

**ConnectsUs HR™ Toolkit for Small Business
STANDARD LICENSE AGREEMENT**

("LICENSE AGREEMENT")

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 - 3.1 A sole and independent contractor or consulting practitioner providing any type of HR Services. You may or may not be affiliated with a consulting firm or practice.
 - 3.2 An individual affiliated with an umbrella HR consulting Firm or practice where you are a sole practitioner with an arm's length relationship to the Firm, an independent email address, and the ConnectsUs license is registered to you, the individual, and not the Consulting Firm.
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 - 3.4 Your services are not part of an employee/employer relationship.

- 3.5 You provide services to more than one legal entity or client.
- 3.6 Your paid or unpaid services or volunteer work includes providing HR services to clients including:
 - 3.6.1 HR policy development
 - 3.6.2 Employee surveys
 - 3.6.3 Management consulting
 - 3.6.4 HR consulting
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 - 4.1.2 HR associations;
 - 4.1.3 HR service providers;
 - 4.1.4 HR educational or training institutions;
 - 4.1.5 HR advisors
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 - 4.2.3 Cloud based HR-related solutions;
 - 4.2.4 HR resources;
 - 4.2.5 Online HR learning and training;
 - 4.2.6 HR memberships;
 - 4.2.7 HR tools;

- 4.2.8 HR articles;
- 4.2.9 HR updates;
- 4.2.10 HR blog
- 4.2.11 and all other entities that offer any of the same or similar products and services as ConnectsUs.

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- Any type of individual
- HR service provider
- Consultant
- Registered business
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- Partnership
- Not-for-profit
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- Public sector entity

("Entity")

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 9. **Support.** Support relating to creating documents and assembling kits is available during business hours as identified on the ConnectsUs website, excluding B.C. statutory holidays, as follows:
 - 9.1 Email support relating to creating documents and assembling kits within one business day.
 - 9.2 Phone and/or web conference support available when questions cannot be resolved online.
 - 9.3 Support does not include the following:
 - 9.3.1 HR advice

- 9.3.2 Legal advice
 - 9.3.3 Troubleshooting or configuring third party applications or integrating same with the Products.
- 10. **Payment.** ConnectsUs will either charge your credit card for the Products' license fees or invoice you for the Products' license fees or Services, whichever is applicable. All ConnectsUs invoices are payable upon receipt. Any amounts outstanding after 15 days, bear interest at a rate of 1.5% per month (18% per annum). The Customer bears all taxes in relation to the Products, Support or Services.
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- 17. **Force Majeure.** Dates or times by which either party is required to perform under this Agreement, excepting the payment of any fees or charges due hereunder, may be postponed to

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20. **Time is of the Essence.** Time and each of the terms and conditions of this Agreement shall be of the essence.
21. **Acceptance of Terms.** This Agreement may be accepted during the e-commerce check out process on the ConnectsUs website and terms and conditions of this Agreement are deemed to be accepted by you as if the Agreement included your original signature.