## ZETTACAMP TERMS AND CONDITIONS
No: 083-SPPZC/ZBHR/B3/2022

Singapore,

Dear Muhammad Nur Rochim,
Indonesia
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These terms and conditions apply to ZettaCamp provided by Zettabyte Pte. Ltd. to give a program of free learning and training as **Back End Developer** to design and development of web applications. Please read these terms and conditions carefully before joining the ZettaCamp program and print off a copy for your records.

### 1. Definitions

"Course Materials" means the learning material provided by Zettabyte Pte Ltd to ZettaCamp as part of the Online Learning Program in electronic form.

"Online Learning Program" means the provision of the Online Course and/or the Mentorship and/or the Course Materials together with such other Online Learning Programs as agreed from time to time during the ZettaCamp program.

"Stand-up Meeting" means a meeting presented by the mentor of ZettaCamp in a classroom setting to which you attend in person.

"Evaluation" means an assessment done by the monitor to the participants of ZettaCamp in order to see the score for the learning and training period.

"Company" means the entity that provides the program of ZettaCamp.

"Participant" means the person who joins ZettaCamp, agrees, and signs on the ZettaCamp Terms and Conditions

"Mentor" means the people who will give the explanation and training during the ZettaCamp program. Thus, the people are the professional people from Zettabyte Pte Ltd.

"Task" means the assignment given by the mentor during the learning and training program

"Period" means the length of time of ZettaCamp.

"Certification" means an international certificate given directly by Zettabyte Pte Ltd that could be used as the standardization skill of the participants after the learning and training period of the ZettaCamp program.

## 2. ZettaCamp Program

You agree to and accept these terms and conditions as the participant in ZettaCamp with the detailed program:

| | |
|---|---|
| **Program Title:** | ZettaCamp |
| **Company Name:** | Zettabyte Pte Ltd |
| **Activity:** | Design and Development of Applications |
| **Period:** | from Thu, Sep 22, 2022 to Wed, Dec 21, 2022 |
| **Location of the program:** | Patimura Building - Informatic Department Universitas Pembangunan "Veteran" Yogyakarta<br>Jl. Babarsari 2, Janti, Caturtunggal, Depok, Sleman Regency, Special Region of Yogyakarta 55281 |
| **Availability:** | 1. Daily stand-up meeting on Monday to Friday at 7.50 AM (GMT +7)<br>2. The learning time is a minimum of 8 hours/day, held on Monday to Friday from 8 AM - 5 PM (GMT+7), with one hour break at 12 PM (GMT+7)<br>3. Must be available in the standup meeting at 10 AM and 3 PM (GMT+7) |
| **Time frame:** | **Monthly time frame**<br>**1st month:**<br>- Intensive learning and training program.<br>- The weekly evaluation is given by the mentor every Friday at the end of each week. If the participant cannot reach the standard evaluation, the participant will be disqualified from ZettaCamp.<br>- Final evaluation to join development in a live project.<br>- Mini project<br>**2nd-month**<br>- Get the opportunity to work directly with the professional team in live projects, but still under mentorship.<br>- The final evaluation is given at the end of the 2nd month to prove the skill level and performance score.<br>**3rd-month**<br>- Get the opportunity to work directly with the professional team in live projects without a mentor, but have the opportunity to work directly with Team Lead.<br>- At the end of the month, the participant is given a certificate as proof of the competencies during the 3 months in ZettaCamp.<br>- Have the opportunity to get offered as a full-time employee at one of Zettabyte's offices, which values based on skill level and performance during the first month. |
| **Skills acquired** | NodeJs, MongoDB, and GraphQL |

| Extra benefits of this Program: | 1. This program is conducted in an international and high-tech context with more than 5 nationalities on the team. |
| | 2. Free learning and training. 30% of the time is dedicated to learning and the rest of the time is to applying it concretely on real deployed projects. |
| | 3. Free materials and professional mentorship. |
| | 4. Free assessment during learning. |
| | 5. Get international certification after the learning and training period. |
| | 6. Directly promoted as an employee at one of Zettabyte's offices in Bali or Jogja after graduating/passing the ZettaCamp program for 3 months. |

**Other elements of information:**

| Admin Mentor | Ms. Laksmi Dewi - Human Resources - hr-dpt@zettabyte.sg - +6287760049182 |
| --- | --- |
| Company location | ZettaByte Pte Ltd<br>Zettabyte Pte Ltd – 111 North Bridge Road #08-11 SINGAPORE 179098 |
| Number of days of authorized leave and terms during the program | Weekends are OFF, the participant will follow the calendar of Public holidays in the country where they do the program |

## 3. Cost

3.1. The company bears the costs associated with learning materials, training, and mentorship during the ZettaCamp program.

3.2. The company does not bear any costs outside of materials and mentors during the learning and training period of the ZettaCamp program.

