

# SPONSORSHIP GUIDELINES

## INTRODUCTION

Sponsorship whether it is arranged through a financier, agent, or a company representative, can usually entail a lot of additional duties out with the normal operative or contract killer life. Most sponsored operatives/killers don't see the political/bureaucratic red tape involved with these deals, but all should be aware of their social obligations they make entering a contract and their implications.

These guidelines explain what is expected of the operative/killer whilst in contract with sponsor(s), bearing in mind what will be expected from one sponsor to the next may vary considerably. It also describes how the actual character's personality and traits influence's the sponsors they attract, along with their line of work. And lastly it lists the sponsors and what tier or SCL equivalent they belong to, it is worth noting that there is some light variances to that shown in the sponsor examples within the main rulebook and that the list goes to Tier 7 or SCL 3/Rep10, therefore as typical sponsor pay is 50c per month per tier, tier 7 offer 500c a month (Typically).

## 1. BUREAUCRACY & OBLIGATIONS

When a sponsorship deal is offered to an operative/killer, there may be more to consider other than "where do I sign", an operative fresh out of Meny has lots of choices ahead of them, including future sponsorship deals. As the operative finds their feet and gains experience and understanding in how the wheels in their circle of influence interact with each other, they also gain an understanding, to a greater or lesser extent, in the processes involved in most facets of life which affects them, including the consolidated bonus scheme, the contract arenas, and what they can and can not do in the confines of their operative employment. Through actions or inactions, the operative begins attracting the attention of potential sponsors.

When a sponsor approaches an operative, or operative's representative, it is important to consider how this could affect the operative's way of life, and whether the direction it may take the operative in, is an agreeable one. The main stipulation usually made between the operative and sponsor is that the operative is to spend an allotted amount of their time doing promotional work for the sponsor, in return for their time they will usually receive a monetary payment for the duration of the contract or until the operative or contract killer gone a rank in SCL or an increase in rep.

The monetary payment listed for each Tier is a guide to how much they will receive on a monthly basis, for contract killers the amount actually given is described in the contract directory, however the true payment will always be listed on the sponsorship contract when signed along with the obligations.

Other offers can be bundled together with the simple 'promote/pay' sponsor deal; these again are not freebies and will also ask that the operative complies with additional stipulations, E.G Al's Taxi's may decide to give the operative a privilege card that allows the operative to use any of Al's taxis free of charge, the stipulations would be that they do not use any other competitor's taxis or allow anyone else to use the card. The duties are many and varied even amongst individual sponsors that are described in more detail in the sponsor section.

The operative can approach a sponsor and try to gain sponsorship if they wish, but it is worth noting that this isn't the norm. This isn't to say there are barriers placed in front of the operative, but at the same time the operative shouldn't be naïve in the sense that if you don't ask you don't get, as in most cases it is seen badly by sponsors and could be taken in the wrong light with most interpreting the advance as a sign of weakness and desperation. The operative could end up getting a reputation amongst the sponsors for such actions resulting in a potential lack of sponsorship offers with poor packages thrown in.

## Code of Conduct

The code describes how the operative/killer should behave and act when sponsored by one or more sponsors, it is important for an operative/killer to digest the stipulations contained within each sponsorship

contract so that they can apply the code accordingly so all parties involved are satisfied. It is important to note that the killers' code of conduct varies from the operatives as sponsorship goes hand in hand with the circuit, also the main points of their code of conduct form part of the contract killer sponsorship.

1. The operative must ensure that all promotional engagements are arranged such that no conflict exists between sponsors. Contract killers need not worry, as agents will plan any such engagements. Operatives can employ financiers to deal directly with sponsors, which would include this duty.
2. The operative/killer will ensure that they allocate sufficient time for the promotional needs of sponsor(s) that is contractually agreed in the promote/pay segment of the contract, and must ensure they arrive at any function prior to its commencement, travel time is not included when calculating overall promotional time expended. Exception is made for operatives who are on assignment or BPN whereby conflict of interest exists.
3. Prior to promotional duties, the operative or killer must ensure they are dressed appropriately for such occasions, which must be agreed by the sponsor in good time so any necessary changes in dress can be accommodated without disruption.
4. Whilst interacting with the public, the operative/killer must communicate in such a way that no detriment is caused to the sponsor through the operative/killer's actions. In addition, the operative/killer must speak positively about sponsor(s) on any occasion the circumstances dictate.
5. If and when the operative/killer finds themselves the focus of media spotlight, they must endeavour to thank sponsor(s) where appropriate whereby any additional perks supplied by the sponsor(s) has aided them in anyway. The operative/killer should also be conscious of sponsor(s) motifs, insignias, and emblems on their person and should endeavour to give them maximum exposure when possible. Killers should attempt to 'plug' their sponsors at every given opportunity whilst fighting on the circuit.
6. Any privileges assigned to an operative/killer must not be abused in any way and should be used in accordance with stipulations stated by sponsor. Any item(s) damaged or lost must be reported immediately so sponsor can make appropriate arrangements.

### **Code of Conduct (Unwritten Rule)**

No matter what sponsors or sponsorship deals the operative has, the underlying thing for operatives/killers to be aware of is they must always defend the reputation of any sponsor they openly wear, the contract only describes how the operative should behave and act respect to the sponsor, not how others act, which can leave the operative with a dilemma. The operative will, on occasion, be faced by another operative/killer, or rival company employee who openly insults a sponsor, these insults can be ignored and the behaviour of the operative can be tolerant, however through inaction the operative can be seen by the sponsor as weak which can affect a sponsor's reputation.

In this situation, the operative/killer is forced to act, the response can be difficult to judge and should be appropriate to the situation they find themselves in. If faced by rival company personnel the decision faced by the operative is simple, the operative should evaluate the risks and if appropriate, endeavour to the best of their ability to overpower the rival company personnel, whether it be kill them or turn them into the authorities for further questioning.

If, however the insult comes from another operative/killer it is normally either because a competitor sponsors them, or they hold some personal grudge towards the company you are sponsored by. The response to such depends on the impact of the insult whether the attack is aimed at you an only you (personal), or whether the attack is aimed at you openly for others to hear and see (public). For personal attacks the sponsor will not be too concerned in as this type of abuse does not have any effect, the operative may still decide to defend themselves for their own honour rather than the sponsor's.

