

Online Presence

Solutions®

Referral Program Terms & Conditions

This document outlines the terms and conditions governing participation in the referral program operated by Huti Digital Solutions Private Limited, trading as Online Presence Solutions - www.ops.co.zw (hereinafter referred to as "OPS"). By participating in this program, you agree to the terms stated below.

1. Eligibility

Participants must be at least 18 years old. OPS employees, contractors, and affiliates are not eligible to participate unless expressly approved. All referrals must be made in good faith. OPS reserves the right to approve or disqualify any participant at its sole discretion.

2. Definition of a Qualified Referral

A 'Qualified Referral' is defined as a new client who was not previously in contact with OPS, who has been referred directly by the participant, and who successfully completes and pays for their first project. Referrals must be submitted before the prospective client contacts OPS.

3. Commission Structure

Participants will earn up to 20% of the referred client's first paid invoice. This offer is limited to the first project only. OPS reserves the right to determine final project pricing and to adjust or limit commissions at its discretion.

4. Payout Terms

Commissions will be paid only after the referred client's payment is received and cleared. Payments will be made via EcoCash USD or Innbucks only. OPS does not issue cash payouts. This ensures transparent record-keeping and provides proof of payout in case of future disputes.

5. Accuracy of Payment Details

OPS will not be held liable for any delays or losses resulting from incorrect or invalid mobile money details provided by the participant. Reasonable efforts will be made to verify the submitted details, but final responsibility lies with the referrer.

6. Referral Priority

If multiple individuals refer the same client, the commission will be awarded to the first referrer whose submission can be confirmed via timestamp from a verified platform such as WhatsApp, email, or an official referral form.

7. Termination and Program Changes

OPS reserves the right to modify, pause, or terminate the referral program at any time without prior notice. This includes the right to revise the commission rate in line with OPS's competitive positioning and business objectives.

8. No Employment Relationship

Participation in the referral program does not create any employment, partnership, agency, or joint venture relationship between the referrer and OPS. Referrers are considered independent and are responsible for any tax obligations on earned commissions.

9. Dispute Resolution

This agreement shall be governed by the laws of Zimbabwe. Any disputes shall be resolved under Zimbabwean jurisdiction, and OPS's decision in such matters shall be final and binding.

10. Acceptance of Terms

By participating in this program, the referrer confirms that they have read, understood, and agreed to these terms and conditions in full.

Signed and Accepted By:

Name: _____

Signature: _____

Date: _____

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Document issued by Huti Digital Solutions Private Limited trading as Online Presence Solutions.