



POLICIES & PROCEDURES
UNITED STATES



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OVERVIEW

GlobalForce is a hybrid monetized Social Network with an exciting, new customer acquisition strategy. The GlobalForce business model focuses on the low cost procurement of customers through a variety of online social media and offline direct selling practices. With the explosive combination of viral social media and person-to-person marketing, GlobalForce (hereinafter also referred to as the “Company”) seeks to attract millions of FREE Members to whom it will market environmentally responsible products featured in EcoMart.

For those individuals that are interested in making a living making a difference, GlobalForce also offers a home-based income opportunity, to their Independent Marketing Affiliates (hereinafter referred to as an “Affiliate”) who can sell EcoMart products to consumers and also enroll other Affiliates to further promote the sale of its products to consumers both online and offline.

GlobalForce Affiliates earn income solely from selling competitively priced environmentally friendly consumer products featured and available online in EcoMart. They can also earn income from the sales efforts of other Affiliates that they have enrolled into the company’s marketing program as well as on purchases made by Social Network Members and those whom they refer to EcoMart.

CODE OF ETHICS & COMPLIANCE

Each GlobalForce Affiliate agrees to conduct his/her business according to the following Code of Ethics. This Code ensures high standards of integrity and professionalism throughout the GlobalForce worldwide network of Affiliates and protects the business image of the individual Affiliate as well as the overall corporate image of GlobalForce Network Inc. and EcoMart.

1. Each Affiliate shall:

- a) follow our Social Network Community Guidelines in spirit and as well as the stated Terms of Use Agreement.
- b) become completely familiar with and abide by GlobalForce’s Affiliate program Policies and Procedures.
- c) become well acquainted with the GlobalForce marketing information, including the company’s Compensation Plan and represent them without exaggeration to all prospective Affiliates.
- d) sell EcoMart products in accordance with the GlobalForce Compensation Plan. The Affiliate shall make it clear that the GlobalForce marketing program is based on the sale of EcoMart products and that Affiliates will not be successful merely by sponsoring other Affiliates without emphasis on product sales.
- e) take responsibility for the training of those Affiliates in their DoubleTeam sales organizations, whether personally sponsored or not.
- f) know and comply with applicable state and local tax requirements, as well as laws concerning consumer rights, taxes and any ordinances affecting the sale of EcoMart products/services.
- g) know and comply with all international regulations and/or laws concerning spamming.

- h) attend Affiliate training provided by the company or selected trainers approved by GlobalForce.
- i) promptly update any changes in the personal data submitted on their original online Affiliate registration form.
- j) conduct himself/herself and deal with customers and other Affiliates with the highest standards of honesty, integrity and fairness.

2. Each Affiliate shall not:

- a) make any misleading sales claims or guarantees concerning EcoMart products other than those contained on company’s EcoMart website.
- b) engage in deceptive, unlawful or unethical business or recruiting practices.
- c) conduct eCommerce or Affiliate income opportunities in countries other than those approved by the Company.
- d) use any vulgarity, profanity or any offensive language for, or in any part of their ScreenName, blogs or other online identity selected to promote their EcoMart business.
- e) disparage, demean or make negative remarks about the Company, its Affiliates, products, Compensation Plan, officers, directors or employees.
- f) seek in any way to violate or circumvent Company policy.

COMPANY OBLIGATIONS

Affiliates have a right to expect the Company to operate in accordance with the laws and practices that govern the Direct Sales/Network Marketing industry. The fiduciary relationship of trust between Affiliates and the Company is fragile and the Company, as the primary steward of that relationship, has an obligation to be fair and equitable.

1. The Company will:

- a) conduct itself in an ethical and professional manner.
- b) administer its policy fairly, without prejudice or favor, to protect the interests of all Affiliates.
- c) provide liability insurance on its products when used in accordance with the instructions on the label.
- d) process orders and ship products in a timely manner.
- e) compensate Affiliates in accordance with the Company's published Compensation Plan.
- f) provide Affiliates with organization and sales volume information required to manage business activities.
- g) comply with all laws governing the sale and distribution of EcoMart products and the compensation of participants.

2. The Company will not:

- a) guarantee your personal success in its marketing program.
- b) provide any commissions for the recruitment of others.
- c) tolerate Affiliates pressuring prospective Affiliates into purchasing large quantities of EcoMart products.
- d) tolerate any misleading product claims.
- e) tolerate Affiliates 'stocking-up' on any products merely to qualify for or obtain commissions.
- f) advise Affiliates on meeting compensation qualifications.
- g) terminate or suspend Affiliates without due process.
- h) represent that there is any substitute for hard work.

I. ADMINISTRATIVE

1. Affiliate Agreement (Components)

These Policies and Procedures in their present form and as prospectively amended from time to time, at the sole discretion of the Company, are incorporated into and form an integral part of the Independent Marketing Affiliate Agreement, when accepted by the Company, between GlobalForce and each Affiliate.

1.1 Throughout the Policies and Procedures, when the term "Agreement" is used, it refers collectively to the Independent Affiliate Application & Agreement, the Terms & Conditions, the Policies and Procedures, the Company's Compensation Plan as set forth in each GlobalForce Affiliate webpage (see Opportunity) and the Social Network and EcoMart Terms Of Use Agreements. These documents are incorporated by reference into the Agreement all in their current form, as amended from time to time by the Company.

1.2 The Company's Policies and Procedures have been established to protect the rights of all GlobalForce Affiliates and to provide a framework within which GlobalForce and its Affiliates may work on an ethical and effective basis. These Policies and Procedures must be read in their entirety and in conjunction with the Compensation Plans and the Terms and Conditions set out in the digital Affiliate Agreement utilized in the online registration.

1.3 Each prospective Affiliate hereby acknowledges and agrees that "clicking" on the acceptance ("I Agree") option of the online registration shall evidence the prospective Affiliate's acceptance of the terms and conditions of the Agreement and the prospective Affiliate's agreement to be bound by such terms and conditions.

1.4 When referring a prospective new Affiliate to the Company, it is the responsibility of the Affiliate to direct the prospective Affiliate to his/her Profile on www.globalforcenetwork.com Screen Name to ensure that the sponsoring Affiliate is properly identified as the "Referring Member/Affiliate".

1.5 The Affiliate Agreement becomes binding upon acceptance by GlobalForce. GlobalForce reserves the exclusive right to accept or reject anyone as an Affiliate.

1.6 All U.S. Affiliates are required by federal law to obtain a Social Security Number or Federal Identification Number and provide it to GlobalForce for taxation purposes. GlobalForce will hold all commission payments until such time the Affiliate has met this requirement.

2. Participation in the Company's Affiliate Program

Any person or business entity or customer ("the Applicant") may apply to the Company to be accepted as an Affiliate by completing and submitting an electronic online Affiliate Application and Agreement Form. The Applicant is not required to purchase any EcoMart product in order to participate in the Program as an Affiliate. Product purchases are strictly optional.

2.1 In all events, Affiliate represents and warrants that:

- a) he/she has read, understood and agrees to abide by this Agreement and is not relying on any representation or promise that is not contained in this Agreement; and

b) he/she is of legal age and competence to enter into mutually binding contracts under the law and jurisdiction in which he/she resides or is domiciled.

2.2 In the event that the Affiliate is a corporation or a business entity, Affiliate further represents and warrants that it is duly incorporated or constituted in accordance with applicable laws and that it has the corporate capacity and has been duly authorized to participate in and promote the Program and to abide by this Agreement.

a) Affiliates registering online as a corporation must submit via eMail the names, addresses, phone and fax numbers of the principal shareholders and/or Directors of the Corporation.

b) Clause (a) must be fulfilled within thirty (30) days of submitting the electronic online Affiliate Application and Agreement to GlobalForce. Failure to do so will result in the withholding of any commissions earned and payable.

2.3 Registration Fee required. The only fee required for an Affiliate Applicant to register is USD \$45.00, which covers the cost of their online business kit inclusive of a personal Back Office with tools to operate and manage their business as well as associated costs for hosting of the stand-alone EcoMart retail site.

2.4 Upon acceptance by the Company of Affiliate's valid application to participate in the Marketing Program, the Affiliate will be provided with a 'Business Center' in the Company's compensation structure where Group Sales Volume (GSV) is tracked and accumulated for the calculation of Affiliate commissions.

2.5 Affiliate understands that commissions will only be earned and paid in accordance with the Company's DoubleTeam compensation plan ("the Compensation Plan") for sales of EcoMart products and no commission shall be paid or earned for recruiting and/or referring persons to be Affiliates for the Company. Affiliate will earn commissions in the program in accordance with the Compensation Plan and Affiliate is responsible for generating sales for himself/herself and the Company.

2.6 For the avoidance of doubt, the Company's Marketing Program and Compensation Plan is not intended to and shall not be construed as an offer, invitation to or solicitation from the public to deposit money with or lend money to the Company or for the purchase or sale of securities, commodity or futures contract from the Company under any applicable federal, state, municipal or local securities, commodity or futures contract laws, rules and regulations.

