

# MentoraMedic

B2B HEALTHCARE INTEGRATION PLATFORM

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## MEMORANDUM OF UNDERSTANDING (MoU)

### Sponsorship Commitment & Placement Terms (2026 Edition)

This Memorandum of Understanding (the "MoU") is entered into by and between the verified B2B Partner organization (the "Employer") and MentoraMedic (the "Platform"), collectively referred to as the "Parties".

### 1. PURPOSE & SCOPE

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The purpose of this MoU is to establish a cooperative framework for the integration of foreign-trained, high-caliber medical specialists (the "Candidates") into the Dutch healthcare system. Under the 2026 Strategy, the Parties agree to move away from legacy B2B subscription models to a performance-aligned structure focused on long-term retention and structured institutional sponsorship.

### 2. KEY COMMERCIAL TERMS

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- 1. No Cure, No Pay Placement Fee:** The Employer agrees to pay the Platform a placement fee equal to 17.5% of the Candidate's first-year gross annual salary (including 8% holiday allowance) upon successful placement. A placement is defined as the signing of a permanent or long-term employment contract between the Employer and the Candidate.
- 2. 180-Day Guarantee Period:** If the employment relationship is terminated by either party within the first 6 months (180 calendar days) from the start date, the Platform will issue a prorated refund or a replacement credit as defined in the master service agreement.
- 3. Zero Subscription Fees:** The Employer shall have free, unrestricted access to the Candidate search pipeline on the Partner Portal, subject to holding a signed MoU on file. No monthly recurring fees apply.

### 3. THE 4 PILLARS OF SPONSORSHIP

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- 1. Clinical Placement Support:** The Employer agrees to provide a suitable clinical role allowing the Candidate to maintain clinical patient contact in the Netherlands while completing their BIG registration exams.
- 2. Medical Dutch Training:** The Employer agrees to facilitate, support, or co-sponsor the Candidate's transition from Dutch language level B2 to C1 (professional medical proficiency).
- 3. Logistical Assistance:** The Employer agrees to assist with local integration, registration, and relocation support.

4. **BIG Registration Guidance:** The Employer agrees to act as a host clinical supervisor for the candidate's required practical traineeship or internship assessments where necessary.

#### 4. WAADI COMPLIANCE

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In accordance with Dutch labor laws (Waadi), the Platform certifies that its services are completely free of charge for Candidates. The Employer agrees not to pass on any portion of the placement fee, administrative costs, or training costs directly to the Candidate.

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**For the Employer**

Name:

Title:

Date:

Signature: \_\_\_\_\_

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**For MentoraMedic**

Name: B2B Partnership Committee

Title: Platform Administrator

Date: May 2026

Signature: \_\_\_\_\_