



Terms and Conditions of the Compensation Plan

TERMS AND CONDITIONS OF THE COMPENSATION PLAN USA

Teoma Brand Partners are fully aware that Teoma may amend the Contract, which encompasses the Teoma Brand Partner Application with its Terms and Conditions, the Policies & Procedures and the present Teoma Compensation Plan USA (hereinafter, "Comp Plan USA"), at any time, at its discretion, and such changes shall be effective and binding seven (7) days after appearance on the TEOMA corporate website or in an official TEOMA publication, or upon acceptance of any Commission payment or placing of any product order, as stated in the General Policies and Procedures.

The terms of the current Compensation Plan must be understood as the following:

1. **Brand Partner:** An individual who enrolls in Teoma. Benefits which include access to purchase at wholesale price, ability to earn commissions, eligible to participate in special promotions, earn trips, access to personalized website, VIP trainings and other sales tools.
2. **Customer:** An individual who purchases products at retail price.
3. **Enroller:** A Brand Partner who enrolls another Brand Partner is referred to as the "enroller".
4. **Upline:** This includes the direct enroller and other team members that are above the direct enroller of a Brand Partner.
5. **Downline:** This includes all the persons who are directly enrolled by a Brand Partner and the ones enrolled by any of the team member below said Brand Partner.
6. **Active:** To be active, a Brand Partner must have 80 QV in at least one period in order to be qualified to participate in the Compensation Plan for two consecutive periods.
7. **Inactive:** A Brand Partner that has less than 80 QV in a period is not qualified to participate in the Compensation Plan.
8. **QV:** Qualifying Volume refers to the Volume associated with products that qualify you for ranks and promotions.
9. **CV:** Commissionable Volume refers to the Volume associated with products that are used to calculate commissions.
10. **Net GCV:** The total Commissionable Volume after deducing the product returns and credit card chargebacks.
11. **Period:** Each period considered as such in Teoma Corporate literature, refers to the division of every calendar month in two halves of fifteen days each, fifteen and sixteen days in the months that have 31 days and fifteen and the rest of days corresponding in the month of February.
12. **Ranks:** The category that can be achieved each calendar month according to the personal QV, GCV, number of direct partners, and the category of them, and is divided as the following:
 - a. **Distributor:** A minimum of 80 QV, 80 GCV and 0 active direct partners.
 - b. **Bronze:** A minimum of 80 QV, 320 GCV and 3 active direct partners.
 - c. **Crystal:** A minimum of 80 QV, 600 GCV and 3 active direct partners.
 - d. **Sapphire:** A minimum of 80 QV, 1,150 GCV, 3 active direct partners and 2 Brand Partners in the category of Bronze in two different lines.
 - e. **Silver:** A minimum of 80 QV, 2,300 GCV, 3 active direct partners and 2 Brand Partners, 1 in the category of Crystal and 1 in Sapphire, in two different lines.
 - f. **Emerald:** A minimum of 120 QV, 5,500 GCV, 3 active direct partners and 2 Brand Partners in Silver, in two different lines.
 - g. **Gold:** A minimum of 120 QV, 14,000 GCV, 4 active direct partners and 3 Brand Partners, 2 in the category of Emerald and 1 in Sapphire, in different lines.
 - h. **Ruby:** A minimum of 120 QV, 28,000 GCV, 4 active direct partners and 3 Brand Partners, 1 in the category of Gold, 1 in Emerald and 1 in Silver, in different lines.
 - i. **Platinum:** A minimum of 120 QV, 54,000 GCV, 4 active direct partners and 3 Brand Partners, 1 in the category of Ruby, 1 in Gold and 1 in Emerald, in different lines.

- j. **Diamond:** A minimum of 160 QV, 115,000 GCV, 4 active direct partners and 3 Brand Partners, 1 in the category of Platinum, 1 in Ruby and 1 in Gold, in different lines.
- k. **Millionaire Diamond:** A minimum of 160 QV, 230,000 GCV, 5 active direct partners and 4 Brand Partners, 1 in the category of Diamond, 1 in Platinum, 1 in Ruby and 1 in Gold, in different lines.
- l. **Crown Diamond:** A minimum of 160 QV, 460,000 GCV, 5 active direct partners and 4 Brand Partners, 1 in the category of Millionaire Diamond, 1 in Diamond, 1 in Platinum and 1 in Ruby, in different lines.
- m. **Double Crown Diamond:** A minimum of 160 QV, 1'350,000 GCV, 5 active direct partners and 4 Brand Partners, 1 in the category of Crown Diamond, 1 in Millionaire Diamond, 1 in Diamond and 1 in Platinum, in different lines.
- n. **Black Doble Crown Diamond:** A minimum of 160 QV, 2'700,000 GCV, 5 active direct partners and 4 Brand Partners, 1 in the category of Double Crown Diamond, 1 in Crown Diamond, 1 in Millionaire Diamond and 1 in Diamond, in different lines.
- o. **Presidential Diamond:** A minimum of 160 CV, 5'400,000 GCV, 5 active direct partners and 4 Brand Partners, 1 in the category of Black Doble Crown Diamond, 1 in Double Crown Diamond, 1 in Crown Diamond, and 1 in Millionaire Diamond, in different lines.

The conditions of the current Compensation Plan benefits must be understood as the following:

1. **Initial order:** To successfully become a Teoma Brand Partner, it is requested to acquire one of the 3 initial packs of products offered, which one opening different possibilities of compensations.
 - a. **The Pack A** contains 31 products, has a price of \$1,000 (taxes and shipping not included), gives the Brand Partner 800 QV and opens the possibility of earning up to 11 prizes (3 and Free!, Retail Earnings, Teoma 300, Fast Start, Unilevel, Team Match, Advancement Bonus, Earn More, Lifestyle Bonus, Leadership Bonus and Diamond Bonus).
 - b. **The Pack B** contains 16 products, has a price of \$500 (taxes and shipping not included), gives the Brand Partner 400 QV and opens the possibility of earning up to 7 prizes (3 and Free!, Retail Earnings, Teoma 300, Fast Start, Unilevel, Team Match and Advancement Bonus).
 - c. **The Pack C** contains 6 products, has a price of \$250 (taxes and shipping not included), gives the Brand Partner 200 QV and opens the possibility of earning up to 5 prizes (3 and Free!, Retail Earnings, Teoma 300, Fast Start and Unilevel).

THE INITIAL ORDER WILL NOT BE CONSIDERED TO OBTAIN AWARDS OR PRIZES, WITH THE EXCEPTION OF FAST START.

2. **3 and Free!:** This prize can be obtain after the acquisition of 3 products of the same kind in a period, in the following scenarios:
 - a. When a Brand Partner has 3 customers orders of a product via the Replicated Teoma Distributor web site, earns a free product of the same kind, which would be delivered immediately or in the next order; or,
 - b. When a Brand Partner buys in the same order 3 products from its own Teoma website at wholesale price, earns a free product of the same kind, which would be delivered automatically within that order or in the next order.

The Brand Partner must cover any shipping cost generated by the transaction.

ACTIVE STATUS IS REQUIRED TO PARTICIPATE.

3. **Retail Earnings:** This earning has a frequency of twice a month, and it is the accumulated value of the 30% of all the sales at the retail price made by the Brand Partner. The simplest formula to understand this earning is:

$$\text{Retail Price (100\%)} - \text{Wholesale Price (70\%)} = \text{Retail Commissions (30\%)}$$

The numbers in the first column represent the depth of the downline, which means that the number 1 represents the partners enrolled directly by the Brand Partner, the number 2 the partners enrolled by the level 1 partners of a Brand Partner, and so on.

In this prize the downline dynamic compression is applied.

ACTIVE STATUS IS REQUIRED TO PARTICIPATE.

7. **Team Match:** This bonus has a frequency of twice a month, it goes associated with the Unilevel earnings of each Brand Partner.

RANK	BONUS
BRONZE	10%
CRYSTAL	8%
SAPPHIRE	6%
SILVER	6%
EMERALD	4%
GOLD	2%
RUBY	1%
PLATINUM	1%
DIAMOND	1%
MILLIONAIRE DIAMOND	1%
CROWN DIAMOND	1%
DOUBLE CROWN DIAMOND AND ABOVE	1%

The bonus is calculated based on the earnings received in Unilevel by each Brand Partner. Each Brand Partner has different percentages according to ranks, which means the possibility of accumulating more earnings from Unilevel.

ACTIVE STATUS IS REQUIRED TO PARTICIPATE.

8. **Advancement Bonus:** This prize has twice a month frequency, when acquiring the qualifying category for this prize, the Brand Partner would receive a bonus based on the GCV obtained by that time. To earn it again in the next period, it is necessary to increase 2% of their net month organization CV or advance to the next rank category.

RANK	LEVEL	BONUS
CRYSTAL	1	0.25%
SAPPHIRE	2	0.25%
SILVER	3	0.25%
EMERALD	4	0.50%
GOLD	5	0.50%
RUBY	6	0.75%
PLATINUM	7	0.75%
DIAMOND	8	1%
MILLIONAIRE DIAMOND	9	1%
CROWN DIAMOND	10	1%
DOUBLE CROWN DIAMOND AND ABOVE	11	1%

ACTIVE STATUS IS REQUIRED TO PARTICIPATE.

9. **Earn More:** These prizes have a frequency of twice a month and each prize in this category can only be earned once. This earning has a rank requirement, without it a Brand Partner cannot participate in the obtention of this prize.

