

BlueRobins Mentor Payment Policy

Effective Date: 07/02/2025

1. Overview

This Mentor Payment Policy ("Policy") explains how BlueRobins Inc. ("BlueRobins," "Bluerobins AI," "we," "us," or "our") calculates and processes payments for Mentors providing services through the BlueRobins platform ("Service"). This Policy is part of our overall Terms of Agreement and any specific Mentor Agreement you may have with BlueRobins. By providing services as a Mentor on the BlueRobins platform, you agree to the terms outlined in this Policy.

All capitalized terms not defined herein shall have the meaning ascribed to them in the BlueRobins Terms of Agreement.

2. Key Definitions

- **Mentor Fee:** For "Pay As You Go Services," this is the fee set by you (the Mentor) and displayed on the platform for your mentoring services.
- **Research or Passion Project Price:** The total price set by BlueRobins for a specific "Research or Passion Project " offered on the platform, payable by the Client.
- **BlueRobins Fee:** The service fee or commission retained by BlueRobins from the Mentor Fee (for Pay As You Go Services) or the Research or Passion Project Price.
- **Net Mentor Earnings:** The amount payable to the Mentor after the BlueRobins Fee has been deducted (i.e., Mentor Fee/Research or Passion Project Price - BlueRobins Fee).
- **Pay As You Go Services:** Mentoring services offered on an hourly, per-session, or similar non-packaged basis, where the Client pays for each distinct service unit based on the Mentor Fee you set.
- **Research or Passion Project :** A specific package of mentoring services related to research, with a defined duration and scope, for which BlueRobins sets the Research or Passion Project Price. A Research or Passion Project may be designed to serve one or more Clients within a defined "package slot" or offering instance. The exact structure and capacity of a "Research or Passion Project slot" will be detailed when such offerings are made available on the BlueRobins platform.

3. BlueRobins Fee and Net Mentor Earnings Calculation

BlueRobins deducts its BlueRobins Fee from the amount paid by the Client. The remaining amount constitutes your Net Mentor Earnings. The BlueRobins Fee varies based on the type of service offered:

3.1. Pay As You Go Services For all Pay As You Go Services, the BlueRobins Fee is **23%** of the Mentor Fee displayed on the platform for that service (as set by you).

- *Example: If your displayed Mentor Fee for a Pay As You Go session is \$100, the BlueRobins Fee will be \$23 (23% of \$100), and your Net Mentor Earnings for that session will be \$77.*

3.2. Research or Passion Project Services

BlueRobins sets the Research or Passion Project Price offered on the platform. For instance:

- A **10-week Research or Passion Project** may be priced at **\$1499** per Client.

Mentors are compensated based on the number of students enrolled in a specific project slot:

- All research mentors will be paid **\$75 per hour** for the **first student** enrolled in a specific project.
- For each **additional student**, mentors will receive an **additional \$25 per hour per student** in the same project.

This compensation structure applies to both one-time and subscription-based Research or Passion Projects. The hourly base rate and add-on per student are fixed, regardless of project duration or pricing.

Examples:

- A 1-hour session with **1 student** pays **\$75**.
- A 1-hour session with **2 students** pays **\$100** (\$75 + \$25).
- A 1-hour session with **4 students** pays **\$150** (\$75 + \$25 × 3).
- For a **10-week project** with weekly 1-hour sessions and **3 students**, the total payout is:
 $\$75 \text{ (base)} + \$25 \times 2 \text{ (additional students)} = \textbf{\$125 per session}$
 $\$125 \times 10 \text{ sessions} = \textbf{\$1250 total}$ for that project.

4. Payment Processing and Payouts

- **Client Payments:** Clients will pay the Mentor Fee (for Pay As You Go services) or the Research or Passion Project Price through the BlueRobins platform using the payment methods made available.
- **Deduction of BlueRobins Fee:** BlueRobins will automatically deduct the applicable BlueRobins Fee from the Client's payment before calculating your Net Mentor Earnings.
- **Mentor Payouts:** All accrued and payable balances due to Mentors, as calculated per section 3, will be aggregated for each calendar month. These aggregated amounts for the entire month will be processed for payout to Mentors within the first two to three (2-3) business days of the following calendar month. Payouts will be made using a payment

method selected by the Mentor through the Service from options provided by BlueRobins. BlueRobins reserves the right to establish and apply minimum payout thresholds; any such thresholds will be communicated to Mentors through the Service (for example, within the Mentor's account dashboard or other platform notifications).

- **Mentor Payment Account:** You must maintain accurate and up-to-date payment information (e.g., bank account details, PayPal account, as required by BlueRobins) in your Mentor account to receive payouts. BlueRobins is not responsible for payout delays or failures due to inaccurate information provided by you. Minimum payout thresholds may apply as detailed in your Mentor dashboard or the Terms of Agreement.

5. Impact of Refunds and Disputes

If a Client is issued a refund for a service in accordance with BlueRobins' Refund Policy, or if there is a payment dispute (e.g., a chargeback) resulting in the return of funds to the Client, your Net Mentor Earnings for that specific transaction may be correspondingly reversed or adjusted. BlueRobins reserves the right to recover such amounts from your future earnings or by other lawful means. Please refer to the BlueRobins Refund Policy and Terms of Agreement for more details.

6. Taxes

You are an independent contractor and are solely responsible for determining and fulfilling all your tax obligations arising from your earnings through the BlueRobins platform. This includes, but is not limited to, income tax, self-employment tax, and any other applicable taxes at the federal, state, and local levels. BlueRobins will not withhold any taxes from your earnings, except as may be required by applicable law. BlueRobins may provide you with an annual tax form (such as a 1099-NEC in the United States) if your earnings meet certain thresholds.

7. Modifications to this Policy

BlueRobins reserves the right to modify this Mentor Payment Policy at any time. We will provide you with reasonable notice of any material changes to this Policy, such as by posting the updated Policy on the Service, sending an email notification, or as otherwise required by applicable law. Your continued provision of services as a Mentor after the effective date of such changes will constitute your acceptance of the modified Policy.

8. Contact and Questions

If you have any questions about this Mentor Payment Policy, please contact BlueRobins Support at support@bluerobins.com.