

1290 WORLD LLC | TWELVE NINETY CONNECTIONS

TNC Ecosystem Participation Terms & Conditions

Version 1.4

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

Audience: All TNC ecosystem participants

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.

1. PURPOSE AND SCOPE

These TNC Ecosystem Participation Terms & Conditions ("Ecosystem Terms") establish the universal legal layer for participation in the TNC ecosystem. They apply to public websites, authenticated accounts and portals, communications, recruiting relationships, services, events, relationship programs, community functions, technology-assisted workflows, documents, payments, and other authorized interactions operated by TNC.

The Ecosystem Terms are accepted for a verified global identity and are inherited by each separate Network relationship established for that identity. They do not themselves activate a Network, authorize recruiting, commence paid services, approve a Candidate submission, create a placement, grant Client access, activate World Connections membership, authorize recording or publicity, create an investment or securities relationship, or establish any other consequential state. Those actions require the applicable Network terms and action-specific instrument, verification, authority, payment or participation record where applicable, approval, and durable receipt.

2. DEFINITIONS

"Action Instrument" means an agreement, authorization, schedule, consent, election, acknowledgment, approval, decision record, payment record, or receipt governing a specific action or state.

"Network" means a separate TNC portal-based relationship, currently including the 1290 Client Network, 1290 Talent Network, 1290 Partner Network, 1290 Services Network, and 1290 World Connections.

"Participant" means a person or organization interacting with TNC through a public, authenticated, contractual, commercial, recruiting, service, event, community, or other authorized relationship.

"Relationship Chapter" means the separately governed record of a Participant's role, purpose, permissions, authority, confidentiality, consent, activity, agreements, receipts, and outcomes within one Network or relationship context.

"Receipt" means a durable, retrievable record proving the exact actor, source, version, decision, scope, authority, time, and other evidence required for a legal, access, payment, activation, or consequential state.

"T.E.A." means the public-facing identity and interaction layer of TNC's integrated end-to-end platform. A visitor or Participant may interact with T.E.A. through TNC-controlled websites, public pages, forms, assistants, authenticated portals, and other frontend surfaces. T.E.A. is not a separate company, controller, provider, or independent platform. It is the public-facing interface through which the integrated platform may receive, route, process, secure, contextualize, and respond to an interaction within the permissions and limitations stated in these Ecosystem Terms and other controlling instruments.

"1290 CRM" means TNC's private governed relationship and operational backend. It is the administrative, record, workflow, permission, audit, and command surface corresponding to TNC's public-facing frontend. It

may preserve validated identity, organization, relationship, authority, activity, communication, agreement, receipt, event, service, opportunity, payment-reference, and outcome records according to applicable purposes, permissions, confidentiality, and retention rules. Public interaction with T.E.A. or another frontend surface does not grant access to the backend.

“Integrated TNC Platform” means the single end-to-end system comprising TNC-controlled public websites and pages, T.E.A., authenticated portals and participant-facing functions, and the private governed CRM backend. The public-facing frontend and the private backend are two operational faces of one TNC-controlled system, not separate platforms, providers, or participant relationships. From the time a visitor accesses a TNC-controlled website or page, the request and resulting interaction may be received, secured, routed, processed, contextualized, and recorded as described in the TNC Privacy Notice and other applicable instruments. TNC retains exclusive administrative control of the private backend. Integration does not merge Relationship Chapters, broaden an audience, create access, widen permissions, or authorize a new purpose or consequential action.

3. THREE-LAYER LEGAL ARCHITECTURE

Layer 1 is the universal TNC legal family: these Ecosystem Terms and the incorporated supporting terms and notices identified below.

Layer 2 is the applicable Network’s standing terms. Each Network remains a separate relationship with its own purpose, permissions, confidentiality, eligibility, and activation requirements. One identity may support more than one Network, but no Network automatically creates another.

Layer 3 consists of Action Instruments. A consequential action within a Network requires the exact instrument and evidence that govern that action. Protected Search and its commercial, authorization, placement, guarantee, Candidate-data, source, onboarding, default, and related records are Client Network instruments; Protected Search is not a separate Network.

4. INCORPORATED UNIVERSAL TERMS AND NOTICES

When presented as one exact-version package, these Ecosystem Terms incorporate: TNC Account & Platform Terms; TNC Privacy Notice; TNC Communications Notice; TNC Electronic Records & Signature Consent; TNC Experience Participation Terms; TNC Public & Commercial Participation Terms; TNC Security & Acceptable Use Terms; TNC Recording & Transcription Notice; and TNC Accessibility Notice.

