

Non Disclosure Agreement

1.

Pentos AG,
Landsberger Str. 110, 80339 München
(following "Pentos")

is founding a non institutional workshop Pentos AG intends to invite

(following "Participant")

as a Participant to the meetings of the workshop.

2.

The workshop intends

- to develop, transfer and enhance know-how in the field of Human Capital Management (HCM) in the cloud with special focus on the software "Success Factors"
- to collect and evaluate relevant results out of the said field of activity
- to transfer information to interested specialists and non specialists
- to integrate interdisciplinate knowledge of other scientific disciplines
- to monitor trends and developments in the said field of activity as well as to give comments to the developements and cognition
- to establish studies/polls, in order to collect data and facts
- to establish other related activity, which turns out to be relevant in the transfer of knowledge of cloud based HCM Solutions, especially under the aspect of efficient management

- to exchange "Best Practices", which warrant, that all Participants can take advantage of the positive and negative experience of their colleagues and can transfer this to their own companies.

3.

The working group serves as a platform for an open exchange on the subject of Human Capital Management (HCM) in the cloud. In this function, the working group is considered a protected area in which all Participants should benefit from a trusting collaboration.

(City, Date)

(Signature of Participant)