

FULL-STACK DEVELOPMENT

with Data Specialization

Terms and Agreement

Introduction

ITC is a non-profit organization operated in cooperation with the Israeli National Cyber Bureau, corporate and private investors, which provides training services designated for promising tech-savvy young adults pursuing a career in the Israeli tech industry. ITC not only helps them grow as professionals but also fosters a link between their future and the future of Israeli hi-tech.

Please read the following ITC Full-Stack Development Program (the "**Program**") terms and agreement (as amended by ITC from time to time, these "**Terms and Agreement**"), as they impose legal obligations on you. During the Program, ITC may amend these Terms and Agreement as it deems appropriate (in which case, an updated set of these Terms and Agreement will be circulated). By undersigning these Terms and Agreement, each participant agrees to fully comply with them.

By the terms "you" and "participant/s" we refer to you, the undersigned, and by the terms "we" and "ITC" we refer to Israel Tech Challenge Ltd. (CC)., non-profit company reg. 515309383 of 18 Shoken St, Tel Aviv, Israel 6655604 ("ITC").

These Terms and Agreement apply throughout the entirety of the Program, including during free time. Any failure to comply with these Terms and Agreement may result in disciplinary measures as set forth in these Terms and Agreement in the sole discretion of ITC, including immediate termination of participation in the Program. A participant which is subject to termination of participation in the Program will be responsible for paying and reimbursing ITC for all costs and expenses incurred by it in connection with the Program, without derogating from any other rights to which ITC may be entitled.

Acceptance to the program

1. Acceptance to the Program is conditional to the participant:

- Being officially accepted to the program via acceptance email after the successfully passing the screening process;
- Signing these Terms and Agreement;
- Paying the down payment (NIS 3,500)*;
- Submitting a full medical form signed by a physician ITC reserves the right to ask for additional;
- medical documentation and information.

* If you are paying through ISA model, the down payment will be refunded and NIS 2,000 of ISA setup fee will be charged instead (or can be deducted from the down payment that was already paid).

2. Completing the First Course Assignment and passing the Technical Review that will follow is a condition to be able to start the Program as an enrolled participant. I.e.: successfully submitting the First Course Assignment and successfully passing the Technical Review that will follow by << **Monday, April 27th 2020**>>.

- If you do not fully and successfully complete and submit the above on time you or if you don't pass the assignment with a passing score, will not be able to continue with the Program and you will be entitled to a refund according to the refund table below.

Academic Requirements

During the Program, you will spend long and challenging days in lectures, workshops, exercises and other activities that will require your full attention and devotion. At the same time, you will need to commit 100% in order to guarantee your success. We have compiled this list of academic requirements to ensure that you are aware of all that is expected from you:

1. Presence at all lectures and activities is mandatory and is a critical part of your academic success.
2. You are responsible for your progress; be aware of your progress, and keep the staff informed if you need help or need more challenge.
3. Each topic of training has its own academic requirements, in which all mandatory assignments will be marked by ITC. You will have to submit at least 80% of the assignments within two weeks from receiving them. We reserve the right to change the deadlines according to schedule constraints and pass the assignment with a passing score.
4. Following the 5-weeks project held at a company (the "**Project**") you will be required to submit a summary report describing and summarizing your experience.
5. During the Program there will be five professional checkpoints to assess your interim academic achievements and progress. These checkpoints will take into consideration your professional performance up to that point, including written or oral tests/assignments and on-going reviews with the staff. Dates will be provided to you in advance

during the first few weeks of the Program. Failure of these evaluations may result in the termination of your participation in the Program, as determined by ITC. ITC may require participants to take an additional exam if ITC considers it beneficial in order to support its decision. Any failure or refusal to fulfill ITC staff requirements will result in termination of your participation in the program.

6. Throughout the Program, ITC may assess your overall compatibility, attitude and behavior in different Program activities. Based on these evaluations, ITC may, at its sole discretion, terminate your participation in the Program.

