



1290 WORLD LLC | TWELVE NINETY CONNECTIONS

Partner Network Participation & Collaboration Terms

Version 1.3

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Entity: 1290 World LLC, acting through 1290 World Connections and publicly known as Twelve Ninety Connections ("TNC")

Audience: New 1290 Partner Network Portal account applicants

Effective Date: The date this version is accepted for a new account.

Prior versions: This version applies to new acceptances. Earlier accepted versions, signed copies, decisions, and receipts remain valid and retrievable.

PORTAL AGREEMENT FUNCTION

These Terms are the single standing agreement for participation in the TNC Partner Network. They govern baseline Partner Portal access, relationship conduct, confidentiality, authority, communications, source integrity, and the conditions under which a Partner may be considered for collaborative work. They do not by themselves assign a search, authorize a referral, establish a fee split, create data access, submit a Candidate, or entitle a Partner to payment.

ACTION-SPECIFIC INSTRUMENTS

Each consequential Partner activity requires the applicable separate instrument, which may include a Shared Search Authorization, referral or source record, split schedule, candidate/data-access addendum, confidentiality election, placement confirmation, Client-payment confirmation, or Partner-payment approval. Those documents apply only to the identified matter and do not replace these standing Terms.

LEGAL HIERARCHY

TNC Ecosystem Participation Terms & Conditions → Partner Network Participation & Collaboration Terms → matter-specific Partner agreement, authorization, schedule, addendum, or receipt.

1. PURPOSE

These Terms establish baseline participation in the portal-based 1290 Partner Network™ for approved individual recruiters, recruiting firms, Client firms, referral relationships, and other written collaboration paths accepted by TNC.

These Terms govern the Partner relationship and baseline portal use. They do not themselves create a referral, Shared Search, candidate-submission right, source ownership, Client disclosure, split entitlement, placement, payment, or technical integration.

2. TNC Ecosystem Participation Terms & Conditions

Partner participation also requires acceptance of the current released TNC Ecosystem Participation Terms & Conditions, including the applicable Account & Platform Terms, Privacy Notice, Communications Notice, Electronic Records & Signature Consent, Experience Participation Terms, Public & Commercial Participation Terms, Security & Acceptable Use Terms, Recording & Transcription Notice, and Accessibility Notice.

The Standard Protocol governs universal ecosystem subjects. These Terms govern the Partner Network relationship. Action-specific Partner instruments govern their stated subjects.

3. ELIGIBILITY, IDENTITY, AND AUTHORITY

A Partner participant must provide accurate identity, business, affiliation, contact, tax, licensing or registration, authority, and other information reasonably required for the relationship.

TNC may validate:



- individual identity and contact information;
- legal business name and organizational status;
- recruiting or referral role;
- employer or firm affiliation;
- authority to act for a firm or Client;
- tax and payment information;
- platform and data-access rights;
- professional, legal, compliance, or insurance information where applicable; and
- conflicts, restrictions, or prior relationships relevant to the proposed collaboration.

Portal-administrator status, WC identity/status, organization affiliation, relationship payment, or internal CRM linkage does not automatically authorize candidate submission, Client disclosure, source ownership, a fee split, payment instruction, Partner activation, or a binding exception.

3A. WORLD CONNECTIONS STATUS DOES NOT CREATE PARTNER RIGHTS

A World Connections identity or relationship—including Executive, Influencer, Legacy, WC Private Membership, Investor Relationship, Enterprise & Organization Diamond Circle, 1290 Circle, or WC social/event participation—does not create Partner status, recruiting authority, referral ownership, source rights, Shared Search authority, candidate access, Client disclosure rights, fee-split rights, payment eligibility, technical integration rights, or authority to bind TNC or another organization.

A person may separately hold WC and Partner relationships under one canonical identity in 1290 CRM, but Partner rights arise only from the applicable Partner instruments, source evidence, authority, assignment, and receipts. WC relationship history or payment may not be used to manufacture source, ownership, split, or Client/candidate rights.

T.E.A. may identify a potentially useful Partner relationship from authorized context, but a recommendation is not Partner activation, assignment, disclosure authority, payment approval, or source determination.

4. BASELINE PARTNER PORTAL ACTIVATION

Baseline Partner Portal activation requires:

- current TNC Ecosystem Participation Terms & Conditions acceptance;
- secure authentication;
- completed Partner Questions;
- identity, business, affiliation, and authority validation appropriate to the relationship;
- acceptance of these Partner Portal Terms; and
- valid version-specific receipts.

Baseline access may include profile, approved contacts, Trust and Agreements, Secure Conversations, Secure Upload, documents, referrals, opportunities, Shared Search area, notifications, support, and My 1290 Relationship.

