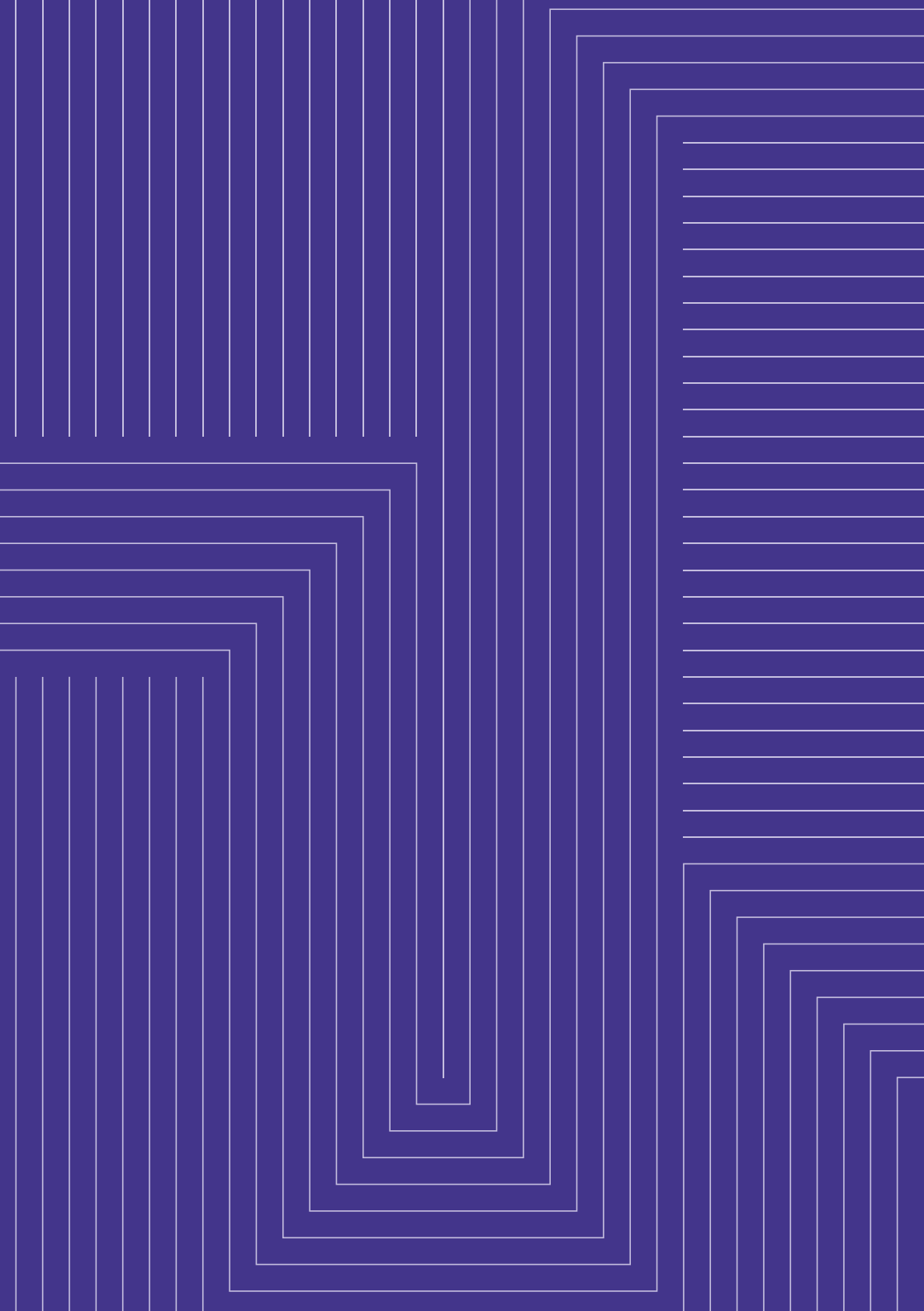


twoBirds

Competition eLearning



[twobirds.com/clientsolutions](https://twobirds.com/clientsolutions)



**More than ever, it is a must for companies to have robust procedures in place that ensure competition law compliance by their management and staff. Fines for competition law violations have spiralled to unprecedented heights in recent years and an increasing number of countries have introduced criminal sanctions for serious competition law violations.**

The cornerstone of every good compliance programme is training. eLearning programmes are a particularly effective training tool since they offer training to all employees independently of where they are located and at the time most convenient to them. Moreover, they enable the company to track and measure participation and learning results.

Based on our extensive experience in developing and delivering competition law compliance training, we have designed a suite of interactive and entertaining competition law eLearning programmes. Developed in cooperation with a leading eLearning development company, we believe our programmes have an edge over many products on the market.

