

CONTRACT FOR WORK

under Sections 2586 et seq. of Act No. 89/2012 Coll., the Civil Code, as amended (hereinafter referred to as the "Civil Code")

Contracting Parties:

Czech Geological Survey

State Organisation established by Ministry of the Environment, Measure No 2/2024
No.:MZP/2017/110/395

Registered office: Klárov 131/3, 118 00 Prague 1

Represented by Mgr. Zdeněk Venera, Ph.D.

ID NO.: 00025798

DIC: CZ00025798

Bank account: Czech National Bank, Na příkopě 28, 115 03 Prague 1,

Account number: 87530011/0710

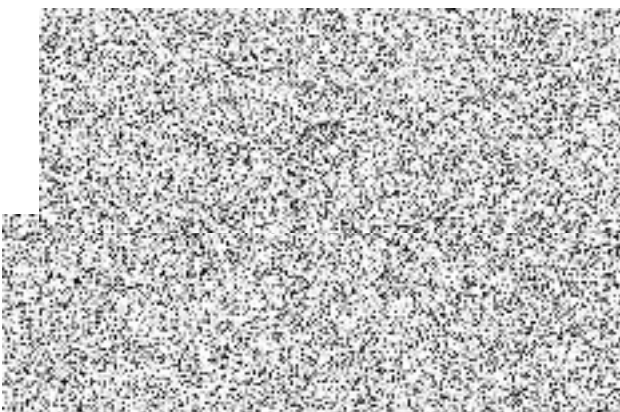
Contact person for material performance



(hereinafter referred to as the "Client" or "CGS"))

and

Lisa Duschek



[linkedin.com/in/lisaduschek](https://www.linkedin.com/in/lisaduschek)

(hereinafter referred to as "Contractor")

Collectively also referred to as "Parties" or individually as "Party".

enter into this Contract for Work (hereinafter referred to as the "Contract") on the date, month and year indicated below:

Preamble

The purpose of this Contract is therefore to regulate the bilateral legal relationship between the Parties, the content of which is the rights and obligations related to the implementation of this Contract in accordance with the relevant applicable legislation so that the Parties are able to exercise their rights and fulfil their obligations under this Contract with the greatest possible degree of legal certainty.

The Agreement is based on the framework project “Improving the Quality of Life by Ensuring Availability and Sustainable Management of Water Resources in Sidama Region and Gamo Zone” (SNNPR), Ethiopia (hereinafter referred to as the “Project”).

Article I

Subject matter of the Contract

- 1.1 The Contractor undertakes to execute the following tasks in accordance with good professional practice.
- 1.2 The Contractor will process spatial (typically 2D and 3D) and non-spatial geological, hydrogeological, and hydrological data obtained from the CGS. Additionally, the Contractor will collaborate on data preparation to ensure an efficient data transfer process that preserves all critical information from CGS data sources. CGS will cooperate accordingly in this data preparation.
- 1.3 The Contractor will develop a code using open-source AI libraries, building on the previous work of Ms. Wanru Li (George Mason University) under the expert guidance of Prof. K. Laskey (George Mason University). The code will import processed data from CGS and other approved data sources into AI library data structures, run AI algorithms tailored to the goals of the Main Contract, and post-process the results for direct use in Project deliverables. The final version of the code, including all necessary libraries, will be provided to CGS with a license granting CGS unlimited use.
- 1.4 The Contractor will contribute to the creation of Project outcomes, ensuring the correct and complete integration of AI results into the final outputs. This may include extending the code to transform AI-generated results into data structures and file formats suitable for CGS Project outcomes. Furthermore, the AI results will be adapted for use by collaborating partners, including Global MapAid.
- 1.5 The Contractor will present work progress in monthly Main Project meetings. Additionally, the Contractor will discuss detailed work progress and requirements with external leader Prof. Laskey and other relevant collaborators on a monthly basis, prior to Main Project meetings. A further detailed discussion will typically take place mid-month or at another time based on Project progress and needs.
- 1.6 The Contractor agrees to provide the following services:

- ✓ Perform general technical duties related to transitioning AI systems and algorithms from George Mason University to the Czech Geological Survey or the Institution-led Project that Global MapAid is working on.
- ✓ Assist in launching the newly developed systems for the Gamo, Gofa zones and Sidama Region, and subsequently across Ethiopia.
- ✓ Carry out input data processing (independent variables), machine learning, result testing, and algorithm refinement for improved data fit and predictions.
- ✓ Work under the guidance of the CGS project leader and technical lead, Professor Kathryn Blackmond Laskey together with wider Czech Geological Survey and Global MapAid teams.
- ✓ Maintain regular communication with representative of CGS implementing team, Global MapAid and Professor Laskey from George Mason University, including weekly and sometimes daily updates.

