

1290 TALENT NETWORK™

PARTICIPATION & CANDIDATE REPRESENTATION TERMS

Version 1.2

Document ID	TNC-TALENT-TERMS-2026-08-18-001
Entity	1290 World LLC, acting through 1290 World Connections and publicly known as Twelve Ninety Connections ("TNC")
Relationship	1290 Talent Network™
Portal	1290 Talent Network™ Portal
Candidate Recruiting Cost	\$0
Effective Date	Upon valid acceptance after TNC designates this exact version for controlled external use.

CORE RELATIONSHIP RULE

TNC recruiting representation is employer-funded. A Talent Participant does not pay TNC for ordinary recruiting consideration. Baseline Talent participation does not authorize identifiable submission, Client disclosure, direct Client contact, professional-reference contact, recording, public use, or any paid Talent Signature service.

This document is part of the TNC Ecosystem Standard Protocol and must be presented with the exact incorporated versions identified in the acceptance receipt.

1. PURPOSE AND SCOPE

These Terms govern baseline participation in the portal-based 1290 Talent Network™ and TNC's employer-funded recruiting relationship with the individual identified through the authenticated Talent account (the "Talent Participant").

The TNC Ecosystem Standard Protocol governs universal account, privacy, communications, electronic-records, Experience, Public & Commercial, security, recording, and accessibility subjects. These Terms govern the Talent Network relationship. Opportunity-specific authorization, Talent Signature, professional references, and other consequential actions require their separate Talent Network instruments and receipts.

These Terms are not a Client Protected Search agreement, an employment contract, a promise of work, a Career Services agreement, a Talent Signature agreement, or a guarantee of screening, submission, interview, offer, placement, compensation, Start Date, retention, or continued employment.

2. ELIGIBILITY, IDENTITY, AND ACCOUNT AUTHORITY

The Talent Network is intended for persons who are at least 18 years old or the age of legal majority where they live. A minor may participate only through a separately approved process that satisfies applicable law and any required parent or guardian authorization.

The Talent Participant must provide accurate identity, contact, location, work-authorization, experience, and relationship information; protect account credentials; and use only the participant's own authorized account. TNC may require identity, profile, device, organization, or other verification appropriate to the requested action.

TNC uses one verified global identity and separate Network relationship chapters. A Talent relationship does not create a Client, Partner, Services, or World Connections relationship or grant access to another Network's restricted records.

TNC may limit or decline participation where identity, age, authority, jurisdiction, safety, privacy, registration, or other required controls are incomplete or unsupported.

3. EMPLOYER-FUNDED RECRUITING; NO PAID PRIORITY

TNC recruiting representation is employer-funded. The Talent Participant's recruiting cost is \$0.

TNC will not require payment for ordinary recruiting consideration, including relationship intake, profile or résumé review for TNC opportunities, opportunity alignment, role-specific screening, candidate presentation, interview coordination or preparation, offer coordination, or placement consideration.

A Client may owe TNC recruiting fees under a separate Client Network agreement. The Talent Participant is not responsible for those Client fees.

Purchasing, declining, pausing, completing, or cancelling Talent Signature or any separate paid service does not purchase recruiting priority, qualification, submission, Client access, interview, placement, or an employment outcome and does not change the Talent Participant's recruiting cost from \$0.

4. NATURE OF THE RELATIONSHIP AND LIMITED REPRESENTATION

The baseline Talent relationship is nonexclusive. The Talent Participant may search independently, apply directly, communicate with other recruiters, and pursue other lawful opportunities.

For an authorized opportunity, TNC may act as a limited recruiting representative to communicate the Talent Participant's authorized interest and selected information. TNC may not accept or reject an offer for the participant, bind the participant to employment, alter material participant facts without approval, provide legal or immigration advice, or act as the participant's agent for unrelated purposes.

The Talent Participant must disclose any prior application, direct Client contact, prior submission, recruiter representation, employment relationship, conflict, restriction, or other fact that may create duplicate representation, source, ownership, or process issues for a Client or role. TNC may pause disclosure or submission until the issue is resolved.

