These Q1 FY21 Partner Promotion Terms (the “Promotion Terms”) contain the terms and conditions of the Q1 FY21 Partner Promotion (the “Promotion”) offered by ZenPayroll, Inc., dba Gusto (“Gusto”). By participating in this Promotion, you agree to be bound by our Terms of Service and the Promotion Terms, provided that, in the event of a conflict, the Promotion Terms will govern.

Accountants and accounting firms (each, a “Partner”) participating in the Gusto Accountant Program (the “Accountant Program”) are eligible to participate in the Promotion. Subject to the following, Partners who refer a New Partner (as defined below) to the Accountant Program will receive a $1,000 (One Thousand Dollar) payout (a “Payout”) for each New Partner referred. Limit one (1) Payout per New Partner referred.

A “New Partner” is a new accountant or accounting firm partner that (i) has joined the Accountant Program by using Partner’s unique referral link and completing the Accountant Program sign-up form, (ii) has registered three (3) or more New Clients (as defined below) to the Gusto payroll platform (the “Platform”), and (iii) has run one or more payrolls with a check date on or before July 31, 2020.

A “New Client” is a new client that (i) has run one or more payrolls with a check date on or before July 31, 2020, and (ii) has an Employer Identification Number that has not previously been used on the Platform.

Promotion payouts will be payable by check within thirty (30) days of the later of the following: (i) July 31, 2020 and (ii) the provision of a Form W-9 by Partner to Gusto.

Gusto may terminate these Promotion Terms and/or the Promotion or modify the Promotion Terms and/or the Promotion for any reason and at any time, at Gusto’s sole discretion, without notice. Gusto reserves the right to declare a New Client or a New Partner ineligible for the Promotion if Gusto determines that Partner is abusing the Promotion.