



Advisor Rewards Plan & Participation Guidelines

Effective: When you join and accept in the Platform

Last updated: 12-02-25

Welcome—thanks for being part of the TrueLynk Advisor community. This document explains how participation works, how rewards may be earned, and the guidelines that protect Advisors, Solution Providers ("Clients"), and Enterprises (end buyers or qualified organizations).

By joining TrueLynk, clicking "Agree," submitting a profile, or using the Platform, you agree to these Terms & Conditions (this "Plan"). The version displayed in the Platform is the controlling version. Continued use of the Platform constitutes acceptance of updated terms.

Who this applies to

This Plan is between TrueLynk Corp., a Delaware corporation headquartered in California ("TrueLynk"), and the individual or entity agreeing to these terms ("Advisor"). It governs Advisor participation in the TrueLynk Platform and interactions involving Advisors, Solution Providers ("Clients"), and Enterprises.

How Advisors create value

Advisors participate as independent contributors and may create value through:

- (a) Warm Introductions and Facilitation — providing high-signal introductions, validating relationships, advancing meetings, and participating in meetings when appropriate.
- (b) Strategic Advisory Support (Optional) — when mutually agreed, providing strategic guidance including GTM strategy, segmentation, prioritization, or positioning.
- (c) Network and Ecosystem Expansion — referring or validating Advisor candidates and/or prospective Solution Providers.

Advisors agree to act professionally, represent relationships truthfully, follow Platform rules, and comply with applicable laws.

How opportunities run in TrueLynk

Engagements occur through:

- (a) TrueLynk-Managed Engagements — TrueLynk coordinates the opportunity.

(b) Solution Provider-Directed Engagements — a Client chooses to work with the Advisor.

All expectations and compensation must be confirmed in writing or through the Platform before an Advisor contacts any Enterprise.

Roles you may play

Depending on the opportunity, an Advisor may serve in one or more roles which can vary per opportunity:

- Connector / Facilitator
- Meeting Participant
- Strategic Advisor (optional)
- Co-Advisor
- Recruiting Contributor

Rewards & Compensation (examples only; Platform governs)

Compensation may include Meeting Fees, Revenue Share, strategic advisory fees, referral rewards, equity or equity-linked consideration, dedicated monthly fees, and custom terms.

Advisors are entitled only to compensation that:

- Has been approved by TrueLynk and/or the Client,
- Appears in the Confirmed Compensation Terms in the Platform or in written approval, and
- Relates to approved, qualifying activity.

Examples of compensation structures:

- Revenue Share continues for the duration of the applicable Client-Enterprise engagement unless otherwise agreed in writing.
- Dedicated Advisor Monthly Fee: In some cases, a Client or TrueLynk-managed engagement may include a monthly fee for a dedicated Advisor, when approved and confirmed in the Platform.
- Intro Fees (example ranges):
 - Level 1 (High-Impact Meeting): \$1,500+ based on approved terms
 - Level 2 (Quality Meeting): \$750+ based on approved terms
 - Level 3 (Warm Intro Only): \$500 based on approved terms

Actual compensation for each match is defined solely by the Confirmed Compensation Terms in the Platform.

Two approvals required before any outreach

An Advisor may not contact any Enterprise until:

- Match Approval — approval for the specific Enterprise contact; and
- Terms & Budget Approval — confirmation of meeting fees, revenue share, and related terms.

Both approvals must appear in the Platform.

Referral rewards and recruiting rewards (if applicable)

Advisor Referral Rewards — 10% of the referred Advisor's net Revenue Share for up to 24 months. Solution Provider Referral Rewards — 7.5% of TrueLynk's net revenue from referred Clients for up to 24 months, unless otherwise negotiated. TrueLynk may modify or discontinue incentive programs at its discretion.

Lead submission

All Enterprise leads must be submitted through the Platform or an authorized representative. Only pre-approved leads qualify for compensation.

Visibility and privacy

An Advisor may choose between Private Mode (default) and Public Mode. Visibility may be changed at any time. Relationship metadata may be shown. Contact information remains private unless the Advisor authorizes sharing. The Advisor must have lawful rights to any data submitted.

Payment timing

Payments are processed monthly, typically by the 15th, subject to verification and receipt of funds.

Confidentiality

Advisors agree to protect all non-public information. Confidentiality obligations survive termination for 24 months.

Non-solicitation and no circumvention

Advisors agree not to cold-solicit Clients, Advisors, or TrueLynk employees; not to circumvent TrueLynk; and not to use Platform data for unrelated purposes.

Conflict-of-interest restriction (narrow non-compete)

Advisors may work with any other platform or network. However, while supporting a specific Client and for 12 months thereafter, the Advisor will not support a direct competitor of that Client for the same opportunity or materially similar scope of work unless all relevant parties consent in writing.

Independent contractor status

Advisors are independent contractors and are responsible for taxes, insurance, and compliance. Advisors are not employees, agents, partners, or joint venturers of TrueLynk or any Client.

Term and termination

Either party may terminate with 30 days' notice. TrueLynk may terminate immediately for cause. Termination does not affect the Advisor's right to compensation for qualifying pre-termination activity.

Eligibility and participation review

Participation begins after TrueLynk approves the Advisor's application. TrueLynk may request information, restrict access, or suspend participation for quality, compliance, or performance reasons.

Dispute resolution

Disputes will be resolved through binding arbitration in Delaware under the rules of the American Arbitration Association.

Governing law

This Plan is governed by the laws of the State of Delaware.

Updates and controlling terms

TrueLynk may update or modify this Plan at any time. The version displayed in the Platform is the official, governing version. Continued use of the Platform constitutes acceptance of updated terms. Any examples (including typical meeting fees or referral illustrations) are illustrative only; the Confirmed Compensation Terms displayed in the Platform govern in the event of inconsistency.

Acceptance

By clicking "Agree," joining, submitting a profile, or using the Platform, the Advisor accepts this Plan.