

Theinvisiblehomepage.com

Invisible Advertising Terms and
Conditions

And

Elite Affiliate Policy, Procedures and
Compensation Plan

Table of Contents

- Invisible Advertising Terms.....3-5
- Code of Ethics.....6
- Section 1 - Becoming a Distributor.....6
- Section 2 - Obligations of a Distributor and Managing a Distributorship.....7
- Section 3 - Sponsorship.....9
- Section 4 - Sponsor/Placement Changes; Transfers; Beneficial Interests.....10
- Section 5 - Compensation.....11
- Section 6 - Ordering Company Products.....12
- Section 7 - Marketing the Product and Opportunity.....13
- Section 8 - Breach of Contract Procedures.....17
- Section 9 - Termination.....17
- Section 10 - Miscellaneous.....18
- APPENDIX A Defined Terms.....19
- APPENDIX B COMPENSATION PLAN.....20
- Section 1 – Payment of Commissions.....21
- Section 8 – Incentive Trips and Awards.....22

Theinvisiblehomepage.com – Be Seen

Own a piece of Unique History!

Terms and Conditions

These terms and conditions (the “Terms”) are the terms on which this website <http://www.theinvisiblehomepage.com> (the website) has made available to you (“You” / “Your”). By accessing this website you agree to be bound by these terms.

Please read these terms carefully before accepting them. Then print these terms and store them. We will not file our contract with you so please print it out for your records. These terms are subject to change (as set below). If these terms are translated into another language the English version will prevail in the event of any conflict between the translation and the English language version.

How This Website Works

Advertisers purchase invisible ad spots on the Homepage (www.theinvisiblehomepage.com) to market their products and service through Unique Invisible advertising, that works to increase Search engine popularity and Internet Ranking by providing backlinks to the advertisers website.

Backlinks: direct one-way links that lead straight to the advertiser website url.

All Rights Reserved

Your use of this Website and its contents grant no rights to you in relation to our intellectual property rights including, without limitation, copyright, trademarks, (both registered and unregistered), Logos, links, text, or to the intellectual property of third parties in the website and its contents, including but not limited to advertisers links.

You may not, without limitation, copy, reproduce, republish, download, post, broadcast, record, transmit, commercially exploit, edit, communicate to the public or distribute in any way the services, web pages or materials on the website including, but not limited to, Advertisers links, computer codes of elements comprising the website other than for your own personal use.

Use of theinvisiblehomepage.com

You agree that in using the website you will not:

Use the website in any way that may lead to encouragement, procurement or carrying out of any criminal activity.

Access or attempt to access the accounts of other users, or to penetrate, or attempt to penetrate the website security measures.

Attempt to receive a Payday by any way other than in accordance with these terms or defraud us in any other way.

We reserve the right to suspend, restrict or terminate your access to this website at any time without notice at our discretion.

You Legal Obligations

You warrant that:

You are 16 years of age or older.

Your participation in theinvisiblehomepage.com, including but not limited to recording an entry, will not result in the breach by you or by us of any law or laws in the jurisdiction from which you are participating in theinvisiblehomepage.com or any law or laws in the jurisdiction in which you reside.

All information and details provide by you to us are true, accurate and up to date in all respects and at all times.

You undertake and comply with the restrictions on your use of the website as set out elsewhere in the terms.

You agree to compensate us for any claim or damages(including any legal fees in relation to such claim or damages) made by a third party in respect of any matter in relation to or arising from your use of the website including any breach or suspected breach of these terms or your violation of any law or the rights of a third party.

Our legal obligations

Nothing in these terms and conditions shall exclude or limit our liability for fraudulent misrepresentation or for death or personal injury resulting from our negligence or the negligence of our employees or agents.

We do not accept any liability for damage to your computer system or loss of data that results from your use of the website and we cannot guarantee that any files that you download are free from viruses, contamination or destructive features.

While we use all reasonable endeavors to correct any errors or omissions as soon as possible once they have been brought to our attention, We do not warrant that the information on the website itself will be free from errors or omissions.

We do not warrant that the website will be available uninterrupted and in a fully operating condition

Access to the website may be suspended temporarily and without notice in the case of system failure, maintenance or repair or for any reasons reasonably beyond our control.

All content and services on the website are provided on an 'as is' and 'as available' basis. We do not make any representation or give any warranty (whether express or implied) in respect of the website or its content, including,

without limitation, any advice given (on a personal or general basis) and statements made by the advertisers on or via the website.

Any decisions or action taken by you on the basis of information provided on or via the website are at your sole discretion and risk and you should obtain individual professional advice where necessary.

We will co-operate with any law enforcement authorities or court order requesting or directing us to disclose the identity of or locate anyone for the prevention or detection of crime or the apprehension or prosecution of offenders. There may be other circumstances in which we may be required by law to disclose information about you or your use of the website.

We provide links to other websites via the website as part of theinvisiblehomepage.com, including but not limited to, invisible spots. However, we do not control such third party websites and are not responsible for their contents.

Changes to these terms and conditions

We are constantly looking for new ways to improve the service and the website. We may need to update these terms at any time at our sole discretion.

Elite Affiliate Program Outline

Code of Ethics

Theinvisiblehomepage.com has made a commitment to provide its Affiliates, exceptional support and a proven, successful Compensation Plan. Affiliate agrees to represent theinvisiblehomepage.com and income opportunity in an ethical and professional manner. Each Affiliate agrees to abide by the following Code of Ethics:

As a Affiliate:

1. I will be respectful of each and every person I meet while doing the Affiliate Business.
2. At all times I will conduct myself and my business in an ethical, moral, legal and financially sound manner and will not engage in any deceptive or illegal practice.
3. I will not communicate disparaging comments about or to others and shall not communicate slanderous, libelous and derogatory statements about competitors or other Affiliates.
4. I will not engage in activities that would bring disrepute to the Company, other Affiliates, or me.
5. I will be truthful in my representation of theinvisiblehomepage.com and will make no Product claim that is not contained in and supported by official Company publications.
6. I will fulfill my leadership responsibilities as a Sponsor by training, assisting, and otherwise supporting the Affiliates in my Down-line Organization.
7. I will correctly and lawfully represent the Compensation Plan and the income potential represented therein.
8. I will abide by each and every term and condition of the Contract.
9. I will respect the Sponsor relationship of every other Affiliate and I will neither attempt to interfere with or change these relationships nor make disparaging or untrue claims about other Affiliates.

Section 1 – Becoming an Elite Affiliate

- A. Age of Majority. In order to become an Elite Affiliate, all Applicants must have reached the legal working age, in the jurisdiction in which they reside.
- B. Application. An Applicant is authorized by the Company to exercise Affiliate Rights and operate an Affiliateship when he or she (i) Becomes an Elite Affiliate with one of the three packages available; (ii) Affiliate agrees to complete the Elite Affiliate Agreement and (iii) the Company accepts the Agreement. (The Elite Affiliate Agreement and other necessary forms are available on the Company's website.)
 1. In order to be accepted by the Company, an Affiliate must complete the Application provided and provide payment for the chosen Elite Affiliate Program.
 2. Failure of the Affiliate to submit a complete and correct Agreement or to provide appropriate documentation, when requested, may result in the Affiliate Agreement being rejected by the Company or Terminated Affiliation. The right to accept or renew any Affiliate Agreement remains solely with the Company.
 3. A Distributor may be required to provide the Company with proof of residency, work authorizations, and ability to legally conduct business in the country stated on the Distributor Agreement.
- C. Required Purchase. Unless otherwise prohibited by law, the only purchases required to obtain and maintain an Affiliation is the Elite Affiliate Program which is chosen by the Affiliate.
- D. Business Entities. If the Applicant is a Business Entity, the original signature on the Affiliate Agreement must be of a Person authorized to bind the Business Entity. The Applicant must also submit with the Affiliate Agreement:
- E. Identification Number. For tax reporting (where required) and identification purposes (where permitted by law), the Company requires Applicants to provide the Identification Number or other personal identification number. Failure to provide this number may result in rejection of the Application or cancellation of the Affiliation.
- F. Inaccurate Information. If the Company determines that the Distributor Agreement or the Statement of Beneficial Interest contains inaccurate or false information, it may immediately terminate an Affiliation or declare the Affiliate Agreement null and void from its beginning. Further, it is the obligation of the Affiliate to report to the Company on an ongoing basis any changes which affect the accuracy of the Contract.
- G. Term. The Contract is valid for the life of the Affiliation..
- J. Non-Exclusive Territory. The authorization of an Affiliate to exercise Affiliate Rights and operate an Affiliation hereunder does not include a grant of an exclusive franchise or territory to an Affiliate, nor is an Affiliate allowed to make such claims.

