

## D.3.4.2 - Activity report of Meetings for participatory assessment incubation needs with CC MSMEs in Western Greece

### Hellenic Management Association

<b>Project Title</b>	TRansnational Accelerator for a Cultural and Creative EcoSystem
<b>Project Acronym</b>	TRACES
<b>Deliverable Number</b>	3.1
Programme	Cooperation Programme Interreg V/A Greece-Italy (EL-IT) 2014-2020 - Co-financed by the ERDF
Priority Axis	1 - Innovation and Competitiveness
Investment Priority	3a-Promoting entrepreneurship, in particular by facilitating the economic exploitation of new ideas and fostering the creation of new firms, including through business incubators
Specific Objective	SO1.2-Supporting the incubation of innovative specialized micro and small enterprises in thematic sectors of interest to the Programme Area
Partnership	<p>LB - University of Salento – Department of Management and Economics            PB2 - Technopolis Science and Technology Park,            PB3 - Creative Apulia Cluster Association,            PB4 - Hellenic Management Association            PB5 - Chamber of Achaia.</p> <p>Associated partners:</p> <p>ENCATC – European Network on Cultural Management and Policy            Foundation for Ethical Finance</p>

## **D.3.2 – Activity report of Meetings for participatory assessment incubation needs with CC MSMEs in Western Greece**

**Contracting Authority**



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## Introduction

This deliverable is carried out under the framework of the project TRACES - "TRansnational Accelerator for a Cultural and Creative EcoSystem".

**The University of Salento – Department of Management and Economics** is the lead beneficiary of this project in cooperation with two Italian partners, the **Technopolis Science and Technology Park of Bari** and the **Creative Apulia Cluster Association**, and two Greek partners, the **Hellenic Management Association** and the **Chamber of Achaia**. Associated Partners are **ENCATC – European Network on Cultural Management and Policy** and the **Foundation for Ethical Finance**.

Traces project, financed under Priority Axis 1 – Innovation and Competitiveness, with a budget of about 1 Million euro, focuses on cultural and creative micro and small and medium enterprises (CC MSMEs) in Apulia and Western Greece regions address the common challenge to promote creative entrepreneurship as a key contributor to competitiveness across all economic and social sectors.

The project aims at the setup and activation of a Transnational Accelerator for CC MSMEs, intended as a cross-border, tailor-made, diffused and networked environment to support incubation of cultural and creative entrepreneurship. For this purpose, Traces will develop a creative service exchange ICT platform, where creative enterprises can share services between Greece and Italy. The project will implement 10 Local Atelier, 5 in Puglia and 5 in the Region of Western Greece as public spaces to reuse according to the Apulia Urban Lab Model to offer co-working and cross-fertilization services. In addition, the 1st edition of the creativity trade fair, as a biennal event, will be organized, where creatives, entrepreneurs and stakeholders will be involved in a creative networking business trip across Puglia and Greece.

The current activity report concerns to the activities of **ten (10) workshops** with local enterprises, self-employees and workers in CCI sector in Western Greece, and university students as well. All workshops took place **during the period from 4-2-2019 to 3-4-2019** and hosted at Chamber of Commerce of Achaia or at POS coworking space.

**Coordinator** of all workshops was Mr. **Nasos Koskinas**, who holds a diploma in electrical and computer engineering with postgraduate studies in Energy and Environment. His scientific research and work experience as an engineer are on renewable energy systems and bioclimatic design. Nasos currently is the CEO and founder of POS4work – Point of Synergy, the innovation hub that introduced the coworking model in the city of Patras. He is considered to be a key player at the local startup ecosystem with numerous speeches, startup consulting and workshops. In 2018 he founded the first student incubator with the collaboration of the University of Patras where 5 new startups were born. He is also member of the board of intermediaKT, a non-profit organisation that also promotes

technology and social innovation. He continues his studies with an MBA on international Entrepreneurship aiming to guide successfully startups and young entrepreneurs.

## Objectives of the workshops

Within the context of the TRACES project and during the period from 4-2-2019 to 3-4-2019, **ten (10) thematic workshops** were organized involving entrepreneurs, self-employed and executives of cultural and creative enterprises of the Region of Western Greece, but also students from relevant CCI University Departments.

The purpose of the workshops was to present the TRACES project and its actions and to inform the participating enterprises how they can benefit from it. In addition, the aim of the workshops was to record the existing critical mass needs of enterprises, in order to extract conclusions for the region and creative industry that will feed the educational material and the development of the TRACES accelerator.

## Participants

The ten workshops hold a total participation of 82 persons<sup>1</sup> who are locally-based and shape different teams with various professional orientation and interests, experience level and cultural expertise. Specifically:

**1st workshop:** had a participation range of 10 different teams, represented by one to two persons each. All teams were locally - based, also having different interests, experience level and cultural expertise.

**2nd workshop:** had a total participation of 7 members split into teams or individuals that had an active role in the region's cultural life.

**3rd workshop:** had a participation range of 3 teams, each represented by one team member.

**4th workshop:** had a total participation of 14 university students and Mrs. Elena Chronopoulou<sup>2</sup>, acting as a facilitator

**5th workshop:** had a total participation of 6 individuals, each representing a completely different kind of potential, or already existing startup.

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<sup>1</sup> In Appendix there is an analytical list of participants and their business profile as well.

<sup>2</sup> Mrs. Elena Chronopoulou is an ISTQB certified software engineer of Intracom Telecom and ISTQB Instructor of Agile Actors. Also, she is an instructor in Technical Institution of Patras and a core team member of several volunteer projects, acting for example as the hospitality manager of TEDxPatras and Patras Science Festival, while organizing the GRTB Patras as well. She used her valuable experience to explain the possibilities for an overall cultural upgrade of the community via TRACES.

**6th workshop:** had a total participation of 4 university students and Mrs. Eleni Gora<sup>3</sup>, who acted as a facilitator.

**7th workshop:** had a total participation of 15 university students.

**8th workshop:** had a total participation of 5 members, acting as representatives of teams/startups or individuals pursuing culture-related careers in the region.

**9th workshop:** had a participation of 4 individuals acting as social media managers/ digital marketing strategists.

**10th workshop:** gathered 6 software developers in order to discuss the potential roles and opportunities related to software developing in the cultural industry.

## Subjects of discussion

The topics developed during the 10 workshops aimed at improving the business development of CCIs through the diagnosis of their needs that are shaped, in the modern internal and external environment. In particular, the topics discussed in the workshops concerned the following:

1. Development of Business Plans and Financial Issues of CCIs
2. Marketing, networking and extroversion / internationalization
3. Organization and Management of Human Resources in CCIs
4. Export Issues and Intellectual Property Rights (IPR)
5. Financial Tools that can Support CCIs - Presentation of the CREATIVE EUROPE Programme

## Structure of the workshops

The meeting took place in the following way:

- Upon arrival, participants signed the attendance form and the Data Use Agreement. They were also informed about the evaluation process in which they should participate during the last part of the meeting, answering the TRACES Project questionnaire.

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<sup>3</sup> Mrs Eleni Gora is a professional writer, conducting series of creative writing lessons in different cities all over Greece. She works both with individuals willing to improve their capacity to write professional or academic papers, and with individuals seeking to learn new ways to express their inner voice through free writing which looks like literature.

- Coordinator of the meetings, Mr. Nasos Koskinas presented the project TRACES and some data from the creative and cultural sector in Patras, in terms of income and employment. He indicated the main aspects of the project, its aims and goals, as well as the possible benefits deriving from it, both for the city and the teams involved.
- Participants had then "time to pitch": this allowed them to introduce their identity and activity, the companies or associations in which they are involved or the projects they work on.
- Then participants formed a round table in order to discuss the troubles, experiences and needs of local creative people. They exchanged success stories, failures, fulfilment and disappointment, thus in this way, presenting their strengths and weaknesses, as well as their "vision and mission". In addition, each one was asked to explain the profit expected to achieve from their participation in TRACES.

When needed, guidelines were available to participants to help them with discussion and suggestions including topics like internationalization, communication, innovation, management, financing tools, etc. Thus, participants developed the ongoing discussion according to their necessities, defining the priorities for their activities.

- Finally, the teams' representatives were asked to come out with a list of pending issues, skills and services they need for company support or incubation.

## Content of workshops – Discussion's topics

Discussion between the participants and the coordinator Mr. Koskinas was developed around the following topics:

- One of the main issues discussed by the participants was the kind of mentality the local cultural community is reaching for. They all agreed that broadening the horizons and strengthening the collaboration are necessities in order to promote ways to pursue further growth, concerning the innohub mentality.
- Need for better networking is another critical issue for discussion. Numerous types of networking strategies were put on the table, and each participant presented failed or successful strategies, according to their experience.
- Another issue that emerged was that of access to experts on handling conflict of interest on royalties. Although there were various suggestions, the most common was the solution of taking advice from a lawyer with expertise on legal rights. However, it is worth-noting, that they all seemed to be unaware of the existent legal frame.
- Digital marketing, platforms and tools used to implement the desirable strategies is another topic that emerged through the exchange of participants' common experiences related to their start-up's operations or their provided services. LinkedIn was

unanimously chosen as the “most relevant next big thing” to use, in order to gain proper networking connections and gradually build professional credibility. All participants considered the possibility of digital marketing and of what it can offer to the cultural and creative sector. Thus, they agreed that there is a need for organizing more events that would prove the relevance and importance of digital marketing to the uprising cultural industry. Another issue discussed was the significance of sharing information for digital marketing as well as for the overall process of branding.