LEVEL	GCV	PRIZE	RANK REQUIREMENT
1	2,000	\$60.00	Sapphire
2	3,000	\$90.00	Sapphire
3	3,500	\$105.00	Sapphire
4	4,000	\$120.00	Sapphire
5	4,500	\$135.00	Sapphire
6	6,000	\$180.00	Silver
7	8,000	\$240.00	Silver
8	10,500	\$315.00	Silver
9	13,500	\$405.00	Emerald
10	18,500	\$555.00	Emerald

Levels jumps are paid only up to level 10. From level 11 onwards the group volume of the Brand Partner must increase by 10% to be eligible and earn the 3% of the CV.

Example: If you have 5,000 GCV on the 1st period of October you will earn level 1 + level 2 + level 3 + level 4 + level 5 = 60 + 90 + 105 + 120 + 135 = \$510

If, on the 2nd period of October you only have 5,900 CV you do not meet the requirement for the next prize (level 6), so you are not eligible for any prize in this category.

ACTIVE STATUS IS REQUIRED TO PARTICIPATE.

10. **Lifestyle Bonus:** This prize has a monthly frequency, to participate the Brand Partner must have acquired the Pack A during the enrollment or after with and upgrade, shall have and active rank of Emerald or above.

The 3% of the qualified monthly net CV of Teoma Corporate would be shared with each Brand Partner through proportional shares according to their rank and General Commissionable Volume (GCV).

This prize is subject to return, cancelations, chargeback, or other circumstances. Any Brand Partner can purchase a Pack A to qualify for this and other prizes after their affiliation.

ACTIVE STATUS AND GOOD STANDING ARE REQUIRED TO PARTICIPATE.

11. **Leadership Bonus:** This prize has a quarterly frequency, to participate the Brand Partner must have acquired the Pack A during the enrollment or after with and upgrade, shall have and active rank of Emerald or above.

The 1% of the qualified quarterly net CV of Teoma Corporate would be shared with each Brand Partner through proportional shares according to their rank and General Commissionable Volume (GCV).

This prize is subject to adjustment, return, cancelations, chargeback, or other circumstances. Any Brand Partner can purchase a Pack A to qualify for this and other prizes after their affiliation.

ACTIVE STATUS AND GOOD STANDING ARE REQUIRED TO PARTICIPATE.

12. **Diamond Bonus:** This prize has an annually frequency, to participate the Brand Partner must have acquired the Pack A during the enrollment or after with and upgrade, shall have and active rank of Diamond or above.

The 1% of the qualified annual net CV of Teoma Corporate would be shared with each Brand Partner through proportional shares according to their rank and General Commissionable Volume (GCV).

This Pool is for a normal calendar year, January through December. Each member must be qualified, which means comply with the requirements for participation during the 12 months of the year to participate.

This prize is subject to adjustment, return, cancelations, chargeback, or other circumstances. Any Brand Partner can purchase a Pack A to qualify for this and other prizes after their affiliation.

ACTIVE STATUS AND GOOD STANDING ARE REQUIRED TO PARTICIPATE.



Teoma Corporate Policies and Procedures



Teoma Corporate Policies and Procedures

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The Contract

The Policies & Procedures are effective as of the date first displayed above and govern the way a TEOMA[©] Business Owner (Teoma Brand Partner) conducts business with the Company, other Teoma Brand Partners and Customers. Teoma attempts to enforce the Policies and Procedures on a fair and level basis. However, any failure to enforce any of the provisions of the Policies and Procedures with one Teoma Brand Partner does not waive Teoma's right to enforce any such provision with that same Teoma Brand Partner or any other Teoma Brand Partner.

All the trademarks, commercial names and other distinctive signs owned by Teoma are of their exclusive property. The Teoma Brand Partner admits and acknowledges that it has no rights whatsoever over the trademarks, trade names and other distinctive signs owned by Teoma and undertakes not to carry out any act that affects or may affect the exclusive industrial or intellectual property of Teoma, in compliance with the correct use of brands, commercial names and / or advertising. The Teoma Brand Partner recognizes that only has a permit to use such trademarks, commercial names and other distinctive signs in order to promote Teoma products and business opportunities.

These Policies and Procedures, the Teoma Compensation Plan and its Terms and Conditions, Teoma Declarations & Notices to Sponsors Using Electronic Teoma Brand Partnership Applications, Teoma Terms and Conditions, Teoma Privacy Policy and any other written agreement between the Teoma Brand Partner and Teoma whether in their original forms or as may be amended from time to time at the sole discretion of Teoma, are by this reference incorporated into, and form an integral part of, what is collectively referred to as the "Contract."

Each Teoma Brand Partner has the responsibility to read, understand, adhere to the Contract and ensure that he is aware of the most current version of the Contract. When Enrolling a new Teoma Brand Partner, the Sponsor shall provide the most current version of the Contract to the applicant prior to his or her execution of the Teoma Brand Partner Agreement. By signing or clicking thru a Distributor Agreement or by accepting Commissions from Teoma, a Teoma Brand Partner demonstrates that he has read, understands and agrees to be bound by the Contract and any amendments thereto.

Teoma may amend any part of the Contract from time to time as laws and business circumstances change; however, any amendment published by the Teoma on its website will be deemed effective. It is the responsibility of all Teoma Brand Partners to regularly review the most recently published Contract, located in the back office.

Section 1 – Teoma Brand Partner Responsibilities

1. Teoma Brand Partner Application Completion Process. A person may become a Teoma Brand Partner after:

1.1. Reading the Contract, completing, and digitally signing and submitting through Teoma's Internet website, or other Company authorized electronic portal, or any online Teoma Brand Partner Application.

1.2 To successfully become a Teoma Brand Partner, it is requested to acquire one of the 3 initial packs of products offered, which one opening different possibilities of compensations. Teoma Brand Partner understands and acknowledges that the Teoma opportunity is not a franchise opportunity. Teoma reserves the right, at its sole discretion, to reject any Teoma Brand Partner Application. Incomplete, inaccurate, or unlawful Teoma Brand Partner Applications are voidable by Teoma. If the Teoma Brand Partner Application is rejected, the applicant will be notified, and any application fee will returned by original method of payment. A Teoma Brand Partner is responsible for informing Teoma of any and all changes affecting the accuracy of the Teoma Brand Partner Application.

1.3. To maintain the status of Teoma Brand Partner, one must achieve at least 90 QV in a year, counted from its affiliation. If it is verified that it does not comply with this requirement, the present Contract will be

automatically terminated; losing all the benefits as a Teoma Brand Partner and is no longer entitled to receive Commissions, awards, or any compensation or recognition whatsoever, already earned or otherwise.

2. Teoma Brand Partner ID Number A unique identification number ("Teoma Brand Partner ID Number") will be assigned to all Teoma Brand Partners. All individuals or entities (corporations, partnerships, trusts, LLCs, etc.) must provide Teoma with a valid ID (Driver License or Passport), Federal Tax Identification Number or other required country specific Tax Identification Number for the individual or entity. Teoma may also require a completed and signed W-9 form from any Teoma Brand Partner residing in the US for Tax ID confirmation or an I-9 form for any non-US Teoma Brand Partner.

3. Beneficial Interests. An individual may create one (1) Teoma Distributorship. While partnerships, corporations, trusts, and other entities may enroll as a Teoma Brand Partner, a person may not have a legal beneficial interest or be listed as an owner, partner, or participant in more than one Teoma Distributorship. The creation of "straw" (ineligible or false) positions in a Teoma Brand Partner's Downline is prohibited. If a Teoma Brand Partner of a Teoma Brand Partner's immediate family or household engages in any act or activity that would violate the Contract, if such act were performed by the Teoma Brand Partner, such act or activities will be imputed to the Teoma Brand Partner.

3.1. In the event that a married couple (or equivalent), wish to have individual Teoma Businesses, they must each individually complete and submit an application. The spouse who enrolls last must be under the sponsorship of the spouse who was first enrolled. Both applicants must be on the same Sponsorship line. In the event that a marriage (or equivalent) is created, and as a result the foregoing clause would be violated, one of the distributorships may be retired. The Teoma Brand Partners may seek assistance from the company and their upline to change their position in order to comply with this rule, this would be evaluated in a case by case scenario at the sole discretion of Teoma.

4. Corporate Entities. Applications submitted by corporations or other business entities must be signed by a duly authorized Officer or other responsible party and contain the name and Tax Identification Number of the corporation along with the names of the principal corporate officers, directors, and shareholders and be accompanied by the corresponding Teoma Brand Partner Application. Teoma may require a copy of the Articles of Incorporation, Articles of Organization, a Certificate of Good Standing, or such other information about the entity as is necessary to protect the interests of Teoma and comply with its legal obligations. Beneficial Interest guidelines apply to all Corporate Entities.

5. Teoma Brand Partner Divorce or Partnership Dissolution. In the unfortunate circumstance that married Teoma Brand Partners, or partners who share in a certain Teoma Business, obtain a divorce or wish to dissolve their partnership, Teoma will continue to treat the Teoma Distributorship according to the existing Teoma Brand Partner Application until such time as Teoma receives written notice from both parties, or a certified court order directing otherwise. The written notice must be signed by all parties and notarized.

6. Teoma Brand Partner Status Changes and Transfers.

6.1. Changes. The Sponsor can only be modified if the application is submitted within the period of the registration or enrollment. The Teoma Brand Partner must submit the "Sponsor Correction" form. The change of "Sponsor" or the transfer of the entire downline is not allowed under any circumstances, outside the established period.

- Line movement:
 - In the event of termination of the Contract, termination for disciplinary action or resigning, for the purposes of Unilevel award, the downline of the missing Teoma Brand Partner will be dynamically compressed, and for Fast Start, the upline of the missing Teoma Brand Partner will be dynamically compressed.

- Only if the interested parties present the "Request for static compression due to termination of Sponsor" form, the direct(s) of the withdrawn code will raise a level by means of a permanent static compression.

