

ERA FOUNDATION



SOCIAL MEDIA & PROMOTIONS INDEPENDENT CONTRACTOR AGREEMENT

Contractor Full Name _____ Phone Number _____
Email Address _____ Start Date _____
Address _____

1. INDEPENDENT CONTRACTOR RELATIONSHIP

The Contractor agrees to provide social media, marketing, promotional, lead-generation, and related services to ERA FOUNDATION as an independent contractor. This Agreement does not create an employer-employee relationship, partnership, joint venture, or agency relationship. The Contractor controls the lawful manner and method of performing accepted assignments, subject to ERA FOUNDATION's brand standards, account-security requirements, and the terms of this Agreement.

2. COMPENSATION

Compensation Method: Per completed and verified assignment / performance-based compensation

Compensation Range: \$25-\$100 per qualifying assignment, qualified lead, promotion, campaign, or event booking.

The exact amount within this range may vary based on the assignment, complexity, campaign requirements, contract value, results, and scope of work. Payment is earned only for work that is completed and verified by ERA FOUNDATION. The stated range does not guarantee a minimum number of assignments, leads, campaigns, events, hours, or earnings.

3. SCOPE OF SERVICES

- Create, schedule, publish, and manage approved social media content for ERA FOUNDATION.
- Promote ERA FOUNDATION services, campaigns, events, and business opportunities.
- Develop promotional ideas, graphics, captions, short-form content, and campaign concepts as assigned.
- Respond to or route approved inquiries and prospective customer leads in a professional manner.
- Generate new leads and assist with scheduling qualified promotions, consultations, campaigns, or events.
- Attend or assist with promotional events, photos, videos, or other marketing activities when separately accepted as an assignment.
- Follow ERA FOUNDATION branding, messaging, confidentiality, and account-security requirements.

4. LEAD & ASSIGNMENT VERIFICATION

For compensation purposes, a lead must be new to ERA FOUNDATION, identifiable, and submitted or documented in a manner that allows ERA FOUNDATION to verify the source. Duplicate, previously existing, false, incomplete, or unverifiable leads do not qualify for payment. A campaign, promotion, event booking, or other assignment must be accepted and verified by ERA FOUNDATION before payment is due. ERA FOUNDATION will determine the applicable \$25-\$100 compensation amount for the accepted assignment based on its scope and results.

5. SOCIAL MEDIA ACCOUNTS, ACCESS & OWNERSHIP

- All ERA FOUNDATION social media accounts, pages, profiles, usernames, business listings, audience data, contacts, passwords, recovery methods, and related business assets remain the property of ERA FOUNDATION.
- The Contractor may use account access only for authorized ERA FOUNDATION work and may not change passwords, recovery information, administrators, or ownership settings without authorization.
- Passwords and access credentials may not be shared with unauthorized persons.
- Upon request or termination, the Contractor must immediately return or surrender all account access, files, credentials, content, customer information, and other ERA FOUNDATION property.
- Content created specifically for an accepted ERA FOUNDATION assignment and paid for under this Agreement is intended for ERA FOUNDATION's business use, subject to applicable law and any separately agreed third-party licensing terms.

6. BRAND STANDARDS, CONFIDENTIALITY & PROFESSIONAL CONDUCT

The Contractor will represent ERA FOUNDATION professionally and will not knowingly publish false, misleading, discriminatory, unlawful, defamatory, or unauthorized statements on behalf of ERA FOUNDATION. The Contractor will protect non-public customer information, leads, pricing, account credentials, business plans, campaign information, and other confidential information obtained through the work. The Contractor may not present personal opinions as official ERA FOUNDATION statements without authorization.

The Contractor agrees not to make knowingly false statements about ERA FOUNDATION, its customers, contractors, or business operations. Nothing in this Agreement is intended to prohibit truthful statements, legally protected activity, reporting unlawful conduct, or communications protected by applicable law.

7. CONTENT APPROVAL & COMPLIANCE

- Use only content, music, photographs, videos, trademarks, and other materials the Contractor is authorized to use.
- Follow platform rules and applicable advertising, privacy, intellectual-property, endorsement, and promotional-disclosure requirements.
- Do not purchase followers, fabricate engagement, create fake reviews, misrepresent results, or use deceptive lead-generation practices.
- Obtain ERA FOUNDATION approval before publishing sensitive announcements, pricing changes, legal claims, guarantees, or other material statements not already approved.
- Promptly correct or remove content when reasonably requested by ERA FOUNDATION.

8. EXPENSES & EQUIPMENT

Unless otherwise approved in writing, the Contractor is responsible for their own ordinary equipment, internet service, phone, software, transportation, and other expenses used to perform accepted assignments. ERA FOUNDATION is not responsible for an expense unless it was approved in advance.

9. TERM & TERMINATION

This Agreement begins on the Start Date above and continues until terminated. Either party may end the Agreement in accordance with applicable law and the terms of this Agreement. ERA FOUNDATION may immediately revoke social media or account access when necessary to protect its accounts, confidential information, customers, brand, or business operations. Termination does not eliminate payment properly earned for completed and verified assignments before termination.

10. ACKNOWLEDGMENT & SIGNATURES

By signing below, the Contractor confirms that they have read and understand this Agreement, including the per-assignment compensation range, lead-verification requirements, social media account ownership and security requirements, confidentiality obligations, and professional-conduct standards.

Contractor Name _____

Date _____

Contractor Signature _____

ERA FOUNDATION Representative _____

Date _____

Representative Signature _____

Compensation Summary: \$25-\$100 per completed and verified qualifying assignment, lead, promotion, campaign, or event booking. No minimum volume or earnings are guaranteed.