GENERAL TERMS AND CONDITIONS

The following terms and conditions (these "**Terms and Conditions**") govern the relationship between Walcor, Inc., d/b/a Paymaster Payroll Services ("**Paymaster**") and the client ("**Client**") set forth on the applicable proposal (the "**Proposal**").

A. SERVICES

1. Paymaster shall provide bundled software or services (the "**Services**") to Client as described in more detail in each Proposal in accordance with the Terms and Conditions herein and any terms and conditions set forth therein.

2. Each Proposal shall contain, if applicable, a detailed description of the Services to be performed pursuant to the Proposal, any fees, and any other terms and conditions agreed upon by the parties in connection with the Services to be performed pursuant to such Proposal.

B. FEE STRUCTURE AND PAYMENTS

1. The fees included in the Proposal will be effective for a term of one (1) year, unless otherwise specified on the Proposal (the "**Term**").

2. During the Term, fees are subject to change upon not less than thirty (30) days prior written notice to Client for general price increases, with the exception of Consumer Price Index increases, which will include no such notice. Client agrees to allow Paymaster to debit from its account(s) on the due date any and all fees due to Paymaster under these Terms and Conditions and any Proposal and in the same manner that payroll and tax funds are collected. Client has thirty (30) days from invoice date to dispute invoice amounts.

3. Services commence immediately with Client's first payroll processing in the Term. Client will be invoiced per Service, as outlined in the Proposal, based on active headcount at the time of that Service. One-time/implementation fees are non-refundable.

4. Client acknowledges that Services are due and payable in full at the time of performance for each Service. If no Services are provided during any given month of the Term, at minimum, Client will have a monthly fee in the amount of the greater of fifty percent (50%) of the most recent Service or seventy-five dollars ($75) (the "**Minimum Fee**").

C. CONFIDENTIALITY AND PROTECTION OF CLIENT DATA

1. Paymaster agrees to keep confidential any information provided by Client with the same degree that it would with respect to its own confidential information and will use said information solely for the purposes of payroll and related Services. Paymaster will not disclose this information to anyone outside of Paymaster's organization without the permission of Client, unless required to do so pursuant to legal process.

2. Paymaster will maintain adequate security over Client information using commercially reasonable safeguards over the hardware, software, personnel, and processes used to support the delivery of Services to Client and in compliance with federal, state, and local laws governing employee and payee data.

3. Client will maintain adequate security over the hardware, personnel, and processes used to access Paymaster's software and Services, including usernames and passwords used to access Paymaster's software.

4. Client agrees that any and all documents, data, and other information provided to it by Paymaster that is either identified as confidential or a reasonable person should understand to be confidential based on the nature of the information and materials and other relevant factors shall be treated as confidential information of Paymaster and not used by Client or shared with any third parties except as specifically permitted herein.

5. Service delivery by Paymaster involves transmissions of data and information over the internet at a website hosted by Paymaster. Accordingly, Client acknowledges that neither the security of transmissions over the internet nor of Client's hardware used to access the internet can be guaranteed by Paymaster. Paymaster will use encryption and other industry safeguards to protect such information when being transmitted over the Internet.

6. Paymaster will maintain commercially reasonable storage facilities and procedures (*i.e.*, periodic back-up and on-site and off-site storage) to protect against the alteration and loss of Client's data.

7. Without limiting the confidentiality, data protection, and intellectual property rights terms set forth herein, Paymaster has a perpetual right to use aggregated, anonymized, and statistical data ("**Aggregated Data**") derived from the operation of the Services provided to Client, and nothing herein shall be construed as prohibiting Paymaster from utilizing the Aggregated Data in the provision of its Services or for operating purposes.

D. RESPONSIBILITIES

1. Paymaster's responsibilities:

    a. Paymaster will use due care when providing Services to Client. If Client delivers any payroll information by the Required Delivery Date, as defined below, if notified within twenty-four (24) hours of the Required Delivery Date, but in no instance after 4:30PM Eastern time on the fourth (4^{th}) business day before anticipated disbursement (such period, the "**Review Period**"), Paymaster will correct errors which are caused by Paymaster equipment, processors, or employees ("**Paymaster Errors**" and each, individually, a "**Paymaster Error**"). Paymaster cannot guarantee that any (i) Paymaster Error(s) beyond those Paymaster receives notice of during the Review Period will be corrected or (ii) Client Error(s) (as defined below) will be corrected, or (iii) deposits already made will be returned. Except as stated below in Section D.1.b., under no circumstance will Paymaster be liable for any Paymaster Error(s) or Client Error(s), whether or not Client provides notice to Paymaster of any such error.