- The sequence and supply-demand ratio were also on the table for enough time to become clear that it is another issue fully depending on each case.
- Also, the lack of qualified human capital was discussed. The importance of developing personal skills for employment was highlighted. Locality, proved to be one of the most substantial skill. According to the participants, there is a need for better funding opportunities which could help enterprises to find better - qualified and capable working force or experts that could be used to beat bureaucracy with their knowledge about the current legislation

It is worth noting that during the 7th workshop, with the guidance of IntermediaKT, Liofyllo and coffe-co, the participants had the opportunity to create products from re-usable material like ash tray from beer cans and many decoration and art products. The concept was to understand the role of up-cycling and apply it to creative purpose.

## Conclusions - Emerging priorities

The conclusions of the ten workshops aiming at facing the challenges of the CCIs in Western Greece are as follows:

- ☒ Lack of qualified human capital.
- ☒ Lack of a solid entrepreneurial culture and of structural conditions for a profitable business.
- ☒ Difficulty in coordinating and implementing commercial, marketing and communication activities as well as obtaining access to foreign markets.
- ☒ Bureaucracy and lack of knowledge on the existing legislation and ignorance of IP rights/procedures as well.
- ☒ Limited access to heavy equipment which is very expensive.
- ☒ Lack of information from regional and municipal offices and structures.

In this context, the priorities in order to strengthen the CCIs sector in Western Greece are the following:

- ⇒ Getting access to counseling on market validation strategies and copyright issues.

- ⇒ Learning to design a mock up version before finalizing the product details, so that its “official” version will be as compatible as possible to the existing market needs, thus allowing the entry to the market with a ready-to-purchase audience.
- ⇒ Need for training courses in foreign languages, management and organizational activities, as well as in building solid entrepreneurial culture.
- ⇒ Further networking to gain access to the catering industry outside the local circle of connections in Patras.

Finally, participants were asked to describe the desirable skills that they would be willing to pay for, in order to strengthen their business profiles. Accessibility, ability to personally handle the important decisions and elimination of any losses were the three elements that seem to prevail. These characteristics are expected to strengthen the ability to run their business in private facilities, designed according to their needs, leading to professional profile upgrade and increase in productivity levels.

Considering the above results, the measures and initiatives that will be taken in the future should fill the following gaps and promote the respective services for the benefit of local CCIs.

GAPS	SERVICES TO PROVIDE
<b>Mindset</b> <ul style="list-style-type: none"> <li>- <b>No entrepreneurial culture</b></li> <li>- <b>Only a hobby</b></li> <li>- <b>Ignorance of possibilities/perspectives</b></li> <li>- <b>Not professionalism</b></li> </ul>	<ul style="list-style-type: none"> <li>• Training from professionals</li> <li>• Case studies analysis</li> <li>• Entrepreneurial training</li> </ul>
<b>Innovation</b> <ul style="list-style-type: none"> <li>- <b>Limited access to technology (software, mobile apps, web sites)</b></li> <li>- <b>Ignorance of IP rights/procedures</b></li> <li>- <b>Limited access/expensive to use heavy equipment</b></li> </ul>	<ul style="list-style-type: none"> <li>• Connection to university or other professional technical labs</li> <li>• Digital services</li> <li>• Training to use equipment</li> <li>• Legal consultancy and services</li> </ul>
<b>Communication</b> <ul style="list-style-type: none"> <li>- <b>No clear communication plan</b></li> <li>- <b>Not consistent/professional social media</b></li> <li>- <b>Poor digital marketing skills</b></li> <li>- <b>Difficult to approach media (newspapers, magazines, journalists)</b></li> </ul>	<ul style="list-style-type: none"> <li>• Digital skills training</li> <li>• Connection with marketers</li> <li>• Memorandum and collaborations with media organizations.</li> <li>• Dissemination events</li> </ul>

GAPS	SERVICES TO PROVIDE
<b>HR</b> <ul style="list-style-type: none"> <li>- <b>limited network with other professionals</b></li> <li>- <b>hiring difficulties</b></li> <li>- <b>poor volunteering initiatives</b></li> </ul>	<ul style="list-style-type: none"> <li>• Provide HR consultancy</li> <li>• Networking events</li> <li>• Pool with volunteers</li> </ul>
<b>Internationalization</b> <ul style="list-style-type: none"> <li>- <b>Local actions</b></li> <li>- <b>Not connected to other similar actions/ no technology transfer options</b></li> <li>- <b>No extensive use of digital shops (etsy, fb market, ebay)</b></li> </ul>	<ul style="list-style-type: none"> <li>• Training from other case studies/professionals</li> <li>• Digital tool training</li> <li>• Professional photo shooting services</li> </ul>
<b>Funding</b> <ul style="list-style-type: none"> <li>- <b>Unable to find sponsors</b></li> <li>- <b>Difficulty to approach large corporations for social responsibility funds</b></li> <li>- <b>not legal entities</b></li> <li>- <b>unable to raise EU/regional funds</b></li> </ul>	<ul style="list-style-type: none"> <li>• Legal/Tax consultancy</li> <li>• Initiatives to create legal entities</li> <li>• Matchmaking events with corporations</li> <li>• EU project partnerships</li> </ul>
<b>Management</b> <ul style="list-style-type: none"> <li>- <b>Poor leadership skills</b></li> <li>- <b>Unable to collaborate/coordinate</b></li> <li>- <b>Difficult to manage volunteers</b></li> <li>- <b>Ignorance of tax/legal procedures</b></li> </ul>	<ul style="list-style-type: none"> <li>• Management training/consultancy</li> <li>• Outsourcing services</li> </ul>
<b>Spaces</b> <ul style="list-style-type: none"> <li>- <b>Difficulty to authorise public actions from Public Administration</b></li> <li>- <b>Few spaces with large capacity</b></li> <li>- <b>many personals amateurs attelie</b></li> <li>- <b>few spaces to work/create</b></li> <li>- <b>few/small/expensive exhibition spaces</b></li> </ul>	<ul style="list-style-type: none"> <li>• MOU with region and municipality, police and fireservice etc</li> <li>• Co-fund spaces for exhibitions</li> <li>• Exploit public buildings</li> <li>• Give initiatives to coworking spaces</li> </ul>
<b>Public Administration</b> <ul style="list-style-type: none"> <li>- <b>No physical or digital portal for direct communication</b></li> <li>- <b>No authorised personnel</b></li> <li>- <b>Bureaucracy/ time consuming decisions</b></li> </ul>	<ul style="list-style-type: none"> <li>• Establish direct communication channel with PA</li> <li>• Authorise and train personnel from PA</li> </ul>

## Appendix: Documentation

### 1. List of participants

1st workshop (4.2.2019)	2nd workshop (8.2.2019)	3rd workshop (14.2.2019)
1. Dimitra Alexandrakou (Sinradio.gr)	1. Nektarios Georgopoulos (writer and blogger to a local blog to a local blog)	1. Irene Ioannides (representative of GM.gr)
2. Akia Stamati (Carnival Team 94)	2. Kanella Stasinopoulou (artist)	2. Alexis Pantziaros (representative of Growth Mindset Greece)
3. Vasileios Karavasilis (eNVy Softworks)	3. Andreas Tsiliras (founder of the publishing house "The tooth")	3. Dimitra Vlahakou (representative of Sandalistas)
4. Leonidas Theodorakopoulos (UPwebTV)	4. Georgios Sarlis (Mosaic)	4. Maria Kantani (Social Support Team)
5. Karan Prasher (KPeditionFilms)	5. Katerina Zisimopoulou (architect in the Western Region of Greece)	5. Athanasios Koskinas (POS4Work)
6. Konstantinos Papadopoulos (ENOworX - 3D printing)	6. Alexandra Tiligadi (representative of the team of "Commoners code the city")	6. Evangelia Zargana (Hellenic Management Association)
7. Panagiotis Antonopoulos (InterMediaAct)	7. Maria Skremma (social engineer)	
8. Alexandra Makrigiorgou (Liofyllo)	8. Maria Kantani (Social Support Team)	
9. Penny Skarpeta (FxD)		
10. Panagiotis Tsagkronis (Wind Orchestra "Patreos")		
11. Melio katsifara (phD candidate)		
12. Konstantinos Kritsonis (Achaliiki Epimelitiriaki Anaptixi)		
13. Panagiotis Christias (Chamber of Achaia)		
14. Dimitris Plessas (employee)		

<b>4<sup>th</sup> workshop (20.2.2019)</b>	<b>5<sup>th</sup> workshop (21.2.2019)</b>	<b>6<sup>th</sup> workshop (21.2.2019)</b>
14 University Students	1. Marios Vlachogiannis (Coffeco)	1. Eleni Gora (professional writer)
	2. Dimitris Kouniakis (Educator, TEFL Teacher Trainer, Speaker, Blogger & Director of Studies at Mellon Foreign Language Schools)	2. Konstantinos Voudouris
	3. Eleni Gora (professional writer)	3. Christina Leonidopoulou (University Student)
	4. Jenny Dimoka (phD candidate, Liofyllo)	4. Georgia Margariti (University Student)
	5. Hara Loutsia - Serafimidi (artist)	5. Maria Katsaiti (University Student)
	6. Anastasios Karameros (Civil Engineering)	