If the insult is made openly to the public but aimed at you, you will have no choice but to retaliate if you are to maintain a favourable status with your sponsor even though you haven't breached any contract. The type of retaliation can be in the form of a witty retort but most often then not will take physical form, E.G like who's got the better shot, who can drink the most, or combat. If such an attack was posed to a contract killer, it is almost expected for the killer to arrange a fight and beat down their opponent regardless if they are an operative or another contract killer.

If the operative/killer loses, their reputation in the eyes of the sponsor will be devalued to an extent depending on the circumstances, but only a fraction of what it would be if they backed down. The weakness displayed can also result in a reduction of sponsorship offers with less attractive incentives included.

### **Failure to Comply**

An operative is obliged to comply with the stipulations stated in the sponsorship contract at all times when the contract is in effect, failure to comply can, and usually will involve a degree of punishment depending on the seriousness in breach of contract. It is worth noting that as every contract killer fight is filmed and watched by hungry spectators, contract killers are always in the spotlight. To this end killers on the whole always have sponsorship before an operative; this can be a double-edged sword, as if they do anything out with the stipulations laid out within the contract, the permutations can have an instantaneous effect on the sponsor themselves.

As a result, sponsors tend to react quickly and take firmer steps against killers to ensure this doesn't happen too often, what the sponsor does take into consideration before applying the appropriate punishment, is the popularity of the killer with respect to the public, whether any reduction in sales was directly attributable to their actions, and whether their death would reduce sales further. Having said this, the embarrassment to the sponsor still may outweigh any of these considerations and still may result in an extermination warrant.

As the operative/sponsor relationship isn't as symbiotic as the killer/sponsor relationship, breaching their obligations may not be so clear cut and therefore punishments may not be as severe and as quickly dealt with, this doesn't mean the degrees of punishment are in some way lesser than a contract killer's, they are not, however the frequency of extermination warrants issued to operatives is far less than that issued to killers.

It is worth noting that even though punishment is laid out in such a way that would suggest the operative would receive a lesser punishment before receiving a more severe punishment. There is no reason why the breach can result in the approval of extermination if the first offence warrants it. Punishments for breach of contract includes the following

**Reduction in Payment** – If for whatever reason the operative/killer is unable to meet the promotional demands of the sponsor(s), the sponsor is entitled to deduct a percentage of the payment made. The operative can contest any reduction in payment and use mitigating circumstance to influence the sponsor's decision, but the sponsor is not obliged to change their decision. If the operative/killer begins to make a habit of shirking their duties under the promote/pay section of the contract, then it's within the rights of the sponsor to take further action if they so wish.

**Warning** – This is the most lenient of punishments but still should be avoided at all cost; a warning is a permanent black mark on an operative's record that will reduce the chances of any future sponsorship deals, both in package and high profile sponsors. A warning is normally a precursor to a more severe punishment if the operative offends more than once, the operative should also be under no illusions that one warning doesn't count towards punishment with another sponsor, it does, all mitigating circumstances are taken into consideration with everything else on file, including psychological evaluations and BPN history.

**Loss of Privileges** – This punishment is normally issued when the operative breaches any stipulations associated with any additional privileges included in the package in addition to the promote/pay deal. It is

important to remember that a loss of privileges can also be linked to any other discrepancy that the sponsor sees fit; on occasion the sponsor may also retract privileges for misdemeanours that may not warrant a warning or doesn't necessarily fall within the confines of breach of contract, on these occasions the sponsor normally communicates the change of contract status, the reason for the change, and conditions that the operative needs to meet prior to reinstatement of privileges. Any formal loss of privileges contains the same detail as informal communications, but will also include a period of time for which the loss is in effect, which is also included on the operative's record.

**Fines** – As a result of serious breach in contract or multiple offences, the operative can incur a punishment that hurts them the most, in the pocket. Fines are not restricted to any specific amount, the fines do however need to be justified prior to being issued and the amount needs to be agreed with a third party, which will be on 99% of occasions the department of advertising, who hold all original copies of sponsorship deals.

The only condition fixed to issuing fines is a minimum fine amount of 1,000c, the amount has been fixed for three reasons, firstly to cover the damage dealt to sponsor whether it be loss in income through sales or reputation, secondly to cover administration costs associated with the involvement of the department of advertising, and thirdly and most importantly to deter operatives from bringing sponsors into further disrepute.

An operative should note that the minimum 1,000c fines are very rarely issued, even when associated with SCL 9 sponsors. Fines have ranged up to and over 100,000c, but normally fall within the 2,000 to 10,000c range. If fines exceed the operative's capability of paying the fine off, the operative could find themselves in three situations, the first and most lenient of which is the finance scheme that is set up within the operative's means to make the payments and the associated interest.

The second situation is that the operative finds themselves in the employment of the sponsor to carry out any tasks that the sponsor sees fit, until their death or sufficient services have been made to compensate for any damages incurred. And lastly if the fines are such that both the sponsor and the department of advertising can't see any feasible way for the operative to pay for the fines, the sponsor has the right to issue an extermination warrant, although this is rare.

**Termination** – As described above, termination can be as a result of excessive fines. Termination can also be as a result of extreme violations; these violations include but not limited to corporate espionage, vandalism and sabotage, the operative/killer deliberately going out of their way to cause damage to the sponsor through criminal actions that were premeditated in nature.

In such circumstances the sponsor only requires solid evidence to back their accusations up, if the case shows beyond reasonable doubt within the department of advertising representatives, then an extermination warrant can be issued, this is also dependant on taking into consideration of the Operative's/Contract Killer's SCL compared to that of the sponsor's rating.

It is also worth bearing in mind by the operative that as the punishment system is tiered, all other punishments below the highest punishment issued are also in effect. Therefore, if an operative is found liable and fined by a sponsor, they will also receive loss of privileges for a predetermined period of time which will not be less than the time it takes for the operative to pay the fine, and a warning will also be entered on their record.

So, if an operative is aware of what is expected of them and keeps their affairs in order, they can find sponsorship deals very lucrative, however if the operative is not so conscientious then they could find themselves in deep shit very quickly. Also, the operative should realise that once they have agreed to sponsorship, then they have forever committed themselves to any such sponsorship in that specific area, unless they have means to pay it off.