6.2. To convey, sell, assign, or otherwise transfer a Teoma Business or any interest therein, a Teoma Brand Partner must contact the Teoma Compliance Department and follow its internal policies and meet any requirements, as may be amended from time to time. The Teoma Brand Partner cannot under any circumstances assign its contractual position, unless expressly authorized by Teoma. The authorization must be duly accredited by signing a contract for the assignment of a contractual position.

7. Independent Contractor Status. A Teoma Brand Partner is an independent contractor and is responsible for their own business expenses, decisions, and actions. A Teoma Brand Partner shall not represent themselves as an agent, employee, partner, or in joint venture with Teoma. A Teoma Brand Partner shall not make purchases or enter into any transactions in the Company's name. A Teoma Brand Partner's work hours, business expenditures, and business plans are not dictated by Teoma. A Teoma Brand Partner shall make no printed or verbal representations which state or imply otherwise. A Teoma Brand Partner is fully responsible for all of their verbal and/or written statements made regarding the Teoma products, services, and the Teoma Compensation Plan which are not expressly contained in official Teoma materials. A Teoma Brand Partner agrees to indemnify Teoma against any claims, damages, or other expenses, including attorneys' fees, arising from any representations or actions made by the Teoma Brand Partner that are outside the scope of the Contract. The provisions of this Section survive the termination of the Contract.

8. Teoma Co-Brand Partner. A Teoma Brand Partner prospect can include a Teoma Co-Brand Partner at the time of filling out your Teoma application as long as he/she signs and attaches his/her identification copy (with signature) in it. If a Teoma Brand Partner did not enter a Teoma Co-Brand Partner when signing the Contract, she/he can do so at any time, by submitting the "Registration and / or Cancellation of Teoma Co-Brand Partner" form and the Teoma Co-Brand Partner must assume the same obligations established for the Teoma Brand Partner in all the Teoma internal policies. In case of withdrawal or resignation, the form mentioned must be fill indicating the cancellation. All forms must be sent to attentionusa@Teomaglobal.com.

The only person entitled to receive any compensation, award, prize or whatsoever achieved during the Teoma Co-Brand Partnership is the qualified Teoma Brand Partner.

In the event the Teoma Co-Brand Partner wishes to re-affiliate as a Teoma Brand Partner of a new Contract, he/she may do so immediately as long as he/she registers under the same Sponsor. Otherwise, he/she must wait 6 (six) months to enter as Teoma Brand Partner or Teoma Co-Brand Partner in another line. If after this separation he/she has a spouse or partner registered in any line, he/she will only be able to register as a Teoma Co-Brand Partner in that code.

In the event of the death of the qualified Teoma Brand Partner, the rules established in Section 1, number 13 of this document will be followed.

9. Legal Age. Teoma Brand Partner applicants must be at least 18 years of age and/or legally able to enter into a legal contract in the jurisdiction where they reside. A minor of 16 years or above could be a Teoma Co-Brand Partner if its registered with the written authorization of the parents or legal responsible, and following the specific procedure required in such cases, for more detailed information the parents or legal responsible must send an email to attentionusa@Teomaglobal.com attaching the Form - Affiliation of a minor, Copy of parents or legal responsible IDs and Copy of the minor ID, once the application is reviewed and approved, the online application of the minor would be activated and the parents or legal responsible must accept the corresponding Contract, Terms & Conditions, Policies & Procedures and Privacy Policy.

10. Territory. Acceptance of the Teoma Brand Partner Application by Teoma authorizes the Teoma Brand Partner to conduct business only in authorized or open countries. Teoma Brand Partners, consumers or any Customers residing in unopened countries may be allowed to purchase Teoma product directly from Teoma in US Dollars and strictly on a Not-For-Resale basis in accordance with applicable legal requirements in their home country and the country of destination. Acceptance of the Teoma Brand Partner Application does NOT confer any exclusive territory to any Teoma Brand Partner, and Teoma Brand Partners may not indicate that they have such a relationship with Teoma.

11. Account Changes to the Teoma Teoma Brand Partnership. Certain Account changes or corrections may be accomplished by submitting the changes when logged into the Teoma Brand Partner Web Office. Alternatively, the change may be requested in writing by submitting a new Teoma Brand Partner Application with the word "Amendment" written at the top, or by submitting a detailed email from your account of record to the Teoma Compliance Department. All amended Teoma Brand Partner Application forms must be completed in their entirety and signed by all parties in the Teoma Business. Teoma reserves the right to review all requests for changes to ensure the accuracy and validity of the new information. Certain changes will require W9, I9 or other signed paperwork as deemed necessary by Teoma. In these instances, the Teoma Brand Partner will be contacted directly by Teoma in order to obtain the necessary documentation from the requesting Teoma Brand Partner.

12. Privacy of Distributor Information. All information provided by an Application a Teoma Brand Partner Agreement will be used solely for the purposes of evaluating the Teoma Brand Partner Agreement and for related activities of the Teoma Brand Partner. A Teoma Brand Partner authorizes Teoma to disclose its contact information to the Teoma Brand Partner's Upline, and to the Teoma Brand Partner's Downline Organization one (1) level. The contact information may be used only for a Teoma Brand Partner's Teoma Business. Teoma may also transmit a Distributor's or Customer's information in the course of business to fulfill orders or process other business transactions as needed. Teoma Brand Partners are encouraged to regularly review the Privacy Center settings in their Teoma Brand Partner Web Office for email preferences, and their Profile Contact information.

13. Privacy Policy. TEOMA GLOBAL, LLC is the sole owner of the information collected on www.teomaglobal.com, and other directly owned and controlled websites. TEOMA GLOBAL, LLC collects personally identifiable information for our users at several different points on our website. We follow generally accepted industry standards to protect the personal information submitted to us, both during transmission and once we receive it. No method of transmission over the internet, or method of electronic storage, is 100% secure, however. Therefore, while we strive to use commercially acceptable means to protect your personal information, we cannot guarantee its absolute security. For further information, please review our Teoma Privacy Policy.

14. Succession. Upon death, a Teoma Distributorship may pass to successors in interest as provided by law, and, upon Teoma receiving a signed Teoma Brand Partner Application from the successor along with a certified copy of the death certificate (or Doctor's Statement), and will, trust or any other legal instrument demonstrating the successor's rights and interest. After acceptance by Teoma, a successor shall be entitled to all the rights and privileges, and subject to the duties and obligations of the Contract.

2. Section2–Sponsor Responsibilities

1. Enrolling. The position of Sponsor brings many benefits and responsibilities. A Teoma Brand Partner may act as the Sponsor for an applicant so long as they are in good standing with Teoma. If more than one Teoma Brand Partner claims to be the Sponsor for the same applicant, Teoma will honor the first Teoma Brand Partner Application received and accepted by Teoma, unless specific facts dictate otherwise. A Sponsor must clearly state in all presentations to prospective Teoma Brand Partners that a product purchase is required to become a Teoma Brand Partner, and no compensation is paid to any Teoma Brand Partner solely for enrolling new Teoma Brand Partners.

2. Duties. Duties of a Sponsor include, but are not limited to: offering support, information, and assistance as well as supervisory, marketing, selling, and training support, assisting Downline Teoma Brand Partners in understanding and complying with the most current Contract, and resolving any disputes arising between persons related to his or her organization, including any Customers and/or any Downline Teoma Brand Partners. It is the Sponsor's responsibility to provide any prospective Teoma Brand Partner an opportunity to fully review the Contract before they complete the Teoma Brand Partner Application and pay their Teoma Brand Partnership Fee.

3. Placement. A strategic movement that a Sponsor can make with the direct downline, by sending the "Placement Request" form via email to attentionusa@Teomaglobal.com. This movement can only be made once per Teoma Brand Partner and only during the enrolling of the new Brand Partner period. In case of termination, the descending structure will not vary, and the Sponsor of the retired Teoma Brand Partner may request that its direct members pass as their direct and that they remain as placed of the placing Sponsor under which the retired Teoma Brand Partner was.

4. International Sponsor Requirements. To participate in Teoma as an International Sponsor, a Teoma Brand Partner

4.1. Must be an Active Teoma Brand Partner in good standing in their country of residence.
4.2. Must have read and understand all aspects of the foreign country's Policies and Procedures and agree to and abide by the Teoma Compensation Plan in and for the foreign country. Violation of these policies may lead not only to Teoma disciplinary action, but also to governmental regulatory action that may include severe fines, confiscation of property, closure of business operations, and/or imprisonment.

5. Foreign Teoma Brand Partners, Consumers/Customers. Consumers residing in unopened countries may apply to become a Teoma Brand Partner or Customer provided such Teoma Brand Partner or Customer purchase Teoma product directly from Teoma corporate offices. Purchases are strictly for their own personal consumption on a Not-For-Resale basis, in accordance with applicable legal requirements in their resident country and the country of destination.

6. Import Export. A Teoma Brand Partner may not import any Teoma product into a market in where Teoma product has not been approved. A Teoma Brand Partner may not export unauthorized Teoma product to another country. Customers or Teoma Brand Partners who reside in an eligible foreign country must purchase their products directly from the Teoma corporate offices in their resident country or through the Teoma corporate offices in the United States on a Not-For-Resale basis. In its sole discretion, Teoma may restrict the quantity of Teoma product ordered by any one Teoma Brand Partner or restrict the quantity being shipped to any particular location. To remain compliant with US Federal laws, under no circumstances may a Teoma Brand Partner sell product to, or in a US trade restricted country. It is each Teoma Brand Partner's responsibility to be aware of, and comply with all laws regarding conducting business in, and with, foreign countries and nationals.

