

MINORITY PROFESSIONAL NETWORK

THE GLOBAL CAREER, ECONOMIC & LIFESTYLE CONNECTION™ FOR PROGRESSIVE PROFESSIONALS
THE VIABLE SOURCE OF TOP TALENT FOR DIVERSITY-FOCUSED EMPLOYERS™



Minority Professional Network, Inc.

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AFFILIATE (REFERRAL) PARTNER AGREEMENT

Terms of Agreement

This **Affiliate (Referral) Partner Agreement**, herein called the "**Agreement**", is by and between **Minority Professional Network, Inc.**, herein called "**MPN**" and the following individual, business, organization or entity listed below, herein called "**AFFILIATE PARTNER.**" The parties for themselves, their heirs, legal representatives, successors and assigns, agree as follows.

This **Agreement** will commence as of the later of the signatures and dates entered below, and will continue in full force and effect until or unless terminated by either party providing written (electronic or faxed) notice of termination to the other. This **Agreement** may only be amended by documents signed by both parties. Below is the list of proposed partnership/co-branding elements, and potential strategic and fiscal rewards that will benefit both **MPN** and **AFFILIATE PARTNER.**

IN CONSIDERATION of the mutual covenants contained herein, both parties do hereby agree to the following:

About Minority Professional Network (MPN)

MinorityProfessionalNetwork.com [MPN] is the fastest growing Global **Career, Economic and Lifestyle Connection™** for mature and progressive African, Asian, Hispanic, Native Americans, Caribbean, other diversity and women professionals across the U.S. and around the world. MPN has become a **Viable Source of Top Talent™** for diversity-focused employers, recruiters, staffing agencies and other entities which target talented diverse individuals who can positively impact a company or client's bottom line.

Founded and initially launched in 1998 via e-Newsletters, since its official web site unveiling on November 30, 2001, the MPN Network has regularly attracted hundreds of thousands of site visitors, millions of hits, and tens of thousands subscribers from across all 50 U.S. states and over 50 international countries. The MPN scope includes dedicated site calendar pages and subscriber audiences for 55 U.S. geographical markets and 16 international destinations.

MPN offers employers, advertisers and partners' diversity recruiting, resume generation, marketing and branding, supplier diversity, and event planning access via our website, e-newsletters, and offline initiatives to our audience of highly educated, experienced, talented and geographically dispersed corporate, entrepreneurial and student business professionals.

MPN Primary Areas of Focus *(Large Entity Clients, Advertisers and Partners)*

MPN primarily focuses on identifying, proposing, developing and delivering value-added **solutions** and results for our *clients, advertisers and partners* while concurrently providing comprehensive and robust **resources** for our *users and subscribers*.

Our company offers a wide range of solutions and offerings to a steadily increasing list of clients and partners (e.g., corporate, government, academia, community, advertising agencies, non-profit, entrepreneurial, organizational ...) and serves a rapidly growing worldwide user and subscriber community. Thus, given our geographical scope and worldwide diverse audience, coupled with our robust features, solutions, offerings, and capabilities; we have *tens of thousands of prospective clients and partner prospects*. Our largest potential revenue generating clients are larger corporate, governmental, advertising agencies, non-profit, and academia clients.

Since 1998, Minority Professional Network and its predecessors have provided value-added solutions, services, and results in support of our clients' diversity-targeted initiatives. We often develop and implement integrated custom solutions to help accelerate, support and drive targeted results on behalf of our clients' workplace diversity, marketing and branding, supplier diversity and related areas.

Our aim is to garner a better understanding of our prospective clients and partners' diversity-focused goals and objectives, initiatives, priorities, desired outcomes, challenges, and key areas of focus. Based on the dialogue and upon analysis of the data collected, we subsequently will develop and propose a custom solution aimed at driving targeted results.

We have supported numerous clients' diversity-targeted outreach initiatives and objectives, including, but not limited to the following areas:

- Recruitment and Resume Generation*
- Online Job Postings and Candidate Resume Database access*
- Education and Awareness Campaigns*
- Featured Employer Profiles*
- Advertising Campaigns*
- Branding and Marketing Display Ads*
- Turnkey Custom/Theme Event Planning, Marketing and Promotions*
- Supplier Diversity Outreach*
- Community Services Outreach*
- Communications Marketing and Distribution Services (including media advisory and press release announcements)*
- Strategic Planning and Consultation*
- Contingency Recruiting, Executive Search, Candidate Referrals and related outreach initiatives*

Our diversity focused solutions often include one or more of the following elements: (1) informational and awareness **online** campaigns, (2) ongoing **e-Newsletter** marketing, (3) dedicated **e-Broadcast** communication announcements, (4) custom **offline** events and initiatives, and (5) **candidate search** and referral services.

MPN AFFILIATE PARTNER PROGRAM OVERVIEW

Affiliate (Referral) Partners

This opportunity is open to virtually anyone interested in **earning extra income** by **referring** potential revenue generating clients, advertisers or partners to MPN who might be interested and would likely benefit from our various online, electronic communications and offline solutions. In this role, referral partners are not necessarily directly involved in the closing process associated with revenue generation, but rather are "referring" prospective advertisers and clients to the MPN web portal or MPN office to make a purchase and/or for assistance.

We can never have enough persons recommending MPN as a viable marketing source to others seeking added exposure for their or their clients' job opportunities, businesses and business cards, events, products/services, organizations, communications, etc. Your name will be added to our official list of commission earnings eligible referral partners, including adding your first and last name to the "Individual Referral" list and your business or organization name (if applicable) to the "Other Source" list under the "How Did You Locate MPN" section of both the MPN Online Order **Credit Card** and **Non-Credit Card / Invoice** automated payment and ad activation e-Commerce systems.

