BlueWave Labs – Member Agreement

This volunteer agreement is between BlueWave Labs and <u>Inna Glamazda</u>
(member) and starts on 22 October 2025 for the Frontend Developer position. This
agreement will continue every month unless any of the parties terminates.

The Member agrees to:

- Abide by and support the philosophy, policy, and guidelines of BlueWave Labs.

- Maintain confidentiality.

- Carry out the tasks outlined in the assigned role description (Appendix A).

- Attend on the agreed time and day for the team or individual meetings or contact the team members if not available.

- Participate in orientation, meetings, and training as required.

The Organisation agrees to:

- Provide information about the organization.

- Provide orientation, support, training, and supervision.

- Provide necessary tools, platforms, servers, and services for the member to carry out the duties.

- Acknowledge and recognize the contribution of volunteers to the organization.

- Allow the Member to list BlueWave Labs as his/her company on LinkedIn with the title he/she is assigned to.

- Provide a reference letter after 4 months if the Member requests.

- Conduct a review of the role regularly, every 3 months, to discuss the role, review specific tasks, provide an opportunity for feedback and address any identified issues.

- Use its best efforts and resources to match the Member with suitable recruiters or employment opportunities. However, BlueWave Labs does not guarantee or warrant any specific outcomes or placements, and the Member acknowledges that BlueWave Lab's ability to facilitate such matches may be subject to various factors beyond its control. The Member understands and agrees that BlueWave Lab's role is solely to facilitate introductions and connections.

Terms:

- The volunteer understands BlueWave Labs doesn't provide a wage, salary or any other compensation for any expenses incurred.

- The Member understands they are under no circumstances considered an employee of BlueWave Labs. Furthermore, BlueWave Labs acknowledges that the Member is not an employee and may provide services of free will. The Volunteer will receive no employee benefits.

- The Volunteer agrees to dedicate at least 20 hours per week during the term of this agreement.

- Because the Member is not an active employee, they may terminate this volunteer agreement at any time for any reason they deem necessary.

- The Organization may decline to accept the Member's time and may terminate this agreement without prior notification.

- The member agrees that any information heard, observed, or obtained during the role at BlueWave Labs shall remain confidential to BlueWave Labs. The member agrees that he/she shall not discuss any confidential information obtained as a volunteer with anyone, other than BlueWave Labs coordinators.

- All contributions made by the member, including but not limited to code, designs, documentation, and any other work product, in the course of their work for BlueWave Labs shall be the exclusive property of BlueWave Labs. The member agrees that they shall have no ownership, rights, or claims over any such contributions.

Member	**BlueWave Labs**
Name: Inna Glamazda	Name: Dr. Gorkem Cetin
Date: October 22, 2025	Date: October 23, 2025
Phone number: 647 - 567 - 9855	Phone number: 416-877-8799
Signature:	Signature :

Appendix A:

1. Frontend developer qualifications and role description

Qualifications

- Front-end development and web development skills

- Strong knowledge of HTML, CSS, and JavaScript

- Reactjs experience

- Proficiency in responsive web design

- Understanding of version control systems (e.g., Git)

- Ability to work independently and remotely

Responsibilities

- Work closely with the design team to implement responsive web designs.

- Building and maintaining Web application UIs

- Implementing responsive Web designs with JS and React.js

- Integration of frontend and backend components.

- Utilize version control systems such as Git to manage codebase changes, collaborate with team members, and ensure code quality

- Demonstrate the ability to work independently and remotely, managing tasks efficiently, meeting deadlines, and effectively communicating progress, challenges, and solutions to the team.

2. Backend developer qualifications and role description

Qualifications

- Proven experience as a Node.js developer

- Strong proficiency in JavaScript

- Experience with Node.js frameworks such as Express.js

- Familiarity with front-end technologies such as HTML5, CSS3, and JavaScript frameworks like React

- Understanding of asynchronous programming and event-driven architecture

- Knowledge of RESTful APIs and microservices architecture

- Experience with database technologies such as MongoDB or PostgreSQL

Responsibilities

- Develop server-side logic using Node.js

- Design and implement RESTful APIs

- Collaborate with front-end developers to integrate user-facing elements with server-side logic

- Implement data storage solutions using databases such as MongoDB or PostgreSQL

- Write reusable, testable, and efficient code

- Troubleshoot and debug applications

- Stay up-to-date with emerging technologies and best practices