Termination of Participation

- In case of termination of your participation in the Program, notification will be provided to you in writing during a personal conversation with the Program staff.
- You will be given one opportunity to submit an appeal to ITC's Academic Committee that will review the case on its merits and decide whether or not you are eligible to continue your participation in the Program. The appeal should be in writing and be submitted within 24 hours after receiving the notification of termination.
- The committee will make its determination according to your academic achievements in class up to that point, together with your staff's academic and other feedback.
- Until a decision is made regarding your case and unless otherwise decided by ITC, you will not be able to continue attending classes.
- The decision to terminate the participation of a participant in the Program by the academic committee is final.
- If ITC decides to terminate your participation in the Program, your tuition fee will be updated according to the relevant checkpoint, as detailed in the table below.
- ITC reserves the right to cancel and/or postpone the beginning of the program to a later date, based on the number of registered participants, up to two months prior to the published date.

Behavior During the Program

1. Be respectful towards the Program staff and towards other participants.
2. Participants are only allowed to be absent from the Program for a maximum of five (5) days in total. You must notify the staff at least 1 week in advance of such absence. Your absence may not interfere with any mandatory activities. If there is any need to miss activities, Participants are required to receive permission from the Program Manager prior to booking their trip (and no later than 1 week prior to the anticipated absence).
3. Unless stated otherwise, all Program activities are **mandatory**.
 - Other than in the case of a missed activity due to an illness or other special circumstances approved by ITC, a participant is allowed to miss a day of classes per calendar month and must notify the staff at least 1 week prior to the requested date.
 - If a participant misses more than 1 activity or gives less than a 1-week notice, there will be a monetary fine of \$200.

- If you are unable to participate in an activity for health reasons, you will be required to bring a note from a physician or a doctor.
 - Tardiness will not be tolerated, if you are late more than 3 times to class or an activity it will be considered an absence and the fine will be \$200.
4. Participants are required to maintain a high level of academic integrity throughout the Program i.e.: avoid cheating or any attempt to use unauthorized assistance, information or study aids. Any manipulation of ITC systems such as "Hive" is also strictly prohibited.
 5. Any failure to comply with these conditions may result in disciplinary measures as set forth in these Terms and Agreement in the sole discretion of ITC, and may result, among others, in a decision to immediately terminate your participation in the Program. If your participation is terminated according to this paragraph, you may be entitled to a refund according to the refund table below.

Contact with Staff

1. The health and safety of the participants are our prime concerns and adherence to the rules and instructions of the group leaders is crucial. If a staff member deems necessary to bring a participant to medical treatment for health issues the participant must agree.
2. Your Program's staff are your main contact. Be respectful of their time, and only contact them outside Program hours in case of an emergency.
3. Staff will be available via phone, text message, Slack or WhatsApp.
4. Participants are expected to respond to staff members using at least one of such means of communication.
5. Please make sure the staff knows your relevant contact details.

Personal Safety

1. Drink responsibly. Abuse of substances, being drunk and/or hungover is not acceptable in class and is not an excuse to miss activities.
2. Illegal substances are prohibited in the campus or its surroundings.
3. ITC can take no responsibility for the participants' actions and safety outside campus or beyond campus hours.
4. ITC is a safe place for its students and staff. All physical violence or verbal abuse is prohibited. Participants are expected to conduct themselves in a mature and civil manner with each other, staff members, and with all other people they meet in Israel.
5. Any and all violations of law are prohibited. Any gambling is prohibited. With the exception of Swiss Army knives or similar tools, participants are not permitted to purchase or possess knives or other weapons of any kind.
6. Participants are expected to meet the highest standards of moral and sexual behavior. Any inappropriate sexual behavior or abuse is prohibited.
7. Any failure to comply with any of these conditions may result in disciplinary measures as set forth in these Terms and Agreement in the sole discretion of ITC, and may result, among others, in a decision to immediately terminate your

participation in the Program. If your participation is terminated according to this paragraph, you may be entitled to a refund according to the refund table on page [6].

