

# NON-DISCLOSURE & BUSINESS COLLABORATION AGREEMENT

THIS AGREEMENT is made on this **21- 01 - 2026**

**BETWEEN:**

**JOBS WORLD CONSULTANCY**, having its registered office at 39/2 Awasi Vikas Colony , Near Fauji Chauraha Uttar Pradesh Jhansi hereinafter referred to as the **"First Party"**;

**AND**

**INFORING INNOVATIONS**, having its registered office at [Second Party Address], hereinafter referred to as the **"Second Party"**.

The First Party and Second Party shall individually be referred to as a **"Party"** and collectively as the **"Parties."**

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## 1. PURPOSE OF COLLABORATION

The Parties agree to collaborate for recruitment and placement services, including:

- Sharing Candidate Data (CVs/Resumes).
- Sharing Client Mandates (Job Openings).
- Mutual business support for fulfilling hiring requirements.

## 2. CONFIDENTIALITY & DATA PROTECTION

"Confidential Information" includes candidate details, client names, hiring managers, and pricing.

- **Non-Disclosure:** Neither Party shall disclose any information to a third party without written consent.
- **Data Usage:** Shared data must be used **only** for the specific job mandate discussed.
- **Data Security:** Both Parties agree to comply with India's Digital Personal Data Protection (DPDP) norms.

## 3. CANDIDATE OWNERSHIP & DUPLICACY (Crucial)

- **First-to-Share:** The Party that sends a candidate's profile via email first shall be deemed the "Owner" of that candidate for that specific client.
- **Duplicate Profile:** If a shared candidate already exists in the other Party's database, they must notify the sender within **48 hours** with proof. If no notification is given, the profile will be treated as the sender's lead.
- **Protection Period:** Candidate data shared is protected for **12 months**. If the client hires the candidate within this period, commission is due.

#### 4. NON-CIRCUMVENTION (Anti-Cheating Clause)

- **Direct Dealing:** The Second Party shall not directly contact or sign a contract with any Client introduced by the First Party for **24 months**.
- **Back-Door Hiring:** No Party shall attempt to bypass the other to place a candidate or claim a fee. Any such "back-door" hiring will be a legal breach.

#### 5. FEE SHARING & PAYMENT TERMS

- **Payment Timeline:** The sharing Party must release the partner's share within **7 working days** after receiving the full payment from the Client.
- **Taxes:** Each Party is responsible for their own GST and income tax liabilities.

#### 6. NON-SOLICITATION OF EMPLOYEES

Neither Party shall, during the term of this Agreement and for **12 months** after, hire or attempt to hire any employee or recruiter of the other Party.

#### 7. AUDIT RIGHTS & TRANSPARENCY

To ensure honesty, either Party can request a copy of the **Client's Offer Letter** or the **Invoice** raised to the client to verify the total fee and placement status.


#### 8. TERM & TERMINATION

- **Validity:** This Agreement is valid for **1 years**.
- **Termination:** Either party can terminate with **30 days' notice**, but pending commissions and confidentiality obligations will remain active.

#### 9. GOVERNING LAW & JURISDICTION

This Agreement shall be governed by the laws of India. Any disputes shall be subject to the exclusive jurisdiction of the courts of **JHANSI**.

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<b>First Party ( JOB WORLD CONSULTANCY )</b>	<b>Second Party ([Partner Name])</b>
Name: Sadiq ul islam	Name:
Designation: Founder	Designation:
Date: 21 - January - 2026	Date:
Signature: 	Signature:
Mob No : 9302652996	Mob No: