

Money Back **Guarantee** Requirements

To be eligible for the Coding Temple's Money-Back Guarantee program, you must fully comply with all specified criteria below. Eligibility for full tuition reimbursement applies if you do not receive a qualifying job offer within 270 days of your job-seeking start date. The "Job-seeking Start Date" is defined as the day after the cohort completion date. Failure to actively engage in a job search as defined below or to demonstrate sufficient job search activity will render you as "not job-seeking." Fulfilling only some of the requirements does not entitle you to a partial refund.

Eligibility Requirements

To qualify for the Coding Temple Money-Back Guarantee, you must meet all of the following conditions. Failure to meet these conditions will render you ineligible for a tuition refund or loan cancellation:

I. Age and Work Authorization

- a. Be 21 years of age or older.
- b. Legally authorized to work in the United States or Canada for at least two (2) years consecutively, beginning the first day of your job search. US Citizen or green card holder legally and permanently authorized to work in the United States without sponsorship and currently located in the U.S. Holder of Canadian birth certificate, Canadian passport, Canadian citizenship certificate, Canadian certificate of permanent residence or Canadian open work permit and currently located in Canada.

II. Background Check

- a. Must be able to successfully pass a background check

III. Financial Compliance

- a. Be in full compliance with the terms of your tuition loan (if applicable).

IV. Academic and Project Completion:

- a. Complete all assignments and mini-projects on time.
- b. Successfully meet all criteria for course graduation, including the Tech Residency or Final Project.

- c. Successfully complete all third-party assignments, such as Codewars or ACI Labs.
- d. Graduate on time without any course-jumps or extensions unless the reason for this was Force Majeure or an Emergency Event as defined above in this policy, and are able to provide proof for this.

V. Career Services Engagement:

- a. Complete and pass all Career Readiness tasks as listed in the curriculum and any additional tasks assigned by the Career Services Team. This includes taking all calls, coding assessments, continued education, projects upon advice from the Careers Team and passing mock interviews.
- b. Be responsive to communications and other job-search requirements and recommendations provided by the Careers Team (including their assigned Career Coach) within 48 hours (or within reason accounting for unforeseen or extenuating circumstances).
- c. Actively participate in various Job Search Support Workshops held weekly by the Career Services team.
- d. Attend all, and a minimum of three, interviews per week if invited.
- e. Apply to at least ten position-appropriate in-field jobs each week whilst in Tech Residency (where Tech Residency is applicable), 20 outside of Tech Residency, unless your personalized job search plan sets a lower minimum and is documented in writing by the Careers Team.
- f. All job search recommended sites must be mixed in and only applications to relevant jobs are acceptable (Quick applying LinkedIn jobs with no regard or expectation to go forward in the process is unacceptable).
- g. All applications must be tracked & updated on the Job Board (Prentus is Coding Temples only accepted job board providers and updated weekly on your designated-Job Board;
- h. Actively reaching out and contacting at least five specific individuals at prospective employers, record evidence of such contact must be kept, and furnished upon request by Coding Temple. Record this through Prentus, add connections outside of job application employers such as fellow Alumni, people in the desired field and people in the location area in tech fields.

i. Maintain compliance with all communications and recommendations from the Career Services Team. Actively request help from the Careers team every 30 days of no responses to review application strategy and discuss the approach to application choices. This can be done in messages, workshops or 1 on 1s.

j. Submit responses to any code/technical challenges associated with any job application on time or within one week of receipt if a due date is not specified and record them on Prentus.

VI. Honesty and Integrity:

a. Must not commit acts of dishonesty during the application process (i.e., submitting work that is not yours or making misrepresentations to your employers on your resume or otherwise.)

VII. Location Flexibility:

a. Be willing to work in person within a reasonable commuting distance from your primary residence or work remotely within the United States or Canada.

b. Not restrict your job search to remote-only or location-flexible roles or salary bands.

