

# Terms and conditions

## Key terms:

You can get access to the talent pool of your investor / community only through the invitation from them.

- No subscription
- You will be charged either a bounty payment and a transaction fee (25% of the bounty) OR transaction fee only when you hire someone who was in the talent pool, this is dependent on whether the applicant has been referred or directly applied.
  - There would be an initial refund period in case the person leaves

You will get

- Access to all candidates recommended to a given community / investor talent branch via dashboard
- Notifications about new candidates joining the branch
- Opportunity to reach out directly to candidates via the talent branch
- Notification when candidates are interested in your role and their contact details

## 1) Engagement Process

C2C Talent Network Ltd a company incorporated in England, registered company number 12040697 (“TechTree”) whose registered address is Unit 6, Queens Yard, White Post Lane, London, England, E9 5EN is an online platform, where companies can get access to candidates, whose skills and experience match the needs of the companies thanks to recommendations of its users. Upon agreement of these terms and conditions, TechTree will enable the company to:

- a) Access to your Talent Branch via dashboard as well as statistics about it
- b) Landing page of your investor / community pool that you could promote to source candidates
- c) Tools to reach out to candidates

## 2) Services

- a) TechTree and the Partner (the VC, DAO, community which invited you) will promote the Talent Branch among prospective candidates and activate their network to recommend such talent
- b) The talent pool is “invitation-only” you can be invited there by your investor, community that you’re part of etc.
- c) You will be able to sign up to the Talent Branch online
- d) Once you have signed up & accepted the terms you will be able to:
  - i) Access active candidates recommended to the talent pool and reach out to them
  - ii) Get notified via email about new candidates available
- e) You will be able to reach out to the candidates to invite them to your recruitment process - and if the candidates express interest - you will be given their contact details.
- f) Once a hire is made the bounty and transaction fee would be due
- g) TechTree would pay the bounties to users who have attracted successful candidates

## 3) Fees and Payment

- a) FREEMIUM option:
  - i) You don’t pay any subscription fees
  - ii) The talent pool includes a range of pre-set standardized job descriptions
  - iii) The bounties amounts are fixed and cannot be changed:
    - (1) Software Engineer, Data Scientist, Product Manager and similar - 5 000 USD
    - (2) Senior / Lead level - 7 500 USD
    - (3) Engineering Manager / Director - 10 000 USD
    - (4) VP / C-level - 15 000 USD
- b) If the candidate you hire has been referred to a Branch, you have to pay the bounty and the transaction fee equal to the 25% of the bounty.
- c) If the candidate you hire has applied to join a Branch, you have to pay only the transaction fee equal to the 25% of the bounty.
- d) You have to pay either the bounty and the transaction fee or the transaction fee only for any person you hired, who was visible to you in the talent pool, unless they’re able to present the evidence that you have been in contact with that person in 6 months ahead of them being hired and have contacted them before they were added to the Talent Pool. Such evidence could be (1) entries from your ATS (2) messages from LinkedIn or other recruitment platform

#### **4) Refund**

In case when the Client selects the single payment option, if the Candidate appointed by the Company recruited via TechTree should resign or be dismissed from your employment within 2 months of employment, then TechTree is committed to the following cashback:

- 100% Refund up to 2 weeks
- 80% Refund up to 1 month.
- 50% Refund up to 2 months
- No refund after 2 month

#### **5) Term and Termination**

You will have indefinite access to the Talent Branch as long as your Partner has not terminated its partnership with TechTree.

Access to the PREMIUM version will be possible as long as subscription payments can be automatically charged via the credit card provided by you.

You would still have to pay the bounties in case anyone who was submitted via TechTree is hired by you, even if it takes place after the agreement was terminated or expired.

#### **6) Data Protection and Privacy**

Client recognizes that TechTree will provide Client with certain individually identifiable information about potential candidates ("Candidate Data") in connection with the performance of this engagement. Client understands the sensitivity and importance of this data, and therefore agrees that it will expressly limit the use, disclosure, and processing of Candidate Data solely for the purposes of evaluating candidates in connection with these services. The client also agrees to use its commercial best efforts to implement and maintain technical and organizational security measures to protect Candidate Data against unauthorized or unlawful processing, accidental loss, improper access, disclosure or damage. Client agrees that in the event of a data breach involving data directly provided by TechTree and/or its associates, the Client must report this no later than 24hrs after an individual is first made aware. A personal data breach for the purpose of this contract is; the loss of control over an individual's personal data where their rights or freedoms may be put at risk.

In addition, Client agrees to inform itself of, and observe, data protection and privacy regulations and requirements that apply to Candidate Data.

Client agrees to ensure that when transferring data, appropriate safeguards are in place to ensure the security of information and adhere to all GDPR data protection laws. Clients must ensure third parties in receipt or exposed to personal data provided by TechTree will adhere to the data protection terms outlined in this contract.

TechTree and The Client will indemnify, defend and hold neither harmless for any damage or expense, including attorney's fees and costs, resulting from the Client's contravention or other violation of these provisions or any applicable data protection or privacy regulations or requirements.

The Parties agree to keep all information confidential and not disclose any information that is either (i) marked as "Confidential" or (ii) which would reasonably be deemed to be confidential, unless disclosure is required pursuant to law, regulation or legal process.



## 7) Distribution of the information to professional communities and expert network

The Client acknowledges that the TechTree business model is built on recommendations from its network and therefore agrees that TechTree will communicate the cooperation around particular roles in various forms of communication, included, but not limited to information on the website, newsletter, posts in the social media etc.

### Acknowledgement

Please indicate your acceptance of the terms and conditions set forth by signing and returning the enclosed copy of this letter as soon as possible.

**Name:** Pawel Tomczuk

**Name:**

**Title:** Co-Founder and CEO

**Title:**

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