The Talent Participant will not knowingly authorize multiple recruiters to submit the participant to the same Client and substantially the same role at the same time. This rule does not restrict the participant's broader job search; it protects accurate source, consent, and Client process records.

5. BASELINE TALENT RELATIONSHIP SUPPORT

Subject to capacity, suitability, available opportunities, lawful purpose, required permissions, and the Talent Participant's cooperation, TNC may provide:

- relationship intake, profile review, and evidence clarification;
- résumé and experience review for TNC opportunities;
- opportunity alignment, matching, and role-specific guidance;
- screening and verification questions;
- communication, follow-up, interview coordination, and interview preparation;
- candidate-facing use of an approved TNC Snapshot™ or candidate brief;
- offer and Start Date coordination; and
- continuing relationship support within the TNC and 1290 Network.

Baseline Talent support is relationship- and opportunity-specific. It is not unlimited career consulting, open-ended document development, job-search outsourcing, or a substitute for separately authorized Career Services or Talent Signature deliverables.

The precise support provided depends on the active or developing Client search, the participant's evidence and preferences, Client requirements, market conditions, capacity, and applicable permissions.

6. CANDIDATE INFORMATION IS NOT OPEN INVENTORY

TNC does not treat a Talent Participant, résumé, profile, or candidate record as open inventory available for unrestricted circulation.

Before a valid opportunity-specific or anonymous-market-profile authorization exists, TNC may store, organize, evaluate, redact, and prepare participant information internally for the authorized Talent relationship, but may not make an identifiable Client submission.

A privacy-first candidate profile may use an anonymous candidate ID, materially redacted résumé or TNC Snapshot™, watermark, general region, verified capabilities and results, candidate-approved compensation target, availability, and match summary. It must omit the participant's name, direct contact information, exact employer identifiers, and other information reasonably likely to identify the participant unless the applicable authorization permits disclosure.

External use of even a redacted candidate profile requires a valid anonymous-market-profile or opportunity-specific authorization and remains subject to the TNC Privacy Notice, Public & Commercial Participation Terms, confidentiality classifications, and withdrawal controls.

7. OPPORTUNITY-SPECIFIC AUTHORIZATION

Baseline Talent participation, a résumé upload, a profile, a referral, a prior application, a social-media connection, Open-to-Work status, prior database possession, silence, or portal access does not authorize identifiable submission to a Client.

Before an identifiable candidate presentation, TNC must obtain a valid opportunity-specific authorization unless the Talent Participant directly applied to the named Client through a process that provides legally sufficient authorization for the exact disclosure and TNC confirms the scope in a retrievable record.

The authorization must identify, as applicable:

- the named Client or approved confidential-Client status;
- the role, location, work arrangement, and opportunity ID;
- the résumé, profile, TNC Snapshot™, work sample, and other material versions;
- the identity-disclosure level and approved audience;
- the compensation, availability, location, travel, schedule, and work-authorization information approved for disclosure;
- the direct-communication, professional-reference, recording/transcription, media, and public-use permissions;
- any limitations, conditions, expiration, review date, amendment, withdrawal, or revocation; and
- the exact source, version, timestamp, integrity reference, and receipt ID.

A material change to the Client, affiliate, role, purpose, résumé version, disclosure level, or authorized materials requires a new or amended authorization before the expanded action occurs.

A confidential opportunity may initially omit the Client's identity. A confidential description does not authorize hidden submission. Before identifiable submission or direct Client communication, the Talent Participant must receive the legally and contractually required information for the applicable stage and affirmatively authorize the action.

8. FORMAL ALIGNMENT GATE AND DIRECT CLIENT COMMUNICATION

Direct Candidate-to-Client communication may begin only after TNC confirms the formal alignment gate for the specific opportunity.

The default direct-communication method is a job-specific Shared Opportunity Room or Secure Conversation. Terrance Sullivan must remain included in the shared conversation, interview coordination, material role or compensation discussion, and offer-stage communications unless TNC approves a specific written exception.