    b. Paymaster shall be responsible for the payment of any penalties and/or interest due resulting from errors or omissions committed by Paymaster while filing taxes on said Client's behalf.

    c. Paymaster will provide Paymaster's standard customer support services ("**Support Services**") from 9AM to 5PM Eastern time Monday through Thursday and from 9AM to 1PM Eastern time on Friday, excluding Federal holidays. Client may purchase enhanced support services separately at Paymaster's then-current rates.

    d. Paymaster will make available to Client all improvements, enhancements, and modifications to its services, methods, and software as they are made generally available by Paymaster to its other clients.

2. Client's responsibilities:

    a. Client will deliver to Paymaster any payroll information at least five (5) business days before the anticipated disbursement date (such fifth (5^{th}) day prior to anticipated disbursement, the "**Required Delivery Date**"). If any such payroll information is not delivered by the Required Delivery Date, Paymaster cannot guarantee that any such payroll will be disbursed on the anticipated disbursement date, or that any changes to such payroll can be made prior to disbursement.

    b. Client is solely responsible for the content and accuracy of all data input and then subsequently processed by Paymaster. For the avoidance of doubt, this includes, but is not limited to, the content and accuracy of all information input by Paymaster and any and all Paymaster Errors, with the exception Section D.1.b. herein. Client is solely responsible for the review of all Services during the Review Period.

    c. Client will submit to Paymaster its payroll and other data in a form, at a time, and by the method specified by Paymaster. Because the accuracy of the payroll and other information is limited to Client's data, Paymaster is not responsible for errors by Client (including information that Paymaster collects through Client or Client's employee actions on the Paymaster system), wage and hour violations, employment discrimination, garnishment calculations, or other employment

policies which may violate the law (collectively, "**Client Errors**" and each, individually, a "**Client Error**"). It is Client's responsibility to review the processed payroll and other information and to promptly identify any (i) Paymaster Error and notify Paymaster of any such error during the Review Period (ii) Client Errors and notify Paymaster of any such error during the Review Period (however, Paymaster has no obligation to correct any such Client Errors, but may do so at its discretion). In the event of a Client Error, then Client agrees to pay Paymaster's additional charges then in effect for the corrections to said data. Client agrees that Paymaster can give no assurance that once deposits are made, any funds will be returned.

d. Client shall employ all physical, administrative and technical controls, screening, and security procedures and other safeguards necessary to: (a) securely administer the distribution and use of all access credentials and protect against any unauthorized access to or use of the Services; and (b) control the content and use of Client data, including the uploading or other provision of Client data for processing by the Services.

e. If Client becomes aware of any actual or threatened activity prohibited by these Terms and Conditions or the terms and conditions set forth in any Proposal, Client shall, and shall cause its authorized users to, immediately: (a) take all reasonable and lawful measures within their respective control that are necessary to stop the activity or threatened activity and to mitigate its effects (including, where applicable, by discontinuing and preventing any unauthorized access to the Services and Paymaster materials and permanently erasing from their systems and destroying any data to which any of them have gained unauthorized access); and (b) notify Paymaster of any such actual or threatened activity.

f. Client will send Paymaster any communications with state or federal taxing authorities or agencies related to the Services. Client will notify Paymaster if any rate changes or other updates are required due to notices from any state or federal taxing authorities.

3. Paymaster is not responsible or liable for any delay or failure of performance caused in whole or in part by Client's delay in performing, or failure to perform, any of its obligations under these Terms and Conditions or the terms and conditions set forth in any Proposal.

4. Subject to Section E below, Paymaster and Client each agree to abide by all applicable state, local, and federal laws in connection with the Services.

5. Client will not, and will not permit any other person to, access or use the Services except as expressly permitted in these Terms and Conditions or the terms and conditions set forth in any Proposal. For purposes of clarity, and without limiting the generality of the foregoing, Client will not reverse engineer, disassemble, decompile, or otherwise attempt to derive source code, trade secrets, or programming methods from any Paymaster software or applications.

6. Client agrees that all Services exclude legal representation, legal advice, accounting advice, and tax advice. Client acknowledges that it will be relying solely upon its own legal counsel, accountants, and tax advisors for any and all such legal representation, legal advice, accounting advice, and/or tax advice.