3. Affiliate Identification

3.1 Every Affiliate whose Application has been accepted by GlobalForce will be assigned a unique Identification number to be used for purposes of their GlobalForce and EcoMart business. The Affiliate ID number must be placed on all orders and correspondence with GlobalForce and EcoMart. Additionally, as Social Network Members, Affiliates will also be identified in the

GlobalForce computer software by their 'ScreenName'. Affiliates should choose a unique 'ScreenName' as this will become his/her permanent GlobalForce Affiliate Identification.

3.2 Spouses and legal age children desiring to become Affiliates must be in the same sales organization, unless two (2) previously existing Affiliates marry and each continues to maintain their own Affiliate authorization.

4. Restrictions on Becoming an Affiliate

4.1 An Affiliate may not have a simultaneous beneficial interest or participate in more than one (1) Affiliate position in the Company's Compensation Plan. A beneficial interest includes but is not limited to any ownership interest, any rights to present or future benefits, financial or otherwise, rights to purchase at wholesale prices, recognition or other tangible or intangible benefits associated with another Affiliate position.

4.2 An Affiliate must wait at least six (6) months after terminating his/her position before becoming an Affiliate, an employee of an Affiliate, or an active participant with an Affiliate under a different Sponsor.

4.3 An Affiliate may change status from individual to a corporation. All participants in the new entity must fulfill the requirements of Clause 2.2.

5. Affiliate Annual Renewal

5.1 Your GlobalForce Affiliate Agreement expires annually on the last day of the month in which you elected to become an Affiliate. Notification of the renewal date will be eMailed at least thirty (30) days prior to the expiration date. Affiliates must apply to renew their Affiliate position and submit payment of the USD \$20.00 Annual Renewal Fee.

5.2 Failure to renew your Affiliate position means the loss of all Affiliate rights, removal from the marketing structure, forfeiture of future commissions/bonuses, and loss of the downline organization. GlobalForce will diligently attempt to notify each Affiliate prior to his/her renewal date; however, the ultimate responsibility for timely annual renewal rests with the Affiliate.

5.3 Affiliates whose position has expired due to failure to renew are eligible to re-apply after six (6) months in which case they must begin at the entry level without their previous downline organization. During the time between the termination and his/her re-application, he/she is prohibited from, actively or passively, participating in any GlobalForce Affiliate position.

6. Business Center Policy

6.1 GlobalForce does not allow the same person or entity to re-enroll and establish multiple 'Business Center' positions under the same Tax Identification Number and intends to fully comply with the rule of law in implementing its compensation plan.

6.2 Affiliates who meet published rank and Group Volume requirements may receive up to a maximum of three (3) Expansion Business Centers from the Company.

7. Sponsoring Policy

7.1 Every Affiliate must have a sponsor. Occasionally, one or more people may contact the same prospect and questions may arise as to who has sponsoring rights for that prospect. It is an unwritten courtesy that the prospective Affiliate will generally sponsor with the first Affiliate who presented him/her with the complete GlobalForce income opportunity, however, each new Affiliate has the right to choose his/her own sponsor.

7.2 If one applicant submits multiple online Affiliate Application & Agreement forms listing different sponsors, only the first completed form to be received by GlobalForce will be accepted.

7.3 GlobalForce will not mediate disputes between Affiliates and prospects as the purchase of an EcoMart product and/or Affiliate registration from the linked Profile of an Affiliate Personal Profile page determines the "sponsorship."

7.4 An Affiliate shall not unduly influence or in any way entice prospects with unreasonable or exaggerated representations as to possible income or business development. (See Advertising & Promotion)

8. Placement and/or Sponsor Correction Policy

8.1 Placement and Sponsorship changes are prohibited. The Company, however, recognizes that in some instances due to a misunderstanding of the system new Affiliates may end up in a place in the DoubleTeam compensation structure other than where they were intended. It is not the intention of this policy to allow the manipulation of the downline. Based on the facts presented and the result of GlobalForce's investigation it will decide whether to grant an exception to this policy. In either case, the Company's decision is final.

8.2 The request for a correction must be made by the direct Sponsor of record in the computer software and must be made in writing by eMail to the Company's support address. The correspondence must clearly state what is requested and the reason the request is being made. After investigating the facts, should the Company choose to honor the request a confirming eMail will be sent to all those Affiliates who potentially could be affected by the change. Unanimous consent is required .

8.3 When applying for a Placement Correction, the following policy applies:

- a) If the request is made no later than 24 hours after the actual entry into the computer system and is accepted by the Company and condoned by eMail or Fax by all potentially affected Affiliates the Company will make the requested correction.

- b) If the request is made after 2 weeks or whenever the first commissions are earned by the new Affiliate or anyone in their downline, the Company will not allow any change in the lineage.

9. Sponsorship Transfers

Maintaining the integrity of the organization is critical to success. For that reason, with the exception of the preceding Clause 8, GlobalForce strictly prohibits transferring from one placement position to another. Any Affiliate who resigns from the Company must wait for a period of six (6) months before re-applying.

10. Cross-Sponsoring

10.1 An Affiliate is strictly prohibited from utilizing GlobalForce's social community, eMail lists or its meetings, trainings or events to introduce any other network marketing, multi-level or direct selling opportunities to any registered GlobalForce Affiliate even if the Affiliate was personally sponsored.

10.2 Affiliates are prohibited from soliciting a registered Affiliate to enter a downline different from the existing downline for that Affiliate.

10.3 Affiliates are also prohibited from voluntarily taking any ownership interest in a Business Center that is not in the same downline as the one in which the Affiliate was first enrolled.

10.4 Any breach of this provision (Clause 10) will mean the immediate termination of the offending Affiliate.

11. Sponsor's Responsibilities

Any Affiliate who sponsors other Affiliates must fulfill the obligation of performing a bona fide supervisory function in the training of those sponsored Affiliates. An Affiliate must have ongoing contact, communication and management supervision with his/her Affiliate organization. Examples of such supervision may include, but are not limited to: personal meetings, telephone contact, voice mail, electronic mail, Messenger/Skype, webinars, training sessions and sharing genealogy information.

12. Sale/Transfer/Assignment of Affiliate Position

12.1 A GlobalForce Affiliate may not (by operation of law or otherwise) sell, assign or transfer his/her rights or Affiliate position without the prior written approval of the Company. Any attempted sale, assignment or delegation without such consent shall be voided by GlobalForce. If the assignment procedures are properly followed, GlobalForce may not unduly deny an assignment of an Affiliate position, provided the assignee completes a current Affiliate Application and Agreement and possesses reasonable ability to satisfactorily perform the obligations of a GlobalForce Affiliate.

12.2 Only those Affiliates who have achieved Ambassador rank or above in the DoubleTeam Compensation Plan and maintained that earning level in six (6) of the preceding twelve (12) weekly pay periods may sell their position. Affiliates should consult

a lawyer to ensure that the sale conforms to all applicable laws and regulations.

12.3 The Affiliate position must be first offered in writing to the immediate Sponsor and three (3) upline support team members giving them the right and option to meet the terms of the proposed sale. If the upline Sponsor and/or three (3) upline support team members do not exercise the option to purchase within ten (10) days, the Affiliate must offer their position to the Company. If the Company does not exercise the option to purchase within ten (10) days, the Affiliate may then offer their position for sale to anyone who does not already participate in GlobalForce as an Affiliate. The offer must be on the same terms and conditions as to the upline Sponsor, support team members and the Company. An Affiliate who sells his/her position shall not be eligible to reapply as an Affiliate for a period of at least six (6) months after the Company has approved the sale in writing. Upon completion of the sale of a GlobalForce position, the seller agrees to NEITHER directly, NOR indirectly, attempt to recruit GlobalForce Affiliates into another network marketing, MLM or direct sales program for a period of twelve (12) months.

12.4 The seller must provide to the proposed buyer, in writing, details of the seller's activity for the prior six (6) months.

12.5 GlobalForce reserves the right to review all terms of sale and may insist upon additional terms and conditions before approval of any proposed sale. A computer fee equivalent to USD \$115.00 must accompany the proposed sale documents. Any proposed sale sent to the Company without all the proper documentation and fees will be returned to sender with no action taken.

12.6 If it is determined, in the Company's sole discretion, that an Affiliate's position was transferred to circumvent compliance with the Affiliate Agreement, the Policies and Procedures or the Compensation Plan, the transfer shall be declared null and void. The Affiliate position shall revert to the transferring Affiliate, who shall be treated as if the transfer had never occurred from the reversion day forward. If necessary, and in the Company's sole discretion, appropriate action, including without limitation, termination may be taken against the Affiliates involved to ensure compliance with the Affiliate Agreement and the Policies and Procedures. In this situation, the associated fees paid will not be refunded.

13. Territories

13.1 There are no exclusive territory assignments for inviting (Free) Members to join the GlobalForce Social Network. GlobalForce Members and Affiliates are encouraged to add friends, family and contacts to their online social community from anywhere in the world. There are no fees or cost to join the GlobalForce Social Network community and no requirement to become either a Customer and/or participate as an Affiliate.

13.2 Registered Affiliates are strictly prohibited from promoting the Affiliate income opportunity in markets where the Company has

not yet established a warehouse and/or product fulfillment center for its EcoMart online store.

14. New Market Development - EcoMart

14.1 The Company has the sole responsibility of contacting and coordinating with government and/or local agencies for the purpose of initiating the approval process to introduce EcoMart products to any country.

