

RULES AND REGULATIONS

Unilever Future Leaders' League ("**FLL**" or the "**Competition**") is a Business Competition hosted by Unilever Vietnam International Company Limited ("**Unilever Vietnam**") for students who are ambitious to take on real business challenge with a desire to add positive impact to the society and create a better world.

When you register for the Future Leaders' League 2016, you agree to comply with the rules and regulations of the Competition as follows.

A. PARTICIPATION

Eligible participants

1. FLL is open for all active Vietnamese undergraduates (from year 1 to year 5). The Participants should possess following features:
 - Having business mindset
 - Being challenge takers
 - Being passionate to make positive impact on society/ community
 - Being active in extracurricular activities
2. Participants are required to form a team of 3 members (hereby referred to as "Participating Team"). Members of the Participating Team can come from different universities and at different academic years.
3. Each Participating Team is recommended to appoint a Team Leader who is the main contact point with Unilever Vietnam organizing team during the Competition.
4. Each Participating Team may have an academic advisor, who is a university professor or teacher, to give advice during the team participation in FLL. However, advisors are not eligible for U-CAMP as well as to present or answer questions on behalf of your team in any phase in the Competition.
5. Unilever Vietnam reserves the right to reject any applicant or Participating Team who fails to comply with the requirements listed above.

Exclusions & Limitations

1. Unilever Vietnam employees, trainees, interns ("**Unilever Vietnam's Employee**"), as well as their family members and employees of its partnering agencies are not entitled for this Competition.
2. Members of Participating Team are required to declare their relationship with Unilever Vietnam's Employee (if any) as provided in the registration form. On that basis, Unilever Vietnam shall decide at its own discretion the Participants who are eligible to participate in the Competition, The Participants hereby acknowledge and agree that they shall not have any claim against Unilever Vietnam in relation to its decision.

3. Participating Teams are unable to change their members during the Competition. In occasion where change is proposed, it must be approved by Unilever Vietnam organizing team.
4. One participant is allowed to join one team only.

B. ORGANIZER

Unilever Vietnam International Company Limited

C. TERM OF THE COMPETITION

The term of the Competition shall be from 9th September 2016 to 15th November 2016 with details as follows:

- Registration & video clip submission: from 09th September to 09th October 2016
- Top 20 teams announcement: 17th October 2016
- Round 1- Live Audition: 20th October to 21st October 2016
- Top 5 Teams & Most Favorite Teams announcement: 24th October 2016
- Round 2- U-Camp and U-Day: first week of November

D. FLL PROCESS

Registration

1. To enter the Competition, Participating Teams are required to register on Unilever Future Leaders' League Website at www.uflvietnam.com. Team registration shall be completed by the team leader.
2. Registration will be open from 9th September 2016. Upon registration, Participating Teams shall start working on the business challenge and submit team's proposal to Unilever Vietnam Organizing team by the end of date, 09th October 2016 at FLL Website.
3. Once the registration is submitted, members can be neither added nor removed from the team.

***** Challenge requirements**

1. Participating Teams will be asked to solve the first challenge in a form of video clip which satisfies following requirements:
 - Be maximum 3 minutes in length.
 - Use Vietnamese or English depending on your preference.
 - Not contain any illegal activities or objects carried.
 - Be the team's own work and not subject to the conflict concerning intellectual and/or industrial property rights (trademarks, patents, copyrights, etc.).
 - Be suitable for display and publication online and should not be obscene or indecent (including but not limited to nudity, pornography or profanity), it must not contain defamatory statements or words or symbols that are offensive either generally or to individuals of a certain race, ethnicity, religion, sexual orientation or socioeconomic group.

It must not include threats to any person, place, business or group, it must not invade privacy or other rights of any person, firm or entity, and it must not in any other way violate applicable laws and regulations or network standards.

