

ENGINEERING ACADEMY

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INFINITI ENGINEERING ACADEMY 2019 - TERMS AND CONDITIONS

- By entering this promotion (the "**Promotion**"), you (the "**Participant**") agree to be bound by these Terms and Conditions.

The Promotor: The promotor of this Promotion is INFINITI Motor Company Ltd based in Hong Kong (registered office; 39- 40/F Oxford House, Taikoo Place, 979 King's Road, Quarry Bay, Hong Kong) in conjunction with Public Relations and International Sports Marketing Ltd (Prism) with its registered office at 1 Knightsbridge Green, London SW1X 7NW (together, the "**Promotor**").

- **Regions:** In this set of Terms and Conditions, the "**Regions**" are as follows:

- 1) Asia & Oceania
- 2) Canada
- 3) China
- 4) Europe
- 5) Mexico
- 6) Middle East
- 7) USA

The eligible countries in each Region are listed in Schedule 1 to these Terms and Conditions.

- **Promotion:** This promotion is only open to Participants who:
 - a. are aged 18 or over;
 - b. are a: (i) permanent resident AND student in the same Region; OR (ii) permanent resident in a Region and student in a different Region;
 - c. are: (i) studying a relevant engineering qualification at college, (ii) studying an undergraduate engineering or science degree; (iii) have completed their undergraduate studies and are currently studying for a master's degree in an engineering or science field; OR (iv) have graduated from either of the foregoing in the last 12-months; AND
 - d. are available to work in the United Kingdom for a twelve-month period from January 2020 to December 2020 inclusive (subject to any applicable visa or other requirements).

Employees of Nissan Motor Corporation, Nissan North America Inc., INFINITI Motor Company Limited, Renault Sport Formula One Team, any of their respective families or households or anyone otherwise professionally associated with the creation and administration of the Promotion **are excluded** from participation.

No purchase is required however internet access and fluent English language skills are required to participate.

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- **Regional Entry Dates:** All times in this paragraph are as applicable to the time zone in the Participant's Region of residence. The "**Application Period**" for all Regions begins at 13:01 GMT on Thursday 17 January 2019. The Application Period for each 'Region' ends as detailed below:

Canada; 23:59 BST on Friday 3rd May 2019
Europe; 23:59 BST on Friday 24th May 2019
China; 23:59 BST on Friday 16th August 2019
Asia & Oceania; 23:59 BST on Friday 2nd August 2019
Mexico; 23:59 BST on Friday 6th September 2019
USA 23:59 BST on Friday 6th September 2019
Middle East; 23:59 BST on Friday 25th October 2019

The Promoter reserves the right to alter or amend the Application Period at its sole discretion.

- **The Placement:** The prize for the Promotion is a twelve-month engineering placement split between the INFINITI Technical Centre Europe based in Cranfield, Bedfordshire, and Renault Sport Formula One Team in Enstone, Oxfordshire, both in the United Kingdom and will run from January 2020 to December 2020 (a "**Placement**"). There are seven Placements available (together, the "**Placements**").

One Placement will be awarded to the strongest entrant in each Region as judged by, and in the sole discretion of, the Promoter's appointed judging panel comprising of agents and/or employees of the Promoter (the "**Panel**") in accordance with these terms and conditions.

The Placements carry no cash-value, are non-transferable and may not be substituted by a winning Participant.

INFINITI reserves the right to change the destination of the placement in other motorsport categories within the brands of the Renault-Nissan-Mitsubishi Alliance.

- **Application:** To enter the Promotion, during the Application Period Participants should:
 - a. register at academy.infiniti.com;
 - b. follow the on-screen instructions to upload their CV or Résumé (maximum 2 pages long and in English), which must be in Word or PDF format (.doc, .docx and .pdf only) and no larger than 4MB; and
 - c. complete an online skills test (successful completion of which will be required to progress to the first round of the judging process (as outlined below).
- **Application Guidelines:** Only one submission per Participant is permitted. Any text, images or other information submitted by the Participant must adhere strictly to the following guidelines for the Promotion. The submission must:
 - a. be the Participant's own original creation;
 - b. be wholly in the English language;
 - c. be true, accurate and not misleading in all respects.

By applying for the INFINITI Engineering Academy each Participant: (i) confirms that their submission fully adheres to the guidelines; and (ii) acknowledges that the Promoter may reject at any time a Participant if he or she is discovered to have made a factual misrepresentation on his or her CV/Résumé which breaches these guidelines.



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The Promotor reserves the right, at its absolute discretion, to disqualify any Participant who has not complied with these terms and conditions or who has interfered with the fair running of the Promotion. The Promotor shall have the right to undertake all action as is reasonable to protect itself against fraudulent or invalid claims including, without limitation, to require further verification as to the identity, age and other relevant details of the Participant.

