

## **1. PLACEMENT OF VACANCIES**

### **1.1. Rate plans for placement of vacancies**

<b>Name of Services</b>	<b>Period of time</b>	<b>Standard rate plan (USD)</b>	<b>Minimum rate plan (USD)</b>	<b>Medium rate plan (USD)</b>	<b>Maximum rate plan (USD)</b>	<b>Enterprise rate plan (USD)</b>
<p>The cost for the entire period when ordering for the selected time period.</p> <p>If the Customer has paid for one of the services according to Table 1, Annex 1 to this Agreement for 6 or 12 months, the cost for such services shall be valid until the last date of service on the bill.</p> <p>In case of early termination of the contract, the cost shall be recalculated based on the cost of Rate Plans for 1 month.</p>	1 month	83	200	390	620	
	6 months	395	900	1750	2750	
	12 months	684	1530	3060	4770	7160

### **1.2. Placement of vacancies outside the rate plan**

<b>Name of Service</b>	<b>Period of time / Quantity</b>	<b>Cost (USD)</b>
Weekly Jobs Overview	Once a week	350
Premium job	(1 week)	120
	(2 week)	180
	(4 week)	250
Vacancies publication in the general newsletter	1 vacancy	130
Post in a devby news Telegram channel	Up to 5 vacancies	400

Job social media promotion at «Work in IT»	1 promotion	160
Ad post using any template	1 placement	390
Pinning a post	72 hours	110
Jobs Express Overview	1 overview	260

Cards at «Work in IT»	1 placement	580
LinkedIn Newsletter: adding a block with a job at the beginning of the newsletter with a digest of new vacancies on Tuesday	1 block added in the newsletter	450
LinkedIn Newsletter: a unique affiliate newsletter with company vacancies on any day of the week.	1 block added in the newsletter	900

1. Double coefficient applies to recruiting companies for services of placement and promotion of vacancies.
2. The service "Standard rate plan" is provided only for non-core companies (organizations whose main activity is not software development).

## 2. RATES FOR BANNER ADVERTISING

Placement of banner ads in different versions of the Websites

№	Advertising materials format	Placement	Cost (USD) for a certain period of time			
			½ week	1 week	½ month	1 month
1.	HTML text block	Static, desktop, mobile	475	745	1585	2525
2.	Courses billboard (720x200 px)	Static, desktop, mobile	145	250		860
3.	Company logo in the partner block	Static, desktop. Except for the "Vacancies" section				1015
4.	Premium – the company's logo in the block with partners, containing information for Website users about this company and its vacancies (Can be placed if this service is not provided to another Customer in this reporting period)	Static, desktop. Except for the "Vacancies" section				2310
5.	Vertical desktop banner (240x400 px)	Static, desktop, only 1 <sup>st</sup> level domain – devby.io	475	730	1535	2455
6.	Image with text in the first screen	Static, desktop, mobile.	290	450		1545
7.	Image with text in the right column	Static, desktop, only 1 <sup>st</sup> level domain – devby.io	290	450		1545
8.	Image with text under the article	Static, desktop, mobile, only 1 <sup>st</sup> level domain – devby.io	320	730	1135	3880
9.	Billboard	Static. For the desktop version – 720x200 px. For the mobile version – 240x400 px	475	830		2865

10.	Billboard large	Static. For the desktop version – 1168x324 px. For the mobile version – 320x500 px	595	945		
11.	Creating a clickable "Text Button" element	Adaptive, mobile, desktop	540	850	1790	2860

### 3. RATES FOR ADDITIONAL ADVERTISING SERVICES

Name of Service	Quantity	Cost (USD)
<b>Advertising articles and partner materials</b>		
Promotional material prepared by the Customer and agreed upon with the Contractor (up to 2 agreements with the Customer)	1 material	815
Sponsorship material prepared by the Contractor (up to 2 agreements with the Customer)	1 material	1020
Partner material in "Card" format	1 material	1020
Partner material in the "Article" format	1 material	1300
Partner material in the "Overview of IT jobs from the inside" format	1 material	1700
Partner material in "Test" format	1 material	1630
Partner material in the "Company Dossier" format	1 material	1170
Partner material in the "Stress Interview" format	1 material	1300

