Warsaw, 1 August 2016

CALL FOR PROPOSALS No. CDR/08_2016/22

Summary

Proposal subject: Service subcontracting in the capacity of Gameplay Programmer
employment type: specific task contract

Proposal submission deadline: 8 August 2016

Publication date: 1 August 2016

Solicitor: CD PROJEKT S.A.
Jagiellońska 74
03-301 Warsaw
KRS 000006865
NIP 7342867148
REGON 492707333

CD PROJEKT S.A. hereby issues a call for proposals concerning subcontracting of services in the capacity of Gameplay Programmer to be employed under a contract of mandate, in light of the anticipated commencement of an R&D project with the aim to develop an advanced technology facilitating multiplayer gameplay
covered by Task 1.2, "Sectoral R&D programs"
of the Intelligent Development Operational Program for the years 2014-2020
GAMEINN Sectoral Program
Priority Axis I: Support for R&D Activity of Enterprises

I. Solicitor details

CD PROJEKT S.A.
Jagiellońska 74
03-301 Warsaw
tel.: +48 22 519 69 00
e-mail: recruitment@cdprojekt.com

II. Description of proposal subject

1. The proposal concerns:

A) Prototyping and coding gameplay features
B) Taking a part in the design process of the gameplay
C) Creating base gameplay system and tools for the gameplay designers to extend
D) Ensuring that game scripts are well designed, and are optimal in terms of CPU and memory consumption
E) Maintaining the production pipeline and meeting deadlines

preserved in the form of digital files saved on the Employer's server.

2. In line with the GAMEINN Sectoral Program regulations, the work described above must be carried out within 36 months of the commencement of the project.

III. Participation criteria

1. Eligibility for participation appertains to natural persons or legal entities which fulfill the following criteria:

A) they accept the content of the tender without reservation – submission of a proposal is construed as acceptance of the tender;

B) they possess the necessary permissions to perform the solicited tasks insofar as is required under law, e.g. they conduct business activities which match the scope of the tender (applies to commercial entities);

C) they possess experience:

- in the scope of developing at least one published multiplatform (PS4, XBO, PC) AAA open-world non-linear action RPG,
- in the scope of developing at least one published expansions for multiplatform (PS4, XBO, PC) AAA open-world non-linear action RPG,

which the Solicitor is capable of verifying on the basis of documentation submitted by the Proposer, or by referring directly to products indicated in the proposal (e.g. inclusion in end credits);

D) they possess the required knowledge and documented track record:

- At least 3 years' experience in games industry.
- Deep knowledge of C++.
- Familiarity with the Visual Studio environment.
- Knowledge of game engine architecture and algorithms.
- Experience in creating gameplay mechanisms and network solutions for games.
- Ability to easily communicate in English.

attested to by copies of contracts depicting the range of ongoing work/duties, employment certificates, etc.

E) they are not subject to any exclusion criteria which would prevent them from participating in this tender.

2. The following parties are excluded from participating in the tender:

- parties materially or personally connected with the Solicitor, or with parties entitled to incur liabilities on behalf of the Solicitor, or with parties performing ancillary duties on behalf of the Solicitor;
- parties materially or personally involved in selection of subcontractors through:

A) participation in the company as a partner in a civil law partnership or personal partnership;

B) ownership of at least 10% of company shares or stock;

C) participation in the company's supervisory or managerial organs, or acting as company proxy;

D) matrimony, kinship, blood ties up to the second degree, adoption, custody or guardianship.

3. Based on the conditions listed herein, the eligibility of each Proposer will be assessed on the "eligible/ineligible" basis.

4. Should the Solicitor receive proposals from several eligible parties, the Solicitor will schedule a further round of interviews to verify the experience and knowledge claimed by each Proposer.

IV. Selection criteria and their respective weights

The sole selection criterion is price.

The Solicitor will select the proposal which matches all requirements listed in this document (see section III) and is regarded as the most favorable under the following criteria:

No.	Name	Max points	Points awarded
1.	Price	100	
	Total	100	

The price listed in the proposal should be fixed and cover all the costs and components of the service, in line with the Solicitor's conditions.

The detailed scoring algorithm is as follows.
The number of points awarded for the "price" criterion will be calculated according to the following formula:
$P_i = [C_{min} / C_i] \times 100$ pts.,

where:
P_i – number of points awarded to proposal *i* for the "price" criterion;
C_{min} – lowest aggregate price offered by any Proposer
C_i – total price offered in proposal *i*

V. Submission of proposals: means of delivery, address and deadline

1. Each Proposer may submit a single proposal.
2. Proposals may be formulated in Polish or in English.
3. Proposals may be submitted in person at the Company headquarters (Warsaw, Jagiellońska 74), by mail, by courier or by e-mail at recruitment@cdprojekt.com. It is mandatory to use the proposal form attached to this RFP. The final deadline for submission of proposals is 8 August 2016, 16:00.
4. If a proposal is submitted by mail or courier, or by another remote delivery service, it will be deemed properly submitted if it is received by the Company prior to the deadline mentioned in item 3 above.
5. Proposals received after the deadline will be rejected.