Projects

1. During your 2 month-long project, you shall continue to report to the ITC staff. Note that the project is an integral part of the Full-Stack Development program and all rules relating to the program apply during the project.
2. In order to officially graduate the program a student must participate in at least one industry project. We do our utmost to match and place you in a project suiting your skills and abilities. The project gives you a great opportunity to test your fit in the company and show off your skills to dramatically increase the likelihood that the hosting company will want to hire you for a full-time position. However, should you be dissatisfied with your project, you must first notify the ITC staff. We cannot guarantee that we will be able to find you an alternative project; however, in cases where we can offer you an optional project, we will be happy to do so. We try our hardest to match you up with a project that will lead to full time employment afterwards.
3. ITC does not guarantee or commit that a project will commence immediately following the end of the campus training period or following the previous project.
4. The scope of days and hours per week in which you would be required to participate in the project will be determined by your supervisor in your project in coordination with the program's staff.
5. You may only miss project days in order to attend the activities organized by the program. These dates are sent to your supervisor in your project and to ITC in advance and will not be counted towards your project. Therefore, it is extremely important that you do not unnecessarily miss additional project days.
6. If you miss project days due to an illness, please inform both your supervisor in your project and the program coordinator.
7. You are expected to arrive on time for your project, and to fully utilize your time there.
8. You should be polite and respectful to others, dress appropriately, and respect the working environment.
9. For the avoidance of doubt, no employer-employee relationship exists or shall exist between you and ITC, its officers, directors, shareholders, donors or partners, or between you and any company which will be providing the project. In addition, you will not be entitled to any pay, compensation or related benefit in connection with the project. Consequently, the hosting company shall not effectuate any payments to you whatsoever, including without limitation an obligation to pay any salary or make any payments towards social contributions, national insurance or pension. Participants will be asked to provide their preference between project offers, if more than one such offer exists.
10. However, ITC will decide on the specific project placement at its sole discretion.
11. Note that the project is intended primarily for academic/training purposes and in no way, guarantees any future employment of any kind. ITC cannot be held accountable to the specifics in a job offer received from a company. We will guide and assist you in negotiations but cannot guarantee an outcome.

12. The project phase requires you to obtain a valid work visa. It is your responsibility to issue one by **<<August 9th, 2020>>**. ITC will do its best to assist you in acquiring it, given that you are in fact eligible.

Professional Services and Job Preparation

1. The program includes extensive work on participants' portfolios, soft skill training, HR support, CV building workshops, etc. The aforementioned aim to provide the participants with valuable experience and a stronger starting point in their job search. It is in ITC's best interest to provide participants with the best workshops and hands-on training and activities.
2. ITC will make its utmost effort to assist participants in finding a position within the hi-tech industry. ITC will offer professional career services including 1-on-1 preparation for both personal and technical job interviews, CV building and networking with existing partners & affiliates, geared towards finding participants their first jobs in the industry.

Accommodations

1. You will be responsible for finding your own accommodation. The ITC staff can recommend certain areas, but cannot be in any way responsible for any issues with your personal rental. ITC cannot take part in a legal or personal matter with the rental.
2. It is recommended that you find an apartment within 30 minutes bus ride from the campus. If you choose to live further away ITC cannot accommodate you in any way in regards to missing activities or lateness.

Additional Topics

1. ITC reserves the right to take photographs and videos of you during any activity. These photos and videos may be used for future publications, advertising, promotional, publicity, commercial tie-in, merchandising, or other uses by ITC, the Jewish Agency for Israel or other partners.
2. ITC will assist, to its best ability, to ensure you get a visa for the Program, for candidates who can provide documentation confirming their eligibility. Nevertheless, ITC will not be responsible for obtaining the visa, if needed, and therefore all implications of missing part or all the program will apply as specified in the refund table on page [7].
3. The Program's tuition fee covers professional and educational components of the Program, and also medical insurance for non-Israeli participants.
4. ITC will not be responsible for flights, food, laundry, housekeeping or any other living costs.

