

## **MENTORSHIP PROGRAM**

### **MENTORSHIP AGREEMENT (TERMS OF USE)**

The Network of Women (NOW) Mentorship Program supports staff throughout their career at Cantor Fitzgerald. Mentees are matched with a mentor who has more experience in particular topics of interest. The goal is to help mentees with professional development, overcoming obstacles, succeed and grow with the company. By participating in the program, I agree to the following terms and conditions:

- I understand that I am voluntarily entering into a mutually beneficial relationship. I agree to meet with my mentorship partner to meet as needed over a 6-month period (and possibly more).
- I understand that the majority of the time needed to formally complete the program may be spent mostly in meetings (in person/phone/video conferencing), not emails or text messages. The goal of the program is to have actual conversations about various topics, share knowledge, experience, and expertise towards solving problems and development of the business.
- I will commit to completing the various activities provided throughout the program. I will take notes and complete the goals and tasks my mentorship partner and I define and will complete an evaluation at the conclusion of the program.
- I will keep open lines of communication with my mentorship partner and inform them of any changes that may affect my participation in the program. I understand that discussions that occur between my partner and I will remain private and confidential, and no information will be shared with third parties without the express permission of each partner. In relation to that, I do understand that any information entered in the online mentorship platform will not be confidential as it will be available for program managers to review in order to assess the overall program effectiveness and participant satisfaction.
- If I decide to withdraw from the program, I will inform my mentorship partner and the program manager.
- There are many benefits for being a mentor or mentee but, as a voluntary program, neither party is entitled to any form of payment.

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- Mentees are to understand the limits of mentorship in that it is for supporting the development of your business. Mentors should acknowledge that they are not counsellors and should make a referral for the mentee when advice is needed for areas outside of the scope.

### **The MentorEase Platform and the Privacy of Personal Information**

The Network of Women (NOW) Mentorship Program is managed using a web application (Platform) called MentorEase that has been customized for Cantor Fitzgerald especially for this program. MentorEase is a product of a company called Giant Step Inc. located in Toronto, Ontario, Canada. Personal information provided by program participants will be stored in server facilities provided by Microsoft located in the USA.

Cantor Fitzgerald and MentorEase will take all reasonable steps to ensure that the USA privacy laws are complied with by recipients of the personal information.

Cantor Fitzgerald, its staff, volunteers, contractors, or agents, will not be liable for the recipient's breach of USA privacy laws for the information they provide on the Platform. Further, Users may not be able to seek damages under those laws.

By participating in the program, I agree that my name, employment background, skills, and topics of interest could be made available to other participants. Also, my contact number and email address will be made available to my mentorship partner or potential partner through the Platform. This information will be shared for the purpose of matching and so that mentors and mentees can get connected and will adhere to the Mentorship Program Privacy Policy.

I agree not to use the online Platform for any purpose that is unlawful. Further, I agree not to act in any way that might burden, impair, disable, or damage the Platform itself or other participants of the Platform.



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### **Breaches of the Terms & Conditions**

Any breach of the terms and conditions mentioned here may result in termination of the mentorship at the discretion of the program manager.

The parties involved may be given the opportunity to comment prior to a decision being made should a breach be found.

### **Contact for Concerns, Complaints or Questions**

The Mentorship Program is provided by Cantor Fitzgerald. If you have any concerns, complaints, or questions, please feel welcome to contact Patricia Dreste or Meghan Williams.

We endeavor to respond to any inquiry in a timely manner and any actions taken are at the discretion of Cantor Fitzgerald management.