14.2 Affiliates may not individually import, export or distribute any EcoMart product or marketing tools to any country prior to its official opening by GlobalForce.

14.3 Affiliates understand that conducting any pre-launch activity in countries not officially open for the sale of EcoMart products is against Company policy and may be illegal in some countries.

14.4 Violators of this policy shall be subject to the laws governing that country, termination of their Affiliate position and to legal action and/or civil prosecution to recuperate any damages to the Company.

15. GlobalForce Member Lists

15.1 Member, Customer and Affiliate lists are confidential and the proprietary property of the Company. As a result of its online purchase and registration process, GlobalForce has derived, compiled, configured and currently maintains extensive Social Member Community and Affiliate/Customer lists through the expenditure of considerable time, effort and monetary resources invested in its web-based software. Social Member Community/Affiliate/Customer lists, in their present and future forms, constitute commercially advantageous proprietary assets and trade secrets of GlobalForce and EcoMart, which the Company's employees have agreed to hold confidential.

15.2 Each Affiliate has access to his/her downline genealogy with 'real time' reports via GlobalForce's Affiliate back office. Each portion of the provided Affiliate list contains only information specific to the recipient's level and his/her own DoubleTeam downline sales organization.

15.3 The Affiliate lists are provided for the exclusive and limited use of the recipient to facilitate the training, support, and servicing of the recipient's downline organization for furtherance of the GlobalForce-related business only. Each recipient agrees that any such use, within its intended scope, constitutes a separate exclusive license agreement between the recipient and GlobalForce.

15.4 The Affiliate lists remain, at all times, the exclusive property of GlobalForce, which may, at any time and at GlobalForce's sole discretion, reclaim and take possession of the lists. Accordingly, each recipient agrees.

a) To hold confidential and not disclose any Affiliate lists or portions thereof to any third person, including, but not

limited to, existing Affiliates, competitors and the general public.

- b) To limit use of the lists to their intended scope of furthering the Affiliate's GlobalForce-related business.
- c) That any intended or unintended use or disclosure of the lists outside of those authorized herein, or for the benefit of any third person, constitutes misuse and misappropriation which causes irreparable harm to GlobalForce.
- d) That, upon any violation under this Section, GlobalForce will seek appropriate injunctive relief and damages against the offending Affiliate.
- e) That the obligations under this Section will survive the termination of the recipient's Affiliate Agreement.

15.5 GlobalForce reserves the right to pursue all appropriate remedies under applicable national or local laws to protect its rights to the above stated proprietary and trade secret Social Member Community/Affiliate/Customer lists; any failure to pursue such remedies will not constitute a waiver of those rights.

16. EcoMart Vendors & Supplier Confidentiality

GlobalForce business relationships with its vendors, manufacturers and suppliers of EcoMart products are confidential. An Affiliate shall not contact, directly or indirectly, speak with, or communicate with any representative or any supplier, manufacturer, or vendor except at a GlobalForce sponsored event which the representative is present at the request of GlobalForce.

17. Succession, Divorce or Dissolution

17.1 Notwithstanding any other provisions of this section, upon the death of an Affiliate, the Affiliate position shall pass to his/her successor in interest as provided by law. However, GlobalForce will not recognize such transfer until the successor in interest has submitted a completed Sales/Transfer form to GlobalForce together with certified copies of the death certificate and will, trust or other instrument and executed an Affiliate Agreement. The successor shall thereafter be entitled to all the rights and subject to all the obligations as any other Affiliate. In addition, the successor-in-interest must be of legal age in his/her country of residence.

17.2 During the pendency of divorce or entity dissolution, both parties must adopt one of the following methods of operation:

- (i) One of the parties may, with written consent of the other(s), operate the GlobalForce business in writing by GlobalForce to deal directly and solely with the other spouse or non-relinquishing shareholder, partner, or trustee; or
- (ii) The parties may continue to operate the GlobalForce business jointly on a business-as-usual basis, whereby all compensation paid by GlobalForce will be paid in the joint names of the distributors or in the name of the entity

to be divided as the parties may independently agree between themselves.

Under no circumstance will GlobalForce split commissions and bonus checks between divorcing spouses or members of dissolving entities. GlobalForce will recognize only one (1) sales organization and will issue only one (1) commission check per GlobalForce business per commission cycle. Commission checks shall always be issued to the same individual or entity. In the event that parties of a divorce or dissolution proceedings are unable to resolve a dispute over the disposition of commissions and ownership of the business, the Affiliate Agreement shall be involuntarily cancelled.

18. Termination - Voluntary & Involuntary

18.1 Affiliates choosing to terminate their association with GlobalForce, must do so in writing and submit it to GlobalForce's Corporate Office by facsimile and a copy to their sponsor. The terminating Affiliate will be eligible to reapply again after a six (6) month period, but must begin at the entry level and create a new Affiliate sales organization. Any involvement in the marketing of EcoMart products after an Affiliate has resigned and before he/she has reapplied after the six (6) months, will be cause for denying them re-entry into the program.

18.2 GlobalForce may terminate your Affiliate position, or suspend any EcoMart User/Customer's access to their back office and/or Affiliate's profile without notice, for conduct that the Company believes is a violation of its Affiliate Agreement, these Policies and Procedures and/or EcoMart User/Customer Agreement, or for any other conduct that the Company believes harmful to other Affiliates, its Social Network Community, to Third Party Providers or to the business interests of GlobalForce.

19. Violation of Policies and Procedures

19.1 To protect its business and that of its Affiliates, GlobalForce reserves the exclusive right to terminate its agreement with any Affiliate at any time if the Affiliate breaches any of the Terms and Conditions of the Affiliate Agreement, Policies and Procedures, Code of Ethics, Compensation Plans and/or the Social Network Terms of Use Agreement and any amendments thereto. Such "Notice of Termination" shall be in writing. GlobalForce reserves the right to void the termination at any time and set any terms and conditions of the reinstatement it considers appropriate.

19.2 The right of a terminated Affiliate to receive compensation from GlobalForce ceases immediately from the date of the termination. A terminated Affiliate must stop selling EcoMart products, sponsoring GlobalForce Affiliates, using GlobalForce promotional materials, representing himself or herself as a GlobalForce Affiliate or act in any way which may jeopardize the business of GlobalForce or its Affiliates. Furthermore, the Terminated Affiliate loses all rights to any downline existing under his/her position.

II. PURCHASE AND SALE OF ECOMART PRODUCTS

The Company is in the business of selling EcoMart products to the end-user/Consumer. The Company recognizes that Affiliates may wish to purchase products in reasonable amounts for their own personal use and such sales are recognized as bona fide retail sales. However, **Affiliates must certify that over 70% of previously purchased products have been sold or consumed before additional products can be ordered. This policy is referred to as the 70% Rule throughout.** Affiliates may be asked at any given time to verify and certify said retail sales. The Company reserves the right not to sell products to an Affiliate if verification cannot be confirmed.

1. Placing Orders

1.1 Notwithstanding the aforesaid, it is not a prerequisite to purchase an EcoMart product in order to participate in the Company's Marketing Program. Affiliate shall not represent that it is necessary to purchase any of the EcoMart products in order to participate in the Marketing Program or that it is necessary to purchase one or more of the EcoMart products in order to maximize potential compensation under the Marketing Program. Any Affiliate who advises potential Affiliates or User/Customers otherwise is in violation of this Agreement and, without prejudice to the Company's other rights and remedies, the Company shall be entitled to immediately terminate this Agreement or his/her appointment as an Affiliate of the Company.

1.2 Initial orders may not be in excess of USD \$2000.00, not including local taxes. Subsequent orders are subject to verification of the 70% rule. Affiliate understands that USA residents in the States of Maine, North Dakota, Michigan, Indiana, Iowa and West Virginia are limited to a total of \$495.00 in sales aids and wholesale product purchases from EcoMart during the first six months. Purchases shall be automatically modified to comply with the exemption requirements set forth in any state law regulating business opportunities.

1.3 The order must be accompanied by authorized payment covering the order amount, shipping, handling and tax.

1.4 Where possible, the Company will collect the applicable sales tax at the time of the purchase and will remit the tax collected to the appropriate taxing authority. The amount of sales tax is based upon the product's predetermined price — retail or discounted — and is calculated at the appropriate local or federal tax rate. In some areas, sales tax is also required to be charged on shipping costs.

1.5 Separate payment must be included for each order shipped.

1.6 Orders are credited to the commission period in which they are received, provided that proper payment is also received.

1.7 The Company will correct any charge errors reported within thirty (30) days, but will not be responsible for any errors or omissions not reported within thirty (30) days.

2. Automatic Recurring Orders (ARO)

2.1 Affiliates and VIP Customers (Enrollee) may enroll in the ARO program by completing and submitting the online ARO Agreement to the Company. Affiliate may select his/her preferred delivery date from two (2) available options.

2.2 Once an ARO enrollment form has been accepted, the enrollee will continue to receive product each month until such time that the enrollee either cancels or amends his or her enrollment agreement.

2.3 Enrollees may modify their ARO on a periodic basis by completing the online form and/or by Fax. If a request for either a modification or cancellation is received less than five (5) business days prior to the scheduled shipment date, the changes will become effective the following month.