7. International Advertising. Teoma promotional literature and other marketing materials (hereafter literature) are written or created specifically for each country. Teoma Brand Partners may not distribute, display, use or create promotional literature in countries other than materials approved by Teoma for said country. Promotional statements used in one country's literature may not be appropriate or legal for use in another country. A Teoma Brand Partner may not seek or participate in media coverage of any kind without the prior written approval from the Teoma corporate office.

8. Foreign Sales. A Teoma Brand Partner does not have the right to retail Teoma product in a foreign country; that right is reserved for individuals who are Teoma Brand Partners residing in the country. To avoid adverse tax consequences, restitution requirements and violations of foreign law, a Teoma Brand Partner must refer Customer product orders to his/her Downline Teoma Brand Partners residing in the foreign country. Additionally, only products approved for retail sales in that specific country may be sold. Products that are purchased as part of a Not-For-Resale program may not be offered for retail sales in any market.

3. Section3-Purchasing Teoma Product

1. Product Ordering and Payment Guidelines. A Teoma Brand Partner may order Teoma product by placing an order with the local Teoma office and providing proper payment. This can be handled online thru the Teoma Brand Partner's Web Office or by calling the corporate office. Funds must be available at the time the order is posted. Shipments may be subject to delay until the availability of funds have been verified. The Volume attributed to any order will be credited to the Volume Period in which the product payment is confirmed.

1.1. Orders will be shipped within two business days after receipt of the order or upon the clearing of verified funds, whichever occurs later. If Teoma is temporarily out of stock on the ordered merchandise, a Teoma Brand Partner may receive a backorder notice on that product.

1.2. Shipments will be complete and in marketable condition at the time they leave the Teoma distribution center. Upon receipt of an order, Teoma Brand Partners should immediately inspect the order to determine it is complete and undamaged. If an order is incomplete, the Teoma Brand Partner should immediately call Teoma Customer Care. If an order is damaged upon receipt, the Teoma Brand Partner should contact Teoma Customer Care so that a claim can be filed with the carrier for goods damaged in transit.

1.3. Before assuming a shipment is lost or missing, a Teoma Brand Partner should wait at least ten (10) business days from the placing of an order. If a shipment is lost or missing, the Teoma Brand Partner should then notify Teoma Customer Care. Lost shipments, if later found and/or delivered, must be reported to Teoma Support within five (5) days of delivery. A Teoma Brand Partner who signs a delivery release with a common carrier authorizing the carrier to deliver an order without a signature agrees to release Teoma from all responsibility for such delivery.

1.4. A Teoma Brand Partner who has had at least one check or other type of payment declined for "insufficient funds" or "closed account" or any other non-payment reason, may lose ordering privileges and the right to receive Commissions until the sufficiency of funds is resolved. If this occurs, payment must be made with a certified or cashier's check, or other guaranteed form of payment deemed acceptable to Teoma. Teoma Brand Partner agrees that Teoma may assess a handling fee of twenty-five (\$25.00) USD for each rejected check and for each credit card charge back. These fees may be charged against any current or future Commission or known accounts held in the Teoma Brand Partner's favor.

1.5. Teoma may, at its discretion, reject or cancel any order for any reason, including Teoma experiencing production difficulties, change of production, failure by its suppliers to deliver, unexpected high demand, problems with logistics or shipping providers, or unforeseeable events such as force-majeure, civil disturbance or terror attacks. Teoma will not be responsible for any damages resulting from such rejection or cancellation, beyond the refund of any monies received regarding that order.

2. Teoma Referrals. Any Customer or potential Teoma Brand Partner leads that come to Teoma directly will be referred to Teoma Brand Partner Leaders. Teoma will make all reasonable efforts to determine how a prospect became interested in Teoma, and such leads will be given to the Teoma Brand Partner who created that interest. Teoma reserves the right to refer any unclaimed leads to Teoma Brand Partner Leaders, based upon Rank. The distribution of Teoma Referrals is made at the sole discretion of Teoma.

Any Customer who purchases Teoma products from Teoma may also be assigned an ID Number. A Customer registered under the Sponsorship of a Teoma Brand Partner as such is interested in becoming

a Teoma Brand Partner must be registered under the Sponsor who created or helped the creation of the initial Customer ID Number.

3. 70% Rule. In order to provide each Teoma Brand Partner an opportunity to purchase high demand Teoma product, and to avoid any excessive storage or stocking of Teoma product, Teoma and its Teoma Brand Partners subscribe to the 70% Rule. A Teoma Brand Partner certifies with each new Product order that they have sold or consumed at least 70% of all Product purchased in prior orders. Each Teoma Brand Partner agrees to retain documentation that demonstrates compliance with this policy, including evidence of Customer Sales, for a period of at least four (4) years. A Teoma Brand Partner agrees to make this documentation available to Teoma on request. Failure to comply with this requirement or falsely representing the amount of product sold or consumed in order to advance in the Teoma Compensation Plan will constitute a breach of the Contract and may be grounds for termination.

4. Compensation Plan Participation. A Teoma Brand Partner and/or those in the Teoma Brand Partner's Downline may not order product for the sole purpose of participating in the Teoma Compensation Plan, or to "Qualify", themselves or others to earn Commission payments. When placing any product order, the Teoma Brand Partner certifies that he/she has sold or consumed a minimum of seventy percent (70%) of all previous orders (see the "70% Rule" in this section).

5. Product Care. All Teoma products should be stored indoors, in a cool, dry and hygienically-safe area, or as otherwise directed by the label. As a general rule, products should be kept at least four inches (4") above the floor. Teoma is not responsible for any product that is damaged due to improper storage.

6. Late Carriers. Teoma cannot issue a refund for merchandise if an order arrives late by any carrier, therefore, when ordering, Teoma Brand Partner should always allow ample time for replacements or delivery failures. Teoma is not responsible if a Teoma Brand Partner is unavailable to sign for a scheduled delivery. Teoma Brand Partners should make arrangements for their package to be delivered to an alternate address where it can be signed for if they are not available. These shipping policies include anything that is drop-shipped to Customers from our suppliers as well.

According to our shipping policy, the estimated domestic delivery time is of 2 to 5 days, except for Hawaii and Alaska who have an estimated delivery time of 5 to 7 days. For further information about the detailed costs and zones, please visit our annexes "Delivery Zone Map" and "FedEx Services Fees".

7. Order Fulfillment. Orders submitted without payment in full will not be filled until payment in full is received by Teoma. If payment for an order is insufficient, Teoma reserves the right, at its sole discretion, to withhold items from the order until the order total is equal to, or less than, funds received. Any and all liability arising out of the non-fulfillment or partial fulfillment of an incomplete order lies with the Teoma Brand Partner who placed the order, including non-payment of Commissions and/or loss of qualification if full payment is not received within the Volume Period. In no instance shall Teoma be liable for any damages related to an unfulfilled order, other than the refund of any monies received for that order, less order handling and shipping fees.

7.1. Full payment must accompany all orders. Depending on the specific country, payment for orders should be made by personal check, cash (at events and certain will-call centers; Teoma is not responsible for cash sent through any postal or parcel delivery service), certified check, money order, or credit card. Teoma is not responsible for orders delayed in transit or orders that do not arrive at the appropriate Teoma office accompanied by a valid form of payment. To be included with a current period's Volume, mail orders must be received by Teoma before 3:00 P.M. Mountain Time (MT), on or before the last business day of the Volume Period. Cash should never be mailed for payment.

8. Telephonic and Electronic Orders. Teoma product orders may be placed by telephone, facsimile, Internet website, or other electronic means. The funds for any purchase must be approved prior to a sale. If Teoma

is informed that a Teoma Brand Partner's credit card is declined or not approved, the product order may be canceled unless the Teoma Brand Partner provides a valid alternate payment method. A Teoma Brand Partner assumes full responsibility for any and all consequences that may result when Teoma receives notification the credit card transaction, or other payment form is declined or not approved, including failing to Qualify in the Teoma Compensation Plan.

8.1. A Teoma Brand Partner who initiates credit card charge-backs is deemed to have "Disputed Balances". Any Teoma Brand Partner receiving benefit from the Volume for the order in question will have Commissions suspended and applied toward the disputed balance until the dispute is resolved to the satisfaction of Teoma. Teoma Brand Partners are responsible for any errors created using online order processing such as discontinued or incorrect item codes, or other errors of omission or inclusion.

9. Teoma Autoship. Any changes to Autoship orders should be submitted four (4) business days before the scheduled ship date. Autoship orders may be processed and shipped one (1) to three (3) business days before or after the scheduled date depending on weekends, holidays and/or other circumstances. From time to time, Teoma may adjust Autoship dates as needed to conform to business practices or changes in the Qualification Calendar.

10. Ordering Restrictions. It is Teoma policy that products be purchased in reasonable quantities in the ordinary course of business for either sale to Retail Customers or actual personal use. Teoma reserves the right to decline or cancel any order with or without cause, at its sole discretion.

10.1. In order to honor Teoma commitments with credit card companies used by Teoma to conduct its business, only orders made on behalf of the Teoma Brand Partner's own Teoma Business will be honored by Teoma. A Teoma Brand Partner may not use Teoma's Internet website or other electronic means to place orders on their Teoma Brand Partner account using another Teoma Brand Partner's credit card. If the use of another person's credit card is needed to complete a purchase, an authorization form must be filled by both parties at least 24 prior of the purchase according to the Third Party Credit Card Usage Procedure.

10.2. A Teoma Brand Partner may not purchase more than \$3,000 USD on their Initial Order without the express written permission of Teoma. Any Teoma Brand Partner purchases exceeding \$5,000 USD within a Monthly Volume Period must be accompanied by the Teoma Brand Partner Retail Sales Receipts as proof the products are for retail sales transactions.

