

**Sniper Productions
Perkins Enterprises LLC**

Please sign and fax to 210-375-3358

EMPLOYMENT AGREEMENT WITH INDEPENDENT CONTRACTOR:

Contract made 03/26/2007, between Perkins Enterprises LLC, of 2938 Low Oak, San Antonio, TX County, US, here referred to as owner, and _____ [name], of _____ [address], _____ [city], _____ County, _____ [state], here referred to as contractor.

RECITALS

A. Owner owns and operates a Paintball Retail business at the address set forth above, and owner desires to have the following services performed at owner's place of business content articles for publication within Sniper Productions website.

B. Contractor agrees to perform these services for owner under the terms and conditions and editorial guidelines set forth in this contract.

In consideration of the mutual promises set forth in this contract, it is agreed by and between owner and contractor:

SECTION ONE.

DESCRIPTION OF WORK

The work to be performed by contractor includes all services generally performed by contractor in contractor's usual line of business, including, but not limited to, the following: content articles for publication within Sniper Productions website.

SECTION TWO.

PAYMENT

Owner will pay contractor the total sum of one dollar and fifty cents + Dollars (\$ 1.50+) for each submitted article to be performed under this contract, according to the following schedule: open to contractor. Submitted articles will be evaluated and graded by Sniper Productions and pay scale will be a minimum of the amount stated above and not to exceed \$5.00 per article.

SECTION THREE.

RELATIONSHIP OF PARTIES

The parties intend that an independent contractor-employer relationship will be created by this contract. Owner is interested only in the results to be achieved and the conduct and control of the work will lie solely with contractor. Contractor is not to be considered an agent or employee of owner for any purpose, and the employees of contractor are not entitled to any of the benefits that owner provides for owner's employees. It is understood that owner does not agree to use contractor exclusively. It is further understood that contractor is free to contract for similar services to be performed for other owners while under contract with owner.

SECTION FOUR.

LIABILITY

The work to be performed under this contract will be performed entirely at contractor's risk, and contractor assumes all responsibility for the condition of tools and equipment used in the performance of this contract. Contractor agrees to indemnify owner for any and all liability or loss arising in any way out of the performance of this contract.

SECTION FIVE.

DURATION

Either party may cancel this contract on 30 days' written notice; otherwise, the contract shall remain in force for a term of 1 year from date.

In witness whereof, the parties have executed this agreement at _____ *[designate place of execution]* the day and year first above written.

[Signatures]

Editorial Guidelines For Submitting To SniperProductions.com

These editorial guidelines are designed to help you understand what we accept and don't accept for inclusion in our article database. Before you submit to our site, we'd appreciate if you'd read this page first. :-)

1. **Sniperproductions.com Editorial Guidelines: (CONTENT QUALIFICATIONS)**

To Be Qualified For Our Site, Your Article:

- a. **MUST BE AN ORIGINAL ARTICLE THAT YOU WROTE.** If you work for an author as an employee or contractor and are submitting the article, please submit the article as if it was from the original author including his or her email address and name.
- b. **MUST NOT BE AN ARTICLE YOU RIPPED-OFF FROM THE PUBLIC DOMAIN OR BOUGHT.** If you did hire a ghost writer to write your articles, you **MUST** have an **EXCLUSIVE LICENSE** that ***only*** allows your name to be associated with the articles produced for you. Do not waste your time or ours by buying article packs that have non-exclusive licenses as we reject those articles. Why do we do this? #1) It makes you look like a fraud because you're putting your name on someone else's works that already may have hundreds or thousands of other authors who already put their name on the exact same works and #2) We do not want more than one copy of any article in our site.
- c. **MUST NOT CONTAIN AFFILIATE PROGRAM LINKS.** See Section #3 below.
- d. **MUST BE** informative and share your unique expertise. Include tips, strategies, techniques, case-studies, analysis, opinions and commentary in your articles.
- e. **MUST NOT** be a press release, advertisement, sales letter, promotional copy, or blatant and excessive self-promotion or hype. Press releases are an entirely different type of publishing and we do require a different type of application for submission. If you are interested in doing press releases please contact troy@sniperproductions.com .
- f. **MUST HAVE** proper English, spelling, grammar, punctuation, capitalization and sentence structure. While we know there is a variation in what is considered "proper English," we ask that you at least be consistent within your article. Your article must also be proofed and double checked for accuracy. If English is your second language -- we strongly suggest that you have it proofed by someone who has English as their native tongue before submitting your articles to us.