Section 2 Obligations of an Affiliate and Managing an Affiliation

- A. Compliance. An Affiliate shall comply at all times with each of the terms and conditions of the agreement.
- B. Independent Contractor. An Affiliate is an independent contractor and is responsible for his or her own business expenses, decisions, and actions.
1. An Affiliate shall not represent himself or herself as an agent, employee, partner, or joint venturer with the Company. An Affiliate shall not make purchases or enter into any transactions in the Company's name.
 2. An Affiliates work hours, business expenditures, and business plans are not dictated by the Company. An Affiliate shall make no printed or verbal representations which state or imply otherwise.
 3. An Affiliate is fully responsible for all of his or her verbal and/or written statements made regarding the Products, services, and the Compensation Plan which are not expressly contained in official Company materials and the Affiliate agrees to indemnify the Company against any claims, damages, or other expenses, including attorneys' fees, arising from any representations or actions made by the Affiliate that are outside the scope of the Agreement. The provisions of this Section survive the termination of the Agreement.
- C. Compliance with Laws. In conducting its Affiliate Business, an Affiliate must comply with all applicable national and local laws, regulations, and ordinances. An Affiliate shall not violate any laws which apply to unfair competition or business practice, including any law that prohibits the advertising, offer to sell, or sale of Products at less than the Wholesale price of the Products.
- D. Offerings. An Affiliate may not offer or promote any non-Company plans, incentives, opportunities, or non-approved Sales Tools in conjunction with the promotion of Products.
- E. Promotion of Competing Products. An Affiliate is prohibited during the term of the Agreement from promoting or selling in any Authorized Country any other form of Invisible Advertising with any other Invisible Advertising Website or Company.
- F. Non-Competition. Subject to the provisions of this Section, an Affiliate is prohibited, during the term of the Agreement, from acting, directly or indirectly, as an independent Affiliate, employee, executive, or consultant to or on behalf of a Competing Company. This Section does not apply to an Affiliate if, prior to becoming an Affiliate with the Company or prior to the effective date of this policy, he or she was acting as an independent Affiliate, employee, executive, or consultant to or on behalf of a Competing Company.
- G. Retail Sales. Achieving success as an Affiliate requires time, effort and commitment. There are no guarantees of Commissions, only rewards based upon productivity. A successful Affiliate Business requires regular and repeated Retail Sales of Invisible Ads by an Affiliate. Retail Sales by an Affiliate's Downline Organization also contributes to the success of a Affiliate Business. The Company encourages Retail Sales to at least two Customers on a monthly basis. An Affiliate is required to keep all records of Retail Sales for at least four years and compliance with Retail Sales requirements of the Company is randomly monitored by the Company. Each Product purchased by non-Affiliates or Customers is automatically counted on a monthly basis towards Retail Sales requirements.
- H. Negative Statements. An Affiliate will make no disparaging, misleading, inaccurate, or unfair statements, representations, claims, or comparisons with regard to:
1. the Company, its Product, its commercial activities, or its Affiliates; or
 2. other companies, including competitors, their services, products or commercial activities.
- I. Unethical Activity. An Affiliate must be ethical and professional at all times when conducting Affiliate Business. An Affiliate will not, nor will the Affiliate permit Affiliate in his or her Downline Organization to engage in unethical activity. Examples of unethical activities include, but are not limited to, the following:
1. Causing Product sales in Retail Establishments;
 2. Use of another Affiliate Unique Web Id without express written permission;
 3. Unauthorized use of any Company Confidential Information;
 4. Cross-Company Recruiting (including aiding and abetting another to Cross-Company Recruit);
 5. Cross-line Recruiting (including aiding and abetting another to Cross-line Recruit);
 6. Writing checks without sufficient funds to either the Company or another Affiliate;
 7. Making unapproved claims about the Product;
 8. Making income claims about the Elite Affiliate Program which are not compliant with the provisions of the Policies and Procedures;
 9. Making false statements or misrepresentation of any kind, including but not limited to: untruthful or misleading representations or sales offers relating to the quality, availability, grade, price, terms of payment, refund rights, guarantees, or performance of Products;
 10. Personal conduct that discredits the Company and/or its Affiliates;
 11. Violating the laws and regulations pertaining to the Affiliate Business;
 12. Failing to meet Sponsor responsibilities;

13. Violating the Code of Ethics; or

14. Violating the Contract.

J. Cross-line Recruiting. The Affiliate is prohibited from engaging in Cross-line Recruiting.

K. Cross-Company Recruiting.

1. The Affiliate is prohibited, during the term of the Agreement and for one (1) year following the date of termination of the Agreement, from Recruiting another Affiliate, other than the Affiliate's immediate family members. The Affiliate stipulates and agrees that Recruiting constitutes an unreasonable and unwarranted interference with the contractual relationship between the Company and its Affiliates, conversion of the Company's property, and misappropriation of the Company's trade secrets. The Affiliate further stipulates and agrees that any violation of this rule will inflict immediate and irreparable harm on the Company, and that the Company shall be entitled, in addition to any other remedies that may be available, to immediate, temporary, preliminary, and permanent injunctive relief without bond; and that such injunctive relief may extend the post-termination period of this restriction for up to one (1) year from the date of the last violation of this provision. Notwithstanding the foregoing, the Company may waive this provision as to any particular instance of Recruiting if the violating Affiliate can provide the Company with evidence sufficient in the Company's judgment that the violating Affiliate knew the Recruited Affiliate prior to the violating Affiliate's enrollment with the Company and independent of any association with the Company. The provisions of this Section survive the termination of the Contract. Nothing herein waives any other rights and remedies the Company may have in relation to the use of its Confidential Information or any other violations of the Contract.

2. The Affiliate agrees that appearing in, being referenced in, or allowing the Affiliate's name or likeness to be featured or referenced in any promotional, recruiting or solicitation materials for another direct selling company constitutes Cross-Company Recruiting.

L. Resolving Disputes. An Affiliate must conduct all activity in the best interests of the Company. Sponsors shall use their best efforts to resolve disputes in their Downline Organizations. Any personal disputes between Affiliate must be resolved quickly, privately, and in the best interests of the Company.

M. No Claims of Unique Relationship. An Affiliate may not allege or imply that he or she has a unique relationship with, advantage with, or access to the Company executives or employees that other Affiliates do not have.

N. Detrimental Conduct. If any conduct by an Affiliate or any participant in the Affiliation is determined by the Company to be injurious, disruptive, or harmful to the Company or to other Affiliates, the Company may take appropriate action against an Affiliate and the Affiliation as set forth in Section 8.

O. No Reliance. An Affiliate may not rely on the Company to provide legal, tax, financial, or other professional advice, nor may it rely on any such advice if given.

P. Service Charges. The Company provides numerous services to its Affiliates without charge. However, Affiliates occasionally make requests that require special time and effort to fulfill. Requests in this category would include copies of receipts, paperwork, in-depth Commission information that must be calculated or extracted, research, banking instructions, stop-payment requests, etc. These and other special requests are available to the Affiliate for a cost of forty dollars (\$40 USD) per hour, plus actual costs, with a minimum charge of forty dollars (\$40 USD) per request. Costs would include banking fees, photocopy expenses, professional fees, etc.

Q. Insurance. The Company carries a commercially reasonable amount of product liability insurance. However, the Company does not distribute copies of the policy nor does it disclose the amount of the insurance. Since laws differ according to jurisdiction, the Company encourages its Affiliates to consult with an attorney regarding the extent of their personal legal liability with respect to their independent businesses.

R. Confidentiality. Upon completing an Affiliate Agreement, the Affiliate agrees to maintain confidentiality regarding Confidential Information and any other trade secrets and proprietary information. This confidentiality obligation is irrevocable and permanent, remains after termination of the Contract, and is subject to legal enforcement by injunction and award of costs and fees necessarily incurred. All Confidential Information is transmitted to, or allowed to be gathered by, Affiliates in strictest confidence on a need-to-know basis for use solely in the Affiliate Business. Affiliates must use their best efforts to keep such information confidential and must not disclose any such information to any third party, directly or indirectly. Affiliates must not use the Confidential Information or any information derived therefrom to compete with the Company or for any purpose other than for promoting the Company's program and its products and services. The Affiliate maintains no ownership interest in any Confidential Information or any information derived therefrom, including contact and profile information of Downline Organizations, or other Affiliate contact information gathered in connection with the Affilaite's Business, and may not sell, disseminate, or provide it to any other party. The Affiliate acknowledges and agrees that the Confidential Information received by the Affiliate relating to the profiles and reports of Downline Organizations or other Distributor Information gathered in connection with the Affiliate Business, including any information derived therefrom, constitutes the Company's trade secrets.

S. Privacy of Affiliate Information. All information provided by an Applicant on an Affiliate Agreement will be used solely for the purposes of evaluating the Affiliate Agreement and for related activities of the Affiliate. An Affiliate authorizes the Company to disclose, in the Company's sole discretion, its contact information to the Affiliate's Upline, and to the Affiliate's Downline Organization six (6) levels below or to those Affiliates for whom the Affiliate is the closest Upline "Premier" (as defined in the Compensation Plan). The contact information may be used only for the Affiliate Business.