2.4 The Enrollee understands that the Company will automatically charge his or her credit card on the date he or she has chosen on the ARO enrollment form for the selected products ordered. The payment of such charges and obligations are the sole responsibility of the Enrollee.

2.5 By reference, the ARO Agreement is incorporated into these Policies.

3. VIP Customer eCommerce Program

3.1 The VIP Customer Program has been designed to provide a simple, convenient way to attract and service personally referred EcoMart Retail and VIP Customers.

3.2 Affiliates are responsible for paying the Company the expenses incurred for a VIP Customer product return or credit card chargeback. Should the VIP Customer initiate a product return or credit card chargeback, the Affiliate agrees that the Company may debit from the Affiliate's commission check all reasonable expenses incurred and commissions or bonuses paid on the returned products.

3.3 Affiliates acknowledge that the Company reserves the right to discontinue service to a VIP Customer if the VIP Customer returns more than 35% of total purchases over any six-month period.

4. Non-Payment

4.1 The Company reserves the right to levy a \$40.00 service charge for non-payment of EFT accounts or credit cards supplied as form of payment for EcoMart products and Company services, be it a one-time order or an ARO order.

4.2 A second non-payment incident shall result in a \$60.00 service charge and suspension of ordering privileges by either credit card or EFT.

4.3 At the Company's discretion, commission checks maybe withheld until the issue is resolved.

5. Refund Policy - EcoMart Retail & VIP Customers

5.1 The Company offers EcoMart Retail and VIP Customers an unconditional thirty (30) day money back guarantee. If for any reason the Retail or VIP Customer is dissatisfied with any EcoMart product he/she may return his/her initial purchase of that product within thirty (30) days for a replacement, exchange or full refund of the purchase price (less shipping). A "day" shall consist of a full 24 hour cycle after the documented online purchase time.

5.2 To obtain the Customer Refund during the applicable 30-day period, the purchaser must submit a written request by letter, fax, or eMail during this 30-day period to <refunds@EcoMart.ws> requesting such a refund.

5.3 Should any commissions or bonuses have been paid a GlobalForce Affiliate for a purchased EcoMart product for which the purchaser applies for and receives a refund of the purchase price, the refund shall be deducted from all upline to that position from commissions paid at a subsequent commission period.

6. Return Product Authorization

Before any product may be returned to EcoMart, whether it is a shipping error, retail customer return, damaged product or resignation, the Affiliate must contact EcoMart Customer Care either by fax, postal delivery or eMail to obtain a Return Merchandise Authorization number (RMA). Any package received without such identification clearly visible on the package exterior will be refused.

7. Shipping and Handling

7.1 The Company will ship EcoMart product orders to the street address as provided and stored in the Company's database.

7.2 Affiliates are solely responsible for notifying the Company, in writing, via Fax or eMail, of any change in their address or personal information on file (name or marital status).

7.3 Should a request be made to leave a package in a designated area or other addresses such as General Delivery in rural areas, etc. the Company assumes no responsibility for lost or missing packages.

7.4 If delivery is unsuccessful due to outdated or incomplete address information, the original shipping charges will be recovered from the Affiliate and additional charges will be levied for reshipping the product order.

7.5 Orders received Monday through Friday are currently processed and shipped within 2 to 3 business days.

7.6 The Company has no minimum order restrictions, although minimum shipping and handling charges may apply.

7.7 All orders are shipped Ground Service via the carrier under contract with the Company, unless expedited or alternative service (overnight, 2nd or 3rd day delivery, etc.) is requested at the time of ordering. Expedited services will incur additional handling fees and shipping charges.

7.8 Affiliates should report any order shortages or errors to the Company within ten (10) calendar days of receipt.

7.9 Should there be a concern that the order is lost, Affiliate should wait a minimum of seven (7) business days before requesting assistance or replacement. Package tracking information is available through the Affiliate's 'back office'.

7.10 Orders may be delayed or not processed if information is illegible or incomplete, or insufficient payment provided. The Company is not responsible for any delays caused, nor responsible for notification of the said delay.

7.11 The Company will not be responsible for shipping delays caused by circumstances beyond its control.

8. Damage to Shipment

8.1 EcoMart makes every effort to prevent damage to product shipments. The shipping company is responsible for any damage that occurs after it takes physical custody of the goods from EcoMart. An Affiliate who receives damaged goods should follow the procedures listed below:

- (i) Accept the delivery.
- (ii) Document the number and description of damaged items on the delivery receipt.
- (iii) Save the damaged products or boxes for inspection by the shipping agent,
- (iv) Contact EcoMart Customer Care using the Contact Form on www.ecomart.com and inform EcoMart of the damage. EcoMart will file a claim with its carrier.

8.2 If the damage is not immediately apparent and the carrier has left before the damage is discovered, follow the same steps as described in the above procedure. EcoMart will ship the replacement products upon receipt of the claim number from the carrier.

Policy Note: As EcoMart does not ship damaged products, we do not accept product returns. Should a situation arise that warrants products to be returned, you must first contact EcoMart Customer Care for a Return Merchandise Authorization (RMA) number. If any product(s) are returned without an RMA number, the product(s) will be refused and the Independent Affiliate will incur all costs involved.

9. Out of Stock Items

9.1 If any products are temporarily out of stock, the Affiliate will receive notification of the back-order at the time of placing the order or on the Invoice.

9.2 Back-ordered products are paid for at time of order placement and Commission Volume (CV) is accrued for the corresponding commission period.

9.3 Back-ordered products are always filled first and will be shipped at no additional charge.

10. Affiliate Buy Back Policy

10.1 An Affiliate may return product within 30 days of the invoice date with no effect on their status as an Affiliate. The invoiced amount, less ten (10) percent restocking fee and appropriate set-offs for commissions, bonuses and other charges (including shipping fees) will be refunded to the Affiliate in the same form as the original payment was submitted.

10.2 In addition, in the event that said return causes a change in the Group Sales Volume (GSV) of the Affiliate for a given commission period, the Company reserves the right to modify the paid rank status of the Affiliate and re-calculate commissions earned based on the revised paid rank status. Any amounts will be deducted from the refund amount, or from the next commission payment at the sole discretion of the Company.

10.3 In the event that an Affiliate wishes to voluntarily terminate their Affiliate position, or if they are involuntarily terminated by the Company for cause, products and sales aids that are unused, unopened and resalable may be returned for a refund within ninety (90) calendar days of the invoice date. The invoiced amount, less ten (10%) percent restocking fee and appropriate set-offs for commissions, bonuses and other charges (including shipping fees) will be refunded to the Affiliate in the same form as the original payment was submitted.

11. Affiliate Person to Person Retail Sales

11.1 EcoMart products are provided to Affiliates at wholesale prices and may be retailed to Customers at competitive retail market prices.

11.2 At the time of sale, an Affiliate is required to provide the Retail Customer with two (2) copies of an official sales receipt. The receipt should be dated, show the name and address of the seller, include a complete list of products sold, their prices, and explain the Buyer's Right to Cancel. Under U.S. federal law, the buyer has the right to cancel within three (3) business days for a complete refund. An Affiliate must orally inform the buyer of these cancellation rights and any other consumer protection rights afforded by federal and state law.

11.3 If within thirty (30) days of purchasing and using a product a Customer is not satisfied with the results, they must notify the Affiliate who sold them the product for a refund on the purchase amount and any applicable taxes, less shipping and handling.

11.4 The Affiliate may keep the returned product for their personal inventory or contact the Company within 45 days of the original date to initiate a product exchange.

11.5 The Company will not honor returns exceeding 45 days from the original date of purchase, whether the product is sealed or opened.

12. Bonus and Commission Buying

"Bonus buying" includes (a) the Sponsorship of individuals or

entities without the knowledge of and/or execution of a GlobalForce Affiliate Application and Agreement by such individuals or entities; (b) the fraudulent Sponsorship of an individual or entity as an Affiliate or customer; (c) the Sponsorship or attempted Sponsorship of nonexistent individuals or entities as an Affiliate or customer (phantoms); (d) the use of a credit card by or on behalf of an Affiliate or customer when the Affiliate or customer is not the account holder of such credit card; or (e) the exercising of a controlling interest in an Affiliate or customer account other than your own for the purpose of achieving a rank or being awarded a bonus within the GlobalForce DoubleTeam Compensation plan. Bonus buying constitutes a material breach of these Policies and Procedures, and is strictly and absolutely prohibited.

13. Product Liability

13.1 The Company carries product liability insurance which covers any claims arising from the use of the products in accordance with the label.

13.2 Product tampering, is strictly forbidden by state/federal laws and completely nullifies the Company's liability insurance.

13.3 Affiliates who tamper with EcoMart products become personally liable and are subject to immediate termination, as well as to legal and/or civil consequences.

14. Contact with Affiliate(s)/Employee(s)

14.1 GlobalForce employees are trained to be courteous and professional in all contacts with Affiliates. Should an Affiliate ever receive less than this from GlobalForce personnel, please document this situation and forward to the President of GlobalForce for immediate review. Affiliates will be notified of any action taken.

14.2 GlobalForce Affiliates are expected to extend these same courtesies when dealing with the Corporate Office staff either on the telephone, in person, in electronically transmitted correspondence or Internet 'Chat' vehicles. GlobalForce employees are not required to endure verbal or other abuse. Whenever they feel this is occurring they are to turn the call over to a supervisor. If this is not possible they are to politely end the conversation and document the incident. This documentation will also be forwarded to the President of the company for review and any appropriate action, including termination.