- g. **SIMPLE PUNCTUATION RULES:** One or two spaces after each period, colon, or semi-colon; Periods should be *inside* of quotes; When doing "... " -- you should use only 3 dots minimum and maximum; When using dashes, use two in a row, ex: "--"; There is never a space BEFORE a period or BEFORE a comma.
- h. **MUST NOT** contain pornography/adult material, hate or violence-oriented, suggest racial intolerance, advocate against any individual, have insulting-obscene-degrading tone, or contain excess profanity.
- i. **MUST NOT** contain information on: hacking/cracking content, auto-surf program advocacy or promotion, bomb creation, support for terrorism/radicalism/ religious fanaticism, illicit drugs or drug paraphernalia, steroid use or advocacy, weapon/ firearms/ ammunition/ balisongs/ butterfly knives or brass knuckles, or the promotion of hard alcohol/tobacco-related products or prescription drugs.
- j. **MUST NOT** contain any content that is a violation of any law, be considered defamatory, libelous, or infringes on the legal rights of others.
- k. **MUST NOT** be a submission of the exact same article as one that you already submitted. Some authors have submitted the same article multiple times with only a few words changed in the body -- we reject these and ban authors who engage in this practice.
- l. **MUST NOT** be a reply to a personal email, letter or other correspondence.

2. **Sniperproductions.com Editorial Guidelines: (FORMAT)**

- a. **TITLE:** Your Title **MUST** Be In Upper and Lower Case Letters With The First Letter of Each Major Word Capitalized.
 - i. If you submit your TITLE in all CAPS, we will change to "Upper and Lower Caps."
 - ii. It is ok not to capitalize common words such as "a" - "the" - "to" - "for" etc...unless you want to. We accept these either way.
 - iii. Please do not put QUOTES around your entire TITLE. This makes very little sense to us. If you want to use a quote or an apostrophe to call attention to one word or a phrase, this is ok, but the entire TITLE must not have quotes around itself.
 - iv. Do **NOT** end your TITLE with a period.
 - v. Please do not submit Microsoft Word smart quotes in your title. This includes quotes, apostrophe's, double dashes, and 3 dots in a

- row. Replace smart quotes with standard quotes/apostrophe's/double dashes/or 3 periods in a row.
- vi. Refrain from excessive repetitive punctuation in your TITLE. One exclamation "!" or question mark "?" is enough to make a point.
 - vii. We do not allow HTML tags of any kind in your TITLE.
 - viii. We do not allow spaces in your TITLE before you begin your TITLE. In other words, your TITLE should begin with the first word flush to the LEFT of the TITLE submission box.
 - ix. We do not allow your AUTHOR NAME or any WEBSITE URL to be in your TITLE.
 - x. Please do NOT repeat your TITLE in the ARTICLE BODY.
 - xi. Your TITLE must not be keyword stuffed (too many redundant keywords used over and over again), but rather should read as a natural language TITLE that any human could easily appreciate. Do not over-optimize your TITLE please.

- b. **TITLE KEYWORD RICHNESS:** Your title should be "Keyword Rich." The first 3-4 words of your TITLE determines the success of the article in terms of how much traffic your article will generate...so choose the first 3-4 words wisely.

Example of a Bad Keyword TITLE:

Top 9 Ways To Acquire Fractional Jet Ownership

Example of a Good Keyword TITLE:

Fractional Jet Ownership - 9 Strategies to Help You Acquire Your Private Jet

- c. **YOUR FULL AUTHOR NAME:** You must include your first and last name as the author of the article.
 - i. Your AUTHOR NAME must have a First name and a Last name.
 - ii. We do allow "First name - Last initial" or "First initial - Last Name."
 - iii. We do not allow two initials for your AUTHOR NAME.
 - iv. Your First and Last name must begin with a Capital Letter.

- v. We do not allow company names to be your AUTHOR NAME.
- vi. We do not allow email addresses to be your AUTHOR NAME.
- vii. We do not allow adjectives or nouns or descriptors to be part of your AUTHOR NAME.
- viii. You may NOT include your title after your AUTHOR NAME unless you hold a doctorate-level degree (Dr., MD, DDS, PhD, etc.)
- ix. We do not allow religious titles before or after your name.
- x. We do not allow more than ONE author name to have an account. If your article was CO-AUTHORED, then please put the CO-AUTHOR's name in the RESOURCE BOX and we will manually add them as a Co-Author to your article BY-LINE.