Payments and Scholarships

- Full payments must be completed PRIOR to starting the Program and according to the dates specified in the acceptance email.
- Any fines or additional fees stipulated in these Terms and Agreement and incurred by you must be paid to ITC within 10 days following your receipt of a demand for payment from ITC.
- Scholarships to participants who are not paying through ISA model are available as mentioned in the ITC website (<https://www.itc.tech/scholarships-program/>) and are subject to the requirements set out in Appendix A attached hereto. Part of the requirements for the scholarship are your mandatory participation in specific activities according to the specific scholarship you are granted.

Leaving the Program

- The Program starts on <<May 3rd, 2020>> and ends on << October 1st, 2020>>.
- Any Program participant whose participation in the Program is terminated for any reason, must leave the Program immediately at his/her own expense; The participant is responsible for all costs and damages he or she may incur in relation to leaving the Program by choice or by termination, including airfare, shipping of baggage, termination of lease etc.
- Students who leave the Program by choice or by termination cannot continue to participate in any Program activities, receive any of the Program materials or receive a diploma of graduation.

Updated cost in case of termination or voluntary leave* ,**:

Before the course starts		After the course starts	
Termination		Termination	
The down payment is non-refundable*		50%	Up to the completion of the first checkpoint
		70%	Following the completion of the first checkpoint and prior to the completion of the third checkpoint
		100%	Following the completion of the third checkpoint
Voluntary leave		Voluntary leave	
15%	Two months before the Program starts	30%	Within the first week of the course
25%	One month before the Program starts	50%	Within the first month
30%	Within two weeks before the Program starts	70%	Up to the second month
		100%	After the end of the second month
* Depending on the payment method you selected, the down payment/ISA set up fees are non-refundable at any stage.			
** If you are paying through ISA model, the updated cost in case of termination or voluntary leave is specified in the ISA contract.			

The determination of ITC as to the application and interpretation of these Terms and Agreement are final and binding and shall not be subject to any challenge or review in any forum.

Further, waiver of ITC at any time of its right to enforce any provision of these Terms and Agreement on any one occasion will not be construed as a waiver or continuing waiver of any such right on any subsequent occasion.

Applicable Law. The relationship between you and ITC shall be governed by and construed under the laws of the State of Israel (disregarding any conflict of laws rules thereof), and subject to the sole and exclusive jurisdiction of the appropriate courts of competent jurisdiction in Jerusalem.

I agree to the terms stated above:

Name

Signature

Date

Appendix A- Scholarships

For ITC scholarships Recipients:

Participants receiving scholarships for the Program (such as ITC's "Excellence Scholarship" and the Cheryl Saban Scholarship for Women) (the "**Recipient**") agree to comply with the following scholarship terms. The breach of any of the following scholarship terms may lead to the termination of the scholarship, as decided by ITC, and the scholarship amount will be added to the participant's tuition fee as stated in these Terms and Agreement.

Scholarship terms:

- a. Recipients will add details about their participation in the Program on relevant professional social networks such as "Linkedin";
- b. Recipients will share testimonials in relevant platforms regarding the Program they joined, as requested by ITC, such as: online reviews, participation in video interviews, sharing their experience on campus;
- c. Recipients will attend events organized by ITC during the Program;
- d. Recipients of the Cheryl Saban Scholarship for Women will be engaged with the next cohort of Recipients of this scholarship; and
- e. ITC may use some of the Recipients' academic work created during Program for promotional purposes.

Payment of the scholarship by ITC

Conditions for receiving a scholarship from ITC will adhere to the signed terms and agreement. If you are paying the tuition fee in advance and are granted a scholarship, the scholarship amount will be deducted from your overall tuition prior to the start of the program.

Leaving the Program

All scholarships are considered part of your full tuition. If you choose to leave the Program voluntarily or by termination at any point, (i.e., any time before <<October 1st, 2020>> your eligibility for the scholarship might change and you may not receive the full or partial amount of the scholarship. The aforementioned does not derogate from your obligation to complete any remainder Program payments, as stated in the chart above in page [7] or in any other signed terms (i.e.: the ISA).

