

General Business Terms and Conditions

for on-line services provided by CVO Group Slovakia, s.r.o.

I. Contract on Advert Publishing and the Applicability thereof

1. Pursuant to these Business Terms and Conditions the Contract on Advert Publishing is a contract on publishing one or more adverts of the customer or another interested person (hereinafter referred to as the "Client") on websites www.cvonline.sk for the purpose of its/their spreading.

2. By the Contract on Advert Publishing CVO Group Slovakia undertakes to publish on www.cvonline.sk an advert, the contents of which or a part thereof shall be provided by the Client. For this service the Client undertakes to pay to CVO Group Slovakia a fee in the amount stipulated by the Pricelist of Services of CVO Group Slovakia applicable as of the day on which a Binding Order has been signed.

3. Exclusively the Business Terms and Conditions of the company CVO Group Slovakia are applicable on the Contract on Advert Publishing; terms and conditions in conflict with the Business Terms and Conditions or different business terms and conditions of the Client do not become a part of this Contract, unless the company CVO Group Slovakia expressed its written consent with the validity thereof.

4. The Contract on Advert Publishing is concluded as of the moment of the delivery of the Binding Order duly filled in and signed by the Client to the Company CVO Group Slovakia, either in writing or in a facsimile or e-mail form.

II. Liability for the Contents of the Advert/s

1. Exclusively the Client is liable for the contents, in particular, for the correctness and admissibility of the adverts, text and picture templates of the published adverts, whereas the company CVO Group Slovakia is not obliged to inspect whether the contents of the adverts impair the rights and authorised interests of third persons. In this respect the Client is liable for the claims of third persons raised against CVO Group Slovakia.

2. CVO Group Slovakia is entitled not to publish parts of adverts or whole adverts, the contents of which is in conflict with valid laws, good morals or in conflict with generally applicable moral principles even without a prior notification to the Client. The Company CVO Group Slovakia is obliged to immediately inform the Client of this fact. This does not establish the Client's title to the compensation of damage.

3. If registered trade marks are applied when publishing the advert, by the execution of the Contract the Client grants to CVO Group Slovakia its consent with the use of these marks. The Client guarantees that it is entitled to grant the consent with the use of these marks.

4. Graphic supporting documents received for adverts are graphic files in the GIF or JPG format.

5. For advertising banners GIF, JPG, FLASH formats are admissible (other formats based on the agreement), with a maximum size of the file for the relevant banner (468x60 max. 20 kB, 120x60 max. 12 kB).

III. Beginning and Period of Advert Publishing

1. Unless an exact date of the first day of publishing the advert/s is agreed upon, then its/their publishing shall be performed without unnecessary delay after the execution of the Contract, however, no later than within 7 days from the delivery of the Binding Order of the Client.

2. The Client is liable for the delivery of complete, appropriate and error-free supporting documents for the production and publishing of an advert. Such supporting documents must be delivered no later than (1) one day prior to the agreed-upon commencement of advert publishing. CVO Group Slovakia is not liable for the delay caused by late delivery of the contents of the advert or its unsuitable or insufficient form.

3. The supporting documents for an advert flashed by the Client shall be sent back only upon the Client's request.

4. A minimum period of advert publishing is fifteen (15) days. In the event the Client requires a period of advert publishing other than fifteen (15) days, it has to state it in the Order in writing. In such cases the prices correspond to the currently applicable Pricelist of the company CVO Group Slovakia.

IV. Changes and Amendments to the Contents of the Advert/s

1. After the execution of the Contract on Advert Publishing the Client shall receive from the company CVO Group Slovakia an access code-name and password to the advert by e-mail through which the Client can perform any changes and updating to the contents of the advert or put the advert on www.cvonline.sk itself. However, these changes do not apply to the replacement of the originally advertised work position for another. In such events the Client is obliged to inform the representative of CVO Group Slovakia in advance and to agree upon the terms and conditions of such a change.

2. Upon the Client's request also a CVO Group Slovakia representative can perform a change to the contents of the advert. Simple changes to the advert shall be performed for free. In the event of changes of larger extent, the CVO Group Slovakia representative shall inform the Client about other costs that CVO Group Slovakia may incur in such an event and changes shall be performed only after a written or e-mail approval of these costs by the Client.