- d. **ALTERNATE AUTHOR NAMES:** We only allow one author membership account per human but you are allowed to have alternate author names under your account (such as a pen-name or if you are an author's assistant or manage articles for multiple different author's).
 - i. ALL of the same rules for the FULL AUTHOR NAME above apply to the ALTERNATE AUTHOR NAMES.
 - ii. ATTENTION AFFILIATES: We don't accept articles with affiliate links in them, except as outlined in Section 3 below. With that said, PLEASE do not setup an alternate author name of the guru of an affiliate program that you want to promote.
 - iii. You can add alternate author names from your MEMBERS PROFILE once you are logged in to the members only area.
- e. **ARTICLE BODY:** Must be a minimum of 250 words and no more than 3,500 words. For us, an ideal article size is 400-750 words.
 - i. Please do not repeat your TITLE and AUTHOR NAME at the top of the ARTICLE BODY. We will remove it.
 - ii. Copyrights must be at the bottom of your article. If you put it at the top of your article, we will move it to the bottom of the article body.
 - iii. If you sell hard in the ARTICLE BODY by including your URL or product pitch or blatant self-promotion, we will toss your article without notice. The RESOURCE BOX is where you get to pitch yourself or your website address.
 - iv. The following HTML TAGS ARE ALLOWED in the ARTICLE BODY:

- `BOLD`

- `<i>ITALICS</i>`
- `<u>UNDERLINE</u>`
- `
` is used to force a hard line return. Use this HTML tag to prevent our system from trying to wrap your short sentences together into one paragraph.
- `<pre>` and `</pre>` To make a text table look right.
- `<blockquote>TO INDENT A PARAGRAPH</blockquote>`
- `<XMP>` and `</XMP>` are used to display HTML code if you want to show the HTML code but not have our system interpret your code as HTML commands.
- `` and `` tags to create a NUMBERED LIST or a BULLET POINT list. See the Essential HTML article link below for further instructions on how to implement if this is your first time using these tags. These are OPTIONAL tags as you can always just left justify a numbered list or * asterisks for bullets and it makes your article much simpler to reprint.
- HTML TAGS NOTE: Be sure to CLOSE every tag that you OPEN. A common mistake that an author will do is OPEN a BOLD tag and then forget to CLOSE it causing the rest of their article to look BOLDED when they didn't intend for that.
- We do allow ACTIVE website URLs in the body of your article. Please read the section below on "WEBSITE ACTIVE LINKS / YOUR URL" for a detailed explanation of what is and is not allowed.

v. The following HTML TAGS ARE **NOT ALLOWED** in the ARTICLE BODY:

- `<p>` and `</p>` are not allowed anywhere in your article. To accomplish the same thing as the `<p>` tag, just make sure there is one vertical space between each of your paragraphs. Our system interprets vertical spaces between paragraphs as an indication that the paragraph has ended and we insert behind-the-scenes the `<p>` tags so you don't have to.
- `<JAVASCRIPT>` is not allowed in any form.
- `` Image tags are NOT allowed.
- FONT SIZE changes or COLOR tags are NOT allowed.
- `<H1>`, `<H2>`, `<H3>`, etc. tags are NOT allowed.
- The `<HR>` horizontal line tag is NOT allowed.

- Microsoft Word Smart Quotes are NOT VALID HTML code. Do not include them in any of your HTML statements (or your article in general if you can help it).

- vi. Please do not submit articles with excessive HARD LINE BREAKS. A hard line break is when you use the HTML <P> or
 tag to force a carriage return rather than allowing each line to wrap naturally. We may either reject or convert any articles that are sent in with hard line breaks. It's ok to force a hard line break when you're making a small list of items but it's not ok to arbitrarily force hard line returns on every single line at a certain character width.

- vii. At the very END of your ARTICLE BODY, please help us by removing any excess vertical spaces and do not include any HTML tags that would create or force the creation of additional vertical spaces after the end of your ARTICLE BODY.

- f. **WEBSITE ACTIVE LINKS / YOUR URL:** We allow a maximum of 3 "Self-Serving" Links/URLs, active or inactive, in your article. A "Self-Serving" Link/URL is a link/URL to a website that you own, control or have an interest in. We prefer links pointing to product pages or forum pages within the Sniper Productions domain. Any self serving links must be qualified as informational and not in competition with Sniper Productions.

There is a total active link limit of (6) active links per article, i.e.: A maximum of (3) "Self-Serving" active links that you have a relationship with and a maximum of (3) active non-self serving links.

