



DZR Development

Contributor Overview

Everything you need to know about working with DZR Development as a developer or staff member. Covers compensation, roles, expectations, intellectual property, and how the arrangement works.

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dZRdevelopment.com

*Subject to review and revision with reasonable notice
This document is public and is not covered by any non-disclosure agreement.*

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ABOUT DZR DEVELOPMENT

01

DZR Development is a small, privately owned studio run by TheDanzar. We build resources and assets for the FiveM platform - scripts, systems, vehicles, and everything in between.

The flagship product is DZR Roleplay, a whitelisted roleplay server that serves as the primary build and test environment for everything we create. Resources get built here, tested against real players, and if they hold up they go in the store. If they do not, they do not ship. That is the filter.

The business model has two revenue streams, both operating through Tebex storefronts: the DZR Roleplay server storefront for server-specific purchases (supporter tiers, cosmetics, server items), and a separate DZR Development storefront selling standalone resources to other FiveM server owners. Both operate under the DZR Development name at dzrdevelopment.com.

DZR Roleplay is currently in alpha and available to playtesters only. The Discord community is open to a limited number of Early Access members who follow along with development and updates before the public launch. The contributor program is new and you would be among the first people brought in. The foundation is being built right now.

FiveM Platform License Agreement

DZR Development operates on the FiveM platform. Every contributor - developer and staff alike - is required to read, understand, and follow the FiveM Platform License Agreement (PLA). This is the legal agreement between Cfx.re (the company behind FiveM) and everyone who builds on or operates within their platform.

The current PLA is available at:

<https://static.cfx.re/platform-license-agreement-12-jan-2026.pdf>

The PLA is not optional. Violating it puts DZR Development, the server, the store, and every contributor at risk. If the PLA is updated, you are expected to review the changes. If you are unsure whether something you are building or doing complies, ask before shipping it.

Important: Every contributor is an independent contractor.

This is not employment. No salary, no benefits, no guaranteed hours.

You handle your own taxes. DZR Development does not withhold or file for you.

Either party can end the arrangement at any time.

THE TWO TRACKS

02

There are two ways to contribute to DZR Development, and they are compensated differently. For now, each contributor is on one track only - Developer or Staff, not both. Keeping the roles separate prevents burnout, keeps your focus where it belongs, and makes sure staff decisions stay objective. Quality over quantity.

Developers

You build things - scripts, resources, vehicles, assets. You may also help with bug fixes, assigned tasks, or ongoing projects that need extra hands. Your compensation is a revenue share on anything you build that goes into the Tebex

resource store.

Staff

You run the operation - moderation, community management, player support. Your compensation is a share of the DZR Roleplay server's monthly profit. New staff go through a 60-day trial period before profit sharing begins. Full responsibilities from day one - the trial only applies to the money side.

Volunteering

Some contributors choose to work without compensation. That is welcomed. The NDA, conduct rules, and all other expectations still apply - volunteering does not change how the arrangement works, only whether money is involved.

For developers, DZR Development holds a non-exclusive license to use volunteer work on the DZR Roleplay server, and you are free to use, sell, or distribute your work elsewhere. If you later want to list a resource on the store, the standard revenue share and exclusive license apply to that resource from that point forward.

For staff, volunteering means the same role and responsibilities without profit share participation. Any volunteer can transition to compensated status by mutual agreement with TheDanzar.

DEVELOPER COMPENSATION

03

When you build a resource and it goes on the DZR Development Tebex store for standalone server purchases, you earn money every time someone buys it. Developer compensation is tied to resource store sales only - not DZR Roleplay server sales, which fund staff compensation instead. Here is exactly how that works.

The Split

Tebex charges a 15% platform fee on all FiveM transactions - this is the standard published rate for FiveM resources, separate from Tebex's general storefront rate. On top of that, payment processing adds roughly 2-3% depending on the method. Combined, expect approximately 17-18% off gross revenue before anything reaches DZR Development. These are Tebex's rates and are not within our control.

From what remains after fees, you keep 75% and DZR Development keeps 25%.

