

# 2017 New Plan Partner Promotion Terms

These 2017 New Plan Partner Promotion Terms (the “**Terms**”) contain the terms and conditions of 2017 New Plan Partner Promotion (the “**Promotion**”) offered by ZenPayroll, Inc., dba Gusto (“**Gusto**”).

The Promotion is designed to reward participating accountants and accounting firms (“**Partners**”) for each Partner client with an EIN not previously used on the Gusto payroll platform (a “**Partner Client**”) that becomes a new customer of Gusto through the enrollment of such Partner Client by Partner in the Promotion by adding Partner Client through the “Add Client” screen or using the unique referral link within Gusto’s Accountant Dashboard web page (such enrollment, the “**Enrollment**” or being “**Enrolled**”). To qualify for the Promotion, Partner Clients must have 3 active employees and must run payroll and have a check date (the date the payment was made to the employee(s)) between October 1st, 2017 and January 31st, 2018 (“**Promotion Period**”). There are two types of incentives: (1) the “**5x3 Incentive**” and (2) the “**New Plan Incentive**,” both of which are described at [gusto.com/framework/gusto-partners/promotion/](http://gusto.com/framework/gusto-partners/promotion/) (the “**Website**”). For the 5x3 Incentive, every five Partner Clients shall qualify Partner for one \$500 payout. For the New Plan Incentive, the Partner Client’s qualifying plan needs to be active on January 31st, 2018 to qualify.

Once (1) a Partner Client is Enrolled and (2) such Partner Client runs a billed payroll, defined as an invoiced payroll outside of the free month period, with Gusto, such Partner Client shall be credited towards the Promotion as long as they also meet one of the 5x3 Incentive or New Plan Incentive requirements above. Any resulting payouts shall become payable by check within thirty days of the later of the following: (i) March 31st, 2018 and (ii) the provision of a Form W-9 by Partner to Gusto.

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