

TERMS AND CONDITIONS OF THE ACTION "Thailand"

First Edition

(hereinafter the "Terms and Conditions")

1. The Terms and Conditions regulate the action "Thailand" (hereinafter the "**Action**").

2. The Action is organized by Subko & Co Spółka z ograniczoną odpowiedzialnością Spółka komandytowa, with its seat in Warsaw, ul. Nowy Świat 41/15, 00-024 Warsaw, KRS-Number: 0000578528. NIP-Number: 5252631323, Regon-Number: 362667206 (hereinafter the "**Promisor**").

3. In the Action may participate individuals (hereinafter the "**Participant**" or "**Participants**"). However workers and co-workers of the Promisor as well as workers and co-workers of Marta Subko may not participate in the Action.

4. Under the Action the Promisor promises a reward as defined in point 11 below (hereinafter the "**Reward**") for recommending by the Participant a candidate for a position of online marketing specialist at the Promisor (hereinafter the "**Position**"), given that further conditions determined in the Terms and Conditions are fulfilled. The detailed description of the Position and requirements for the Position are contained in Attachment no 1 to the Terms and Conditions.
 - 5.1. The Reward shall be granted to the Participant who as the fastest:
 - between 17 November and 31 December 2015 will send the name and contact details such as a phone number, an e-mail address and LinkedIn profile's link of a candidate for the Position to the e-mail address: contact@subko.co, and
 - share the information about the Action available on <http://join.subko.co> on his/her Facebook or on Twitter,and given that the candidate for the Position recommended by the Participant will successfully accomplish the recruitment process and will hold the Position or similar position at the Promisor at least for 6 months.
 - 5.2. The ultimate decision on the grant of the Reward shall be left to the discretion of the Promisor.
 - 5.3. The referral made by the Participant shall be valid for 6 months counting from the day after the day in which an e-mail indicated in point 5.1. was received by the Promisor. The Reward may be granted to the winning Participant only if upon the day of accomplishment of 6-month-period as indicated in point 5.1. the referral made by the Participant is still valid.

6. By sending an e-mail with the name and contact details such as a phone number, e-mail address and LinkedIn profile's link of a candidate for the Position to the e-mail address: contact@subko.co the Participant accepts the Terms and Conditions.

7. In the e-mail with the name and contact details of a candidate for the Position sent to the e-mail address contact@subko.co the Participant shall also confirm that he/she received the permission of the candidate for the referral, including disclosing his/her e-mail and phone number for contact purposes with the Promisor, and that the Participant authorizes the Promisor to process the Participant's personal data for the needs of the Action. The Promisor may exclude the Participant from the Action, if the e-mail with the referral does not contain all the above mentioned elements.

8. The Participant may recommend more than one candidate for the Position.

9. The Promisor may at any time demand from the Participant the written permission of the candidate on the disclosure of his/her contact details for the purposes of the Action. Failure to provide such permission to the Promisor within 72 hours from the receipt of the demand of the Promisor authorizes the Promisor to exclude the Participant from the Action with respect to all candidates recommended by the given Participant.

10.1. The Participant may recommend the same candidate only once.

10.2. If the same candidate is recommended by two or more Participants, only the Participant who as the fastest between 17 November and 31 December 2015 will send the e-mail with contact details of the candidate for the Position will take part in the Action.

11. The Reward is a two-way plane ticket to Thailand for the maximum price of PLN 3500 gross issued by the airlines and for the departure and arrival dates chosen by the Promisor at its discretion. The Promisor may take into consideration the reasonable suggestions of the winning Participant as to the departures and arrival dates. Taking into consideration the suggestions of the winning Participant may not lead to exceeding the price of PLN 3500 gross for the plane ticket.

12. The winning Participant obliges himself/herself to disclose to the Promisor all his/her personal information required to successfully hand over the Reward and to fulfill all the tax obligations of the Promisor related to handing over of the Reward, if any.

13. The Reward is handed over to the winning Participant after accomplishing by the recommended candidate the 6-month-period at the Position or a similar position at the Promisor. As handing over is understood sending the electronic plane ticket to the e-mail address

of the winning Participant.

14. The Promisor does not take any responsibility for the use of the Reward in any way by the Participant.

15. The right to the Reward may not be transferred to a third party.

16. The Promisor reserves itself the right to restrain from handing over the Reward to the winning Participant until the winning Participant transfer to the bank account of the Promisor the amount of personal income tax due on the value of the Reward, which the Promisor is obliged to collect and remit to competent tax authorities, if any.

17. The winning Participant obliges himself/herself to post a picture from his/her trip to Thailand on Facebook with a description indicating that the plane ticket was the Reward in the Action and place a link to the fanpage of the Promisor in the same post.

18. The Terms and Conditions are subject to Polish Law.

19. Any disputes arising from the Action will be resolved by the court competent for the seat of the Promisor.

In the name of the Promisor:

Marta Subko - The President of the Management Board of the Subko & Co. Spółka z ograniczoną odpowiedzialnością.

Warsaw, 28 October 2015

Attachment no 1 – Description of the Position

PPC MARKETING SPECIALIST

PPC specialist with a passion for digital marketing and new technologies with 2-3 years of experience.

Key responsibilities:

- Management and supervision of our clients' PPC campaigns
- HR management of the in-house team with particular regard to personal development of each employee
- Researching key trends and tendencies in digital marketing

Qualifications:

- a You must be acquainted with digital marketing tools such as: AdWords Editor, Power Editor, Google Analytics, Google Tag Manager, Google Merchant Center etc.
- b You have a genuine passion for numbers and analytics
- c You're really passionate about new technologies
- d You have the entrepreneurial spirit, you're energized by working in the dynamic environment in the small team and would enjoy helping shape the agency's life.
- e Fluency in English is expected (exceptional fluency in French would be a major advantage)