

RULES AND REGULATIONS

of the Contest for the Best Master’s Thesis on HR Law in the 2019/2020 and 2020/2021 Academic Years

§ 1

These rules and regulations (hereinafter “**Rules and Regulations**”) define the rules of participation and organization of the contest for the best master’s thesis on HR law (hereinafter “**Contest**”), organized by the “Raczkowski” sp. k. Law Firm with its registered office in Warsaw (00-203), ul. Bonifraterska 17 (hereinafter “**Law Firm**”).

§ 2

1. The Contest is open to graduates of master’s studies in the area of law, in the 2019/2020 and 2020/2021 academic years (hereinafter “**Participants**”).
2. Participants may submit master’s theses defended in the area of law in 2020 and 2021, but no later than by 10 November 2021.
3. The topic of the master’s thesis submitted in the Contest may cover any issue in the area of HR law. The term “HR law” for the purposes of these Rules and Regulations, is understood as: labour law; social security law; civil law – general part; civil procedure with regard to proceedings in labour law and social security matters; criminal law with regard to liability of managers; immigration law; tax law as regards employee taxes.

§ 3

1. Participation in the Contest is conditional upon completion and submission of an application form, comprising the following data and documents:
 - 1) Participant’s full name, email address and telephone number;
 - 2) master’s thesis in electronic form (in pdf format);
 - 3) summary of the master’s thesis (up to 2,500 characters incl. spaces) presenting the key assumptions and conclusions of the master’s thesis (the summary will be taken into account in assessing the thesis);
 - 4) document confirming that the thesis referred to in item 1, subitem 2 of this paragraph has been defended (e.g. printout from the system, certificate from the dean’s office);
 - 5) author’s statement on acknowledging the Rules and Regulations of the Contest;
 - 6) author’s consent to dissemination of his/her image in connection with publication of the Contest results.
2. Applications should be sent to the address konkurs@raczkowski.eu by 14 November 2021. Applications submitted after the deadline or in breach of the provisions of the Rules and Regulations will not be taken into account in the Contest.

3. Submission of an application in the Contest and a complete set of filled in documents to the Law Firm, comprising the information referred to in § 3 item 1, constitutes a clear affirmative action (referred to in Article 4(11) GDPR), enabling the Law Firm to process the personal data to the extent exceeding the data processing right arising from the necessity to enter into an agreement with the entrant (agreement on participation in the Contest).

§ 4

The master's theses will be assessed on the basis of their substantive value and innovative and creative nature, with special focus on practical aspects of application of HR law.

§ 5

1. The prize for the authors of the best master's theses (first place) will be a cash prize of PLN 5,000.
2. The prize for the authors of theses with an honourable mention (second place) is a cash prize of PLN 2,000.
3. The prize for the authors of theses with an honourable mention (third place) is a cash prize of PLN 1,000.
4. Of the 1st, 2nd and 3rd place winners, one will be invited, through a recruitment process to participate in a paid internship at the firm. The recruitment process will evaluate both content knowledge and attitude. If the selected person will not be able to complete the internship, it may be offered to another person. It may happen that in the recruitment process the internship offer will not be offered to any of the above persons.
5. The timing of the internship referred to in sec. 4 will be determined by the Law Firm in consultation with the author. The internship must take place at a mutually convenient time no later than 28 February 2022. It will be possible to carry out the internship in one of the Law Firm's local offices.
6. The internship may not be carried out by a person who during the internship cooperates at the same time in any way (in the capacity of an employee, collaborator or otherwise) with another law firm.
7. In addition to the cash prize, the Law Firm grants to the winners of the first place, the second and third place an additional cash prize in the amount of 11.11% of the cash prize. The value of the cash prize won in the Contest constitutes the winner's income on which a flat-rate income tax of 10% of the value of the cash prize will be charged. Taking part in the Contest the winner agrees that the additional cash prize will be counted by the Law Firm towards the income tax on the prize.

§ 6

The Contest results will be announced on the Law Firm's website (www.raczkowski.eu) by 30 January 2022 at the latest.

§ 7

1. The best master's theses will be selected by a commission (hereinafter "**Commission**") in the following composition:

- 1) Professor Łukasz Pisarczyk, Ph.D. Hab. University of Warsaw
 - 2) advocate Bartłomiej Raczkowski (partner);
 - 3) and, potentially, a Law Firm partner responsible for the practice to which the master's thesis belongs.
2. The Commission will select the best thesis or several theses, depending on the number and substantive level of the submissions, considering, in particular, the aspects referred to in § 4 above.
 3. The Commission's verdict is non-appealable.

§ 8

For additional information about the rules of participation and organization of the Contest send an email to konkurs@raczkowski.eu.

§ 9

Entering the Contest means that the Participant accepts all the terms and conditions laid down in the Rules and Regulations.