

Rules for The Craziest Idea Competition 2009

Article 1:

The present Rules stipulate the terms and conditions of the prize competition, and are published by the R&D Department at Trimo, d.d., Prijateljeva cesta 12, 8210 Trebnje.

Article 2:

Objectives of the prize competition:

- promote innovative, different thinking of all employees, and create an innovative atmosphere;
- encourage employees to become more actively involved in issues beyond their regular work area;
- search for new ideas;
- persuade people they are capable of thinking differently;
- create an atmosphere in which different mind-sets are considered a good quality and not an obstacle.

Article 3:

Scope of the prize competition:

- ideas for new products in the Trimo's current sector of business;
- ideas for new products in businesses other than Trimo's current sector of business – potential extension of Trimo's activities (entertainment, amusement, sport, toys, automobile industry ...);
- ideas for new innovative processes, organisation of work, marketing methods ...;
- other more or less bold, fresh ideas ...

Article 4:

The Rules for participating in the prize competition shall be displayed in the presentation area in the canteen at Trimo d.d.; published in 'Trimo Informator' and 'Trimoinfo'; published on the website www.trimo.si, on the intranet site of Trimo, d.d., and on the Trimonet.

Article 5:

The prize competition is intended for individuals, and is anonymous. It is open to all our employees, recipients of scholarships, employees in sales representation-offices and sales subsidiaries abroad, with the exception of Competition Committee members. A participant can submit more than one proposal, but submitting joint proposals by teams is not permitted.

Article 6

Employees of the Trimo company shall submit their proposals in the Trimo, d.d. canteen, at the designated place of collection. On submission, proposals have to be furnished with the first part of the identification label (stuck on the envelope, paper, box ...). The second part of the label shall be retained by the contestant, for identification in case of winning the prize. Employees at our sales representation-offices and sales subsidiaries, and recipients of our scholarship, shall open an e-mail account, under a pseudonym (e.g. winter@yahoo.com or jesen@gmail.com), and mail their proposals to: craziestidea@trimo.si From this e-address, they shall receive a confirmation of mail delivery and the identification number of their proposal, under which the Committee is going to evaluate it.

Article 7

Proposals can be submitted in Slovenian or English, in the form of a drawing, text, photo, model, photo of a model, or a combination of all of the above. The materials that cannot be placed in the box, shall be left at Reception 1.

Article 8

The design, content, and form of the proposal are left to the creativity of the contestant. The aim is to present one's proposal in the most understandable and persuasive way.

Article 9

The beginning of the prize competition is scheduled for Wednesday, 10 November 2008. Proposals have to be submitted by Monday, 5 December 2008, at 3 pm, at the latest. For contestants abroad:

In case their proposals go through to the final, entrants abroad shall be notified by the yahoo.com email account, by 12 December 2008.

Award ceremony: The pre-New Year's party, on Saturday, 20 December 2008, held at Trimo, d.d., Slovenia

Article 10

Members of the Evaluation Committee (hereinafter the Committee):

- Miloš Ebner, President;
- Brane Tisu member
- Jure Gošte, member
- Maja Lapajne, member;
- Bojan Rolke, member;
- David Grozina, member.

Article 11

The Committee shall select the winner based on the following criteria:

- conformity with the tendered theme,
- originality, inventiveness and novelty of the idea,
- potential for implementation (the costs of implementing, how fast it can be implemented),
- potential for the financial gain of the proposal,
- how compelling is the submitted proposal.

Article 12

The Committee shall take minutes on the process of evaluating proposals. If a consensus cannot be reached when evaluating these proposals, the Committee can vote on the proposals, with each Committee member having one vote. If the voting ends in a draw, the vote of the President of the Committee shall count double.

Article 13

The company reserves the right not to award the prize if the Committee establishes that none of the submitted proposals meets the prize competition's criteria. The Committee's selection shall be final. Complaints regarding the Committee's selection of the 'Crazy idea' shall not be accepted, with the exception of cases of identification of the entrants.

Article 14

The prize:

First prize: An intensive course on survival in nature includes travelling and accommodation for two persons (the exact location and the course content will be agreed upon with the winner in accordance with his/her's wishes and capabilities).

The prize does not include:

- health insurance with medical assistance for travelling or staying abroad,
- trips, entrance fees, and guided tours,
- transportation within the UK,
- and tips.

The prize winner shall use their own regular leave for the absence from work.

The prizes are not payable in cash.

Article 15

According to the Personal Income Tax Act, the organiser of the prize competition shall pay the corresponding tax on the prize. According to the Personal Income Tax Act, the prize winner is obliged to mention the value of the prize in their tax return.

Article 16

In the event of winning the prize, the participants in the prize competition agree with publishing their proposals and names in the selected media of Trimo, d.d.

According to the Act on Copyright and Neighbouring Rights (hereinafter copyright), all documentation and solutions, related to the prize competition, shall be considered copyright work. It shall be considered that, by participating in the prize competition and submitting the documentation, a participant in the prize

competition has transferred their exclusive material copyright, unlimited by time and space, on all copyright work, to the organiser of the prize competition. The organiser of the prize competition shall respect the moral copyright of all participants in the prize competition by placing the entrant's signature, as determined by the entrant, on all their work

By participating in the prize competition, the participant acknowledges that the company Trimo d.d. has obtained ownership rights of copyright media (the entire documentation submitted), related to the prize competition.

The material copyright from the previous paragraph includes all material copyright, indicated in Article 22 of the Act on Copyright and Neighbouring Rights (such as reproduction, distribution, communication to the public, processing, adaptation, and the exclusive right to use the copyright work, transformed in this way ...). The company Trimo d.d. is entitled to confer the acquired rights to third parties, without any objection.

The transfer of the material copyright from the previous paragraph is not conditioned by payments or additional payments to the participants in the prize competition.

Article 17

The present Rules are published on the website www.trimo.si, at the intranet site of Trimo, d.d., on the Trimonet, and available from the Legal Department, at Trimo, d.d.

Article 18

The present Rules enter into force on the day of adoption.
In Trebnje; on 10 November 2008

Miloš Ebner
President of the Evaluation Committee