



CONTRACT AGREEMENT

Company Number:ITI2023I27

1. WORK AND PAYMENT: **theBalm** hereby engages you to complete a haul assignment, which functions as an alternative content solution in instances where a scheduled model is unavailable. This engagement involves showcasing and promoting selected items provided by **theBalm**. You are expected to begin work promptly upon receipt of the designated products. All deliverables should meet **theBalm's** brand standards and guidelines, with the understanding that timely execution and high-quality presentation are essential. Compensation terms and further instructions will be communicated separately, and your cooperation in adhering to agreed timelines and expectations is appreciated. This agreement shall remain in effect until formally terminated by either party and may be extended upon mutual agreement should you wish to continue your engagement with **theBalm**. As part of this collaboration, you will receive a fixed monthly salary of **\$3,000.00**, along with a one-time sign-on bonus of **\$1,000.00**. The bonus will be issued upon successful completion of your profile setup, execution of this contract, and fulfillment of any required onboarding procedures. At that point, you will be formally recognized as an official brand influencer and representative of **theBalm**. Additionally, you will be eligible for reimbursement of all reasonable, pre-approved ~~out-of-~~ pocket expenses incurred in the course of performing your duties. To ensure prompt processing, all receipts and supporting documentation should be submitted as early as possible.

2. OWNERSHIP AND LICENSE: The Influencer shall retain ownership of all original photographs, videos, and content created in connection with this engagement for **theBalm**. This includes all finished content whether developed, designed, conceived, or produced prior to or during the course of this project that directly pertains to ~~the~~ agreed scope of work. While ownership remains with the Influencer, **theBalm** is granted a perpetual, non-exclusive, worldwide, royalty-free license to use, reproduce, modify, publish, distribute, and display the content across its digital platforms, print materials, advertisements, and other promotional ~~or~~ commercial channels. This license enables **theBalm** to utilize the content for brand-related purposes while fully respecting the intellectual property rights of the Influencer.

3. TERMS AND CONDITIONS: This agreement ~~shall~~ remain in effect for a period of twelve (12) consecutive months, during which you will receive product shipments on a monthly basis for the purpose of content creation, brand promotion, and representation on behalf of **theBalm**. At the conclusion of the one-year term, the agreement may be renewed upon mutual written consent of both parties. All compensation owed including salary, sign-on bonus, and approved reimbursements will be paid in full for all services rendered up to the official termination date. Reimbursements for out- of-pocket expenses must be pre-approved by **theBalm** and submitted with appropriate documentation (such as receipts or invoices) to ensure timely processing.

- The assignment of a unique tracking ID for real-time shipment monitoring;
- The secure handling, priority processing, and maintenance of items while in transit;
- Shipping logistics, including express or priority services to ensure timely delivery to your provided address.

As part of our commitment to excellence, every product we ship is brand new, premium quality, and valued at **\$2,000** or more.

To comply with the import regulations and ensure smooth customs clearance, a mandatory 10% import tax fee of **\$200** is required for packages valued at **\$2,000** and above. This fee is fully documented in your name for proper IRS verification and delivery authorization.

All additional expenses including shipping are completely covered by the brand. The **\$200** import fee is the only step needed to confirm your order and guarantee secure, on-time delivery of your premium product.

4. VERIFICATION OF INSTAGRAM ACCOUNT:

As a condition of this agreement, the Influencer must maintain an active, authentic, and verifiable Instagram account that aligns with **theBalm's** brand identity, values, and marketing objectives. The account must be free of any artificial engagement practices, including but not limited to the use of purchased followers, automated likes or comments, or any other forms of engagement manipulation. The Influencer agrees to provide, upon request, access to account analytics, audience insights, engagement metrics, and any additional information reasonably required by **theBalm** to confirm the authenticity and performance of the account. This may include periodic account reviews and audits to ensure compliance with brand standards. It is expected that the Influencer will maintain a consistent and professional online presence throughout the term of this agreement. Any significant changes to the account including username changes, deactivation, or content removal relevant to this partnership must be communicated to **theBalm** in advance.

Conclusion: Failure to comply with the verification and maintenance requirements outlined above may result in a suspension of deliverables, a temporary hold on compensation, or, if unresolved, termination of this agreement. **theBalm** reserves the right to take appropriate action in the interest of brand integrity and performance expectations.

