

Employer Membership Agreement

This Employer Membership Agreement (“**Agreement**”) is part of and incorporates by reference the User Agreement and the other Terms of Service. Your continued use of the Site after the last modified date will signify your acceptance of this Agreement. Capitalized terms not defined in this Agreement are defined in the User Agreement, elsewhere in the Terms of Service, or have the meanings given such terms on the Site.

1.0 EMPLOYER MEMBERSHIP PROGRAMS

FreelancerMax offers Employers to post jobs for Freelancers on our marketplace at zero cost. FreelancerMax does offer some additional upgrades to improve the job posting results. These upgrades are optional and if elected can be charged at additional one-time fee.

FreelancerMax reserves the right to change job posting upgrade fees, change the options that are available to Employers to use. No refunds of fees already paid will be given.

2.0 TAXES

Where applicable, FreelancerMax may also collect taxes (such as value added tax (VAT) in Europe) on membership fees and the cost for Connects.

the fees already paid. The downgrade will go into effect at the beginning of the next billing period. FreelancerMax reserves the right to modify its membership programs at any time, upon a reasonable notice posted in advance on the Site.

For more information on Employer Job Posting Upgrade options, check the Site or contact Customer Support.

3.0 SERVICE FEE

FreelancerMax charges a service fee based on type of job listing type specified. The following table represents the three Job listing structures supported by FreelancerMax.

Job Listing Type	Employer Service Fee	Freelancer Service Fee
Freelance Listing	5%	5%
Fulltime – Opt_out_fee	10% (Max \$5,000)	0%
Parttime – Opt_out_fee	10% (Max \$5,000)	0%

4.0 OPT-OUT FEE

You may opt-out of this obligation with respect to each Client-Freelancer relationship only if Client or prospective Client pays FreelancerMax for each such relationship:

(a) an “Opt-Out Fee” computed to be the greater of the following amounts:

(i) 10% of Cost of Total Cost of Job Posting Amount with Max of \$5,000 of total cost of accepted Fulltime or Part-time Job Proposal Amount.