Baseline Partner access does not create source ownership, candidate-submission authority, a Shared Search, Client identification, split rights, payment eligibility, or any right to access unrelated Client, candidate, Partner, Talent, Services, World Connections, Investor, Enterprise, Circle, or internal TNC information.

5. PARTNER RELATIONSHIP PATHS

TNC may establish distinct Partner paths, including:

- individual Recruiting Partner;
- recruiting firm or agency Partner;



- Client firm or business referral Partner;
- approved referral relationship;
- Shared Search Partner; or
- another written collaboration path approved by TNC.

Each path may require additional verification, confidentiality, data, source, ownership, tax, payment, or action-specific instruments. Acceptance of one path does not automatically activate another.

6. STANDING PARTNER AGREEMENT

The Recruiting Partner & Firm Collaboration Agreement establishes the standing commercial and confidentiality relationship for a Partner approved to collaborate beyond baseline portal use.

TNC may require the standing agreement before referrals, Shared Searches, Client or candidate information, source records, split terms, or payment-related functions become available.

Reacceptance may be required after a material legal change, expiration, termination, business or affiliation change, tax or authority change, risk event, or another controlling requirement.

7. CONSEQUENTIAL PARTNER ACTIONS

The following require the applicable action-specific instrument and receipt:

- referral or Client introduction;
- Shared Search assignment;
- candidate sourcing, outreach, presentation, or submission;
- named-Client or confidential-role disclosure;
- source, ownership, duplicate, or protection determination;
- use of Partner-platform or TNC data;
- direct Partner–Client or Partner–candidate communication;
- 50/50 or other approved split;
- placement and Client-payment reconciliation;
- split-payment authorization and payment; and
- any technical integration, writeback, synchronization, import, export, or system action.

A portal screen, conversation, résumé, candidate name, source entry, referral, assignment request, job view, placement report, or payment expectation does not itself create these rights.

8. SOURCE, OWNERSHIP, AND DUPLICATES

Source and ownership must be based on the controlling Partner instruments and preserved evidence. A Partner must provide accurate source, date, consent, relationship, and submission information.

Imported, uploaded, or asserted source information is not automatically verified, exclusive, or canonical. TNC may preserve conflicting source claims without silently merging them and may require additional evidence or TNC review.

No Partner may relabel another source, circumvent a Client or TNC process, submit a candidate without authority, or use confidential candidate or Client information to create an unrelated relationship.

9. CONFIDENTIALITY

Partner will protect nonpublic TNC, Client, candidate, Partner, source, compensation, split, platform, security, process, and relationship information using at least reasonable care and only for the authorized purpose.



Partner identity, employer, affiliation, platform, source system, compensation, split terms, and other identifying information remain confidential unless the controlling written terms, applicable law, or Terrance Sullivan's approval permit disclosure.

A Partner may not publicly identify a Client, candidate, Shared Search, source, placement, split, fee, or result without the applicable authorization.

10. CANDIDATE AND CLIENT INFORMATION

Candidate and Client information is purpose-limited. Partner may access or use it only under the approved relationship, role, search, consent, and disclosure state.

Partner may not scrape, bulk export, sell, republish, use for unrelated outreach, enrich for an unrelated purpose, disclose outside authorized personnel, or build an unrelated database from TNC, Client, or candidate information.

Candidate submission requires the applicable Candidate authorization and the Partner's submission authority for the specific opportunity.

11. PARTNER DATA AND PLATFORM BOUNDARY

Partner may provide or permit access to information the Partner has the right to share. A platform connection or credential does not automatically authorize TNC to write, delete, merge, change stages, modify records, or create two-way synchronization.

Any writeback or integration requires a separate written scope, data-rights and security review, least-privilege permission, TNC approval, testing, receipt, monitoring, and rollback plan.

Partner must not provide secrets or credentials through an unapproved method.

12. SPLITS AND PAYMENT

No split is earned or payable solely because Partner Portal access exists, a Shared Search is discussed, a candidate is identified or submitted, or a placement is reported.

A split right requires the controlling Partner Agreement, action-specific authorization, source/ownership record, qualifying placement, Client payment, split schedule, reconciliation, approval, and financial records.

The standard CURRENT split for an approved shared placement is 50% to TNC and 50% to Partner unless a written exception controls.

the approved financial authority controls cleared Client payment and Partner payment execution.

