizers in order to ensure the safety and security of all Participants;

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9. safeguard their own data and/or software stored in their computer equipment against any attack;
10. indemnify and hold the Organizers harmless from any claim, including for damages, that may be made, for any reason, in connection with the project;
11. indemnify and hold harmless the Organizers from any claim, including for damages, related to the malfunctioning of the Internet connection made available to the Participants;
12. assume all responsibility for access to and use of the Internet connection made available by the Organizers;
13. assume all responsibility for the presence on their electronic devices of any proprietary software not properly licensed for its use.

The Organizers, at their sole discretion, reserve the right to disqualify and exclude from the Initiative any Participant and/or Participating Team who does not comply with the provisions of the regulations and in this letter and those who, with fraudulent or impermissible maneuvers, hinder and/or attempt to alter the proper functioning of the Initiative and, in any case, jeopardize the successful outcome of the entire event. Except in cases of proven force majeure, in the event of early withdrawal from the Initiative and/or non-participation in all the activities envisaged in point 1 of this letter, the Participant will be charged according to the principle of proportionality and reasonableness the relevant share of expenses incurred by the Organizer at the Organizer's sole discretion and in any case within the maximum threshold of 500.00 (five hundred/00) euros.

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Place and Date

Signature for full acceptance

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Supported by



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born on the _____ in _____ Region
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Tax code _____, resident in

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