## **Sponsorship Buyout**

The operative can decide at a later date to remove any sponsorship they do not wish to continue with, this is not a common occurrence as most operatives welcome the extra revenue. The most common reasons for buying out sponsorship is if the operative feels they are being dragged in a direction they do not wish to go (conflict of interest), and for their own image or look which they want to portray which falls into the miscellaneous category which includes takeover. In all cases the underlying reason for an operative to buyout sponsorship is to prevent their record being black marked when they fail to comply, also knowing that buyout can be potentially cheaper than the hefty fines that could be issued, and a preferred option to an extermination warrant.

Buyout doesn't apply for all sponsors, depending on the sponsors rating, all Tier 5 or higher rated sponsors will be covered in their own dedicated section, which will also discuss the very limited rights of the operative.

**Conflict of Interest** – If the operative feels that two sponsors are pulling them in different directions (business conflict), or that the operative feels that their life is taking them in a direction (personal conflict) such that they will no longer be able to operate within the confines stated in their sponsorship contract. The operative has the right to put their case forward to the department of advertising.

In the case of business conflict, the operative proves to the department of advertising where the conflict lies within the contracts, if then the department agree with the operative's concerns the sponsors representatives are requested to revise their contracts such that any clashes between the two are rectified. In cases where both parties feel that they do not wish to alter the agreement, the department of advertising will then review both cases, taking into consideration the difference in the sponsor status and the personal wishes of the operative before choosing which sponsorship deal to dissolve.

In the case of business conflict where the department of advertising cancel a sponsorship deal, no cost is charged to the operative other than the administration costs incurred by the department of advertising, the administration costs are 200c for the cancellation of a Tier 1 rated sponsor, this fee increases by an additional 100c for each increase in SCL rating all the way through to 500c for Tier 4 rated sponsors. Tier 5 and higher rated sponsors are never affected by business conflicts or any other form of sponsorship buyout; if such a conflict exists then the lower rated sponsorship contract will be dissolved. Tier 5 rated sponsors or higher will covered separately.

If the operative feels there is a belief that the sponsorship deal is beginning to pull them in a direction that they were previously not expecting, and feel they are beginning to struggle to operate and maintain their duties, they can approach the department of advertising under personal conflict. They must raise their concerns with a representative and back their argument up with solid reasoning and supporting evidence (if any), the operative must be aware that under no circumstances will the department of advertising accept any haphazard reasoning, and the operative will be forced to go the miscellaneous route.

If the operative fails then no other application can be made under personal conflict for that particular sponsor for the duration of the contract or until the contract naturally comes up for renewal when the operative's or contract killer's SCL or rep improves by one, they still have to pay the administration costs described above to Department of Advertising. Also, no application can be made under personal conflict grounds until the operatives SCL is greater than the sponsor's rating, this is to enforce the fact that the operative should think carefully before accepting any contract, considering all the implications prior to signing, otherwise they have to live with their decision.

On a successful application, the department of advertising takes into consideration the potential costs incurred to the sponsor which are still outstanding from the signing of the contract, this is known as "early buyout", early buyout costs fall through the duration of the contract and is a multiple of the signing on payment, within the first 10% of the contract, 10 points of SCL or 2 contract fights, buy out cost are 10x the

sign on payment. Within 25% of the contract, 25 points of SCL or 4 contract fights, buy out costs are 2.5x the sign on payment, after this point the buyout fee is equal to the signing on payment.

In addition to the fees above, administration costs involved by the sponsor also need to be paid, the sponsor's administration costs are the same as the Department of Advertising fee multiplied by the Tier rating of the sponsor.

**Miscellaneous** – An operative can buyout any sponsor for any reason all the way up to Tier 4 rating, this buyout can occur at any time after signing, although early buyout costs usually act as a deterrent against whimsical afterthoughts. Apart from early buyout costs, and the administration fees that have been described above, the operative must also pay an inconvenience fee that in most cases will be laid out and agreed at the time of signing the contract.

If for any reason the sponsor hasn't detailed the early buyout and/or inconvenience fees at time of signing, the sponsor will forward a communication informing the operative of the fee within the week after signing, with an explanation how they reached the figure, in this instance the operative can cancel the agreement if they wish. This is the only form of cooling down period that exists when entering a sponsorship deal, normally once the operative has signed their fate is sealed.

Coincidentally the inconvenience fee is usually the same figure used to work out the early buyout fee, therefore it's not unknown for the inconvenience fee and early buyout fee to be the same. The cases of an operative going through this miscellaneous buyout process are not common as fees can run into the tens of thousands, which the majority of operatives will very unlikely be able to afford even if they wanted to.

**Hostile Takeover** - Some sponsors have been known to go through the miscellaneous route to either get the advertising space location that they wish, and/or to put their name in place of a competitor's name, this form of buyout is better known as a hostile takeover. A hostile takeover can be an expensive venture for sponsors as these costs come directly out of their pockets; some sponsors will add these costs to the early buyout fees in which case there will be an obvious disparity between the early buyout fees and inconvenience fees.

These additional costs added to the early buyout fee could be very disconcerting to a would be signing operative who is involved in a hostile takeover, in which case the sponsor runs the risk of not getting a signature, however most hostile takeovers normally occur once the sponsor has approached the operative/killer beforehand to reach an agreement. This situation can work to any vigilant operatives' advantage who can use a hostile takeover as extra bargaining power to gain additional perks without the stipulations, or get better payment in the promote/pay portion of the contract.

### **SCL and Advertising Space**

As an operative gains experience and SCL, the number of sponsors that then begin to take interest in them begin to rise. But more importantly the amount of airtime on teevee grows and grows which means more and more people know the operative's name and face. As a result, the amount of exposure for sponsors increases significantly, not only through the airtime which has been mentioned, but also due to the fact that civilians are also paying more attention to what they say, wear, use and do. In some cases, some civilians take it to the extreme and try to emulate their new hero's.

With everything about the operative becoming more and more under the spotlight, the limited advertising space available for sponsors begins to increase in value which lower level sponsors may end up fighting hard to hold on to. In most cases, lower SCL rated sponsors may find that settling for their name simply being inscribed anywhere on the operatives' person will suffice, especially as the likelihood of hostile takeover increases dramatically and usually involves increasing the sponsorship payments to that of high rated sponsors.

**Maintaining Sponsorship** – When the operative gains SCL, they begin to find that the table begins to turn, whereas before an operative is always hungry for sponsors to help with their financial status, they now enjoy

the position of having almost everything they need with money to spare, their image becomes important to them including the sponsors they wear. Lower rated sponsors have to be aware of this fact and make the decision to maintain the status quo, or increase the perks associated with the original contract and/or decrease the amount of time the operative assigned to promotional work coupled with an increase in the amount they pay in the promote/pay section, these sweeteners only raise the likelihood of maintaining sponsorship, they don't prevent the operative from being attracted to other sponsors.

