

Slashdev Platform Terms

Partner Terms

Overview

Slashdev will provide remote talent to our partners through our platform. Our talent works on a freelance basis for our partners. Talent work seamlessly like a regular member of our partner's team. Our partners establish their culture, working norms, and requirements with the talent and expect them to live up to this standard. Slashdev provides our exclusive, vetted network of senior engineers to our partners as well as continued support on any future recruitments. Our platform business model allows us to provide superior talent to our partners at the best value on the market. Unlike agencies that charge high margins on their talent we take thin margins to provide our partners the most value. Due to this, we are not liable for paying our talent, our partners are responsible for paying their invoices on time so that talent is compensated. By using our service we ask our partners to abide by these terms unless separately agreed.

Definition of (The Partner/The Client): Any individual of business that works with slashdev.io to hire our engineers. Often signing a Partner Agreement and a Development Talent Agreement with us.

Definition of (the Developer): Any freelance talent working with us on contracted projects. Often signing Slashdev Developer Terms and working on a project with a Partner.

Payment Terms

Slashdev has the right to bill for hours worked up to twice a month. Payment is agreed to be paid with a 15 day due date. After the first 7 days from the first billable workday are complete the Partner is no longer in the trial period. Objections to invoices must be stated within 14 days from the date the invoice was first sent. All transaction fees to pay invoices (Wire, Swift, Transfer, or Card Fees) will be paid by the Partner, Slashdev will receive the full invoice amount after fees. If payment is delayed 30 days or beyond from the day the invoice was sent, Slashdev has the right to stop development work until the invoice is resolved. After 15 days past the invoice due date, if the invoice is still unpaid, The Partner will be charged a fee equal to 1.5% of the invoice amount. This 1.5% fee will continue monthly for up to 12 months until the invoice is paid. Development talent working with slashdev.io is only paid when the Partner pays their invoice, this is why it is important that we are paid on time. Slashdev is not liable to pay our developers, the partner is responsible to pay their invoices on time so that talent is paid on time. Many developers are relying on this as their single source of income so it is important to us that this schedule is respected.

Talent Agreement

The Partner agrees not to hire any talent in Slashdev's network independently of Slashdev. This includes the talent presented to The Partner but also talent that is in our network. Essentially The Partner will not poach talent from our network without working alongside Slashdev.

IP Ownership

All billable work done by Slashdev and the talent belongs to The Partner. This could include but is not limited to code, documentation, designs, and copywriting.

Marketing Data

In accordance with standard practice, our marketing materials and case studies may incorporate publicly available information and non-sensitive data pertaining to our Partners and Developers. We uphold a commitment to respect and safeguard all confidential aspects of our business relationships. By submitting your data to our website or working with us, you agree to not dispute our use of any public information or non-sensitive information given about your project (general tech stack, developers you recruited with us, and overall project goal).

Non-Disclosure Matching Period

Slashdev will keep all information shared between The Partner, Slashdev, and Development Talent during the matching period confidential. We will only share the information internally to find the correct talent for the job.

Non-Disclosure Ongoing Operations

Slashdev is not responsible for the information shared between The Partner and the Development Talent. In the event of IP being lost, stolen, or copied by the Development Talent, Slashdev is not responsible. We connect Development Talent to The Partner, The Partner is responsible for all NDAs and other agreements with The Development Talent and also bears the risk.

Trial Period

The Partner has 7 days from the first day of billable hours to cancel their agreement with the Development Talent without being liable to pay. After 7 days The Partner should discuss with Slashdev about special situations.

Grace Period

The Partner has a Grace Period of 4 weeks in which their notice to stop the engagement is 1 working day regardless of the contract they sign.

Notice Period

The notice period to end a contract with Talent outside of the trial period depends on the contract signed:

For all contracts (hourly, part-time & full-time) the first 4 weeks of billable work have a 1 working day notice.

For hourly contracts, there is no notice period.

For part-time contracts, the notice period is 10 working days after the Grace Period. This notice required a formal email notice to slashdev.io, upon which the 10 following days are agreed to be paid in full (4 hours per working day) even if the Talent is not given any work.