E. LIMITATION OF LIABILITY; INDEMNIFICATION

1. PAYMASTER'S TOTAL LIABILITY UNDER THESE TERMS AND CONDITIONS OR THE TERMS AND CONDITIONS SET FORTH IN ANY PROPOSAL WILL BE LIMITED TO ACTUAL DAMAGES INCURRED, BUT UNDER NO CIRCUMSTANCES, OTHER THAN AS DEFINED IN SECTION D.1.b. OF THESE TERMS AND CONDITIONS OR FOR CRIMINAL OR FRAUDULENT ACTS BY PAYMASTER OR ANY OF ITS EMPLOYEES, EXCEED THE CHARGE FOR SUCH SERVICE DURING THE LAST TWO (2) MONTHS. FURTHER, NOTWITHSTANDING ANYTHING HEREIN TO THE CONTRARY: (A) CLIENT AGREES THAT PAYMASTER IS NOT RENDERING LEGAL, TAX, ACCOUNTING, OR OTHER PROFESSIONAL ADVICE AND IS NOT RESPONSIBLE FOR CLIENT'S COMPLIANCE WITH FEDERAL, STATE, OR LOCAL STATUTES, REGULATIONS, OR ORDINANCES, INCLUDING, BUT NOT LIMITED TO, THE FAIR LABOR STANDARDS ACT OR ANY WAGE AND HOUR LAWS, AND (B) CLIENT IS SOLELY RESPONSIBLE FOR ANY LIABILITY TO EMPLOYEES FOR FAILURE TO COMPLY WITH FEDERAL, STATE, OR LOCAL LAWS. PAYMASTER SHALL NOT UNDER ANY CIRCUMSTANCES BE LIABLE FOR SPECIAL, INDIRECT, INCIDENTAL, OR CONSEQUENTIAL DAMAGES OR OTHER SIMILAR DAMAGES (INCLUDING LOST PROFITS) EVEN IF PAYMASTER HAS BEEN ADVISED OF THE POSSIBILITY OF SUCH DAMAGES.

2. The provision of Services to Client requires uses of or integration with third party software and/or services. Client agrees to defend, indemnify, and hold harmless and release Paymaster from any liability from Client's use or Paymaster's integration with third party software or applications. Client authorizes Paymaster to share any Client data, including Client's confidential information, as may be required by third parties for the provision of Paymaster Services to Client. Paymaster is not liable for disclosure of Client Confidential Information by any such third party, whether intentional or not.

F. FUNDING

1. With regard to electronic funds transfers, Client shall comply with and be subject to the Operating Rules of the National Automating Clearing House Association ("**NACHA**") governing these methods of payment, as such rules shall, from time to time, be in effect among banks that participate in NACHA. Client also acknowledges that, in order to put into effect the Services that include ACH transactions, Client will be designated as the Originator of the ACH transactions and will be bound by the rules for ACH Originators as adopted from time to time by the NACHA. Client agrees that it has assumed the responsibilities of an Originator under the NACHA Rules and acknowledges that entries may not be initiated in violation of the laws of the United States. Client agrees to indemnify and hold each Participating Bank and NACHA harmless from any claim incident to the operation of this plan arising from an act or omission of Client.

2. For payrolls processed with total liabilities of less than $500,000, Paymaster will debit Client's bank account for all ACH transactions four (4) banking days prior to check date and, as a result, requires all amounts to be available for withdrawal from Client's account at that time. In the event the total amount of funds is not available four (4) banking days prior to check date, a $100 fee is to be charged to Client. Client will then have until 2PM Central time on the date of notification to wire transfer these funds to Paymaster's bank account.

3. For payrolls processed with total liabilities of more than $500,000, or where Client is not receiving tax services from Paymaster, Paymaster will require a wire transfer of funds one (1) banking day prior to check date.