Every time the operative gains an increase in SCL, the sponsor is allowed to review their contract and change the details contained within if they wish, if they choose to do so, any amendments are forwarded to the operative or representative to make them aware of the fact. All sponsors tend to update the contract, but some considerably more than others depending on what they already have on offer. E.G Al's Taxis needs advertising space to promote their business, where as clothing sponsors like Weird Alien give the operative clothing to wear in addition to having advertising space, therefore if they lose their advertising space there is still the possibility of getting advertising due to the fact that the operative still wears their clothes and thus is less likely to boost their original contract.

**Sponsorship Through Use** – As mentioned above advertising is still effectively available for smaller sponsors, purely for the fact they can offer items for the operative to use which the higher rated sponsors can not, and still generate sales. Sponsorship through use deals are still set up in the same way as normal sponsorship contracts, the contract will usually have a use/pay portion of the contract instead of a promote/pay portion where the operative fulfils purely through use, this portion is always accompanied by additional offers bundled in which include the items they wish the operative to use or wear, and the stipulations involved.

The main difference to the contract is the section that identifies the early buyout and inconvenience fees, firstly the early buyout fees have a shorter term whereby it drops to 50% after the first SCL increment and 0% after the second. But more importantly to the operative, there is no inconvenience fee associated with this contract if the operative chooses to buyout the sponsors. Administration fees to the department of advertising and to the sponsor still apply.

Please note that sponsorship through use should in no way be confused with stealth sponsorship deals which are only available to sponsors rated Tier 5 or higher. This isn't to say that stealth sponsorship doesn't occur before this point with lower rated sponsors, but any such deals are unofficial and therefore not governed and controlled through the department of advertising.

**High Profile Sponsorship** – High profile sponsorship is offered in addition to the existing contract, together they can be confused with the "Maintaining Sponsorship" section whereby the sponsor increases individual parts of the package. The main difference between the two is that maintained sponsorships are altered to make them more competitive in the higher Tiered market, opposed to high profile sponsorships that have an inflated SCL rating equivalent due to the nature of details contained within, which can include testing of prototype equipment and weapons.

It is possible for high profile sponsorships to have an equivalent rating higher than Tier 5, this doesn't mean they fall within the confines of the Tier 5+ rated sponsors, as the actual sponsoring company rating remains the same. These sponsorship contracts are similar to the sponsorship through use contract, however these contracts are drawn up as an addition to existing sponsorships they already have with the company, not standalone.

Depending on the nature of the sponsorship, there are additional stipulations laid out on top of the standard sponsorship through use contract, whereby information concerning the item will be covered under D-Notice regulations. Failure to comply to such regulations usually result in extermination warrants being issued, as this form of breach is categorised as corporate espionage under "Termination" in the "Failure to Comply" section.

Any item lost that is covered by a high-profile sponsorship must be reported immediately to the appropriate sponsor so that they can take immediate steps to arrange a retrieval BPN, the operative/killer must join up with the assigned squad to ensure the item's return. All payments that are made to the squad on the successful completion of the BPN come out of the operative/killer's pocket.

**Small Print Advertising** – As the operative/killer gains SCL/rep the lower SCL rated sponsors become insignificant and therefore the chances of any having prime advertising space on the operative/killer become remote. There is however still a chance that the operative agrees to sponsorship through a small print advertising contract, small print advertising works by allowing the sponsor to place the name in small print in a location agreed by the operative.

The area chosen is normally either an upper or lower arm or leg segment as the other areas are more sought after, each segment has the capacity to hold five such small print sponsors if the operative so wishes, once an area has been selected for small print sponsorship it then becomes unavailable for standard sponsorship, unless a would be sponsor wishes to buyout all existing sponsors in that location through hostile takeover.

A small print contract is the simplest form of all contracts involved; it still contains all the standard legalities that talk about bringing the sponsor into disrepute and fines. The operative though is no longer obliged to do any promotional duties, therefore the promote/pay deal doesn't exist, it now becomes a payment solely for the small print advertising space. Early buy out fees begin at 50% to what they would normally be, this fee reduces to 0% after the next SCL increase or three months, whichever is soonest. No inconvenience fees are associated with this form of contract.

**Non SCL Rated Sponsors** – There is nothing stopping operatives being sponsored by businesses not ranked within the Tiered rating system, these businesses are usually small family run outfits that only supply services to the outlying communities. These sponsorships do not have any official power within SLA, therefore do not have the luxury of an official contract and are liable to be terminated anytime the operative wishes.

The only stipulation made by the department of advertising is that the business is registered with the department prior to the adornment of any advertising. Note: In most cases of non-SCL rated sponsorships, the operative is linked to the business by family ties or close friend, whereby the sponsorship becomes promotion as a favour rather than for monetary gain.

### **Losing SCL**

If for any reason the operative commits misdemeanours towards SLA industries or subsidiaries, resulting in direct or indirect collateral damage through action or inaction, the operative is liable to be fined and/or deducted SCL. Although this doesn't necessarily break any stipulations laid out with the sponsorship contract, the sponsor(s) can still remove any privileges as already described in the "Failure to Comply" section under "Loss of Privileges", this will be detailed in an informal communication and therefore no black mark entered on their record.

What can and does happen is that the reduction in the operative's SCL can create the scenario that the sponsor's rating is higher than the operative's SCL. In such cases the sponsor can do one of four things, stay the same, suspend sponsorship payments and benefits to the operative until such time that operative gains sufficient SCL again, including the optional removal of their emblem, this doesn't mean the advertising space becomes available for another sponsor, it doesn't.

Thirdly the sponsor also has the option of reducing the amount they pay the operative whilst the operative still has to dedicate the same amount of time to promoting, this way bringing the contract temporarily inline with lower rated sponsor packages. Lastly the sponsor can terminate the contract at their own expense, only leaving the operative to pay the department of advertising administration fees described in the "Sponsorship Buyout" section under "Conflict of Interest".



## **Tier 5+ Rated Sponsors**

Sponsors that have been categorised as Tier 5 or higher are usually as a result of having direct links with the parent company SLA industries, whether it is a departmental agency, service provider, or a hardware provider. These subsidiaries of SLA do not fall within the confines of normal sponsorship bureaucracy that can plague the lower ranks; therefore, the type of sponsorship available and the associated rights of the operative differ considerably.

