



By participating in the Referral Bonus (the "Bonus"), you acknowledge that you have read, understood, and agree to be bound by these Terms and Conditions.

1. **Eligibility.** This Bonus is open only to all existing users of BeyondSOF.com and on the following terms and conditions.
2. **Persons Who May Be Referred.** You must only refer BeyondSOF.com to individuals with whom you have a pre-existing personal or business relationship and who you believe would like to receive the BeyondSOF.com Referral Email through the BeyondSOF.com system (a "Friend"). Without limiting the generality of the foregoing, you must not obtain names for referral from i) group email addresses or ii) email mailing lists. You must not submit yourself for this referral bonus.
3. **No Spamming.** We strictly forbid the sending of unsolicited e-mail to numerous recipients ("spamming") and any BeyondSOF.com user who spams other Internet users for referral bonuses will have his or her account immediately and permanently terminated and or IP address blocked and reported
4. **Number of Open Referral Bonuses.** For a limited time, there are no restrictions on the number of referral bonuses you may earn.
5. **For each of your Friends** that you refer to BeyondSOF.com who becomes a full time employee through BeyondSOF.com for a minimum of 30 calendar days in the position referred, we will pay \$1,000.00 (or such other amount that we determine in our sole discretion from time to time, as published in this Terms and Conditions) in the form of a corporate bonus check that will be mailed to your address (or such other a means of payment that we determine in our sole discretion from time to time, as published in this Terms and Conditions). A Friend will only be deemed to have been referred for the purposes of these Terms and Conditions if:

They are not a BeyondSOF.com user at the time of the BeyondSOF.com Referral Email.  
They satisfy the bonus requirements in effect at the time they complete the Bonus qualification process:

a. Apply to the position referred and or submit their (the referred) resume toward the position referred AND are accepted as a fulltime employee by Beyond SOF, LLC or a Client of Beyond SOF, LLC (a Client as defined as a separate corporate entity that Beyond SOF has a formal staffing agreement and or relationship with for the purposes of hiring employees from the services of Beyond SOF, LLC) AND dutifully works for Beyond SOF or said Client for a period of 30 calendar days or more.

**6. Remedies for Your Noncompliance.** If BeyondSOF.com determines in its sole discretion that you have not complied with these Terms and Conditions, it may, in addition to any other rights and remedies it may have against you, immediately and without notice to you, withdraw all benefits to you and your Friends under this Bonus (including, without limitation, by canceling or declining to credit any and all Referral rewards issued or to be issued to you and to any of your Friends in connection with this Bonus).

**7. Your Consent to Use Your Data in E-Mails.** You grant to the BeyondSOF.com service your consent for it to use your name and email address for the purposes of sending email to your Friends for Bonus processing. You agree not to use any false email addresses or names for this Bonus.

**8. Your Representations and Warranties to Us.** You represent and warrant to BeyondSOF.com that you have an existing business or personal relationship with each Friend and that it is your genuine opinion that each Friend would wish to receive the BeyondSOF.com Referral Email from you through BeyondSOF.com. By providing us with email addresses of your Friends for transaction purposes, you are affirmatively requesting and authorizing BeyondSOF.com to send them an email, as outlined herein, on your behalf.

**9. Bonus Period.** BeyondSOF.com reserves the right to discontinue the Bonus for any reason, at any time and for any duration at its sole discretion, and without notice.

**10. Expiration of Bonus.** Any bonuses not cashed in or paid from your BeyondSOF.com account will expire 180 days after receipt of the bonus.

**11. Limitation of Liability for BeyondSOF.com.** TO THE FULLEST EXTENT PERMITTED AT LAW, NEITHER BeyondSOF.com NOR ANY OF ITS AFFILIATES, DIRECTORS, OFFICERS, EMPLOYEES, OR OTHER REPRESENTATIVES WILL BE LIABLE FOR DAMAGES ARISING OUT OF OR IN CONNECTION WITH THIS OFFER. THIS IS A COMPREHENSIVE LIMITATION OF LIABILITY THAT APPLIES TO ALL DAMAGES OF ANY KIND, INCLUDING (WITHOUT LIMITATION) COMPENSATORY, DIRECT,

INDIRECT, OR CONSEQUENTIAL DAMAGES; LOSS OF DATA, INCOME, OR PROFIT; LOSS OF OR DAMAGE TO PROPERTY; AND CLAIMS OF THIRD PARTIES.

12. **Entire Agreement.** These Terms and Conditions represent the entire agreement between you and BeyondSOF.com with respect to the Bonus.

13. **Variation of the Terms and Conditions.** These Terms and Conditions may be amended or modified by BeyondSOF.com in its sole discretion at any time and these amendments and modifications will apply to you when you use the BeyondSOF.com service. Any such amendments will be posted to this page, and it is your responsibility to review this page from time to time for such amendments.

14. **Currency.** All amounts stated in these Terms and Conditions are in U.S. dollars.

15. **Severance.** If any provision of these Terms and Conditions is held to be invalid, such invalidity will not affect the remaining provisions.

16. **Governing Law.** These Terms and Conditions will be interpreted, construed, and governed in all respects in accordance with the laws of the State of Nevada, without giving effect to its principles of conflicts of laws. You hereby irrevocably consent and submit to the exclusive personal jurisdiction of the state and federal courts in Portland, Nevada for the purposes of litigating any such action.