<b>7<sup>th</sup> workshop (21.3.2019)</b>	<b>8<sup>th</sup> workshop (22.3.2019)</b>	<b>9<sup>th</sup> workshop (3.4.2019)</b>	<b>10<sup>th</sup> workshop (3.4.2019)</b>
15 University Students	1. Antonia Eleftheriadou (stained glass artist)	1. Stavroula Stoumpou (VIE)	1. Andreas Giannopoulos (software developer)
	2. Georgia Manolopoulou (expert in design and implementation of cultural exhibitions)	2. Panagiotis Tsaggas (Susurrus)	2. Marianna Panteli (software developer)
	3. Konstantina Konstantinopoulou (owner of Ms. Thimble company)	3. Anna Natsvlisvili (Growth Mindset)	3. Nikolaos Kostopoulos (software developer)
	4. Dionisis Rodis (Co- Founder and CTO of Susurrus)	4. Thanos Pavlopoulos (Student)	4. Ioannis Rallis (software developer)
	5. Dimitris Sofianopoulos (woodworking workshop)		5. Dionisis Zigouras (software developer)
			6. Demetrios Katsouris (software developer)

## 2. Participants' profile

### 1st workshop

**Sinradio.gr:** Web- based radio station of the city, based at “Sindetiras” cafe. It broadcasts from a station actually running inside the cafe. The team aims at developing their teamwork skills and effectiveness in terms of organisation, raising funding and improving the quality of the “product” of broadcasting. Their long - term vision includes radio as a means of incubating forms and interactions promoting cultural innovation. They identify their basic needs in terms of access to fundraising opportunities, effective promotion, modern equipment and adopting new ways of action that will benefit them with an additional income.

**Carnival Team 94:** Following the city's well- known Carnival tradition, Crew 94 has, over the years, formed its very own tradition in participating in the yearly celebrations, making Patras a national point of interest in artistic aesthetics. Their devotion, though, needs to be associated with access to the municipality's venues for carnival crafts, effective fundraising for tools and craft materials they need, as well as workshops and training courses to enhance their skills in design and crafting.

**eNVy Softworks:** One of the first startups emerging from the POS- Coworking Space incubator was eNVy Softworks, which has been active in the sector of software design, with an expertise in developing gaming digital environments. Despite their international experience and clients, they still indicate a lack of investment funds, international networking and press contacts to become known to a wider market audience.

**UPwebTV:** University of Patras is enough ambitious to come up with a plan to develop an official webTV channel, aiming to become an official source of information for the university students and to more effectively communicate university's events. The actual vision is to officially form a proper journalist team, combining the existing press and radio station (@UP newspaper and @UPfm radio) with an official internet channel. The team declares that their basic need is to gain more expertise through proper training, adding experienced members and getting funds to obtain proper equipment.

**KPeditionFilms:** KPeditionFilms is the personal vision and project of Karan Prasher, who lives film in Patras. Karan is driven by the ambition to eventually start producing his own short films, in his spare time. Broadening his team with people of similar aesthetics and film-making expertise, getting his own studio, obtaining more media partners, fundraising and international networking are his first priorities.

**ENOworX:** A 3D printing startup with high expertise, vast experience and products of exceptional quality. ENOworX aims at forming synergies that will create additional teams into the 3D printing sector and promote the relevant technological culture even more. Their

main objective is to create networking with Universities and research organizations, not only in Greece, but worldwide as well.

**InterMediaAct (IMA):** InterMediaAct is a company specialized in developing educational material with the use of digital tools, enhancing both professional and personal fulfilment. Their priority is to hire more qualified human capital, gaining actual structural conditions for a profitable business, using more specialized software.

**Liofyllo:** Another innovative idea that was born in the POS- Coworking Space incubator environment, Liofyllo's concept. A start-up dedicated to produce a unique, environmental-friendly, zero - waste material made by olive leaves. What they need is to obtain better equipment, achieve further networking, fundraise and attend training events that will help them develop a profile which will incorporate the values of inclusion, women entrepreneurship and sustainability.

**FxD:** FxD is a team dreaming of creating a unique fashion festival downtown- and has managed it through an event in 2018. Their aim is to combine fashion and entrepreneurship and share innovative design ideas with the world. Promoting their ideas, motivating young people and getting access to funds and free venues for the festival are the prerequisites they need to fulfil.

**Wind Orchestra “Patreos”:** Wind Orchestra “Patreos” main needs consist of gaining their own space to host rehearsals and music lessons, networking with experienced sponsors and human capital in organising music events, getting guidance for marketing and logistics, and updating their management practices.

## 2nd workshop

**Nektarios Georgopoulos:** a local writer and blogger contributing both to a local economic newspaper and to a local blog (thebest.gr). Mr Georgopoulos' writings focuses on covering cultural events in the city of Patras, and interviewing various artists, thus creating a series of “portraits” that try to present his work, focusing on the personality and ideas behind his choices and aesthetics.

**Kanella Stasinopoulou:** a local artist who primarily works with colours and/ or pottery, while also being active in teaching arts in Primary School of Patras “Arsakeio”.

**Andreas Tsiliras:** founder of the publishing house “The tooth” [“To donti”]. The publisher mainly focuses on publishing Greek literature, giving priority to local writers. The target group of readers consists of local people, however there are some cities in Greece that have been collaborating with the firm during the last decade. It is worth noting that profit is not the main aim of the publisher's choices.

**Mosaic:** is a social organization with an ambition to promote cultural entrepreneurship, facilitating the formation and work of local creative industries. Making the first official study and mapping of the cultural industry of Western Greece (March 2019) is the main idea behind their formation. At the moment, the team consists of 6 members who also act as

funders while seeking for further funding through European programmes or governmental actions of economic aid, given to NGOs.

**Katerina Zisimopoulou:** architect who is an employee in the Region of Western Greece. Her work is related to connecting the city's monumental heritage with cultural and artistic projects that can significantly contribute to the maintenance of landmarks and guarantee further publicity for the region of Western Greece.

**Alexandra Tiligadi:** representing the team of "Commoners code the city". The "Urban Common" ["Astika kina" in greek] programme is an urban participative design game that will take place in Patras based on the belief that we need to give people a say about the urban development of the environment they live in. Through storytelling about the neighborhood, the methodology of participatory planning, and of course the game that will be formed by the people, they will again become neighbors who share something in common, the neighborhood. The "Urban Commons" program is supported by START. START is a Robert Bosch Stiftung program implemented in collaboration with the Goethe-Institut Thessaloniki and the Federal Association of Socio-cultural Centers, supported by the John S. Latsis Public Benefit Foundation and the Bodossakis Foundation. More information can be found at [www.startgreece.net/](http://www.startgreece.net/) and <https://www.facebook.com/astikakoina>

**Maria Skremma:** a social engineer who runs a local printing business.

### 3rd workshop

**Irene Ioannides:** is representative of GM.gr, a Greek start-up which is pursuing the ambition of producing a gamified digital environment capable of enhancing each child's talents as well as depicting their main cognitive weaknesses, while feeding the parent's account with data that will help them form a picture of their child's needs and talents.

**Alexis Pantziaros:** is representative of Growth Mindset Greece, a start- up company that has designed a product designated from a series of projects, emerging from the Growth Mindset mentality. What lies in the heart of the product (8-month soft skill development programme within the context of entrepreneurship) is no more than a program designed "by children, for children". The idea of a Growth Mindset implies that intelligence evolves through hard work and practice. The implementation of appropriate strategies with open-minded thinking leads to individual and intellectual development in each sector through a process of failures, incentives, and redefinition. The Growth Mindset philosophy is not only an effective educational approach that can urge individuals of all ages to work hard to achieve goals and assist them in thinking without a box, but it is also a way of life. A way of life, that leads to the acquirement of practical knowledge and hands-on experience.

So far, the Growth Mindset team is running 3 classes for children in the POS4WORK facilities, and two more in the facilities of two local private schools that have adopted the methodology as part of their official curriculum. The team is looking forward to expand further, by implementing the same framework to build (gamified) interactive workshops for skills development addressed to adult workers at a pilot-level corporate trial in Cyprus.

**Dimitra Vlahakos:** is representative of Sandalistas, a company making sandals by hand, created in Patras and now expanding to Athens. The company started as a family business, driven by the talent of one of the siblings Vlahakos and the business instincts of the other three. Running in the form of an e-shop and also supplying shoe stores in and outside Greece, the company's branding policy is based on both its unique design and first quality material.

### 5<sup>th</sup> workshop

**Marios Vlachogiannis:** is representative of Coffeco, a Greek start-up company that isolates phenolic compounds from coffee waste. Phenol substances are useful for human health because of its beneficial properties to humans such as the antioxidant and antimicrobial properties they have. Coffeco can handle plenty of organic waste useful for large industries such as pharmaceuticals, food and cosmetics. Coffeco researchers have managed to identify the conditions that allow one to isolate phenol substances from coffee waste. This process makes the cost of production a competitive advantage since the price is much lower than the existing costs of producing phenols.

