

## **Terms and Conditions**

**Paradoxes Insights Network (PIN) – Terms & Conditions Agreement Last Updated:  
December 15, 2025**

**PLEASE REVIEW CAREFULLY THESE CONTRACT TERMS AND CONDITIONS  
BEFORE CLICKING “I ACCEPT” AND SUBMITTING YOUR SURVEY RESPONSE.**

By submitting your response to the PIN Survey and clicking the “I Agree” button at the bottom of the page, you ("Participant") confirm your acceptance of the following terms and conditions, as updated from time to time (“Terms”) governing your participation in the **Paradoxes Insights Network** ("Panel") operated by **Paradoxes, Inc.**, a Washington corporation ("Company" or “Paradoxes”).

**\*\*NOTE – Changes:** *The Company reserves the right to make changes to these Terms at any time, as deemed necessary by us. Changes will be effective immediately once updated on the [Company's website](#). It is up to the Participant to check on these Terms whenever needed. We will send out an email notification should there be any changes of a material nature to our Terms.*

### **Overview**

Paradoxes Insights Network connects professionals across industries with organizations seeking insights. As a member of the Panel, you may be invited to participate from time to time in certain activities (“Research Projects”), including for or in collaboration with clients (e.g., technology companies, retail companies, etc. ) of the Company (“Clients”), such as:

- 1:1 calls or video consultations
- Group calls (e.g., focus groups) online or in-person
- Online surveys
- Other research studies

Participation in the Panel is always voluntary, and you are compensated for the Research Projects in which you are invited and participate. We will notify you of each Research Project for which your profile is a good fit, what the time commitment for that Research Project will be, and how much you will be compensated for those activities. If the Research Project opportunity works for you, we will schedule it. If it doesn't, no problem. We will let you know when the next opportunity surfaces.

### **Eligibility & Conduct Standards**

You confirm that:

- You are not restricted from participating due to employment, contracts, or confidentiality obligations. Please note that the Company is not seeking any confidential information from you.
- You are joining in your individual capacity (not on behalf of an employer or third party) unless otherwise agreed.
- You have not been convicted of, or plead guilty to, any crime involving dishonesty or deception (such as fraud, embezzlement, theft), or any felony offense.
- You are not subject to an order, action or investigation by any national or local regulatory organization (e.g., SEC, FINRA) in connection with a violation of securities laws or an allegation of fraudulent or deceptive practices.
- You are not named on the Excluded Parties List System or the Specially Designated Nationals list maintained by the U.S. federal government, or any other similar list maintained by the U.S. government, any foreign government or nongovernmental organization (NGO).

Also, if you are convicted or accused of any of the above-mentioned conduct, you will promptly disclose such information to the Company by sending email notification to:

**PIN@paradoxesinc.com.**

It is your sole responsibility to determine whether your current employment or any existing contract obligations prevent you from participating in the Panel.

You agree to act in good faith, professionally and in accordance with all applicable laws and regulations. You agree to not disclose confidential, proprietary, or non-public information and to not violate any anti-bribery/anti-corruption laws.

You acknowledge that the Company, in its sole discretion, may determine your eligibility for membership on the Panel and participation in specific Research Projects. You agree that the Company may in its discretion take reasonable steps to verify your identity and credentials, such as reviewing your LinkedIn profile or similar professional profile materials.

### **Conflicts & Confidentiality**

You must decline or end any activity in the Panel if it may:

- Violate your obligations associated with current or past employment
- Involve material non-public information (MNPI)
- Create a conflict of interest or legal breach

- Violate or breach any contractual obligations you have to a third party

You must keep in strict confidence and may never share or otherwise disclose to third parties in connection with your participation in the Panel , including without limitation:

- MNPI or trade secrets
- Confidential employer/customer information
- Paradoxes Client information, including any materials provided by Paradoxes on behalf of their Client
- Information about the Company and its business, including the identity of Clients and information about Research Projects
- Any documentation or materials marked as confidential
- Any data you are legally or ethically bound to keep private, by contractual obligations or otherwise

You also agree not to record or permit others to join consultations without prior written permission from the Company.

### **Restrictions on Participation**

You agree not to:

- Provide legal, financial, tax, or investment advice
- Promote your own business, products, or services

Certain individuals—such as government officials or regulated professionals—may have limited or no eligibility for participation in the Panel. You agree to disclose any employment role changes or regulatory restrictions that affect your participation, and you agree to notify the Company promptly if you become an elected official, governmental or political party employee, or candidate for political office.

From time to time the Company may inform you of additional requirements that you will be asked to follow with respect to specific Research Projects, and you agree to, in a timely manner, review such requirements and decide whether you will comply or decline to participate further in the respective Research Project.

### **Privacy & Data Use**

Your information will be handled in accordance with Company's Privacy Policy to the extent

such profile information comprises personal information covered by the Privacy Policy. You consent to the use of your Panel profile and participation history for purposes of:

- Matching you with Research Projects
- Compliance with Client or legal disclosure requirements

We will not share your information with other organizations other than regarding the above purposes. In no instance will we share your personally identifiable information (PII), such as full name or email address. We may at times share your anonymized profile for the purpose of matching you with a Research Project.

You agree to keep your profile and credentials accurate and updated.

### **Engagement Rules**

- You may not subcontract or delegate Research Projects without prior written approval of the Company.
- Any direct contact with Paradoxes Clients related to Research Projects in which you are participating is not permitted.
- You may not present yourself as an employee or agent of the Company.
- You may not identify the Company or any of its Clients as your employer.
- You are joining the Panel in your individual capacity and not as a representative or on behalf of any company or organization.

The Panel does not commit to providing you with any specific frequency or type of Research Projects and makes no representation as to the availability of eligible Research Projects.