T. Use of Confidential Information. The Affiliate may acquire Confidential Information during the term hereof, for example, from the sale of Affiliate tools or merchandise to the Company's Affiliates, including those who are crossline to the Affiliate. Accordingly, regardless of the source of the Confidential Information, the Affiliate understands and agrees:

1. the Confidential Information is for the exclusive and limited use of the Affiliate to facilitate the training, support and servicing of the Affiliate's Downline Organization for furtherance of the Affiliate Business only;
 2. He or she will not disclose the Confidential Information to a third party directly or indirectly (including other Affiliates) and that doing so constitutes misuse, misappropriation, and a violation of the Contract;
 3. the information is of such character as to render it unique and that disclosure of it will cause irreparable damage to the Company; the Company is therefore entitled to immediate, temporary, preliminary, and permanent injunctive relief, in addition to all other remedies available in law or equity, to prevent or compensate for any violation of this policy;
 4. He or she will not use the information to compete with the Company directly or indirectly and improper use will result in termination of the Contract;
 5. He or she may be required to sign a non-disclosure agreement before receiving Confidential Information from the Company, or prior to engaging in activities that would allow the Affiliate to acquire Confidential Information; and
 6. Upon expiration, or termination of the Agreement, he or she will discontinue the use of such Confidential Information and destroy or promptly return to the Company all Confidential Information under the control of or in his or her possession. The provisions of Section 2.R, 2.S, and 2.T survive the termination of the Contract.
- U. Notification of Adverse Action. An Affiliate shall immediately notify the Company's legal department in writing of any potential or actual legal claims from third parties against the Affiliate arising from, or associated with, the Affiliate Business or the Downline Organization that may adversely affect the Company. After notifying the Affiliate, the Company may take any action necessary to protect itself, including controlling any litigation or settlement of the legal claims. If the Company takes action in the matter, the Affiliate shall not interfere or participate in the matter.
- V. Release for use of Photo, Audio, or Video Image, and/or testimonial Endorsement.
1. The Company may take photos, audio or video recordings, or written or verbal statements of an Affiliate at Company events or may request the same directly from an Affiliate. The Affiliate agrees to and hereby grants the Company the absolute and irrevocable right and permission, to use, re-use, broadcast, rebroadcast, publish, or republish any such photo, audio, video, or endorsement, in all or in part, individually or in conjunction with any other photograph or video, or any other endorsement, in any current or future medium and for any purpose whatsoever, including (but not by way of limitation) marketing, advertising, promotion, and/or publicity; and to copyright such photograph and/or video, in the original or as republished, in the name of the Company, or in any other name. Regardless of any other agreements or contracts the Affiliate may have with any other entity, the Affiliate agrees that any use by the Company as set forth in this Section shall be royalty free, is a work made for hire, and is not subject to any other claim. The Affiliate agrees to defend and indemnify the Company against any claims by any other party arising out of the Company's use of the rights granted herein. The Affiliate confirms that the information he or she may give as a testimonial endorsement, or as represented in a photograph, video or audio is true and accurate to the best of his or her knowledge. The Affiliate waives any right he or she may have to inspect or approve the finished or unfinished product(s), the advertising copy, printed, recorded, photographic or video matter which may be used in connection with it or any use that may be made of it.
 2. The Affiliate agrees that photos, audio or video recordings taken by the Affiliate or any third party at the Company's events or activities may not be used by the Affiliate or any third parties to promote any business other than the Affiliate's Business.
- W. Conducting the Affiliates Business Internationally. An Affiliate has the right to operate in any Authorized Country where the Affiliate may lawfully conduct the Affiliate Business. It is an Affiliate's responsibility to comply with all national and local laws, ordinances, and regulations when conducting Affiliate Business in any Authorized Country.
1. The Company may specify certain countries subject to a Pre-Launch Period in which Affiliates may also conduct the Affiliate Business. The Company may formally announce a Pre-Launch Period at least thirty (30) days prior to the official opening.
 2. An Affiliate has no authority to and shall not conduct the Affiliate Business (except as permitted herein), nor introduce or establish the Company's business or Product in a non-Authorized Country or any country that is not the subject of a Pre-Launch Period announcement from the Company. This includes, but is not limited to: any attempts to secure approval for Products or business practices; register or reserve the Company names, trademarks, trade names, or Internet domain names; or establish any kind of business or governmental contact on behalf of the Company.
 3. Prior to an announced Pre-Launch Period, Affiliate Business in an unopened country is limited strictly to the following: An Affiliate may only hand out business cards and participate in small meetings not exceeding eight (8) total persons personally acquainted with the Affiliate or the Affiliate's agreements.

Section 3 Sponsorship

- A. Sponsoring. To act as a Sponsor, an Affiliate must meet all requirements and accept all responsibilities as outlined in the Agreement. Persons wishing to become Elite Affiliates may be referred as Applicants to the Company by a Sponsor. Only Applicants residing in Authorized Countries or in those countries subject to a Pre-Launch Period may be Sponsored.
- B. Placement. Once an Applicant's Affiliate Agreement is accepted by the Company, the new Affiliate is placed in the Sponsor's Downline Organization. A Sponsor may place the new Affiliate on his or her Frontline or anywhere else in the Sponsor's Downline Organization. A Sponsor may not place a new Affiliate outside its Downline Organization. If this occurs, the Company retains the right to make adjustments to the organization to allow for correct payout and to ensure that all lines are complete.
- C. Training and Support. A Sponsor shall:

1. Make reasonable efforts to ensure that that all Affiliates in his or her Downline Organization understand the terms and conditions of the Agreement and all applicable national and local laws;
2. Provide regular training and bona fide support in the development of his or her Downline Organization's business and the sale of Products;
3. Provide bona fide education and instruction so that Product sales and opportunity meetings conducted by Affiliates in his or her Downline Organization are conducted in accordance with the Contract, and with any applicable national and local laws;
4. Give guidance and encouragement to Affiliates in his or her Downline Organization; and
5. Make commercially reasonable efforts to privately settle any dispute arising in his or her Downline Organization.

Section 4 Sponsor/Placement Changes; Transfers; Beneficial Interests

- A. Sponsor & Placement Changes. An Affiliate may apply to change the Sponsor and/or Placement of itself or a personally Sponsored Affiliate, subject to the limitations described below. However, an Affiliate is permitted only one Sponsor change and one Placement change as described herein, and the respective change will be final. Because of the need to maintain the integrity of Downline Organizations, a Sponsor/Placement change may not be feasible; therefore, the Company has complete discretion to allow or disallow any proposed change.
1. A fee of thirty five dollars (\$35 USD or equivalent local currency) will be charged for each Sponsor/Placement change request submitted. This fee will be charged even if the request is rejected by the Company. Change-request forms must be completed and received at the Company by 5 p.m. Mountain Time (-7 UTC Standard and -6 UTC Mountain Daylight Time) on the 20th day of the month. Requests received after this deadline will be processed for the following month. A discounted fee of twenty five dollars (\$25 USD or equivalent local currency) will apply to all Sponsor/Placement changes submitted and received at the Company by 5 p.m. Mountain Time (-7 UTC Standard and -6 UTC Mountain Daylight Time) on the 15th day of the month.
 2. A current and accurate Affiliate Agreement and Statement of Beneficial Interest, if applicable, must be on file for all Affiliates requesting a Sponsor/Placement change.
- B. Placement Change Process. An Affiliate may be moved to a new position in the Downline Organization of its immediate Placement if its Affiliate obtains the written authorization of the original Sponsor and the Affiliate itself, provided that:
1. the move is within ninety (90) days from the Date of Sign-up;
 2. the move is three (3) levels or less below its current Placement; and
 3. the Affiliate's Downline Organization has not surpassed 2,500 in monthly Group Volume (as such term is defined in the Compensation Plan).
- C. Moving Up. An Affiliate may be moved to a new Placement Upline provided it obtains written authorization from each Affiliation it moves above in Placement. Likewise, An Affiliate may be moved Upline to a new Sponsor provided its Affiliate obtains written authorization from each Affiliate it moves above in Sponsorship.
- D. Sponsor Change Process. An Affiliate may be moved to a new Sponsor within its original Sponsor's Downline Organization if the Affiliate obtains the written authorization of the original Sponsor, provided that:
1. the move is within six (6) months from the Date of Sign-up; and
 2. the Affiliate has not reached a 20K commission Payout.
- E. Sale or Transfer of an Affiliation. An Affiliation sale, assignment or transfer occurs when an Affiliatesells, assigns or transfers ownership or control of an Affiliation to another Person. (If a member, director, manager, shareholder, partner, executive or similar position or title sells, assigns, or transfers a controlling or majority interest in a Business Entity Affiliation which has a Beneficial Interest in an Affiliation, such sale, assignment or transfer is subject to these provisions herein). The Company reserves the right, in its sole discretion, to approve or disapprove any proposed sale, assignment or transfer of an Affiliation. The sale, assignment or transfer of an Affiliation may only occur if, at the time of the sale, assignment or transfer, the Affiliation is in good standing pursuant to the terms of Section 9.E herein. In any sale, assignment or transfer, the transferee Affiliate will retain the same Downline Organization and the same Rank/Title held before the approved transfer. An Affiliate may be assigned or transferred without consideration (e.g. as a gift) subject to the Company's prior written approval. Any sale, assignment or transfer of an Affiliation is subject to the conditions of this Section 4.E and Sections 4.F, 4.G, 4.H and 4.I below.
- F. Right of First Refusal. Affiliation transfers are subject to a Right of First Refusal ("RFR") to the Company, followed by a RFR to the Qualified Direct Upline.
1. If an Affiliate receives a Bona Fide Offer to purchase his or her Affiliation, the Affiliate shall first offer to sell such Affiliation to the Company on the same terms and conditions contained in the Bona Fide Offer. The Affilite shall deliver the Bona Fide Offer in writing to the Company, and the Company shall have fifteen (15) business days in which to accept the offer. Evidence of a legitimate offer may include, but is not limited to, cash or securities deposited into an escrow account, evidence
 2. If the Company fails to exercise its RFR within the fifteen (15) day time period, the Affiliate shall extend the same offer to its Qualified Direct Upline on the same terms and conditions as those contained in the Bona Fide Offer. The Company shall convey the Bona Fide Offer by providing written notice of the same to the Affiliate's Qualified Direct Upline. The Qualified Direct Upline shall have ten (10) business days in which to accept or reject such offer. If the Qualified Direct Upline accepts the offer, he or she must provide written notice to the Company upon acceptance.