2. Participating Teams agree to indemnify and not to hold Unilever Vietnam responsible in the event that a third party initiates any claim, lawsuit or complaint within any forum, whether judicial or administrative agency against Unilever Vietnam, concerning or in connection with the above-mentioned rights. Unilever Vietnam shall not be held liable to the Participating Teams or others for the viability or results of clips, or participate in the ownership or management of the video clip.
3. All submissions that do not strictly comply with these requirements will be automatically rejected.
4. Each Participating Team can submit more than one video clip. In which case, only the video clip submitted last will be considered.
5. The deadline for submission is **at the end of date**, 09th October 2016. Participating Teams shall upload the video clips in Youtube and submit the link to FLL Organizing Team at FLL Website. In a very few cases, where there is any technical difficulties that prevent Participating Team from completing the clip, then their idea in PowerPoint file can be considered but with careful investigation and acceptance from Unilever Vietnam Organizing team.

Screening

Unilever Vietnam Judge Panel will select top 20 video clips from all submissions which will be announced on FLL Website and via email to Participating Teams to enter Round 1.

Voting

Top 20 video clips from all submission can call for voting to get the "Most Favorite Prize". Eligible votes are the votes from 17th October to 23:59, 22nd October on our voting system via www.ufllvietnam.com.

Round 1 – Live Audition

This is a live audition round from 20th October to 21st October 2016. In this round, each Participating Team whose clip is chosen in screening will deliver a presentation of their proposal to Unilever Vietnam judge panel. Unilever Vietnam judge panel then will choose the best 5 Participating teams to enter round 2.

The result of live audition round will be announced on FLL Website and via email to Participating Teams.

Round 2

The 5 selected teams from Round 1 will start with the second challenge which will be provided in this Round. Round 2 includes:

U-Camp

A residential phase in Ho Chi Minh in first week of November with below activities:

- Unilever Vietnam induction & Office visit;
- Category and brand induction;
- Training & coaching on business overview and business related skills;

- Leadership sharing;
- Team bonding & networking;
- Daily case studies

Participants will work in teams to solve daily case studies, however they will be evaluated both in team and individually by facilitators in U-Camp.

U-Day

The final day of the Competition on 11th November 2016, when the 5 selected teams will deliver their final presentation about the second challenge in front of Unilever Vietnam Judge Panel.

- The working language for U-Day presentation is in English.
- The Participating Teams must declare that they have the absolute ownership of the proposal presented on the date and it is not subject to the conflict concerning intellectual and/or industrial property rights (trademarks, patents, copyrights, etc.).

Participants will work in teams to solve case challenge and present their proposal, however they will be evaluated both in team and individually by Unilever Vietnam Judge Panel.

Basing on performance scores of each team and each individual Participant in both U-Camp and U-Day, Unilever Vietnam Judge Panel will choose the Champion Team and 3 best individual Participants. The 3 best individual Participants will represent Vietnam at FLL Global Round.

NOTE for U-Camp & U-Day period

1. Participants are obliged to attend the entire event from U-Camp to U-Day. Failing to do so will lead to a disqualification.
2. "Most Favorite Team" would not be eligible to participate in U-Camp & U-Day.
3. Unilever Vietnam covers the costs of transportation (domestic within Vietnam only & round trip) & accommodation for participations from other provinces to Ho Chi Minh City and meals for 5 teams joining Round 2.
4. Unilever Vietnam is not responsible for flights of Vietnamese students studying abroad to return to Vietnam to join this Competition.
5. Flights for the Participants residing in Vietnam are booked via Unilever Vietnam's partnering agency. Participants cannot choose their flights. Participants who decline the proposed flights have to cover the travel costs for themselves.
6. Participants who wish to change flights that have already been booked may do so only at their own expense.
7. The Champion Team will represent Vietnam to participate in FLL Global Round in 2016. However if for some reason any member of the Champion Team cannot join FLL Global Round, his/her right to join this round will be transferred to another Participant in top 5 teams who is selected by company. This

Participant, however, will not be eligible to receive prizes exclusively for the Champion Team as described in session F1 of this document.