### **Termination & Ineligibility**

You may be removed from membership on the Panel and participating in Research Projects at any time for violating these Terms or any applicable laws. If you are unsure about your eligibility for the Panel or any specific Research Project in connection with your participation in the Panel, you must decline to participate. You agree to cooperate fully with the Company regarding any review by the Company of actual or potential violation of these Terms or applicable law.

### **Non-Solicitation of Company Employees**

For eighteen (18) months after your last interaction with the Company you agree not to recruit or otherwise solicit for hire employees of the Company.

## **Member Content & Intellectual Property**

You confirm that any content you share through your participation in the Panel is yours or is properly licensed. You agree not to share any content or material that is unlawful, defamatory, deceptive, infringes on the rights of another person, or otherwise violates these Terms.

Company may record and/or transcribe your consultations, and you agree to this by your acceptance of these Terms. Your recorded and transcribed information, including video and/or audio sessions containing your image and/or voice (on anonymous basis), may be used by Company and Client for their internal purposes only.

## **Client Reliance & Confirmations**

The Company and its Clients rely on your compliance with these Terms. You may be asked to confirm your compliance with these Terms and any applicable laws before or after participating in Research Projects, including by cooperating with the Company and its Clients and providing written confirmation statements as required.

Further, you agree to immediately notify the Company if you believe that any obligation of these Terms has been violated, by emailing to the following address: **PIN@paradoxesinc.com**.

## **Payments**

You are responsible for providing and updating your payment details. Payments are based on the time spent consulting only (i.e., during telephone or video consultations, and not on preparation or waiting time), unless otherwise agreed in writing. Paradoxes may withhold payments for policy violations, inaccurate profiles, or unresolved Client disputes. U.S. and non-U.S. participants in the Panel must provide tax-related documentation as required.

## **Research Participant – Not Employment**

You understand and acknowledge that your relationship with the Company through participation in the Panel is that of a third party consultant for specific Research Project purposes only, and nothing in these Terms is intended to or should be construed to create a partnership, joint venture, or any type of employment relationship with the Company. The Company is not obligated to provide you with any benefits provided to employees of the Company including, without limitation, health insurance or participation in employee benefit plans. The Company will not withhold from consulting fees paid to you for your Panel participation in Research Projects any amounts for income taxes or other similar assessments, which will be your sole responsibility. The Company will issue to you an annual IRS Form 1099 statement in connection with its payment to you for your participation in Research Projects, as may be required by law.

## **Indemnification & Release**

You agree to indemnify, defend, and hold harmless the Company and its Clients, and their respective directors, officers, employees, agents and representatives, from and against all claims, damages, losses, costs (including reasonable attorney fees), or other expenses arising out of, or caused by, your negligence or willful misconduct, your violation of these Terms, or your violation of the rights (including infringement of intellectual property rights) of any third party.

You additionally release the Company and its Clients from any liability (including without limitation any claims for defamation or copyright infringement), arising in connection with any content you share or provide during your participation in the Panel. Further, you agree to indemnify, defend, and hold harmless the Company and its Clients from and against any third-party claim that any content you submit, or the use thereof, infringes upon any intellectual property right. You are solely responsible for your actions as a member of the Panel. The Company will have no obligation to defend you, provide you with legal counsel, or pay any legal costs and expenses on your behalf.

### **Member Referral Reward Program**

As a Participant, you will be eligible for the Panel's referral rewards incentive program. For each eligible individual whom you refer to the Panel by referencing your assigned PIN membership number for verification credit, you will receive a reward payment card (digital access) each time a verified expert Panel member originally referred by you completes a Research Project. You may receive rewards for multiple referrals and multiple Research Projects completed by those referrals. You will remain eligible to make such referrals throughout the duration of your membership on the Panel.

### **Injunction & Liability**

In case of breaches (especially regarding confidentiality or solicitation obligations), the Company or its Clients may seek injunctive relief in a court of competent jurisdiction. Neither party will be liable for incidental, consequential, punitive, or special damages, except in cases of gross misconduct, fraud or violations of applicable law.

### **Arbitration**

All disputes arising out of or relating to these Terms or your participation in the Panel, except for any injunctive relief sought under these Terms, will be resolved through binding arbitration administered by JAMS in accordance with its then-current Streamlined Arbitration Rules and Procedures. Arbitration will be held in the English language in New York, New York, USA, before a single arbitrator with at least fifteen (15) years of experience in the subject matter submitted for arbitration. The cost of arbitration, including arbitrator fees, will be borne equally by the parties. Each party will be responsible for its own legal fees, and the arbitrator may not include payment of attorney's fees or expenses as part of any award. Judgment upon the award rendered by the arbitrator may be entered in any court with jurisdiction over judgment.

*You hereby knowingly waive all rights to a trial by jury. You also waive any rights to participate in a class action with respect to a claim, and you agree to arbitration on an individual basis only.*

### **Governing Law**

These Terms are governed by the laws of Washington State, excluding conflict-of-law principles.

### **Severability**

If any part of these Terms is determined by an arbitrator or court with jurisdiction to be invalid or unenforceable, the rest remains enforceable.

### **Survival**

Sections on non-solicitation, confidentiality, content ownership, privacy, and liability survive termination of your membership on the Panel.

### **Termination**

You may withdraw from membership on the Panel at any time. The Company may limit or end your participation in the Panel at its sole discretion.

### **Transferability**

In the event Paradoxes is acquired or merges with another organization, your Panel profile information will transfer to that organization. In no instance, however, will that firm be allowed to share or sell your information with other parties without your written consent.

***By submitting electronically the PIN Survey document, you are applying for membership on the Panel and you are confirming your acceptance of these Terms and your agreement to be contractually bound thereby.***