11. Sales Tax and Exemptions. Teoma product may be subject to sales taxes in some jurisdictions. If Teoma collects and remits tax in any jurisdiction, Teoma may advise Teoma Brand Partners that such taxes are required to be collected on their behalf. If a Teoma Brand Partner wishes to be Sales Tax exempt, Teoma must receive a copy of the Tax Identification Number and Sales Tax Exempt documentation for the taxing jurisdiction in which the Teoma Brand Partner is registered. Sales Tax Exempt status begins once the Teoma Brand Partner provides the required documentation. The collection and remission of taxes by Teoma does not relieve Teoma Brand Partners of their responsibility and duty to comply with any and all tax regulations appropriate to the Teoma Brand Partners jurisdiction.

12. W-9 and 1099 Forms. In as much as all Teoma Brand Partners are independent contractors, Teoma does not withhold any income taxes from earnings, provided a Teoma Brand Partner discloses their valid ID (Driver License or Passport) or Tax Identification Number by completing a W-9 form. As required by the Internal Revenue Service (IRS) or local government, Teoma will issue a Form 1099 or equivalent at the end of each calendar year, which reports all of the Teoma earnings paid to Teoma Brand Partners residing in the US. Consequently, a Teoma Brand Partner is required to provide all necessary information to Teoma in order to complete the 1099 or equivalent form. Teoma Brand Partners residing outside the United States or any Teoma Brand Partner without a valid ID (Driver License or Passport) or Tax Identification Number may be required to satisfy U.S. tax law thereby, compelling Teoma to withhold taxes on Commissions and/or other earnings. Teoma Brand Partners who have earned \$600.00 USD (or equivalent) in a calendar year must provide Teoma with a complete and accurate W-9 (or I-9) form in order for Teoma to provide any Commission payments. In some circumstances, Teoma may be required to have non-US based Teoma

Brand Partners complete and return an I-9 or other identifying documentation to be compliant with various US regulations. Teoma Brand Partners agree to indemnify Teoma against any and all costs incurred directly or indirectly as result of providing incorrect Tax Identification Numbers or related information to the company. Such costs may include, but are not limited to, fines, penalties, expenses related to correcting documents or filings or gathering correct information as needed. Such indemnification may take place by any means practicable, including direct payment, withholdings from any account known to be held or managed in the Teoma Brand Partners favor or through other legal recourse as necessary. In no way does this section constitute tax or legal advice. It is the Teoma Brand Partner's duty to seek appropriate counsel on the tax and legal ramifications of their individual business activities.

13. RETURNING PRODUCT, REFUNDS, EXCHANGES – SATISFACTION GUARANTEE

RMA Process. (Return Merchandise Authorization Process). Teoma Brand Partners or Customers requesting to return product must first contact Teoma Customer Care to authorize each individual item for return. Certain Guidelines and restrictions may apply, as further explained in this section. If items are deemed eligible for return, a unique RMA Number will be generated by an agent of the Teoma Customer Care team and will be provided to the Teoma Brand Partner. Information regarding each specific authorized return item is tied to each individual RMA Number. Any paperwork included inside a return shipment should include the RMA Number for that return.

Teoma Brand Partners and Customers are responsible for cost incurred when shipping their authorized product back to Teoma. When shipping the product, the RMA number must be clearly visible on the outside of the package, preferably near the sender's return address. Packages received by Teoma without any RMA number may be rejected and returned to sender unopened. The Teoma Brand Partner is responsible for any damage or loss when returning products. Teoma Brand Partners returning product are encouraged to insure they're shipments. Goods damaged in transit, and therefore not marketable, will be rejected and refunds cannot be issued.

NOTE: Each RMA Number authorizes very specific items for return and only for that specific Teoma Brand Partner or Customer. This system ensures prompt and accurate processing of return shipments. Teoma Brand Partners may not return additional unauthorized items outside of the specific items authorized by that RMA Number. Any additional Items received by Teoma that were not preauthorized under the RMA Number as marked on the outside of the package will be returned to sender.

14. Teoma BRAND PARTNERS

Teoma Brand Partners may exchange resalable product that is unopened, undamaged and purchased through their own Teoma Brand Partner account within the last 30 days.

If Commissions were paid on the basis of purchased products, in case of any inconvenience within the 30 days of the receipt, those products are not eligible for the refund option but only for an exchange of product of equal or lesser value, as long as the product has not been open nor damaged. In case of a defective product, the full refund might be applicable at Teoma sole discretion.

30 DAY SATISFACTION GUARANTEE - Teoma Product purchased and effectively received by a Teoma Brand Partner within the last 30 days may be exchanged for another product of equal or lesser value. Certain special packs or promotional items may be ineligible for exchange as separate items. In such cases, defective product may be replaced or exchanged by Teoma at its sole discretion. Teoma Brand Partners should always contact Teoma Customer Care to pre-authorize any returns. Returning a Teoma Brand Partners First Product Purchase (Initial Order). A Teoma Brand Partner may return opened or unopened items from their first Product order (Initial Order) when purchased and effectively received within the last 30 days. A Teoma Brand Partner must contact Teoma Customer Care

to pre-authorize their return through the Teoma RMA Process. (See RMA Process). Unauthorized package may be rejected by Teoma and returned to sender unopened

- Exchanges - A Teoma Brand Partner's Initial product order is eligible for exchange of product of equal or lesser value.
 - The cost of shipping the new exchange product back to the Teoma Brand Partner is generally paid by Teoma Brand Partner.
 - Teoma will issue a product exchange for product of equal or lesser value upon receive of the authorized RMA items.
- Refunds - A Teoma Brand Partner's Initial product order is eligible for refund for the original cost of product.
 - Teoma will issue a monetary refund upon receipt of the authorized RMA items.
 - The method of payment for any refund is based on the original method of payment.
- Shipping and Handling cost - the original cost of shipping and handling for a new Teoma Brand Partners first order for may not be eligible for refund. In case of a defective product, the refund of the shipping and handling cost might be applicable at Teoma sole discretion.
- Returning a Teoma Brand Partners 2nd or any subsequent product purchases. Teoma Brand Partners must always follow the 70% Rule when placing product orders. A Teoma Brand Partner certifies with each new product order that he has sold or consumed at least 70% of all product purchased in prior orders. With this rule in mind, product purchased within 30 days and also falling within the 70% Rule may be eligible for exchange or refund. The following guidelines apply to Teoma Brand Partners requesting to return product from any of their purchases made after their first Initial Order.
 - Exchanges –After their first product purchase, Teoma Brand Partners may request to exchange unopened product when personally purchased within the last 30 days and falling within the 70% Rule. Certain restrictions apply. All Teoma Brand Partner returns must follow the Teoma RMA Process. (See RMA Process). A Teoma Brand Partner requesting to exchange product must first contact Teoma Customer Care to pre-authorize their return items and to receive their RMA code. Unauthorized packages may be rejected by Teoma and returned to sender. The original cost of shipping and handling is not considered when calculating the product exchange value. Teoma Products may be exchanged for other products of equal or lesser value. Teoma will issue a product exchange after receiving the Teoma Brand Partners pre-authorized return items. all items must be a salable condition.
 - Refunds – After their first product purchase, a Teoma Brand Partner may request a refund for unopened, undamaged and resalable product when personally purchased and effectively received within the last 30 days and falling within the 70% Rule. Certain restrictions apply. All returns follow the Teoma RMA Process. (See RMA Process). Any Teoma Brand Partner requesting a refund must first contact Teoma Customer Care to pre-authorize their return items and to receive their RMA code. Unauthorized packages may be rejected by Teoma and returned to sender. Resalable items returned for a monetary refund will be subject to a 10% Restocking Fee. The original cost of shipping and handling is non-refundable. Teoma Brand Partners returning product are encouraged to insure their shipments. The Teoma Brand Partner is responsible for any damage or loss during the shipping process. Goods damaged in transit, and therefore not marketable, will be rejected

and cannot be refunded. Teoma will calculate and process the monetary refund after receipt and inspection of the Teoma Brand Partners returned items. Refunds will be made based on the method of payment of the returned order.

- Exceptional Circumstances - In exceptional circumstances, we could find ourselves in the presence of a defect not detectable externally but when opening the product, these cases are extremely rare and will be the subject of a thorough investigation. If when opening a product, a defect is noticed, an e-mail should be sent to attentionusa@Teomaglobal.com indicating the following information: Full name of the Teoma Brand Partner, ID Number, Order ID, Tracking Number, and a photograph or video of the open box where the defective product(s) can be viewed.

15. TERMINATING Teoma BRAND PARTNERS

Monetary refunds may be provided to terminating Teoma Brand Partners who return resalable, unopened, undamaged products purchased thru their own account within the last 30 days. Certain special packs or promotional items may be ineligible for any refunds. **In such cases, defective product may be replaced or exchanged by Teoma at its sole discretion.** The method of payment for any refund is based on the original method of payment.

Teoma Brand Partners voluntarily terminating and seeking a refund must do the following:

- Call Teoma Support and request a Return Merchandise Authorization (RMA) form and/or number;
- Request in writing a refund from Teoma; and
- Return the package with the RMA number clearly marked on the outside of the package, near the return address; Shipping costs to return products must be paid by the Teoma Brand Partner;
- Send a signed Notification of Termination to the local Teoma office, Teoma has an optional online resigning form that is available in the Virtual Office in case is needed. The Teoma Brand Partner is responsible for any damage or loss during the shipping process. Goods damaged in transit, and therefore not marketable, will be rejected. After full verification of all submitted paperwork and returned items, Teoma will issue the terminating Teoma Brand Partner a refund for the original cost of the accepted return product less 15% Restocking Fee. The original cost of shipping and handling is non-refundable.