VI. Assessment of proposals: venue and schedule

All proposals will be unsealed on 10 August 2016, at the CD PROJEKT S.A. headquarters (Warsaw, Jagiellońska 74).

Proposals will be assessed by the Solicitor in relation to the criteria listed in section IV above and in accordance with the applicable transparency and fairness guidelines. The Solicitor reserves the right to contact each Proposer in order to clarify any doubts or request further details.

VII. Announcement of results, conclusion of contracts, Solicitor's reservations

1. Proposers will be notified of the results of the tender (or of its cancellation, as appropriate) through suitable notices posted on the Solicitor's website;
2. The Solicitor reserves the right to amend the terms of terms of this tender, to suspend it or to cancel it without selecting a proposal, at any stage, particularly if all Proposers offer financial conditions which exceed the amount of resources budgeted by the Solicitor for this project;
3. The Solicitor reserves the right to conclude other contracts with the selected Proposer, as long as the subject of such contracts does not overlap with the subject of this tender and the aggregate value of the contract does not exceed 50% of the value of the corresponding proposal.
4. The Solicitor will conclude a contract with the selected Proposer at the place of the Solicitor's choosing and under the conditions defined by the Solicitor.
5. The Solicitor declares that payment for services rendered under the aforementioned contract will be remitted on a monthly basis, following submission of signed reports confirming the fulfillment of a given percentage of the total workload.
6. The Solicitor reserves the right to deduct allowances for additional services offered to the Contractor from contractual payments, given the Contractor's approval.
7. Should the selected Proposer decline to sign a contract with the Solicitor, the Solicitor reserves the right to select a different proposal as long as the associated price does not exceed the total amount of resources budgeted by the Solicitor for this project.
8. The selected Contractor will be offered a conditional service contract whose enactment will depend on:
   a. receipt by the Company of a subsidy for the services covered by this tender under Task 1.2 of the Intelligent Development Operational Program – GameINN R&D Sectoral Program;
   b. acceptance of the Contractor by the National Center for Research and Development as regulated by the conditions of the GameINN R&D Sectoral Program.

VIII. Additional information:

1. Partial proposals shall not be considered by the Solicitor.
2. The Solicitor shall not bear responsibility for any losses or damage resulting from improper submission or delivery of a proposal, non-submission of any required information or delivery/submission of a proposal to a different address than the one specified in this document;
3. The unsealing of proposals shall not be publicized.
4. Proposals shall be considered submitted at the moment they are received by the Solicitor. This particularly applies to any proposals submitted by mail or courier.
5. Proposals submitted after the deadline specified in this document shall not be considered by the Solicitor.

CALL FOR PROPOSALS – ANNEX No. 1

PROPOSAL SUBMISSION FORM

……....
/date and location/

……
……
……
/Proposer's name and address/

……
……
……
/Contact details – phone no.; e-mail address/

PROPOSAL

c/o:
CD PROJEKT S.A.
Jagiellońska 74
03-301 Warsaw

In reply to Call for Proposals No. CDR/08_2016/22 concerning subcontracting of services in the capacity of Gameplay Programmer in accordance with the conditions listed in the Call, I hereby declare that I possess the following experience:

	Product title
in the scope of developing at least one published multiplatform (PS4, XBO, PC) AAA open-world non-linear action RPG	
in the scope of developing at least one published expansion for a multiplatform (PS4, XBO, PC) AAA open-world non-linear action RPG	

I further declare my willingness to perform the full range of services solicited in the Call for the following price:

Gross price (PLN):	
In words:	

Furthermore, I declare the following:

1. I fulfill all the conditions listed in section III D of the Call and I am willing to substantiate this claim by presenting the relevant documentation during an interview.
2. I have familiarized myself with the contents of the Call, I do not raise any objections with regard to any part of the Call and I accept all conditions listed in the Call without reservation.
3. Should my proposal be selected by the Solicitor I am willing to conclude a formal agreement at the time and place of the Solicitor's choosing.
4. I am not materially or personally related to the Solicitor, to any persons empowered to incur liabilities on behalf of the Solicitor or to any persons appointed by the Solicitor to facilitate preparation of the Call and selection of Subcontractors; particularly through:
    a. participation in the company as a partner in a civil law partnership or personal

partnership;

b. ownership of at least 10% of company shares or stock;
c. participation in the company's supervisory or managerial organs, or acting as company proxy;
d. matrimony, kinship, blood ties up to the second degree, adoption, custody or guardianship.

……

/Proposer's signature/