For full-time contracts, the notice period is 20 working days after the Grace Period. This notice required a formal email notice to slashdev.io, upon which the 20 following days are agreed to be paid in full (8 hours per working day) even if the Talent is not given any work.

Proper planning and notice before the last working day will of course lead to zero days of paying for engineers not working. Giving proper notice is needed to keep top talent.

Choice of Law

This contract, and additional agreements entered into between Slashdev and The Partner will be governed by the laws of the State of Florida, USA.

Developer Terms

Overview

The Developer will be connected to freelance jobs through the Slashdev Network. In joining The Slashdev Network The Developer must abide by the following terms.

Projects, Contacts & Payment

The Developer will work with Slashdev and follow the Slashdev Developer Terms on all projects that The Developer is presented or becomes aware of through Slashdev. The Developer will not work with projects or employers they have been introduced to through the network independently. The Developer will be paid by Slashdev after Slashdev has been paid by the client, payment will be made on a monthly basis. Payment for the previous month's work (June) will be paid usually by the end of the following month (July). Slashdev is not liable to pay The Developer until payment is received from the client. Our target payment date is the 25th of the following month, this can vary by project.

Trial Period

If the client is unsatisfied with The Developer's work after the month of billable hours or first payment The Developer may only get paid for up to 50% of their work hours. If the work was deemed very poor by Slashdev they may withhold all payment.

Resignation

Resignation should always be discussed with Slashdev before telling the client. Slashdev expects The Developer to give at least a 1-month notice to the client before ending their project. Quitting in the first 2 months of a project will sacrifice pay for the project due to the investment Slashdev has made in the client relationship.

Responsible For Own Taxes And Employment

The Developer is responsible for their own employment. Slashdev is not an employer of The Developer. The Developer is responsible for their own taxes, pension, healthcare, and any other related responsibilities in their country.

IP Ownership

All work done by The Developer belongs to the client being billed.

Professionalism

Slashdev retains the discretion to withhold remuneration due to any conduct or lack of action considered unprofessional by the company's standards.

Non-Disclosure - Clients & Projects

The Developer will keep confidential all work performed with Slashdev and projects through Slashdev. The Developer will not disclose client information to outside parties.

Non-Disclosure - Slashdev Rate & Internal Information

The Developer will not disclose their hourly rate with clients, projects, or outside parties. The Developer will not disclose internal information about Slashdev to any external parties. Any discussions about their hourly rate or satisfaction should first be discussed with Slashdev so that Slashdev can work to get The Developer what they are looking for in a professional manner.

Hourly Rate:

The hourly rate is agreed to in a individual contract unless renegotiated before a project starts by Slashdev. This will be done in clear written communication. The Developer agrees to not attempt to renegotiate the hourly rate after Slashdev has contracted them about a project, especially if they have been connected with the client. The Developer agrees to wait to review their hourly rate until they have been working part-time or full-time for a client for at least 6-months. The rate may be negotiated at any time if The Developer has not yet accepted a potential project with Slashdev. Failure to uphold this professional standard will result in the cancellation of the project and sacrifice of outstanding pay.

Terms of Service

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Please read these Terms of Service ("Terms", "Terms of Service") carefully before using the <https://slashdev.io/> website (the "Service") operated by Slashdev LLC ("us", "we", or "our").

Your access to and use of the Service is conditioned upon your acceptance of and compliance with these Terms. These Terms apply to all visitors, users and others who wish to access or use the Service.

By accessing or using the Service you agree to be bound by these Terms. If you disagree with any part of the terms then you do not have permission to access the Service.

Non-Disclosure Ongoing Operations

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Accounts

When you create an account with us or submit a form with our service, you guarantee that you are above the age of 18, and that the information you provide us is accurate, complete, and current at all times. Inaccurate, incomplete, or obsolete information may result in the immediate termination of your account on the Service.

You are responsible for maintaining the confidentiality of your account and password, including but not limited to the restriction of access to your computer and/or account. You agree to accept responsibility for any and all activities or actions that occur under your account and/or password, whether your password is with our Service or a third-party service. You must notify us immediately upon becoming aware of any breach of security or unauthorized use of your account.

