

NearDev Offer Terms & Conditions

- 1. NearDev Offer Overview:** Before a valid “NearDev Offer” can commence, the program must be authorized by a NearDev representative and the terms of the NearDev Offer agreed to by the customer and the authorized NearDev representative. The NearDev Offer allows customers to experience our developer recruitment services, without any cost or obligation to commit to payment. The NearDev Offer consists of the search and recruitment of one software developer per job position per company. This is a limited-time offer subject to the following terms and conditions.
- 2. NearDev Offer Eligibility:** Only one NearDev Offer can be used per company. The NearDev Offer may not be used in combination with other promotions. The NearDev Offer is limited to companies based in the U.S. and Canada.
- 3. NearDev Offer Availability:** The NearDev Offer is subject to NearDev’s work time availability.
- 4. NearDev Offer Services:** The NearDev Offer is meant for participant companies to experience NearDev’s services. NearDev reserves the right to deny the NearDev Offer without any explanation if it is determined that the NearDev Offer service is used inappropriately and/or infringes the NearDev Offer agreement.
- 5. NearDev Offer Services Delivery:** The NearDev Offer services delivery date will be determined by the NearDev representative in agreement with the client. NearDev has the right to change the NearDev Offer service delivery date if required. The client will be notified on any service delivery date updates.
- 6. NearDev Services Revision:** After the NearDev Offer services period, the client is encouraged to thoroughly review and assess the services results, and compatibility with their requirements.
- 7. Commitment—NearDev Offer:** Participation in the NearDev Offer does not obligate the customer to make a payment for the NearDev Offer service. There is no cost associated with the NearDev Offer.
- 8. NearDev Offer Usage:** The customer is permitted to hire any candidate resulting of the NearDev Offer recruitment services for its own convenience.
- 9. Feedback and Communication:** Clients are encouraged to provide feedback on their experience using NearDev services. NearDev may request feedback to improve service quality and client satisfaction.

10. NearDev Offer Conclusion: After delivering the NearDev to the client, a NearDev representative will contact the customer to discuss their experience, offer results and whether they are interested in additional services.

11. Payment Inquiry: If the customer expresses interest in acquiring additional services after the NearDev Offer service is delivered, an NearDev representative will provide information about payment options, pricing, and any applicable terms.

12. NearDev Offer Service or Termination: NearDev reserves the right to deny, continue or terminate the NearDev Offer at its discretion. NearDev reserves the right to end the NearDev Offer at any time. Any such changes will be communicated to customers already participating in the offer.

13. Limitation of Liability: NearDev is not liable for any damages, losses, or liabilities incurred before, during and after the production of the NearDev Offer, including but not limited to disruptions in business operations. NearDev shall not be liable for any financial loss arising out of the refusal, cancellation or withdrawal of any promotion or any failure or inability of a customer to take advantage of a promotion for any reason. By participating in the NearDev Offer, customers agree to abide by these terms and conditions. For any questions or concerns, please contact your NearDev representative.

The NearDev Offer Terms and Conditions are supplemented by our Privacy Policy, and they are binding upon you.

NearDev Privacy Policy

This privacy policy ("policy") will help you understand how NearDev ("us", "we", "our") uses and protects the data you provide to us when you visit and use [www.NearDev.co] ("website", "service").

We reserve the right to change this policy at any given time, of which you will be promptly updated. If you want to make sure that you are up to date with the latest changes, we advise you to frequently visit this page.

What User Data We Collect

When you visit the website, we may collect the following data:

- Your IP address.
- Your contact information and email address.

- Other information such as interests and preferences.
- Data profile regarding your online behavior on our website.

Why We Collect Your Data

We are collecting your data for several reasons:

- To better understand your needs.
- To improve our services and products.
- To send you promotional emails containing the information we think you will find interesting.
- To contact you to fill out surveys and participate in other types of market research.
- To customize our website according to your online behavior and personal preferences.

Safeguarding and Securing the Data

NearDev is committed to securing your data and keeping it confidential. NearDev has done all in its power to prevent data theft, unauthorized access, and disclosure by implementing the latest technologies and software, which help us safeguard all the information we collect online.

Our Cookie Policy

Once you agree to allow our website to use cookies, you also agree to use the data it collects regarding your online behavior (analyze web traffic, web pages you visit and spend the most time on).

The data we collect by using cookies is used to customize our website to your needs. After we use the data for statistical analysis, the data is completely removed from our systems.

Please note that cookies don't allow us to gain control of your computer in any way. They are strictly used to monitor which pages you find useful and which you do not so that we can provide a better experience for you.

If you want to disable cookies, you can do it by accessing the settings of your internet browser. You can visit <https://www.internetcookies.com>, which contains comprehensive information on how to do this on a wide variety of browsers and devices.

Restricting the Collection of your Personal Data

At some point, you might wish to restrict the use and collection of your personal data. You can achieve this by doing the following:

If you are filling the forms on the website, make sure to check if there is a box which you can leave unchecked, if you don't want to disclose your personal information.

If you have already agreed to share your information with us, feel free to contact us and we will be more than happy to change this for you.

NearDev will not lease, sell or distribute your personal information to any third parties. Your personal information may be used when we need to send you promotional materials if you agree to this privacy policy.