Paid monthly by the 15th, based on the prior month's sales. Minimum payout is \$25 - if your earnings for a given month are under that threshold, they roll forward to the next month.

| Monthly Sales | Fees (~18%) | Net Revenue | You (75%) | DZR Development (25%) |
|---------------|-------------|-------------|-------------------|-----------------------|
| \$100 | \$18 | \$82 | \$61.50 | \$20.50 |
| \$500 | \$90 | \$410 | \$307.50 | \$102.50 |
| \$1,000 | \$180 | \$820 | \$615.00 | \$205.00 |
| \$2,500 | \$450 | \$2,050 | \$1,537.50 | \$512.50 |

Worked Examples

Three scenarios showing the full breakdown from gross sales to your payout:

| | Script | Vehicle Pack | Full System |
|-----------------------|-----------------|-----------------|-----------------|
| Price x Copies | \$14.99 x 20 | \$24.99 x 15 | \$39.99 x 10 |
| Gross Revenue | \$299.80 | \$374.85 | \$399.90 |
| Fees (~18%) | -\$53.96 | -\$67.47 | -\$71.98 |
| Net Revenue | \$245.84 | \$307.38 | \$327.92 |
| You (75%) | \$184.38 | \$230.54 | \$245.94 |
| DZR Development (25%) | \$61.46 | \$76.84 | \$81.98 |

Pricing

Resource pricing is set by DZR Development. You can suggest a price and it will be discussed, but the final number is a business decision. The goal is fair pricing that reflects quality - not underselling your work, not overpricing and sitting on zero sales.

Refunds and Chargebacks

DZR Development operates a no-refund policy on digital goods, which is the Tebex platform default. If a refund is ever voluntarily issued, it is deducted from the gross revenue before the split - you are not billed separately.

Chargebacks (when a buyer disputes with their bank) are handled by Tebex's Seller Protection. Tebex defends the dispute and absorbs the cost if they lose. The buyer gets banned from the platform. Your earnings are not affected.

Contributing Beyond the Store

Not everything you work on will end up as a store listing. Bug fixes, small tasks, helping improve shared systems - this is part of being in a studio, and many contributors genuinely want to pitch in because they care about the project. That is welcomed and appreciated. Revenue share covers what goes on the store, but the collaborative side of this arrangement is what makes it a team and not just a transaction. If you ever feel the balance has shifted too far toward directed work and away from your own projects, say so.

Per-Resource Tracking

Each resource on the store is tracked independently. If you have multiple listings, earnings are calculated and reported per resource. Nothing is pooled across resources unless explicitly agreed.

Collaboration

If multiple developers work on a resource together, the revenue split between contributors is agreed in writing before anything ships. DZR Development documents these agreements.

Currency

All compensation, payouts, and financial references in this document are in United States Dollars (USD).

STAFF COMPENSATION

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Every month, the DZR Roleplay server earns revenue through Tebex - supporter tiers, cosmetic purchases, and other server-specific sales. Staff compensation comes from this server revenue only, not from the standalone resource store. After paying for hosting, platform fees, and other operating costs, whatever is left over is profit.

20% of that monthly profit goes into the staff pool.

The pool is divided among active staff based on their role. The remaining 80% stays with DZR Development for reinvestment and growth. Payouts happen quarterly (every three months) by the 15th of the following month.

| Role | Positions | Pool Share | \$200/mo Pool | \$500/mo Pool | \$1,000/mo Pool |
|-----------------|-----------|------------|---------------|---------------|-----------------|
| Administrator | 1 | 40% | \$80/mo | \$200/mo | \$400/mo |
| Moderator | Up to 2 | 20% each | \$40/mo ea. | \$100/mo ea. | \$200/mo ea. |
| Community Guide | Up to 2 | 10% each | \$20/mo ea. | \$50/mo ea. | \$100/mo ea. |

Monthly share per role shown above. Quarterly payout = 3 months combined. Pool size depends on server profit that quarter.

Quarterly Payout Examples

These examples show what quarterly payouts look like at different server revenue levels. The staff pool is 20% of monthly profit, paid out every three months.

| | Low Quarter | Mid Quarter | High Quarter |
|----------------------|-------------|-------------|--------------|
| Monthly Gross | \$1,200 | \$2,500 | \$5,000 |
| Monthly Expenses | \$500 | \$750 | \$1,000 |
| Monthly Profit | \$700 | \$1,750 | \$4,000 |
| Quarterly Pool (20%) | \$420 | \$1,050 | \$2,400 |

| Role | Low Quarter | Mid Quarter | High Quarter |
|----------------------------|-------------|-------------|--------------|
| Administrator (40%) | \$168 | \$420 | \$960 |
| Each Moderator (20%) | \$84 | \$210 | \$480 |
| Each Community Guide (10%) | \$42 | \$105 | \$240 |

Trial Period

New staff go through a 60-day trial. Full responsibilities from day one, but profit sharing kicks in after those 60 days. This protects both sides - you are not locked in, and DZR Development is not compensating someone who disappears after two weeks. The trial period applies to staff only. Developers earn revenue share from their first sale with no trial period. TheDanzar may waive the trial period at their discretion.

Other Details

Quarters follow the standard fiscal calendar: January through March, April through June, July through September, October through December. Payouts are issued by the 15th of the month following the quarter end.

Minimum payout is \$25 per quarter. Under that, it rolls forward. Vacant positions roll to DZR Development until filled - they do not get redistributed to remaining staff. All payouts are in USD via PayPal.

ROLES

05

Every role has a defined scope. What follows is what each role actually does - not a vague title, but the real responsibilities.

Script / Resource Developer

Writes Lua, JavaScript, or other code that runs on FiveM servers. Builds complete, production-ready resources that work within DZR Development's architecture. May also be asked to help with bug fixes on existing systems, tackle assigned tasks, or contribute to larger projects that need additional hands. Creative freedom is real, but so is the occasional directed ask when something needs attention.

Asset Developer

Creates vehicles, liveries, props, textures, and other visual content for FiveM. Delivers production-ready assets in their final format. Source and project files (z3d, blend, etc.) remain with the creator unless separately agreed. Same compensation and ownership model as script developers - scripts and assets are treated identically.

Administrator (1 position)

The operational right hand. Specific duties include: handling special escalations that go beyond moderator authority, reviewing ban appeals alongside the moderator, managing and overseeing the moderator and community guide roles, contributing to policy decisions, and assisting with Tebex-related support issues. The administrator is the final internal stop before TheDanzar. They keep the team running day to day without needing TheDanzar in every decision. Routine moderation is not the job.

Moderator (up to 2)

Day-to-day enforcement. Intervenes on rule violations, documents incidents accurately, and escalates edge cases to the administrator. Can provide basic technical support to players when it comes up, but it is not an expected part of the role. Does not make policy decisions or mediate personal disputes.

Community Guide (up to 2)

Entry-level staff. Helps new players understand how things work, reviews and approves whitelist applications, points people toward documentation, and handles initial questions before escalation. Does not resolve disputes, grant exceptions, or make decisions above this scope.

YOUR WORK

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You own what you build.

Scripts, assets, vehicles, resources - whatever you create for DZR Development remains your intellectual property. The exclusive license does not transfer ownership to DZR Development. Scripts and assets are treated identically. While you are an active contributor, DZR Development holds an exclusive license to use and sell your work. 'Exclusive' means you cannot sell or distribute the same resource through other channels during the arrangement.

For volunteer developers contributing without compensation, DZR Development holds a non-exclusive license instead. You may use, sell, or distribute your work independently. If a resource is later listed on the store, the standard revenue share and exclusive license apply to that resource from that point forward.

If You Leave

Your listing is removed from the DZR Development store. Revenue share ends when the listing comes down. The DZR Roleplay server keeps running the final version of your work indefinitely so players are not affected. DZR Development may modify the server copy for internal use but will not sell the resource after your departure. You take your work with you and are free to sell it, release it, or do whatever you want with it.

At the time of departure, DZR Development and the contributor may negotiate continued sale rights or a buyout if both parties are interested. This is entirely optional and never forced.

If you leave with a resource in progress, what happens to the work-in-progress is discussed on a case-by-case basis. In most cases, if you were the primary author, the WIP goes with you. DZR Development may retain the existing version for server use.

If You Go Inactive

If you go quiet mid-resource, TheDanzar may finish it, absorb it into another project, or shelve it. If someone else finishes work you started, the collaboration percentage gets adjusted to reflect who actually did what. This is never applied retroactively to completed work. A quick conversation before going quiet is always the better outcome.

Support Responsibility

You handle support on your resources while you are actively contributing - bugs, customer questions, compatibility issues. This does not mean you are on the hook forever. Over time, long-term support may transition to DZR Development so you are not fielding tickets on something you built a year ago.

HOW IT WORKS DAY TO DAY

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This section covers the practical side of being a contributor - how we communicate, what tools you need, and what the working rhythm looks like.

Communication

Discord is the primary channel. There are dedicated contributor channels - separate spaces for developers and staff so conversations stay relevant to who is in them. One-on-one questions go to direct messages. You have direct access to TheDanzar, but bring things up the appropriate chain first where it applies - moderators to administrator, not directly to TheDanzar for every question. If something is urgent, say so. Otherwise, messages get answered when they get answered.