You may not use as a username the name of another person or entity or that is not lawfully available for use, a name or trademark that is subject to any rights of another person or entity other than you, without appropriate authorization. You may not use as a username any name that is offensive, vulgar or obscene.

Intellectual Property

The Service and its original content, features and functionality are and will remain the exclusive property of Slashdev LLC and its licensors. The Service is protected by copyright, trademark, and other laws of both the United States and foreign countries. Our trademarks and trade dress may not be used in connection with any product or service without the prior written consent of Slashdev LLC

Links To Other Web Sites

Our Service may contain links to third party web sites or services that are not owned or controlled by Slashdev LLC

Slashdev LLC has no control over, and assumes no responsibility for the content, privacy policies, or practices of any third party web sites or services. We do not warrant the offerings of any of these entities/individuals or their websites.

You acknowledge and agree that Slashdev LLC shall not be responsible or liable, directly or indirectly, for any damage or loss caused or alleged to be caused by or in connection with use

of or reliance on any such content, goods or services available on or through any such third party web sites or services.

We strongly advise you to read the terms and conditions and privacy policies of any third party web sites or services that you visit.

Termination

We may terminate or suspend your account and bar access to the Service immediately, without prior notice or liability, under our sole discretion, for any reason whatsoever and without limitation, including but not limited to a breach of the Terms.

If you wish to terminate your account, you may simply discontinue using the Service.

All provisions of the Terms which by their nature should survive termination shall survive termination, including, without limitation, ownership provisions, warranty disclaimers, indemnity and limitations of liability.

Indemnification

You agree to defend, indemnify and hold harmless Slashdev LLC and its licensee and licensors, and their employees, contractors, agents, officers and directors, from and against any and all claims, damages, obligations, losses, liabilities, costs or debt, and expenses (including but not limited to attorney's fees), resulting from or arising out of a) your use and access of the Service, by you or any person using your account and password, or b) a breach of these Terms.

Limitation Of Liability

In no event shall Slashdev LLC, nor its directors, employees, partners, agents, suppliers, or affiliates, be liable for any indirect, incidental, special, consequential or punitive damages, including without limitation, loss of profits, data, use, goodwill, or other intangible losses, resulting from (i) your access to or use of or inability to access or use the Service; (ii) any conduct or content of any third party on the Service; (iii) any content obtained from the Service; and (iv) unauthorized access, use or alteration of your transmissions or content, whether based on warranty, contract, tort (including negligence) or any other legal theory, whether or not we have been informed of the possibility of such damage, and even if a remedy set forth herein is found to have failed of its essential purpose.

Disclaimer

Your use of the Service is at your sole risk. The Service is provided on an "AS IS" and "AS AVAILABLE" basis. The Service is provided without warranties of any kind, whether express or implied, including, but not limited to, implied warranties of merchantability, fitness for a particular purpose, non-infringement or course of performance.

Slashdev LLC its subsidiaries, affiliates, and its licensors do not warrant that a) the Service will function uninterrupted, secure or available at any particular time or location; b) any errors or

defects will be corrected; c) the Service is free of viruses or other harmful components; or d) the results of using the Service will meet your requirements.

Exclusions

Some jurisdictions do not allow the exclusion of certain warranties or the exclusion or limitation of liability for consequential or incidental damages, so the limitations above may not apply to you.

Governing Law

These Terms shall be governed and construed in accordance with the laws of Florida, United States, without regard to its conflict of law provisions.

Our failure to enforce any right or provision of these Terms will not be considered a waiver of those rights. If any provision of these Terms is held to be invalid or unenforceable by a court, the remaining provisions of these Terms will remain in effect. These Terms constitute the entire agreement between us regarding our Service, and supersede and replace any prior agreements we might have had between us regarding the Service.

Changes

We reserve the right, at our sole discretion, to modify or replace these Terms at any time.

By continuing to access or use our Service after any revisions become effective, you agree to be bound by the revised terms. If you do not agree to the new terms, you are no longer authorized to use the Service.

Contact Us

If you have any questions about these Terms, please contact us at info@slashdev.io