The applicable acceptance Receipt must identify the exact document IDs, titles, versions, effective dates, integrity references, and reproducible copies. A draft, review copy, superseded version, public summary, help page, or visual portal state is not a controlling term.

5. REQUIRED PARTICIPATION AND MANDATORY RIGHTS

Acceptance of the released universal package may be required before an account or Network relationship is activated. Declining a required document stops the affected activation and returns the Participant to a truthful safe state.

Required participation does not eliminate any consent, withdrawal, opt-out, unsubscribe, access, correction, deletion, portability, limitation, objection, appeal, accommodation, or other right required by applicable law. When separate affirmative consent is required for promotional automated communications, recording or transcription, sensitive-data processing, identifiable publicity, biometric or health information, or another regulated activity, TNC must obtain and preserve that separate consent before the activity occurs.

TNC will not use a required relationship, account term, or payment as a substitute for a legally required separate consent.

6. ELIGIBILITY, IDENTITY, ORGANIZATION, AND AUTHORITY

A Participant must have legal capacity to accept the applicable documents. A person acting for an organization represents that the person has authority appropriate to the action taken. TNC may require additional identity, organization, affiliation, signer, ownership, payment, sanctions, jurisdiction, or risk verification for higher-consequence actions.

TNC may maintain one verified global identity for a person and one validated organization structure. A returning Participant entering another Network should receive an additional Relationship Chapter or workspace rather than a duplicate identity, when the identity match is sufficiently verified.

Identity, title, employment, affiliation, email domain, payment, membership, invitation, or prominence does not by itself establish organization authority or access to another person, organization, Network, matter, or private account.

7. ONE IDENTITY; SEPARATE RELATIONSHIP CHAPTERS

One global identity does not create universal visibility or universal permission. Client, Talent, Partner, Services, World Connections, event, communication, payment, and other information remains compartmented by source, purpose, audience, relationship, role, organization, authority, confidentiality, consent, sensitivity, effective date, and Action Instrument.

The fact that information is technically available to TNC or stored in the 1290 CRM does not authorize its use, disclosure, recommendation, or transfer in another context. Information from one Relationship Chapter must not be silently reused in another where the applicable purpose, permission, confidentiality, relationship, or law does not allow it.

More information or more intelligence does not create more entitlement.

8. NETWORK ACTIVATION AND CONTEXT CONTINUITY

Each Network must state that it inherits the current universal package and then present its own standing terms. Unless a more specific instrument requires additional steps, the minimum activation sequence is: exact universal-package presentation; valid acceptance and durable Receipt; secure authentication; required Questions or intake completion; identity, profile, organization, affiliation, and authority validation appropriate to the Network; presentation and acceptance of the applicable Network terms; and creation of a truthful Network activation Receipt.

TNC may preserve the Participant's entry path, referral, campaign, job, service, relationship, package, organization, event, or return context so the Participant does not need to restart or repeatedly select the same relationship. Context continuity does not broaden permission or merge separate Relationship Chapters.

9. ACCOUNT AND PLATFORM BOUNDARIES

Participants must provide materially accurate information, protect credentials, use only authorized accounts and devices, promptly report suspected compromise, and comply with account, authentication, recovery, role, and access controls.

A Participant must not share credentials; impersonate another person or organization; scrape or bulk export information; build a shadow member or Candidate database; automate cold outreach; evade blocks, messaging limits, moderation, or rate limits; test security without authorization; introduce malware; reverse engineer protected systems; infer private-account information; or use relationship intelligence outside the authorized context.

TNC may require verification, restrict functionality, revoke credentials, preserve evidence, suspend access, or terminate an account in response to security, fraud, abuse, legal, contractual, confidentiality, payment, authority, or system-integrity risk.

10. T.E.A. AND TECHNOLOGY-ASSISTED FUNCTIONS

T.E.A. may support relationship intelligence, matching, navigation, retrieval, research, drafting, summarization, comparison, classification, recommendation preparation, moderation triage, missing-evidence detection, prioritization, safety review, accessibility support, and workflow preparation.

T.E.A. may use only information permitted for the applicable purpose and context. Output may be incomplete, outdated, inferred, or incorrect and must be identified as analysis, inference, recommendation, unknown, conflict, or Participant statement where it is not verified fact.

T.E.A. may not independently widen an audience, impersonate a Participant, accept an agreement for a Participant, grant organization or Client access, approve an investment, make a final employment decision, send a consequential message as a Participant without authorization, create an introduction without the required permission, or override a required human or organizational approval.

TNC retains human responsibility for consequential TNC decisions. TNC does not make an employer's final employment decision and will not use protected characteristics as a substitute for lawful, job-related criteria.

