

REGULATION OF THE “ everis BLOCKCHAIN CHALLENGE” PROMOTED BY THE PORTUGUESE BLOCKCHAIN ALLIANCE AND EVERIS PORTUGAL

I. Definition

1. The **everis Blockchain Challenge** is an initiative created by everis Portugal, S.A. (everis) and ALL2BC – The Association of the Portuguese Blockchain Alliance, duly framed in the action plan established by the association aiming to promote the development of innovative solutions based on Blockchain technology
2. Everis will be the sponsor of this challenge, ALL2BC will be in charge of organization, launching, curation, development, and logistics of the challenge
3. The **everis Blockchain Challenge** is based on the following challenge: **How can Blockchain Tehcnology be used on Human Resources process on a company?** Through this challenge, is aimed to automate the recruiting process on Human Resources department reality, ensuring that degrees and taken courses presented on curriculum are legitimate, the contract signature between employee and employer is automated through digital signature and that the insurance agreement between employee and employer is done instantly.

II. Objective of the Challenge

1. The everis Blockchain Challenge aims to:
 - a) Authenticate the information of curriculum by training entities;
 - b) Automate the process of agreement and relation with external entities in the contracting process (eg, Insurance, Health Insurance, Food Coupons);
 - c) Track the curriculum information throughout people life cycle
 - d) Promote contracts signatures by employee and employer, by digital key, making the access to copies instantly available to both parties.

The platform should ensure to be in compliance with GDPR, data security and also contribute to the decrease of the use of paper during the contracting processes.

III. Participants Categories

1. The **everis Blockchain Challenge** addresses two categories of participants:
 - a) Startups;
 - b) Universities.

The participants should always apply in groups of 2 to 8 people regardless of the category of the participant (companies, startups or universities). Groups can be composed of a set of partner entities as long as they belong to the same macro

category: Public or Private (example: either a group composed of students from several universities or a group composed of two companies with complementary skills).

IV. Application and Requirements

The participants of the **everis Blockchain Challenge** must submit their application through ALL2BC's website (<https://all2bc.com/en/>), completing all the mandatory fields below:

- a) Name of the group;
- b) Number of members of the group;
- c) Full name of the participants;
- d) Age of participants;
- e) Email of the participants;
- f) Occupation and / or position of the participants;
- g) Employer or university of the participants;
- h) Challenge selection;
- i) Short clarification on the choice of the challenge;
- j) If the desired challenge contemplates this option, the preferred Sandbox should be indicated.

For any further question or additional information about the application process, please reach us via e-mail at info@all2bc.com.

V. Phases and Process of Selection of the Challenge

1. The **2019 everis Blockchain Challenge** consists of three phases:

- I. **Evaluation** of the proposed solution. The first phase (**Evaluation**) focuses on analyzing the validity of the application and the concept of the presented solution. This evaluation is made by ALL2BC in a spirit of mentoring. A single document limited to 7 pages in the main body should be submitted. Annexes could be appended to this document which can be in unlimited number and must not exceed 50 pages. The content of the document should include at least the following mandatory topics:
 - Solution's executive summary;
 - Approach used to respond the selected Challenge;
 - Solution's development process;
 - Final Concept;
 - Benefits;
 - Attachments.
- II. Solution **Mentoring**. After the confirmation of the Evaluation, the application is submitted for a validation by ALL2BC, which includes a second mentoring process. This phase focuses on analyzing the solution demonstration on a sanitized data platform. In this phase, two documents must be submitted:

- A document (with a maximum of 7 pages, and unlimited number of attachments, which should not exceed 50 pages) with at least the following mandatory topics:
 - Executive summary;
 - Approach to the chosen Challenge;
 - Final Solution;
 - Merit and Evolution of the Solution;
 - Applicability Potential;
 - Benefits;
 - Attachments;
- A document with a maximum of 20 slides that should be the presentation to be used before the selection jury.

- I. **Selection** of the finalist solution(s). Finally, the participants must make a presentation and demonstration of the solution before the selection jury. The presentation cannot exceed 20 minutes. After this period, the selection jury will have a maximum of 30 minutes to make questions to the competitors.

VI. Deadlines and Formats of Selection Phases

Phase I: Evaluation

1. Entries will start on March 15th 2019 and close at 11:59pm on April 15th 2019. In this period the registration form in this Challenge will be open;
2. All documents must be sent in PDF format and with a maximum of 5 Mb;
3. In partnership, everis and ALL2BC will evaluate the applications received on April 30th 2019, the competing teams will be informed via email of the evaluation and their continuity in the initiative; On the next day, the projects will be announced on the initiative's website and in a press release.

