

1290 WORLD LLC

TWELVE NINETY CONNECTIONS

TNC Ecosystem Standard Terms & Participation Protocol

Version 1.1

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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	Upon valid acceptance after TNC designates this exact version for controlled external use.

This document is part of the TNC Ecosystem Standard Protocol. It must be presented with the exact incorporated versions identified in the acceptance receipt. A visible portal state without a durable receipt is not acceptance.

1. PURPOSE AND SCOPE

These TNC Ecosystem Standard Terms & Participation Protocol (“Master Protocol”) establish the universal legal layer for participation in the TNC ecosystem. The Master Protocol is accepted once for a verified global identity and is inherited by each separate Network relationship established by that identity.

The TNC ecosystem includes public websites, authenticated portals, communications, recruiting relationships, services, events, relationship programs, technology-assisted workflows, and other authorized interactions operated by **1290 World LLC, acting through 1290 World Connections and publicly known as Twelve Ninety Connections (“TNC”)**.

This Master Protocol does not itself activate a Network relationship, authorize recruiting, commence paid services, approve a candidate submission, create a placement, authorize a public identification, or establish any other consequential state. Those actions require the applicable Network terms and action-specific instrument, approval, payment reference, or receipt.

2. THREE-LAYER LEGAL ARCHITECTURE

2.1 Layer 1 — TNC Ecosystem Standard Protocol

The universal terms, notices, participation conditions, account rules, privacy disclosures, communications framework, electronic-records consent, experience-participation terms, public and commercial participation terms, security and acceptable-use requirements, recording and transcription notice, and accessibility notice that apply across the TNC ecosystem.

2.2 Layer 2 — Network Portal Terms

Each TNC Network is a separate portal-based relationship with its own terms, purpose, permissions, confidentiality, and activation requirements. Current Network families include:

- 1290 Client Network™;
- 1290 Talent Network™;
- 1290 Partner Network™;
- 1290 Services Network™; and
- 1290 World Connections™.

A person or organization may participate in more than one Network through one verified identity, but each Network remains purpose-limited and permission-compartmented.

2.3 Layer 3 — Action and Transaction Instruments

Consequential actions within a Network require the agreement, authorization, schedule, consent, approval, payment reference, acknowledgment, or receipt that governs the specific action.

Protected Search, Protected Search commercial documents, Search Authorizations, Client Signature, placement, guarantee, candidate-data, source, onboarding, and related recruiting records are Client Network instruments. Protected Search is not a separate Network or portal.

3. INCORPORATED STANDARD PROTOCOL DOCUMENTS

The Master Protocol incorporates the following documents when they are presented as one exact-version package:

- 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 acceptance receipt must identify the exact document IDs, versions, effective dates, integrity references, and reproducible copies. A draft, review copy, superseded version, or public summary is not a controlling term.

4. REQUIRED PARTICIPATION AND MANDATORY RIGHTS

Acceptance of the released Standard Protocol is a condition of establishing and using a TNC ecosystem account or Network relationship. Declining a required Standard Protocol document stops activation and returns the participant to a safe public state.

The required nature of this package does **not** eliminate any consent, withdrawal, opt-out, unsubscribe, access, correction, deletion, portability, limitation, appeal, accommodation, or other right that applicable law requires. When law requires a separate affirmative consent for promotional automated calls or texts, recording or transcription, sensitive-data processing, identifiable publicity, or another regulated activity, TNC must obtain and preserve that separate consent before the activity occurs.

Declining an optional or legally separate permission must not be misrepresented as acceptance of that permission. TNC will not use a required relationship as a substitute for a legally required separate consent.

5. ELIGIBILITY, IDENTITY, AND AUTHORITY

A participant must have legal capacity to accept this package. A person acting for an organization represents that the person has authority appropriate to the action taken. TNC may require additional identity, organization, signer, payment, or owner verification for high-consequence actions.

TNC uses one verified global identity for a person and one validated account structure for an organization. A returning participant entering another Network should receive an additional relationship chapter or workspace rather than a duplicate identity.

One global identity does not create universal visibility. Client, Talent, Partner, Services, and World Connections information remains compartmented by purpose, authority, consent, confidentiality, and role.

6. NETWORK ACTIVATION AND CONTEXT CONTINUITY

Every Network Portal must state that it inherits the current Standard Protocol and then present its own Network-specific terms. The minimum activation sequence is:

- presentation of the exact Standard Protocol package;
- valid acceptance and a durable receipt;
- secure authentication;
- required Questions completion;
- identity, profile, organization, and authority validation appropriate to the Network;
- presentation and acceptance of the applicable Network Portal Terms; and
- creation of a truthful Network activation receipt.

TNC may preserve the participant's entry path, referral, campaign, job, service, relationship, package, or return context so the participant does not need to restart or repeatedly select the same relationship.

