



## Designer Get Started Terms of Service

V2.1, 28 Sep 2016

### 1. General

- a. This is a “Limited Time” only program
- b. This program is a monthly program and starts at the beginning of each calendar month.
- c. You will automatically be part of this program unless we inform you otherwise.
- d. ReFUEL4 has the sole discretion of removing you from this program.
- e. ReFUEL4 will inform you via email if you no longer qualify to be part of this program by giving you at least one (1) day notice.
- f. ReFUEL4 is not obliged to provide you any reason for removing you from this program.

### 2. How it works

- a. You will be assigned to a ReFUEL4 Creative Leader, who will assign you with a selection of briefs to work on.
- b. You are responsible to ensure that the briefs assigned to you are fully fulfilled with the time allotted.

### 3. Minimum Guaranteed Fee

- a. You will receive a minimum guaranteed fee of US\$50 per calendar month.
- b. You will work on at least 10 briefs and can work on any combination of static, carousel and video edit briefs.
- c. ReFUEL4 will inform you how many of each to submit per brief.
- d. Your submission must be on brand and on brief. If a submission is not on brand and on brief, it may be rejected and not be counted as a submission.

### 4. Performance Fees

- a. For every ad that is produced by ReFUEL4 and used by the advertisers, ReFUEL4 charges that advertisers a performance fee for each used ad.
- b. The performance fee is calculated as a percentage (performance percentage) of media spend by the advertiser on that ad.
- c. Currently the performance percentage is 0.5%. ReFUEL4 has the sole discretion and reserves the right to change the performance percentage.
- d. If your performance fees exceeds US\$50 for that month, you will be paid US\$50 + the performance fees that exceeds US\$50
- e. This performance incentive is non-guaranteed and subject to the performance of your ad designs.

### 5. Response rate, submissions turnaround times, rejection rates

- a. You are expected to respond to at least 10 briefs every month.
- b. The submission turnaround times are as follows:
  - Static ads: 24 hrs
  - Video ads: 48 hrs

- Carousels: 36 hrs
- c. At most 50% of your submissions are rejected by ReFUEL4 or the advertisers.

**6. Payment terms**

- a. All payments are solely via Paypal
- b. Your minimum guaranteed fee and additional performance fees, if any will be paid 30 days from the end of the calendar month.