**Dimitris Kouniakis:** Educator, TEFL Teacher Trainer, Speaker, Blogger & Director of Studies at Mellon Foreign Language Schools.

**Eleni Gora:** a professional writer conducting series of creative writing lessons in different cities all over Greece. She is working both with individuals willing to improve their capacity to write professional or academic papers, as well as with those seeking to learn new ways to express their inner voice through free writing resembling more to literature. She also works with corporal frames, organizing workshops targeted at specific sectors such as lawyers (case study writing) and doctors (medical research writing). She works as a secondary school professor, teaching linguistics and literature. She devotes her free time to pursue the growth her "second job" into a start-up, successful enough to be her full time job. She is also a Phd student, conducting real-time research in linguistics and writing issues.

**Jenny Dimoka:** a phd candidate whose research main focus is fabric development using nanotechnology. She is looking for a frame of work capable of enhancing her will to evolve her research outcome into a startup with potential to succeed in the market in the long term.

**Hara Loutsia Serafimidi:** is officially a lawyer, acting as an accountant and consultant for a supermarket chain in Achaia, but she is also a performer of various crafts for the last ten years. Even if, she has sold many art pieces, she has never managed to officially establish her presence in the art market, both due to facing personal challenges and lack of funds that would help her to invest money and wait for long- term profit, instead of instantly using any income to "fill the holes" of a single parent family.

**Anastasios Karameros:** is a Civil Engineering. He graduated from the University of Patras, in Greece and currently attend classes for a Master's degree in designing Resilient, Sustainable

and Intelligent Infrastructures. Mr Karameros is also an officer in the Model European Union Strasbourg Country Liaison for Greece and Cyprus.

### 8<sup>th</sup> workshop

**Antonia Eleftheriadou:** a stained-glass artist, who has been active in the private market (both officially and unofficially). She lives in Patras, but also having numerous clients in Athens. She is mainly hired by individuals seeking for unique pieces of design. Andy has an online portfolio, and also has built a site using web note.

**Georgia Manolopoulou:** is an expert in design and implementation of cultural exhibitions. She has a stunning bio, including numerous collaborations with cultural liaisons in Greece and other European regions. She participated in the TRACES meeting, representing the project- start up to be, HAG (Heritage- Art - Gastronomy) for Patras. The team intends to create a “box” that will bring to the city’s visitors a bit of local history, a bit of local taste and a bit of landmark design in the form of exquisite souvenirs. They have already started the process to produce their first products and they are looking for hubs that can help them take their first steps in the safest and most professional way.

**Konstantina Konstantinopoulou:** has created her own brand (Ms. Thimble), aiming at “offering an alternative to the woman who enjoys creating her own unique and stylish outfit for every aspect of her life”. Ms Thimble is a fashion brand, based in Greece, that designs and handcrafts women's handbags and accessories made of cork leather, an eco friendly product. Konstantina is using social media to promote her brand and products, approaching methods of the digital market as well, but her e- selling experience goes as far as etsy and jamjar (<https://www.jamjar.gr/store/msthimble>)

**Dionisis Rodis:** is the Co-Founder and CTO of Susurrus, the influencing marketing platform that brings together brands / agencies with influencers for collaboration, with presence in Europe and the Middle East. The idea behind Susurrus is simple; while more and more brands and PR agencies tend to run influencer marketing campaigns (ask influencers to post in their social media & blogs sponsored articles, photos, videos, etc that promote a brand), this type of advertising traditionally requires much time and money. In Susurrus, a brand can easily “book” online a set of sponsored posts, talking about its services or products in targeted audiences.

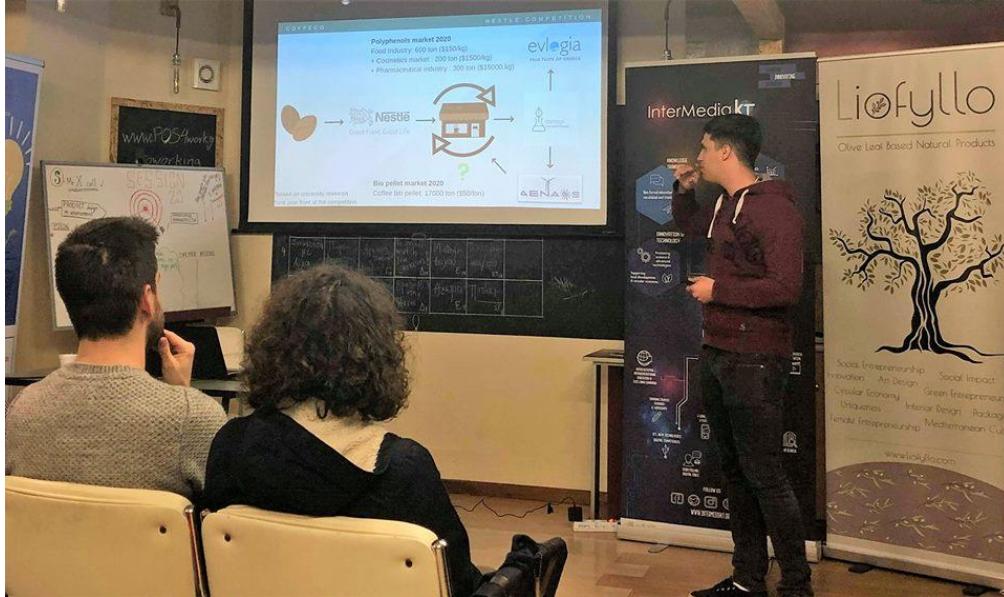
**Dimitris Sofianopoulos:** has set up a woodworking workshop to create engraved products. The business is not a co-operative one, he is quite self-taught and uses social media tools to promote his business, but also, he tries a door-to-door approach to communicate with clients.

### 3. Photos



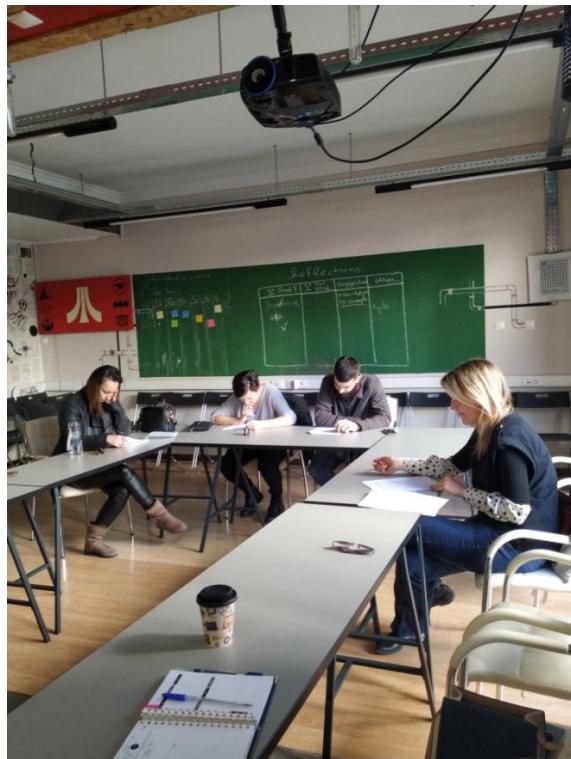
















#### 4. Attendance register forms



Από το 1836



**Επιχειρηματική Συνάντηση 'Οι ανάγκες της δημιουργικής και πολιτιστικής Βιομηχανίας' –  
Ευρωπαϊκό Έργο TRACES  
Επιμελητήριο Αχαΐας - Ημερομηνία... 4/2/2019**

**Λίστα συμμετοχής**

A/A	ΟΝΟΜΑ	ΕΠΩΝΥΜΟ	ΙΔΙΟΤΗΤΑ	ΗΛΙΚΙΑ	EMAIL	ΕΠΙΤΡΕΠΩ ΤΗΝ ΑΠΕΙΚΟΝΙΣΗ ΤΟΥ ΠΡΟΣΩΠΟΥ ΜΟΥ ΣΤΙΣ ΦΩΤΟΓΡΑΦΙΕΣ ΤΗΣ ΕΚΔΗΛΩΣΗΣ	ΕΠΙΘΥΜΩ ΝΑ ΕΝΗΜΕΡΩΝΟΜΑΙ ΓΙΑ ΤΙΣ ΔΡΑΣΕΙΣ ΤΟΥ ΕΡΓΟΥ	ΥΠΟΓΡΑΦΗ
1	Αντώνιας	Θεοδωρίδης	Πανεπιστημιού Πατρών	28	theodoridisa@outlook.gr	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	
2	Δημήτρης	Θεοφάνης	Radio Frequency Applications	27	dimitrl.dim@alexandratv.gr dimitrl.dim@outlook.com	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	
3	Ναύλης	Ιωάννης	Σεντόρεα Νέας Σμύρνης	36	navali@hotmail.com	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	
4	Πέτρος	Σκυρέλλης	FxD	46	petryy.Starpetes@outlook.gr	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	
5	Βασίλειος	Καραβούλης	Game Developer	25	Vasilios@mvsoftworks.com	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	
6	Γεώργιος	Παπαδημούλης	3D Printer	37	gkx51mm@hotmail.com	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	
7	Ακτια	ΣΤΑΜΑΤΗ	Πατρίνα	34	stamati@qymart.com	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	
8	Ναυγιάνης	Αντώνιος	Ict officer	33	Davos.aktorospoulas@intermediart.org	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	
9	Αλέξανδρα	Μαργυρίδη	Liofyllo	37	lioifyllo@qymart.com	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	
10	Σάρα	Παπαδημούλης	Φούτης	21	sarakarolopapadeli@outlook.com	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	

Ογκιλίας

Σας ενημερώνουμε ότι κάνοντας την εγγραφή σας στην εκδήλωση επιτρέπετε στην ΕΕΔΕ να συλλέξει και να επεξεργαστεί τα προσωπικά σας δεδομένα - Το όνομα και τη διεύθυνση του ηλεκτρονικού σας ταχυδρομείου - σύμφωνα με τη νόμιμη θάση συγκατάθεσης βάσει του Κανονισμού Γενικής Προστασίας Δεδομένων που εφαρμόζεται από τις 25 Μαΐου 2018 και σύμφωνα με την πολιτική απορρήτου της ΕΕΔΕ σχετικά με τα δεδομένα που συλλέγονται κατά την εγγραφή σε εκδηλώσεις. Επίσης, επιτρέπετε στην ΕΕΔΕ να συλλέγει δεδομένα για άμεσο μάρκετινγκ και στατιστική επεξεργασία των αποτελεσμάτων.