7. ACCEPTANCE, ACKNOWLEDGMENT, AND RECEIPTS

No document or action may appear accepted, authorized, activated, paid, or completed without the source record and receipt required for that state. Each acceptance or acknowledgment record must preserve, as applicable:

- receipt ID;
- document or action ID, title, version, status, and effective date;
- exact source, integrity reference, and reproducible copy;
- authenticated actor and represented organization;
- authority or capacity;
- Network and portal;
- acceptance, acknowledgment, decline, withdrawal, or reacceptance decision;

- UTC timestamp and America/Chicago display time;
- session, trace, device, and authentication evidence appropriate to risk;
- related job, search, candidate, service, package, opportunity, event, or action;
- payment, approval, activation, or entitlement reference where applicable;
- supersession and reacceptance status; and
- source-tagged system references without silently creating canonical state.

A visual success message without the required durable receipt is not a completed acceptance or activation.

8. EXPERIENCE PARTICIPATION

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

Technology-assisted tools may support research, drafting, summarization, comparison, classification, retrieval, quality control, and decision support. 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.

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

9. PUBLIC AND COMMERCIAL PARTICIPATION

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

The governing 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, or case study use; and
- restricted or confidential treatment.

Baseline participation is not unrestricted publicity permission. Endorsement-style logo use, named testimonials, identifiable media, candidate identification, confidential-search disclosure, and nonpublic project details require the applicable authorization and confidentiality controls.

10. PRIVACY, CONFIDENTIALITY, AND PURPOSE LIMITATION

TNC processes personal information only for disclosed and authorized purposes, subject to the Privacy Notice, applicable Network terms, action instruments, legal requirements, confidentiality, and security 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, consent state, and owner approval.

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

11. COMMUNICATIONS

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, public, and commercial purposes.

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

12. ELECTRONIC RECORDS AND SIGNATURES

TNC may present agreements, notices, authorizations, acknowledgments, approvals, receipts, and records electronically. Electronic action must preserve identity, authority, exact version, intent, timestamp, integrity, access, and a reproducible copy.

The Electronic Records & Signature Consent explains hardware and software requirements, access and retention, contact updates, paper copies, withdrawal, and the consequences of withdrawal. Electronic-record consent does not itself authorize promotional automated communications, recording, sensitive-data use, or public identification.

13. SECURITY AND ACCEPTABLE USE

Participants must protect credentials, use only authorized accounts, provide accurate information, avoid impersonation, and report suspected compromise. Prohibited conduct includes unauthorized access, malware, credential sharing, harassment, unlawful discrimination, scraping, bulk extraction, unapproved security testing, circumvention, interference, misuse of Candidate Data, or use of TNC systems for an unlawful or unauthorized purpose.

TNC may preserve security, access, communications, and activity evidence; require verification; restrict functionality; suspend an account; revoke credentials; or preserve records in response to security, fraud, abuse, legal, or contractual risk.

14. RECORDING AND TRANSCRIPTION

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

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 may not secretly record or distribute a TNC interaction in violation of law, confidentiality, or the applicable terms.

15. ACCESSIBILITY

TNC intends its legal documents, portals, and acceptance flows to be readable and accessible. Participants may request a reasonable alternative format, communication method, or assistance. Accessibility requests do not waive rights or alter substantive obligations unless TNC confirms a modification in writing.

16. CHANGES, SUPERSESSION, AND REACCEPTANCE

TNC may update the Standard Protocol. Material changes must be versioned, recorded, and presented for reacceptance when required by law, contract, risk, or TNC policy. Prior accepted versions and receipts remain preserved.

A new version does not silently rewrite an earlier receipt. The system must record the effective date, affected Networks and actions, whether reacceptance is required, and the consequence of declining the new version.

17. SUSPENSION AND TERMINATION

TNC may restrict, suspend, or terminate access for security risk, unauthorized use, misrepresentation, harassment, discriminatory or unlawful conduct, confidentiality breach, payment default under an applicable Network instrument, circumvention, or other material breach.

Suspension or termination does not erase accrued obligations, confidentiality duties, payment obligations, candidate or source protection, data restrictions, audit rights, dispute records, or provisions that by their nature survive.

18. 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-specific agreement, authorization, schedule, consent, or decision record for its stated subject;
3. the applicable Network Portal Terms;
4. the exact accepted Standard Protocol documents; 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-specific instrument controls only its stated action and subject.

19. GOVERNING LAW, VENUE, AND MANDATORY RIGHTS

Unless the applicable Network or action instrument states otherwise, this Master Protocol is 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, and other provisions that cannot lawfully be waived remain applicable. TNC may use a jurisdiction-specific notice, addendum, or restriction where required.

20. 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 a provision 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.

21. CONTACT

Questions about this Master Protocol may be directed to TNC through the authenticated portal or the contact information below. Privacy, security, accessibility, recording, and communications requests should identify the applicable subject so they can be routed correctly.

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