COMMERCIAL LEGAL CHARTER | 100% SUBSCRIPTION CREDITABLE | DPDP ACT 2023 SHIELDED

90-Day Paid Design Partner Pilot Agreement & Evaluation Charter

Production Evaluation Framework for Enterprise Referral Infrastructure, Agency Fee Displacement, and DPDP Compliance

Contract ID: VCR-DPP-2026-ENG | **Standard Pilot Term:** 90 Calendar Days | **Evaluation Model:** Production Paid Design Partner

1. ENGAGEMENT SCOPE, PURPOSE & CONTRACTING PARTIES

This 90-Day Paid Design Partner Pilot Agreement (the "**Agreement**") is entered into as of the Effective Date by and between **Vouchir Technology Pvt. Ltd.**, having its principal office at India ("**Provider**" or "**VOUCHIR**"), and the participating commercial enterprise identified below ("**Client**").

Provider: Vouchir Technology Pvt. Ltd.
Provider Representative: Shubham Pandey, Founder
Designated Requisitions: 3 to 5 Open Tech / Specialist Roles
Client Legal Name: [Client Enterprise Entity Name]
Client Authorized Signatory: [Name, Title / Head of TA]
Primary Objective: Agency Fee Displacement & Verified Referral Lift

1.1 Pilot Objective

The purpose of this engagement is a controlled, production evaluation of the VOUCHIR Hiring Referral Mesh across 3 to 5 designated active requisitions to: (a) measure candidate sourcing volume and quality lift against historical baselines; (b) displace costly recruitment agency retainers (20–30% CTC); (c) eliminate referral attribution disputes via cryptographic ledger tracking; and (d) ensure statutory compliance with India's DPDP Act 2023.

2. COMMERCIAL TERMS, PILOT PRICING & REWARD POOL LOGISTICS

2.1 Fixed Evaluation Fee & 100% Annual Credit

Client shall remit a flat evaluation fee of **₹75,000 INR** (plus applicable GST) upon execution. In mutual recognition of Client's design feedback and co-evaluation participation, **one hundred percent (100%) of this fee shall be fully credited against the Client's Year 1 Enterprise Annual Subscription** upon commercial rollout.

FEE COMPONENT	EVALUATION AMOUNT	BILLING SCHEDULE	COMMERCIAL CREDIT TERMS
Pilot Access Fee	₹75,000 INR	Net 15 upon contract execution	**100% Credited** toward Annual License
ATS / SSO Connectors	Included (₹0 during Pilot)	N/A (Standard onboarding)	Full Enterprise Feature Access
Co-Vouch Reward Pool	Disbursed by Client Directly	Upon Milestone 1 & 2 Validation	Zero balance-sheet liability for Provider

2.2 Co-Vouch Incentive Pool Governance

Referral reward disbursements under the 50/50 Co-Vouch model (Milestone 1 upon joining, Milestone 2 upon 90-day retention) remain the exclusive financial responsibility of the Client. VOUCHIR provides automated cryptographic trigger verification and payment orchestration, taking zero balance-sheet risk or escrow liability.

3. EVALUATION CRITERIA, MILESTONES & MUTUAL FLEXIBILITY

Both parties enter this Agreement in mutual good faith. To ensure practical enterprise agility and avoid contractual resistance, the following operational evaluation milestones and flexibility checkpoints are established:

EVALUATION PERIOD	OPERATIONAL TARGET & BENCHMARK	MUTUAL FLEXIBILITY CHECKPOINT
Day 1–14 (Onboarding)	SSO connection, ATS webhook verification, Slack/Teams bot active; 3–5 live requisitions seeded.	Technical handshake re-alignment if internal enterprise IT change windows require adjustment.
Day 30 Review (First Cadence)	Employee referral link generation and active candidate application volume review.	**Right of Substitution:** Client may substitute open requisitions to match changing hiring priorities.
Day 60 Review (Mid-Term)	Candidate progression through interview stages; validation of zero attribution disputes.	Review hiring velocity; calibrate 50/50 reward allocations or expand requisition pool as agreed.
Day 90 Review (Final Evaluation)	Assessment of verified hires made, agency fees saved, and statutory DPDP compliance.	Mutual decision on Enterprise Annual rollout with 100% pilot fee credited.

4. MUTUAL COMMITMENTS & OPERATIONAL RESPONSIBILITIES

4.1 Client Responsibilities

Client shall: (a) facilitate required SSO/ATS integration access within the first ten (10) business days; (b) share historical baseline recruitment metrics (e.g., average time-to-hire, historical agency spend on comparable roles) to enable accurate ROI measurement; and (c) designate a primary Talent Acquisition champion to participate in bi-weekly 20-minute operational syncs.