14.3 Affiliates who wish to gift small tokens of appreciation to be shared by an entire department should first notify and receive authorization from the Department Manager.

14.4 To avoid any conflict of interests, Affiliates may not sponsor Company employees into the Affiliate program. Such attempts may be viewed as hostile and may result in termination of the Affiliate and/or the employee. Employees may be Members in our Social Network Community but do not participate in the Affiliate program.

III. AFFILIATE COMPENSATION

Affiliates are compensated for the EcoMart products sold and distributed through 'direct selling' based on their personal sales efforts and the combined efforts of their developed marketing organizations both offline and online. Compensation is based on rank differential percentages, generational and revenue sharing bonuses, and incentives. By reference, the GlobalForce Compensation Plan is incorporated into these Policies.

1. Payment of Commissions

1.1 To receive commissions, Affiliates must be Active and Qualified as well as fulfill the required supervisory responsibilities as stated in Clause 11 herein. All opening and closing Volume periods for the calculation of commissions will be based upon Central Standard Time.

1.2 Commissions are not paid on the purchase of any promotional business material such as sales aids, or any items featured in the online GlobalForce Network Store such as branded merchandise, Free Samples or Carbon Offset Certificates.

1.3 All Commissions and bonuses will be paid in the currency of the country in which it was earned. Affiliate commissions will be remitted by EFT (Electronic Funds Transfer) directly to their personal bank accounts.

1.4 Any questions or discrepancies about commission/bonus calculations or payments must be addressed to <commissions@globalforcenetwork.com> within five (5) days of the payment date. All Group Sales Volume (GSV) adjustments made as a result of an inquiry will be credited/debited to the current pay period. Under no circumstances will previous pay period runs or commission checks be adjusted.

1.5 By accepting payment of commissions and bonuses, the Affiliate reaffirms his/her commitment to abide by these Policies and Procedures, as may be amended from time to time.

1.6 Commission checks are processed and paid for in amounts equal to or exceeding USD \$10.00. If an Affiliate's net earnings do not equal or exceed this amount, the commissions will be accrued until they reach the amount for a payment to be credited their designated bank account via EFT.

2. Pay Periods

2.1 Team Commissions and Mentor Matching Bonuses are calculated and paid weekly. A commission period consists

of seven days and begins on Wednesday at 12:01 a.m. Central Standard Time and ends Thursday the following week, at midnight. However, the first time commissions are earned there is a two (2) week delay in setting up new Affiliate accounts, EFT transfers, collection of all payments and/or adjustments for any refunds as provided for by Compay policy. Subsequent payments are then distributed weekly to active and qualified Affiliates.

2.2 PaceSetter, Mentor and Leadership revenue sharing pools are calculated and paid monthly to active and qualified Affiliates.

3. Accounting and Processing Fees

3.1 Weekly accounting fees covering currency conversions, general account and organizational tree maintenance will be deducted from weekly Affiliate commissions as follows;

Paid Rank	Fee
EcoMentor Affiliate ranks	USD \$5.00
Ambassador ranks	USD \$10.00

3.2 The Company may debit or place a hold on any commission payments for the amount of any money owed it by the Affiliate.

4. Training Fees

The company provides an unrivalled commitment to the training of all Affiliates in modules from QuickStart to Leadership mastery in a 2-Day workshop that is part of a 4.5 Day University (Sustainable You/Sustainable U).

In order to support the associated costs and payment of Corporate Trainers the company charges USD \$280.00 for Leadership Mastery Seminars which is automatically deducted from the 2nd, 3rd and 4th Weekly Affiliate Commissions payment as follows: \$70.00 / \$105.00 / \$105.00

IV. RETAIL SALES, ADVERTISING & PROMOTION

In order to maintain the integrity and accuracy of the GlobalForce image, stringent requirements and guidelines governing advertising and promotion by Affiliates must be imposed. Misuse of the GlobalForce/EcoMart names or logos and their affiliated product and/or service divisions or other intellectual property diminishes the goodwill of the company and affects all Affiliates. Sponsors must ensure that each Affiliate has sufficient training and will not knowingly violate these Policies and Procedures. For this reason, misuse may lead to the termination of an Affiliate.

1. Spam / Misuse of System

1.1 GlobalForce strictly prohibits any form of spamming with the intent to acquire EcoMart Customers and Affiliates. In accordance with Company policy to protect the rights of others, GlobalForce has a ZERO tolerance for Affiliates who blatantly disregard our anti-spam policy. Affiliate agrees and accepts that the Company may terminate this Agreement and deny Affiliate access to his/her GlobalForce Member Profile, Affiliate back office or EcoMart products in the event that Affiliate engages in any spamming activities in order to promote the Affiliate's business. Spamming consists of sending unsolicited eMail, faxes or other messages to any recipient with whom you do not have a personal or professional relationship.

1.2 "Spam" does not include responding to any message received by sending a message (even though not related to the received message) by use of the "Reply to All" or similar eMail feature. Affiliate shall not introduce or transmit any file or software containing a virus or other contaminating or destructive features.

1.3 If a spamming complaint is received, GlobalForce will send the Affiliate under investigation a warning letter stating that a complaint has been received and that they are under investigation for spamming activities. If we determine the spamming complaint is valid and an Affiliate has intentionally broken our anti-spam policy, that Affiliate will be immediately terminated.

1.4 If an Affiliate is terminated they will forfeit any unpaid monies, lose their entire DoubleTeam Affiliate organization and will be ineligible to re-enter the GlobalForce Program.

1.5 Spamming is a serious problem that wastes a lot of time and money for all Internet users. If you would like to know more about spamming and how you can prevent it please visit www.cauce.org (The Coalition Against Unsolicited Commercial Email).

1.6 If you believe you have been spammed and would like to report a member for spamming activities please send us an eMail at <spam@globalforcenetwork.com>.

1.7 GlobalForce will fully cooperate with all criminal authorities to provide information as to the person or persons that engaged in the spamming activity in order to obtain warrants and criminal charges against those participants.

2. Use of eMail Services

As a condition of your use of your "Invite A Friend" eMail service, including blogs, discussion groups, and other services which may

be offered from time to time by GlobalForce Network (the "eMail Service"), you hereby warrant to GlobalForce that you will not use the eMail Service for any purpose that is unlawful or prohibited by these terms, conditions and notices. The eMail Service is provided principally for personal use. Any unauthorized commercial use of the Service, or the resale of its services, is expressly prohibited. The definition of eMail Service also includes the use of eMail services provided by any third party where the eMail sent includes a link to your eMail account, a link to any GlobalForce website, or any reference whatsoever to GlobalForce and/or EcoMart.

2.1 You agree to abide by all applicable local, state, federal and international laws and regulations and are solely responsible for all acts or omissions that occur under your account or password, including the content of your transmissions through the eMail Service. By way of example, and not as a limitation, you agree not to:

- a) Use the eMail Service in connection with surveys, contests, pyramid schemes, chain letters, junk eMail, spamming or any duplicative or unsolicited messages (commercial or otherwise).
- b) Defame, abuse, harass, stalk, threaten or otherwise violate the legal rights (such as rights of privacy and publicity) of others.
- c) Publish, distribute or disseminate any inappropriate, profane, defamatory, infringing, obscene, indecent or unlawful material or information.
- d) Harvest or otherwise collect information about others, including eMail addresses, without their consent.
- e) Create a false identity for the purpose of misleading others as to the identity of the sender or the origin of a message.
- g) Use, download, or otherwise copy or provide (whether or not for a fee) to a person or entity that is not an eMail Service member any directory of the eMail Service members or other user or usage information or any portion thereof, other than in the context of your use of the eMail Service as permitted under the Terms Of Use Agreement.
- h) Transmit or upload any material that contains viruses, trojan horses, worms, time bombs, cancel bots, or any other harmful or deleterious programs.
- i) Transmit or upload any material that contains software or other material protected by intellectual property laws, rights

of privacy or publicity, or any other applicable law unless you own or control the rights thereto or have received all necessary consents.

- j) Interfere with or disrupt networks connected to the Service or violate the regulations, policies, or procedures of such networks.
- k) Attempt to gain unauthorized access to the eMail Service, other accounts, computer systems, or networks connected to the eMail Service, through password mining or any other means.
- l) Violate any applicable laws or regulations including, without limitation, laws regarding the transmission of technical data or software exported from the United States through the service.
- i) Interfere with another Customer's use and enjoyment of the eMail Service or another individual's or entity's use and enjoyment of similar services.

2.2 GlobalForce has no obligation to monitor the eMail Service or any user's use thereof or retain the content of any user session. However, GlobalForce reserves the right at all times to monitor, review, retain and/or disclose any information as necessary to satisfy any applicable law, regulation, legal process or governmental request.

2.3 GlobalForce will immediately terminate without notice any Customer or Affiliate which it believes, in its sole discretion, is transmitting or is otherwise connected with any spam or other unsolicited bulk eMail. In addition, because damages are often difficult to quantify, if actual damages cannot be reasonably calculated, then you agree to pay GlobalForce liquidated damages of \$5 for each piece of spam or unsolicited bulk eMail transmitted from or otherwise connected with your account; otherwise you agree to pay GlobalForce actual damages, to the extent such actual damages can be reasonably calculated.

