

Mentoring Terms & Conditions

Effective from: 1 September 2026

These Mentoring Terms & Conditions (“Terms”) apply to mentoring services provided by **Czuprak Ádám, egyéni vállalkozó** (“Mentor”) to an individual client (“Client”).

By accepting a paid mentoring service, the Client accepts these Terms.

1. Services

Career & Leadership Discovery Call

About 30 minutes · No charge

The Discovery Call is a short, informal conversation about the Client's career situation, goals and whether mentoring may be appropriate.

The Discovery Call is free of charge and does not itself create a paid mentoring contract. **The confidentiality and no-recording provisions of Sections 7 and 8 also apply to the Discovery Call.**

Career & Leadership Roadmap

One 1-hour session

The service includes:

- a pre-session questionnaire;
- one 1-hour online mentoring session;
- discussion of the Client's next career step and leadership readiness;
- a practical development plan;
- a written summary with next steps.

Engineering Leadership Growth Program

Minimum two 1-hour sessions per month

The service includes:

- a minimum of two 1-hour online mentoring sessions per month;
- working through current leadership and career challenges;

- email support between sessions;
- interview preparation where relevant;
- high-stakes communication (presentations, difficult conversations, and English) where relevant;

The monthly fee covers at least two 1-hour sessions. Any additional sessions in the same period, and the applicable fee, are specified in the individual offer.

Email support between sessions is intended for agreed next steps and reasonable communication related to the mentoring process and does not constitute unlimited email coaching.

Interview preparation and high-stakes communication are provided within the mentoring sessions unless otherwise agreed.

Services are provided online.

The **price, currency, applicable taxes and payment terms** for a particular service are specified in the individual offer. The individual offer prevails regarding these matters.

2. Contract formation and continued application of the Terms

A contract for a paid mentoring service is formed when the Client accepts the individual offer and the Mentor confirms the acceptance, or when the Client makes payment as specified in the offer.

The individual offer and these Terms together constitute the agreement between the parties.

Once accepted, these Terms also apply to subsequent mentoring services of the same type between the Mentor and Client unless replaced by updated terms.

The Client therefore **does not need to separately accept these Terms for every subsequent session**, provided the Terms remain unchanged.

For subsequent services, booking and/or payment constitutes acceptance of the applicable offer and continued application of these Terms.

Acceptance by email constitutes valid electronic acceptance. No handwritten signature is required.

3. Payment and invoicing

Services are normally payable in advance.

Payment may be made by bank transfer or by an online payment method specified in the offer or invoice.

An invoice will be issued for the service.

The price, currency and payment deadline for the particular service are specified in the individual offer.

The monthly fee for the **Engineering Leadership Growth Program** is payable in advance for the applicable monthly service period.

The monthly service period consists of one month beginning on the start date of the first service period and each subsequent one-month period.

Unused mentoring sessions do not automatically carry over to the following service period unless otherwise agreed.

4. Scheduling, rescheduling and cancellation

Sessions are scheduled by mutual agreement.

The Client may reschedule a session free of charge if they provide at least **24 hours' notice**.

Cancellation or rescheduling with less than 24 hours' notice, or failure to attend a scheduled session, may result in the session being considered used.

If the Mentor cancels a session or is unable to provide it, the parties will arrange a replacement session at no additional charge.

Nothing in this section limits any statutory consumer rights applicable to the Client.

5. Ending the monthly program

The **Engineering Leadership Growth Program** is provided on a continuing monthly basis with no fixed end date.

Either party may terminate the program by written notice before the beginning of the next monthly service period.

Fees for an already started monthly service period are non-refundable except where the Client is entitled to a refund under applicable law.

Nothing in this section limits any statutory withdrawal or cancellation rights applicable to the Client.

6. Nature of mentoring and liability

Mentoring provides professional guidance, structured thinking, practical methods and accountability.

Mentoring **does not guarantee any particular outcome**, including promotion, employment, increased compensation, successful interviews or any other specific career result.

Mentoring does not constitute legal, financial, medical or psychological advice.

The Client remains responsible for their own decisions and the consequences of those decisions.

To the extent permitted by applicable law, the Mentor's liability is excluded or limited. This limitation does not apply where liability cannot legally be excluded or limited.

7. Confidentiality

The Mentor shall keep information shared during mentoring confidential and shall not disclose it to third parties except with the Client's consent, where required by law, or where disclosure to service providers is necessary for providing the service, such as booking, communication, document storage, invoicing or accounting. Such processing is described in the **Privacy Notice**.

8. Recordings and notes

The Mentor **does not record mentoring sessions as audio or video**.

The Mentor may make brief written notes and summaries where necessary to support the mentoring process, as described in the Privacy Notice.

The Client may not audio- or video-record a mentoring session without the Mentor's prior consent.

9. Personal data and service providers

The processing of the Client's personal data is governed by the **Privacy Notice** available on the website.

The Mentor may use external service providers to provide the service, including providers for scheduling, email communication, online meetings, document storage, invoicing and payment.

The relevant service providers and their roles in relation to personal data are described in the Privacy Notice.

10. Intellectual property

Personalised summaries, action plans and other materials prepared specifically for the Client may be used by the Client for their own personal and professional purposes.

The Mentor retains ownership of pre-existing methods, frameworks, templates and other intellectual property used in providing the mentoring service.

Commercial copying, resale or distribution of such materials without the Mentor's prior written permission is not permitted.

11. Consumer withdrawal and cancellation rights

Where the Client qualifies as a consumer, they have the right to withdraw from the contract without giving any reason within **14 days from the conclusion of the contract**, subject to the statutory exceptions and conditions described below.

The Client may exercise this right by making a clear statement, including by email, to:

adam@adamczuprak.com

If the Client expressly requests that the service begin before the expiry of the 14-day period, the Mentor will begin providing the service accordingly.

If the Client exercises their withdrawal or cancellation right after the service has begun following such an express request, the Client may be required to pay the proportionate amount corresponding to the service provided up to the time of withdrawal or cancellation, where required by applicable law.

Where the service has been fully performed within the 14-day period at the Client's express request, the withdrawal right may cease in accordance with applicable law.

Nothing in this section limits any other mandatory consumer rights applicable to the Client.

12. Complaints and dispute resolution

The Client may submit a complaint to:

adam@adamczuprak.com

Complaints will be investigated and answered in accordance with applicable law.

Where applicable, the Client may also refer a dispute to a competent conciliation body or court.

The Privacy Notice contains separate information about data-protection remedies concerning the processing of personal data.

13. Changes to these Terms

The Mentor may amend these Terms where reasonably necessary.

The updated Terms will be published on the website. The Terms applicable to an existing contract are those in force when that contract was accepted, unless a change is required by law or is more favourable to the Client and may therefore be applied to the existing relationship.

Clients participating in an ongoing monthly program will be informed by email of material changes affecting them.

14. Governing law and language

These Terms are governed by **Hungarian law**, while any mandatory consumer-protection provisions of the Client's country of residence that cannot legally be excluded by agreement remain applicable.

These Terms may be made available in Hungarian and English. **The contract is concluded in the language of the offer. If the offer does not specify a language, the Hungarian version shall prevail. If the offer is expressly made in English, the English version shall prevail.**

15. Contact

Czuprak Ádám, egyéni vállalkozó 2053 Herceghalom, Sándor Móric tér 6. fsz. 4a., Hungary
E-mail: adam@adamczuprak.com Website: adamczuprak.com