

Decent Partner Program Agreement

These Decent Partner Program Terms (the “Terms”) are made and entered into by you and Decent HR Inc., a Texas corporation (“Decent”). These Terms contain the terms and conditions of the Decent Partner Program (the “Program”).

The Program is designed to reward participating accountants, accounting firms, and other approved partners (“Partners”) for each Partner Client (as defined below) that becomes a new customer of Decent after Partner enters and submits the Partner Client’s information into the Partner-specific referral page prepared by Decent specifically for such Partner (the “Enrollment” or being “Enrolled”).

A “Partner Client” is a Partner client that (i) has an Employer Identification Number not previously used on the Decent payroll platform (the “Platform”), (ii) has registered one or more employees to the Platform by the time the client runs its first payroll with Decent, and (iii) has run at least one paid payroll with Decent. “Partner Client Employee” refers to each employee of Partner Client for which payroll is run by Decent in any given month.

Once (1) a Partner Client is Enrolled and (2) such Partner Client runs a payroll with Decent within 30 days of such Enrollment, the referring Partner shall receive \$1 per Partner Client Employee per month, which shall become payable by direct deposit within 30 days of the later of the following: (i) the end of each calendar month in which the Partner Client runs payroll; (ii) the provision of a Form W-9 by Partner to Decent; and (iii) the provision of Partner’s direct deposit information by Partner to Decent.

Decent may terminate these Terms or the Program or modify the Terms or the Program for any reason and at any time, at Decent’s sole discretion, without notice. Decent may choose to accept, decline or expel any person, accounting firm or accountant, Partner or Partner Client from the Program at any time and reserves the right to terminate its relationship with any existing participant in the Program.

Signer’s company:	Decent HR Inc.
Signer’s name:	Richard Luck
Position:	Position: COO
Signing date:	Signing date:
Signature:	Signature: