



MODEL RECRUITER AGREEMENT

Independent Contractor Agreement for Talent Scouts

This Agreement governs the relationship between La Belle Époque, LLC and individuals contracted to identify and refer modeling talent. Read carefully before signing.

La Belle Époque, LLC · Michael J. Gearheart, Founder & Director · 2026

PROPRIETARY & CONFIDENTIAL — INTERNAL USE ONLY

MODEL RECRUITER INDEPENDENT CONTRACTOR AGREEMENT

This Independent Contractor Agreement ("Agreement") is entered into as of the date signed below ("Effective Date") by and between:

La Belle Époque, LLC, a subsidiary of Époque Enterprises International, hereinafter referred to as the "Company," and

The undersigned individual hereinafter referred to as the "Recruiter."

WHEREAS, the Company operates a fine art and figure modeling agency and requires talent scouting and referral services; and

WHEREAS, the Recruiter desires to provide such services on an independent contractor basis;

NOW, THEREFORE, in consideration of the mutual covenants contained herein, the parties agree as follows:

1 — SCOPE OF SERVICES

The Company engages the Recruiter as an independent contractor to identify, approach, and refer prospective modeling talent to La Belle Époque, LLC. The Recruiter's authorized activities include:

- Identifying prospective models through digital platforms, in-person scouting, and referral networks
- Extending initial invitations to prospective models using only Company-approved scripts and materials
- Directing interested prospects to the official model application form or to the Founder
- Maintaining professional conduct in all public and digital representations of the agency
- Submitting lead reports to the Founder within 24 hours of any prospect interaction

The Recruiter is expressly NOT authorized to:

- Enter into any agreement, commitment, or contractual obligation on behalf of the Company
- Conduct model interviews, discovery calls, or test session negotiations
- Represent, modify, or expand the scope of the agency's services to any prospect
- Discuss model compensation, rates, or business terms with any prospect
- Represent themselves as an employee, officer, or legal agent of the Company

2 — COMPENSATION

2.1 Base Recruitment Fee

For each referred model who signs a formal representation agreement with La Belle Époque, LLC and completes their first official photography session, the Recruiter shall receive a base recruitment fee of \$125.00 (one hundred twenty-five dollars).

2.2 Performance Bonuses

Performance bonuses are calculated on a calendar-month basis based on the number of qualifying models (signed + first session completed) referred by this Recruiter in that month:

Monthly Qualifying Referrals	Bonus Per Model	Example Total
1-2 models	No bonus	$\$125 \times 1-2 = \$125-\$250$
3-5 models	+\$50 per model	5 models = $\$125 \times 5 + \$50 \times 5 = \$875$
6+ models	+\$100 per model	6 models = $\$125 \times 6 + \$100 \times 6 = \$1,350$

2.3 Exceptional Talent Bonus

At the sole discretion of the Founder, a one-time Exceptional Talent Bonus of up to \$200 may be awarded for a referred model deemed to be of exceptional market value, marketability, or strategic importance to the agency.

2.4 Payment Terms

All fees shall be paid within seven (7) business days of the qualifying event being confirmed by the Founder. Payment shall be made via PayPal, Venmo, or ACH transfer as directed by the Recruiter. The Recruiter shall provide Form W-9 upon request. A 1099-NEC will be issued for annual earnings of \$600 or more.

3 — INDEPENDENT CONTRACTOR STATUS

The Recruiter is engaged as an independent contractor and not as an employee, agent, partner, or legal representative of the Company. The Recruiter is solely responsible for all applicable federal, state, and local taxes on earnings under this Agreement. The Company shall not provide benefits, workers' compensation, unemployment insurance, or any other employee benefits to the Recruiter.

4 — CONDUCT & BRAND STANDARDS

The Recruiter agrees to:

- Use only Company-approved scripts, messaging templates, and materials in all outreach
- Identify themselves truthfully as a talent scout representing La Belle Époque in all contacts
- Approach all prospective models respectfully, professionally, and without pressure or misrepresentation
- Immediately discontinue contact with any prospect who declines interest
- Never make promises, guarantees, or representations about income, exposure, or session content that have not been authorized by the Company in writing

The Recruiter shall not:

- Engage in any form of harassment, misrepresentation, or coercion with any prospect or model
- Share, distribute, or publish any Company materials, images, or proprietary information without prior written consent
- Represent, modify, or contradict the Company's stated policies, services, or values in any public or private communication

5 — CONFIDENTIALITY

The Recruiter agrees to maintain strict confidentiality of all non-public information related to the Company, including but not limited to: model identities and rosters, business strategy and recruitment methods, compensation structures, client and partner relationships, and all internal communications and materials.

This confidentiality obligation shall remain in effect for two (2) years following the termination of this Agreement.

6 — NON-SOLICITATION

During the term of this Agreement and for twelve (12) months thereafter, the Recruiter shall not: (a) solicit, recruit, or contract any model represented by or introduced through the Company for the benefit of any competing agency or platform; (b) use any Company materials, contact lists, or proprietary methods to benefit a competing enterprise.

7 — INTELLECTUAL PROPERTY

All scripts, messaging templates, brand materials, and methods provided to the Recruiter by the Company remain the sole intellectual property of La Belle Époque, LLC. The Recruiter acquires no rights to any Company intellectual property under this Agreement.

8 — LIMITATION OF LIABILITY

The Company assumes no liability for any statements, actions, or representations made by the Recruiter outside the authorized scope of this Agreement. The Recruiter agrees to indemnify and hold harmless La Belle Époque, LLC, its owners, officers, and affiliates from any claims, damages, or expenses arising from the Recruiter's unauthorized or negligent conduct.

9 — TERM & TERMINATION

This Agreement shall remain in effect until terminated by either party upon seven (7) days' written notice. The Company may terminate this Agreement immediately and without notice for: breach of conduct standards, misrepresentation to prospects, violation of confidentiality, or any action that brings disrepute to the Company or its affiliates. The Recruiter shall remain entitled to any commissions earned prior to the termination date, subject to the qualifying conditions of Section 2 being met.

10 — GOVERNING LAW & ENTIRE AGREEMENT

This Agreement shall be governed by the laws of the State of Ohio. This document constitutes the entire agreement between the parties with respect to its subject matter and supersedes all prior discussions, representations, or agreements. Modifications to this Agreement must be made in writing and signed by both parties.

Signatures

La Belle Époque, LLC

Signature _____

Name: Michael J. Gearheart

Title: Founder & Director

Date: _____

Recruiter

Signature _____

Printed Name: _____

Date: _____

Address: _____

Phone / Email: _____