16. CUSTOMERS

Monetary refunds or exchanges may be provided to Customers who return resalable, unopened, undamaged products purchased thru their own account within the last 30 days. Certain special packs or promotional items may be ineligible for any refunds. **In such cases, defective product may be replaced or exchanged by Teoma at its sole discretion.** The method of payment for any refund is based on the original method of payment.

30 DAY SATISFACTION GUARANTEE

- A Customer may cancel any transaction at any time prior to midnight of the third business day after the transaction, as mandated by the Federal Trade Commission. However, our valued customers have greater rights under the Teoma 30 Day Satisfaction Guarantee.
- A repurchase of the same Teoma product will establish that Customer's satisfaction with previous purchases of that product. Therefore, this satisfaction guarantee will not be applicable.

If, for any reason, a Teoma Customer is not satisfied with their Teoma product, he or she may return the item(s) to the Teoma Brand Partner who it was purchased from within thirty (30) days of the original

purchase for either a one-time exchange or a full refund by completing the following: return the unused portion, together with a written explanation of your dissatisfaction and, a proof of purchase. Certain special packs or promotional items may be ineligible for any refunds. In such cases, defective product may be replaced or exchanged by the company at its sole discretion.

Customers who paid Teoma directly for their purchase should request their exchange or refund by calling Teoma Customer Care. Customers will follow the Teoma RMA Process to pre-authorize their return items. (See RMA Process). After authorizing the items for return, Customer Care will provide the Customer with their RMA Number; this number should be clearly marked on the outside of the package near the senders return address when the items are returned to Teoma. Teoma will issue the product exchange or the monetary refund after receiving the authorized items from the Customer. The method of payment for any refund is based on the original method of payment.

Customers who paid their Teoma Sponsor directly for their product purchase should request any needed refund or exchange from that Sponsor. Each Sponsor in this situation is responsible for exchanging product or refunding their Customers directly.

Exceptional Circumstances - In exceptional circumstances, we could find ourselves in the presence of a defect not detectable externally but when opening the product, these cases are extremely rare and will be the subject of a thorough investigation. If when opening a product, a defect is noticed, an e-mail should be sent to attentionusa@Teomaglobal.com indicating the following information: Full name of the Teoma Brand Partner, ID Number, Order ID, Tracking Number, and a photograph or video of the open box where the defective product(s) can be viewed.

17. Refused Shipments. A Teoma Brand Partner should contact Teoma Customer Care if any shipment from any carrier is refused or rejected. Any refused or rejected shipments are returned to the location of a Teoma shipping partner where that shipment originated. If a shipment was rejected due to being damaged upon receipt, the Teoma Brand Partner should contact Teoma Customer Care so that a replacement can be sent immediately and a claim can be filed with the carrier for goods damaged in transit. Unwanted shipments being refused by the recipient will follow the same Returned Product guidelines explained in this document, including restocking fees. It is the responsibility of the Teoma Brand Partner to contact Teoma Customer Care when rejecting any shipment. Product Exchanges or monetary refunds for refused shipments may only be processed after a Teoma return authorization has been processed through Teoma Customer Care and after receiving and inspecting the refused shipment from our shipping partners. The original cost of shipping and handling for any refused shipment is non-refundable.

18. Customer Receipts. All Teoma Teoma Brand Partners are required to provide their Customers with a Customer Sales Receipt for each transaction. The Teoma Brand Partner should include their Teoma Brand Partner Name, Teoma Brand Partner ID#, contact information, the date of the sale and the details of each item purchased.

19. Excuse for non-performance. Teoma will not be responsible for delays and/or failures in performance where performance is rendered commercially impracticable due to circumstances beyond Teoma's reasonable control. This includes, but is not limited to, strikes, labor difficulties, riot, war, force-majeure, death and/or curtailment of Teoma's usual source or suppliers; or any governmental decrees or orders, or other unforeseeable circumstances that impede Teoma's ability to conduct business in a reasonable fashion.

20. Credit Card Disputes. Any credit card disputes will be bound by this Contract. Before submitting a credit card, ACH or EFT charge back, Teoma Brand Partners are required to contact Teoma Customer Care and attempt to resolve the issue. If the Teoma Brand Partner fails to follow this policy, the chargeback will be deemed as fraud, and the Teoma Brand Partner will be subject to disciplinary action up to, and including,

termination of their Teoma Brand Partnership. Further, such chargeback will be prima facie breach of the Contract. non char back are allowed if Teoma Brand Partner fails to follow procedure.

4. Section4-Marketing

1. Advertising. Teoma encourages Teoma Brand Partners to promote Teoma product and the Teoma Business Opportunity pursuant to the appropriate guidelines issued by Teoma. These guidelines are required in order for Teoma to ensure compliance by Teoma Brand Partners and Teoma with the myriad of laws that govern the advertising of Teoma product and the Teoma Business Opportunity. Failure to follow these guidelines can result in violations of local and national laws, which may result in damage to the reputation of Teoma, as well as restrictions upon Teoma, Teoma Brand Partners, and Teoma product, that could trigger undesirable publicity and possible fines, penalties and/or legal actions.

1.1. Teoma Brand Partners may sell Teoma product to Customers at a price of their choosing, however, a Teoma Brand Partner may not advertise on the Internet, eBay, brochures, flyers, storefronts or any other advertising medium any price lower than the Manufacturer's Suggested Retail Price (MSRP) or the retail price of any Teoma product. This policy explicitly includes amounts advertised for shipping, Teoma Brand Partnership fees and/or other services and fees. In no instance may any Teoma Brand Partner advertise "Free Shipping", "Free Teoma Brand Partnership" or "Best Offer" for Internet selling pages. No shipping prices can be advertised, rather an icon that "calculates shipping", or the words "shipping not specified" must be displayed, rather than placing a given shipping value on a web page. Teoma reserves the right to review and require modification of any and all advertising as it relates to Teoma, its products, opportunity, trademarks and other intellectual property. Teoma Brand Partners who fail to comply with this policy are subject to disciplinary action, up to, and including, suspension or termination of their Teoma Brand Partnership, and administrative costs and/or processing fees for additional documents generated.

2. Promotional, using Teoma Logo and trademarks. Teoma may allow a Teoma Brand Partner to use certain Teoma names, logos, or trademarks provided such use is in accordance with the Contract. All Teoma literature, audiotapes, videotapes, Internet website material, and programs are copyrighted by Teoma and may be duplicated only by obtaining the prior written consent of Teoma.

3. Proprietary Names and Intellectual Property Rights. A Teoma Brand Partner may not use Teoma's employee names, trademarks, service marks, trade dress or trade names, domain names, logos, Teoma media or public relations events or any distinctive phrases or sounds used by Teoma to promote the Teoma Brand Partner's business prior to receiving written permission from Teoma. To protect the proprietary rights of Teoma, a Teoma Brand Partner may not obtain, through filing for a patent, trademark, Internet domain name, or copyright, any right, title, or interest in or to the names, domain names, trademarks, logos, or trade names of Teoma and its products. As Teoma changes or abandons any of its trade names or marks, a Teoma Brand Partner agrees to also change or abandon such trade names or marks. Should a Teoma Brand Partner possess or control any Teoma intellectual property rights, or come into possession or control of said marks or other property, the Teoma Brand Partner agrees to assign such intellectual property rights without charge or delay to Teoma.

4. Product Claims. A Teoma Brand Partner may not make medicinal and/or therapeutic claims for any Teoma product or specifically prescribe Teoma product as suitable for the treatment of any ailment. No representation or sales offers may be made relating to Teoma product that is not accurate or truthful as to grade, quality, performance, and availability. Appropriate product information is contained in authorized Teoma literature and is subject to periodic review and revision by Teoma. It is the Teoma Brand Partner's responsibility to obtain and use only current literature and materials. All product representations made by a Teoma Brand Partner must be the same as those found in current Teoma literature.

4.1. Teoma Brand Partners are prohibited from diagnosing any medical condition or prescribing or suggesting any Teoma product as a form of treatment for any disease or condition. Additionally, testimonials in literature and websites must not contain any reference to cures, healings, miraculous recoveries and/or the suggestion to cease taking any physician prescribed medications.

4.2. Teoma products are designed to be an important dietary and overall part of an individual's daily healthy lifestyle. Teoma believes in embracing health, not fighting disease. If an interested person, customer or Teoma Brand Partner is suffering from a medical condition, it is recommended that they speak with a medical professional prior to making any nutritional or dietary changes in their lives.

5. Sale or Promotion of Non-Teoma Product, Opportunities, or Materials. A Teoma Brand Partner shall not sell, promote, or advertise non-Teoma product, opportunities, or materials that are competitive with Teoma product, opportunities or materials, on Internet sites that offer the Teoma opportunity or product, or at Teoma functions to Teoma Brand Partners or Customers. Teoma functions include, but are not limited to conventions, meetings, seminars, teleconferences, webinars or similar events prepared by a Teoma Brand Partner of Teoma for Teoma Brand Partners, prospective Teoma Brand Partners, or employees of Teoma. Sales and/or recruiting in violation of this provision may constitute unfair competition against Teoma and a breach of the Contract. Such violation is subject to disciplinary action, up to and including termination of the Teoma Brand Partnership and other legal actions.

6. Income or Opportunity Claims. No unreasonable or misleading claims or intentional misrepresentation of earnings or potential income may be made by a Teoma Brand Partner. Income guarantees of any kind are prohibited by the Contract and by law, as is the exhibition of actual or copies of Commission checks or earnings statements. Income representations must be honest and based on fact. In addition, income representations must include disclaimers that earnings may vary depending on the degree of effort employed. No earnings are guaranteed, and a Teoma Brand Partner is not guaranteed to reach a certain compensation level.