Execute the above tasks in relation to the Institution's Project, which Global MapAid is also contractually contributing to: "Improving the Quality of Life by Ensuring Availability and Sustainable Management of Water Resources in Sidama Region and Gamo Zone (SNNPR), Ethiopia (07/2023 – 12/2026)."

1.7 The deliverables stated in par. 1.1 – 1.6 of this Article (hereinafter referred to as "Work") shall be provided in accordance with the CGS standard, subject to the conditions further set out in this contract, in a proper manner, free from defects and imperfections.

1.8 The subject matter of this Contract is furthermore the Client's obligation to pay the Contractor for the Work duly and timely performed the price in the amount and under the conditions set out in Article III of this Contract.

Article II

Time and place of performance

2.1 The Contractor shall be obliged to complete the Work by 15th December 2026 at the latest and to comply with the binding performance deadlines specified in this Contract. The Contractor undertakes to commence the execution of the Work immediately after the entry into force of this Contract.

2.2 The Contractor agrees to attend weekly online meetings (lasting approximately one hour) with representative of CGS implementing team and Professor Kathryn Blackmond Laskey to discuss the ongoing Project.

The meeting will be scheduled at a fixed weekly time, mutually agreed upon by the Contractor, representative of CGS implementing team and Professor Laskey.

This fixed schedule will help avoid scheduling conflicts and promote coordination with other Project collaborators who may need to attend.

The Contractor agrees to prepare a short PowerPoint presentation for each meeting, covering:

- ✓ Progress Update – A summary of activities completed since the last meeting.
- ✓ Challenges and Solutions – Any issues encountered, along with proposed solutions and necessary support.

- ✓ Actions & Goals – Plans and objectives for the upcoming week.
- ✓ Any Other Business – Additional relevant topics for discussion.

To support transparency and communication, all presentations will be organized in chronological order and stored in a secure shared drive, accessible to collaborators from the Czech Geological Survey, Global MapAid, Arba Minch University, and George Mason University.

2.3 The place of performance of the Contract is Vienna - Austria (unless otherwise agreed). The Contractor agrees to visit the Client three or four times a year, to discuss the Project, over a day or two. The timings of these visits will be by mutual satisfactory agreement with the above-named Contact person of the Client and the Customer.




Article III

Price and payment terms

3.1 The Contractor shall be compensated at an hourly rate of 20.65€ for the Work performed. Payment shall be based on the total hours recorded in the approved timesheet submitted with the monthly invoice. The total price for the performance of the Work according to the Article I of this Contract will not exceed EUR 23,300 for the year 2025 and the same amount for the year 2026 (hereinafter referred to as the "Price").

3.2 This Price is set for the entire scope of the subject of performance of this Contract as a final, fixed and non-exceedable price. The Price includes all costs of the Contractor for the implementation of the Work, i.e. all works, supplies, services, fees, performances and other activities necessary for the proper performance of the subject of this Contract. The travel and accommodation expenses for the visits according to Article II par. 2.2 of the Contract will be paid for by the Client.

3.3 The payments shall be paid to the Contractor by wire transfer in EUR currency based on an invoice issued after proper performance of the subject matter of the Contract. The Contractor shall issue an invoice following the deadlines (see paragraph 4.1) for the work completed, based on the details recorded in the timesheet as set in Article IV par. 4.2 of this Contract. The timesheet shall be attached as a suffix to the invoice.

3.4 The invoice shall be sent to the Client via e-mail to the addresses  and  invoice must be submitted no  payment.

3.5 The Client is entitled to return the invoice before the end of the due date if it contains incorrect details or data or if it does not contain the required details and data at all. In such a case, the due date shall be suspended and the new due date shall commence from the date of delivery of the corrected or completed invoice to the Client. The Client shall not be in default in such a case.

3.6 The invoice is due 30 days from the date of delivery to the Client. The Client's obligation to pay the Price is fulfilled by debiting the relevant amount from the Client's account. The Client shall not make advances. Payments shall be made exclusively in EUR, and all price data on the invoice shall also be in this currency.

Article IV

Deliverables

4.1 The Contractor shall submit a monthly report, including a timesheet detailing the work performed, at the end of each month as part of the Project deliverables.

The Contractor shall deliver on the following dates:

- The initial AI code functionality and preliminary results using the available Bilate testing data: March 2025 (dead-line of draft) – April 30th, 2025 (dead-line of final version);
- Improved version of the AI code incorporating all expected data inputs for Sidama: August 2025 (dead-line of draft) – September 30th, 2025 (dead-line of final version);
- Annual report summarizing all activities and outputs for the year 2025 – December 15th, 2025 (dead-line of final version);
- Finalization of the AI code and integration of the input dataset approved by CGS for all target areas: March 2026 (dead-line of draft) – April 30th, 2026 (dead-line of final version);
- Preparation of AI results for the Main Contract outcomes, including consultancy on the general design and functionality of these outcomes: August 2026 (dead-line of draft) – September 30th, 2026 (dead-line of final version);
- Final report summarizing all activities and outputs for the year 2025 and 2026 – December 15th, 2026 (dead-line of final version).