Therefore, anytime you refer a revenue generating client, advertiser or partner to MPN, and that person either selects your name (or company or organization) from the referral source list when making an online purchase, or identifies you as the referral source when calling the MPN office to make a purchase, you will receive **10%** of the net revenue that MPN realizes from that **specific** or **initial revenue** transaction.

Please note that additional information and resources are available under the following MPN portal channels: "**Affiliate Partners, Advertising Solutions, or Employers.**" We are currently developing additional tools, functionality and resources for our affiliate/referral partners that will soon be accessible via the "Affiliate Partners" channel interface.

AFFILIATE PARTNER Key Resources & Marketing Collateral

The **links** below are to **downloadable copies** of some of MPN's most current standard offering details and rates, resources, and marketing and collateral references.

- ❑ **MPN AFFILIATE PARTNERS INTERFACE**
<http://MinorityProfessionalNetwork.com/Affiliate.htm>
- ❑ **MPN EMPLOYER SOLUTIONS MENU** (*Employer Focused Offerings, Rates, Services*)
<http://MinorityProfessionalNetwork.com/ec/login.asp>
- ❑ **MPN GENERAL ADVERTISING SOLUTIONS MENU** (*General Offerings, Rates, Services*)
<http://MinorityProfessionalNetwork.com/advertise.htm>
- ❑ **JOB POSTING Ads**
<http://MinorityProfessionalNetwork.com/advertise/Job-Posting.htm>
- ❑ **FEATURED EMPLOYER & COMPANY Profiles**
<http://MinorityProfessionalNetwork.com/advertise/Employer-Profile.htm>
- ❑ **Online GRAPHICAL DISPLAY Marketing Ads** (*Skyscrapers, Banners, Buttons/Cubes*)
<http://MinorityProfessionalNetwork.com/advertise/Graphical-Display.htm>
- ❑ **MPN STANDARD PARTNERSHIP Options**
<http://MinorityProfessionalNetwork.com/mktg/MPN-Standard-Partnership-Options.pdf>
- ❑ **MPN Advertising Solutions STANDARD RATE Card**
<http://MinorityProfessionalNetwork.com/mktg/MPN-Advertising-Rates.pdf>
- ❑ **MPN CUSTOM EVENT PLANNING, Consultation & Marketing Services**
<http://MinorityProfessionalNetwork.com/advertise/Event-Planning.htm>
- ❑ **Advertising Clients & Partners MARKETING DISPLAY Archives**
<http://MinorityProfessionalNetwork.com/Display-Archives.htm>
- ❑ **MPN Introductory MARKETING COLLATERAL Overview Sheets**
<http://MinorityProfessionalNetwork.com/mktg/MPN-Introductory-Collateral.pdf>
- ❑ **MPN OVERVIEW, TRAFFIC & DEMOGRAPHIC Presentation**
<http://MinorityProfessionalNetwork.com/mktg/MPNOverview.pdf>

AFFILIATE PARTNER REGISTRATION & COMPENSATION PROCESS

Please note that before MPN can release any commission earnings checks, we must have a signed IRS W-9 on file for you. At the end of our tax reporting year (Jan 1 – Dec 31), you will receive a 1099-Misc for any earnings that you have received from MPN. Therefore, although the IRS W-9 is not required immediately upon registration, it along with a valid photo ID must be mailed or faxed to the MPN Office prior to any earnings check disbursements.

We run our Affiliate Commission Earnings reports on the last calendar day of each month, and typically send electronic statements and mail out commission checks within 3 to 5 business days after month-end. Please note that you will not receive a statement if your commission earnings for that month are zero. Also note that we typically do not process a check where the total commission earnings in a given month are less than \$100. Instead, your earnings will accrue and carry over into subsequent months. Hence, unless requested otherwise, a check will not be processed until or unless your individual month earnings or accrued balanced earnings is equal to or in excess of \$100.

AFFILIATE PARTNER Action Items to Activate This Agreement

MPN retains limited direct staff and therefore is fully committed to supporting, developing and enabling Affiliate Partners who demonstrate "sincerity" and "commitment" to developing a base knowledge of our company, audience, offerings, services, and capabilities to maximize their earnings potential by developing the competency and comfort level in capably identifying and briefly discussing applicable MPN offerings when communicating with prospective clients, advertisers or partners. To activate this agreement, the **AFFILIATE PARTNER** must do as follows:

1. Receive verbal, fax or electronic approval from the MPN Office or an authorized MPN representative that MPN is willing to enter into this agreement.
2. Fully complete the "authorization section" below; sign, date and fax **this page only (page #4)** of this agreement to 770-322-1987.
3. Review and become familiar with the above "Affiliate Partner Key Resources & Marketing Collateral."

AUTHORIZATION

IN WITNESS WHEREOF, the person signing below certifies he/she is authorized to bind oneself or his/her entity to the terms and conditions of this Agreement:

AFFILIATE PARTNER IDENTIFICATION DATA *	
Affiliate Partner Name (Individual):	
Affiliate Partner Role / Title:	
Affiliate Organization / Entity Name: <i>(if applicable or when registering an organization, group or network)</i>	
Affiliate Partner Mailing Address:	
Affiliate Partner Phone/Fax No:	
Affiliate Partner E-mail Address:	
Web Address: <i>(if applicable)</i>	
Affiliate Partner Signature:	
Affiliate Partner Signature Date:	

* To activate this agreement, please populate the requested data above, sign and fax or mail [this page](#) to MPN

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