

NETWORK PARTNER REVENUE SHARE AGREEMENT

This Revenue Share Agreement (the "**Agreement**") is entered into by and between **GOLA CONSULTING LLC** ("**Agency**") and the individual or entity identified in the signature block ("**Partner**").

1. PURPOSE

The Agency and Partner seek to collaborate as a unit to scale a network of high-value employers and talent. Partner shall be compensated for making successful introductions that result in Revenue-Generating Events for the Agency.

2. QUALIFIED INTRODUCTIONS

2.1 The 60-Day Rule:

A "Qualified Introduction" occurs when Partner introduces a Talent or Employer to the Agency, and a Client Service Agreement (CSA) or Candidate Representation is finalized within **sixty (60) days** of said introduction.

2.2 Validity:

This Agreement only applies to hires sourced by the Agency and applicants successfully placed by the Agency. Placements that result in Revenue-Generating Events.

3. REVENUE SHARE STRUCTURE

Commission payouts to Partner are triggered only upon the **release of funds from Escrow** (typically six months after a hire's start date).

3.1 Talent Leads (The Candidate Network):

If Partner introduces a Talent candidate who is successfully placed, Partner is entitled to a percentage of the commission received by the Agency based on the hire's career mobility within the Agency network:

- **1st Placement:** 30% of Agency Commission.
- **2nd Placement:** 25% of Agency Commission.
- **3rd Placement:** 20% of Agency Commission.
- **... Decreasing by 5% per placement ...**
- **7th Placement:** 0% (Career Mobility Goal Reached).

3.2 Employer Leads (The Client Network):

If Partner introduces an Employer who signs a CSA with the Agency, Partner is entitled to **50% of all commissions** generated from that Employer for a period of **two (2) calendar years** from the date of the CSA signature. This share applies to every hire made through the Agency that releases from the 6-month escrow period within the two (2) calendar year period.

4. PAYMENT TERMS

4.1 Settlement:

Funds will be settled at the end of the calendar quarter in which the escrow cleared. (e.g., If escrow clears January 15, payment is due April 1).

4.2 Uncapped Earnings:

There is no maximum limit on the amount a Partner can earn through successful network referrals.

5. AUDIT & TRANSPARENCY

5.1 Verification:

Partner has the right to audit revenue commissions related to their specific introductions.

5.2 Privacy Restriction:

Sharing specific salary or demographic data with Partner requires written sign-off from both the Employer and the Hire(s).

5.3 Limitations:

This right is limited to specific transaction verification; Partner has no right to a general audit of the Agency's internal financial books.

6. CLAWBACKS & REFUNDS

In the event a Client requires a refund after a revenue share has already been paid to the Partner:

- **Withholding:** Future payouts to Partner will be withheld until the balance is restored.
- **Arbitration:** If a clawback amount exceeds **\$10,000** with no Revenue Generating Events in the following 12 months, the Agency reserves the right to initiate binding arbitration to recover the funds from Partner.

7. TERMINATION

7.1 Agency Rights:

Agency may terminate this Agreement if Partner rescinds their vouching/introduction or actively poaches the Agency's network for unauthorized independent monetary purposes.

7.2 Survival:

Accrued rights to payments for placements made prior to termination are forfeit in the event of termination.

8. GOVERNING LAW

This Agreement is governed by the laws of the **State of Texas**.

SCHEDULE B: PARTNER INTRODUCTION LOG

Lead Name (Talent/Employer)	Date of Intro	Signed Date (Agency Use)

SIGNATURES

Agency (Gola Consulting LLC): _____ Date: _____

Partner: _____ Date: _____