The Talent Participant may decline direct Client contact or withdraw from the opportunity. Direct communication authority does not authorize use of participant information for unrelated roles, unrelated marketing, public display, enrichment, or indefinite retention.

The Talent Participant and Client may not use direct communication to bypass required TNC consent, source, confidentiality, Protected Search, candidate-protection, or process records.

9. TALENT PARTICIPANT RESPONSIBILITIES

The Talent Participant will:

- provide accurate, current, and materially complete information;

- identify material résumé, employment, credential, education, compensation, availability, location, travel, work-authorization, conflict, restriction, prior-application, or prior-submission issues;
- avoid fabricating, exaggerating, plagiarizing, or materially omitting facts;
- review participant-facing materials and identify factual corrections;
- promptly report changes affecting an opportunity or authorization;
- communicate respectfully and within a commercially reasonable time;
- protect account credentials and Client/search confidentiality;
- attend confirmed interviews or provide prompt notice when unable; and
- comply with lawful Client procedures after the required disclosure and authorization stage.

TNC may rely on participant-provided information but does not independently warrant its accuracy. TNC may pause or end a relationship or opportunity for incomplete or conflicting information, material misrepresentation, consent or confidentiality problems, abuse, nonresponsiveness, legal or safety concerns, Client direction, capacity, market conditions, or another legitimate business reason.

10. EQUAL OPPORTUNITY, ACCOMMODATION, AND HUMAN REVIEW

TNC will not knowingly discriminate in recruiting or referral decisions on a basis prohibited by applicable law and will not knowingly honor a Client request that unlawfully restricts or classifies candidates by a protected characteristic.

TNC may refuse or stop work involving unlawful, discriminatory, retaliatory, deceptive, or unsafe criteria or conduct. The Talent Participant must not request or encourage unlawful discrimination or misrepresentation.

A Talent Participant may request a reasonable accommodation or alternative method for a TNC-controlled intake, communication, assessment-support, document, or portal process. TNC will address the request as required by applicable law. Client-controlled accommodations and employment procedures remain the Client's responsibility.

Technology-assisted tools may support extraction, organization, matching, missing-information review, questions, drafting, and quality control. TNC retains human review responsibility for TNC-controlled consequential decisions and will not represent a technology output as an independently verified fact without appropriate review.

11. RÉSUMÉS, PROFILES, TNC SNAPSHOTS™, AND MATERIALS

The Talent Participant retains ownership of participant-created source materials, subject to third-party rights. The participant grants TNC a limited, nonexclusive license to store, organize, summarize, format, redact, watermark, and use authorized materials for the Talent relationship and authorized recruiting purposes.

A TNC Snapshot™, candidate brief, or other TNC-formatted deliverable may combine participant-provided information, source-derived information, TNC analysis, and TNC formatting. TNC retains its proprietary templates, methodology, layout, marks, workflows, and internal systems. The participant may review participant-facing facts and request reasonable corrections.

TNC will not knowingly fabricate or materially alter participant credentials, employment history, education, dates, responsibilities, achievements, compensation, or results.

Baseline recruiting does not automatically provide downloadable or unrestricted copies of internal or Client-facing TNC materials. Downloadable approved Snapshots and expanded professional deliverables require an applicable Talent Signature or other separate written scope.

12. COMMUNICATIONS AND RECORDS

The Talent Participant may communicate through approved email, telephone, SMS, Talent Portal, Secure Conversations, Shared Opportunity Rooms, booking, video, or other authorized channels.

Relationship and transactional communications necessary to operate an active Talent relationship or opportunity are governed by the TNC Standard Protocol. Promotional communication consent, preferences, quiet hours, STOP, unsubscribe, suppression, and legally required opt-out rights remain channel-, purpose-, and jurisdiction-specific.

A résumé, profile, referral, prior application, social connection, portal account, or silence does not create unlimited communication consent.

TNC may preserve recruiting communications and activity records for operational, contractual, source-attribution, audit, dispute, security, quality, legal, retention, and relationship-continuity purposes.