3.3. The participants are not charged any fees while participating in the ZettaCamp program.

## 4. Intellectual Property

4.1. All Intellectual Property Rights in the Course Materials, Online Courses, and the speeches made by trainers at ZettaCamp are, and remain, the intellectual property of Zettabyte Pte Ltd or its licensors, whether adapted, written for, or customized for the participants or not.

4.2. You are not authorized to:

4.2.1. copy, modify, reproduce, re-publish, sub-license, sell, upload, broadcast, post, transmit or distribute any of the Course Materials without prior written permission;

4.2.2. record on video or audiotape, relay by videophone or other means the Online Course or Mentorship given;

4.2.3. use the Course Materials in the provision of any other course or training whether given by us or any third party trainer;

4.2.4.    remove any copyright or other notice of Zettabyte Pte Ltd on the Course Materials;

4.2.5.    modify, adapt, merge, translate, disassemble, decompile, reverse engineer (save to the extent permitted by law) any software forming part of the Online Courses.

4.3.    Breach by you of this clause 4.2 shall allow us to immediately terminate these terms and conditions with you and cease to provide you with any Online Learning Program.

## 5.    Confidentiality

5.1.    Both company and participants shall keep the other party's Confidential Information strictly confidential and not use it otherwise than for the purposes of these terms and conditions, and shall return it on demand and not retain copies of it.

5.2.    Either company or participants may disclose Confidential Information to its legal and other advisors for the purposes of obtaining advice from them.

5.3.    This clause shall continue notwithstanding the termination of these terms and conditions.

## 6.    Termination

6.1.    The company shall be entitled to terminate these terms and conditions and cease to provide the participants with any program with immediate effect in the event that you:

6.1.1.    fail to pass the evaluation held every week during the program;

6.1.2.    do not agree to get promoted to join Zettabyte Pte Ltd as an employee after getting offered;

6.1.3.    act in an aggressive, bullying, offensive, threatening, or harassing manner towards any employee of Zettabyte Pte Ltd, any mentors who provide the mentorship, or any participants who attend ZettaCamp;

6.1.4.    cheat or plagiarise any work which you are required to prepare or submit in connection with the program or during any daily standup meeting or evaluation taken in connection with the program;

6.1.5.    steal or act in a fraudulent or deceitful manner towards the company's employees or any other participants in ZettaCamp;

6.1.6.    intentionally or recklessly damage our property or the property of Zettabyte Pte Ltd or other participants attending ZettaCamp;

6.1.7.    are intoxicated through alcohol or illegal drugs while on the program;

6.1.8.    commit any criminal offense committed during the program or where the victim is the employee or the participants in ZettaCamp;

6.1.9.    are in breach of these terms and conditions.

6.2.    On termination of the terms and conditions shall continue notwithstanding such termination.

## 7.    Assignment

Any Online Learning Program provided by us under these terms and conditions is personal to you and cannot be transferred or assigned to any other person.

We shall be entitled to assign these terms and conditions to any other company without prior notice to you.

## 8.    Entire Agreement

These terms and conditions are the entire agreement between the company and the participant, whether written or oral. You confirm that you have not relied on any representations in entering into these and any other terms and conditions with us.  Nothing in this clause or terms and conditions shall limit liability for any fraudulent misrepresentation.

## 9.    Force Majeure

Zettabyte Pte Ltd shall not be liable to you for any breach of its obligations or termination under these terms and conditions arising from causes beyond its reasonable control, including, but not limited to, fires, floods, earthquakes, volcanoes, and other Acts of God, terrorism, strikes, delay caused by transport disputes, failure to provide a course caused by a death in the trainer's family, illness of the trainer, Government edict or regulation.

## 10.    Data Protection

10.1.  The nature of the program provided by the company means that we will obtain, use and disclose (together "Use") certain information about the participants ("Data"). This statement sets out the principles governing our Use of Data. By joining the program you agree to this Use.

10.2.  When you register with us you will need to provide certain Data such as your contact details and demographic information. We will store this Data and use it to contact you, provide you with details of the program, and otherwise as required during the normal provision of the course.

10.3.  We may also use the above Data, and similar Data you provide us in response to surveys, to aggregate user profiles. We will not pass any personal data onto anyone outside of Zettabyte Pte Ltd.

10.4.  Zettabyte Pte Ltd endeavors to take all reasonable steps to protect your Personal Data, but cannot guarantee the security of any Data you disclose.

10.5.  If you wish to change or update the data we hold about you, please e-mail learnforjob@zettacamp.pro or contact us at WhatsApp: Laksmi - +6287760049182.

**Participants**                                          **Company**


Muhammad Nur Rochim                          Anak Agung Putri Laksmi Dewi
**Participants of ZettaCamp**                 **HR Supervisor - Zettabyte Pte. Ltd.**