

Rules of the 2022 Cegid Hackathon

Article 1 – Organisation

Cegid SAS, a simplified joint-stock company whose registered office is located at 52 Quai Paul Sédallian, 69279 Lyon Cedex 09, France, entered in the Lyon trade and companies register under number 410 218 010 ('Organiser'), is organising the 2022 Cegid Hackathon competition ('Hackathon') to be held from 1.00 p.m. on Tuesday 28 June 2022, to 4.30 p.m. on Wednesday 29 June 2022.

The sponsor is Geoffrey January ('Sponsor').

The members of the Organising Team are:

- Clément Dungler, event coordinator for the Nantes site,
- Davy Dauvergne and Frédéric Bornuat, event coordinators for the Lyon Vaise site,
- Maxime Delcher and Orianne Iwanow, event coordinators for the Boulogne-Billancourt site,
- Sophie Saint-Germain and Ines Couly, event coordinators for the Madrid site,
- Fanny Chieng, overall coordinator of the Hackathon project,
- Baptiste Couavoux and Kevin Ferreira for software and development environment support,
- Stéphanie Biabaut for internal communications,
- Ida Parzanese for event organisation support,
- Marion Bulliffon Sacchetti for support in HR procedures ('Organising Team').

The panel will consist of the Sponsor, members of the Organising Team, and Cegid employees ('Panel').

Article 2 – Subject

2.1 Objective

The Organiser aims to promote useful innovation for all. To this end, all Cegid employees are invited to participate in this 24-hour event to put their creativity to work.

2.2 Theme

For this edition of the Hackathon, the theme is **EXPERIENCE**

A day dedicated to designing a better experience with and within Cegid!

With a focus on the themes of customisation, experience, self-service, collaboration, and efficiency, your mission is to improve our internal practices, enhance customer and employee engagement, and ultimately provide a pleasant end-to-end customer experience.

Some questions you might ask yourself to define your project:

- How can access to Cegid and its services be simpler and quicker?
- How can I enable our users/clients/prospects to better understand our product and the value it provides?
- What is the thing our customers need the most?
- How can we instil a culture of customer experience at the company level, leverage customer knowledge, and streamline internal operations to better meet customer expectations on a daily basis?
- What new technologies, libraries, or working methods can take the developer experience to the next level to increase speed, quality, and accessibility for the direct benefit of our end users?
- How can we transform Cegid for the benefit of the employees themselves and for our customers?

The proposed projects must be in line with the Hackathon theme.

2.3 Participation, registration, and selection

The Organiser invites all Cegid employees to design a project on the Hackathon theme.

Employees have two ways to register for the Hackathon:

- Propose a project in line with the Hackathon theme allowing a team to be formed
- Join an existing team

The Hackathon capacities are limited as follows:

- The Boulogne site can accommodate up to 48 participants
- The Nantes site can accommodate up to 48 participants
- The Lyon site can accommodate up to 48 participants
- The Madrid site can accommodate up to 24 participants

The first registrants will be deemed selected provided that their team composition complies with the rules in force and that the proposed project is approved by the organising committee.

The organising committee will inform the participants of the approval of their registration.

2.4 Composition of teams

Each team will consist of six employees.

Each team may not consist of more than:

- 2 developers
- 1 UX/UI designer
- 1 data scientist

All profiles are welcome and can make a contribution!

2.5 Hackathon process and deliverables

Each team will have 24 hours to design and complete its project.

Two types of project deliverables will be expected:

- Project summary: problem, solution, data used, technology used, user profile (persona), target market, etc. We recommend one slide with the 'Lean Startup Canvas'
- Working prototype/model using a development language and/or algorithm and/or existing applications, with the source code placed in Azure DevOps Repo.

The project will be presented in a 5-minute pitch in front of the Panel and the hackathon participants.

The pitch must be conducted in English.

2.6 Winners and Prizes

The Panel will select the winning teams based on the following criteria:

- Relevance of the project to the 'Experience' theme
- Project innovativeness, creativity, and originality
- Cegid data enhancement potential
- Project feasibility and ability to be quickly operational
- Pitch quality (clarity, vigour, originality)
- Team diversity (cross-functional)

The winning teams will be awarded as follows (note that the same team can receive only one prize awarded by the Panel):

- First prize is the allocation of a squad for six months to construct the project's MVP plus a **€300** Amazon card for each participant
- Second prize is a **€200** Amazon card for each participant
- Third prize is a **€100** Amazon card for each participant
- The Panel's special prize is a **€50** Amazon card for each participant

The evaluation of the Proposal will cover both the relevance of the project and the quality of execution ('Proposal').

Article 3 – Timetable

Cegid employees who wish to participate in the Hackathon are required to comply with the deadlines set out below to ensure that their Proposal is effectively taken into account for the Hackathon.

- 26 April 2022:
'Save the date' e-mail sent to all Cegid employees (in French, English, and Spanish).
- 13 May 2022:
Registration opens and distribution of these rules – Employees who register as indicated in these rules are referred to as 'Candidates' below.

