

MEMBERSHIP TERMS & CONDITIONS

Please read the following important terms and conditions (“**Terms**”) before you proceed to register on www.mosaicforlawyers.com (“**Site**”). The Terms set out the basis for which you agree to access the Site and register as a Mentee and/or Mentor. By accessing and registering on the Site, you are indicating that you have read and that you understand and agree to be bound by these Terms. By becoming a registered member of MOSAIC you agree to abide by the procedure for joining and to not circumvent the system of payment, membership and matching available to you on the Platform (defined below). You agree to adhere to our Code of Ethics which you can read on our website in the section under Resources. Our Code of Ethics is also made available to you along with the Terms on the membership joining pages on the Site.

We may amend these Terms at any time. You agree to revisit and reread these Terms from time to time.

In these Terms, ‘We’, ‘us’ or ‘our’ means MOSAIC a division of The Light Within Limited (a not-for-profit company limited by guarantee and incorporated in England) and ‘You’ or ‘your’ means the person accessing and using the Site or Platform to register as a Mentee and/or Mentor.

If you don’t understand any of the Terms and want to talk to us about it, please contact us.

MEMBERSHIP AND FEES

In order to register as a Mentee and/or Mentor, you must select a membership option on the Site and pay the applicable membership fee for your profile (“**Membership Fee**”).

As at January 2019, MOSAIC Membership Fees are as follows:

- for a Mentee the cost is £89 (for UK) and \$99 (for USA) per annum;
- for a Mentor there is no cost as you are giving your time to a Mentee;
- for a Mentee that also registers as a Mentor, the cost is £49 (for UK) and \$59 (for USA) per annum on the basis that you are also giving your time to a Mentee.

The Membership Fee will be in the currency selected and where applicable includes taxes at the applicable rate. For the UK this includes VAT at 20%.

If you are not located in the UK or USA, you should select the Membership Fee for the USA/Rest of World (referred to a RoW on the Site). As we expand MOSAIC to other countries, we will endeavour to add other currency options.

Payment of the Membership Fee will be processed by our finance partner, Stripe. By providing your debit or credit card details you agree to pay the Membership Fee.

As a registered Mentee, the Membership Fee gives you access to one Mentor at any one time during a twelve-month period. All membership begins from the date of acceptance of your registered profile into the Platform. From time to time we may hold profiles for approval to ensure that the Platform is

populated with a suitable mix and volume of mentors and mentees. You can select to pay more than one Membership Fee if you would like access to more than one Mentor. We don't recommend that you do this as we suggest that you focus on one mentoring relationship for the 12-month period. However, if you do wish to do this, you must do this in separate transactions as this allows us to register your multiple membership requests.

The Membership Fee is non-refundable. We reserve the right to increase or modify the Membership Fee at any time.

As we have explained, membership should be purchased individually. If you would like to purchase a group or departmental membership, please contact us for assistance.

PROFILE MATCHING AND SUITABILITY

By registering on the Site as a Mentee and/or Mentor, you consent to the publication of your profile on the MOSAIC platform (hosted by our partner Chronus) (**Platform**) which contains information about you.

You are responsible for creating your own Mentee and/or Mentor profile on the Platform. You agree to provide accurate and complete information about yourself. You agree to promptly update your profile with any new information that may affect the accuracy of your profile or validity as a Mentee and/or Mentor.

We cannot guarantee the accuracy or validity of Mentee and Mentor profiles. We cannot guarantee the qualifications or certifications or experience of Mentors. We cannot make any guarantees regarding the quality of advice or views of Mentors.

We cannot guarantee the suitability of your Mentor and/or Mentee. You are able to make a selection from the available matches the Platform algorithm creates based on the criteria and the information that you enter into your profile upon registration as a Mentee and/or Mentor.

During your mentoring relationship, you agree to periodically login into the Platform to confirm that you are an active member of MOSAIC and complete the surveys we send to you. There will be no more than 3 during any 12-month period. These surveys help us refine and develop the Platform and the mentoring experience. At the end of the 12-month period starting from the date of payment of the Membership Fee, you will be invited to complete a confidential survey about your experience as a Mentee and/or Mentor. This survey will not be shared with your Mentee or Mentor and will only be used for internal improvement opportunities. You agree to complete the survey in a timely manner.

GENERAL

You must not provide any third party with access to the Platform via your registered account. You are responsible for safeguarding and maintaining the confidentiality of your login information and account information. You agree not to disclose your password to any third party and you are entirely and solely responsible for any and all activities or actions that occur under account, whether or not you have authorised such activities or actions. You will agree to adhere to our User Acceptance Terms at all times.

We reserve the absolute right to suspend or disable your account or withdraw your access to the Platform at our sole discretion and without prior notice to you. We reserve the right to revoke your access to and use of the Platform at any time and for any reason, with or without cause or notice to you.

There is no relationship of trust between us and any Mentee and/or Mentor and nothing in these Terms constitutes or deems any Mentee and/or Mentor as our employees or agents.

You have the right to cancel your membership of MOSAIC within 14 calendar days of registration on the Site and Platform without giving any reason. The cancellation period will expire after 14 days from the day registration on the Site and payment of the Membership Fee. To exercise the right to cancel, you must inform us of your decision to cancel by a clear cancellation statement in an [email to us](#).

If you have a complaint or dispute regarding the conduct of a Mentor or Mentee, you should follow the guidance set out in our Code of Ethics.

These Terms shall be governed by the laws of England and Wales and any and all claims shall be submitted to the non-exclusive jurisdiction of England Wales.

This Site and Platform are made available on an “as is” basis and to the fullest extent permitted by law, without warranty of any kind.

You agree to defend, indemnify and hold us, our officers, directors, employees and agents harmless from and against any claims, liabilities, damages, losses and expenses arising out of or in any way connected with your access to or use of the Site and/or Platform, your connection with any Mentee and/or Mentor or your violation of these or any other of our Terms.

No one other than a party to these Terms has any right to enforce any term.