3. If the Qualified Direct Upline fails to exercise his or her RFR within the time allotted, the Affiliate may transfer the Distributorship to the third party according to the same terms and conditions contained in the Bona Fide Offer, provided, however, that the Affiliate complies with all other transferring procedures contained in this Section and as may be established from time to time by the Company.
4. The RFR shall apply to each new Bona Fide Offer received by the Affiliate.
5. The following circumstances are not subject to the RFR requirements in Section 4.F above; however, each instance requires that an amended Affiliate Agreement and Statement of Beneficial Interest be filed with the Company.
 - a. When the name of a Person who has a Beneficial Interest in the Affiliation is added to the Affiliate Agreement (e.g., a wife adding her husband).
 - b. When the name of a Person who no longer has a Beneficial Interest in the Affiliation is removed from the Affiliate Agreement (e.g., a minority member who is removed from a company; or a shareholder, not holding a controlling interest, sells his or her interest in a company.)
 - c. When the Affiliate is an individual and is transferring his or her ownership rights to a legal entity in which only that Affiliate has a Beneficial Interest (e.g., a husband and wife form a limited liability company to operate their Affiliation and are the only members/ managers).

G. Limitations on Sales and Transfers.

1. An existing Affiliate may not purchase another Affiliation.
2. An Affiliate who sells or transfers his or her Affiliation may not reapply to become an Affiliate under another Sponsor for a period of not less than six (6) months after the Company has approved the sale.
3. A Person may not merge with, or acquire an interest in, a pre-existing Affiliation if the Person has engaged in Affiliate Business within the past two (2) years.
4. Should an Affiliate transfer his or her Affiliation to the Qualified Direct Upline, the Affiliation will be merged into the Qualified Direct Upline's existing Affiliation in accordance with the Affiliation transfer procedures.
5. If an Affiliate sells or transfers his or her Affiliation and, within one year of the date of sale, he or she signs-up, joins or begins work for another Affiliate Marketing company, such action shall be considered a breach of the Contract and the Company reserves the right to terminate such transferred Affiliation pursuant to the termination provisions under the Contract. This provision shall survive the termination of the Contract.

H. Process. Additional processing requirements include:

1. The selling/transferring Affiliate must either provide or have on file a current and accurate Affiliate Agreement and Statement of Beneficial Interest for all Business Entities requesting the transfer.
2. A written letter for a sale or transfer must be received by the Company by the 20th day of a month in order for the change to be effective for the given month.
3. Any requests received after the 20th will be processed for the following month.
4. A one hundred dollar (\$100 USD or equivalent local currency) fee will be assessed per each request.
5. An additional thirty-five dollar (\$35 USD or equivalent local currency) fee may be assessed for any application that is incomplete, incorrect, or rejected.

I. Interpretation. The interpretation of these Policies & Procedures pertaining to the sale, assignment or transfer of an Affiliation will be made in a manner that considers and serves the best interests of the Company. The Company reserves the right to reject any transferee or buyer.

J. Merger. Two Affiliations may be merged into a single Affiliation if one is the Sponsor of the other. Every merger is final. To effectuate the merger, both Affiliates must submit an amended Affiliate Agreement and obtain the Company's written consent.

K. Restrictions Against Multiple Beneficial Interests.

1. An Affiliate is prohibited from having a Beneficial Interest in more than one Affiliation.
2. If a Person with a Beneficial Interest in an existing Affiliation wishes to become an Affiliate under another Sponsor, the Person must first terminate the Beneficial Interest in the existing Affiliation and wait six (6) months before applying to be an Affiliate.
3. The Company's restrictions against multiple Beneficial Interests ensures that (i) all efforts by a Distributor to build his or her Distributor Business are focused on a single Distributorship and not diluted through the demands of multiple Distributorships; and (ii) the Upline receives the full benefit of the Distributor's efforts. In determining whether or not a Distributor has a Beneficial Interest, the Company considers the meaning of the term as set forth in the definition in Appendix A as well as the intent of such restriction.

L. Effects of Marriage, Divorce, and Death on the Distributorship

1. **Marriage.** A spouse is deemed to have a Beneficial Interest in a Distributorship and all acts and omissions of the spouse shall be imputed to the Distributor. If two Distributors marry, they may keep their Distributorships separate. However, all other conditions of the Beneficial Interest rules of the Contract apply to both Distributorships.
2. **Divorce.** When a married couple whose individual names appear as Distributors on the Distributor Agreement separate or divorce, the Company will continue paying earnings under the Compensation Plan in the same manner as prior to the separation or divorce until the Company is served with a legally binding certified copy of a divorce decree or other court order that provides direction on payment and/or disposition of the rights under the Contract. Where there is a change in

ownership as ordered by the court, the spouse remaining as a Distributor must submit an amended Distributor Agreement. In no event will the Distributorship be partitioned.

3. **Death and Inheritance.** In the case of a Affiliate's death, the Contract will be assigned to the legal successor to the Affiliation (who can properly qualify according to the Contract) in accordance with applicable laws. The Company requires certified copies of the death certificate (or a doctor's statement) and a certified will, court order, or other appropriate legal documentation. Successors in interest must submit an amended Affiliate Agreement. Upon notice of demise, the Company reserves the right to make payments to the estate of the deceased Affiliate. If the legal successor wishes to terminate the account, a written, signed statement of request to terminate must be submitted along with appropriate legal proof of death. If the legal successor to the Affiliate is already an existing Affiliate, the Company will allow the multiple Beneficial Interest through inheritance for up to six (6) months, by which time the existing Affiliate must have sold or otherwise transferred either the existing or the inherited Affiliation.

Section 5 Compensation

- A. **Earnings Through Sales.** Commissions are paid to Affiliates who qualify pursuant to the Compensation Plan and who are in compliance with the Contract. An Affiliate's success is only achieved through the regular and repeated Sales of invisible Ads and the regular and repeated Sales by its Downline Organization. As the success of any Affiliate depends largely on the personal efforts of that Affiliate, the Company does not guarantee any level of profit or success, nor does it guarantee an Affiliate a specific income. An Affiliate can earn money 2 ways: by the sales of Invisible ads and by referring new Affiliates
- B. **Payment.** The Company will pay Commissions to qualified Affiliates on Invisible Ad orders and Affiliate Sign-Ups which: (i) are received by the Company before the end of the Commission period, and (ii) have been fully paid with appropriate payment.
 1. Commissions are paid in the name of the Business Entity listed on the Affiliate Agreement. When no Business Entity is listed, Commissions are paid to the personal name of the first Person listed on the Affiliate Agreement.
 2. Commissions are paid on or After the 15th and 29th day of each month. All orders and sign-ups must be received by the Company before 5:00 p.m. Mountain Time (-7 UTC Standard and -6 UTC Mountain Daylight Time) on the 23rd of any given month to be included in that month's Commission calculation for payment on the 29th. All orders and sign-ups must be received by the Company before 5:00 p.m. Mountain Time (-7 UTC Standard and -6 UTC Mountain Daylight Time) on the 10th of any given month to be included in that month's Commission calculation for payment on the 15th
 3. If an Affiliate believes that there is an error in the computation of Commissions and/or program qualifications, the error must promptly be brought to the attention of the Company. If such problems are not presented to the Company in writing within forty-five (45) days after the end of the relevant Commission period, the Affiliate waives all recourse with respect to such alleged error.
- C. **Payment Options.** Affiliates will receive commissions through PayPal, If an Affiliate must receive a Check through first class postal mail a \$15 USD Charge will be applied to each Mailed Check.
- D. **Returned or Unclaimed Checks.** The Company makes every effort to ensure that an Affiliate receives its commission checks. However, if a commission check has been sent to an Affiliate's last known address but is returned because the Affiliate has moved without a forwarding address or the check is returned or not presented for payment for some other reason beyond the control of the Company, the check shall be voided and the amount may be credited to the Affiliates's account 180 days after its date of issue, and the Affiliate will be charged a processing fee of fifteen dollars (\$15 USD or equivalent local currency) and a bank cancellation/stop payment fee of ten dollars (\$10 USD or equivalent local currency). Thereafter, a monthly maintenance charge of ten dollars (\$10 USD or equivalent local currency) will be deducted from the Affiliate's account.
- E. **No Manipulation.** Manipulation of the Compensation Plan is not permitted and may result in disciplinary action. Manipulation of the Compensation Plan includes, but is not limited to, an Affiliate purchasing or placing orders in his/her Downline Organization, and any other actions that may violate state, federal or foreign anti-pyramid scheme laws. Such manipulations may, in the discretion of the Company, result in the suspension of Commissions and termination of the Affiliation.
- F. **Deductions and Offsets.** The Affiliate authorizes the Company to deduct fees from its Commissions as deemed appropriate herein or any other term or condition of the Contract. Any fees will be assessed at the sole discretion of the Company.