7. Future Growth Claims. A Teoma Brand Partner shall not imply or assert that additional products or services will be added to the products and services currently offered by Teoma, or that enhancements to the Teoma Compensation Plan are forthcoming, or that specific territories or areas will be opened or added to the Teoma business operation unless or until the change or event has been officially announced in writing by Teoma.

8. Governmental Claims. A Teoma Brand Partner shall not state, suggest, or imply that the Teoma Accelerated Compensation Plan or its products or business opportunities are approved by any state attorney general, government authority or agency, or any other third party.

9. Internet Use. A Teoma Brand Partner may use the Internet to promote the Teoma Business Opportunity by creating a personalized Website that clearly states the site belongs to the Teoma Brand Partner. Such Websites and all other Websites used by a Teoma Brand Partner are subject to review and approval by the Teoma Compliance Department.

9.1. A Teoma Brand Partner may not register or use any Teoma name(s), trademark(s), logo(s), or product name(s) in any URL address or domain name. Teoma reserves the right, at its discretion, to reject, refuse, and withdraw a URL or domain name. Further, the website shall not contain any hyperlinks to websites of competitors or competitors' products. It must be a "stand alone" Teoma website.

9.2. A Teoma Brand Partner's Website may display Teoma product information as long as the information and website are approved in advance by the Teoma Compliance Department and are compliant with this Contract. The product information shall not make prescriptive, disease, medicinal, or therapeutic claims. Any product information located on the Teoma WebOffice is available for use or download by a Teoma Brand Partner on their stand-alone Teoma Website.

9.3. Generally speaking, a Teoma Brand Partner's website may contain certain personal and opportunity testimonials as well as motivational information, provided the material reflects the honest and balanced expression of the true experience of the provider; the material makes no reference to cures or healings, the material does not represent that all people will have the same experience; the material is accompanied by a disclaimer acceptable to Teoma, stating the comments displayed were for information purposes only, and

have not been evaluated by the Food and Drug Administration and therefore are not intended to diagnose, treat, cure or prevent any disease; product testimonials shall not be displayed on a Teoma Brand Partner's Website without prior approval by the Teoma Compliance Department. Please submit questions proposed testimonials to Teoma compliance dept.

9.4. A Teoma Brand Partner's website may not contain claims that products or programs are for sale in any country other than the country in which the products or programs have been approved by Teoma. A Teoma Brand Partner's website shall not infringe on any third-party trademarks or copyrights. The Teoma Brand Partner agrees to indemnify and hold Teoma, its affiliates, and subsidiary organizations and their directors, officers, employees, and agents harmless against any action or claim for infringement on a third party's intellectual property rights arising from the website.

9.5. A Teoma Brand Partner's website may offer Customers Teoma product, provided the Teoma Brand Partner displays on the website his/her telephone number, fax number, E-mail address, and/or the Teoma telephone number, with instructions explaining how to purchase Teoma product. The website may use "shopping carts" provided any sales or the exchange of information is conducted by a secure 128 bit or stronger encryption system that safeguards Teoma Brand Partner and Customer information. Such sites must also comply with various industry requirements and standards of practice, including, but not limited to PCI Standards. The shopping carts may offer only Teoma product and must include language giving the Teoma Brand Partner the right to refuse a transaction for any reason.

9.6. Teoma Brand Partners are encouraged to follow all Internet etiquette and to be responsible Internet citizens. A Teoma Brand Partner may not use mass e-mailings (except to those on "opt-in" lists) or E-mail spamming to promote the Teoma opportunity or product. Teoma Brand Partners are required to comply with the CAN-SPAM Act of 1993 and any other laws governing the electronic distribution of materials.

10. Company Recordings. A Teoma Brand Partner may not, without the prior written approval of Teoma, produce for sale or distribution, in personal or business use, any audio, video, or other recording of Teoma sponsored events, speeches, employees or meetings. Neither may a Teoma Brand Partner produce or make available to others any company recordings without the express written permission of Teoma.

11. Media Inquiries. In order to ensure accuracy and consistency of information, a Teoma Brand Partner who receives any inquiry from the press or other media regarding any aspect of Teoma, its products, or the Teoma Business Opportunity should refer such inquiry to Teoma at attentionusa@Teomaglobal.com.

12. Telephone Book and Directory Listings. All listings for telephone publications and/or other directory type services, should read as follows: "Teoma Independent Distributor" followed by the Teoma Brand Partner's name, address, and telephone number. A Teoma Brand Partner may not display advertisements in telephone directories using the Teoma name(s), logo(s), image(s), or product name(s), excluding such marks approved specifically for this purpose. A Teoma Brand Partner listing a toll-free telephone number may not use any Teoma name(s), logo(s), or product name(s) for such listing. A Teoma Brand Partner agrees to not use 900 numbers, surcharge numbers, or other similar toll numbers for the purpose of marketing either the Teoma Business Opportunity or Teoma product.

12.1. Teoma Brand Partner may not answer the telephone in any manner that would give callers a reason to believe they have reached the corporate office or any other Teoma company offices or company employee. Specifically, a Teoma Brand Partner shall NOT answer the telephone by saying "Teoma" but shall answer indicating his or her status as a Teoma Brand Partner or Distributor of Teoma. Answering machines and voicemail, emails, faxes and all other forms of communication must also comply with this policy. Teoma Brand Partners who fail to comply with this policy are subject to disciplinary action as determined by Teoma.

13. Repackaging. A Teoma Brand Partner agrees to not alter, repackage, distribute unauthorized samples of, re-label or otherwise change, any Teoma product or sell any such product under any name or label not authorized by Teoma.

14. Retail Stores Sales. A retail store or Teoma Brand Partner may not advertise the sale of Teoma product for any price less than the MSRP or retail price.

15. Service Establishment Displays. A Teoma Brand Partner who owns, or is employed by, a service-related establishment may provide Teoma product and services to Teoma Customers through the service establishment, so long as the Teoma Brand Partner provides proper support to the Customers. A “service-related establishment” is one that receives revenue primarily by providing personal service rather than by selling products. Such establishments include offices of doctors, dentists, chiropractors, and other health professionals, health clubs, gymnasiums, barber shops, beauty shops, nail boutiques, spas, counseling services, tanning centers, and other such businesses where the Customer’s use of the establishment is generally controlled by Teoma Brand Partnership or appointment. In such establishments, Teoma product or banners may not be displayed in the lobby or outside the office where such products and/or materials are visible to the general public.

16. Fairs and Special Events. To enhance the reputation and high caliber of Teoma products, a Teoma Brand Partner agrees to not display or advertise Teoma product at swap meets, flea markets, garage sales, or any other similar events. Upon approval, a Teoma Brand Partner may display Teoma product in a booth at state or county fairs, trade shows or exhibits, but may not display competing products or products from any other direct-selling company with Teoma product.

5. Section5–Earning Commissions

1. Teoma Brand Partner Compensation and Fees. A Teoma Brand Partner is compensated pursuant to the Teoma Compensation Plan (Teoma Comp Plan USA), a Teoma Brand Partner must have 80 QV in at least one period in order to be qualified to participate in the Compensation Plan for two consecutive periods. A Teoma Brand Partner is wholly responsible for meeting the Teoma Brand Partner’s qualification requirements for all Volume Periods, and any other program qualification requirements. Teoma has no obligation to guarantee or assure that a Teoma Brand Partner meets any qualification requirement of the Teoma Comp Plan USA. A Teoma Brand Partner must be duly accredited before the IRS for the payment of commissions.

2. Earnings Guarantees. A Teoma Brand Partner is neither guaranteed a specific income nor assured any level of profit, success or Rank. A Teoma Brand Partners’ Commissions, income, profit, Rank and success can come only through the successful sale, use, and consumption of Teoma product and the sales, use, and consumption of Teoma product by other Teoma Brand Partners and Customers within the Teoma Brand Partners’ Downline.

3. Retail Profits. In open markets, a Teoma Brand Partner may purchase product at the Teoma Brand Partner price and personally sell the product at a resale price chosen exclusively by the Teoma Brand Partner and retain any difference as Retail Profit. This process is not managed through the Teoma Compensation Plan. A Teoma Brand Partner may refer Customers to place their orders directly with Teoma; however, any Retail Customers referred to Teoma will pay the Retail Customer price for Teoma product and the Sponsor will receive the difference between the Teoma Brand Partner wholesale price and the Retail price. This Retail Profit is paid according to the schedule established in the Teoma Compensation Plan. Retail Customers do not earn Commissions or participate in the Teoma Comp Plan USA.

4. Customer Identification. Teoma may issue a Customer his or her own customer identification number, which will automatically associate their Teoma product purchases to their Sponsor for Commission purposes.

5. Minimum Check Amounts, Fees. In order to reduce banking fees, Teoma may not generate a Commission check or other payment method for any Commission amount less than twenty US Dollars (\$20.00). When a Teoma Brand Partner is eligible for a Commission payment of less than twenty US Dollars (\$20.00), this amount will be credited to the Teoma Brand Partner's Teoma account and a Commission payment will be issued once the accumulated balance is twenty dollars or more. This process is referred to as "Bonus CarryOver".

6. Account Service Fees. Due to currency exchange requirements, computer processing costs and other Teoma Brand Partner services, a country specific processing fee may be charged for each country in which the Teoma Brand Partner receives Commissions. If a Teoma Brand Partner is not issued a payment in the Teoma Comp Plan USA for that period, the Teoma Brand Partner will not be charged the processing fee(s) for that period.

7. Payment of Commissions. Teoma may pay Commission by check, direct deposit (ACH), debit card or any other generally acceptable payment method chosen by Teoma following the schedule and terms established in the Teoma Compensation Plan. A Teoma Brand Partner will be responsible for completing any applicable documentation for a payment type and for any excess processing fees or charges incurred due to the payment method. Commission payments issued to joint applicants in a Teoma business will be issued in the name of the first applicant listed on the Teoma Teoma Brand Partnership Application.