13. PROFESSIONAL REFERENCES; BACKGROUND AND CONSUMER-REPORT BOUNDARY

TNC may coordinate candidate-provided professional references only when the Talent Participant authorizes the specific reference activity and identifies the permitted reference contacts, purpose, and disclosure scope.

Ordinary professional-reference coordination is not a criminal, credit, driving, medical, drug, fingerprint, education, formal employment-verification, or consumer-report service. Any background check, consumer report, drug test, credential verification, or similar Client-controlled process requires the notices, authorizations, providers, and procedures applicable to that separate activity.

Reference information may be incomplete, subjective, or inaccurate. Final Client investigation and employment decisions remain the Client's responsibility.

14. CLIENT DECISIONS AND EMPLOYMENT RESPONSIBILITY

The Client controls selection, interviews, assessments, employment applications, compensation, classification, accommodations, background and drug testing, credential verification, work authorization, Form I-9, E-Verify, payroll, benefits, policies, workplace safety, supervision, discipline, and termination.

TNC may support communication, screening, and process coordination but does not bind the Client or Talent Participant to an offer or employment relationship and does not make the Client's final employment decision.

The Talent Participant is responsible for reviewing an offer, employment terms, restrictive covenants, relocation, benefits, tax, immigration, licensing, and other personal consequences and may seek independent professional advice.

15. TALENT SIGNATURE AND CAREER SERVICES SEPARATION

The optional 1290 Talent Signature Package™ is a separate paid Talent Network instrument available only through a separately accepted Talent Signature Package Agreement and Service Authorization.

Talent Signature may include selected résumé, professional-networking profile, TNC Snapshot™, interview, offer, narrative, professional-brand, or career-strategy enhancements. It is not required for recruiting consideration, does not purchase priority or placement, does not guarantee submission or an employment outcome, and does not change the participant's recruiting cost from \$0.

Standalone Career Services are separate paid, non-recruiting professional services governed through the 1290 Services Network™ Portal and a separate Service Agreement or Service Authorization. A Talent relationship does not automatically activate Career Services, and a Career Services purchase does not create recruiting priority, representation, or placement rights.

16. PRIVACY, SECURITY, EXPERIENCE, AND PUBLIC/COMMERCIAL BOUNDARIES

The TNC Privacy Notice and Security & Acceptable Use Terms govern universal privacy and security subjects. Talent-specific access remains limited by Network, opportunity, relationship, purpose, role, Client, candidate consent, disclosure state, and authorization.

TNC Experience Participation supports authorized relationship continuity, personalization, organization, analysis, recommendations, quality, accessibility, security, research, and improvement. It does not authorize identifiable Client submission, unrestricted use of Candidate Data, or a solely automated final employment decision.

TNC Public & Commercial Participation may support aggregate or de-identified recruiting activity, public opportunities, candidate-community content, TNC market materials, and separately approved stories or media. It does not authorize public use of the Talent Participant's identity, résumé, compensation, application, submission, interview, offer, placement, references, image, voice, quote, or personal story without the applicable Talent, opportunity-specific, recording, media, publicity, and confidentiality authorization.

The Talent Participant should avoid submitting unnecessary sensitive personal information and should use designated secure channels when restricted information is necessary and authorized.

17. CONFIDENTIALITY AND PROTECTED ACTIVITY

Each party will protect nonpublic business, search, candidate, Client, compensation, technical, security, and relationship information using reasonable care and use it only for the authorized purpose.

The Talent Participant will not disclose a confidential Client identity, role, compensation structure, search strategy, candidate information, portal content, agreement term, or process information except as authorized, to a professional adviser who is obligated to preserve confidentiality, or as legally required.

Nothing in these Terms prohibits a person from reporting suspected unlawful conduct, filing or participating in a government proceeding, communicating with a regulator or law-enforcement agency, discussing wages or working conditions where protected by law, seeking legal advice, requesting accommodation, opposing discrimination, or exercising a nonwaivable right. No advance notice to TNC is required where law protects the communication.