Από το 1886



**Επιχειρηματική Συνάντηση 'Οι ανάγκες της δημιουργικής και πολιτιστικής Βιομηχανίας' –  
Ευρωπαϊκό Έργο TRACES  
Επιμελητήριο Αχαΐας - Ημερομηνία 4/2/2019**

**Λίστα συμμετοχής**

A/A	ΟΝΟΜΑ	ΕΠΩΝΥΜΟ	ΙΔΙΟΤΗΤΑ	ΗΛΙΚΙΑ	EMAIL	ΕΠΙΤΡΕΠΩ ΤΗΝ ΑΠΕΙΚΟΝΙΣΗ ΤΟΥ ΠΡΟΣΩΠΟΥ ΜΟΥ ΣΤΙΣ ΦΩΤΟΓΡΑΦΙΕΣ ΤΗΣ ΕΚΔΗΛΩΣΗΣ	ΕΠΙΘΥΜΩ ΝΑ ΕΝΗΜΕΡΩΝΟΜΑΓΙΑ ΤΙΣ ΔΡΑΣΕΙΣ ΤΟΥ ΕΡΓΟΥ	ΥΠΟΓΡΑΦΗ
1	Νερίδης	Katerina	Υπ. Διάταξης Λαρισαίων 25	αναλιακοτσιανα@gmail.com	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	
2	Χρυσούλα	Χριστίνα	Διευθύνωση Αχαΐας 40	Loskeibonis@gmail.com	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	
3	Παναγιώτης	Χαροκόπειος	Αχαΐα - Πύλη Αχαΐας 42	pcchristas@de-cyfr	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	
4	Δημήτρης	Πανασός	Τ. Σ. Χριστούπειος 35	dimplessos@gmail.com	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	
5					<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
6					<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
7					<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
8					<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
9					<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
10					<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	

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Αριθ. 10.1836



**Επιχειρηματική Συνάντηση 'Οι ανάγκες της δημιουργικής και πολιτιστικής βιομηχανίας' –  
Ευρωπαϊκό Έργο TRACES  
Επιμελητήριο Αχαΐας - Ημερομηνία 08/05/2019**

**Λίστα συμμετοχής**

A/A	ΟΝΟΜΑ	ΕΠΩΝΥΜΟ	ΙΔΙΟΤΗΤΑ	ΗΛΙΚΙΑ	EMAIL	ΕΠΙΡΕΠΟ ΤΗΝ ΑΠΕΙΚΟΝΙΣΗ ΤΟΥ ΠΡΟΣΩΠΟΥ ΜΟΥ ΣΤΙΣ ΦΩΤΟΓΡΑΦΙΕΣ ΤΗΣ ΕΚΔΗΛΩΣΗΣ	ΕΠΙΘΥΜΟ ΝΑ ΕΝΗΜΕΡΩΝΟΜΑΓΙΑ ΤΗΣ ΔΡΑΣΕΙΣ ΤΟΥ ΕΡΓΟΥ	ΥΠΟΓΡΑΦΗ
1	Νεσσούσης Γεώργιος	Νεσσούσης Γεώργιος	Επικεφαλής ομάδας	43	gennetisgennetis@gmail.com	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	
2	Ανδρέας Τσιρκάς	Τσιρκάς	Επικεφαλής ομάδας	45	tsirkas.gr@gmail.com	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
3	Γεώργιος Σαράνης	Σαράνης	Επικεφαλής ομάδας	45	mallogorgeschis.ee	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
4	Ανδρέας Τσιρκάς	Τσιρκάς	Επικεφαλής ομάδας	48	andreas.tsirokas@outlook.com	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
5	Αναστασία Σαράνης	Σαράνης	Επικεφαλής ομάδας	33	konstantina.sarani@outlook.gr	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
6	Κατερίνα Τζολονάτη	Τζολονάτη	Επικεφαλής ομάδας	45	katina.jolonti@outlook.com	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
7	Νασούσα Σαράνης	Σαράνης	Επικεφαλής ομάδας	36	maria.nasoussi@outlook.com	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	
8	Αλέξανδρη Αριστίδη	Αριστίδη	Επικεφαλής ομάδας	26	alexandri.aristidi@outlook.com	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
9								
10								

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Λίστα συμμετοχής

A/A	ΟΝΟΜΑ	ΕΠΩΝΥΜΟ	ΙΔΙΟΤΗΤΑ	ΗΛΙΚΙΑ	EMAIL	ΕΠΙΤΡΕΠΩ ΤΗΝ ΑΠΕΙΚΟΝΙΣΗ ΤΟΥ ΠΡΟΣΩΠΟΥ ΜΟΥ ΣΤΙΣ ΦΩΤΟΓΡΑΦΙΕΣ ΤΗΣ ΕΚΔΗΛΩΣΗΣ	ΕΠΙΘΥΜΩ ΝΑ ΕΝΗΜΕΡΩΝΟΜΑΙ ΓΙΑ ΤΙΣ ΔΡΑΣΕΙΣ ΤΟΥ ΕΡΓΟΥ	ΥΠΟΓΡΑΦΗ
1	Αντώνης	Βλαχάκου	Φοιτητής	21	dim.vl@hotmail.com	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	
2	Alexis	Pantziros	Φοιτητής	22	alex.pantziros@gmail.com	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	
3	Στέφανος	Λαζαρίδης	Φοιτητής	26	ioanniris.1@gmail.com	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	
4	Μαρία	Karidim	Αδοκίδη	26	mariekant17@gmail.com	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
5	Αιδανίδης	Kocenias	Post-work	34	mososkosis123@gmail.com	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
6	Ευαγγελία	Ζαρογάνο.	ΕΕΔΕ.	35	ezargano@gmail.com	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	
7						<input type="checkbox"/>	<input type="checkbox"/>	
8						<input type="checkbox"/>	<input type="checkbox"/>	
9						<input type="checkbox"/>	<input type="checkbox"/>	
10						<input type="checkbox"/>	<input type="checkbox"/>	

Σας ενημερώνουμε ότι κάνοντας την εγγραφή σας στην εκδήλωση να συλλέξει και να επεξεργαστεί τα προσωπικά σας δεδομένα - το όνομα και τη διεύθυνση του ηλεκτρονικού σας ταχυδρομείου - σύμφωνα με τη νόμιμη βάση συγκατάθεσης δίσει του Κανονισμού Γενικής Προστασίας Δεδομένων που εφαρμόζεται από τις 25 Μαΐου 2018 και σύμφωνα με την πολιτική απορρήτου της ΕΕΔΕ σχετικά με τα δεδομένα που συλλέγονται κατά την εγγραφή σε εκδηλώσεις. Επίσης, επιτρέπετε στην ΕΕΔΕ να συλλέγει δεδομένα για άμεσο μάρκετινγκ και στατιστική επεξεργασία των αποτελεσμάτων.