Relative scholarship amount paid by ITC, in case of termination or voluntary leave:	
Up to the completion of the first checkpoint	0%
Following the completion of the first checkpoint prior to the completion of the second checkpoint	30%
Following the completion of the second checkpoint and prior to the completion of the third checkpoint	50%
Following the completion of the third checkpoint and prior to graduation from the Program	80%
Following graduation from the Program	100%

For Masa scholarship Recipients:

Please note that your eligibility to receive a Masa Scholarship will be handled by Masa.

Participants receiving scholarships from Masa are required to comply with the official Masa scholarship terms (as detailed in the following web page: <https://www.masaisrael.org/grants/policy>) and attend all Masa mandatory activities as they will be announced by the program staff in advance, and additionally adhere with the following points:

1. If you need to leave the country for an emergency family-related issue you should notify your staff and the Program manager as soon as possible, and in any case 48 hours prior to leaving the country (unless due to an emergency you are strictly required to leave the country earlier).
2. Any unauthorized absence may lead to ITC terminating your participation in the Program. Notwithstanding the above, you should note that unauthorized absences from the Program for more than 5 days may result in the partial or entire loss of the Masa scholarship, in which case the amount will be added to the tuition fee.
3. West Bank: you are not allowed to visit territories under the Palestinian Authority (PA) (Areas A & B), including: Ramallah, Bethlehem, Jericho, Nablus, Jenin or Gaza. You can Visit friends/relatives in Area C ONLY, but:
 - You must let us know 10 days prior for insurance coverage.
 - You must travel with friends/relatives by car from Jerusalem in daylight or via armored bus.
4. No hitchhiking.
5. During the Program, you may travel only to countries allowed according to the current recommendations of the Israeli Foreign Ministry. As for travelling in Israel – ITC works with the Society for the Preservation of Nature Situation Room and receives all its updates and warnings regarding the security situation in Israel (as received from the IDF and the Israeli Police). We receive daily security updates, and the guidelines change frequently, and therefore it is not possible to give written guidelines that will be current for the entire Program. Therefore, please notify your educational staff on any trips planned. You are solely responsible for checking whether any updates and warnings may apply in relation to your planned trip.
6. Illegal substances are prohibited in the campus or its surroundings

- We have the right to request drug tests.
 - Failure to comply with a request for a drug test, drug use or possession of drugs are cause for immediate termination of your participation in the Program.
 - Medical insurance does not cover drug and alcohol related incidents.
7. Please note that by signing these Terms and Agreement, non-Israelis also confirm that they have not been in Israel for longer than a 4-month period. If you have stayed in Israel in the past for longer than 4 months or received a scholarship from ITC or any of its partners, by signing this form you agree to pay ITC in full your scholarship amount in addition to the Program cost since you are not eligible to receive this scholarship. You should note that if you If you have stayed in Israel in the past for longer than 4 months or received a scholarship from ITC or any of its partners, this may result in the partial or entire loss of the Masa scholarship, in which case you will need to reimburse ITC for the scholarship amount.

Accommodations

1. You will be responsible for finding your own accommodation. The ITC staff can recommend certain areas but cannot be in any way responsible for any issues with your personal rental. ITC cannot take part in a legal or personal matter with the rental.
2. It is recommended you find an apartment within 30 minutes bus ride from the campus. If you choose to live further away ITC cannot accommodate you in any way in regard to missing activities or lateness.

Payment of the scholarship by ITC

The scholarship amount of the scholarship you granted (if applicable) will be deducted from your overall tuition prior to the beginning of the Program.

Leaving the Program

The scholarship you receive (if applicable) is considered part of your full tuition. If you choose to leave the Program voluntarily or by termination at any point, (i.e., any time before <<Oct 1st, 2020>>) your eligibility for the scholarship might change and you may not receive the full or partial amount of the scholarship. Hence the amount of any Masa scholarship not paid to ITC, will be added to the tuition fee. The aforementioned does not derogate from your obligation to complete any remainder Program payments, as stated in the chart above in page 7.