

PARTICIPATION AGREEMENT

Class ZRH2020-1

Powercoders trains refugees & disadvantaged people in coding and supports them to get an IT internship and launch their IT career. This is the agreement between Powercoders and participants of the Powercoders program.

POWERCODERS

Powercoders is committed to providing

- **Coding Academy:** We provide daily, professional classes during 13 weeks, starting on time. We prepare participants by helping them get foundational coding skills and social and business skills needed for the internship.
- **Support:** We provide laptops to borrow for free during the school phase. We provide help for transportation costs, if not covered by social assistance. We are available for conversation if a participant has a concern or is facing a challenge.
- **Internship:** We offer access to companies who offer internships to Powercoders. We put you in contact with a job coach who will accompany you during your internship. We follow up with companies, job coaches and participants during the internship period.
- **Commitment:** We are highly committed and dedicated people and put our hearts into this work with you.

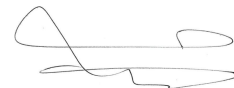
Susanne König
Teaching Lead



Andrina Beuggert
Social Lead



Hussam Allaham
Industry Lead



PARTICIPANT

As a participant, I commit to the following terms:

- **Coding Academy:** I will attend at least 90% of class sessions. If I am sick, I inform everybody immediately on the Slack channel (#zrh2020-1-participants). If I miss more than 10% of the class sessions, I risk losing my place in this program and will not get any diploma. I'll follow the class' group agreement that we together established.
- **Waiver:** I allow Powercoders to use my photos for media coverage and marketing purposes. I allow Powercoders to record our joint video sessions and spread the content within our class. I commit to not distributing it any further.

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- **Internship:** I follow the Powercoders process and recommendations in the effort to secure an internship. I accept the minimum internship salary proposed by Powercoders. I communicate openly and transparently with Powercoders (specifically the Industry Lead) (e.g. if I identify an exciting internship or work opportunity). I work with the job coach, acknowledging that he /she intends to support me in my career and success.
- **100 hours:** I commit to volunteer and pay forward 100 hours of my free time to the Powercoders community (or other people / organisations benefiting from my skills).
- **Next Generation Fund:** I commit to pay forward one full scholarship over the coming years if and when I can comfortably afford it (as specified in the terms below).
- **Communication & Feedback:** I communicate openly and proactively with the Powercoders team. If I have any concerns or feedback about the program, I voice them.

Date: _____

Location: _____

Name: _____

Signature: _____



NEXT GENERATION FUND

We offer you a scholarship for Powercoders so you do not have to pay upfront for the Powercoders program. This is because we fully believe in your talent and Powercoders and other organisations (like foundations, the local government and the industry) are happy to invest in your potential, too. We also believe that our program is an opportunity that should be offered to as many refugees and disadvantaged people as possible, so that they too can have the chance to have a career that they are passionate about. Therefore, if you were able to benefit from the Powercoders program and find a job, we ask you to pay this opportunity forward and support future generations of Powercoders participants, in the same way Powercoders supported you. You are part of something bigger and we want you to be in the position to shape Powercoders, because you are one of our main stakeholders.

While the cost of your scholarship is a fixed amount (CHF 15'000), when you find a job and pursue a successful career, the value and worth of this opportunity is a lot higher (e.g. junior position CHF 60'000/year). We therefore ask you to pay forward one scholarship and subsequently additional scholarships on a voluntary basis. If you would be able to support two participants and each of those participants support two more, we will be able to offer this opportunity to more and more talented people like you and the impact of Powercoders will grow across the world.

TERMS

If you find a job through Powercoders, the terms to paying it forward to the next generation fund are the following:

- **PAYING IT FORWARD: AMOUNTS**
 - The cost of a Powercoders scholarship in Switzerland is CHF 15'000.
 - You start paying it forward on **a monthly basis** only once you have started earning a salary **above CHF 4000** per month for a single person.
- **DURATION OF CONTRACT**
 - If you at a certain moment are not able to pay forward for personal reasons, you do not have to worry. You have **up to 10 years after finishing your internship** to pay it forward.
 - If you **haven't been able to pay it forward after 10 years**, then you don't have to pay it back anymore.
 - If you were **able to pay the amount of one scholarship** then we consider this contract fulfilled. We hope that you are willing to pay forward more on a voluntary basis.
- **CALCULATION OF PAYING FORWARD**
 - Our first priority is to make sure you have enough to live in Switzerland. If you **earn less, you will have to pay forward a smaller portion of your salary** than if you were earning a lot. See the section "Calculation" for the breakdown.
 - We also know that **having a family costs more** and our priority is to make sure you can take care of them properly. We **factored this into the calculations of how much you need to pay**. See the "Calculation" section for a breakdown. We'd also take into consideration if in addition you need to support your family back in your home country.
- **WHEN YOU DON'T HAVE TO PAY FORWARD**
 - If you **leave the Powercoders program before doing an internship**, you do not have to pay it forward.
 - If you **do not find employment through the Powercoders program**, then you did not benefit financially from the program and we do not ask you to pay forward.

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- If you **find a job outside of the IT Industry with no help from Powercoders**, then you do not have to pay it forward.

- **ADDITIONAL TERMS**

- The terms of this contract can be modified if both parties consent to the changes in written form.
- Powercoders reserves the exclusive right to cancel this agreement.
- This agreement is a legal binding document by Swiss Law and it has to be fulfilled from both parties.

MOST IMPORTANT: YOU CAN ALWAYS DISCUSS YOUR PERSONAL SITUATION CONCERNING PAYING IT FORWARD WITH OUR SOCIAL LEAD.

Date: _____

Location: _____

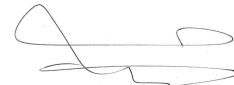
Name: _____

Signature: _____

Susanne König
Teaching Lead

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CALCULATION OF THE PAY IT FORWARD AMOUNT

Since at Powercoders we want to make sure you will always have enough to live decently, we will take a percentage of your expendable income, which is the income you have after the costs of living are covered. To calculate this, take a look at the formula below.

$(\text{Your Salary} - \text{Starting Salary}) * 0.5 = \text{Pay Forward Amount}$

Starting Salary: CHF 4'000

The Starting Salary is considered the minimum amount to live comfortably in Switzerland as a single person. You will start to pay forward only once you have reached this salary.

Example: If you earn 5,000 CHF and do not have a family to support, you will be asked to pay forward 500 CHF. And, after only 2.5 years, you will have sponsored a scholarship!

FAMILY DEDUCTIBLES

- If you have a spouse that is not working, you add 600 CHF to the Starting Salary.
- If you have a child (below 18), you add 500 CHF to the Starting Salary.
- For every additional child, continue adding 400 CHF to the Starting Salary per child.

Example: With three children and a non-working spouse, you add 1,900 CHF to the Starting Salary (4,000 CHF). You'd only start paying forward once you earn 5,900 CHF/month. If you earn 7,100 CHF/month, you'd pay 400 CHF/month and within a little over 3 years you'll have sponsored a full scholarship!