



Affiliate program

1. Definitions:

- a) **Company:** ISS Art, LLC company.
- b) **Client:** person / business who makes agreement with Company for developing program software and provides the first payment according to this Affiliate program.
- c) **Contact information:** first name, last name, name of company, position, one of the contacts: phone number, e-mail, any public messenger.
- d) **Lead:** person / business who needs to develop software.
- e) **Qualified lead:**
 - i) who needs to develop software in Company technology stack (Java, JS, Python, ML, CV)
 - ii) whose task is NOT related to gambling, alcohol, tobacco, adult content
 - iii) person / business who did not make any agreements with Company before and didn't work with Company through UpWork.
 - iv) Company did not contact Lead during one year.
- f) **Program Participant:** person / business who provides Company with Leads' Contact information.

2. Conditions

- a) Participant confirms willingness to take part in Program by clicking 'Become an affiliate' button on Company web site or sending email with request to crm@issart.com.
- b) Participant sends Contact information of Lead to Company to crm@issart.com.
- c) In 5 working days since the moment of getting Contact information, Company contacts Lead and identifies needs.
- d) In case, Lead is considered as Qualified Lead according to Definitions of this Program, Company notifies Participant and exerts to convert Lead into Client.

3. Payments

- a) When Lead is converted into Client during 6 months since the moment of receiving Contact information, Participant gets 10% reward of Client's payments to Company during 12 months from the moment of signing contract.
- b) Reward for project started is provided in the form of instalment payments. Every payment is provided during 10 working days since the moment of receiving payment from Client and signing work acceptance certificate.



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- c) Payment is made as a bank transfer by Company transferring the necessary amounts to the account of Participant according to the payment order.
- d) Paying taxes and fees from the reward is totally responsibility of Participant according to the local laws.
- e) For Participants who are Company Clients, payment can be replaced by discount for Company services according to the amount of payment.

4. Program duration

- a) All conditions and terms of Program apply for Leads and Clients whose Contact information was sent during Program duration.
- b) Program duration is 1/1/2020 to 12/31/2020.
- c) Program duration can be extended by Company. Participants will be notified by email.

5. GDPR

- a) By taking part in Program Participant gives permission for using personal data (first name, last name, email).
- b) By sending e-mail Participant guarantees that he or she obtained Lead consent to allow Company (Data Controller) to process its data. Participant understands and agrees that in case of breach of this guarantee, he or she will be fully liable for violation of privacy rights of referred candidate. Participant indemnifies, defends, and holds harmless Data Controller from any claims resulting from a breach of this guarantee.
- c) Participant personal data is stored in CRM system of Company and can be used to contact Participant (news, special offers).
- d) Participant can refuse to receive news or special offers by clicking 'unsubscribe' button in email.
- e) Participant personal data cannot be used by third party without permission of Participant.