VIII. Continuous Engagement:

a. Take the Coding Assessment and have an approved resume within two weeks post-graduation.

b. Pass the Mock Technical Interview (a whiteboard session) within four weeks post-graduation.

c. Notify the Careers Team at least 24 hours in advance if you need to reschedule or cancel a call. Note: Three cancellations may render you ineligible for the MBG.

d. Follow any advice/requirements set after the assessment review or Mock Technical Interview.

Additional Requirements for Specific Programs:

- **Software Engineering:** Obtain 75 weekly points on Codewars post-graduation until reaching level four (KYU).
- **Software Engineering and Data Analytics:** Post at least five weekly GitHub commits to your public GitHub profile.

- **Cyber Security** and **Quality Assurance** have proof of continuous work on the final project, such as work on CompTIA certificate for Cyber Security.

Claim Process: If you meet all the above requirements but have not received a qualifying job offer within 270 days, you may claim a reimbursement by providing a written and signed certification affirming compliance with all terms and absence of qualifying job offers within one month after the 270-day guarantee period.

Compliance Verification: Coding Temple reserves the right to verify your compliance with job search requirements at any time within nine months post-program completion. You are required to keep a detailed written log of all job search activities, backup all data, and retain copies of relevant documentation. Failure to provide proof of compliance when requested may result in forfeiture of eligibility for the Money-Back Guarantee.

Successful MBG Claim Terms: If Coding Temple determines you have met the eligibility requirements for the MBG, your tuition obligation to Coding Temple shall be forgiven. To the extent you paid for some or all of your tuition through a cash payment to Coding Temple, Coding Temple will refund this amount to you without interest. If you pay your tuition using funds from a third party loan other than an approved lender you will still receive a refund on tuition amounts but will remain responsible for any interest, fees, and/or other obligations on such a third party loan. Coding Temple may elect to provide the refund directly to the third party loan provider. To the extent you have financed your Coding Temple education through a loan with an approved lender, your loan will be canceled. No further payments shall be due on your loan. Any amounts paid to the lender by you attributable to tuition (including interest and fees) shall be refunded within one hundred twenty (120) days of loan cancellation.

Grace period for non-compliance: A student is allowed 4 weeks grace period throughout the MBG period where they do not comply with all detailed criteria (i.e. number of job applications per week). This period must be requested and approved by a member of the Student Success team and in writing, no later than within the first 3 days from the required grace period start date.

Additional notes:

You are solely responsible for any tax consequences of the MBG. Please consult your tax advisor for any questions.

In addition, if you accept the MBG, you will lose all access to Coding Temple job search services.

Eligibility Circumstance

Job Offer Requirements

To remain eligible for the Coding Temple's Money Back Guarantee, you must not have received and accepted a qualifying job offer under the following conditions:

A. Type of Employment:

- a. Any paid full-time job averaging 30 hours or more per week, or two or more part-time jobs aggregating an average of 30 hours or more per week, qualifies as employment.
- b. This includes positions as an employee, apprentice, intern, or independent contractor.

B. Timing of Employment:

a. During the Program: You must not accept any paid full-time employment or engage in equivalent part-time work that aggregates to 30 hours or more per week while actively participating in the program.

b. After Program Completion: You must not accept any paid full-time employment or engage in equivalent part-time work that aggregates to 30 hours or more per week from the day after you complete the program until the end of the 270-day eligibility period for the Money Back Guarantee.

C. Definition of a Qualifying Job Offer:

a. A qualifying job offer is one that is in the field of study, related to the field, or in a tertiary field to the program's content. The nature of the job offer and its relevance to the coursework is taken into account when determining eligibility for the Money Back Guarantee.

D. Contingent Offers:

- a. Job offers that are contingent upon passing a background check or drug test are considered valid for satisfying the job offer requirement at the time of their receipt.
- b. If such a contingent job offer is later revoked due to results from an employee-initiated drug test or a background check, the offer will not qualify for any tuition waiver under the Money Back Guarantee.

E. Documentation and Proof:

a. It is the responsibility of the student to provide proof of job offer details, including the nature of the job, hours expected to work, and the field of employment.

b. Documentation must be provided if requested to verify the status of any job offers received and accepted.

Coding Temple Representative

Student Signature