Phase II: Mentoring

1. Until 11:59 pm on May 15th 2019, participants must submit the documents corresponding to the second phase of the challenge on the initiative's website;
2. All documents must be sent in PDF format with a maximum of 5 Mb;
3. In partnership, everis and ALL2BC will evaluate the applications received on May 16th and 23rd 2019;
4. Until 11:59 pm on May 23rd 2019, the competing teams will be informed via email of the evaluation and their continuity in the initiative; On the next day, the projects will be announced on the initiative's website and in a press release.

Phase III: Selection

1. The presentations before the selection jury will take place between May 27th and 31st 2019 at a time and place to be designated;
2. Participants will be informed of the time period and the date and place of their presentation until May 23rd 2019;
3. The order of the presentations will be established randomly;
1. Following the presentations, the jury will evaluate the solutions presented and deliberate on which will be considered finalists. By 11:59 pm on June 14TH 2019, participants will be informed of the jury's decision via email. On the next day, the finalist projects will be announced on the initiative's website and in a press release. The finalist projects will be entitled to present the proposed solution at a conference to be held in 2019 organized by ALL2BC.

Videos or photographs are accepted only if contextualized in the submitted document(s). The videos must be on YouTube in Unlisted format and with a maximum duration of 2 minutes. Photographs must be in JPEG format and have no more than 1 Mb.

Only documents submitted through the initiative's website or via info@all2bc.com will be counted

VII. Criteria of Analysis and Evaluation

The projects will be evaluated according to the following criteria:

Phase I

- Concept (40%)
- Impact on the sector (40%)
- Feasibility (20%)

Phase II

- Impact on the sector (25%)
- Innovation (25%)
- Applicability to the market (20%)
- Feasibility (20%)
- Scalability (10%)

Phase III

- Innovation (25%)
- Impact on the sector (20%)
- Applicability to the market (20%)
- Feasibility (15%)
- Scalability (10%)
- Presentation (10%)

VIII. Selection Jury



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1. The evaluation of the concept and demonstration is up to the Selection Jury.
2. The Selection Jury will be composed of a representative from ALL2BC, and, at least, two more members to be designated.
3. The decision of the Selection Jury is final and cannot be appealed.

IX. Rewards

1. Some rewards might be delivered to the best projects by the entity that promotes the challenge.
2. The rewards may include the following possibilities:
 - Communication with the media and the Alliance partners;
 - Internships at the Alliance partners;
 - Mentoring hours with CEOs of the Alliance partners;

X. Personal Data Protection

1. For the purposes of the legislation on Protection of Personal Data, it is advised that personal data provided by the participants of this Challenge will be processed by everis and by ALL2BC – Associação da Aliança Portuguesa de Blockchain, as Manager for Treatment.

2. The treatment of personal data of the participants by ALL2BC aims to (i) manage their participation in the challenge, (ii) to reward the participants with the best projects and (iii) to be compliant with legal obligations.

The processing of personal data for purposes (i) and (ii) is carried out based on the need to perform this challenge, in which the competitors participate voluntarily, and the non-provision of personal data makes it impossible for the competitor to participate in the challenge.

The processing of the data for the purpose (iii) is a legal obligation and is carried out based on its necessity for the fulfillment of legal obligations to which ALL2BC is subject.

3. Personal data processed for purposes (i), (ii) and (iii) shall be retained for the duration of the challenge and, in addition, for the period of time strictly necessary for the fulfillment of legal obligations.

4. everis and ALL2BC may contract third parties to provide logistical support or other administrative support (for example, parties that provide information technology). These parties may have access to personal data to the extent necessary to provide such services.



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5. The everis and ALL2BC, as responsible for the treatment, ensures the strict compliance with the confidentiality rules regarding the data made available by the participants.

6. The foregoing does not prevent the data subject from exercising his rights of access, rectification, deletion, limitation and opposition to the data treatment by sending an email to info@all2bc.com or by letter to the following address: ALL2BC – Associação da Aliança Portuguesa de Blockchain - Avenida Luís Bivar, 73 - 5º D - 1050-142 Lisboa, proving its identity through its identification document or other suitable means of proof.

7. The data subject has the right to make a complaint to the personal data protection control authority (Comissão Nacional de Proteção de Dados – CNPD).

XI. Rights of personality

1. The participants hereby authorize ALL2BC to use their name and image in the context of their participation in the Challenge, through any means of reproduction, both electronic (Internet and similar) and non-electronic (in paper, photographs and others) for the maximum duration allowed by law.

2. The participants authorize the organizing entity ALL2BC and partners to develop audiovisual contents on the participants during the extent of the challenge and for the final conference. All audiovisual contents (photography and video) produced is owned by the organizing entity ALL2BC.

3. The use and publication of the images and data of the interested party as a winner as set forth in these Regulation, neither generates nor grants repayment, payment of compensation or economic rights of any kind to the winner.

XII. Intellectual property

The ownership of intellectual property rights will, if development and contributions to the proposed solution justify it, be defined by an agreement to be celebrated by both parties concerning the sharing of ownership and the benefits of its commercial exploitation.