E. VIDEO CLIP SCREENING CRITERIA

In screening, Unilever Vietnam Judge Panel's selection criteria are as below:

- Ability to identify powerful insights of the given challenge;
- The idea must cover
 - o Insight identification
 - o Campaign idea
 - o Deployment plan
 - o Participating Team's presentation skill in his/her submitted video clip/presentation

No appeals will be considered against the decisions of Unilever Vietnam Judge Panel and that Unilever Vietnam Judge Panel has no obligation to explain the motivation behind the choice of the best Participating Team.

F. AWARDS

1. Top 20 teams will receive: 12-month usage of Unilever product package.

2. Top 5 teams will receive:

- Residential workshop in U-Camp
- Internship opportunities at Unilever Vietnam or our partner company in aspired function if you are penultimate or final year student
- Short-cut to Initial Interview of Unilever Future Leaders Program if you are final year student
- Unilever special gift package

3. Most Favorite Team will receive:

- To be confirmed

4. Champion Team will receive:

- Full scholarship to attend "7 habits of highly effective people" course, valued 20,000,000 VND each
- Residential workshop in U-Camp
- Internship opportunities at Unilever Vietnam or our partner companies in aspired function if you are penultimate or final year student.
- Short-cut to Initial Interview of Unilever Future Leaders Program if you are final year student
- Unilever special gift package

- A trip to attend FLL Global Round in London in 2016, valued 100,000,000 VND each.
Coaching and training from Unilever managers in preparation for FLL Global Round

NOTE for prizes

Prizes are neither exchangeable nor transferable. If the winner is for some reasons unable to accept the prize, the Organizer reserves the right to award this prize to a runner-up in which case the first winner chosen will not be eligible for any share of the prize whatsoever.

F. USE OF PERSONAL INFORMATION

1. The Champion Team's details will be made available on the Facebook.
2. The Champion Team may be required to participate in publicity arising from this Competition.
3. Considering the nature of the Competition, Participating Teams agree that by submitting their entries to the Unilever Vietnam organizing team, they provide an exclusive free license ("**License**") without restrictions to the use of their names, images, pictures, videos and any other elements to Unilever Vietnam. This License will remain as effective protection of copyright and is valid anywhere in the world. In any case, if Unilever Vietnam suspects of any infringement relating to this License which is conducted by the Participant and/or any other third party, Unilever Vietnam, at its sole discretion, shall take all legal and administrative actions against such Participant and/or third party to remedy the infringement incurred.
4. Rounds 1 and 2 of the Competition, including but not limited to oral presentations and question/answer sessions, is open to the public at large and may be broadcast to interested people through media which may include newspapers, television and the Internet.
5. Any ideas submitted as part of the Competition are the property of Unilever Vietnam and may be used in promotion, advertising etc...
6. The Organizer reserves the right to make changes to the above Rules and Regulations. All such changes will be communicated on FLL Website.

G. RESPONSIBILITIES OF PARTICIPATING TEAMS

1. While participating in the Competition, Participating Teams in Top 5 teams are not allowed to publicize promotion content of other student competitions in Vietnam on their personal channels including but not limited to Facebook, Youtube, LinkedIn, Pinterest or Instagram; neither are they allowed to be the publicized face of testimonial for these competitions.
2. Before participating in U-CAMP, top 5 teams are required to sign a confidentiality agreement with Unilever Vietnam and to abide by the agreement to prevent confidential information leak that may harm Unilever Vietnam's operation in any way.
3. Any disputes between any Applicant/Participant/Participating Team and the Organizer will be handled privately between the 2 parties. Any publicized information about the dispute from the Applicant/Participant/Participating Team can disqualify him/her/them from the Competition.
4. Top 20 Participating Teams may be required to participate in promotion campaigns both online and offline during the term of the Competition.

5. Top 5 may be required to participate in publicity arising from this Competition.
6. The Champion Team is obliged to take part in FLL Global Round in 2017. Failing to do so will exclude him/her from exclusive prizes for the Champion Team as described in section F1 of this document.