Section 6 Marketing the Product and Opportunity

- A. **Use of Sales Tools.** An Affiliate may use only Sales Tools approved by the Company for an Authorized Country or a country subject to an announced Pre-Launch Period. The Affiliate agrees that if it uses a fulfillment house or other third party to sell or distribute Sales Tools, the Affiliate will enter into a non-disclosure agreement (to be provided by the Company) with the fulfillment house or third party to ensure that all Affiliate and Customer information is protected from disclosure and remains the sole property of the Company.
- B. **Approval of Sales Tools.** An Affiliate must submit all Sales Tools to the Company through the Email for approval prior to use. The Company has complete discretion whether to approve or reject a proposed Sales Tool. The approval process generally requires a minimum of three (3) weeks to complete. To comply with changing laws and regulations, the Company may rescind its prior approval of a Sales Tool, and may require the Affiliate to remove from the market at its own cost and obligation a previously approved Sales Tool. If approved, the Company will issue to the Affiliate:
 - C. 1. a unique Website Url, and

- D. 2. a written authorization from the Company specifically stating that the Sales Tool may be distributed.
- E. C. Product Claims. The only claims and representations Affiliates may make regarding Products are those found in the literature distributed by the Company. Any third-party material used for Affiliate Business must comply with all federal and local laws and regulations. An Affiliate may not make any kind of claims relating to any Product except for those claims, if any, that are published in Company literature approved for the country in which the claims are presented.
- F. No Endorsement Claims. No Affiliate may imply that the promotion, operation, or organization of the Company has been approved, sanctioned, or endorsed by any governmental regulatory authority. No Affiliate should claim or imply that any Product is approved by any governmental agency.
- G. Income Claims Prohibition. An Affiliate is prohibited from making false, misleading, or unrepresentative claims regarding earning potential. If an Affiliate does make an income claim, it must be based on actual earnings and the Company's current Annual Average Income Disclosure, and must be presented concurrent with the income claim.
- H. Use of Trademarks and Copyrights.
1. The Company may license the use of its trademarks to Affiliates, subject to the limitations herein and subject to the limitations in any licensing agreement.
 2. Affiliates may not use any of the Company's current or after acquired trademarks or any confusingly similar variations of its marks, in a manner that is likely to cause confusion, mistake, or deception as to the source of the Products or services advertised.
 4. Affiliates may not use the Company's trademarks on non-approved Sales Tools.
 5. The Company, in its sole discretion, will determine whether a variation of its trademark is confusingly similar.
 6. Affiliates shall not use the Company's marks in countries where the use of such marks is prohibited.
 7. An Affiliate must not use the name, logos, trademarks or other references to the Company's business or manufacturing partners in any Sales Tool, correspondence, or any form of advertising.
 8. The Company's literature and media are copyrighted by the Company and may not be duplicated.
- I. Use of "Independent Contracting" in Advertising. If an Affiliate selects a business title, the title must clearly state that the Affiliate is a "TheInvisiblehomepage.com Independent Affiliate." An Affiliate's title may not imply that the Affiliate is an employee or agent of the Company. Each time the Company's logo or name is used in writing and in relation to the Affiliate, the Affiliate must identify itself as a "Elite Affiliate of theinvisiblehomepage.com."
- J. Methods of Advertising. Affiliates may advertise using the following means:
1. Newspaper: An Affiliate may place a generic business opportunity advertisement in the classified section of a local newspaper, provided the advertisement conforms to all applicable laws and regulations.
 2. Phone Directory: Any Affiliate may place a text listing of its name in the white or yellow pages of a telephone directory followed by "HeyBossUrFired.com Affiliate." Graphical and display ads in telephone directories are prohibited.
 3. Electronic Mail Advertisements: All advertisements sent via e-mail, telephone, or facsimile must comply with all anti-spamming laws for the state or country where the intended recipient resides. The Affiliate is under obligation to research and comply with all laws concerning unsolicited commercial e-mail.
 4. Television and Radio: Television and radio advertising requires prior written approval from the Company's Marketing, Public Relations, and Legal departments. Contact us for Details.
 5. Celebrity Endorsement: An Affiliate may use a celebrity endorsement with written approval from the Company and the specific, prior, written approval of the endorsing celebrity for each use of the celebrity's name.
 6. Fairs, Swap Meets, Etc.: An Affiliate may promote Business Opportunity at bazaars, flea markets, fairs, swap meets, or other similar gatherings.
 7. Internet Auction Sites: An Affiliate may not sell or facilitate the sale of Product on Internet websites where an auction is the mode of selling or buying (e.g., eBay). An Affiliate may not use a third party to place opportunity on auction websites or sell Product to a third party if the Affiliate knows, or has reason to know, that such opportunity will be sold on auction websites. The provisions of this Section survive the termination of the Contract.
- J. Advertising at Company Sponsored Events. At Company-sponsored events, Affiliates may not, unless specifically authorized in writing by the Company, advertise, sell, or promote non-Company products or services, including, but not limited to: (i) the promotion of non-Company events, systems or materials, (ii) organized person to person solicitations, (iii) distribution of flyers, DVDs or other materials, or (iv) the use of any other form of promotion deemed inappropriate by the Company.
- K. Internet Advertising. Affiliates may use only a Company Licensed Website to promote Invisible Ads or the business opportunity over the Internet. Promoting Invisible Ads or the business opportunity through an unlicensed Internet website is strictly prohibited. Affiliates that wish to operate a Company Licensed Website must meet the following criteria:
1. An Affiliate may not enter into a website licensing agreement until it has completed a website training course given by the Company.

2. All licensed websites are subject to a one-time initial fee, regardless of the date the website was created. The fees are described in the Internet licensing agreement, which is available upon request. These fees are necessary for the Company to provide training and personnel to monitor Affiliate Internet websites for compliance with these Policies and Procedures.
3. All licensed websites must first be reviewed and approved by the Company as Sales Tools. Licensed websites must be Company-specific and may not advertise, promote, or link to any other product or opportunity. However, all such sites, and any changes thereto, must first be reviewed and approved by the Company as Sales Tools. If approved, the Affiliate must enter into a licensing agreement with the Company and the site must display a Company-generated "licensed" designation. Changes made to the site after obtaining the initial license require written authorization from a representative of the Company.
4. Affiliates may not use any key words or meta tags to advertise any licensed website on the Internet if the search words or meta tags explicitly or implicitly present illegal or unsubstantiated health or income claims.
5. Affiliates must obtain written approval from the Company before initiating any sponsored links on Internet search engines to direct Internet traffic to a Company Licensed Website.
6. The Company may revoke the license for any previously approved website at any time and for any reason, including changes to federal and local laws and regulations.

L. Advertising and Selling Price of Invisible Ads on the Internet. Affiliate acknowledges and agrees that the advertising and selling of Invisible Ads on the Internet may only be done on a Company Licensed Website and the advertising and selling price of Invisible Ads on such website (i) if sold to an Applicant, must not be lower than the announced price of the Products. (ii) if sold to a non-Applicant (e.g. Customer, etc.), must not be lower than the Company's Suggested. In connection with this Section, the Affiliate also agrees that all advertising regarding the price of Products will be truthful and will not contain misleading statements (e.g. "lowest price available" which infers that an Affiliate is able to sell the Products at a price lower than other Affiliates, etc.). Any violation of this Section by an Affiliate shall constitute a breach of the Contract and will be subject to the breach of Contract procedures set forth herein.

M. Mass Communications. For purposes of this Section, "Mass Communications" are defined as communications intended to reach fifty (50) or more Affiliates in the sender's Downline Organization or at least three Distributors who are cross-line, within a seven (7) day period. The following rules apply to all Mass Communications issued by a Distributor:

1. Affiliates targeted to receive the Mass Communications must have knowingly "opted in" to hear or receive the Mass Communication
 - a. through registration (if the Mass Communication will be received at an event or webinar); and/or
 - b. through an affirmative request if the Mass Communication is delivered through an email or on a website.
2. If by e-mail, there must be an "opt out" feature prominently displayed in the Mass Communication.
3. The Mass Communication must comply with the terms of this Section.
4. The following disclaimer shall be prominently positioned in all Mass Communications that promote any particular building method:

There are many methods and techniques used successfully for building your Affiliate business. The building method promoted [in/at] this [website/webinar/email/ meeting/] may be different from that which is taught by your upline. Please consult with your upline if they have taught you a different building method or if you have any questions.
5. Affiliate acknowledges that allowing the Affiliate to create databases of Affiliate information for Mass Communications, the sale of tools, and for any other purposes constitutes the use of Company Confidential Information, which information is the Company's trade secrets, and such use can be a substantial financial benefit to the Affiliate. Affiliate acknowledges that he or she is subject to the Cross-Company Recruiting obligations set forth in Section 2.K above. This Section shall survive the termination of the Contract.

N. Lead Distribution. Persons who are outside the Company network often make inquiries to the Company about its Product/Information. If the Company is able to determine that the inquiring Person received the information from a specific Affiliate or that there is a particular Affiliate that the Person is acquainted with, every attempt will be made to refer the Person to that Affiliate. If an association with a particular Affiliate cannot be determined, the Person will be randomly positioned under an existing "Platinum"- level Affiliate. Final judgment with respect to the positioning of leads remains the right of the Company.

O. Public Relations Matters. The Company encourages Affiliates to use personal media coverage to expand and build their business; however, certain situations require the Affiliate to contact the Company's Public Relations Department. These would include:

1. instances where the story or medium has national potential;
2. cases where the story calls for a wider Company/Product perspective; and/or
3. when the Affiliate is questioned about Company sales figures and/or business strategies.

P. Retail Establishments. Except as described herein, an Affiliate may not sell Products or promote the business opportunity through Retail Establishments. An Affiliate is also prohibited from selling Products to any Person who the Affiliate knows, or has reason to suspect, will ultimately sell those Products through Retail Establishments. The display of Independent affiliate information within the premises of a Retail Establishment is acceptable if it complies with all the relevant advertising requirements of this Section and with the following:

1. The display may incorporate one of each Product per Retail Establishment, and/or several images of such Products, into a display for the sole purpose of advertising.
2. No Products, including the display, may be sold on the premises of the Retail Establishment.

3. No Retail Establishment shall display or advertise Company Product(s) or opportunities in a manner that is visible from outside the store.
4. The Company-designated disclaimer must be prominently posted near the displayed Opportunity. The disclaimer may not be altered in size, color, content, etc. The disclaimer may be downloaded from the Company website and should state the following:

“Thank you for your interest. As a direct selling company, HeyBossUrFired.com Affiliate Opportunity is distributed and sold by Independent Affiliates and not in retail stores. Please contact (Affiliates’s Name) at (Affiliate’s Contact Information) in order to purchase your Invisible Advertising or Find out more about our Business Opportunity.”
- Q. Service Establishments. An Affiliate may conduct Affiliate Business through Service-related Establishments, except that no Product banners or other Sales Tools may be displayed to the general public in a manner that would attract the public into the Service-related Establishment. The Company has sole discretion in determining whether an establishment is a Service-related Establishment and a proper place for the sale of Products.