13. TNC EXPERIENCE PARTICIPATION

TNC Experience Participation supports authorized relationship continuity, routing, analytics, duplicate and source review, T.E.A.-assisted administration, summaries, recommendations, quality, accessibility, security, and Partner Network improvement. 1290 CRM may link the same person across relationships while preserving purpose, source, confidentiality, and Partner/Client/candidate authorization boundaries.

Technology-assisted output is not automatically verified, approved, submitted, owned, payable, assigned, or canonical. WC relationship signals and internal graph links are not source/ownership evidence. Human review and required Partner, Client, candidate, financial, and TNC approvals remain.

14. TNC PUBLIC & COMMERCIAL PARTICIPATION

TNC may state that it works with recruiting partners or partner firms and may use aggregate or de-identified Partner Network information under the TNC Public & Commercial Participation Terms.

These universal terms do not authorize public identification of the specific Partner, employer, affiliation, platform, source system, Client, candidate, search, placement, fee, split, or result unless the applicable Partner instrument or Terrance approval permits it.



15. COMMUNICATIONS, RECORDING, AND ELECTRONIC RECORDS

Communications are governed by the TNC Communications Notice. Recording or transcription requires the TNC Recording & Transcription Notice and any required consent.

Electronic acceptance is governed by the TNC Electronic Records & Signature Consent. Every acceptance, referral, assignment, source decision, submission, split, placement, payment, withdrawal, or other consequential event must preserve the exact actor, business, authority, document or action, version, related Client/search/candidate where applicable, decision, timestamp, integrity reference, and receipt ID.

16. SECURITY AND ACCEPTABLE USE

Partner must comply with the TNC Security & Acceptable Use Terms, protect credentials, use approved channels, avoid unauthorized access or extraction, and report suspected compromise or misdirected confidential information.

TNC may restrict or suspend access for security, identity, authority, data, confidentiality, legal, payment, source, ownership, circumvention, or conduct risk.

17. INDEPENDENT RELATIONSHIP

Unless a separate written instrument states otherwise, Partner is an independent contractor or independent business participant. Nothing creates employment, co-employment, partnership, joint venture, franchise, fiduciary duty, agency authority, or authority to bind TNC, a Client, or another participant.

18. SUSPENSION AND TERMINATION

TNC may suspend or terminate Partner Portal access or the Partner relationship for security risk, unauthorized data use, misrepresentation, confidentiality breach, circumvention, unlawful or discriminatory conduct, harassment, source manipulation, unauthorized submission, noncompliance, payment or tax issue, affiliation change, or other material breach.

Termination does not erase confidentiality, source or candidate protection, audit, payment reconciliation, surviving obligations, dispute records, or previously valid public/commercial rights.

19. ORDER OF PRECEDENCE

Unless an instrument expressly states otherwise:

1. signed amendment or TNC-approved written exception;

2. Shared Search, Referral, Source/Ownership, Split, or other action-specific instrument for its stated subject;

3. Source, Ownership, Confidentiality & Partner Data Access Addendum for its stated subjects;

4. Recruiting Partner & Firm Collaboration Agreement;

5. these Partner Network Participation & Collaboration Terms;

6. TNC Ecosystem Participation Terms & Conditions; and

7. public summaries or help content.

20. GOVERNING LAW; VENUE

These Terms are governed by Kansas law, without regard to conflict-of-law principles. Exclusive venue lies in the state or federal courts serving Sedgwick County, Kansas, subject to mandatory law that cannot be waived and final TNC review of multi-state, licensing, tax, contractor, referral, and payment requirements.



21. CONTACT

Terrance Sullivan

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CURRENT CROSS-NETWORK INTELLIGENCE AND RECORD BOUNDARY

Effective August 22, 2026

Partner status, Portal access, collaboration history, WC identity, paid WC participation, Client affiliation, or another 1290 relationship does not create Client-account access, candidate-data access, a Shared Search, source ownership, submission authority, split entitlement, or payment eligibility. Each state requires its applicable authority, instrument, evidence, approval, and receipt.

T.E.A. may support participant-facing intake, routing, explanation, preparation, accessibility, and relationship continuity. The 1290 CRM may preserve one global identity, separate Partner and other relationship chapters, source-tagged activity, permissions, instruments, receipts, and outcomes. Unified records do not authorize the Partner to use information across another Network, Client, candidate, search, event, or relationship context.

Any proposed use of Partner information or activity for a WC profile, introduction, event, public identification, Client matter, Talent matter, Services engagement, or other new purpose remains subject to the applicable relationship basis, confidentiality, permission, authority, and public/commercial-use rules.

CONTACT

Questions may be submitted through the applicable authenticated portal or to tsullivan@1290worldconnections.com. Office: (316) 365-5546. Direct: (316) 374-4159.