### 4. PROMOTION OF EVENTS

Name of Service	Quantity	Cost (USD)
Partner event (placement of the event in the edition "dev.by recommends")	1 event	580
Premium block in the Calendar	1 event	375
Placement the Customer's event in the calendar events.dev.by	1 event	200
Placement the Customer's event in the "Hot Events" block	1 week	580

### 5. EXTENSION OF PLACEMENT + E-MAIL MAILING LIST

Name of Service	Quantity	Cost (USD)
Extending the term of placement of the Customer's event on the Contractor's website with the subsequent placement of the Customer's event in the general newsletter list of the website devby.io about the events	1 placement	580
Extending the term of placement of advertising and informational materials on the Contractor's Website with the subsequent placement in the general newsletter list of the website devby.io	1 placement	580

## 6. ADDITIONAL SERVICES

Name of Service	Quantity/Period of time	Cost (USD)
Promotion of the Customer's advertising and information materials on the pages of the Contractor's Website in social networks (Facebook, Twitter).	1 placement	200
Promotion of the Customer's advertising and information materials on the pages of the Contractor's Website in the social network Telegram at: <a href="https://t.me/devby">https://t.me/devby</a>	1 placement	600
Promotion of advertising and information materials of the Customer on the pages of the Contractor's Website in the social network Instagram at: <a href="https://www.instagram.com/dev.by">https://www.instagram.com/dev.by</a>	1 placement	450
Extending the term of placement of the Customer's advertising and informational materials on the Contractor's website with the subsequent promotion of the Customer's advertising and informational materials on the Contractor's website pages in social networks (LinkedIn) at: <a href="https://www.linkedin.com/company/dev-by">https://www.linkedin.com/company/dev-by</a>	1 placement	450
Placing a photo for an advertising article or partner material/event on the Contractor's Website with the subsequent submission of the photo (on the following terms: without the transfer of exclusive rights, with mandatory attribution devby.io when placing on other resources, other than devby.io) photo for advertising materials	n/a	From 245 (depends on the photos quantity)
Extending the term of placement of advertising and informational materials on the Contractor's website with the subsequent placement in the general newsletter list of the website devby.io	1 time / week	580
Corporate blog	3 months	1675
Premium Collections	1 placement	400

## 7. "MULTIPASS"

**SUBSCRIPTION «MULTIPASS»** is your pass to the Belarussian audience of IT specialists. Convenient subscription to access all devby.io services for promotion and hiring in one payment.

Name of the service	Period of time	"Middle" package	"Senior" package	"Lead" package
SUBSCRIPTION «MULTIPASS»	1 month	600 USD	850 USD	1200 USD
	12 month	6 600 USD	8 640 USD	10 080 USD

*\*A detailed description of the "MULTIPASS" subscription services is available at the URL <https://mediakit.devby.io> and is an integral part of this Agreement.*

## **1. RATES FOR BANNER ADVERTISING**

1.1. Placement of banner ads in different versions  
of the Websites

№	Advertising materials format	Placement	Cost (USD) for a certain period of time			
			1 day	½ week	1 week	1 month
1.	HTML text block	Static, desktop, mobile		175	280	980
2.	Company logo in the partner block	Static, desktop. Except for the "Vacancies" section				560
3.	Vertical desktop banner (240x400 px)	Static, desktop, only 1 <sup>st</sup> level domain – devby.io		130	240	805
4.	Image with text on the first screen	Static, desktop, mobile		180	670	880
5.	Image with text in the right column	Static, desktop, only 1 <sup>st</sup> level domain – devby.io		140	235	880
6.	Image with text under the article	Static, desktop, mobile, only 1 <sup>st</sup> level domain – devby.io	160	400	640	2260
7.	Billboard	Static. For the desktop version – 720x200 px. For the mobile version – 240x400 px		210	350	890
8.	Billboard (large) (1168x324 px)	Static. For the desktop version – 1168x324 px. For the mobile version – 320x500 px		280	400	1350
9.	Creating a clickable "Text Button" element	Adaptive, mobile, desktop		210	350	1350

## **2. RATES FOR ADDITIONAL ADVERTISING SERVICES**

№	Name of Service	Quantity	Cost (USD)
	Advertising material and partner materials		

1.	Promotional material prepared by the Customer and agreed upon with the Contractor (up to 2 agreements with the Customer)	1 material	400
2.	Sponsorship material prepared by the Contractor (up to 2 agreements with the Customer)	1 material	675
3.	Partner material in "Card" format	1 material	675

4.	Partner material in the "Article" format	1 material	810
5.	Partner material in the "Overview of IT jobs from the inside" format	1 material	810
6.	Partner material in "Test" format	1 material	725
7.	Partner material in the "Company Dossier" format	1 material	675
8.	Partner material in the "Stress Interview" format	1 material	725
9.	Special Project		Individually

### 3. ADDITIONAL SERVICES

Name of Service	Quantity/Period of time	Cost (USD)
Promotion of the Customer's advertising and information materials on the pages of the Contractor's Website in the social network Telegram at <a href="https://t.me/itinge">https://t.me/itinge</a>	1 placement	100
Promotion of advertising and information materials of the Customer on the pages of the Contractor's Website in the social network Instagram at: <a href="https://www.instagram.com/dev.ge_official/">https://www.instagram.com/dev.ge_official/</a>	1 placement	100
Placing a photo for an advertising article or partner material/event on the Contractor's Website with the subsequent submission of the photo (on the following terms: without the transfer of exclusive rights, with mandatory attribution dev.ge when placing on other resources, other than dev.ge)	n/a	From 200 (depends on the photos quantity)
Extending the term of placement of advertising and informational materials on the Contractor's website with the subsequent placement in the general newsletter list of the website dev.ge	1 time / week	580
Corporate blog	3 months	1400



### 3. RATES FOR BANNER ADVERTISING

Placement of banner ads in different versions of the Websites

№	Advertising materials format	Placement	Cost (USD) for a certain period of time			
			1 day	½ week	1 week	1 month
1.	HTML text block	Adaptive, desktop, mobile		175	280	980
2.	Billboard	Static. For the desktop version – 720x200 px. For the mobile version – 240x400 px		175	280	980
3.	Billboard large	Static. For the desktop version – 1168x324 px. For the mobile version – 320x500 px		175	280	890

### 4. RATES FOR ADDITIONAL ADVERTISING SERVICES

№	Name of Service	Quantity	Cost (USD)
<b>Advertising material and partner materials</b>			
1.	Promotional material prepared by the Customer and agreed upon with the Contractor (up to 2 agreements with the Customer)	1 material	400
2.	Sponsorship material prepared by the Contractor (up to 2 agreements with the Customer)	1 material	675
3.	Partner material in "Card" format	1 material	675
4.	Partner material in the "Article" format	1 material	810
5.	Partner material in the "Overview of IT jobs from the inside" format	1 material	810
6.	Partner material in "Test" format	1 material	725
7.	Partner material in the "Company Dossier" format	1 material	675

### 5. ADDITIONAL SERVICES

Name of Service	Quantity/Period of time	Cost (USD)
Promotion of the Customer's advertising and information materials on the pages of the Contractor's Website in social networks (Facebook, Twitter, LinkedIn).	1 placement	140

Promotion of the Customer's advertising and information materials on the pages of the Contractor's Website in the social network Telegram at <a href="https://t.me/bbblmag">https://t.me/bbblmag</a>	1 placement	100
Promotion of advertising and information materials of the Customer on the pages of the Contractor's Website in the social network Instagram at: <a href="https://t.me/bbblmag">https://t.me/bbblmag</a>	1 placement	100
Placing a photo for an advertising article or partner material/event on the Contractor's Website with the subsequent submission of the photo (on the following terms: without the transfer of exclusive rights, with mandatory attribution bbbl.dev when placing on other resources, other than bbbl.dev)	n/a	From 200 (depends on the photos quantity)
Book (guide)	1 placement	From 5000
Checklist	1 placement	1250
Ask Me Anything (AMA)	1 placement	1350
Selection of courses	1 placement	From 1150