4. Client's designated bank account(s) must have sufficient funds to pay Client's third party obligations (*i.e.*, employee payroll payments, taxes, agency or other obligations) within the deadlines established by Paymaster in order to satisfy Client's third party obligations in their entirety. If Client fails to have sufficient funds to pay such third party obligations, including, without limitation, Paymaster's fees, then Client agrees to pay Paymaster for all costs of collection, including reasonable attorneys' fees, which may be associated with collection of the amounts due. In the event Client fails to adhere to its funding requirements under these Terms and Conditions or the terms and conditions set forth in any Proposal, Paymaster may, at its sole option, terminate any Proposal and withhold any work in progress. This is in addition to any other rights Paymaster may have under these Terms and Conditions or any Proposal's terms and conditions or under law. To secure Client's payment of all charges due under these Terms and Conditions or the terms and conditions of any Proposal, Client grants Paymaster the right to set off with any funds retained by Paymaster for purposes of remitting payments or making payments to Client employees, taxing authorities or other third party agencies. Paymaster also reserves the right to reverse employee transactions and/or tax payments for which funds have not been received from Client; provided, however, that Paymaster will provide Client with notice of any such shortfall or non-payment, followed by twenty-four (24) hours to cure any related issues before exercising its right to set off funds or reverse payments.

G. OWNERSHIP

1. Paymaster owns or licenses all rights, title, and interest in and to its processes, methods, applications and contents, including the software and documentation, Paymaster's trademarks, and all intellectual property rights in the foregoing (excluding portions of the Service provided by third parties). Software and services are made available only for Client's internal business purposes and are not transferable; furthermore, any right of use ceases when Paymaster no longer performs its Services for Client.

H. TERMINATION OF SERVICES

1. Client shall notify Paymaster in writing at least ninety (90) days in advance of Client's intent to terminate any Proposal. During such ninety (90) day period, Client will be responsible for any remaining fees related to the Services through the effective date of termination, which shall be no less than the Minimum Fee per month.

2. If Client terminates any Proposal without providing such ninety (90) days written notice, Paymaster will assess, and Client shall pay, a termination fee equal to (i) three (3) times the average monthly amount billed Client over the prior twelve (12) month period and/or (ii) the Minimum Fee per remaining month of the Term, at Paymaster's discretion (the "**Termination Fee**").

3. Upon termination of any Proposal, Client will be responsible for any fees related to the closing of Client's account, including, but not limited to, any Termination Fee or any fee with agencies such as the Internal Revenue Service or applicable state taxing authorities.

4. Paymaster may terminate any Proposal at any time on sixty (60) days prior written notice to Client.

5. For up to one (1) year following termination of any Proposal, Client data can be accessed for an annual fee of $3 per active employee with a minimum charge of $500 payable prior to the date access is provided to Client.

I. REPRESENTATIONS AND WARRANTIES

1. Client represents, warrants, and covenants to Paymaster that:

    a. it is duly organized, validly existing, and in good standing as a corporation or other business entity under the laws of the jurisdiction of its incorporation or other organization;

    b. it has the full right, power, and authority to enter into and perform its obligations and grant the rights, licenses, consents, and authorizations it grants or is required to grant under these Terms and Conditions or the terms and conditions set forth in any Proposal;

    c. the execution of any Proposal by its representative whose signature is set forth at the end of any Proposal has been duly authorized by all necessary corporate or organizational action of such party;

    d. when executed and delivered by both parties, these Terms and Conditions and any Proposal will constitute the legal, valid, and binding obligation of such party, enforceable against such party in accordance with its terms; and

    e. it owns or otherwise has and will have the necessary rights and consents in and relating to Client data so that, as received by Paymaster and processed in accordance with these Terms and Conditions or the terms and conditions set forth in any Proposal, and Client data and the Services do not and will not infringe, misappropriate, or otherwise violate any intellectual property rights, or any privacy or other rights of any third party or violate any applicable law.

2. Paymaster represents, warrants, and covenants to Client that Paymaster will perform the Services using personnel of required skill, experience, and qualifications and in a professional and workmanlike manner in accordance with generally recognized industry standards for similar services and will devote adequate resources to meet its obligations under any Proposal.