Από το 1836



**Επιχειρηματική Συνάντηση 'Οι ανάγκες της δημιουργικής και πολιτιστικής Βιομηχανίας - Ευρωπαϊκό Έργο TRACES**  
**Επιμελητήριο Αχαΐας - Ημερομηνία 20/2/2018**

**Λίστα συμμετοχής**

= ΜΩΡΑΙΑ =

A/A	ΟΝΟΜΑ	ΕΠΩΝΥΜΟ	ΙΔΙΟΤΗΤΑ	ΗΛΙΚΙΑ	EMAIL	ΕΠΙΤΡΕΠΟ ΤΗΝ ΑΠΕΙΚΟΝΙΣΗ ΤΟΥ ΠΡΟΣΩΠΟΥ ΜΟΥ ΣΤΙΣ ΦΩΤΟΓΡΑΦΙΕΣ ΤΗΣ ΕΚΔΗΛΩΣΗΣ	ΕΠΙΘΥΜΩ ΝΑ ΕΝΗΜΕΡΩΝΟΜΑΙ ΓΙΑ ΤΙΣ ΔΡΑΣΕΙΣ ΤΟΥ ΕΡΓΟΥ	ΥΠΟΓΡΑΦΗ
1	ΑΓΑΛΑΣΗ	ΜΑΡΙΑ	ΠΛΗΡΟΦΟΡΙΑ	40	iraklismaria.kelis@gmail.com	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
2	ΑΝΟΗ	ΚΡΙΣΤΗ	φοιτήτρια	22	anthiokrisi10@gmail.com	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
3	Χρήστος	Μαρούνας	ΑΛΗΓΟ ΑΓΟΡΙΑΣ	39	christosmarounas@gmail.com	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
4	ΜΑΡΙΑ	Μινελάπα	ΑΛΜΟΣΙΟ ΡΑΦΟΣ	44	albosha@gmail.com	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
5	ΙΩΑΝΝΑ	ΣΤΑΣΙΝΟΥ	ΠΛΗΡΟΦΟΡΙΕΣ	32	sofia_stasinou@hotmail.gr	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
6	Βασιλής	Σερβιώτης	Η/Υ	29	tzilis@gmail.com	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
7	Λευτέος	Τότσας	Η/Υ	40	ktotzas@gmail.com	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
8	Γιάννης	Καζανιδής	Φοιτητής	22	gkoutoulogiots@gmail.com	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
9	Γιώργος	Μαύρης	Ι.Σ. Υ.Α.	28	geomart@gmail.com	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
10	Ορέστης	Μιλόχας	Φοιτητής	23	Orestis.Milochas@gmail.com	<input checked="" type="checkbox"/>	<input type="checkbox"/>	

Σας ενημερώνουμε ότι κάνοντας την εγγραφή σας στην εκδήλωση επιτρέπετε στην ΕΕΔΕ να συλλέξει και να επεξεργαστεί τα προσωπικά σας δεδομένα - το όνομα και τη διεύθυνση του ηλεκτρονικού σας ταχυδρομείου - σύμφωνα με τη νόμιμη βάση συγκατάθεσης βάσει του Κανονισμού Γενικής Προστασίας Δεδομένων που εφαρμόζεται από τις 25 Μαΐου 2018 και σύμφωνα με την πολιτική απορρήτου της ΕΕΔΕ οπετείτο να συλλέγονται κατά την εγγραφή σε εκδηλώσεις. Επίσης, επιτρέπετε στην ΕΕΔΕ να συλλέγει δεδομένα για άμεσο μάρκετινγκ και σπαστική επεξεργασία των αποτελεσμάτων.



Από το 1866



**Επιχειρηματική Συνάντηση 'Οι ανάγκες της δημιουργικής και πολιτιστικής Βιομηχανίας' –  
Ευρωπαϊκό Έργο TRACES  
Επιμελητήριο Αχαΐας - Ημερομηνία.....**

**Λίστα συμμετοχής**

A/A	ΟΝΟΜΑ	ΕΠΩΝΥΜΟ	ΙΔΙΟΤΗΤΑ	ΗΛΙΚΙΑ	EMAIL	ΕΠΙΤΡΕΠΩ ΤΗΝ ΑΠΕΙΚΟΝΙΣΗ ΤΟΥ ΠΡΟΣΩΠΟΥ ΜΟΥ ΣΤΙΣ ΦΩΤΟΓΡΑΦΙΕΣ ΤΗΣ ΕΚΔΗΛΩΣΗΣ	ΕΠΙΘΥΜΩ ΝΑ ΕΝΗΜΕΡΩΝΟΜΑΙ ΓΙΑ ΤΙΣ ΔΡΑΣΕΙΣ ΤΟΥ ΕΡΓΟΥ	ΥΠΟΓΡΑΦΗ
1	Κωνσταντίνος	Ζαΐγκας	Φοιτητής	20	κωντ2005@gmail.com	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
2	Αγγελιδάσης	Σταύρος	Φοιτητής	24	Penis+flame@outlook.gr	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
3	Γεώργιος	Μιχαήλ	ανα. μυκητός	31	helemi.chalev@gmail.com	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
4	Αντώνης Ανανιάτος	Παναγιώτης	Φοιτητής	24	andreaspanagiotis@gmail.com	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
5						<input type="checkbox"/>	<input type="checkbox"/>	
6						<input type="checkbox"/>	<input type="checkbox"/>	
7						<input type="checkbox"/>	<input type="checkbox"/>	
8						<input type="checkbox"/>	<input type="checkbox"/>	
9						<input type="checkbox"/>	<input type="checkbox"/>	
10						<input type="checkbox"/>	<input type="checkbox"/>	

Σας ενημερώνουμε ότι κάνοντας την εγγραφή σας στην εκδήλωση επιτρέπετε στην ΕΕΔΕ να συλλέξει και να επεξεργαστεί τα προσωπικά σας δεδομένα - το όνομα και τη διεύθυνση του ηλεκτρονικού σας ταχυδρομείου - σύμφωνα με τη νόμιμη βάση συγκατάθεσης δάσει του Κανονισμού Γενικής Προστασίας Δεδομένων που εφαρμόζεται από τις 25 Μαΐου 2018 και σύμφωνα με την πολιτική απορρήτου της ΕΕΔΕ σχετικά με τα δεδομένα που συλλέγονται κατά την εγγραφή σε εκδηλώσεις. Επίσης, επιτρέπετε στην ΕΕΔΕ να συλλέγει δεδομένα για άμεσο μάρκετινγκ και στατιστική επεξεργασία των αποτελεσμάτων.

**Επιχειρηματική Συνάντηση 'Οι ανάγκες της δημιουργικής και πολιτιστικής Βιομηχανίας' –  
Ευρωπαϊκό Έργο TRACES  
Επιμελητήριο Αχαΐας - Ημερομηνία: 21/2.**

**Λίστα συμμετοχής**

A/A	ΟΝΟΜΑ	ΕΠΩΝΥΜΟ	ΙΔΙΟΤΗΤΑ	ΗΛΙΚΙΑ	EMAIL	ΕΠΙΤΡΕΠΟ ΤΗΝ ΑΠΕΙΚΟΝΙΣΗ ΤΟΥ ΠΡΟΣΩΠΟΥ ΜΟΥ ΣΤΙΣ ΦΩΤΟΓΡΑΦΙΕΣ ΤΗΣ ΕΚΔΗΛΩΣΗΣ	ΕΠΙΘΥΜΩ ΝΑ ΕΝΗΜΕΡΩΝΟΜΑΙ ΓΙΑ ΤΙΣ ΔΡΑΣΕΙΣ ΤΟΥ ΕΡΓΟΥ	ΥΠΟΓΡΑΦΗ
1	Δαντήρης	Koulians	OWNER MELLON EFC	47	jimmy@mellon-gc.com	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	
2	Katerina	Makriwa	BEST Member	20	Katerinaki.makriwa@gmail.com.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	
3	Γεωργίδης	Koraiopoulos	Art Designer	24	α.karameros@meu-stasiblog.org	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	
4	Χαροκόπειο	Georgakidou	Art Designer	32.	haraloutsia@yahooh.gr	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	
5	Τζένη	Δακούκη	2-D Engineer	31	dinokro@upathos.gr	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	
6						<input type="checkbox"/>	<input type="checkbox"/>	
7						<input type="checkbox"/>	<input type="checkbox"/>	
8						<input type="checkbox"/>	<input type="checkbox"/>	
9						<input type="checkbox"/>	<input type="checkbox"/>	
10						<input type="checkbox"/>	<input type="checkbox"/>	

Σας ενημερώνουμε ότι κάνοντας την εγγραφή σας στην ΕΕΔΕ να συλλέξει και να επεξεργαστεί τα προσωπικά σας δεδομένα - το όνομα και τη διεύθυνση του ηλεκτρονικού σας ταχυδρομείου - σύμφωνα με τη νόμιμη βάση συγκατάθεσης δώσει του Κανονισμού Γενικής Προστασίας Δεδομένων που εφαρμόζεται από τις 25 Μαΐου 2018 και σύμφωνα με την πολιτική απορρήτου της ΕΕΔΕ σχετικά με τα δεδομένα που συλλέγονται κατά την εγγραφή σε εκδηλώσεις. Επίσης, επιτρέπετε στην ΕΕΔΕ να συλλέγει δεδομένα για άμεσο μάρκετινγκ και στατιστική επεξεργασία των αποτελεσμάτων.



Αριθ. Η. 1336



Επίχειρηση

Επιχειρηματική Συνάντηση 'Οι ανάγκες της δημιουργικής και πολιτιστικής βιομηχανίας' –  
Ευρωπαϊκό Έργο TRACES  
Επιμελητήριο Αχαΐας - Ημερομηνία 21/9  
Λίστα συμμετοχής

A/A	ΟΝΟΜΑ	ΕΠΩΝΥΜΟ	ΙΔΙΟΤΗΤΑ	ΗΛΙΚΙΑ	EMAIL	ΕΠΙΤΡΕΠΟ ΤΗΝ ΑΠΕΙΚΟΝΙΣΗ ΤΟΥ ΠΡΟΣΩΠΟΥ ΜΟΥ ΣΤΙΣ ΦΩΤΟΓΡΑΦΙΕΣ ΤΗΣ ΕΚΔΗΛΩΣΗΣ	ΕΠΙΘΩΜΟ ΝΑ ΕΝΗΜΕΡΩΝΟΜΑΙ ΓΙΑ ΤΙΣ ΔΡΑΣΕΙΣ ΤΟΥ ΕΡΓΟΥ	ΥΠΟΓΡΑΦΗ
1	Ελένη	Γαϊόρα	Φ. Αύλογος	30	el-gorath@hotmail.com	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	
2	Κυριάτη	Βούρση	Γυναίκα	44	korisvoudou78@gmail.com	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	
3	Χριστίνα	Πέτρου Σοφούλη	Φοιτητής	20	christina791998@gmail.com	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	
4	Σενδύα	Μαργαρίτη	Φοιτήτρια	20	margaritida@gmail.com	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	
5	Ναταλία	Λαζαρίδη	Φοιτήτρια	24	marikitina10@gmail.com	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	
6						<input type="checkbox"/>	<input type="checkbox"/>	
7						<input type="checkbox"/>	<input type="checkbox"/>	
8						<input type="checkbox"/>	<input type="checkbox"/>	
9						<input type="checkbox"/>	<input type="checkbox"/>	
10						<input type="checkbox"/>	<input type="checkbox"/>	

Σας ενημερώνουμε ότι κάνοντας την εγγραφή σας στην εκδήλωση επιτρέπετε στην ΕΕΔΕ να συλλέξει και να επεξεργαστεί τα προσωπικά σας δεδομένα - το όνομα και τη διεύθυνση του πλεκτρονικού σας ταχυδρομείου - σύμφωνα με τη νόμιμη βάση συγκατάθεσης βάσει του Κανονισμού Γενικής Προστασίας Δεδομένων που εφαρμόζεται από τις 25 Μαΐου 2018 και σύμφωνα με την πολιτική απορρήτου της ΕΕΔΕ σχετικά με τα δεδομένα που συλλέγονται κατά την εγγραφή σε εκδηλώσεις. Επίσης, επιτρέπετε στην ΕΕΔΕ να συλλέγει δεδομένα για άμεσο μάρκετινγκ και στατιστική επεξεργασία των αποτελεσμάτων.



Αριθ. Α. 1836

Επιχειρηματική Συνάντηση 'Οι ανάγκες της δημιουργικής και πολιτιστικής βιομηχανίας' –  
Ευρωπαϊκό Έργο TRACES  
Επιμελητήριο Αχαΐας - Ημερομηνία 21/3.

=  $\mathcal{W} \mathcal{O} \mathcal{F} \mathcal{T} =$

A/A	ΟΝΟΜΑ	ΕΠΩΝΥΜΟ	ΙΔΙΟΤΗΤΑ	ΗΛΙΚΙΑ	EMAIL	ΕΠΙΤΡΕΠΟ ΤΗΝ ΑΠΕΙΚΟΝΙΣΗ ΤΟΥ ΠΡΟΣΩΠΟΥ ΜΟΥ ΣΤΙΣ ΦΩΤΟΓΡΑΦΙΕΣ ΤΗΣ ΕΚΔΗΛΩΣΗΣ	ΕΠΙΘΥΜΟ ΝΑ ΕΝΗΜΕΡΩΝΟΜΑΓΙΑ ΤΙΣ ΔΡΑΣΕΙΣ ΤΟΥ ΕΡΓΟΥ	ΥΠΟΓΡΑΦΗ
1	Βασίλειος	Σπαθίεινς	Φοιτητής	23	bogdelspeli@hotmail.com	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
2	Ιάκωβος	Πούλας	Φοιτητής	22	jackpoulis@gmail.com	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	
3	Κωνσταντίνος	Καραϊκός	Φοιτητής	23	konstantinos.karayiannis@gmail.com	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
4	Γεώργιος	Μαργαρίτης	Φοιτητής	21	marzmaris92@outlook.gr	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
5	Αθανάσιος	Παυλαριώδης	Φοιτητής	23	thanaspaularoidis@gmail.com	<input type="checkbox"/>	<input type="checkbox"/>	
6	Γιώργης	Σταυρόκοπουλος	Φοιτητής	19,5	sotinissastavroupolos@gmail.com	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	
7	Αντώνης	Λαζαρίδης	Φοιτητής	19	cochlos.lazariadi@gmail.com	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	
8	Απόστολος	Ζιρφας	Φοιτητής	19	episirmos@hotmail.com	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	
9	Νικόλαος	Αναστασίου	-	-11-	nikosmavriden@gmail.com	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
10	Γεώργος	Αγανακτός	-	-11-	ece89649@upnet.gr	<input type="checkbox"/>	<input type="checkbox"/>	

Σας ευημερώνουμε ότι κάνοντας την εγγραφή σας στην εκδήλωση να συλλέξει και να επεξεργαστεί τα προσωπικά σας δεδομένα - το όνομα και τη διεύθυνση του ηλεκτρονικού σας ταχυδρομείου - σύμφωνα με τη νόμιμη βάση συγκατάθεσης βάσει του Κανονισμού Γενικής Προστασίας Δεδομένων που εφαρμόζεται από τις 25 Μαΐου 2018 και σύμφωνα με την πολιτική απορρήτου της ΕΕΔΕ σχετικά με τα δεδομένα που συλλέγονται κατά την εγγραφή σε εκδηλώσεις. Επίσης, επιτρέπετε στην ΕΕΔΕ να συλλέγει δεδομένα για άμεσο μάρκετινγκ και στατιστική επεξεργασία των αποτελεσμάτων.



Αριθ. ΑΔ 1836



Επιχειρηματική Συνάντηση 'Οι ανάγκες της δημιουργικής και πολιτιστικής βιομηχανίας' –

**Ευρωπαϊκό Έργο TRACES  
Επιμελητήριο Αχαΐας - Ημερομηνία.....**

**Λίστα συμμετοχής**

A/A	ΟΝΟΜΑ	ΕΠΩΝΥΜΟ	ΙΔΙΟΤΗΤΑ	ΗΛΙΚΙΑ	EMAIL	ΕΠΙΤΡΕΠΩ ΤΗΝ ΑΠΕΙΚΟΝΙΣΗ ΤΟΥ ΠΡΟΣΩΠΟΥ ΜΟΥ ΣΤΙΣ ΦΩΤΟΓΡΑΦΙΕΣ ΤΗΣ ΕΚΔΗΛΩΣΗΣ	ΕΠΙΘΩΜΟ ΝΑ ΕΝΗΜΕΡΩΝΟΜΑΙ ΓΙΑ ΤΙΣ ΔΡΑΣΕΙΣ ΤΟΥ ΕΡΓΟΥ	ΥΠΟΓΡΑΦΗ
1	Ιωάννα	Μικαήλια	Θαυματού	23	imi.kon95@gmail.com	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	
2	Ιωάννης	Μικόρα	Θαυματού	23	DreftisDmou@gmail.com	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	
3	Πέτρος	Αστερίας	Φοιτητής	23	petros.nesel@hotmail.com	<input type="checkbox"/>	<input type="checkbox"/>	
4	Δημήτρης	Χαρού	Φοιτητής	25	dimitris944@gmail.com	<input type="checkbox"/>	<input type="checkbox"/>	
5	Νίκη	Καραϊσιά	Φοιτητής	25	Karabela2511@outlook.gr	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	
6						<input type="checkbox"/>	<input type="checkbox"/>	
7						<input type="checkbox"/>	<input type="checkbox"/>	
8						<input type="checkbox"/>	<input type="checkbox"/>	
9						<input type="checkbox"/>	<input type="checkbox"/>	
10						<input type="checkbox"/>	<input type="checkbox"/>	

Σας ευημερώνουμε ότι κάνοντας την εγγραφή σας στην εκδήλωση επιτρέπετε στην ΕΕΔΕ να συλλέξει και να επεξεργαστεί τα προσωπικά σας δεδομένα - το όνομα και τη διεύθυνση του ηλεκτρονικού σας ταχυδρομείου - σύμφωνα με τη νόμιμη βάση συγκατάθεσης βάσει του Κανονισμού Γενική Προστασίας Δεδομένων που εφαρμόζεται από τις 25 Μαΐου 2018 κατ' αντίθεση με την πολιτική απορρήτου της ΕΕΔΕ σχετικά με τα δεδομένα που συλλέγονται κατά την εγγραφή σε εκδηλώσεις. Επίσης, επιτρέπετε στην ΕΕΔΕ να συλλέγει δεδομένα για άμεσο μάρκετινγκ και στατιστική επεξεργασία των αποτελεσμάτων.