Tier 5+ rated sponsors are exempt from buyout and conflict of interest, they do still however have to go through the motions if involved with conflict of interest with a lower sponsor, but the lower sponsor will always modify their contract to suit or their contract will be dissolved by the department of advertising. For two 5+ sponsors to be in conflict is exceptionally rare due to the fact that they always have the stealth sponsorship available to them and are aware of any other contracts made, in these rare cases though the operative will not be affected. The operative will also not be affected by penalties described in the failure of comply section if they are carrying out any tasks they are instructed to do under the stealth contract.

It is important operatives realise that when they achieve the SCL for such sponsors it is because they have proven themselves time and time again, both on and off the field, whether it be the operative's experience, knowledge, skill, or wits; or a combination of each which has enabled them to survive. One thing is for sure, the sponsors are very aware of their exploits, probably more so than the operatives themselves, and therefore it should come as no surprise when sponsorship is offered to an operative, the operative accepts and accepts without question.

Tier 5+ sponsors can and do use sponsorship contracts similar to those used by lower rated companies, with the likes of Karma and Dark Lament who provide services and hardware regularly having their names prominent on operatives, these types of sponsors are also likely to make use of sponsorship through use contracts. In addition to these contracts there is the facility for sponsors to make use of stealth sponsorship contracts.

**Stealth Sponsorship** – Whereby the traditional sponsorship contracts are used by service and hardware providers, stealth sponsorship is traditionally used by the departmental agencies, this in no way suggests that either provider or agency does not use the other. More often than not a departmental agency will only use the standard high visibility sponsorship if an ulterior motive exists which can be the case with the department of subversion, department of ebb, or even the infamous cloak division, other departments use standard contracts for employing operatives as figureheads or representatives, in which cases they will usually buy all other visible sponsorship deals out.

Without the need of visibility, but where the need to employ the services of an operative still exist, a stealth contract is used, stealth sponsorship is relatively simple in the sense that there is no promotional work for the operative to carryout, and no additional stipulations for extras included in the deal. What is stated within the confines of the agreement is the pay, for this payment the operative effectively becomes an undercover agent working indirectly for the sponsor to carry out any task the sponsor deems appropriate.

These tasks are never communicated through any form of correspondence, if and when an operative is required to carry out a task, they will be told this in person with all details covered under D-Notice regulations as described under “High Profile Sponsorship”. Depending on the nature of the task they may be additional payments made or additional equipment supplied to help increase the likelihood of the task's success.

**Squad Sponsorship** –

**Appearance Bonus** -

## **2. SPONSORSHIP INFLUENCES**

This section describes everything that can affect the way sponsors interact with operatives/killers, it will show how skills, advantages, disadvantages, personalities alter perceptions and change the way sponsors view the operative, some good, some bad. The effects differ depending on what area the skill or advantage is associated, whether it be improved bargaining power or popularity.

Also, included in this section are optional rules detailing how the above influences affect the operative/killer's rating, potentially giving them greater access to higher level sponsors before they normally would. It also details how roleplay can influence the character's rating similar to issuing XP.

## Characteristics

Characteristics describe how physical attributes and advantages/disadvantages alter the sponsor's impression of the character, as these physical traits help to attract the sponsors in the first place before they may have any prior knowledge of the character's actual ability, which is worth noting when issuing sponsorship. To this end characteristics influence the operative/killer's sponsorship rating (see optional rules), this is because once character generation is completed advantages and disadvantages usually remain fixed.

**Game Option:** As Charisma is considered as an influence it is also suggested that the charisma attribute is fixed to prevent additional boost to sponsorship rating later on. Also, out of all the attributes, charisma is the one attribute that can't easily be altered, as a character's personality doesn't tend to change. Compared with the others that the character can increase through either exercise or study.

Below is the list of characteristics that can affect the operative/killer's sponsorship rating, suggestions on how they affect it, and their associated sponsorship rating adjustment.

**Charisma** – This is the only attribute that affects the sponsor's impression of the operative/killer, and the operative/killer's sponsorship rating. Although this isn't necessarily a physical attribute, charisma affects the sponsor's attitude toward you such that their willingness to talk to you is increased and may not necessarily be so formal and business like, therefore more likely to want to offer you a contract.

**Rating adjustment:** For every point in charisma above 5 equals +2 points to the character's sponsorship rating, for every point in charisma below 5 equals a -2 points.

**Reputation Good/Bad** – This advantage/disadvantage can have the biggest impact the character's sponsorship rating than any other advantage/disadvantage, this is due to the fact that they are already known within certain circles prior to ever going to Meny. Any sponsors who look to sponsor this individual will know of their reputation before hand and adjust their attitude accordingly to try and attract their attentions.

**Rating adjustment:** For every rank the character has in good reputation equals a +1 points adjustment to the character's sponsorship rating. Conversely every rank in bad reputation equals a -1 points adjustment.

**Figure Good/Bad** – Having a good figure always looks good on the camera, and everyone likes seeing a well proportioned operative/killer on the screen or adverts whether they like it or not. Therefore when a sponsor approaches they will consider their figure when offering a sponsorship deal.

**Rating adjustment:** For every rank the character has in good figure equals +1 point adjustment to the character's sponsorship rating. Bad figure equals -1 point.

**Looks Good/Bad** – Like good/bad figure above looks is important on the camera and adverts, and coupled with good figure above work well together. Again if the sponsor approaches the character they will take their looks into consideration.

**Rating adjustment:** For every rank the character has in good looks equals +1 point adjustment to the character's sponsorship rating. Bad looks equals -1 point.

**Speech Good/Bad** – This advantage/disadvantage indicates how well they can communicate to others, reducing confusion and frustration, increasing the ability of others to understand you. This is important during interviews and public appearances which sponsors are keen that the right message gets across.

**Rating adjustment:** For every rank the character has in good speech equals +1 point adjustment to the character's sponsorship rating. Bad speech equals -1 point.

**Timekeeper Good/Bad** – Although this attribute isn't necessarily alter the way a sponsors acts towards you; it does indicate how punctual the character is likely to be for meetings with the sponsor. In addition it is worth noting that timekeeping is important to ensure the character reaches any engagement in time to avoid fines in the promote/pay section of their contract.