Judging

- **First Round:** During the Application Period valid applications will be judged by a third-party recruitment company which is independent of the Promotor (the "**Independent Party**"). The Independent Party will review the CVs and Résumés and will judge: (i) the extent to which the Participant's educational background and experience fits with the nature of the Placement; and (ii) whether the Participant's CV or Résumé demonstrates an aptitude or flair for automotive engineering (the "**Criteria**"). Participants which the Independent Party deems, in its absolute discretion, fulfil the Criteria will be shortlisted for Skype interviews.
- **Shortlist Notification:** Shortlisted candidates will be contacted within 2 weeks of the end of their Region's Application Period and asked to participate in a Skype interview with the Independent Party. The date and timing of any such Skype interview will be determined by the Promotor. Those not contacted within 4 weeks of the end of the applicable Application Period should assume that their application has not been taken forward on this occasion.
- **Finals:** Following the completion of all Skype interviews, the top ten candidates (as determined by the Panel) in each Region (together, the "**Finalists**" and each a "**Finalist**") will be formally invited to attend the final (as set out below) which will take place over a 2-day period between the months of June – December 2019 (the "**Final**"). The dates of the Finals are listed on academy.infiniti.com but are subject to change from time-to-time at the Promotor's sole discretion.
- **Data Protection:**
 - a. By applying for the INFINITI Engineering Academy, Participants agree and consent to the Promoter, anyone administering the Competition on its behalf, and any of its affiliates using the submission for the purpose of assessing the Participant's suitability, and in the event of success in the Finals, for any purpose associated with that final or subsequent placement. If the submission shows the participant's face and/or likeness, the participant hereby consents to such face and likeness, together with the participant's full name, and any other personal information revealed in the text, image or video, being made publicly available.
 - b. The Promoter and the Nissan-Renault-Mitsubishi Alliance may use personal information submitted on the application or in the Content to advise Participants of future promotions, to notify Participants of future employment opportunities appropriate to the Participant's skill set and location and to provide information about products of the Promoter or its associated companies that may be of interest. The Participant hereby consents to such personal information being used for this purpose and confirms that it agrees with the Promoter's privacy policy, [available here](#) which may be amended from time to time. **The Participant may withdraw consent to such use of personal information by writing to the Promoter or by using the opt-out process outlined in the Promoter's privacy policy.**
 - c. The Promoter is conducting a research project in partnership with Dr. Julia Minson of Harvard University and may wish to contact you with an invitation to participate in research projects and questionnaires.



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- d. Other than as set out in these terms and conditions or for the purposes of operating the Promotion, the details and information provided by the participant when entering the Promotion or claiming a prize will not be used for any promotional purpose, nor shall they be passed to any third party.
- **Final details:** Finalists will be provided with:
 - a. One (domestic or international) return economy class flight or train journey to the event location,
 - b. Return airport transfers to a hotel specified by the Promotor,
 - c. Two night's accommodation (shared room of the same gender) with breakfast, lunch, and two group dinners,
 - d. Transfers to and from the Regional Final assessment centre locations (details of which shall be communicated to the Finalists prior to the Final).

The assessment centre will be two days of engineering themed challenges and tests regarding teamwork, aptitude, knowledge and inter-personal skills. Finalists will be graded on their performance by the Panel in its absolute discretion and, at the end of each regions Final, a Placement will be awarded by the Panel to one of the 10 Finalists. All travel to be provided by the Promotor. Any travel booked independently will not be reimbursed.

a) **Final further details:**

The Finalists are responsible for:

- a. Ensuring they can comply with and attend the selection process as set out in these Terms and Conditions and complete any Placement. This includes being available to attend the Final and being eligible and able to work in the United Kingdom for an inclusive period of 12 months throughout 2020. Note: it is the responsibility of the Participant to make their own visa submission. Prism will support the Participant with this process;
- b. Obtaining appropriate travel insurance cover which is **mandatory** for all Finalists;
- c. Obtaining any visas required for him or her to travel to the Final's location; and
- d. Obtaining, and always having in his or her possession, a valid passport from his or her country of residence with at least two years' validity following termination of the Placement.

Any flights or train journeys arranged by the Promotor cannot be used in conjunction with any airline or rail loyalty programme, any other discount, discount coupon(s) or vouchers(s), promotion(s) or special offers. For the avoidance of doubt, the Final does not include meals, drinks or any other costs of a personal nature not explicitly set out in these Terms and Conditions. Once transport tickets have been issued, the Promotor shall not be liable for any failure to comply with its obligations caused by (but not limited to) weather conditions, fire, flood, strike, hurricane, industrial dispute, war, terrorist activity, hostilities, political unrest, riots, civil commotion, or any other circumstances beyond the control of the Promotor.

