

1 SERVICE DESCRIPTION

The Advertisement Package (Service) entitles the Customer to publish the number of job advertisements included in the Package in the www.oikotie.fi online service.

Each advertisement may contain a maximum of one job title. The advertisement may include a maximum of two logos. Apart from the title, the text of the advertisement may be edited during the entire period of publication. The advertisement may also feature a hyperlink to the employer's own website or directly to an online application form.

The purchased number of ads will not be credited to the Customer.

2 PERIOD OF PUBLICATION

The maximum period of publication of each advertisement is eight (8) weeks or until the end of the application period, at which point the advertisement shall be removed automatically from the online job advertisement service.

3 STATISTICS

The Service includes the following advertisement statistics:

- Daily, weekly and monthly number of daily hits from unique addresses (advertisement-specific statistics only available for advertisements less than three months old).
- Daily, weekly and monthly number of hits from automatic monitoring services (advertisement-specific statistics only available for advertisements less than three months old).
- Daily, weekly and monthly number of clicks on the employer's application address (advertisement-specific statistics only available for advertisements less than three months old). This form of statistics is available only if online application forms are used.

The statistics are available for viewing using the Online Corporate User Interface, to which the Customer shall be given access when the contractual relationship has been established.

Possibilities to provide other types of statistical data as requested by the Customer are investigated separately on a case-by-case basis. A separate fee determined by the number of working hours used shall be charged for analysis and production of customised statistics.

4 DELIVERY AND EDITING OF THE MATERIAL

The Customer enters advertisement data into the Oikotie online service using one or more of the following ways (to be specified separately):

Using the Online Corporate User Interface

The Customer shall enter and maintain advertisements in the Oikotie online system using the Oikotie Online Corporate User Interface. The advertisement data can be edited using the Online Corporate User Interface during the entire period of publication of each advertisement.

Advertisement Registration Service

The customer delivers the advertisement material to the Oikotie Customer Service for entering into the Oikotie online system. The Advertisement Registration Service is described in a separate attachment ("Advertisement Registration Service"). No separate fee applies to the Advertisement Registration Service.

The Customer must notify Oikotie of his/her wish to use the Advertisement Registration Service no less than three working days prior to the intended publication date of the first advertisement. Upon

reception of said notice, Oikotie shall deliver separate instructions on the use of the Advertisement Registration Service to the Customer.

The Customer may use the Online Corporate User Interface and the Advertisement Registration Service concurrently.

Batch transfer

The Customer delivers the advertisement material to the Oikotie online system by means of automatic batch transfer. All advertisement information is edited in the Customer's system and transmitted to the Oikotie online system in the form of batch transfer jobs as agreed separately. Advertisement data cannot be edited using the Online Corporate User Interface.

5 INVOICING

The Advertisement Package is billed upon purchase either by using invoice or online payment.

6 REGISTRATION

The Customer shall enter the customer information required for registering the customer using a customer information sheet supplied to the Customer by Oikotie. The Customer shall deliver the customer information sheet to Oikotie Customer Service electronically at oikotie.yritykset@sanoma.fi. Upon Oikotie's receipt of complete customer information, Oikotie shall provide the Customer with user accounts and passwords for accessing the Service. The Customer's access to the service and the Customer's term of contract begin when Oikotie has provided the user accounts and passwords to the Customer.

If the Customer delivers the advertisement material using batch transfer, separate approval is required for the batch transfer job.

7 USAGE

7.1 ACCESS RIGHTS

Oikotie shall provide the Customer with one user account and the corresponding password per user. Accessing the Online Corporate User Interface requires that the customer logs in using the user accounts and passwords specified.

7.2 AVAILABILITY

Temporary interruptions caused by development work, hardware or software malfunction, maintenance operations or other similar events excluded, the Service shall be available 24 hours per day every day of the year.

7.3 OPERATING ENVIRONMENT

The use of the Service requires the Customer to have access to a computer, an Internet browser and Internet connection. The Customer shall be responsible for all acquisitions, installations, maintenance and training costs associated with the Customer's own computer equipment.

Supported browser versions include the following Internet browsers installed on Windows operating systems:

- Microsoft Internet Explorer 6.0 or later
- Mozilla Firefox 2 or later

Using the Service requires that the Customer allows the use of Javascript and session cookies.

Oikotie retains the right to change the supported operating environments.

7.4 CHANGES AND MODIFICATIONS

All changes and modifications requested by the Customer have to be agreed separately on a case-by-case basis. Oikotie retains the right

to refuse to make the changes or modifications requested by the Customer.

After the customer registration phase has been completed, all changes and modifications to the Services available to the Customer are invoiced according to the current price list. If a change or modification requested by the Customer is not listed, the work will be charged at the current hourly rate.