3. Use of the Internet

Affiliates are required to conduct all Internet activity (including eMail) in compliance with all GlobalForce rules, regulations, policies and procedures. This includes compliance with the Company's Affiliate and Member Terms of Use Agreements, which apply to anyone who uses the GlobalForce Social Network and EcoMart sites. Said agreements contain the terms and conditions applicable to the utilization of the Affiliate back office and eMail services. GlobalForce strictly enforces these policies. Failure to abide by these policies may result in suspension or termination of GlobalForce Affiliate.

3.1 GlobalForce provides Affiliates with an Affiliate specific version of the GlobalForce Social Network site containing content pertaining to the income opportunity and back office login.

3.2 Advertising on the Internet using the company's trade names or logos is limited strictly to the GlobalForce content

supplied or linked to each Affiliate's personal profile on the GlobalForce Social Network site. All other webpages are strictly prohibited.

3.3 Affiliates are strictly prohibited from promoting or selling EcoMart products or GlobalForce branded merchandise 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 product on auction websites. The provisions of this section survive termination of the Affiliate Agreement.

3.4 GlobalForce requires that Affiliates obtain pre-approval for any content or material that is placed on the Internet, which includes alternative websites, landing webpages, hyperlinks, eMail communication, or any other electronic or computer-related medium that links to GlobalForce operated websites specific to the country of the target audience.

3.5 Violation of any of the above restrictions may result in termination.

4. Social Media Initiatives & Marketing

GlobalForce has strategically positioned itself as a cause-driven, green Social Network on the Internet. The Company has invested considerable time and resources to attract a large global online community as a platform for like-minded people around the world to make a difference. Affiliates are encouraged to participate as Social Members and engage others who are supportive of our initiatives to join our Community, however:

4.1 Affiliates are strictly prohibited from posting blogs or any content whatsoever on GlobalForce controlled sites that promote the Company's Affiliate income opportunity, the recruitment of Affiliates or any other MLM or direct selling opportunities. This rule strictly applies to Company maintained accounts on Facebook®, Twitter®, Technorati®, etc. Affiliates are not restricted from establishing their own personal profiles/accounts on social network sites.

5. Unsolicited Ads by Fax

Affiliate shall not send unsolicited advertisements for the GlobalForce Marketing Program or otherwise solicit related business by fax in violation of any federal, provincial or local law or regulation.

6. Representations by Affiliates

6.1 Affiliates of GlobalForce must represent the Affiliate opportunity ethically and professionally. Affiliates shall not make any claim regarding EcoMart products or the Compensation Plan, which has not been stated on the official Company's websites.

6.2 Affiliates are expressly forbidden to imply that additional products or services will be added to the GlobalForce program or that enhancements to the Compensation Plan are forthcoming.

6.3 No unreasonable, misleading or unrepresentative earnings representations, claims can be made. No income guarantees of any kind may be made.

7. EcoMart Product Claims

7.1 Affiliates shall not represent any claim for any EcoMart product or service, which is not expressed on the official EcoMart USA website or in other online corporate documentation.

7.2 Affiliate must understand that he/she may not say directly or indirectly that any EcoMart health and wellness product is FDA approved, or discuss or suggest that any diagnosis, evaluation, prognosis, description, treatment, therapy, or management or remedy of illness, ailment or disease can be improved by consumption, use or application of the product. Affiliate must understand that EcoMart products are not offered, intended or considered as medicinal treatment of any disorder or disease, either mental or physical.

8. Use of Authorized Promotional Materials

Only those materials, which have been made available directly by the company, are allowed for promotional purposes. In addition to its online marketing and support materials the company will produce and offer for sale at a reasonable price videos, CDs, etc., to promote and help build an Affiliate's business. No reproduction, personalization or modification of any of these company materials is allowed in any form. Affiliates may not develop, publish, sell or distribute any promotional materials they create. This prohibition applies also to sales aids and printed brochures/flyers promoting a specific downline or organization. (See also paragraph 10 below regarding prohibited inducements.) Any violation of this rule may lead to termination of an Affiliate.

9. Regulatory Approval

No Affiliate may ever imply that the promotion, operation or organization of GlobalForce has been approved, sanctioned or endorsed by any regulatory authority in any specific country or jurisdiction. Such statement or implication constitutes grounds for termination as an Affiliate.

10. Signage

Any GlobalForce logos or names or that of its product/service divisions (EcoMart, etc.) may not be used or displayed on any apartment, house, office, storefront or other physical premises.

11. Trademarks

11.1 An Affiliate may not use any of either GlobalForce's or EcoMart's trade names, trademarks, service marks, product names, logos, or other intangible commercial assets, registered or otherwise, in any form of advertising or promotion without the express written consent of GlobalForce. Each Affiliate agrees that any such use in violation of these provisions constitutes a breach of the Affiliate Agreement and causes irreparable harm to the company. GlobalForce reserves the right to prohibit any advertising or promotion that violates such trademarks and to pursue all appropriate remedies under applicable laws and its agreement with Affiliates.

11.2 The documentation, software and other materials contained at this site and used in the company's EcoMart site are owned and copyrighted by GlobalForce Network Inc. GlobalForce prohibits unauthorized links to the GlobalForce WebSite. GlobalForce reserves the right to disable any unauthorized links or frames and specifically disclaims any responsibility for the content available on any other Internet sites linked to this site.

11.3 GlobalForceNetwork.com, Cast A Green Shadow.com, EcoMart.ws, the GlobalForce logo as well as other domain names of GlobalForce and/or its EcoMart products, product features and services are trademarks and/or service marks of GlobalForce in Canada, the United States and other countries. Other products and services mentioned on this website may be the trademarks of their respective owners.

11.4 Nothing contained herein shall be construed as conferring, by implication, estoppel, or any other legal theory, a license or right to any patent, trademark, copyright or other intellectual property right, except those expressly provided herein. The products, processes, software and other technology described on the Company's websites may be the subject of other intellectual property rights owned by GlobalForce or by third parties and no licenses are granted herein.

11.5 You may use the information contained on the Company's websites for informational purposes only. Commercial uses or duplication are prohibited. You may not change or modify the information in any way that may be adverse to the interests of GlobalForce.

12. Copyrights

GlobalForce reserves the ownership rights to contents of all company-published materials and all company-sponsored training sessions. Any use or reproduction, partial or total, by any means requires prior written approval from the GlobalForce Corporate Office.

13. Advertising

Affiliates shall not advertise EcoMart products or the GlobalForce income opportunity in any way other than by use of advertising or promotional materials made available to the Affiliate by GlobalForce without the prior written authorization of the Company. Affiliates are strictly prohibited from using GlobalForce/EcoMart trade names or logos, in advertising in a manner that would suggest or imply that they are employed by or are agents of GlobalForce or its subsidiaries. All advertisements must provide the name of an Affiliate only.

- a) **Radio and Television.** Radio or television advertising of any type is prohibited
- b) **Newspaper.** Under no circumstances can Affiliates place print ads in local or national newspapers under "business opportunities" or create "flyers" for the recruitment of

Affiliates and/or the sale of EcoMart products without the prior written authorization of GlobalForce.

- c) **Telephone Listing.** Affiliates may not contract for a display-type ad in any telephone directory. Additionally, Affiliates may not list their telephone number with the telephone company as “GlobalForce” or “EcoMart” or in any way cause the local directory assistance operators to refer callers searching for the GlobalForce or EcoMart Corporate Office or any office thereof to their number. In the event an Affiliate receives a call meant for the GlobalForce Corporate Office, it is incumbent upon that Affiliate to refer the caller to the Corporate Office.
- d) Affiliates terminating their Affiliate Agreement with GlobalForce who have a business telephone directory listing as either a GlobalForce or EcoMart Affiliate must have that listing cancelled immediately upon their termination.
- e) **Receiving Telephone Calls.** All Affiliates are independent contractors and prohibited from answering the telephone and/or using any answering message device that would in any way mislead a caller into assuming that he/she has reached the Corporate Office of “GlobalForce.”
- f) **Prerecorded Telephone Solicitation Devices.** The use of the company name or copyrighted materials may not be made with automatic calling devices or “boiler room” operations either to solicit Affiliates or customers.
- g) **Business Cards.** Affiliates are not permitted to create their own business cards or letterhead with the use of either the GlobalForce or EcoMart names or trademarks without written approval from GlobalForce.
- h) **Imprinted Checks.** GlobalForce Affiliates are not permitted to use the GlobalForce or EcoMart trade names or any of its trademarks on their business or personal checking accounts.
- i) **Direct Response.** GlobalForce does not allow direct response sales fulfillment of its products through print, radio, television, direct mail, mail order forms, brochures, catalogues, directories, or any other type of unsolicited promotion or advertising. All sales must be completed on a person-to-person basis or online via the Internet.

14. Media Inquiries

Affiliates of GlobalForce may not solicit coverage or publicity from the media regarding their GlobalForce business, nor may they appear on radio or television talk shows to promote their GlobalForce activities. If an Affiliate is contacted by the media (radio, television or the press), the contact should be referred to the GlobalForce Corporate Office in order to ensure accuracy and a consistent company image.

15. Business Names & Domains

Affiliates are strictly prohibited from registering the words, “GlobalForce” or “GlobalForce Network”, “Cast a Green Shadow”, “EcoMart” or any EcoMart product within a business name in printed or digital format or as a Domain name. Examples of unauthorized use of the trademarked GlobalForce name are: “GlobalForce of Sydney” or “McMillan’s EcoMart”. Affiliates may only use EcoMart as follows: “John Jones, Independent Affiliate, EcoMart”.

16. Income Representations

16.1 Affiliates of GlobalForce shall not make any false or misleading statements about their own or any other Affiliate’s income. No hypothetical examples of what is mathematically possible, nor income representations, projections or potentials may be used in any Business Presentation. No Affiliate of GlobalForce can guarantee the success of any prospect. Affiliates shall avoid any suggestion that it is easy to attain high-income levels, and shall always explain that each individual’s success depends solely upon the level of effort expended and their personal commitment to the GlobalForce program.

16.2 An Affiliate shall make it clear that the GlobalForce Compensation Plans are based upon sales of the company’s various products and services, and that no compensation is available from the Compensation Plans or otherwise merely from the sponsorship of other Affiliates. Product Sales is a requirement in this marketing program, and must be emphasized in all recruiting presentations.

17. Business Presentations & Affiliate Training

17.1 All Business Presentations and Affiliate Training sessions shall be conducted in strict conformity with Company produced guidelines, web-based scripts, power point presentations, slides, videos and/or CDs and DVDs. They have been developed and refined to ensure that prospects have accurate information upon which to base their decision, and to assist new Affiliates in learning proven techniques for achieving success within prescribed guidelines.

17.2 Any substantive alteration of scripts, slides, online materials or videos, or any deviation in the prescribed presentation thereof which compromises the integrity and/or intent of the GlobalForce program, will result in termination of the offending Affiliate(s).

18. Trade Shows and Conventions

18.1 Upon the prior written approval of the Company, an Ambassador level Affiliate and above may rent a booth or set up an exhibit at a trade show or convention (“Convention”), subject to the Company’s approval of the Convention and it’s theme being directly related to Affiliate’s EcoMart business.

18.2 The Ambassador must comply with the following requirements:

- (i) At least four weeks prior to the Convention, the Ambassador must submit to the Company a proposal regarding the Convention and obtain prior written approval from the Company.
- (ii) The Affiliate may only use Company-produced or pre-approved sales aids and promotional material. A purchase of a company produced independent Affiliate EcoMart banner, to display in the booth, is required.
- (iii) The Affiliate will not reference GlobalForce or EcoMart in any form of advertisement or promotional material that implies that GlobalForce or EcoMart is participating in the Convention. Instead, any Company-approved advertisement or promotional material must make specific reference to the Affiliate as an independent Ambassador level GlobalForce and EcoMart, including any maps or listings prepared by the sponsor of the Convention.
- (iv) The Affiliate will not make any earnings representations of any kind.

18.2 The Affiliate will not use the Convention to promote any product, service, or business opportunity other than the sale of EcoMart products in which the Affiliate may be involved.

18.3 During the Convention the Affiliate must personally comply with the Policies and Procedures and is responsible for (i) the actions of every person who works in the booth at the Convention, (ii) all material distributed at the Convention, and (iii) all other aspects of participation in the Convention.

18.4 In addition to the other remedies provided in the Policies and Procedures, the Company reserves the right to deny future Convention participation for any policy violation at a Convention.

19. Retail Establishments

19.1 An Affiliate may not sell EcoMart products or promote the GlobalForce Affiliate income opportunity through retail establishments. An Affiliate is also prohibited from selling EcoMart products to any person who the Affiliate knows, or has reason to suspect, will ultimately sell those products through retail establishments.

19.2 An Affiliate may conduct EcoMart sales activity through service-related establishments under approved conditions. The following conditions apply for approved EcoMart business in a service-related establishment:

- (i) no product banners or other Company sales tools may be displayed to the general public in a manner that would attract the public into the service-related establishment, and
- (ii) the Affiliate provides ongoing support to its Customers from the establishment.

19.3 In general an Affiliate may not sell any EcoMart products nor promote the Company's opportunity at flea markets, swap meets, bazaars, men's/women's groups, supermarkets, malls or any other similar gathering where the EcoMart products or opportunity are displayed.

19.4 The Company alone has total discretion whether an establishment is a service-related establishment and a proper place for the sale of EcoMart products.

20. Alien Materials or Products

Only GlobalForce products and/or authorized promotional materials such as videos, CDs/DVDs, etc. produced by the Company may be sold or displayed at any GlobalForce meeting/presentation. Violation of this provision is justifiable cause for termination as an Affiliate.

V. GENERAL PROVISIONS

1. Privacy Policy

GlobalForce is committed to protecting our Affiliate's and Customer's privacy. All Affiliate information is completely confidential and fully protected against unauthorized access. GlobalForce will NEVER sell, rent, lease, trade or give away Affiliate's or their EcoMart Customers contact information (name, eMail address, mailing address, phone number, etc.) GlobalForce uses the information that you provide and that is collected solely for the purposes of delivering service, verifying your account, for corresponding with you, for resolving problems that you encounter, and for improving the service of EcoMart products and GlobalForce Affiliate support.

2. Contractual Relationship Between GlobalForce and its Affiliates

2.1 All Affiliates are independent contractors and are responsible for any expenses resulting from operating their independent business. These expenses include, but are not limited to, licenses required to operate a business, legal costs, fees connected with the use of a fictitious business name, telephone expenses (GlobalForce does not accept collect calls), advertising, etc. No Affiliate shall involve GlobalForce in any contractual relationships relative to his/her business.

2.2 Affiliates are independent marketing representatives of GlobalForce, and are not to be considered purchasers of a franchise or a distributorship. The Agreement between the company and its Affiliates does not create an employer/employee relationship, agency, partnership or joint venture between the company and the Affiliates. The Affiliates have no authority to bind the company to any obligation.

3. Indemnification

3.2 Each Affiliate shall hold GlobalForce harmless from any claims, damages or liabilities arising from the Affiliate's misrepresentation, negligence or failure to follow these Policies and Procedures.

3.2 Each Affiliate agrees and understands in no event will officers or directors of GlobalForce be liable for any direct, or indirect, punitive, incidental, special consequential and/or exemplary damages arising out of or in any way connected with the use of its EcoMart products or with the inability to use the GlobalForce Corporate WebSite and/or EcoMart site.

4. Limitation of Liability

4.1 GlobalForce and its Affiliates will not be liable for any delay or failure in its performance under its Affiliate Agreements for causes beyond the Company's control. Such causes include, but are not limited to: computer hacking, system failures, viruses, Internet failure, acts of war, strikes or labor disputes.

4.2 Each Affiliate acknowledges and agrees that GlobalForce

neither endorses the contents of advertisements or Affiliate websites, nor assumes responsibility or liability for the accuracy of material contained therein, or any infringement of third party intellectual property rights arising therefrom, or any fraud or other crime facilitated thereby.

4.3 GlobalForce is not responsible for any damages or losses that result from participating or inability to participate in its online marketing program or use of the EcoMart and/or GlobalForce websites, or reliance on or use of information, services, or merchandise provided on or through the EcoMart website.

5. Taxation

5.1 As Independent Contractors, Affiliates will not be treated as franchisees, owners, employees or agents of GlobalForce for federal or state tax purposes with respect to the Internal Revenue Code, Social Security Act, Federal Unemployment Act, State Unemployment Acts or any other federal, state, or local statute, ordinance, rule or regulation. Affiliates are responsible for contacting proper tax authorities or an accountant for the reporting and payment of all income, self employment and other taxes relating to their business and earnings. A "Tax Information for Direct Sellers" publication is available from the Internal Revenue Service (IRS).

5.2 At the end of each calendar year, GlobalForce will issue to each US-resident Affiliate an IRS Form MISC 1099 Non-employee Compensation as required by law, or other applicable documentation for non-employee compensation as an Independent Affiliate.

6. Change of Personal Data Notification

An Affiliate requiring a change of her/his record (address, telephone numbers, eMail address, etc.) must update their personal information inside their back office as soon as any change occurs to the information provided in the original Affiliate online registration. It is your responsibility to keep your eMail address current. GlobalForce will use your eMail address for verification of changes made to your account and for sending our Affiliates and EcoMart customers periodical updates. New GlobalForce Affiliates will also receive your eMail address when they are placed in the downline of your DoubleTeam organizations.

7. Notice

All notices to be given pursuant to these Policies and Procedures or the Affiliate Agreement shall be deemed to have been properly given by:

- (i) Submitted by electronic eMail addressed to either party at the last address on file with GlobalForce, or
- (ii) Facsimile transmission followed by confirmation copy sent by mail.

All notices by mail shall be deemed given:

- (i) same day if sent via electronic eMail;
- (ii) same day if delivered by hand or upon transmission by facsimile.

8. Amendments

From time to time, economic or legal conditions may dictate revisions in pricing, Policies and Procedures, and the GlobalForce Compensation Plan. GlobalForce expressly reserves the right to make any such amendments at any time it deems necessary by posting such amendments on the Company's website and/or giving all Affiliates notice via eMail and such amendments shall automatically become part of the Affiliate Agreement between GlobalForce and its Affiliates.

