**Team Development Agreement**

**Effective Date:** 27/01/2025

**Agreement Duration:** 1 Year (Renewable)



This document outlines the rules, structure, and financial arrangements for all members of the development team (hereinafter referred to as "**Soft**"). By signing this agreement, you agree to abide by the terms and conditions outlined below.

1. **Core Values and Rules**

All members of the Team are expected to adhere to the following core values and rules to ensure a healthy, productive, and collaborative environment:

* **No Bias**

- Treat everyone equally regardless of gender, race, religion, nationality, or any other personal characteristic.

- Decisions will be made based on merit, skills, and contributions, not personal preferences.

* **Mutual Respect**

- Respect each other’s opinions, ideas, and contributions.

- Communicate professionally and constructively at all times.

* **Collaboration and Support**

- Help each other grow and achieve individual and collective goals.

- Share knowledge, resources, and expertise to ensure the success of the Team.

* **Family-Like Environment**

- Treat each other with kindness, empathy, and understanding.

- Foster a sense of belonging and camaraderie within the Team.

* **Transparency and Honesty**

- Be open and honest in all communications.

- Report any issues or conflicts to the management team promptly.

* **Commitment and Accountability**

- Fulfill your responsibilities and meet deadlines.

- Take ownership of your work and be accountable for your actions.

* **Continuous Improvement**

- Strive to improve your skills and contribute to the growth of the Team.

- Be open to feedback and willing to learn from others.

1. **Team Structure and Roles**

The Team is organized as follows:

* **Project Introducer**

- Any member who introduces a project to the Team will receive **15%** of the project pay. This percentage is negotiable based on the complexity and scope of the project.

* **Management Team**

- The management team will receive **40%** of the project pay. This portion covers administrative costs, project management, client communication, and other overhead expenses.

* **Developers**

- The remaining **55%** of the project pay will be distributed among the developers who worked on the project. Payment will be based on the amount of work completed by each developer.

1. **Financial Arrangements**

* **Payment Distribution**

Payments will be distributed as follows:

* 15% to the project introducer.
* 40% to the management team.
* 55% to the developers (based on individual contributions).
* **Payment Schedule**

- Payments will be made within **30 days** of project completion and client payment.

* **Disputes and Adjustments**

- Any disputes regarding payment distribution will be resolved by the management team.

- Adjustments to payment percentages may be made in exceptional cases, subject to mutual agreement.

1. **Agreement Duration and Renewal**

* **Duration**

- This agreement is valid for **1 year** from the effective date.

* **Renewal**

- The agreement may be renewed annually, subject to mutual agreement between the member and the management team.

* **Termination**

- Either party may terminate this agreement with **30 days’ written notice**.

- In the event of termination, all pending payments will be settled within **30 days**.

1. **Confidentiality**

* **Non-Disclosure**

- Members agree not to disclose any confidential information about the Team, projects, or clients to third parties.

* **Intellectual Property**

- All work produced by the Team remains the property of the Team or the client, as per project agreements.

1. **Dispute Resolution**

* **Mediation**

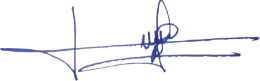
- Any disputes arising from this agreement will first be resolved through mediation by the management team.

* **Arbitration**

- If mediation fails, disputes will be resolved through binding arbitration in accordance with the laws.

1. **Signatures**

By signing below, you acknowledge that you have read, understood, and agree to the terms and conditions outlined in this agreement.

**Management Team Representative Name:** Abdoul Razack NIKIEMA

**Signature:**

**Date:** 27/01/2025

**Team Member Name: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

**Signature: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

**Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**