

Terms and conditions of the contest *What is Bizkaia Talent for you?*

1. The association in support of the mobility of people qualified in innovation and knowledge, Bizkaia Talent, with registered office in Parque Tecnológico de Bizkaia, C/ Laga Bidea, edificio 804, modulo 300, CP 48160, Derio, Bizkaia, and Tax ID no. G95326583, has organized the contest "*What's Bizkaia Talent for you?*" so as to know the view of its users with regard to the Association's activity as well as the impact it has on said users.
2. In order to participate, contestants must be registered in [Bizkaia Talent's website](#).
3. The entry submission period will be open from 12 December 2018 to 15 January 2019.
4. The contest will involve sending, through the [platform which has been established for that purpose](#), a short text which, in the form of a metaphor, story, picture, etc., sets out what Bizkaia Talent represents for the contestants (highly-qualified professionals or organizations).
5. The contest will have two winner modes: a highly-qualified professional and/or an organization. In both cases they must be registered in [Bizkaia Talent's](#) database in order to be able to participate in the contest and therefore be eligible for the prize.
 - a. The winning highly-qualified professional will obtain a voucher of €300.00, at most, aimed at (online or onsite) training to be taken in the 12 months immediately after the time when Bizkaia Talent notifies that he/she has won, on producing the registration form as well as the appropriate proof of payment.
 - b. The winning organization will have a report published showing, amongst other things, their talent management practices and measures. This report will be carried out and defined in the terms and conditions which Bizkaia Talent may determine, and will be disseminated at Bizkaia Talent's website as well as one of its monthly newsletters with more than 11,000 subscribers.
6. Only one entry per contestant, either a highly-qualified professional or an organization's representative, will be admitted.
7. The winners will be decided by 1 February 2019. Bizkaia Talent will contact them by email so as to inform them about their having won.
8. If one week elapses from the time the winners are notified via email and none of them has contacted Bizkaia Talent to manage the award, it will be understood that it is null and void.
9. Bizkaia Talent may disclose the identity of the winners in their website or in any other accounts in social networks and other media.
10. Personal data protection: the contestants, as well as Bizkaia Talent, undertake to take the legally established protection measures so as to guarantee the privacy of the personal data which may be dealt with as a consequence of the activities established in the terms and conditions of this award.
11. Bizkaia Talent reserves the right to extend or cancel this contest.
12. Bizkaia Talent reserves the right to declare the contest null and void if the contributions of the contestants do not reach the minimum level requested by the Association
13. The award will be cancelled, in any case, if the participant did not fulfill the requirements established herein at the time when the prize was awarded or a condition or requirement has appeared which would have turned him/her ineligible.
14. Bizkaia Talent will accept no responsibility for the improper use of the award by the winner.
15. The participants in the contest may contact Bizkaia Talent by email at awards@bizkaiatalent.eus at any time for any enquiry or issue related to the contest or submit a claim in that regard within 7 calendar days as from the time the winners are announced.
16. For any dispute, the natural courts of justice will be those of Bizkaia.
17. The participants in both modes of the contest *What is Bizkaia Talent for you?* accept all the terms and conditions thereof.