**Rating adjustment:** For every rank the character has in good timekeeper equals +1 point adjustment to the character's sponsorship rating. Bad timekeeper equals -1 point.

**Cool Exceedingly/Jelly** – As this advantage/disadvantage only increases or decreases the maximum Cool a character can have it doesn't have much bearing on their sponsorship rating. It is worth noting though cool can affect how well they standby their sponsors and indirectly can affect the character's rating via the unwritten rule.

**Rating adjustment:** For exceedingly cool the character receives +1 point adjustment to the character's sponsorship rating. Jelly equals -1 point.

**Chicken** – This disadvantage has a profound effect on how they perform in the field which others consider very important, before the character has left Meny it will already be recognised that the character displays reservations about certain aspects of what they are to do which will be noted by sponsors before sponsorship is offered. Chicken can also have a profound affect when confronted by another as described in the unwritten rule.

**Rating adjustment:** For having the disadvantage of chicken, the character receives a -2 to their sponsorship rating.

**Phobias** – Phobias have not been defined here as they varied in nature with some having a bigger impact than others. As a rule of thumb the GM should reduce the character's sponsorship rating by 1 for every rank in the phobia if appropriate. Otherwise if phobias materialise during roleplay that could affect sponsorship than this should be roleplayed accordingly.

## **Skills**

Unlike the characteristics described above, a character's skills slowly get better and better as the character becomes more experienced, therefore skills do not feature when calculating the character's sponsorship rating. Skills do however affect how the character gains sponsorship, what sponsors they are approached by, and what sort of deal they can get from the sponsor.

Skills are separated into two categories depending on how they influence the sponsor. Skills that are employed to use an item(s) and are usually visible to others, which more often than not are physical type skills, these increase the likelihood of attracting sponsors that have relevance to the items the character uses. These are categorised as "Specific Use Influencers".

Other skills can be employed by the character to improve the chances of the operative/killer getting a better deal from the sponsor, these skills will be known as "Bargaining Chip Influencers". It is worth noting that striking a deal works both ways, the sponsor is trying to get the best for themselves as well, so be prepared that the character may agree to a deal which may not be as good as it should, or even below the standard, this is obviously dependant on what the character is trying to achieve in the first place. To avoid such complications an operative can employ a financier to settle any deals, in which case "Bargaining Chip Influencers" do not apply.

**Specific Use Influencers** – As already stated, these skills affect what type of sponsors will be attracted towards the character, which may include specialist sponsors or subdivisions of larger companies. Specific use influencers also increase the chances of sponsorship through use deals.

These type of influencers work depending on the proficiency of the operative in the skill and the amount of exposure the skills gets, this is to say that if a character has a skill which they rarely use then sponsors are not going to be aware of the character's proficiency. Remember that these influencers only respond to sponsors who develop items that require the skill in question to use them.

**Game option:** When deciding what sponsors approach the operative/killer, the appropriate skill level is added to the character's sponsorship rating to determine the type of sponsorship deal that is offered. If more than one skill can be used to determine the revised rating, the most appropriate skill is used; this will be explained in more detail in the optional rule section.

Below is a list of the skills that are categorised as specific use influencers:

Martial Arts	Unarmed Combat	Blade 1-H	Blade 2-H
Club 1-H	Club 2-H	Chain Axe	Flexible Weapon
Pole Arm	Archery	Pistol	Rifle
Auto Support	Drive Motorcycle	Drive Civilian	Drive Military
Pilot Military	Cinematography	Photography	

**Bargaining Chip Influencers** – These skills are utilised to get the best deal possible from the sponsor even though their use would mean the operative/killer runs the risk of getting a deal less beneficial than taking the first offer made by the sponsor. In most cases the reward is worth the risk.

Bargaining chips influencers are not as straight forward as specific use influencers as they affect different aspects of the deal and therefore some are riskier than others but may give better rewards. Below is a list of skills that fall into this category, how they influence the deal and what the effects would be.

**Evaluate Opponent** – This skill doesn't actually effect the deal laid out by the sponsor, but what it does do is give the operative/killer a good idea of the representative's attitude and demeanour before the character does anything else. This gives the character an insight in what other skills they could use to sweeten the deal in their favour. The amount of insight given to the character depends on the level of success in the skill; the GM should have a good idea of the representative's personality and body language before choosing what information to give out.

**Haggle** – This skill is employed to increase certain values within elements that have already been offered by the sponsor, i.e. the amount of money being offered in the promote/pay section or to increase the amount of discount on goods. To gain the benefits of haggling an opposed role is made, if the operative/killer is successful than the sponsor may increase their offer, on failure they will decrease their offer.

**Persuasion** – The character can use this skill to attempt to get additional perks on top of what is already offered as part of the deal, using this skill is low risk and its use doesn't always get results (it never hurts to ask though), however persistent use of this skill can quickly alienate the representative, therefore its best not to ask more than once as no normally means no. To successfully use this skill the character needs to achieve a result greater than 20.

**Seduction** – Its use is very similar to persuasion; however, its effectiveness relies on it being used against the right representative. Against the wrong representative who is not interested or otherwise not that way inclined can lead to no deal at all. The success difficulty is set by the GM and may vary from one representative to the next. The character may need to follow up their advances if the communications go that way.

**Bribery** – This is the most extreme of the skills that the character can employ to sweeten the deal in their favour. Its rewards can be great but if the representative isn't as corrupt as you would be lead to believe then bribery could end with disastrous results, not just short term with respect to that particular sponsorship contract, but long term as your reputation can be affected. It is recommended that a successful evaluate opponent check is done before bribery is even considered, a successful bribery attempt would involve offering services or payment to the individual to sweeten the deal, in which case they will increase the

benefit further without making their employer suspicious. Failure would mean the character's sponsorship rating would be effect, dropping it by 3 points.

The skills listed above are aggressive in nature allowing the character to take the initiative in contractual dealings, the skills below are more defensive in nature whereby they merely help the character from misunderstanding or misinterpreting what is said or written. As these skills are defensive and don't actually effect the contractual dealings there isn't the necessity for character's to make a roll, they merely need an understanding, if an exceptional circumstance exists then a roll may be required in which case a roll of 11+ would suffice.

Business Admin      Business Finance      Communiqué      Diplomacy  
 Interview            Literacy

**Optional Rule (Character Sponsorship Rating)**

This optional rule encompasses all the optional ruling in the appropriate sections indicated in red, the character's sponsorship rating works the same as the character's SCL whereby the characters sponsorship rating is written in the same vein but adjusted to take in consideration the Charisma and advantages/disadvantages.