- i. Sorry, we do not accept articles with active or inactive self-serving links in the first sentence, first 1-3 paragraphs or above the fold of an article. Please put your active self serving links in the resource box below the article body. The article BODY is your "GIVE" and the RESOURCE BOX is your "TAKE."
- ii. You can use HTML code to make your link active but be sure to not include font attributes or break tags (
) in your HREF statements.
- iii. Double check your active links before submitting to be sure they work. Your article will be rejected if your website links do not work.
- iv. Microsoft Word smartquotes are never valid HTML code. (ie: Do not prepare your HREF statements in MS Word)

Example of an invalid URL:

Your-Company-Name.com

www.your-company-name.com

Example of a valid URL:

http://Your-Company-Name.com/

- v. We ***DO NOT*** auto-format URLs that are in the **BODY** of your article.
- vi. Your links may **NOT** contain a file to be downloaded of any type.
- vii. We do not knowingly allow any URLs in any of our articles that are banned by Google or if your website engages in questionable SEO practices -- we may reject your articles.
- viii. We do not accept articles that have the same **ACTIVE** link more than once. Do not submit duplicate identical URLs.
- ix. We do not allow articles which have strategic keyword anchor text links in the body to your domain that do not add informational value to the article. If you put all 3 of the active self serving links that we allow in the body of your article, we will reject it. Any use of anchored text links to websites that you own should add value to the article topic rather than stand out as an obvious abuse an anchored text link. The goal with this policy is to be a good netcitizen by only allowing articles that add value with the anchored text links rather than for pure SEO reasons.

Example: Within your article, you link the word "bird dog" to an article that you wrote about bird dogging. This is a good example of an anchored text link vs. linking the same text to your home page as it doesn't really add value.

- x. We will not accept articles with links (in the Article Body or Resource Box) to adult-oriented websites, including but not limited to websites that include pornography, adult-oriented sexual content.

- g. **EMAIL 'MAILTO:' LINKS:** We highly recommend including a link to your website but do not advocate including a mailto: or email link to your personal or work email account. Spammers will abuse it. It's better to include a valid website URL and let potential customers find your email address on your website.
- h. **ADDING KEYWORDS:** Adding the top keywords related to your article helps us to bring more traffic to your article.
 - i. Please make sure you put a comma between each **KEYWORD**.
 - ii. Ideally, your keywords should be optimized based on the most commonly searched keywords as published by Overture.com for your particular niche. It helps to use a good keyword research tool to help you determine which ones are best to use.
 - iii. You should have a minimum of 4-5 keywords and a maximum of 25.
 - iv. We do not accept keywords that are completely unrelated to the content of your article.
- i. **ARTICLE SUMMARY:** Every article must have a 2-5 sentence article summary and not exceed 200 words. The purpose of the **ARTICLE SUMMARY** is to give an abstract or summary of the benefits that your article delivers.
 - i. If you don't know what to put in your summary, just use the first paragraph of your article.
 - ii. We do not allow **HTML** tags of any kind in your **ARTICLE SUMMARY**.
 - iii. We do not allow blatant self-promotion in your **ARTICLE SUMMARY**.
 - iv. We do not allow your **AUTHOR NAME** to be in your **ARTICLE SUMMARY**.
 - v. We do not allow any website URL or Email Address to be in your **ARTICLE SUMMARY**.
- j. **ARTICLE CATEGORY or SUB-CATEGORY:** Please choose the best category or sub category based on the theme of your article and not the theme of your business. Here are some general hints on how to select the best category for categories that are often confused:

- i. Home based business articles are only allowed in the Home Based Business category. We do not want to see home based business articles in the BUSINESS category or sub-categories.
- ii. Internet business related articles MUST be under the "Internet & Businesses Online" category or sub-categories. We do not want to see Internet articles under the BUSINESS category or sub-categories.
- iii. MLM or Network Marketing articles can only go under the Home Based Business category.
- iv. We do not accept Home Based Business articles in the Entrepreneurialism sub-category of Business.
- v. Internet Joint Venture articles should go under Affiliate-Revenue in the Internet & Online Business category.
- vi. Articles on Nutrition should not go in the Weight Loss sub-category, but rather should be in the Nutrition sub-category. Supplement articles should not go in the Nutrition category but rather should be in the Supplements sub-category.
- vii. The Coaching sub-category of Self-Improvement is designed for articles about "how to be a coach" rather than articles about coaching a person on a particular topic.

3. Sniperproductions.com Editorial Guidelines: (AFFILIATE PROGRAMS)

Affiliate links will be allowed if the link is a domain name you own which forward/redirects to the affiliate link from the top-level of the domain name. For example, it is permissible to forward to an affiliate link from:

<http://your-company-name.com/>

...but it would not be permissible to forward to an affiliate link from:

<http://your-company-name.com/page.html>

<http://your-company-name.com/subdirectory/>

<http://your-company-name.com/subdirectory/page.html>

Any article with an affiliate link that does not adhere to this guideline will cause the article to be rejected.

4. PLEASE NOTE: Any self-serving articles will not qualify for compensation.