- 31 May 2022:
Registration closes on Inwink.
- 10 June 2022:
Selection of participants from among the Candidates by the Panel (within the limit of participants defined by site) – the selected candidates are referred to as ‘Participants’ below.
- 28 and 29 June 2022:
Hackathon event from 1.00 p.m. on Tuesday 28 June until 4.30 p.m. on Wednesday 29 June.
- 29 June 2022:
selection of the Hackathon winners from among the Participants by the Panel (‘Winners’) in accordance with article 2 of these rules.

Article 4 – Locations

The Hackathon event of 28 and 29 June 2022 will take place simultaneously at the various Cegid sites in:

- Boulogne-Billancourt
- Nantes
- Lyon Vaise
- Madrid

‘Event Sites’.

Employees based at the Event Sites must participate at their home site.

Employees based at other sites will participate as follows:

- From USA, Canada, China, Belgium, London, Mauritius, Tunis, Roubaix, Bordeaux, Saint-Avertin, Paris Astorg, Paris Poliveau, Rueil-Malmaison at the Boulogne-Billancourt site
- From Rennes, Loudun and Betton at the Nantes site
- From Italy, Aix-en-Provence, Roanne, Aurillac, Antibes, Besançon, Cournon, Sausheim, Toulouse at the Lyon Vaise site
- From Portugal, Mexico, Chile, Colombia, Argentina, Peru at the Madrid site

Cegid will cover the costs of accommodating and transporting employees working at other sites to the corresponding Event Site, subject to submission of supporting documentation.

Article 5 – Agenda

Day #1 (28 June)		Day #2 (29 June)	
1.00 p.m. – 1.30 p.m.	Sponsor’s speech to kick off the event and introduce the participating teams	1.30 p.m.	End of the Hackathon!

1.30 p.m.	Start of the Hackathon!	1.30 p.m. – 4.30 p.m.	Presentation of projects to the Panel (food provided) and awarding of prizes
Throughout the Hackathon	Activities, food provided	4.30 p.m.	End of the event

Article 6 – Logistics

6.1. Locations

The Hackathon kick-off/demo/food service and activities will take place in:

- The cafeteria (ground floor) at the Boulogne-Billancourt site
- The Agora room (top floor) at the Nantes site
- 'Room to be confirmed' at the Lyon Vaise site
- 'Room to be confirmed' at the Madrid site

Participants will set up in teams in the various open spaces/areas assigned to them by the organising team.

6.2. Duration

The event will take place from 1.00 p.m. on Tuesday 28 June until 4.30 p.m. on Wednesday 29 June.

The rest of the afternoon of 29 June will be a break period for the Participants, provided that they are present for the entire event according to the schedules mentioned above, as an incentive by Cegid.

6.3. Equipment

Cegid will provide meeting rooms, power outlets, and Wi-Fi access to the Participants.

Each Participant:

- Based at the Event Site:
 - Will bring their own laptop computer (and the necessary peripherals) if they have them
 - Otherwise, will transport their desktop computer (and the necessary peripherals) to the assigned meeting room on the morning of 28 June 2022. Participants may request assistance from members of the Organising Team.
- Based at a site other than the Event Site:
 - Will bring their own laptop computer (and the necessary peripherals) if they have them
 - Otherwise, will be lent a computer by Cegid (with the necessary peripherals) for the duration of the event

Article 7 – Confidentiality

The Participant acknowledges the confidentiality of all information and documents transmitted to the Participant in connection with the Hackathon.

For the entire duration of the Hackathon and for a period of twenty-four (24) months from the start date of the Hackathon, the Participant shall refrain from using or communicating to third parties, without having obtained the prior written authorisation of Cegid, directly or indirectly, all or part of the information communicated to the Participant by Cegid or information of which the Participant becomes aware during the execution of these rules.

The Participant shall provide to Cegid, at Cegid's request, any document containing confidential information or made available to the Participant in the course of the Hackathon.

Article 8 – Intellectual property

Participants assign their intellectual property rights to the Proposals and any prototypes produced in connection with the Hackathon to Cegid.

Each Participant agrees to be publicised by Cegid (book, website, internal and external communication media, etc.).

Article 9 – Compensation

Participants waive the right to claim any compensation from Cegid for their participation in the Hackathon, except for:

- transportation and accommodation for employees based at sites other than the Event Sites;
- beverages and meals to be provided by Cegid for the entire duration of the Hackathon.

Article 10 – Modification, interruption, or cancellation

In the event of force majeure, Cegid reserves the right to shorten, extend, modify, interrupt, postpone, or cancel the Hackathon or some of its phases without incurring any liability.

In this case, Cegid undertakes to inform the Participants by any appropriate means (especially by e-mail and/or posts on the websites) and, where applicable, to communicate the new applicable rules to them. Participants may notify Cegid of their refusal of the new applicable rules. In that case, they will be excluded from participation in the Hackathon, which they expressly accept. Any Participant who fails to notify the Organiser of such a refusal within 72 hours will be deemed to have accepted the new applicable rules.

In the event of any modification, cancellation, interruption, reduction, or extension of the duration of the Hackathon, Cegid cannot be held liable, and the Participants will not be entitled to any compensation, which they accept.

Article 11 – Contact

The Organising Team can be reached by e-mail at contact-hack22@cegid.com.