This sponsorship rating is then used as a guide to what sponsors the character attracts and what sort of package they can expect from the sponsor. It is worth noting at this stage that the sponsorship rating doesn't influence how contracts are set up, contracts are based on SCL, so whenever there is a disagreement or complication, the department of Advertising are only interested in the character's SCL not their sponsorship rating.

**Additional Modifiers** – Apart from Charisma and the advantages/disadvantages above that effect the character's sponsorship rating, event during roleplay can also effect this rating. As described in the "Unwritten Rule" section, characters abused or attacked by others for any sponsor they wear have three options, each of these options effect the character's sponsorship rating, firstly if they are insulted and successfully overcome the abuser, they gain 4 points on their sponsorship rating, if they attempt to overcome their abuser but fail they get -4 points, but not to back down without fighting results in -8 points.

It is also worth noting that any character that intentionally abuses another sponsor does not gain any additional increase to their rating for such actions.

If the character at any point during their sponsorship fails to comply and receives a formal warning or worse that is then recorded on their record, also affects the character's rating. For every warning that the character has on their record reduces their rating by 10 points.

**Conversion Table** – Below is a table to calculate the character respective sponsorship rating, firstly you take the character's SCL and read off the table to determine the points equivalent, once you know this figure you then add or subtract the appropriate amount of points, with the revised points total you read across to determine the sponsorship rating, which then be used as a guide to how sponsorship dealing take place.

SCL	SCL in points equivalent,	Revised SCL (Sponsorship Rating)
	-	10-
10	0	10
10A	10	10A
9	20	9
9A	30	9A
9B	40	9B
8	50	8

8A	60	8A
8B	70	8B
8C	80	8C
7	90	7
7A	100	7A
7B	110	7B
7C	120	7C
7D	130	7D
6	140	6
6A	150	6A
6B	160	6B
6C	170	6C
6D	180	6D
6E	190	6E
5	200	5

Note: Even though some characters will find that they have exposure to higher rated sponsors before others, as characters get more experienced the disparity between the two reduces, until all operatives are seen more or less equally amongst sponsors. Once operatives/killers reach SCL 5 rated sponsors, everyone by this time reaches a level playing field, the sponsorship rating at this point only becomes a factor if the sponsor wants to sponsor one operative but needs to decide between several candidates.

Out of all the sponsorships available, sponsorship rating doesn't apply when a sponsor is considering using "High Profile Sponsorship", the reason for this is because these items are covered by D-Notice and require an appropriate SCL to have access, if the character's sponsorship rating is used then there is the potential for conflict.

### 3. SPONSOR RATING INDEX

Tier 1 (SCL 9)		
Sponsor	Product Type	Slogan
Al's Taxis	Misc	
Glow Good	Pharma	
Coffin Cigarettes	Pharma	
Ill Logic	Clothing	
Itztrong Beer	Pharma	
Weird Alien Surfwear	Clothing	
Fifi Laybelle	Clothing	
Danline Security	Electronics	
P.Bond's Happy Mags	Media	
Tabitha Zu	Food?	
Spatula Empire	Food	
Flying Jelly Attack Confectionary	Food	
Spooky Tomato Pizza Company	Food	
Beal Beer	Pharma	
Feelgood Cigarettes	Pharma	
Style Wear	Clothing (Happy Sacks Groin Protection)	
H.A.N. Ltd	Clothing	
Kill Krazy	Pharma	

Dr Craddock Recycled Gum	Food	
Sigerson Airwair	Footwear	"You ain't dressed without it"
Dig Denims	Clothing	
Spook	Clothing (Coats)	"Protect your assets with Spook"
Jok Wear	Clothing (Spook Town)	
Easy In Personal Lubricants	Pharma	"Should've used Easy In", "For Maximum Protection"
Leviathan Leather	Clothing	
Hannibal Leisurewear	Clothing	
Boingaloing	Footwear	
Clown Fabrics	Clothing	
Perrani Kickers	Footwear	
Guru Shuz	Footwear	
Friends Electric	Electronics	
Sunny Electronics	Electronics	
Guava-Half	Electronics	
Buddhausen Beer	Pharma	
Kansa Cigarettes	Pharma	
Red Dot Cigarettes	Pharma	
Red Dogs Chilli	Food	
Killers Cigars	Pharma	
Paramount Pizzas	Food	
Mooley		
So What	Clothing	"Its Mine"
Sigerson Street	Clothing (protective)	
Arducci Hypnowear	Clothing (Protective)	
Wakisashi	Electronics	
UniLover	Sex Aids	
Drug Nun	Pharma	
Something's Up	Sex Aids	
Seventh Crescent Travel	Misc	
Glow Good	Pharma	
Al's Taxis	Misc	
<b>Tier 2 (SCL 8)</b>		
<b>Sponsor</b>	<b>Product Type</b>	<b>Slogan</b>
Arducci	Clothing (Protective)	
Sigerson	Clothing (Protective)	
Heynau	Clothing	
Track Optics	Electronics	
Pour le Grande Homme	Clothing	
Manta Security	Electronics	
Servitude		
Media Blah Blah	Media	
Bad Exposure	Media	
Massacre	Media	
Glow Good	Pharma	
Ultra Violence	Pharma	
Rush	Pharma	
Boopa	Medical	
The Personal Interest Company	Medical	
HMES		
The E Company	Pharma	