11. 1290 CRM, CONTEXTUAL DATA USE, AND RECORD INTEGRITY

Subject to the TNC Privacy Notice and applicable instruments, access to and authorized activity across TNC-controlled websites, public pages, T.E.A., Services, Network portals, World Connections, events, introductions, secure conversations, communications, agreements, documents, payments, opportunities, and verified outcomes may be processed through the Integrated TNC Platform and may create source-tagged records in the 1290 CRM backend.

The 1290 CRM backend may maintain one verified identity with separate Relationship Chapters, organization roles, permissions, confidentiality states, source provenance, confidence, agreement versions, Receipts, activity histories, and outcomes. Because the frontend and backend are one integrated system, context may move through the system for the authorized purpose; however, centralized operational oversight does not create Participant cross-visibility, organization cross-visibility, unrestricted cross-context use, or access to the private backend.

TNC may use authorized records to preserve continuity, prevent duplicates, reconcile sources, maintain Receipts, support safety, prepare recommendations, identify potential relationship intersections, measure verified outcomes, and operate the ecosystem. Imported information is not automatically validated. An inference must not overwrite a verified fact.

Consequential action requires the applicable authority, purpose, permission, human review, agreement, and Receipt. A recommendation is not an action; a match is not consent; a payment reference is not activation; and a record's existence is not disclosure authority.

12. PRIVATE CLIENT-ACCOUNT RESOLUTION

When a person seeks to create or access a Client relationship, TNC may compare submitted organization information against existing records. TNC may route the request into an access-review process without disclosing whether a private Client account already exists, who administers it, what searches or Candidates it contains, or what activity, documents, billing, or communications exist.

Client authority requires separate identity, affiliation, organization, role, purpose, scope, and authority verification. World Connections identity, Executive or Influencer classification, membership, Investor Relationship, Enterprise relationship, 1290 Circle relationship, employment, affiliation, invitation, or payment never automatically grants Client access.

Client permissions must be least-privilege, matter-scoped where appropriate, auditable, reviewable, and revocable.

13. ACCEPTANCE, ELECTRONIC RECORDS, AND RECEIPTS

TNC may present agreements, notices, authorizations, acknowledgments, approvals, elections, Receipts, and records electronically, subject to the TNC Electronic Records & Signature Consent and applicable law.

Each acceptance, acknowledgment, election, approval, decline, withdrawal, or reacceptance record must preserve, as applicable: Receipt ID; document or action ID, title, version, status, and effective date; exact source and integrity reference; authenticated actor and represented organization; authority or capacity; Network and portal; decision; UTC timestamp and America/Chicago display time; session, trace, device, and authentication evidence appropriate to risk; related matter or action; payment, approval, activation, or entitlement reference; reproducible copy; and supersession, withdrawal, and reacceptance state.

Presented is not accepted. Accepted is not paid. Paid is not activated beyond the exact scope. Identity is not membership. Membership is not Client access. A recommendation is not an introduction. A proposed introduction is not mutual consent. Drive-current is not hosted or live-certified. A visual success message without the required durable Receipt is not completion.

14. EXPERIENCE PARTICIPATION

Subject to the Privacy Notice, applicable law, confidentiality, and purpose limitations, TNC may use authorized relationship, account, interaction, service, portal, communication, workflow, and outcome information to operate and personalize the Participant's experience; maintain continuity; provide routing, guidance, reminders, and recommendations; improve quality, accessibility, security, products, and workflows; prevent misuse; and preserve evidence.

Experience participation does not authorize unrestricted use of Candidate Data, confidential search information, credentials, secrets, private financial information, medical information, or other sensitive or restricted data.

Virtual, in-person, and hybrid experiences may be subject to separate Event, Room, Table, venue, conduct, accessibility, travel, recording, media, payment, cancellation, and safety terms.

15. WORLD CONNECTIONS AND COMMUNITY RELATIONSHIPS

World Connections is a private relationship network. Its relationship, identity, community, content, messaging, introduction, Circle, Room, Table, Event, visibility, and commercial functions are governed by the applicable World Connections terms and Action Instruments.

World Connections may use audiences such as only the Participant, TNC and T.E.A., selected people, a Circle or Room, approved connections, World Connections Participants, or the public. A private audience may be narrowed but must not be silently widened. TNC may narrow or block an audience for privacy, security, confidentiality, safety, authority, legal, or moderation reasons.

A private Signal, profile field, message, conversation, introduction request, Circle, Room, Table, Event, or relationship fact is not public merely because it exists in the 1290 CRM.

