

INTEGRITY MARKETING

John 13:34-35

ADVISOR POLICIES AND PROCEDURES

1- An ADVISOR is an independent contractor and is not a franchise, partner, joint venture, employee or agent of INTEGRITY MARKETING or their Sponsor. ADVISOR must not imply or represent employment or agency relationships in any manner, including oral representations, printed materials, or deceptive actions.

2- An ADVISOR is responsible for all taxes on income received from INTEGRITY MARKETING on sales made by said ADVISOR, and for all and any other taxes, licenses, and fees. ADVISOR is responsible for any other taxes at any lower jurisdictional levels. INTEGRITY MARKETING is not responsible for any expenses relating to an ADVISOR's business.

3- Because an ADVISOR is an independent contractor, INTEGRITY MARKETING does not dictate selling methods, specific hours, or effort levels, however, ADVISOR must at all times adhere to INTEGRITY MARKETING compliance guidelines and acceptable marketing and business practices to uphold company integrity and image.

4- Personal product purchasers or Customers are not required to enroll as an ADVISOR.

5- No ADVISOR will be compensated for solely or merely enrolling ADVISORs or Customers. Ultimately all commission is based upon the selling of product to Consumers, which is the core of INTEGRITY MARKETING business. This fact must be emphasized in all recruiting

presentations.

6- No ADVISOR is to earn commission on their personal purchase order, or spouse order. Neither is an ADVISOR to earn commission on their children under the age of 18. Commission is solely paid to ADVISOR for product sold to Customers and other enrolled ADVISORs.

7- Commission paid to ADVISOR on sales for which INTEGRITY MARKETING has given a refund will be charged back to the ADVISOR.

8- In the conduct of his/her business, the ADVISOR shall safeguard and promote the reputation of INTEGRITY MARKETING and its products. The ADVISOR shall hold harmless, defend and indemnify INTEGRITY MARKETING, its owners, employees, attorneys, accountants, consultants, advisors, in interest against any and all claims, lawsuits (civil or otherwise), losses and expenses of any kind, arising out of or relating to any claims or alleged connections with that ADVISOR's activities of any kind that violate any local, state, provincial, or federal laws or regulations.

9- From time to time, at INTEGRITY MARKETING events or other functions or occurrences, solely for the purposes of promoting the Products, INTEGRITY MARKETING, or combination thereof, INTEGRITY MARKETING may take photos, record audio and/or video of events, testimonials, sessions, or interviews and the like. Said photos, video, and/or audio may include the image, likeness, and/or voice of any and/or all attendees of the event, function, or occurrence. Attendees may include but are not limited to ADVISORs, Customers, and/or prospective ADVISORs or Customers and/or Guests of same (Hereinafter for the purposes of this section, will be inclusively referred to as "Subject"). ADVISOR agrees and understands that it is his/her responsibility to disclose this policy to any guest that he/she invites to any Company event, function, or other occurrence. Any such photography, videography, and/or voice recording will be obvious and/or clearly disclosed to the Subject. INTEGRITY MARKETING will use its best and reasonable efforts to ensure that no photos, videos, and/or audio recordings will be gathered against the expressed wishes of the Subject. However, continued attendance by Subject at any event, function, or occurrence where photos, video, and/or

audio is being captured will, in all cases, be construed as agreement and acceptance of the following: Subject grants permission to the rights of his/her image, likeness and sound of his/her voice as recorded on audio or video without payment or any other consideration. Subject understands that his/her image may be edited, copied, exhibited, published or distributed and summarily waives the right to inspect or approve the finished product wherein his/her likeness appears. Additionally, Subject waives any right to royalties or other compensation arising from or related to the use of his/her image or recording. Subject also understands that these images and or recordings may be used in diverse educational, commercial or promotional settings within an unrestricted geographic area. As well, there is no time limit on the validity of this understanding and subsequent release, nor is there any geographic limitation on where these materials may be distributed.

10- An ADVISOR shall not produce, promote, or use any copyrighted or otherwise proprietary materials containing INTEGRITY MARKETING names, programs, products, or logos, except those that are pre-approved. Any materials used must be approved in advance by INTEGRITY MARKETING.

11- An ADVISOR shall not misrepresent INTEGRITY MARKETING product attributes and qualities to Customers. Unauthorized, unwarranted, and unjustified product claims shall not be made. All publicized testimonials must be accompanied by written FDA disclaimer. (Disclaimer is displayed at the bottom of every page of INTEGRITY MARKETING website and replicated websites.)

12- An ADVISOR shall not re-package or re-label any INTEGRITY MARKETING product. Nor shall the product be removed from its original packaging and re-sold in any way.

13- An ADVISOR shall not misrepresent INTEGRITY MARKETING Referral Commission Plan for ADVISOR. No misleading or deceptive statements about the Plan shall be made. No opportunity or income exaggerations are to be given, and any relevance to anticipated success is disclaimed.