Glyph Wear	Ebb Mail Order	
Commercial Mechanics Corporation (C.M.C.)	Maintenance Kits	
Karma Animattire Velkra (K.A.V.)	Clothing (Permicrease, Stonk, Polo Thermawear)	
Body Tech	Under Armour	
Emulex	Electronics	
Slosh (Beer)	Pharma	
GBB	Pharma	
PharmaCorp	Pharma	
Gargantua Games	Media	
Chronos Computing Systems	Electronics	
Tangential Systems	Electronics	
Beyond the Pale	Electronics	
Glyphman's	Clothing (Ebb)	
Electric Barbarella	Media	
Storytime Fun Toys	Imitation guns and armour	"Anytime is playtime"
<b>Tier 3 (SCL 7)</b>		
<b>Sponsor</b>	<b>Product Type</b>	<b>Slogan</b>
Bosh	Weapons	
Consolidated Arms Fabrication (C.A.F.)	Weapons, Armour	
Multi Angular Cutters (M.A.C.)	Weapons	
Seraphim Products	Shields	
Hi-Velocity	Boom Hammer	
Hardtek Manufacturing	Arc welder, Concrete saw	
Grissom Inc	Power Sander	
Carson Made	Industrial Nailer	
Klip Killer (K.K.)	Weapons	
Clicker	Livers	"Livers that can drink you under the table"
Oyanas	Eyes	
Creeper	Skin	
Drive Limbs 'N' Ligaments	Limbs	
SIC	Media	
Killzone	Media	
Slaughterhouse Six	Media	
The Schedule	Media	
Gorezone	Media	"Death Til dawn"
Alien Sex Channel	Media	
Killa Chassis	Armour?	
Channel X	Media	
Channel 88	Media	
Boopa	Pharma	
Karma Fashion	Clothing (Solution Wear – Animattire, WorkWear)	
Hijoule	Sports Cars	
Calaharvey	Motorbikes	
New Paris Nights	Media	
Circuit: Global	Media (CK)	
Circulation Channel	Media (CK)	
<b>Tier 4 (SCL 6)</b>		
<b>Sponsor</b>	<b>Product Type</b>	<b>Slogan</b>



Karma Sharps	Biogenetic weaponised implants	
Karma Drugs	Pharma	
Nuke Tendons	Biogenetic Implants	
Hughes Technologies	Weapons, Armour, Vehicles and Equipment	
Nova Projects	Armour	
Phase Inc.	Custom Armour	"Everybody is as individual as we make them"
Gash	Weapons	
Ian Thomas Bradley (I.T.B.)	Weapons	
Kramer Production Syndicate (K.P.S.)	Weapons	
Advanced Gunnery Berenyl (A.G.B.)	Weapons	
Scott Pelling Group (S.P.)	Weapons	
GAK	Weapons	
Dynamic Precision Blades (D.P.B.)	Weapons	
Multi-Job Lacerates (M.J.L.)	Weapons	
Design Associates (D.A.)	Grenades	
Berenyl Light Arms (B.L.A.)	Weapons, vehicles	
Art of Death	Designer Weapons	
3 <sup>rd</sup> Eye	Media, equipment	
Spore-Tech	Organs	"Hearts beating for you"
Henson Organs	Hearts	"Originals"
Flex	?	"Feel better with Flex"
Di-San	Limbs	
Cut 'N' Tuck	Arms, legs, organs	
Royal	Limbs, organs	
Live-Wire	'Debaser' Heart	
Boneware	Ebb weapons	"Get a boner"
Art of Flesh	Biogenetic fashion	

### Tier 5 (SCL 5)

Sponsor	Product Type	Slogan
Orange Crush	University	
Meny	University	
Dept Racial Employment	Dept	
Dept of Agriculture	Dept	
Dept or Transport	Dept	
Dept of Archeology	Dept	
Dept of Tourism	Dept	
Dept of Sanitation	Dept	
Dept of Advertising	Dept	
Dept of Pharmacology	Dept	
Shiver Unit Organisation	Dept	
Life After Death (L.A.D.)	Medical	"Beat the system"
Fen	Weapons, vehicles	
Military Assault Laminates (M.A.L.)	Weapons, armour	
Power Projects	Armour	
General Armaments (G.A.)	Weapons, vehicles	
Synergic Augmentations (S.A.)	Ebb weapons, armour, equipment	

**Tier 6 (SCL 4)**

Sponsor	Product Type	Slogan
Dept of Expedition	Dept	
Dept of Subversion	Dept	
Ministry of War	Dept	
Contract Sector	Dept	
Dept of Psychology and Psychosis	Dept	
Dept of Data Retrieval	Dept	
Dept of Extraction	Dept	
Dept of Recreation and Entertainment	Dept	
Weapons Manufacture and Design	Dept	
Dark Lament	Ebb Equipment	
Karma	Biogenetics	
Phantom Pregnancy	Biotech	
Doppelganger Institute	Biotech	

**Tier 7 (SCL 3)**

Sponsor	Product Type	Slogan
Cloak	Dept	
Dept of Investigation	Dept	
Dept of Extermination	Dept	
Dept of Ebb	Dept	
Dept of Biogenetics	Dept	

# CONTRACT KILLER CONTRACT AND SPONSORSHIP APPROVAL

Contract forthwith entitles killer free license to fight within the confines of this employment and the rules laid down by the circuit whereby reckless acts of violence and destruction will be dealt with appropriately and any resulting fines and/or punishments will be issued and communicated to client via agent.

The client is expected to have an approved Contract of Employment with SLA Industries and is expected to uphold the stipulations contained therein in addition to those written below.

Note: Section 1.7 of the Operatives Handbook still applies after contract has been signed and approved and the transition from operative to contract killer has been finalised.

I the contract killer \_\_\_\_\_ who forthwith will be referred to as "the client" hereby agree to the terms and conditions as stated below and written on behalf of the owner of the contract, \_\_\_\_\_ who forthwith will be referred to as "the agent".

The client will conduct him/herself in a manner which does not bring detriment to sponsor(s) or agent whilst contract killing.

The client will not invoke a contract killer into a challenge before informing agent of said challenge and systems and/or media is in place.

Whilst in contract the client will endeavour to plug sponsor(s) at every given opportunity.

All communications between sponsor(s) and client will be conducted via the agent to ensure both parties are informed and kept updated of all relevant events, if and when they happen.

Contract between client and agent can only be terminated by agent or bought out by client or representative where price is determined by agent, in the event of the client's termination the contract will be dissolved.

In the event of an arranged confrontation by the agent the client can only refuse if extreme conflicting circumstances exist.

All public relations will be controlled by the agent, the client is not to partake in any public speaking unless previously authorised by the agent.

Any monies earned directly as a result of contract killing will be given to the agent with \_\_\_\_% passed on to the client.

We the client and the agent from \_\_\_/\_\_\_/\_\_\_\_\_ (dd/mm/yyyy) have read and understood the above and will abide to its contents.

\_\_\_\_\_  
(Signature of agent)

\_\_\_\_\_  
(Signature of client)

\_\_\_\_\_  
(Signature of mediator,  
Department of Employment)

Failure to abide to agreed contract may result in penalties or cancellation by Department of Employment or appointed third party.

Department of Employment reserve the right to review contract without prior notice.  
Head Arbitrator, Department of Employment.

Client Copy