



'Adaptive Leaders of Tomorrow Scholarship' Terms and Conditions

UPDATED: 22 APRIL 2025

By entering into this Scholarship (whether as an Entrant or on behalf of a Nominated Entrant) you confirm that you have read and agree to be bound by the terms and conditions set out in this document (the "terms and conditions").

Definitions

"Scholarship" means participation in the 2025 Adeption Adaptive Leaders of Tomorrow Program which is a leadership development experience designed to help develop leadership capabilities in people who may not otherwise have access to development.

"Entrant" refers to an individual who makes an Entry.

"Nominated Entrant" refers to an individual who is named on an Entry by another individual.

"Entry" refers to any one (1) submission to the Scholarship.

"Scholar" means the recipient of a Scholarship.

"Adeption" is used to represent the Legal Entities it is provided by: in the United States of America – KtoAct Limited (DBA Adeption) 6 Liberty Square # 2800, Boston, MA 02109; in Australia - Adeption Australia PTY Limited Suite 796, 585 Little Collins St Melbourne, VIC 3000 Australia (Registration number ABN 17 671 022 861); Rest of world – Adeption Limited (New Zealand Registered Company NZBN 9429030988699) of Suite 10790, 17b Farnham Street, Parnell, Auckland, 1052, New Zealand, and any entity owned or controlled by these entities' operations in New Zealand (together "Adeption", "we", or "our").

By submitting an Entry to this Scholarship, each Entrant, and each Nominated Entrant agrees to the following terms and conditions:

1. Eligibility

- 1.1. This scholarship is open to Entrants and Nominated Entrants in paid employment either full or part time.
- 1.2. Anyone under the age of 21 (twenty one) at the time of entering the Scholarship is ineligible.
- 1.3. There are two (2) Entry categories. Entrants and Nominated Entrants may submit an Entry in multiple categories. A description of each Entry category is:
 - 1.3.1. Team leaders and managers cohort: Middle-tier managers face the demanding task of implementing evolving strategic directives while balancing operational responsibilities. The Team Leaders and Managers cohort of Adaptive Leaders of Tomorrow supports leaders in bridging the gap between



day-to-day operations and leadership growth, fostering resilience without compromising performance.

- 1.3.2. Senior leaders cohort: Senior executives navigate the complex landscape of leadership, where they carry significant influence but limited direct control over outcomes. The Senior Leaders cohort of Adaptive Leaders of Tomorrow is tailored for executives operating at the C-suite level, ensuring they develop the competencies and strategic vision required to make impactful, forward-thinking decisions within complex organizational structures.

- 1.4. To be eligible for a Scholarship, Entrants and Nominated Entrants must confirm that they can attend and complete each stage of the Scholarship including synchronous virtual workshops and asynchronous digital workouts.
- 1.5. Every Entrant warrants that all information submitted is true, current and complete. Adepton reserves the right to disqualify any Entrant who does not comply with these terms and conditions.

2. Entry and Selection

- 2.1. Entry is free of charge.
- 2.2. No Entries will be accepted after the 31st of July 2025, 11:59 PM PST. Proof of website form submission, mailing or emailing cannot be accepted as proof of delivery.
- 2.3. Entry is the submission of this application form:
<https://forms.monday.com/forms/d1396a52bb198f984b6c607fef075632?r=use1>
 - 2.3.1. All information submitted must be original work of either the applicant or the person nominating the applicant.
 - 2.3.2. Applicants are required to provide accurate and truthful information in their application.
- 2.4. Applicants might be asked for more information either via e-mail or a virtual interview at the discretion of the organizers.
- 2.5. The Scholar(s) will be chosen on the basis of merit by a panel of judges and the winning Entries will win a Scholarship as described further below. The panel's decision is final and no correspondence will be entered into.
- 2.6. Winners shall be announced no later than 22 August 2025 and shall be contacted accordingly.
- 2.7. All reasonable attempts will be made to contact Scholars using email and phone details provided on their entry forms. Should those attempts fail, another winner will be drawn or selected.
- 2.8. Adepton reserves the right to disqualify any application that does not meet the criteria or violates the terms.

3. Scholarship(s)

- 3.1. There are a total of fifty (50) individual Scholarships available. There are twenty-five (25) scholarships available for each cohort.
- 3.2. A scholarship consists of free participation in the Adepton Adaptive Leaders of Tomorrow Program. This is a 3-month experience that includes virtual workshops and digital workouts required to be completed by each participant.



- 3.3. The format of the program is subject to change at the organizer's discretion.
- 3.4. Scholarships are not redeemable for cash, transferable to any other person, and cannot be used in conjunction with any other offer or promotion.

4. Publicity and personal data

- 4.1. Each Entrant and Nominated Entrant grants Adeption permission to use their Entry (whether or not it wins the Scholarship), name, likeness and (if requested) biographical details for advertising and future promotional purposes in relation to the Scholarship (and future Adeption Scholarships) without payment to them. Their name, photograph(s) and other details may be published on the Adeption website. They permit Adeption to hold records of the personal information supplied by them and to use such information to promote the Scholarship (and future Adeption Scholarships) as well as to keep them informed by e-mail or other means about programs, products and services which may be of interest to them.
- 4.2. Any valid or reasonable requests from an Entrant who does not wish for their photos or videos to be used will be considered on a case-by-case basis by Adeption.
- 4.3. Any personal information that an entrant provides about themselves to Adeption will only be used by us in accordance with the Adeption Privacy Policy. <https://www.adeption.io/privacy-policy>

5. Liability

- 5.1. Adeption will not accept:
 - 5.1.1. responsibility for Entries that are lost, mislaid, damaged or delayed in transit, regardless of cause, including, for example, as a result of any equipment failure, technical malfunction, systems, satellite, network, server, computer hardware or software failure of any kind; or
 - 5.1.2. proof of posting or transmission as proof of receipt of entry to the Scholarship.
- 5.2. Adeption will not be liable for any loss, damage, costs (for instance incurred in accepting or redeeming a Scholarship) or any injury whatsoever suffered by an entrant as a result of or in connection with the Scholarship.
- 5.3. Adeption reserves the right to amend or change these Terms and Conditions at any time at its sole discretion, including extending, postponing, cancelling, or providing the Scholars with a substitute Scholarship, either in full or in part.

6. Right to Amend Terms

- 6.1. Adeption reserves the right to modify or amend the terms and conditions at any time, with reasonable notice to applicants (e.g., by posting updated terms on our website).

7. Governing Law and Jurisdiction

- 7.1. The enforcement and interpretation of the terms and conditions document is subject to U.S. federal and state laws and regulations.
- 7.2. Any legal disputes will be resolved in the state of Massachusetts where Adeption is located.