4.2 Provider Responsibilities & Enterprise Support

Provider shall: (a) assign a Dedicated Technical Lead to manage technical setup and webhook configurations; (b) provide enterprise-grade Slack/Teams support during standard business hours; (c) uphold a contractually backed 99.9% Availability SLA; and (d) deliver a formal, executive-ready End-of-Pilot ROI & Compliance Audit Report at Day 90.

5. MUTUAL NAME USE, BRANDING & JOINT CASE STUDY COVENANT

Both parties value brand integrity and agree to standard mutual protections regarding market visibility:

> **Principle of Mutual Brand Respect:** Neither party shall publish derogatory remarks or misrepresent the partnership. All public co-marketing, press releases, or named references require **written advance consent from both parties**.

5.1 Reciprocal Logo Display Rights

During the pilot term, Provider may display Client's corporate logo in the "Enterprise Design Partners" section of `getvouchir.com` and within confidential customer pitch decks. Client may reference VOUCHIR as its trusted referral technology partner in internal recruitment communications.

5.2 Joint Case Study Collaboration

Upon successful completion of the pilot and validation of agreed hiring benchmarks (e.g., at least two verified hires made or demonstrated agency fee savings), Client agrees in good faith to participate in a co-branded case study highlighting candidate quality lift and DPDP compliance. Final quotes and metrics shall be submitted to Client for review and approval prior to public release.

6. DATA OWNERSHIP, DPDP COMPLIANCE & REDACTION GUARANTEE

6.1 Absolute Client Ownership of Candidate Data
Client retains all right, title, and interest in and to all candidate PII, applicant tracking data, and hiring records. Provider acts exclusively as a Data Processor under India's DPDP Act 2023 and shall not monetize, aggregate, or distribute candidate data to third parties.

6.2 Permanent Redaction of Internal HR Notes
Provider guarantees that internal HR interview scorecards, candidate evaluation rubrics, and salary negotiation logs stored within Client's ATS remain quarantined and are **permanently redacted** from employee advocates.

7. TERM, RENEWAL FLEXIBILITY & ENTERPRISE CONVERSION PATH

7.1 90-Day Evaluation Period & Grace Exit
This Agreement commences on the Effective Date and continues for ninety (90) calendar days. Either party may terminate this Agreement without cause upon fourteen (14) calendar days' prior written notice. If Client elects not to convert to an annual subscription at Day 90, all platform access concludes, and all candidate data is scrubbed in accordance with Section 8.7 of the DPDP Act within thirty (30) days.

7.2 Seamless Enterprise Annual Conversion
Upon mutual agreement at or prior to Day 90, Client may transition seamlessly to an Enterprise Annual Subscription. The ₹75,000 pilot fee shall be deducted 100% from the Year 1 subscription invoice. Enterprise subscription tiers are determined by eligible headcount:

ENTERPRISE HEADCOUNT	ANNUAL SUBSCRIPTION TIER	PILOT FEE CREDIT OFFSET	NET YEAR 1 COMMITMENT
500 – 1,000 Employees	₹4,50,000 / year	- ₹75,000 (100% Credit)	**₹3,75,000 Net**
1,001 – 2,500 Employees	₹8,50,000 / year	- ₹75,000 (100% Credit)	**₹7,75,000 Net**
2,501 – 5,000 Employees	₹12,50,000 / year	- ₹75,000 (100% Credit)	**₹11,75,000 Net**

8. GOVERNING LAW, LIABILITY & DISPUTE RESOLUTION

8.1 Limitation of Liability
Except for breaches of confidentiality or gross negligence, neither party's aggregate liability under this pilot evaluation shall exceed the total pilot fee paid under Section 2.1 (₹75,000 INR).

8.2 Governing Law & Jurisdiction
This Agreement shall be governed by and construed in accordance with the laws of India. Any disputes arising out of or in connection with this Agreement shall be subject to the exclusive jurisdiction of the competent courts in India.

8.3 Entire Agreement & Amendments
This Agreement represents the entire understanding between the parties regarding the pilot evaluation and supersedes all prior discussions. Any modification or waiver must be in writing and signed by authorized representatives of both parties.

9. EXECUTION & SIGNATURE BLOCKS

IN WITNESS WHEREOF, the parties hereto have caused this 90-Day Paid Design Partner Pilot Agreement to be executed by their duly authorized representatives as of the Effective Date written below.

FOR VOUCHIR TECHNOLOGY PVT. LTD.
(Provider)

Authorized Signatory: Shubham Pandey
Title: Founder & Technology Lead
Email: founders@getvouchir.com
Date: [Effective Date]

FOR [CLIENT ENTERPRISE ENTITY NAME]
(Client Enterprise)

Authorized Signatory: [Authorized Name]
Title: [Head of TA / VP HR / Signatory]
Email: [Client Email Address]
Date: [Date of Execution]

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