Developer Workflow

All code and asset work goes through GitHub. Pull requests, issue tracking, version history - no exceptions for code or deliverable assets. No zip files in Discord, no 'here is the latest version' over DM. Version control protects your work, makes collaboration possible, and keeps everyone on the same page.

Access levels are tailored individually. Code developers and asset developers may have different permissions depending on what they need.

Development Environment

Developers run their own localhost FiveM server for day-to-day building and testing. This is always the first stop regardless of what the live server looks like. While DZR Roleplay is in alpha, the live server is also available when your work specifically requires that environment - but localhost is best practice.

Tools

Whatever your workflow requires. There is no mandated IDE, no required software list. The only hard requirement is GitHub for version control. Everything else is up to you.

Time Commitment

Whatever a healthy balance looks like for you. Real life and real employment always take priority. There is no hourly minimum and nobody is tracking your clock.

That said, your activity needs to be felt. Someone pushing out solid work at one hour a day is more valuable than someone doing mediocre work at ten. Meaningful contribution matters more than hours logged. If life gets busy and you need to step back, just say so. A heads up is all it takes.

Timezone

DZR Development operates on Eastern Time (EST/EDT). You do not need to be in this timezone, but availability that overlaps with Eastern hours helps with communication and collaboration.

Staff: Tools and Training

Staff use txAdmin for server administration, the DZR Development portal at dZRdevelopment.com for management tools, and Discord for day-to-day community operations. Documentation is provided for processes and procedures. Training is available as needed.

Staff: Escalation

There is a clear chain: Community Guide escalates to Moderator, Moderator escalates to Administrator, Administrator escalates to TheDanzar. If you make a bad call, it gets corrected and documented - not punished. The first time is a learning moment. A repeated pattern becomes a conversation. A pattern after that conversation becomes a problem.

Staff: In-Game Conduct

Inside the DZR Roleplay server you play a character like everyone else. Your staff role does not grant authority, immunity, or special treatment in the game world. That line is absolute. Breaking server rules is not insulated by your staff status.

WHAT YOU GET FROM DZR DEVELOPMENT

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This is a two-way arrangement. Here is what DZR Development brings to the table for every contributor:

- Real compensation - revenue share for developers, profit share for staff, paid via PayPal
- Direct access to and collaboration with TheDanzar
- Credit and attribution on everything you build
- Access to the DZR Roleplay server while you are active
- Portfolio material - show off your finished work publicly and put it on a resume
- Professional reference available for contributors who leave on good terms
- Early visibility on upcoming systems, direction, and roadmap
- Transparent financials - you can always see your numbers
- Honest, direct feedback that is never personal

WHAT DZR DEVELOPMENT EXPECTS FROM YOU

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In return, here is what is expected of every contributor regardless of track:

- Stay reachable. You do not need to be online constantly, but you cannot disappear without a word. A quick heads up covers almost anything. Silence does not.
- Sign a non-disclosure agreement before receiving access to any codebase, documentation, or internal information
- Handle your own taxes in your own jurisdiction
- Communicate when plans change, scope grows, or something stalls - early, not late
- Accept direction. Creative freedom is real but it exists within the DZR Development vision. TheDanzar may assign tasks, redirect work, or provide feedback. That is not personal.
- Nothing ships without TheDanzar's sign-off. Sign-off is based on quality, stability, and fit within DZR Development standards - not personal preference.

Staff have additional expectations: follow DZR Development guidelines, policies, and procedures. You are trusted to use good judgment and make decisions like an adult within the lines we set. Do not freelance policy.

CONFIDENTIALITY

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Every contributor signs a non-disclosure agreement (NDA) before getting access to anything. If you have never signed one before, it is straightforward - a short legal document where you agree not to share confidential information you learn through this arrangement. It protects both sides.

What Counts as Confidential

- Source code, system architecture, and database structures
- Internal documentation and unreleased features
- Business information, revenue figures, and financial details
- Internal conversations, contributor arrangements, and strategy
- Anything learned through this arrangement that is not already public

Sharing any of this with other server owners, developers, or the public - including on social media - is grounds for immediate removal and legal action.