Section 7 Breach of Contract Procedures

- A. Conditional Obligations. The Company’s obligations to an Affiliate are conditioned upon the Affiliates’s faithful performance of the terms and conditions of the Contract. The Company, in its sole discretion, will determine if an Affiliate is in breach of the Contract and may elect any or all available remedies.
- B. Remedies. In the event of breach, the Company may elect to take no action or to exercise some or all contractual remedies and remedies at law or in equity, including, but not limited to:
 1. Notify the Affilaite either in writing or verbally of the breach and providing a notice to cure the breach;
 2. Require from the Affiliate additional assurances of future compliance;
 3. Withhold or deny recognition and attendant perks;
 4. Assess damages and withhold them from commission payments;
 5. Suspend Affiliates Rights temporarily or permanently;
 6. Seek injunctive relief;
 7. Terminate the Contract; and
 8. Seek damages and associated costs.
- C. Reporting Contract Breaches. If an Affiliate observes or is aware of another Affiliate’s violation of any term or condition of the Contract, the observing Affiliate shall submit a written complaint to the Company. Because of the difficulties of investigating and asserting appropriate remedies for stale claims, any complaint for breach of the terms and conditions of the Contract other than Cross-Company Recruiting must be brought to the Company’s attention for review within eighteen (18) months of the start of the alleged violation; Cross-Company Recruiting violations must be brought to the Company’s attention within six (6) months of the alleged violation. Failure to report a violation within that time period may result in the Company not pursuing the allegations in order to prevent the Affiliate Business from being disrupted due to stale claims. However, this policy does not waive the Company’s right to investigate and discipline Affiliates found guilty of the stale claims.
- D. Circumvention of the Contract. The Contract is designed to protect Affiliates and the Company from the adverse consequences of their violation. Affiliates who intentionally circumvent the Contract to accomplish indirectly what is prohibited directly will be disciplined as if the applicable policy or rule had been broken directly. In such circumstances, all of the available remedies as stated above will be available to the Company. The Contract is not intended to give a Affiliate the right to enforce the Contract against another Affiliate directly, or to take any legal action against another Affiliate.

Section 8 Termination

- A. Termination.
 1. An Affiliate may terminate the Contract by failing to renew on the annual anniversary of the acceptance of his or her Affiliate Agreement or by submitting to the Company in writing a request to terminate.
 2. The Company may terminate the Contract if the Affiliate violates the terms of the Contract and any amendments thereto.
 3. Upon termination, the Company may in its sole discretion retain the Affiliation or dissolve and remove it from the Sponsor and Placement Trees.
- B. Return of Confidential Information. An Affiliate must return all Confidential Information, including any information derived therefrom, over which he or she has direct or indirect control to the Company upon termination or upon demand of the Company. If any such Confidential Information cannot be returned because it is in electronic format, the Affiliate shall permanently delete and erase the Confidential Information upon termination or upon demand.
- C. Buyback. If an Affiliate is in breach, the Company reserves the right to stop or delay the buy-back process set forth in Section 5.L herein.
- D. Effects of Termination for Breach of Contract.
 1. An Affiliate whose Contract is terminated by the Company must wait one (1) year before applying for a new Affiliation. During that time, the Affiliate can have no Beneficial Interest in any other Affiliation. Prior to applying, he or she must first petition the Company through the Affiliate Education and Conduct department. The petition will include an affidavit that

must be signed under penalty of perjury and notarized in which the Affiliate confirms that he or she has had no Beneficial Interest in any Affiliation during the prior one year.

2. Upon termination of the Contract, all of the Affiliate's rights in and to the Affiliation and the Affiliate Business are revoked and terminated. In acknowledgement of the damages the Company has likely suffered and/or will suffer as a result of Affiliate's breach, including but not limited to, all or any of the following: (i) loss of good will and loss in the value of the Company's confidential and proprietary information and trade secrets; (ii) loss of a portion of the value of the Company's business; and (iii) loss of future profits; Affiliate consents that any unpaid Commissions may be forfeited to the Company to offset a portion of the damages.
3. The Company may elect to reorganize the Downline Organization of a Affiliation terminated for breach in a manner that serves the best interests of the Company, Downline Organization and Upline.
4. Where the Company elects to terminate a Affiliation in which there is more than one Beneficial Interest holder, the following may apply:
 - a. the departing Beneficial Interest holder(s) must relinquish all rights to, and interests in, the Affiliation;
 - b. The Company may not divide or reassign any of the Downline Organization; and
 - c. The Company may not split Commissions between the prior or current Beneficial Interest holders of the Affiliation.

E. Effects of Voluntary Termination by the Affiliate.

1. The Contract can be voluntarily terminated by an Affiliate who is not in breach of the Contract for any reason, at any time, by providing written notice to the Company signed by all Person(s) listed on the Affiliate Agreement. The termination is effective on the date the Company receives the written notice, although processing of the termination request may be delayed until the following month if there is current Volume in the Affiliation. If an Affiliation is in breach of the Contract, he or she cannot voluntarily or unilaterally terminate the Contract until the longer of: (i) the last day of the renewal period of the Contract, or (ii) the last day of the period equal to the amount of time such Affiliate had been in violation of the Contract prior to the Company's discovery of the breach, but not to exceed one (1) year. In such a case, the Company may elect any and all available remedies for breach of the Contract pursuant to Section 8, and the Affiliate shall not be entitled to receive any Commissions during such period, as determined by the Company in its sole discretion.
2. Upon termination of the Contract, all of the Affiliate's rights in and to the Affiliation and the Affiliate Business are revoked and terminated.
3. An Affiliate who voluntarily terminates may re-apply for a new Affiliation under a new Sponsor no earlier than six (6) months from the date the Company receives written notice of the termination. During this six (6)-month period, the voluntarily terminated Affiliate is not permitted to participate in any Affiliate Business or have a Beneficial Interest in any Affiliates.
4. An Affiliate may not terminate voluntarily if the Affiliation is not in good standing with the Company, as may be evidenced by, but not limited to, any of the following conditions: (i) a temporary Affiliation; (ii) an Affiliation is on hold, suspension or probation; (iii) the Affiliation is under investigation, but no formal discipline has taken place; or (iv) notice of intent to terminate has been sent.

F. Survival. Sections 2.E, 2.F, 2.K, 2.R, 2.S, 2.T, 7, 8, and 9 shall survive the termination of the Contract. The termination, relinquishment or expiration of the Contract shall not relieve the Affiliate from obligations that are expressly indicated in the Contract to survive termination or expiration of the Contract.

Section 9 Miscellaneous

- A. Entire Agreement. The Contract contains the entire understanding concerning the subject matter hereof between the Company and the Affilite, and is intended as a final, complete, and exclusive expression of the terms of the parties. This Contract supersedes and replaces all prior negotiations and proposed, but unexecuted agreements, either written or oral. Any prior agreements, promises, negotiations, or representations, either written or oral, relating to the subject matter of this Contract, are of no force or effect. If there is any discrepancy between verbal representations made to the Affiliate by any employee or agent of the Company and the terms of the Contract, the express written terms and requirements of the Contract will prevail.
- B. Headings. The section and subsection headings in the Contract are inserted solely as a matter of convenience and for reference, and will not be considered in the construction or interpretation of any provision hereof. Unless the context otherwise specifically requires, all references to sections of the Contract will refer to all subsections thereof.
- C. Modifications by the Company. The Company reserves the right to make any modifications to the Contract, provided that the modifications are communicated by the Company to the Affiliate at least thirty (30) days prior to taking effect. The Company may communicate these modifications by posting any portion of the modified Contract on the Company's website at www.theinvisiblehomepage.com, or by any other method of communication. The Affiliate is deemed to have accepted the modification to the Contract if the Affiliate engages in any Affiliate Business, renews its Affiliation, or accepts Commissions after the thirty (30) day period is ended.
- D. Ambiguities. Ambiguities, if any, in the Contract shall not be construed against any party, regardless of which party may be deemed to have authored the ambiguous provision.
- E. Warranties. The Company extends no product warranties, either expressed or implied, beyond those specifically articulated in the Contract. The Company disclaims and excludes all warranties regarding possible infringement of any United States or foreign patent, trademark, trade name, copyright, or trade secret arising from the Affiliate's operations. THE COMPANY HEREBY DISCLAIMS ALL WARRANTIES, EXPRESS OR IMPLIED, INCLUDING, WITHOUT LIMITATION, ALL IMPLIED WARRANTIES

OF MERCHANTABILITY, FITNESS FOR A PARTICULAR PURPOSE, ACCURACY AND NON-INFRINGEMENT. THIS DISCLAIMER OF WARRANTY CONSTITUTES AN ESSENTIAL PART OF THIS AGREEMENT.