9. Pricing and Products/Services

9.1 EcoMart provides a Suggested Retail Price (SRP) for all products as a guideline. Affiliates may sell EcoMart products at whatever price they and their customers agree upon, however an Affiliate is not permitted to advertise any price below the EcoMart suggested retail price. This includes but is not limited to "free" products or any other special pricing that would fall below the suggested retail price. No EcoMart product may be offered along with the products of any other company regardless of whether that product is offered through network marketing or any other means.

9.2 GlobalForce has the exclusive right to set and change prices or any of its EcoMart products or services. GlobalForce may add, delete or modify any EcoMart product or service it deems appropriate at any time.

10. Partial Invalidity

Should any portion of these Policies and Procedures or the Affiliate Agreement, or of any other instruments referred to herein or issued by the Company be declared invalid by a court of competent jurisdiction, the balance of such Policies and Procedures, applications, or instruments shall remain in full force and effect.

11. Non-Waiver Provision

No failure of GlobalForce to exercise any power under these Policies & Procedures or to insist upon strict compliance by Affiliate with any obligation or provision herein, and no custom or practice of the parties at variance with these Policies & Procedures, shall constitute a waiver of GlobalForce's right to demand exact compliance with these Policies & Procedures. GlobalForce's waiver of any particular default by Affiliate shall not affect or impair GlobalForce's rights with respect to any subsequent default, nor shall it affect in any way the rights or obligations of any other Affiliate. No delay or omission by GlobalForce to exercise any right arising from a default shall effect or impair GlobalForce's rights as to that or any subsequent or future default. Waiver by GlobalForce can be affected only in writing by an authorized officer of GlobalForce.

12. Outstanding Collections

GlobalForce has the right to offset any monies owed in arrears by the Affiliate against commissions and bonuses earned as a result of EcoMart product sales.

13. Non-Solicitation

During the term hereof and for a period of twelve (12) months after the termination or expiration of the Affiliate Agreement, for any reason whatsoever, an Affiliate shall not on, his/her own behalf, or on behalf of any other person, or other entity, hire, solicit or enroll any employee, Affiliate, customer (including VIP customers), manufacturer, or supplier of GlobalForce or EcoMart, or in any manner attempt to influence or induce any employee, affiliate, customer, manufacturer or supplier of GlobalForce or EcoMart, to alter or terminate their employment or business relationship with GlobalForce or EcoMart or to join another network marketing company or direct selling opportunity. No Affiliate shall use or disclose to any person any information of GlobalForce obtained while the Affiliate Agreement was in effect including names and addresses of GlobalForce or EcoMart suppliers, employees, members or Affiliates. It is agreed that this provision shall survive the termination or expiration of the Affiliate Agreement. Solicitation includes, but is not limited to, (i) producing or offering any promotional materials for another network marketing company which is used to solicit GlobalForce Affiliates to such company; (ii) promoting or selling products which compete with EcoMart products to EcoMart customers or GlobalForce Affiliates; (iii) introducing or presenting, directly or indirectly, another network marketing company business to any GlobalForce Affiliate or (iv) offering any other company's products or business opportunity at any GlobalForce meeting or event.

14. Non-Competition

Each Affiliate agrees not to compete with the protectable business interests of GlobalForce by selling or promoting other competitive products or opportunities to Company's Social Network Members, its Affiliates and Customers during the term of the Affiliate Agreement. Any program, product or services in the same generic categories as EcoMart products or services is deemed to be competing, regardless of differences in cost, quality or other distinguishing factors. Affiliate acknowledges and recognizes these restrictions are necessary for GlobalForce to protect its valuable interests and agrees that any injunction and/or other remedy is necessary and appropriate for GlobalForce to protect such interests.

15. Certain Residents Only

15.1 The following only applies to Affiliates who are residents of Georgia, Louisiana, Massachusetts, Wyoming, Montana, and other states that may specifically require the following: An Affiliate in this network marketing plan has the right to cancel at any time regardless of reason. Cancellation must be submitted in writing to GlobalForce either by postal delivery, fax or through eMail.

If the Affiliate has purchased product for administrative services

while this Agreement was in affect, taking into consideration any sales made by or through such Affiliate prior to the notification to GlobalForce of the election to cancel, the Company shall repurchase all unencumbered product in reasonable resalable or reusable condition which was acquired by the Affiliate from GlobalForce. Such repurchase shall be at a price of no less than ninety percent (90%) of the original cost minus any freight charges and commissions paid to that Affiliate. The Affiliate will be held responsible for all shipping expenses incurred in returning sales aids or products to GlobalForce/EcoMart.

16. Excuse for Non-Performance (Force Majeure)

Neither GlobalForce nor any Affiliate shall be responsible for delays and failures in performances hereunder, where performance is made commercially impracticable due to circumstances beyond either party's reasonable control. This includes, without limitation, strikes, labor difficulties, riot, war, fire, death, curtailment of the party's usual source of supply, or government decrees or others.

17. Official Language

The English version of this Agreement, as maintained by the Company, is the official version and shall prevail over any other language version(s) which may be made available for ease of reference.

18. Governing Law

For all matters related to the Policies and Procedures as well as to the construction of and compliance with the Affiliate Agreement, the parties submit to the Federal Laws of Canada with jurisdiction in the competent Courts in the Province of British Columbia, Canada.

19. Cost Effective Dispute Resolution/Waiver of Jury Trial

19.1 If a dispute arises relating to any relationship between or among GlobalForce, its officers, employees, Affiliates or suppliers or arising out of any products or services sold by GlobalForce's subsidiaries, it is expected that the parties will attempt, in good faith, to resolve any such dispute in an 'amicable and mutually satisfactory manner.

19.2 In the event such efforts are unsuccessful either Party may serve Notice of Mediation/Arbitration on the other party. Notice of Mediation/Arbitration shall be personally delivered or sent by prepaid registered airmail or air courier, and shall be effective on receipt thereof by the Party to whom it is addressed. Proof of receipt shall be a receipt signed by an officer or responsible official of the Party to whom it is addressed. The Notice of Mediation/ Arbitration shall be dated, and without prejudice to any right under the Rules permitting subsequent modifications, shall specify the claims or issues that are to be addressed in the mediation/ arbitration.

19.3 If the differences cannot be resolved by mediation, the Parties agree that in order to promote the fullest extent reasonably possible a mutually amicable resolution of the dispute in a timely,

efficient and cost-effective manner, they will waive their respective rights to a trial by jury and settle their dispute by submitting the controversy to arbitration in accordance with the commercial rules of the Province of British Columbia, Canada, except that all Parties shall be entitled to all discovery rights allowed under the Rules of Civil Procedure as those rules exist in the Province of British Columbia, Canada.

19.4 The Parties shall attempt to select a mutually agreeable mediator/arbitrator from the Panel of Mediator/Arbitrators available in the Province of British Columbia. If no agreement is reached within fifteen (15) days from the first written notice of intent to mediate/arbitrate, the current Director of Professional Services for Arbitrators in the Province of British Columbia shall serve as the Mediator/Arbitrator.

19.5 The arbitration shall be governed by the Arbitration Act of the Province of British Columbia, and the judgment upon the award rendered by the arbitrator may be entered by a court having jurisdiction thereof. If an Affiliate files a claim or counter-claim against GlobalForce Network Inc., he or she may only do so on an individual basis and not with any other Affiliate or as part of a purported class or consolidated action. Either Party may elect to participate in the arbitration telephonically. Any substantive or procedural rights other than the enforceability of the arbitration agreement shall be governed by the law of the Province of British Columbia, without the Province's conflict of law principles.

19.6 The Parties further expressly agree:

- a) the arbitrator shall only reach the decision by applying strict rules of law to the facts;
- b) the arbitration shall be conducted in the English language, Vancouver, the Province of British Columbia, Canada;
- c) the Party in whose favor the arbitration award is rendered shall be entitled to recover costs and expenses of the arbitration including, but not limited to, attorney's fees, and the cost and expense of administrating the arbitration proceedings, as well as any costs and attorney's fees incurred in executing on or enforcing the arbitration award;
- d) the arbitral award shall be issued in Vancouver, the Province of British Columbia, Canada.

19.7 Except as provided for in the following sentences, no Party shall be entitled to commence or maintain any action in a court of law upon any matter in dispute until such matter has been submitted and determined as provided herein and then only for the enforcement of such arbitration award. Provided that, notwithstanding this dispute resolution policy, either Party may apply to a court of competent jurisdiction in Vancouver, the Province of British Columbia, Canada, to seek injunctive relief before or after the pendency of any arbitration proceeding. The institution of any action for injunctive relief shall not constitute a waiver of the right or obligation of any Party to submit any claim seeking relief other than injunctive relief to arbitration. Judgment upon the award may be

entered by the Federal Court located in Vancouver, Province of British Columbia, or application may be made to such court for the judicial acceptance of the award and order of enforcement, as the case may be if the award or decision is not complied within seven

(7) days of the arbitrator's decision. Arbitration shall be the sole and exclusive procedure for resolution of disputes between the Parties, including any disputes that might arise after termination of this Agreement.