14- There is no franchise or exclusive territory as a part of INTEGRITY MARKETING ADVISOR Referral Commission Plan. No ADVISOR may represent that any such franchise or territory exists or can be sold as part of the ADVISOR Referral Commission Plan.

15- An ADVISOR is an Independent Contractor; INTEGRITY MARKETING imposes no restrictions on any ADVISOR participation or sales activities in other businesses or programs other than INTEGRITY MARKETING except as said activities or programs would cause or create a violation of any provision of ADVISOR agreement with INTEGRITY MARKETING or any of these policies and procedures.

16- ADVISOR lists, including downline sales organization information, are solely proprietary and confidential to INTEGRITY MARKETING. INTEGRITY MARKETING may provide genealogical information to ADVISOR, in strict and complete confidence, to help them manage their INTEGRITY MARKETING downline sales organization and for no other purpose. Every ADVISOR who is provided with such information shall treat it as confidential and take care to maintain its secrecy as well as refrain from making any use thereof for any purpose other than the management of his/her INTEGRITY MARKETING downline sales organization. Without limiting the generality of the foregoing, no such information may be used in cross-recruiting or with the intent to entice INTEGRITY MARKETING ADVISOR into other network marketing or ADVISOR marketing companies or organizations. Any violation of this policy by an ADVISOR will result in the immediate suspension and/or termination of the offending ADVISOR. Furthermore, the offending ADVISOR could be subject to legal action for injunctive relief and/or damages.

17- An ADVISOR shall not cause any INTEGRITY MARKETING product or name to be sold or displayed in any retail establishment of any kind, including, but not limited to, civilian, military, internet based or otherwise, without authorized approval by INTEGRITY MARKETING. ADVISOR must cease any unauthorized marketing of INTEGRITY MARKETING product immediately at the request of INTEGRITY MARKETING. An ADVISOR using weblogs ('blogs'), online forums, video-streaming websites, chat

rooms, social networking sites or systems, auction sites, or any other internet-based systems are subject to the guidelines of the Company Policies and Procedures. Any violation of the terms of service of any of the systems may subsequently be considered a violation of INTEGRITY MARKETING Policies and Procedures. INTEGRITY MARKETING reserves the right to investigate reported infractions and to enforce its Policies and Procedures.

18- An ADVISOR shall not engage in any unlawful practices.

19- All purchases of INTEGRITY MARKETING products, literature, and promotional material must be purchased from OR approved by INTEGRITY MARKETING. Any violation of this policy can, depending on severity, result in the termination of ADVISOR or Customer status.

20- An ADVISOR, whether active or otherwise, shall not re-sell any product(s) in any form or combination with any other product(s) unless it is complete, factory sealed, and in its original packaging with all required labels intact. Pricing for said product(s) is strongly recommended to be equal to the retail price for same item as published by INTEGRITY MARKETING. ADVISOR is prohibited from using any advertisement or commercial enticement that is not pre-approved directly by INTEGRITY MARKETING. Prohibited enticements include, but are not limited to, less than retail pricing, free shipping, quantity discounts, or any and all other perks and or incentives offered in conjunction with the purchase of any INTEGRITY MARKETING product or service.

21- An ADVISOR is strictly forbidden from "Inside-Recruiting", in the Corporate Facebook Group, or any other Corporate Sponsored Social Media accounts or by utilizing information from their ADVISOR back office. ADVISOR shall not sell, recruit, propose, or in any other way induce or attempt to induce any other ADVISOR or Customer to purchase any other product or service, or to participate in any other income opportunity, investment, venture, or commit any other activity deemed by INTEGRITY MARKETING as " Inside-Recruiting", in the Corporate Facebook Group, any other Corporate Sponsored Social Media accounts. Violations of this

nature will not be tolerated and will be grounds for immediate termination and forfeiture of any pending commissions.

22- NO STACKING Married couples are allowed to have their own ADVISOR sites as long as they have the same sponsor. Married couples are not allowed to sponsor each other, nor are they allowed to be anywhere in each other's downline. A married couple can sponsor any adult 18 years and older that is living in the same household. However, the married couple is not allowed to stack their personal orders underneath anyone else in the household. No married couple is allowed to earn a commission on their own orders, or the orders of their spouse. Violations of any kind will be corrected immediately and could result in suspension or termination at the discretion of INTEGRITY MARKETING.

23- One account per ADVISOR ONLY. Any ADVISOR seeking to change sponsors for any reason, or have an additional "Store" account, with INTEGRITY MARKETING must contact the Corporate Office and get permission. All account changes or "Store" accounts MUST be handled by and approved by the Corporate Office. Any ADVISOR violating this policy will be suspended, and subject to cancelling of all ADVISOR's accounts, and immediate termination for cause, forfeiting any and all present and future commissions due him/her. Present and future commissions generated from said ADVISOR's downline would compress up to the ADVISOR's upline Sponsor.

24- INTEGRITY MARKETING reserves the right to forbid, prevent, and not allow any ADVISOR who has violated any Company policy(s) to have any future accounts with INTEGRITY MARKETING.