Payment does not purchase another person's attention, response, consent, confidential information, ranking, endorsement, introduction, employment, investment, or outcome. Unrestricted cold bulk messaging, automated direct messages, scraping-assisted outreach, repeated unwanted contact, and attempts to bypass blocks or introduction controls are prohibited.

16. PUBLIC AND COMMERCIAL PARTICIPATION

TNC may operate, promote, explain, and demonstrate its Networks, services, market activity, campaigns, capabilities, events, thought leadership, recruiting activity, and public presence under the TNC Public & Commercial Participation Terms.

The framework distinguishes aggregate or de-identified activity; accurate identification of a nonrestricted relationship where authorized; specific campaign, project, job, event, quote, image, logo, placement story, testimonial, case study, sponsored content, or identifiable outcome use; and restricted or confidential treatment.

Baseline participation, payment, profile creation, Event attendance, recording consent, or Community Content submission is not unrestricted publicity, endorsement, testimonial, likeness, logo, voice, quote, resale, model-training, or public-commercial permission. The applicable field-specific authorization controls.

17. PRIVACY, CONFIDENTIALITY, AND PURPOSE LIMITATION

TNC processes personal information only for disclosed and authorized purposes, subject to the TNC Privacy Notice, applicable Network terms, Action Instruments, legal requirements, confidentiality, security, and retention controls.

Universal participation does not erase Network-specific confidentiality. TNC may restrict access by identity, organization, Network, workspace, role, relationship, search, service, Candidate, matter, confidentiality class, audience, consent state, and authority.

Participants must not scrape, sell, republish, bulk export, reverse engineer, misuse, improperly enrich, disclose, or use TNC information to create an unrelated database, surveillance product, unauthorized model, or competing service.

TNC may use providers only within the authorized purpose and applicable contractual, privacy, security, and confidentiality controls. Credentials, tokens, secrets, and protected implementation details must not appear in ordinary Participant records, prompts, screenshots, Receipts, or public documents.

18. COMMUNICATIONS AND INTRODUCTIONS

TNC may communicate through approved portal messages, Secure Conversations, email, telephone, SMS, video, bookings, notifications, and other disclosed channels for account, security, relationship, service, recruiting, operational, billing, legal, support, event, public, and commercial purposes.

Transactional and relationship communications necessary to operate an active account or fulfill a requested relationship may continue as permitted by law. Promotional communications must honor applicable consent, lawful-basis, opt-out, unsubscribe, STOP, do-not-call, suppression, quiet-hour, sender-identification, and channel-specific requirements. Opting out of promotions does not prevent lawful security, legal, billing, account, service, or other nonpromotional notices.

An introduction may be proposed or prepared based on authorized context. Where mutual permission is required, the shared conversation opens only after the required Participants affirmatively accept. No fee guarantees acceptance, response, meeting, opportunity, or outcome.

19. SECURITY AND ACCEPTABLE USE

Participants must protect credentials, avoid impersonation, use only authorized functions, respect rate limits and access boundaries, and report suspected compromise or misuse.

Prohibited conduct includes unauthorized access; credential sharing; malware; harassment; unlawful discrimination; fraud; trafficking; exploitation; sanctions evasion; scraping; bulk extraction; enumeration; unapproved security testing; circumvention; interference; abuse of messaging or moderation; misuse of Candidate, Client, Partner, Services, World Connections, Event, or payment information; and use of TNC systems for an unlawful or unauthorized purpose.

TNC should apply least privilege, strong privileged-access authentication, secret isolation, bounded provider access, encryption in transit and at rest where supported, access logging, incident response, backup and recovery, durable Receipts, and fail-closed controls for missing authority, stale versions, invalid signatures, or unresolved private-data risk.

No Participant-facing description may claim cryptographic end-to-end encryption unless the technical design actually prevents TNC systems from reading the content.

20. RECORDING, TRANSCRIPTION, EVENTS, AND MEDIA

TNC may record or transcribe an interaction only under the TNC Recording & Transcription Notice and the consent or notice requirements applicable to the participants, purpose, channel, and jurisdiction. TNC will not represent that every interaction is recorded.

Attendance in a conversation, Circle, Room, Table, Event, introduction, or Secure Conversation does not by itself authorize recording, transcription, photography, livestreaming, quotation, media use, publicity, or

publication of attendance. Recording consent and publicity consent are separate.

When a recording or transcript is created, it must be purpose-limited, access-controlled, retained according to policy, and linked to the applicable relationship or matter. A Participant must not secretly record or distribute a private TNC interaction in violation of law, notice, confidentiality, or Participant expectation.