3. DISCLAIMER OF WARRANTIES. EXCEPT FOR THE EXPRESS WARRANTIES SET FORTH IN THIS SECTION, ALL SERVICES AND PAYMASTER MATERIALS ARE PROVIDED "AS IS." PAYMASTER SPECIFICALLY DISCLAIMS ALL IMPLIED WARRANTIES OF MERCHANTABILITY, FITNESS FOR A PARTICULAR PURPOSE, TITLE, AND NON-INFRINGEMENT, AND ALL WARRANTIES ARISING FROM COURSE OF DEALING, USAGE, OR TRADE PRACTICE. WITHOUT LIMITING THE FOREGOING, PAYMASTER MAKES NO WARRANTY OF ANY KIND THAT THE SERVICES OR PAYMASTER MATERIALS, OR ANY PRODUCTS OR RESULTS OF THE USE THEREOF, WILL MEET CLIENT'S OR ANY OTHER PERSON'S REQUIREMENTS, OPERATE WITHOUT INTERRUPTION, ACHIEVE ANY INTENDED RESULT, BE COMPATIBLE OR WORK WITH ANY SOFTWARE, SYSTEM, OR OTHER SERVICES, OR BE SECURE, ACCURATE, COMPLETE, FREE OF HARMFUL CODE, OR ERROR FREE. ALL THIRD PARTY MATERIALS ARE PROVIDED "AS IS" AND ANY REPRESENTATION OR WARRANTY OF OR CONCERNING ANY THIRD PARTY MATERIALS IS STRICTLY BETWEEN CLIENT AND THE

THIRD PARTY OWNER OR DISTRIBUTOR OF THE THIRD PARTY MATERIALS.

J. GENERAL TERMS

1. These Terms and Conditions and any Proposal shall be construed according to the laws of the State of North Carolina and constitute the entire agreement between the parties. No oral or other representations, warranties or agreements have been made in writing and signed by both parties. If any portion of these Terms and Conditions or any Proposal is determined to be invalid, illegal, or unenforceable, the remainder of these Terms and Conditions or any Proposal shall nonetheless remain in full force and effect.

2. These Terms and Conditions and any Proposal may not be assigned by Client to any third parties, other than successors, without the written consent of Paymaster.

3. Except as specified in Section F.1. of these Terms and Conditions, neither these Terms and Conditions nor any terms and conditions set forth in any Proposal creates or will be understood to create third party beneficiaries. Client understands and agrees that Paymaster has no obligations to third parties, including Client's employees and any third party agencies.

4. Paymaster and Client will not be responsible for failure to provide Services or correct any condition beyond its reasonable control, including but not limited to any acts or omissions by any third party, where it would be inadvisable, commercially impracticable, illegal, or impossible to provide Services or correct any condition due to an act of war (whether declared or not), hostilities, invasion, act of foreign enemies, terrorism, a strike or other form of civil disturbance (whether lawful or not), exceptional adverse weather conditions, flood, hurricane, earthquake, or any other natural disaster, in each case affecting the Party on a general basis and which is not attributable to any unreasonable action or inaction of that Party.

5. Client understands that these Terms and Conditions or any Proposal may be considered as an application for credit and hereby authorizes Paymaster to review credit of Client including reports from credit bureaus, references, bank account status, and other available financial information.

6. If Client adds a Service following execution of any Proposal, Client agrees to be bound by these Terms and Conditions as well as any separate terms and conditions for the Service included in any Proposal.

7. No action arising under or in connection with these Terms and Conditions or any Proposal may be brought by Client or Paymaster more than two (2) years after either party becomes or should reasonably have become aware of the occurrence of events giving rise to the cause of action.

8. Client is responsible for the payment of all taxes, including those assessed for prior periods relating to the provision of Paymaster's products and services where applicable, except to the extent a valid tax exemption certificate or other valid tax exemption document is provided to Paymaster and allowable by taxing authorities.

9. Any Proposal may be executed in counterparts, each of which is deemed an original, but all of which together are deemed to be one and the same instrument. A signed copy of any Proposal delivered by facsimile, email, or other means of electronic transmission is deemed to have the same legal effect as delivery of an original signed copy of a Proposal.

K. TERMS APPLICABLE FOR CERTAIN SERVICES

The following terms apply to certain types of Services.

For payroll related Services, as applicable: Client authorizes Paymaster to pay employees designated by Client via Direct Deposit electronic funds transfer, amounts due and payable to them by Client. Client must retain and provide upon request copies of each employee authorization form for two (2) years after they expire. Client authorizes Paymaster to pay employees designated by Client via bank check drawn on a bank account maintained by Paymaster solely for this purpose. Uncashed bank checks outstanding for more than six (6) months will be voided and the cash will be returned to Client. With regard to any transmittal of funds on behalf of Client in connection with the payroll related Services, Paymaster acts as agent for Client in accepting and processing funds. Pursuant to these Terms and Conditions and any terms and conditions set forth in any Proposal, Paymaster provides such payroll related Services to and acts on behalf of Client only; Paymaster shall not provide any Services directly to Client's