After You Leave

Three separate obligations apply after departure, each with a different scope and duration:

- Non-compete (6 months) - You agree not to use DZR Development's confidential information to build or operate a directly competing FiveM roleplay server or standalone resource store. This is narrowly scoped - it does not prevent you from running your own FiveM server, doing freelance FiveM work, selling resources on your own Tebex store, or any other FiveM involvement. The only restriction is using confidential information to compete directly. Original work that does not draw on anything confidential is always yours to do.
- General confidentiality (2 years) - You may not share, post, or disclose any confidential information listed above for two years after your access ends.
- Credentials and infrastructure (permanent) - Your obligation not to disclose or use DZR credentials, access keys, or infrastructure details does not expire. This is standard for anyone who has held access to production systems.

Public Disclosure

You are welcome to publicly identify yourself as a DZR Development contributor, show off your finished work, share screenshots and videos, add it to a portfolio, and list it on a resume. Showing off what you built is encouraged - credit and visibility matter. What you cannot share is anything covered by the non-disclosure agreement: internal code, source files, system architecture, financial details, unreleased features, or internal conversations. If something is not released yet, it is not yours to reveal - no screenshots of unannounced features, no hints about what is coming. Let the announcement be the announcement.

LEAVING AND EXITS

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Either party can end the arrangement at any time for any reason. No justification required. Fourteen days notice is appreciated but not mandatory. What you earned up to that point gets paid out on the normal schedule. Nothing gets clawed back. Leave on good terms - the FiveM community is smaller than it looks.

When a contributor leaves, their resource listing is removed from the store. Revenue share ends when the listing comes down. The DZR Roleplay server continues running the final version of their work indefinitely. The contributor takes their work with them.

DZR Development can also remove any contributor at any time. In most cases it comes with notice and a clean exit. Outstanding balances are always paid. Contributors who leave on good terms are eligible for a professional reference on request.

Access Revocation

When the arrangement ends for any reason, access to GitHub repositories, Discord contributor channels, server infrastructure, and all internal systems is revoked as soon as possible. You are expected to delete or destroy any local copies of confidential information, including source code, credentials, and internal documents, and confirm in writing if requested. This is not personal - it is standard offboarding for any organization.

If DZR Development Shuts Down

If DZR Development ceases operations for any reason, all active contributors are notified, outstanding balances are paid, store listings are removed, and contributors take their work with them. The arrangement ends cleanly with no further obligations from either side, except that confidentiality obligations remain in effect as described in Section 10.

CONDUCT

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Inside the game you are a player like everyone else. Your contributor status does not insulate you from server rules. Outside the game, how you carry yourself reflects on DZR Development. One standard applies to everyone.

Grounds for Immediate Removal

The following will end the arrangement on the spot:

- Abusing access, permissions, or contributor privileges for personal gain
- Holding a staff role without actually doing the job
- Using your position to assert authority that is personal, retaliatory, or outside your scope
- Leaking code, documentation, financial details, or any internal information
- Harassment of players, staff, or community members in any context
- Making moderation or access decisions based on personal relationships instead of policy
- Recruiting DZR Development community members to another server or project
- Making false or damaging public statements about DZR Development or its contributors
- Coordinating with others to manipulate server outcomes, economy, or moderation

- Attempting to retain access to systems, repositories, or infrastructure after removal

Serious misconduct is grounds for immediate removal. Outstanding compensation is always paid on the normal schedule. DZR Development reserves all rights to pursue legal remedies separately.

BEFORE YOU SIGN

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A formal contributor agreement covering the legal terms is provided before any work begins. This document is the human-readable version - the intent behind the arrangement, written plainly. If anything in the formal agreement contradicts what is written here, flag it. They should match.

Questions, concerns, or anything unclear - ask before signing. The point of this document is to remove surprises, not create them.

The goal here is simple: both of us should come out of this better than we went in. DZR Development is not in the business of burning people, making things difficult, or holding anyone back. If something feels off, if expectations are unclear, or if the arrangement stops making sense for either side - say so. That conversation is always easier early.

Disputes

If a disagreement arises about compensation, intellectual property, or any other aspect of this arrangement, it is resolved directly with TheDanzar. The goal is always a fair outcome through straightforward conversation. If a resolution cannot be reached informally, the formal contributor agreement governs.

Governing Law

This arrangement and any formal agreements are governed by the laws of the State of West Virginia, United States.

This Contributor Overview may be updated with reasonable notice. Binding legal agreements (such as the NDA) are amended separately according to their own terms. Changes will be communicated in writing before they take effect.

DZR Development

TheDanzar
dZRdevelopment.com