21. ACCESSIBILITY

TNC intends its websites, legal documents, portals, acceptance flows, communications, and TNC-controlled experiences to be readable and accessible. TNC-controlled participant-facing flows should support keyboard operation, visible focus, screen-reader labels and announcements, logical focus return, zoom, contrast, reduced motion where applicable, mobile and desktop use, readable terms, reproducible copies, and clear error, decline, withdrawal, and recovery states.

Participants may request a reasonable accommodation, alternative format, communication method, or assistance. An accessibility request does not waive rights or alter substantive obligations unless TNC confirms a lawful modification in writing. TNC will not retaliate against a person for making a good-faith accessibility request or report.

22. RIGHTS, CORRECTION, RETENTION, AND LEGAL HOLD

Applicable rights may include access, correction, deletion, export, portability, restriction, objection, appeal, consent withdrawal, communication preferences, and audience changes, subject to identity verification, lawful exceptions, technical limitations, and the applicable relationship.

TNC may retain records required for contracts, payments, disputes, security, audit integrity, fraud prevention, legal holds, executed agreements, accepted copies, Receipts, moderation evidence, relationship continuity, and other lawful purposes. Withdrawal and deletion are generally prospective where prior lawful action or required evidence must remain.

A correction must preserve source and history where necessary. A disputed or conflicting fact should be flagged, not silently overwritten. Imported information is not validated merely because it was imported.

23. CHANGES, SUPERSESSION, AND REACCEPTANCE

TNC may update the universal package. Material changes must be versioned, recorded, and presented for notice or reacceptance when required by law, contract, risk, or TNC policy. Prior accepted versions, reproducible copies, and Receipts remain preserved.

A new version does not silently rewrite an earlier Receipt. TNC must record the effective date, affected Networks, relationships, permissions, prices, actions, and Participants; whether notice or reacceptance is required; the deadline; and the consequence of declining.

Until the required acceptance or reacceptance occurs, dependent consequential actions must remain blocked or limited to a truthful safe state.

24. SUSPENSION, TERMINATION, AND EFFECT OF CLOSURE

TNC may restrict, suspend, or terminate an account, feature, Network, access grant, content item, community function, or relationship for security risk, unauthorized use, misrepresentation, harassment, discriminatory or unlawful conduct, confidentiality breach, payment default under an applicable instrument, circumvention, sanctions risk, or other material breach.

Closure does not erase accrued obligations, confidentiality duties, payment obligations, Candidate or source protection, data restrictions, audit rights, dispute records, accepted copies, Receipts, legal holds, or provisions that by their nature survive.

A Participant may request closure or withdrawal through an authorized process, subject to active obligations, required records, and the prospective nature of withdrawal.

25. NO GUARANTEE

The Ecosystem Terms and supporting documents do not guarantee account approval, Network admission, participation, introductions, responses, employment, hiring, placement, board service, speaking, media, audience growth, business, funding, investment, events, collaboration, revenue, or another relationship or commercial outcome. Any express service commitment must appear in the controlling Action Instrument.

26. ORDER OF PRECEDENCE

Unless a signed or expressly accepted instrument states a different subject-specific priority, the following order applies: (1) a signed amendment, settlement, or TNC-approved written exception for the specific matter; (2) the Action Instrument for its stated subject; (3) the applicable Network terms; (4) the exact accepted universal package; and (5) a public summary, help page, marketing page, FAQ, or nonbinding explanation.

A public summary does not override an accepted agreement. Network terms do not convert another Network into the same relationship. An Action Instrument controls only its stated action and subject.

27. GOVERNING LAW, VENUE, AND MANDATORY RIGHTS

Unless the applicable Network or Action Instrument lawfully states otherwise, these Ecosystem 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.

Mandatory rights, venue rules, consumer protections, privacy rights, employment-related protections, communications rules, recording laws, accessibility duties, securities requirements, and other provisions that cannot lawfully be waived remain applicable. TNC may require a jurisdiction-specific notice, addendum, restriction, or denial where necessary.

28. GENERAL TERMS

If a provision is invalid or unenforceable, it will be reformed to the minimum lawful extent where permitted, and the remainder remains effective. Failure to enforce once is not a waiver. Assignment requires consent except to a successor that assumes the obligations in writing. Electronic counterparts and records may be used to the extent permitted by law.

Headings are for convenience. “Including” means including without limitation. A reference to law includes amendments and successor provisions. The English-language version controls unless applicable law requires otherwise.

29. CONTACT

Legal, privacy, security, accessibility, communications, recording, account, or relationship requests may be submitted through the applicable authenticated portal or to tsullivan@1290worldconnections.com. Office: (316) 365-5546. Direct: (316) 374-4159.