## Focused on what really matters

Our eLearning courses focus on the most important topics on which employees require training, i.e:

- Dealing with competitors (30 minutes)
- Supply and distribution agreements (30 minutes)
- Dominant companies (15 minutes) - for companies that hold a strong market position
- Dawn Raid investigations (7 short modules of 5-10 minutes each)

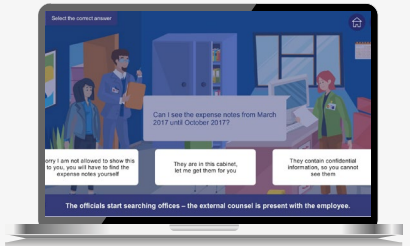
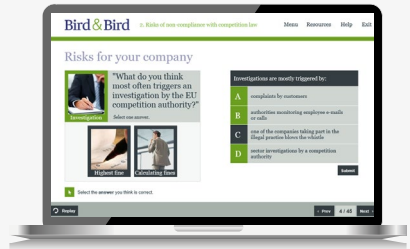
Each course is interactive and uses plain language that is easily understood by non-lawyers.

## Varied and entertaining

Our eLearning programmes include many interactive features

On every screen the learner has to click on menus, pictures, speech bubbles or “hot spots” on a photo to discover statements, questions, options, etc.

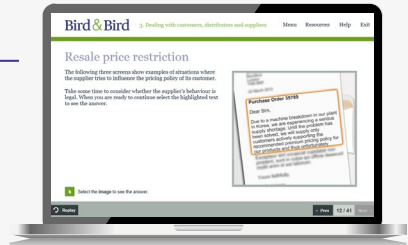
We use a variety of screens with different layouts, different interactive features and different types of tasks to keep the learner engaged



## Learning through practical examples

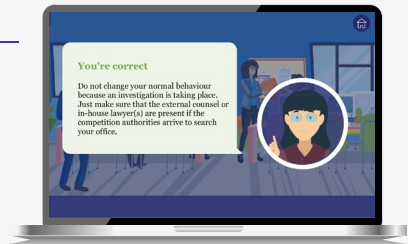
All of the content is presented through examples, Q&As and small case studies

There are no theoretical explanations or references to legislation



## Feedback provided

The user receives feedback on correct and incorrect answers



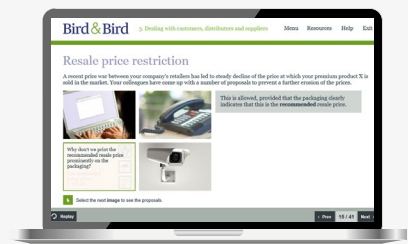
## Plain language

Our eLearning programmes use only plain language that can be understood by anyone and cuts out any legal jargon or technical terms

## Mindful of practical needs

The duration is limited to 30 minutes or less, which corresponds to the time employees are typically willing to spend on a training module ensuring they remain receptive

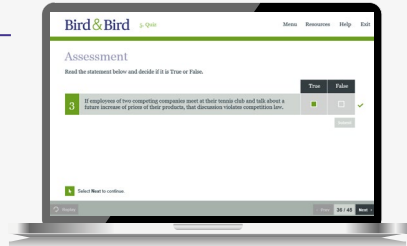
All content appears on the screens and there is no audio track since this could be disruptive in an open plan environment



## Guaranteed learning

The learner needs to complete the tasks on each page before being able to continue to the next page

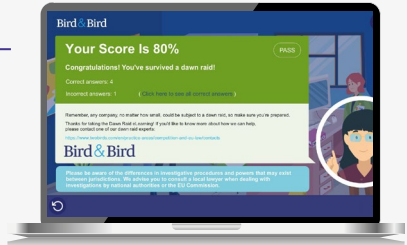
The programme concludes with a short test on which the learner must achieve a minimum score



## Optional customisation

Our eLearning courses can be customised according to your needs. Options include:

- Adapting the look and feel of the course to your company's branding
- Translating the course into other languages
- Tailoring the Q&As and examples to reflect real-life situations of your business, making the course even more relevant to your employees
- Developing additional modules on other competition law topics of particular relevance to your business



## Dealing with competitors

This course, lasting approximately 30 minutes, covers:

- Risks of non-compliance with competition law for your company and its employees
- Common misconceptions about competition law
- Agreements with competitors
- Exchanges of information with competitors
- Meetings and informal contacts with competitors
- Tips on how to draft and handle documents in a way that minimises competition law risks



## Supply and distribution agreements

This course, lasting approximately 30 minutes, covers:

- Risks of non-compliance with competition law for your company and its employees
- Resale price restrictions
- Restrictions of online sales
- Territorial and customer restrictions
- Exclusivity and non-compete obligations
- Getting involved in anti-competitive contacts between customers or suppliers (“hub and spoke cartels”)
- Tips on how to draft and handle documents in a way that minimises competition law risks



## Dominance

This course of approximately 15 minutes is structured as a supplement to our other competition law courses and covers:

- Markets in which your company may hold a dominant position
- Types of behaviour that are prohibited if your company holds a dominant position (discrimination, loyalty rebates, refusal to supply etc.)
- How to manage this risk in practice

## Dawn Raid investigations

The Dawn Raid eLearning programme prepares your employees to adequately respond in the event of a surprise investigation by competition or regulatory authorities (‘dawn raid’). The course is made up of **seven short, interactive modules** that can be assigned to employees based on their role in the dawn raid:

- Reception
- In-house lawyer
- Physical searches
- The role of IT
- Interviews with employees
- Legal privilege
- Information flow & communication

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