- F. Waiver. Any waiver by the Company of a Affiliate's breach of a Contract provision must be in writing and will not be construed as a waiver of any subsequent or additional breach by the Affiliate. The failure by the Company to exercise any right or privilege under the Contract will not constitute a waiver of that right or privilege.
- G. Severability. If any term or condition of this Contract is judicially invalidated, prohibited, or otherwise rendered unenforceable in any jurisdiction, it is unenforceable only to the extent of the invalid, prohibited or unenforceable provision in that jurisdiction only, and it will not render unenforceable or invalidate any other provision of the Contract, nor will the Contract be rendered unenforceable or invalidated in another jurisdiction. Furthermore, any provision found unenforceable may be partly enforced to the maximum extent enforceable under the law.
- H. Force Majeure. Affiliate acknowledges that the Company is not liable for any damages or losses caused by the delay or inability to manufacture, sell, or deliver its products due to labor strikes, accidents, fire, flood, acts of civil authority, acts of God, acts of terrorists, or from any other causes that are beyond the control of the Company.
- I. Governing Law, Arbitration, Injunctive Relief. The State of North Carolina is the place of the origin of this Contract and is where the Company accepted the offer of the Applicant to become a Affiliate and where the Affiliate entered into the Contract with the Company. The Contract is therefore to be construed in accordance with the laws of the State of North Carolina (without giving effect to any conflict of law provision or rule) as to contracts made and to be wholly performed within the State. Any controversy or claim arising out of or relating to the Contract or the breach thereof, or any controversy or claim relating to the business relationships arising between Affiliates shall be resolved by mandatory, final, binding, non-appealable arbitration in Raleigh, North Carolina, United States of America. There shall be one arbitrator, who shall be impartial, independent, and mutually agreed upon by the parties to the arbitration within seven (7) days following receipt of the written notice for demand for arbitration. If the parties do not reach agreement on a single arbitrator within such seven (7) day period, the parties agree that the arbitration shall be administered by the American Arbitration Association ("AAA") under its Commercial Arbitration Rules (except that there shall only be one arbitrator) and shall be governed by North Carolina state law, including, but not limited to, the rules pertaining to the discovery process as found in the North Carolina Rules of Civil Procedure. Judgment on the award rendered by the arbitrator may be entered in any court having jurisdiction thereof and enforcement of the judgment shall be governed by North Carolina state law. The parties shall equally share the assessed costs associated with the arbitration, including all arbitrator fees. If one party fails to pay its assessed costs, and such failure prevents the timely appointment of an arbitrator or delays ongoing arbitration proceedings, the other party may seek provisional remedies under the North Carolina Uniform Arbitration Act, Utah Code Section 78B-11-109, to compel the non-paying party to comply with its payment obligations. Such provisional remedies may be sought in the courts of the State of North Carolina, Wake County, as the exclusive and sole jurisdiction and venue for such provisional actions, and each party hereby consents to personal jurisdiction and proper venue in those courts for such actions. The failure to pay assessed costs under this Section, and any resulting costs, expenses, or damages resulting from the other party being required to seek provisional relief, shall become an additional claim of the injured party in the underlying arbitration. The parties, AAA, and the arbitrator shall maintain the confidentiality of the entire arbitration process and may not disclose to any other person not directly involved in the arbitration process: (i) the substance of, or basis for, the controversy, dispute, or claim; (ii) the content of any testimony or other evidence presented at an arbitration hearing or obtained through discovery in the arbitration; or (iii) the terms or amount of any arbitration award. AAA and the arbitrator shall have the authority to make appropriate rulings to safeguard confidentiality, unless the law provides to the contrary. The parties agree that before or after a demand for arbitration is made that a party (in addition to any other remedies which it may have and which are hereby exclusively reserved) is entitled to preserve its rights under the Contract by seeking interim injunctive relief (a temporary restraining order, preliminary injunction and all other forms of interim relief available to the party filing the action) without a bond, and that the only venue for any suit shall be in the state courts located in Wake County, North Carolina or, at the sole discretion of the Company, in the federal court located in Raleigh, NC. The parties agree that such suit filed with the court: (a) is not a waiver of the rights of the party who filed the suit to proceed with any demand for arbitration it previously filed, and (b) will not in any way affect the rights of the party filing the suit to thereafter demand arbitration once the interim relief is obtained. The parties expressly waive any objections to personal jurisdiction or venue of such courts and to the arbitration being conducted in Raleigh, NC, United States of America.
- J. Attorneys Fees. If any suit, action, or proceeding is brought to enforce any term or provision of this Contract, the prevailing party shall be entitled to recover reasonable attorneys' fees, costs, and expenses incurred, in addition to any other relief to which such party may be legally entitled.
- K. Successors and Assigns. The Contract will be legal and binding upon and inure to the benefit of the heirs, devisees, executors, administrators, personal representatives, successors, and assigns (as applicable) of the respective parties hereto.
- L. Limitation of Liability. To the extent permitted by law, the Company, its directors, officers, members, managers, shareholders, employees, assigns and agents (collectively referred to as "Responsible Parties") shall not be liable for, and the Affiliate releases Company and its Responsible Parties from and waive all claims, for any loss of profits, indirect, direct, special or consequential damages, and for any other losses incurred or suffered by Affiliates as a result of: (i) Affiliate's breach of the Contract, (ii) the promotion or operation of the Affiliation and the Affiliated Business; (iii) Affiliate's incorrect or wrong data or information provided to the Company or its Responsible Parties; or (iv) the Affiliate's failure to provide any information or data necessary for the Company to operate its business. EACH AFFILIATE AGREES THAT THE ENTIRE LIABILITY OF THE COMPANY AND ITS RESPONSIBLE PARTIES FOR ANY CLAIM WHATSOEVER RELATED TO THE CONTRACT, BUT NOT LIMITED TO, ANY CAUSE OF ACTION SOUNDING IN CONTRACT, TORT, OR EQUITY, SHALL NOT EXCEED, AND SHALL BE LIMITED TO, THE AMOUNT OF PRODUCTS THE DISTRIBUTOR HAS PURCHASED FROM THE COMPANY THAT ARE IN RESALABLE CONDITION.

APPENDIX A

The following defined terms apply throughout the Contract and are capitalized where used:

Applicant	A Person who has submitted an Affiliate Agreement.
Authorized Country	A country that the Company has officially sanctioned to be available to all Affiliates for conducting the Affiliated Business.
Beneficial Interest	A Person is deemed to have a Beneficial Interest in an Affiliation if he/she/it has: (1) any direct or indirect ownership in an Affiliation as an individual, partner, shareholder, member, manager, beneficiary, trustee, officer, director or principal of an Affiliation; (2) has any actual or de facto control over an Affiliation; (3) receives any income directly or indirectly from an Affiliation (other than the receipt of income pursuant to the Compensation Plan by an Upline Affiliate); (4) receives familial support from an Affiliate; (5) receives spousal support derived from a Affiliation; (6) is a member of the Affiliate's immediate household; (7) is a spouse or Co-habitant; or (8) has any other similar interest in a Affiliation.
Bona Fide Offer	An arm's length written offer to purchase the Affiliation by a Person that is not a Affiliate, which the Company, in its sole discretion, determines to be a legitimate offer.
Business Entity	Any type of business association authorized under the laws of the jurisdiction in which it was organized. This includes, but is not limited to, legally formed: corporations, partnerships, trusts, and limited-liability companies.
Co-habitant	An individual who is of legal working age or older who shares with another person a common residency and marriage-like relationship.
Commissions	Compensation paid to an Affiliate based on the Volume of Invisible Ads sold by the Affiliate. Eligibility to receive Commissions is determined by the monthly sales requirements currently in effect, as outlined in the Compensation Plan.
Company	Advango marketing, a North Carolina limited liability company, or any lawful assignee, successor, subsidiary, or affiliate regardless of geographic location.
Company Licensed Website	An Internet website approved by the Company in accordance with the provisions of Section 6.K of the Policies and Procedures.
Compensation Plan	The specific plan used by the Company that details the requirements and benefits of the compensation structure for Affiliates. The Compensation Plan can be found at Appendix B to these Policies and Procedures.
Competing Company	A direct selling, network marketing or multi-level marketing company which promotes, sells or distributes any advertising or marketing tools in any Authorized Country as set forth in Section 2.F.
Confidential Information	Information disclosed to the Affiliate pursuant to the Contract or information gathered by an Affiliate about other Affiliates in connection with their promotion of Products or sales materials, including, but not limited to, information regarding (i) Downline Organizations or Upline Affiliates, including Affiliate names and contact information, Customer information developed by Company or developed for and on behalf of the Company by Affiliates through Affiliate meetings, websites, email and/or profile gathering tools, and any other electronic or manual application used by an Affiliate or his agent to gather, store, and/or develop any information about Affiliates and Customers (including but not limited to credit data, retail customer and Affiliate profiles, and product purchase information and (ii) customer lists, manufacturing

