

## Bounty Program: Terms and Conditions

1. The Tezos Foundation Bounty Program (the "**Bounty Program**") Terms and Conditions ("**Terms**") cover your participation in the Bounty Program (the "**Program**"). These Terms are between you and Tezos Foundation ("**us**" or "**we**"). By participating in the Bounty Program in any manner, you accept these Terms.
2. The decisions made by us regarding Bounties are final and binding. We may change or cancel this Bounty Program at any time, for any reason.
3. We may change these Terms at any time. Participating in the Bounty Program after the changes become effective means you agree to the new Terms. If you don't agree to the new Terms, you must not participate in the Bounty Program.
4. You must adhere at all times during your participation in the Bounty Program to all regulatory and tax legislation.
5. You understand that your participation in the Bounty Program is at your own risk.
6. You are responsible for paying all the taxes that may be applicable in your country of residence from the Bounty payment for the participation in the Bounty Program.
7. You are at all times obligated to adhere to the Confidentiality requirements – all information obtained using, participating, or intending to participate in the Bounty Program belongs to the us and shall be deemed Confidential. We reserve the right to take legal action for the use or disclosure of information related to the Bounty Program or otherwise disseminating such information.
8. You are **NOT ELIGIBLE** to participate in the Bounty Program if:
  - 8.1 You are on a sanction list of the State Secretariat for Economic Affairs (SECO) of Switzerland or a sanction list of the European Union or are a resident of any countries on such lists.
  - 8.2 You are a Russian national or your team is based in Russia: please reach out to [bounty@tezos.foundation](mailto:bounty@tezos.foundation) before starting to work on a bounty project.
  - 8.3 If you are participating as individual: You are either an individual participating in your own individual capacity, or you work for an organization that permits you to participate. You are responsible for reviewing your employer's rules for participating in this Bounty Program;
  - 8.4 You are under the age of 14: If you are at least 14 years old but are considered a minor in your place of residence, you must obtain your parent's or legal guardian's permission prior to participating in this Bounty Program;
  - 8.5 Your organization does not allow you to participate in these types of programs;
  - 8.6 You already received a grant from us for the same features as are requested in a bounty project;
  - 8.7 You previously developed and released the code under an open source license.
9. You understand that you can only submit your results once for the same Bounty Program.
10. If you are currently an employee of the Tezos Foundation or any of its group entities or affiliates, you are only permitted to participate in the Bounty Program in your free time.
11. We do not make any warranties, express or implied, guarantees or conditions with respect to the Bounty Program.
12. The decisions made by us regarding Bounty Payments are final and binding.
13. You understand that you will need to enter into an agreement with us before any Bounty payment can be made. You understand that you will need to provide us with additional information to prepare the paperwork.

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14. All Bounty payments made by us will be made in compliance with local laws, regulations, and ethics rules. Bounty payments will only be paid in USD/EUR/CHF/XTZ to an account/wallet owned by the participant.
15. If you are selected from us to receive a Bounty payment, you understand that
  - 15.1 for open source software, you shall release your work products under an open source license as defined by the Open Source Initiative (<https://www.opensource.org>).
16. If you violate these Terms, you may be prohibited from participating in the Bounty Program in the future and any submissions you have provided may be deemed to be ineligible for Bounty payments.
17. You agree that all matters relating to the Bounty Program, including all disputes, will be governed by Swiss law. All disputes regarding the Bounty Program are subject to the exclusive jurisdiction of Zug, Switzerland.