

TILSON REFERRAL PARTNER PROGRAM TERMS & CONDITIONS

1. Introduction

The following Terms and Conditions (“Terms”) of Tilson’s Referral Partner Program (“Program”) govern your participation in the Program. By participating, you agree to these Terms and affirm that you are eligible to participate. This Program is offered by Tilson HR, Inc. located at 1530 American Way, Suite 200, Greenwood, IN 46143.

2. Eligibility

The Program is open to any individual over 18 years old and any business entity, excluding:

- Members of Tilson’s sales, marketing, and senior management teams, their immediate family, and household members.
- Individuals with existing referral, broker, or business partnership with Tilson.
- Employees of the referred company.
- Former clients of Tilson.
- Participants must be legal residents or registered businesses in the United States and provide accurate registration information.

3. How to Participate

To participate, submit a referral via the referral submission form on Tilson’s website or directly to a Tilson sales representative. Requirements for a valid referral include:

- The referral must not be an existing active prospect, client, or spin-off of an existing client.
- The referred business must not be currently in negotiations with Tilson.
- Participants must include contact information and a brief description of their personal or professional relationship with the referral.
- Any prior communication with the referral regarding Tilson’s services should be described.

4. Rewards

- Participants will receive \$100 for every employee of the referred business, provided the referred business signs a contract with Tilson and remains a client in good standing for a minimum of three months.
- The cash reward will be issued in the form of a check, a credit on a Tilson HR invoice, or as a donation to a charity of your choice. All rewards are subject to review, verification by Tilson, and applicable federal, state, and/or local taxes. Participants may be requested to complete a W-9 form.
- Rewards will be processed and paid within 30 days following the completion of the three-month period.
- All rewards are subject to review and verification by Tilson.

5. General Conditions

- Rewards are non-transferable and there are no reward substitutions or cash alternatives.
- Tilson reserves the right to disqualify any participant and/or referrals found to be tampering with the entry process or operating in violation of these Terms or in an unethical or disruptive manner.
- Any attempt by any participant to deliberately undermine the legitimate operation of the Program may be a violation of criminal and civil law, and, should such an attempt be made, Tilson reserves the right to seek damages to the fullest extent permitted by law.

6. Limitation of Liability

- Tilson is not responsible for any incorrect or inaccurate information supplied by participants or referred businesses while participating in the Program.
- Tilson assumes no responsibility for errors, omission, interruption, deletion, defect, delay in operation or transmission, communications line failure, theft or destruction, or unauthorized access to the Program.

7. Privacy

- By participating in the Program, you agree to the collection and use of your personal information by Tilson and acknowledge that you have read and accepted Tilson's Privacy Policy.

8. Changes to Terms

- Tilson reserves the right to change or modify these Terms with or without notice. Participants are bound by any changes to the Terms upon their publication.

9. Governing Law

- These Terms shall be governed by and construed in accordance with the laws of the state of Indiana, without giving effect to any principles of conflicts of law.