

**BTW MEDIA, LLC**  
EMPLOYMENT AGREEMENT  
DIGI-PETZ DIVISION

**Terms of Employment**

**1. Payment**

- A. Digi-Petz Employment is voluntary, and not monetary in wages. BTW Media llc reserves the right to pay commission in certain circumstances of work, at the discretion of division administrators.

**2. Use of Product**

- A. Any content produced for the purpose of Digi-Petz can and will be published or used in any way BTW Media, llc finds suitable. Employees are reserved all rights to reproduce content of their making, for personal use only.
- B. All content submitted to BTW Media, llc must be original, meaning the producer/distributor maintained all rights of the product prior to submission.

**3. Limitations**

- A. BTW Media, llc is an equal opportunity provider. No individual will be discriminated or denied privileges on a bias of race, color, national origin, sex, religion, age, disability, political beliefs, sexual orientation, gender identity, marital or family status.
- B. Digi-Petz Employees must be in full agreement to the Digi-Petz disclaimers, and policies within.
- C. Employees must meet specific requirements and skills needed to fill the designated position, prior to employment.
- D. All employees are expected to complete work promptly, and complete material that is asked from them by their administrators or supervisor.

**4. Termination**

- A. Any employee who no longer cares to work for BTW Media, llc, must give their supervisor notification 30 days prior to the designated retirement point. Improper notification can and will result in loss of benefits and/or fines.
- B. BTW Media, llc reserves the right to terminate any employee for unexcused inactivity of five or more days. Supervisors shall make every attempt to contact the employee two weeks prior to termination.
- C. Any employee found to be involved in any way to a virtual or physical criminal offense, excluding minor misdemeanors, including but not limited to violation of employment terms, local and USA laws, will be terminated immediately without any prior notification period necessary, once found guilty in a court of law.
- D. Unethical practices by any employee should be immediately brought to the attention of BTW Media, llc administration, and will result in appropriate action as required by law.
- E. Employees reserve the right to question termination, and have it brought to the attention of Administrators.