18. DURATION, WITHDRAWAL, SUSPENSION, AND RECORD RETENTION

These Terms remain in effect while the Talent relationship or surviving obligations remain active. Each opportunity authorization has its own scope, duration, expiration, and withdrawal record.

The Talent Participant may request withdrawal from a specific opportunity, narrow an authorization, suppress future recruiting communications, or close the Talent relationship through a verified portal or written request. Withdrawal is prospective after TNC can reasonably process it and does not invalidate a disclosure or action lawfully completed under the prior authorization.

TNC may preserve records required for legal, contractual, source-attribution, Client-process, audit, dispute, security, retention, backup, fraud-prevention, quality, or relationship-history purposes. Withdrawal does not require deletion of records TNC is required or permitted to retain.

TNC may restrict, suspend, or close access for security risk, unlawful use, impersonation, harassment, discriminatory conduct, unauthorized disclosure, material misrepresentation, breach, unsupported jurisdiction, prolonged inactivity, or another legitimate business reason. Closure does not create a candidate fee or erase surviving confidentiality, source, authorization, or recordkeeping obligations.

19. ELECTRONIC RECORDS, RECEIPTS, AND TALENT PORTAL ACTIVATION

Electronic acceptance is governed by the TNC Electronic Records & Signature Consent. A valid acceptance record must preserve the authenticated actor, Talent account, exact Standard Protocol and Talent Terms versions, intent, decision, timestamp, access, integrity reference, reproducible copy, and receipt ID.

Baseline Talent Portal activation requires:

1. presentation and valid acceptance of the current TNC Ecosystem Standard Protocol;
2. secure authentication;
3. completed Talent Questions;
4. identity and profile validation appropriate to the relationship;
5. presentation and valid acceptance of these Terms; and
6. creation of a truthful Talent Network activation and agreement receipt.

Portal access does not itself authorize identifiable submission, Client disclosure, direct Client communication, reference contact, recording, Talent Signature, payment, placement, or a canonical CRM record. Each consequential state requires its own source and receipt.

20. GOVERNING LAW, DISPUTES, GENERAL TERMS, AND ORDER OF PRECEDENCE

Kansas law governs these Terms, without regard to conflict-of-law principles. Exclusive venue lies in the state or federal courts serving Sedgwick County, Kansas, except to the extent mandatory law provides a nonwaivable right or venue.

Before filing a non-emergency action, the parties should attempt a good-faith written escalation and reasonable conference within ten business days when practicable. This process does not prevent urgent relief, a government filing, or exercise of a right that cannot lawfully be delayed.

A signed amendment or TNC-approved written exception controls the specific matter; then the opportunity-specific Candidate Authorization for its stated disclosure and participation subjects; then a separate recording, reference, media, or public-use authorization for its stated subject; then Talent Signature for its paid deliverable subjects; then these Terms; then the TNC Standard Protocol; then public summaries or help content.

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

If a provision is 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. The Talent Participant may not assign these Terms or an authorization without TNC's written approval. TNC may assign the relationship to a successor that assumes the applicable obligations. Provisions concerning confidentiality, data and records, intellectual property, prior valid disclosures, disputes, and other obligations that by their nature survive will survive closure or termination.

The disclaimers, responsibility-for-misuse, and other universal account provisions in the TNC Account & Platform Terms apply to the extent relevant and lawful. Nothing in these Terms waives a right or duty that cannot lawfully be waived or shifted.

21. ACCEPTANCE RECORD

By validly accepting this exact version, the Talent Participant confirms that the participant reviewed these Terms, understands that ordinary TNC recruiting consideration costs the participant \$0, understands that opportunity-specific authorization is required before identifiable submission, and agrees to the stated Talent Network relationship rules.

Talent Participant legal name	
Preferred name	
Talent account ID	
Acceptance decision	☐ Accept ☐ Decline
Acceptance date/time	
TNC Standard Protocol receipt ID	
Talent Network Terms receipt ID	
Integrity / hash reference	

TNC CONTACT

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