

Elevate Service Agreement

Elevate
381 East Barbarita Avenue
Gilbert, Arizona, 85234

Member Name:	
Address:	
Email Address:	
Phone:	

The above listed company ("Elevate") and member enter into agreement under which the member will pay service fees as indicated below as well as attest to receiving a copy of the company's Placement Guarantee ("Elevate Placement Guarantee"). The company will instruct the member in the program listed below in accordance with applicable Law and regulations.

Program	Elevate Sales Bootcamp Program
Commitment	90 Days
Fee Structure	\$15,000 ("Upfront fee option") OR \$0 upfront, Income Share (ISA) of 10% of post-program gross income in 36 monthly payments, capped at \$25,000 or 36 monthly payments.
Refund Policy	See Refund Policy below

Hours of Company Operation: 9:00 a.m. PST – 10:00 p.m. PST
Member Success Availability: 9:00 a.m. PST – 5:00 p.m. PST Mon-Fri

Start Date:
End Date:

Method of Payment:

For upfront fee option, full payment of \$15,000 before the Start Date.

For ISA option, payments are collected once per month post-participation in the Elevate Bootcamp. Payments are collected by Leif, our ISA administrator, and members will be notified of forthcoming collections.

Program Rules

Weekly or daily coursework must be presented to an Elevate Instructor or member of senior leadership by 5:00 PM PST on the day such coursework was due. To ensure success of our members, Elevate may request coursework be completed earlier than the due dates initially allotted. Exceptions may be made with explicit consent from a Elevate Instructor or member of senior leadership.

Participation

Participation is required. Member participation is critical to effective communication and career placement.

Members will need to communicate with their Instructor within 24 hours or one business day of receiving a communication request. This may come in the form of confirming receipt of coursework, scheduling time to meet with the members' coach & mentor, progress reports, or other requested communications. Communication requests may vary in a case-by-case basis. Members who fail to adhere to the 24 hour or one business day deadline in three instances are deemed eligible for deferment to a later program opportunity or removal from the program, determined on a case-by-case basis.

Member participation is also expected during weekly class calls. Class calls are where members will learn the industry best standard for sales tools, technique and technology. Members who do not make a reasonable effort to catch up on any & all missed coursework and class calls will be eligible for deferment to a later program opportunity or removal from the program, determined on a case-by-case basis.

Code of Conduct

To ensure member success, we have outlined several guiding principles to follow.

Punctuality – Elevate expects all members to be on-time to all class calls, interview appointments, branding calls and other time-sensitive obligations. Punctuality and respect for others time is a given for the roles we source for.

Participation – Elevate expects each member to actively participate in the program by communicating in good faith with their instructors and other support personal within 24 hours or one business day of receiving a communication request. Completion of all coursework within the timelines provided is also expected of every member. Timely participation is the biggest indicator of success and failure to honor the Elevate Code of Conduct is grounds for remove from the program.

Preparation – Successful placement in the Elevate Bootcamp program is based on mutual partnership between Elevate and you, the member. Proper preparation prior to your class calls, coaching and support calls, coursework reviews and job interviews is essential. Members are expected to dedicate the same time and energy to completing the coursework and passing the program as they would any other valuable investment. Members who consistently fail to demonstrate a commitment to the program and their job placement due to inadequate preparation are deemed eligible for deferment to a later program opportunity or removal from the program, determined on a case-by-case basis.

Payment, Withdrawal, and Refund Policy

A. Income Share Agreements (“ISA tuition option”)

An Income Share Agreement is a legal contract between member and the company. The ISA contract outlines that in exchange for the services rendered to a member, said member agrees to pay a fixed percentage of their income for a fixed duration of time. Payment occurs when the member is employed and earning above a predetermined minimum salary. ISA contracts have Payment Caps that clearly indicate the most a member would pay given the terms of their ISA contract. This ISA contract has the following terms:

- a. Instead of paying an upfront fee, members may choose to sign an Income Share Agreement (ISA).
- b. An ISA is a legally binding agreement representing a responsibility to pay Elevate a portion of future income.
- c. Income Share Agreements are not a form of debt, nor are they a loan. They have no interest rate or principal balance.
- d. Members who elect the ISA option agree to pay 10% of post-Elevate gross income (i.e., before taxes) with 36 monthly payments, but only when members are earning equal to or more than \$40,000 per year.
- e. The ISA option is capped at a maximum of \$25,000.
- f. Members have 60 months after their last day in the Elevate program to complete the 36 monthly payments. After that period, the ISA is cancelled.
- g. If members get a job before the completion of the Elevate Program, they are not considered withdrawn and their ISA will be due.
- h. Members who elect to accept additional earned income while already providing monthly payments to fulfill the terms of the ISA agreement, will not have additional payments taken from their additional earned income. Members must communicate to Elevate and receive confirmation from Elevate that this additional earned income is excluded from payments to fulfill the terms of the ISA agreement.

B. Withdrawal and Refund Policy

- a. A member who signs the Confirmation Form and cancels between week 1 and week 2 of the program receives a prorated refund of upfront service fee if applicable, and their ISA is prorated. See table below.
- b. Members who are removed from Elevate due to violations of the Code of Conduct or Placement Guarantee (see: “Placement Guarantee”) will have their Income Share Agreements prorated as described below.

Refund table (applicable to upfront fee option and ISA term duration):

If withdrawal or removal occurs	Adjusted ISA payment term length:
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After placement	ISA payment term as stated in contract
Prior to or during the 2nd week, without placement	33% reduction in ISA payment term. 33% of upfront service fee refunded
Prior to or during the 8th week, without placement	No pro rata reduction in ISA payment term. No refund of upfront service fee
Prior to or during the 10th week, without placement	No pro rata reduction in ISA payment term. No refund of upfront service fee

Elevate reserves the right to require members to share their offer letter for accepted jobs to seamlessly verify income.

The Elevate Placement Guarantee

Elevate offers a 12-month placement guarantee for all members who elect to pursue our guarantee. Elevate guarantees that if you follow all of the requirements stated below, you will land a role making \$60,000+ (salary + commission) within 12 months of graduating the Elevate Bootcamp. If you do not land a role making \$60,000+ (salary + commission) within 12 months of graduating the Elevate Bootcamp and you have not broken any of the requirements below, your ISA agreement will be considered null & void.

The requirements of the Placement Guarantee:

- Member commits to completing the full 10-week Bootcamp.
- No withdrawals are made during the 10-week Bootcamp beyond extenuating circumstances. Extenuating circumstances in this context being a death in the family with evidence to be shared with Elevate for the Elevate records.
- Member completes all assignments given during the Bootcamp on time or ahead of time, following directions exactly as expressed.
- Upon graduation, member meets with their assigned mentor regularly and on-time, every time with no exception.
- Member attends all class calls on-time. Automatic disqualification from the Placement Guarantee will occur if member missed 2 or more scheduled classes.
- Should a member who pursued the Placement Guarantee be removed from the Elevate Bootcamp, that member will not be eligible for a prorated Income Share Agreement.

Elevate invests in each member and the Placement Guarantee shows our commitment to make sure you land a fulfilling career in tech. You are a high-potential candidate, and the tech sector is lucky to have you. By committing to the requirements outlined above and pursuing the Placement Guarantee, you are committing to your success in this Bootcamp as well.

Member Consent

By my signature, I agree to the conditions of this agreement. I also verify that I have read and received a copy of this agreement.

Member Signature _____

Date _____

Authorized Agent Signature _____
Norman Rodriguez, CEO, Elevate

Date _____

I have received a copy of the Placement Guarantee ("Elevate Placement Guarantee").

Member Signature _____

Date _____