V. Remuneration for Advert Publishing

1. The Client shall pay for the advert publishing a fee corresponding to the Pricelist of Services of the company CVO Group Slovakia applicable as of the date of the execution of the Binding Order. The prices stated in the Pricelist are VAT excluded, i.e. VAT is calculated pursuant to the Act on Value Added Tax applicable as of the date of the Contract execution. Quantity and other discounts are provided individually only on the basis of a mutual agreement based on the volume and choice of the provided services.

2. The Client is not entitled to be refunded for the remuneration or a part thereof if the ordered services are not utilised.

3. CVO Group Slovakia shall issue a tax document and deliver it to the Client immediately after the access code name and password pursuant to Article IV hereof have been assigned. Maturity of the invoices is 7 days after their delivery to the Client. The first day of service provision is the date of the performance of taxable performance.

4. In the event of delay with the payment of invoices, CVO Group Slovakia is entitled to charge to the Client a penalty in the amount of 0.1% of the outstanding amount per each day of delay. The right for the compensation of damage caused by the delay with the payment of the invoice is not affected thereby.

VI. Repudiation of the Contract

1. CVO Group Slovakia reserves itself the right to repudiate the Contract if the contents of the advert are in conflict with the applicable laws of the Slovak Republic, if they are in conflict with good morals or with generally valid moral principles or if advert publishing is impossible due to other reasons.

2. If the Client desires to cancel the already delivered Binding Order, it is obliged to inform CVO Group Slovakia of this fact in writing no later than 1 business day prior to the agreed-upon date of the commencement of the service provision. If it is delivered later the Client shall be charged a cancellation fee in the amount of the full price of the ordered service.

VII. Final Provisions

1. By the provision of on-line services CVO Group Slovakia is not liable for the result of the competition of the Client (in particular for the number of people visiting the advert, number of answers to the advert and quality of applicants for the job).

2. By the execution of the Contract the Client agrees with publishing the adverts on websites www.cvonline.sk and also on the websites of partner Internet portals currently co-operating with the company CVO Group Slovakia.

3. CVO Group Slovakia guarantees the availability of the data corresponding to the common technical standard. The Client, however, understands the fact that in compliance with the present level of technical equipment it is impossible to always guarantee an error-free availability of the data. In particular, CVO Group Slovakia is not liable for the events when data are not available due to reasons not caused by CVO Group Slovakia.

a) failure of the services at the part of Internet connection providers

b) breakdowns on the communication networks of other providers

c) upon the use of unsuitable software or hardware

d) incomplete or not updated offer on so-called proxy servers of commercial or non-commercial providers of the Internet connection and other online services.

4. The personal data provided by the Client and personal data necessary for the communication with the Client shall be used exclusively for the purpose of services provided by the company CVO Group Slovakia, thus, in particular, for the purpose of mediation of the job applicants and for the purpose of the provision of services relating to the employees recruitment.

5. With the use of these data the company CVO Group Slovakia reserves itself the right to inform the Client of its activities being

prepared, of new services etc.; and the Client hereby grants its consent therewith.

6. By sending a Binding Order and by the provision of the contents of the advert, the Client confirms its approval with the above-stated purpose of the use of its personal data and the fact that it provides these data voluntarily. Upon data processing, CVO Group Slovakia follows Act No. 428/2002 Coll., on Personal Data Protection, as amended.

7. The Contractual Parties undertake to respect the confidentiality obligation concerning all information and data they mutually acquire in connection with the execution of the Contract on Advert Publishing and on the basis of their mutual co-operation. This confidentiality obligation is applicable also after the termination of service provision pursuant to the Contract on Advert Publishing.

8. Any and all other changes and amendments concerning the subject of the Contract require a written form.

9. The Contracts are governed by legal rules and regulations of the Slovak Republic.

10. The invalidity or unenforceability of any of the provisions of the Contract does not result in the invalidity or unenforceability of other provisions or a part thereof. The Contractual Parties shall make any and all efforts to replace the affected provisions with valid and enforceable provisions corresponding by their sense and purpose with the affected provisions as much as possible.

11. If a dispute arises on the basis of the Contract or in connection thereto, the Contractual Parties shall try to resolve it in an amicable manner.