



Customer Referral Reward Agreement

This Agreement ("Agreement") is made between Sub-Zero HVAC, LLC ("Company") and the individual named below ("Referrer") for participation in the Company's Customer Referral Reward Program.

1. Purpose

The purpose of this Agreement is to define the terms under which the Referrer may receive a monetary reward for referring new HVAC replacement customers to Sub-Zero HVAC, LLC.

2. Qualified Referral

A "Qualified Referral" means:

- A new residential or commercial customer who was not previously in contact with Sub-Zero HVAC, LLC;
- The referred customer purchases and fully pays for a complete HVAC system replacement performed by Sub-Zero HVAC, LLC; and
- The Referrer's name was provided by the new customer before or at the time of sale.

The Company reserves the right to verify that a referral meets all qualification requirements.

3. Reward Payment

- The Referrer will receive a flat referral payment of \$150 per qualified HVAC replacement job.
- Payment will be made within thirty (30) days after the referred customer's final payment clears and the job is considered complete.
- Referrer must complete and return an IRS Form W-9 before receiving any payment. If total annual payments reach or exceed \$600, the Company will issue a Form 1099-NEC as required by law.

4. Independent Relationship

The Referrer is not an employee, contractor, or agent of Sub-Zero HVAC, LLC. The Referrer's only role is to provide the name and contact information of potential customers. The Referrer may not negotiate prices, represent the Company, or perform any HVAC work unless licensed and authorized by the Company.

5. Limitations and Disclaimers

- The referral reward may not apply to government-funded, insurance, or warranty work.
- The Company reserves the right to modify or terminate this program at any time without notice.
- This Agreement does not create a partnership, joint venture, or employment relationship.
- Payments under this Agreement comply with Louisiana and federal laws governing contractor licensing and marketing.

6. Entire Agreement

This document represents the entire understanding between the parties regarding the referral

program
and supersedes all prior verbal or written communications.

7. Governing Law

This Agreement shall be governed by and interpreted under the laws of the State of Louisiana.

Referrer Information

Name:

Address:

Phone:

Email:

Signature: Date:

Sub-Zero HVAC, LLC

Authorized Representative:

Title:

Signature: Date: