

Client Terms of Use

Pure Outsource Client User Agreement – Terms of Use

This FreeUp Network Client User Agreement – Terms of Use (“Agreement”) is made and entered into between Pure Outsource (“Pure Outsource”) and Client (any references herein to “you,” “your,” “they,” “their” or any other identifiers shall apply to and have the same meaning and effect on the Client), and shall be effective immediately upon all parties having duly executed this Agreement.

Client desires to use the Pure Outsource Network, its services and platform to attempt to locate Independent Contractors (“Freelancers”) marketing their Services to potential Clients to satisfy Client’s business needs on a non-exclusive basis.

Pure Outsource is willing to permit Client to access the Pure Outsource Network to locate and potentially enter into independent contracts with Freelancers to perform Services that Client is seeking.

This Agreement includes ACH Agreement and Credit Card Agreement (referred to as “Other Terms of Use”) and Client accepts any and all terms, conditions and obligations set forth in the Other Terms of Use.

Clients Access to the Pure Outsource Network

It is against our terms & conditions for any freelancer or client to work as well as accept any payments outside of the Pure Outsource platform (www.pureoutsource.com). If a client, or freelancer accepts a payment outside of our platform, we reserve the right to close the account and file a personal claim for the payment amount accepted outside of our platform.

Marketplace Concept – Access to Freelancers on a Non-Exclusive Basis

Client understands and acknowledges that Pure Outsource may, in its sole discretion and subject to certain subjective access criterion, permit an unlimited amount of Clients and Freelancers access to the Pure Outsource Network. Client understands that other Users on the

Pure Outsource Network may be engaged, may have previously been engaged, or may engage in the future in the same or similar business activities as Client. Client understands that Freelancers on the Pure Outsource Network may have other clients both within the Pure

Outsource Network and outside of the Pure Outsource Network, and may be performing Services similar in nature or the same as those performed for Client for Freelancers’ other client. Client understands and acknowledges that Freelancers are independent contractors making themselves available to perform Services on a discretionary, non-exclusive basis, and any change or alteration of the non-exclusive basis for Services is solely between Client and Freelancer.

Clients & Freelancers

Client and Freelancer are responsible for determining the manner and methodology for performing any Services. Client and Freelancer are responsible for determining length of project and any project scheduling. Any equipment, supplies, facilities or any other items necessary for use in and for the purpose of performing Services shall be between Client and Freelancers. Client and Freelancer are responsible for determining any onboarding related to the scope of Services agreed upon. Clients are encouraged to agree to the scope of hours required for any project with Freelancers in advance and in writing, and Pure Outsource encourages this practice as an effort to forego any future issues between Client and Freelancers over time expended on Services, where applicable.

Prior to the commencement of any Services by any Freelancer, Client agrees that Freelancer’s rates must be agreed to by Freelancer and Client, and consented to by Pure Outsource. Client acknowledges that Freelancer must agree to perform Services for Client. Client understands and acknowledges that as part of their Independent Contractor status, Freelancers have no obligation to be “on call” at any time or “on call” 24 hours per day and/or 7 days per week for

Client. Client further acknowledges that it is not any obligation of Freelancers as part of Freelancers’ access and/or use of the Pure Outsource Network. Client and Freelancer are responsible for all other aspects of their business relationship except, however, Client is responsible for complying with all obligations in this Agreement and Other Terms of Use.