Από το 1963



Επιχειρηματική Συνάντηση 'Οι ανάγκες της δημιουργικής και πολιτιστικής Βιομηχανίας'

Ευρωπαϊκό Έργο TRACES

Επιμελητήριο Αχαΐας - Ημερομηνία 29/3

### Λίστα συμμετοχής

A/A	ONOMA	ΕΠΩΝΥΜΟ	ΙΔΙΟΤΗΤΑ	ΗΛΙΚΙΑ	EMAIL	ΕΠΙΤΡΕΠΟ ΤΗΝ ΑΠΕΙΚΟΝΙΣΗ ΤΟΥ ΠΡΟΣΩΠΟΥ ΜΟΥ ΣΤΙΣ ΦΩΤΟΓΡΑΦΙΕΣ ΤΗΣ ΕΚΔΗΛΩΣΗΣ	ΕΠΙΘΥΜΟ ΝΑ ΕΝΗΜΕΡΩΝΟΜΑΙ ΓΙΑ ΤΙΣ ΔΡΑΣΕΙΣ ΤΟΥ ΕΡΓΟΥ	ΥΠΟΓΡΑΦΗ
1	ΑΓΓΕΛΙΑ	Ελένη	Καθηγήτρια	36	autyel@abv.bg	<input type="checkbox"/>	<input type="checkbox"/>	
2	Γεωργία	Μαρία Γοργού	HAG from Bathurst	30	gmaralopoulou@gmail.com	<input type="checkbox"/>	<input type="checkbox"/>	
3	ΔΙΟΝΥΣΗΣ	Ροΐτης	Calender Susurros	32	dennise@susurros.com	<input type="checkbox"/>	<input type="checkbox"/>	
4	ΚΩΝ/ΙΑ	Χανιάνινο	ms.Thimble	33	ms.thimble@yahoo.com	<input type="checkbox"/>	<input type="checkbox"/>	
5	Δημήτρης	Σοφιανόπουλος	Wout.	30	dimitris.sofianopoulos@hotmail.com	<input type="checkbox"/>	<input type="checkbox"/>	
6						<input type="checkbox"/>	<input type="checkbox"/>	
7						<input type="checkbox"/>	<input type="checkbox"/>	
8						<input type="checkbox"/>	<input type="checkbox"/>	
9						<input type="checkbox"/>	<input type="checkbox"/>	
10						<input type="checkbox"/>	<input type="checkbox"/>	

Σας ενημερώνουμε ότι κάνοντας την εγγραφή σας στην εκδήλωση να συλλέξει και να επεξεργαστεί τα προσωπικά σας δεδομένα - το όνομα και τη διεύθυνση του ηλεκτρονικού σας ταχυδρομείου - σύμφωνα με τη νόμιμη βάση συγκατάθεσης βάσει του Κανονισμού Γενικής Προστασίας Δεδομένων που εφαρμόζεται από τις 25 Μαΐου 2018 και σύμφωνα με την πολιτική απορρήτου της ΕΕΔΕ σχετικά με τα δεδομένα που συλλέγονται κατά την εγγραφή σε εκδηλώσεις. Επίσης, επιτρέπετε στην ΕΕΔΕ να συλλέγει δεδομένα για άμεσο μάρκετινγκ και στατιστική επεξεργασία των αποτελεσμάτων.



Αριθ. τα 1835



### Επιχειρηματική Συνάντηση 'Οι ανάγκες της δημιουργικής και πολιτιστικής βιομηχανίας'

Ευρωπαϊκό Έργο TRACES  
Επιμελητήριο Αχαΐας - Ημερομηνία... 24

### Λίστα συμμετοχής

= ΝΟ ⑨ =

A/A	ΟΝΟΜΑ	ΕΠΩΝΥΜΟ	ΙΔΙΟΤΗΤΑ	ΗΛΙΚΙΑ	EMAIL	ΕΠΙΤΡΕΠΩ ΤΗΝ ΑΠΕΙΚΟΝΙΣΗ ΤΟΥ ΠΡΟΣΩΠΟΥ ΜΟΥ ΣΤΙΣ ΦΩΤΟΓΡΑΦΙΕΣ ΤΗΣ ΕΚΔΗΛΩΣΗΣ	ΕΠΙΘΩΜΩ ΝΑ ΕΝΗΜΕΡΩΝΟΜΑΙ ΓΙΑ ΤΙΣ ΔΡΑΣΕΙΣ ΤΟΥ ΈΡΓΟΥ	ΥΠΟΓΡΑΦΗ
1	Σταύροιδη	Σταύρου	ViE	32	S.S.toumpa@gmail.com	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	
2	Πλαγιώνας	Τσαγιάς	Susurrus	31	panegiots.tsagias@gmail.com	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	
3	Άννα	Ναταράσση	Ornithi Mindset	25	amanaki@gmail.com	<input type="checkbox"/>	<input type="checkbox"/>	
4	Ερίνας	Πλανήσης	Plazurus	25	thapges3@gmail.com	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	
5						<input type="checkbox"/>	<input type="checkbox"/>	
6						<input type="checkbox"/>	<input type="checkbox"/>	
7						<input type="checkbox"/>	<input type="checkbox"/>	
8						<input type="checkbox"/>	<input type="checkbox"/>	
9						<input type="checkbox"/>	<input type="checkbox"/>	
10						<input type="checkbox"/>	<input type="checkbox"/>	

Σας ενημερώνουμε ότι κάνοντας την εγγραφή σας στην εκδήλωση επιτρέπετε στην ΕΕΔΕ να συλλέξει και να επεξεργαστεί τα προσωπικά σας δεδομένα - το όνομα και τη διεύθυνση του ηλεκτρονικού σας ταχυδρομείου - σύμφωνα με τη νόμιμη βάση συγκατάθεσης δάσει του Κανονισμού Γενικής Προστασίας Δεδομένων που εφαρμόζεται από τις 25 Μαΐου 2018 και σύμφωνα με την πολιτική απορρήτου της ΕΕΔΕ σχετικά με τα δεδομένα που συλλέγονται κατά την εγγραφή σε εκδηλώσεις. Επίσης, επιτρέπετε στην ΕΕΔΕ να συλλέγει δεδομένα για άμεσο μάρκετινγκ και στατιστική επεξεργασία των αποτελεσμάτων.



Επίκουρη Καθηγήτρια  
Επίκουρη Καθηγήτρια  
Επίκουρη Καθηγήτρια  
Επίκουρη Καθηγήτρια

## Επιχειρηματική Συνάντηση 'Οι ανάγκες της δημιουργικής και πολιτιστικής Βιομηχανίας' -

Ευρωπαϊκό Έργο TRACES  
Επιμελητήριο Αχαΐας - Ημερομηνία 24...

### Λίστα συμμετοχής

= Μό 10 =

A/A	ΟΝΟΜΑ	ΕΠΩΝΥΜΟ	ΙΔΙΟΤΗΤΑ	ΗΛΙΚΙΑ	EMAIL	ΕΠΙΤΡΕΠΟ ΤΗΝ ΑΠΕΙΚΟΝΙΣΗ ΤΟΥ ΠΡΟΣΩΠΟΥ ΜΟΥ ΣΤΙΣ ΦΩΤΟΓΡΑΦΙΕΣ ΤΗΣ ΕΚΔΗΛΩΣΗΣ	ΕΠΙΘΥΜΩ ΝΑ ΕΝΗΜΕΡΩΝΟΜΑΙ ΓΙΑ ΤΙΣ ΔΡΑΣΕΙΣ ΤΟΥ ΕΡΓΟΥ	ΥΠΟΓΡΑΦΗ
1	Ανδρικός	Γιάννης	Προγραμματίστης	31	andreas@papergo.io	<input type="checkbox"/>	<input type="checkbox"/>	
2	MARIANOVA	TRANTEA	ΠΡΟΓΡΑΜΜΑΤΙΣΤΗΣ	27	marianna@papergo.io	<input type="checkbox"/>	<input type="checkbox"/>	
3	ΝΙΚΟΛΑΟΣ	ΚΩΣΤΟΠΟΥΛΟΣ	ΠΡΟΓΡΑΜΜΑΤΙΣΤΗΣ	33	nikos@papergo.io	<input type="checkbox"/>	<input type="checkbox"/>	
4	ΙΩΑΝΝΗΣ	ΤΑΛΛΗΣ	ΠΡΟΓΡΑΜΜΑΤΙΣΤΗΣ	32	osallis@athenew.com	<input type="checkbox"/>	<input type="checkbox"/>	
5	ΔΙΟΝΥΣΗΣ	ΣΥΓΟΥΡΑΣ	ΠΡΟΓΡΑΜΜΑΤΙΣΤΗΣ	24	dionysis@papergo.io	<input type="checkbox"/>	<input type="checkbox"/>	
6	ΔΗΜΗΤΡΙΟΣ	ΚΑΤΣΟΥΡΗΣ	ΠΡΟΓΡΑΜΜΑΤΙΣΤΗΣ	25	katsourisdimi@papergo.io	<input type="checkbox"/>	<input type="checkbox"/>	
7						<input type="checkbox"/>	<input type="checkbox"/>	
8						<input type="checkbox"/>	<input type="checkbox"/>	
9						<input type="checkbox"/>	<input type="checkbox"/>	
10						<input type="checkbox"/>	<input type="checkbox"/>	

Σας ευημερώνουμε ότι κάνοντας την εγγραφή σας στην εκδήλωση να συλλέξει και να επεξεργαστεί τα προσωπικά σας δεδομένα - το όνομα και τη διεύθυνση του ηλεκτρονικού σας ταχυδρομείου - σύμφωνα με τη νόμιμη βάση συγκατάθεσης δάσει του Κανονισμού Γενικής Προστασίας Δεδομένων που εφαρμόζεται από τις 25 Μαΐου 2018 και σύμφωνα με την πολιτική απορρήτου της ΕΕΔΕ σχετικά με τα δεδομένα που συλλέγονται κατά την εγγραφή σε εκδηλώσεις. Επίσης, επιτρέπετε στην ΕΕΔΕ να συλλέγει δεδομένα για άμεσο μάρκετινγκ καλ στατιστική επεξεργασία των αποτελεσμάτων.