employees. Client acknowledges that Client is responsible for unclaimed property filings and any other escheatment duties within the respective state(s) or jurisdiction(s) Client conducts business. Client understands and agrees that (a) many banks, including without limitation, the banks that Paymaster uses to provide payroll Services hereunder, assess fees to cash employee paychecks, (b) certain state and local laws require employers to either cover any such fees or ensure that employees can cash checks without being assessed a fee, and (c) Client, as employer, remains solely and exclusively liable for ensuring that where required by law, its employees can cash paychecks without incurring a fee and that Paymaster specifically and expressly disclaims such responsibility. Client authorizes Paymaster to perform payroll tax Services that include the responsibility for tax deposits and timely filings of federal, state, and local employment tax returns. Paymaster will serve as a "limited agent" for Client in respect to tax filing, only for purposes of any required agency for deposits and filings with the Internal Revenue Service and/or any state reporting agency. Except as expressly provided in these Terms and Conditions or the terms and conditions set forth in any Proposal, Paymaster is not otherwise an agent of Client, nor is Paymaster in partnership or otherwise affiliated with Client's business. Client also grants Paymaster limited power of attorney to sign all obligatory and necessary forms to appropriate government channels and banks. Client agrees to execute any and all authorizations and required or requested forms from governmental agencies or entities in conjunction with these Services and agrees to provide timely information to Paymaster regarding changes in deposit frequencies and state unemployment rates in order for Paymaster to assume liability for any penalties and/or interest, if such liability is due to the fault of Paymaster.

For time and labor related Services, as applicable: Client will be billed for the first month of Services in full. To the extent that Client has procured timekeeping equipment during the course of the relationship with Paymaster, Client agrees to return any leased equipment to Paymaster promptly upon termination of Services or any applicable Proposal. Any damaged, unreturned, or unusable equipment will be the responsibility of Client.

If Client's applicable Proposal specifically states that Paymaster will be providing Affordable Care Act ("**ACA**") compliance Services, as applicable: Client authorizes Paymaster to file forms 1095c and 1094c based on data entered by Client including employee classifications, status, and any other relevant data. Paymaster will serve as a "limited agent" for Client in respect to information return filing with the Internal Revenue Service. Except as expressly provided in these Terms and Conditions and any terms and conditions set forth in the applicable Proposal, Paymaster is not otherwise an agent of Client, nor is Paymaster in partnership or otherwise affiliated with Client's business. Client also grants Paymaster limited power of attorney to sign all obligatory and necessary forms to appropriate government channels. Client agrees to execute any and all authorizations and required or requested forms from governmental agencies or entities in conjunction with these Services, the same Form 8655 or Form 8821 used for tax filing clients is sufficient for ACA reporting. Client agrees to provide timely information to Paymaster regarding any changes in legal name or FEIN. Information is collected automatically through Client actions in the Paymaster system. Paymaster is not responsible for inaccuracies or errors collected through Client actions on the Paymaster system. All Paymaster Services, including those related to ACA compliance, exclude legal representation, legal advice, accounting advice, and tax advice.

For ASO/HR Services, as applicable: These Services are designed to provide general information to employers regarding human resources situations commonly encountered. These services include verbal and written information and guidance on a wide variety of human resources related topics, however all Paymaster Services exclude legal representation, legal advice, accounting advice, tax advice, international issues, insurance carrier and insurance policy matters, including but not limited to carrier claims resolution, claims audits, open enrollment materials, benefit summaries, pricing negotiation and specific plan information pertaining to an insurance policy, paperwork (completing and processing forms) and administration (hiring, recruiting, interviews, terminations, disciplinary actions, and drafting or writing of custom documents (handbooks, offer letters, separation agreements, compensation plans). Paymaster will make every attempt to provide information, including links to the statute or law, links to governmental regulatory agencies, and any other information we may have available about the topic but Paymaster will not interpret legal rules or give advice on the law.

For API reporting Services, as applicable: These Services are designed to connect Paymaster systems with third party software, systems and/or services, such as those of insurance carriers or QuickBooks Online. These Services include integration of payroll information, retirement plans and insurance information within Paymaster Services. These Services are for convenience only and Client is required to review and any all information to ensure it is correct. Paymaster will not be liable for any errors resulting from these Services. All Paymaster Services exclude legal representation, legal advice, accounting advice, and tax advice. Paymaster will not interpret legal rules or give advice on the law.