4.2 The Contractor shall complete and submit a timesheet detailing the Work performed each month. The timesheet must accurately record the tasks completed, the hours worked, corresponding amount of the Price and any other relevant details as required by the Client. It shall be submitted via e-mail to [REDACTED] later than the 5th of the following month. [REDACTED] If the timesheet is not submitted on time, it may result in delays in payment. The Client's contact person will review and verify the timesheet before approving any payments within 5 days of receipt. If the timesheet is not reviewed and verified by the Client within the specified period, it shall be deemed accepted without objection.

Article V

Rights and Obligations of the Parties

5.1 Manner of performance of the Contract. The Contractor is obliged to perform the Work to the Client on its own behalf, at its own expense, on its own responsibility and at its own risk within the agreed time limits. The Contractor is obliged to process the Work in accordance with the applicable legal regulations. The Client is the exclusive owner of the Work and is entitled to use the Work for its own use without restriction.

5.2 Liability for damages, insurance. The Contractor shall be fully liable for damages incurred by the Client or third parties in connection with the performance, non-performance or breach of obligations under this Contract. Such damages shall be dealt with in accordance with applicable law.

5.3 Copyright. If the Contractor creates a work within the scope of this Contract which is subject to protection in accordance with the provisions of Act No.121/2000 Coll., the Copyright Act, on rights related to copyright and on amendments to certain acts, as amended (hereinafter referred to as the "Copyright Act") and therefore grants the Client a licence to use the work, i.e. the right to exercise the right to use the copyright work created by the Contractor. The Contractor grants a licence for all uses of the work by the Client as a non-exclusive, territorially and quantitatively unlimited licence for the entire duration of the property rights to the work.

The remuneration for all licensing rights granted to the Client is already included in the Price for the performance of the Work.

5.4 Obstacles on the part of the Contractor. The Contractor shall promptly notify the Client of any event that may affect, even partially, the Contractor's ability to perform its obligations under this Contract. However, such notification shall not relieve the Contractor of its obligation to continue to perform its obligations under this Contract.

5.5 Protection of third party rights. In the performance of the Contract, the Contractor undertakes to respect all generally binding legal regulations, in particular, the Contractor undertakes not to interfere with the rights of third parties in the performance of this Contract, nor shall the result of the Contractor's activities interfere with or in any way infringe the rights of third parties.

5.6 Cooperation. The Parties shall cooperate with each other in the performance of this Contract, provide each other with all necessary cooperation for the performance of this Contract, and keep each other informed of facts that are or may be relevant to the performance of this Contract.

5.7 Confidentiality. The Contractor undertakes to maintain confidentiality of all facts of which it becomes aware from the Client in connection with the performance of the Contract during the performance of the Contract and after its termination. This obligation of confidentiality shall apply to all employees and associates of the Contractor even after the termination of this Contract. The Parties may share information concerning this Contract with the partners within the Project.

5.8 Set-off, Assignment. The Contractor shall not, without the prior written consent of the Client, make any set-off of its claims against the Client against any claims of the Client against the Contractor, nor assign any of its rights and claims against the Client to third parties.

Article VI

Final Provisions

6.1 This Contract is concluded for a definite term, namely until 15.12.2026.

6.2 This Contract and the rights and obligations arising from it shall be governed by Czech law. The rights and obligations of the Parties, insofar as they are not regulated by this Contract, shall be governed by the Civil Code and related regulations.

6.3 Any disputes arising between the Parties under or in connection with this Contract shall be primarily resolved by negotiation between the Parties. In the event that such disputes are not resolved within a reasonable time, the courts of the Czech Republic shall have jurisdiction to hear and determine such disputes.

6.4 This Contract may be amended or supplemented only by means of written, ascending numbered amendments signed by both Parties. Amendments or supplements not made in writing shall not be taken into account.

6.5 In the event that any provision of this Contract is or hereafter becomes invalid, ineffective or unenforceable or is found to be so by a competent authority, the remaining provisions of this Contract shall remain in full force and effect unless the nature of such provision or its contents or the circumstances under which it was entered into show that it cannot be severed from the remainder of this Contract. The Parties agree to promptly replace any invalid, ineffective or unenforceable provision of this Contract with another provision that best corresponds in content and intent to the original provision and to this Contract as a whole.

6.6 This Contract shall enter into force and become effective on the date of its signature by both Parties.

6.7 This Contract is drawn up in two copies with the validity of an original, one of which shall be retained by the Contractor and one of which shall be received by the Client.

6.8 The Parties declare that this Contract expresses their free, serious, definite and intelligible will free from mistake. The Parties have read the Contract and agree with its contents, which they confirm by their handwritten signatures.

In Prague, on

In Vienna, on

For the Client:

For the Contractor:

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Mgr. Zdeněk Venera, Ph.D., Director

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Lisa Duschek