- b) **Placement Holder Notification:** Once notified, finalists agree to not accept offers of employment from other organizations, unless conditions (to be supplied at the time of placement offer by the Promotor) prohibit that Placement from occurring.
 - 1. **Placement Details:** Seven one-year Placements split between the INFINITI Technical Centre Europe, Cranfield, Bedfordshire, and the Renault Sport Formula One Team in Enstone, Oxfordshire, to start in January 2020 running for 12 months until December 2020, subject to compliance with all conditions of employment. The placement package includes a work visa (subject to UK

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government approval), return flights, shared accommodation in a rented property (rent, local taxes and utilities to be shared between the Placement holders), use of a shared company car (with insurance), health insurance and a salary of £15,000. Further conditions include:

- 1.1. It is the Placement holder's responsibility to ensure they are registered for tax; however, the Promotor will make every effort to assist in the National Insurance registration process in addition to offering support with the setting up of an appropriate Bank Account.
- 1.2. Placement holders will be expected to work a minimum of 37.5 hours per week and may be required to work over and above this amount (including some weekends) depending on the nature of their role. Due to candidates offering different degrees of experience and knowledge, the seven placements will remain undefined until nearer the time of employment.
- 1.3. Placement holders will be required to sign an employment contract which shall include confidentiality obligations relating to the intellectual property and business information they will have access to during the Placement.
- 1.4. **Brand Ambassador Duties:** By entering, participants, candidates and Regional Finalists all agree to participate in any reasonable publicity arranged by INFINITI Motor Company Limited e.g. photo-shoots, videos and interviews. Where necessary, the Promotor may require a signed image rights waiver form. Placement holders will be required to attend commercial functions and events, potentially write blogs or articles and take part in filming and photography work on behalf of INFINITI Motor Company. These requirements will be fully detailed in the placement contract.

General

1. No responsibility is accepted for entries lost, damaged or delayed or as a result of any network, computer hardware or software failure of any kind or as a result of a candidate not submitting a file in the format as recommended by the Promotor. The Promotor and any affiliated companies are not responsible for any error, generated by computer hardware or software, malfunction, error or failure.
2. All submissions must be made directly by the person applying for the Placement and not by any third party.
3. All entry instructions form part of these Terms and Conditions. By entering this Promotion, all candidates will be deemed to have accepted and be bound by the Terms and Conditions.
4. The name, country or region and profile of each placement holder will be made available at the discretion of the Promotor.
5. Participants are expected to align themselves with the cultural standards expected of living in the United Kingdom
6. The Promotor accepts no responsibility for late, lost or misdirected entries. All entries must be submitted by the entrant. The Promotor reserves the right to verify the validity of entries and reserves the right to disqualify any entrant for tampering with the entry process.
7. The Promotor cannot accept any responsibility for any damage, loss, injury suffered by any participant entering the initiative or as a result of attending a Regional Final. Nothing shall exclude the Promotor's liability for death or personal injury as a result of its negligence.
8. If for any reason the Placement is not capable of running as planned for reasons beyond the Promotor's control (including but not limited to tampering, unauthorized intervention, fraud, technical failures or any other causes beyond the control of the Promotor which corrupt or affect the administration, security, fairness, integrity or proper conduct of the initiative), the Promotor will not be liable for any failure to perform or delay in performing its obligation.
9. The Promotor may refuse to award the Placement, or seek its recovery, in the event of a participant's fraud, dishonesty or non-entitlement under these Terms and Conditions.
10. The decision of the Promotor shall be final, and binding and no correspondence will be entered into.
11. By entering the Promotion, the Participant agrees to release the Promotor from any liability whatsoever for any claims, costs, injuries, losses or damages of any kind arising out of, or in connection with, the Promotion (except death or personal injury caused by the Participant's negligence, for fraud or which otherwise cannot be limited or excluded by applicable law).

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12. This Promotion, and any non-contractual obligations or dispute arising out of or in connection with it, is governed by English law and participants submit to the exclusive jurisdiction of the English courts.
13. The Promoter reserves the right to alter or amend the application process at its discretion at any time during the Application Period

Schedule One – Eligible Locations

Region 1 – Asia & Oceania:

Australia
Hong Kong
New Zealand
Singapore
South Korea
Taiwan

Region 2 – China

China

Region 3 – USA

USA

Region 4 – Europe:

Austria
Belgium
Bulgaria
Croatia
Cyprus
Czech Republic
Denmark
Estonia
Finland
France
Germany
Greece
Hungary
Ireland
Italy
Latvia
Lithuania
Luxembourg
Malta
Netherlands
Poland
Portugal
Romania
Russia



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Slovakia
Slovenia
Spain
Sweden
Switzerland
UK

Region 5 – Mexico
Mexico

Region 6 – Middle East:
Bahrain
Kingdom of Saudi Arabia
Kuwait
Lebanon
Oman
Qatar
United Arab Emirates

Region 7 – Canada
Canada