

Portless Referral Program Terms and Conditions (“Referral Program Terms and Conditions”)

Referral Program Portless offers a referral payment for each Qualified Introduction (as defined below), subject to these Terms and Conditions.

Eligibility The Referral Program is open to entities or individuals “Referrers”. Referrers must not be current employees of the Target Brand they are referring to participate.

Qualified Introduction A “Qualified Introduction” must meet the following criteria:

1. The Referrer must first email zev@portless.com with a request to introduce a specific brand. Portless will confirm the introduction’s validity by ensuring no recent introductions have been made by another partner, that Portless is not already working or in communication with the brand, and that the brand is a good fit for Portless.
2. A meeting must be scheduled via a “warm handoff” between Portless and a decision maker at the Target Brand, and the meeting must be successfully completed.
3. Only one referral payment will be made for each Target Brand, regardless of the number of introductions.

Compensation

1. An initial payment of \$1000 USD will be made for a Qualified Introduction that results in a scheduled introductory call within two months of the introduction. The call must occur to be eligible for this payment.
2. An additional payment of \$4000 USD (for a total of \$5000) will be made if the qualified brand signs a service agreement with Portless, completes onboarding, and Portless receives payment of the first invoice issued to that brand within six months of the introduction.
3. The initial payment is contingent on completing the introductory call within two months, while the additional payment depends on both signing of the agreement, onboarding completion, and receipt of the first invoice payment by Portless within six months.

Reporting Portless will notify the Referrer if the introduction results in a booked call or a closed account.

Taxes Referrers are responsible for all taxes or fees arising from referral payments. Referrers must provide any necessary documentation for Portless to meet its tax reporting obligations.

Disqualification Portless reserves the right to disqualify any Referrer who:

1. Violates these Terms and Conditions or any other Portless policy; or
2. Engages in fraudulent activity related to this program or any other Portless offer or service.

Program Termination Portless may modify or terminate the Referral Program at any time without prior notice. Portless will pay referral fees only on Qualified Introductions made before the termination date.

Independent Parties The Referrer is an independent third party participating in the Referral Program. These Terms and Conditions do not create any partnership, joint venture, or employment relationship between the Referrer and Portless. The Referrer has no authority to represent or bind Portless without prior written consent.

Authority If participating on behalf of a company or legal entity, the Referrer confirms that they have the authority to bind that company or entity to these Terms and Conditions.