Contract	<p>and supplier information, business reports, commission or sales reports, business plans, projections, trade secrets, intellectual property, analyses, and related information and other financial and business information that would be reasonably understood to be confidential and/or give competitive advantage. Confidential Information may take the form of documentation, drawings, specifications, software, technical or engineering data, or other forms, and may be disclosed orally, in writing, by electronic or magnetic media, by visual observation, or by other means.</p> <p>The documents describing the specific relationship between an Affiliate and the Company, comprising the Affiliate Agreement, the Statement of Beneficial Interest, the Compensation Plan, the Policies and Procedures, any country or situation-specific addendum(s) thereto, any amendments thereto, and any other written agreement between the Affiliate and the Company, which documents are incorporated herein by reference.</p>
Cross-Company Recruiting	<p>A violation of the Contract as set forth in Section 2.K of the Policies and Procedures.</p>
Cross-line Recruiting	<p>Sponsoring, or a solicitation to Sponsor, indirectly or otherwise, an existing Affiliate (or anyone with a Beneficial Interest in that Affiliate's Affiliation). The Cross-line Recruiting policy applies only to the recruiting of existing Affiliates and does not apply to Persons who are not Affiliates of the Company. The Company cannot punish an Affiliate who solicits or entices a Person who has not previously been an Affiliate, but who has been contacted by another Affiliate. As with any commercial enterprise, Affiliates who invest time and money into a Person are taking a risk that the Person may choose to be Sponsored under someone else.</p>
Customer	<p>A non-Affiliate that purchases Invisible ads at the Suggested Retail price.</p>
Date of Sign-up	<p>The date the Company receives and accepts an Applicant's Affiliate Agreement bearing an original signature or electronic copy of an original signature.</p>
Affiliate	<p>A Person currently authorized by the Company to operate a Affiliation. If more than one Person is named on the Affiliate Agreement, then "Affiliate" may refer to all Persons collectively.</p>
Affiliate Agreement	<p>The agreement submitted by an Applicant to become an Affiliate. In submitting the Affiliate Agreement, an Applicant certifies that he or she has read and will abide by the terms and conditions of the Contract.</p>
Affiliate Business	<p>Activities determined at the sole discretion of the Company to be a promotion of the Company's Products or business opportunity. Some of these activities include, but are not restricted to: submitting an Affiliate Agreement; advertising, selling or exhibiting Product; hosting, conducting, or speaking at meetings or events (whether hosted by the Company or by an Affiliate); participating in the Compensation Plan, receiving periodic Company literature and other communications, participation in Company-sponsored support service training, motivational and recognition events; sponsoring new Affiliates; and/or selling of leads, sales tools, websites, etc. to Affiliates.</p>
Affiliate Rights	<p>The rights of the Affiliate under the Contract to conduct the Affiliate Business.</p>
Affiliation	<p>A defined position within the Company's network of Affiliates that is the subject of the Contract.</p>
Downline Organization	<p>A genealogically structured organization comprised of Affiliates and their Customers who are below an Affiliate in his or her Sponsor Tree or Placement Tree. The Affiliates will have been personally Sponsored (i) by an Affiliate and be downline of that Affiliate through Placement or Sponsorship, or (ii) by those who the Affiliate has Sponsored or placed</p>

Front Line	through Placement, and their respective Customers, all in a direct chain of Affiliation below the Affiliate. The Affiliates who appear on the first level of the Sponsor Tree of the immediate Downline Organization of any particular Affiliate. They may appear through Sponsorship Compression. The Commissionable Volume of Customers is treated as if it were Frontline for purposes of calculating Unilevel Commissions. (See the Compensation Plan for the definitions of these terms.)
Identification Number	The number issued specifically to an individual or company by the government. Examples include: social security number (US individuals), social insurance number (Canadian individuals), employment identification number (US companies), Identity Card Number or NRIC Number (Singaporean individuals), and ID Card Number (Taiwanese individuals).
Person	An individual, a Business Entity, or any other entity with a distinct separate existence, and its successors, heirs, or assigns, as the case may be.
Placement	As a noun: An Affiliate who has directly recruited another Affiliate into his or her Placement Tree (as defined in the Compensation Plan); as a verb: the positioning by a Sponsor of an Affiliate in his or her Downline Organization.
Policies and Procedures	The policies and procedures of the Company contained herein, including attachments and addenda, which are incorporated herein by this reference, as the same may be amended from time to time by the Company.
Pre-Launch Period	A period of time announced by the Company prior to a country becoming an Authorized Country during which an Affiliate may begin preparation to commence the Affiliate Business within that country.
Product	Invisible Advertising and Marketing. Sales tools and promotional material are not included in this definition.
Qualified Direct Upline	Regarding the Right of First Refusal, an Affiliate's direct Sponsor who is not in violation of the Contract and who the previous month qualified for earnings under the Compensation Plan.
Rank	The current payout qualification level of the Affiliation according to the Compensation Plan. The Rank of an Affiliate, which will affect the Affiliates Commissions calculated from the Sponsor Tree (as defined in the Compensation Plan), may fluctuate monthly and depends on the Affiliate meeting various qualifications outlined in the Compensation Plan.
Recruiting	Actual or attempted solicitation, enrollment, encouragement, or effort to convince, persuade, or influence in any way, directly, indirectly, or through a third-party (including, but not limited to, the use of a website), another Affiliate to sell or purchase products or services and/or to enroll or act as an independent distributor, employee, executive, or consultant to or on behalf of another direct selling, network marketing, or multi-level marketing company that operates in any way, conducts business, or has Affiliates in any Authorized Country. This conduct constitutes Recruiting even if the Affiliate's actions are in response to an inquiry or communication made or initiated by another Affiliate.
Retail Sales	Sales by an Affiliate of the Product to his or her Customers.
Right of First Refusal "RFR"	The rights as set forth in Section 4.F of the Policies and Procedures.
Sales Tool	Any information, material or product created by the Affiliate for Affiliate Business.
Suggested Retail	The price at which the Company suggests Affiliates sell Invisible Ads to Customers. The Suggested Retail prices are posted on the Company's website.
Service-related Establishment	An enterprise where the general public typically does not

Sponsor	have ready access unless through appointment or membership, and/or where the primary-function of the enterprise is the rendering of professional services rather than selling merchandise. Examples include, but are not limited to private or restricted-access offices, salons, spas, gyms, health clubs, or private associations that may retail some products, but whose primary purpose is to offer a service. As a noun: an Affiliate who has directly recruited another Affiliate into his or her Downline Organization; as a verb: the act of directly recruiting another Affiliate into his or her Downline Organization.
Statement of Beneficial Interest	A document required as part of the Contract if an Applicant is applying as a Business Entity. The Statement of Beneficial Interest must list all persons who are partners, shareholders, principals, members, managers, officers, directors, trustees, beneficiaries, or who otherwise have any direct or indirect Beneficial Interest in or control over the Business Entity.
Title	The highest Rank ever achieved by an Affiliate that is used for recognition purposes.
Upline	The single-line hierarchy of Sponsors and/or Affiliates extending upward from an Affiliation.
Volume	A value assigned to Product for commission purposes.

APPENDIX B

Compensation Plan

The Compensation Plan is the method by which Affiliate are compensated for their retail sales and personal purchases of the Product, as well as the retail sales and personal purchases of the Product by their Downline Organizations. The Compensation Plan is part of the Contract between the Company and its Affiliates. Certain defined terms herein appear in title capital letters. These terms and their definitions are described at the end of this document, in the text of this document, or in the Company Policies and Procedures, which are incorporated herein by reference.

Section 1 Payment of Commissions

- A. The Company pays various types of Commissions for the sale of Product. Commissions are calculated based on the Commissionable Volume (CV) in an Affiliate's Personal Volume (PV),
- B. To the extent that commissionable sales occur where Product is delivered Commissions on those sales under this Compensation Plan will be the legal responsibility of and will be paid by the Company. Nevertheless, for administrative convenience, Commissions paid under this Compensation Plan generally may be issued on a single check or similar instrument or transaction, combining for the convenience of the Affiliate the Commissions earned for both U.S. and non-U.S. sales.
- C. The Company may deduct necessary handling, processing, or remittance fees from an Affiliate's Commissions as set forth in the Policies and Procedures.

Section 2 Distributor Ranks

- A. Affiliates may sign-up for one of three levels of Affiliation. qualification are as follows:
 1. Silver Level– \$49 Membership fee, Paid on 2 levels(downline) for new Affiliates that are sponsored. Silver Affiliates are paid 10% commission on all Sales of Invisible ads.
 2. Gold Level– \$99 Membership fee, Paid on 4 levels(downline) for new Affiliates that are sponsored. Gold Affiliates are paid 20% Commission on all Sales of Invisible Ads.
 3. Platinum Level– \$199 Membership fee, Paid on 6 levels (downline) for new Affiliates that are sponsored. Platinum Affiliates are Paid 25% Commission on all Sales of Invisible ads.

Commission Summarized by the following table:

<i>downline</i>	<i>silver</i>	<i>gold</i>	<i>platinum</i>	<i>Sales comm..</i>
1st	12%	12%	12%	Silver 10%
2nd	7%	7%	7%	Gold 20%
3rd	-	5%	5%	Platinum 25%
4th	-	3%	3%	-
5th	-	-	2%	-
6th	-	-	12%	-

UniLevel Commissions calculations are also subject to Sponsorship Compression, which is a safety net for minimum monthly PV that can help promote the an Affiliate.

Section 3 Incentive Trips and Awards

- A. From time to time, the Company may provide incentive trips and other awards to qualified Affiliates. These awards or trips may be based on Title and high Affiliate performance and are provided only to the Persons listed on a qualifying Affiliate's Affiliate Agreement, up to air fare for two such Persons and hotel accommodations of one room. Incentive trips or awards may not be deferred for future acceptance and have no cash value. No payment or credit will be given to those who cannot or choose not to attend trips or to accept awards.
- B. Although the Company pays some or all of the costs of such incentive trips, the Affiliate agrees to indemnify and hold harmless the Company for any injuries sustained in association with the trip by the Affiliate and/or its guests. The Affiliate cannot make claim upon, or rely upon, any insurance policy of the Company to cover the costs and expenses of any injuries to the Affiliate and/or the Affiliate's guests.
- C. The Company may be required by law to include the fair market value of any incentive awards, trips, etc. on the Affiliate's end of the year tax report . The Affiliate is liable for applicable taxes and agrees to hold the Company harmless from claims of tax liability relating to these incentive trips and awards.
- D. If it is discovered that the Affiliate has made any misrepresentations or has violated any of Policies and Procedures in becoming eligible for these incentives trips and awards, the Company may charge the Affiliate for any costs incurred by the Company or for any benefits received by the Affiliate.