7.1. Without prejudice to Teoma's right of termination, the payment of a Teoma Brand Partner's Commission may be suspended if the Teoma Brand Partner is in breach of any term or condition of the Contract or under investigation for such breach. All Teoma Brand Partners explicitly agree that acceptance of any and all Commission payment is absolute acceptance of the Contract and all of its terms without limitation. During the suspension, Teoma reserves the right to retain all the earned Commissions to offset Teoma Brand Partner-caused damages to Teoma, following the investigation of the breach in case Teoma decides to revoke the suspension, the commission retained would be paid; in case the breach is demonstrated, further disciplinary actions would be taken according to section 6.

7.2. If, according to the compensation plan, some product sales make the Teoma Brand Partner/Customer a creditor of products as gifts, these will be sent together with the order that originated them automatically. The Teoma Brand Partner/Customer would be the responsible for any shipping cost to be charge in this transaction.

8. Debiting of Commission Payments. A Teoma Brand Partner agrees that Teoma may debit or place a hold on a Teoma Brand Partner's Commission payment(s) for any amount the Teoma Brand Partner owes Teoma including the overpayment of Commissions, checks with insufficient funds, credit card charge backs, unpaid order balances, account service fees, unpaid fees for services performed and/or government/court imposed obligations.

9. Replacement Payments. Upon request, Teoma will issue a replacement Payment for a lost or stolen check that has not been cashed; however, if the check was not cashed due to the Teoma Brand Partner's inadvertence, a service fee of the greater of five percent (5%) of the value of the payment, or twenty US Dollars (\$20.00) will be assessed. Except in the case of theft or fraud, replacement and stop payment requests will not be honored until ten (10) business days after the payment was issued. All costs incurred for stop payment orders and research efforts, shall be paid in advance, or at Teoma's discretion, charged against the Teoma Brand Partner's account.

10. Foreign Market Instability. The ability to make payments to Teoma Brand Partners residing in the United States as a result of the sale of Teoma product in countries outside the United States is dependent upon the receipt by Teoma of U.S. dollars in connection with such sales. Consequently, Teoma may restrict, delay, or modify payments to Upline Teoma Brand Partners during such time as conditions in a foreign country limit or restrict the conversion or repatriation of money to Teoma.

11. Special Service Fees. Service fees may be charged for requested tree changes, sales or transfers; these fees are charged regardless of the outcome of the request. In addition, should a Teoma Brand Partner or any third party legally request or require services necessitating additional time and expense to research and resolve, Teoma will charge a fee of one hundred dollars US Dollars (\$100.00) per hour plus costs, with a minimum of one hour assessed for each instance. All information generated from such efforts is and will remain the sole property of Teoma, and shall be treated as confidential and proprietary information, as defined by the Contract.

6. Section6-Resignation and Terminations

1. Teoma Business Ethics. Teoma honors all applicable federal, state, and local laws and regulations governing good business practices as well as the standards set by the Direct Selling Association (DSA). Teoma Brand Partners must adhere to the same ethical business practices to be successful. A Teoma Brand Partner agrees to comply with the Contract, all contractual obligations, and any applicable state and federal laws. Any breach or violation of the Contract may be deemed unethical and grounds for disciplinary action, including termination, to protect Teoma, its Teoma Brand Partners and the integrity of the Teoma Business.

1.1. Examples of unethical behavior include, but are not limited to:

- 1.1.1. Cross-sponsoring;
- 1.1.2. Downline or Crossline Raiding;
- 1.1.3. Writing checks on insufficient funds to Teoma;
- 1.1.4. Unauthorized use of another person's credit card;
- 1.1.5. Credit card charge backs;
- 1.1.6. Misrepresenting the Teoma product or Teoma Compensation Plan;
- 1.1.7. Engaging in any deceptive or unlawful trade practice or other illegal or unlawful activity;
- 1.1.8. Creating or publishing advertising material without prior Company approval;
- 1.1.9. Any unauthorized use of the Teoma names, trade names, domain names, patent information, trademarks, or logos;
- 1.1.10. Manipulating the Teoma Compensation Plan;
- 1.1.11. Defaming, making libelous statements or impugning Teoma, its products, services, staff, executives, vendors, or other Teoma Brand Partners.

2. Unfair Competition and "Cross-Sponsoring". A Teoma Brand Partner may not Enroll, solicit or attempt to Enroll or solicit any other Teoma Brand Partner into any other network marketing or direct selling company, with the exception of those individuals the Teoma Brand Partner has personally Enrolled, and who are positioned on the Teoma Brand Partner's Frontline exclusively in the Tree. Further, a Teoma Brand Partner may not solicit the participation of any other Teoma Brand Partner, not on the Teoma Brand Partner's Frontline, to purchase any non-Teoma product that is competitive with Teoma product or opportunities, or to participate in any other direct sales, network marketing, or multi-level marketing company or opportunity through direct solicitation by telephone, internet, mail, in person, or any other means of communication. The foregoing prohibited activities constitute unfair competition with Teoma and are also known as "Cross-Sponsoring." Cross-Sponsoring damages other Teoma Brand Partners' businesses and may be grounds for termination and/or other disciplinary action.

Teoma Brand Partners with rank of Gold or above are not allowed to be part of any other competitive or non-competitive direct selling, network marketing, or multi-level marketing company.

3. Voluntary Resignation. A Teoma Brand Partner may, at any time, voluntarily resign as a Teoma Brand Partner. A Teoma Brand Partner who resigns loses all rights and all beneficial interests in the resigned Teoma Business and to any Downline Teoma Brand Partners. A Teoma Brand Partner who voluntarily resigns may not reapply for a new Teoma Business or apply to hold a beneficial interest in an existing Teoma Business until six (6) months after Teoma has finalized the termination. A Teoma Brand Partner may resign voluntarily by submitting to Teoma a resignation letter signed including the following information:

full name and ID Number and returning or destroying (including a notarized statement that they personally performed or witnessed such destruction) all Teoma Lists, or other proprietary information in the Teoma Brand Partner's possession or control. Any terminating Teoma Brand Partner is responsible for returning or destroying all Teoma Lists in the Teoma Brand Partner's possession or control.

4. Disciplinary Process. Failure to abide by the Contract may lead to appropriate disciplinary action. After a disciplinary action is complete, Teoma, at its discretion, may announce details of such disciplinary action publicly. Policy violations that do not lead to immediate termination may be dealt with as detailed below. The disciplinary process may involve any one step, some, or all these steps:

4.1. Informal warning. The Teoma Brand Partner may be notified verbally or in writing that the Teoma Brand Partner is in violation of the Contract.

4.2. Formal warning. A formal written warning may be sent to the offending Teoma Brand Partner explaining the violation, required corrective action and stating that failure to remedy the stated violation may result in further disciplinary action.

4.3. Probation. A Teoma Brand Partner may be placed on probation for violating the Contract. The length and conditions of the probation may vary, depending upon the circumstances, but may include the denial of access to Downline organizations, Lists, the WebOffice, any Teoma websites or other restrictions. A Teoma Brand Partner placed on probation may appeal the probation using the same procedures for appealing a suspension.

4.4. Suspension. Suspension is the temporary withdrawal of a Teoma Brand Partner's license to act as a Teoma Brand Partner. A Teoma Brand Partner and their Teoma Business may be suspended for serious violations or breaches of the Contract, and a suspension may last for a period of days or months, depending on each circumstance. Teoma Brand Partners may also be suspended during investigation of potential violations or breaches of the contract. In the event of a suspension, a suspension letter will be sent to the Teoma Brand Partner. This notice will list actions the Teoma Brand Partner must take in order for Teoma to revoke the suspension, or the issues being investigated. These actions may include the immediate cessation of all violations; the submission of a written statement to Teoma responding to the suspension; and such other action as may be necessary or requested by Teoma.

4.4.1. A Teoma Brand Partner who fails to respond to a suspension letter may be terminated by disciplinary termination;

4.4.2. A Teoma Brand Partner may appeal a suspension in writing within the time period outlined in the suspension letter;

4.4.3. Suspended Teoma Brand Partners are not eligible to receive compensation, earned or otherwise, from Teoma or participate in any Teoma functions or programs;

4.4.4. Teoma reserves the right to withhold compensation until the disciplinary process has been completed to Teoma's satisfaction;

4.4.5. Because suspended Teoma Brand Partners may not place product orders, they will not Qualify in the Teoma Compensation Plan during their term of suspension. Teoma may, at its absolute discretion, Qualify a Teoma Business during the suspension and retain all the earned Commissions to offset Teoma Brand Partner-caused damages to Teoma. Additional administrative processing fees may also be assessed.

4.5. Termination. When a decision is made to protect Teoma and other Teoma Brand Partners and/or Customers by terminating a Teoma Brand Partner for cause, Teoma will send notification by mail to the terminated Teoma Brand Partner at the most recent address on file. Upon receipt of notice from Teoma, the Teoma Brand Partner shall immediately cease all Teoma Brand Partner activities and return all Lists to Teoma. Notice will be deemed received upon delivery, but no later than ten (10) days after mailing.

5. Disciplinary Termination. A Teoma Brand Partner may be terminated at any time by Teoma for cause. A Teoma Brand Partner agrees that Teoma has the right to take quick and decisive action in limiting or terminating a Teoma Brand Partner that is found in violation of the Contract or any state or federal laws, statutes, and/or regulations that pertain to the Teoma Business. Teoma also reserves the right to pursue reasonable legal recourse for any such violations, as well as reimbursement from the Teoma Brand Partner for any expenses arising from the violation, including court costs and attorneys' fees. Any Teoma Brand Partner who is terminated under this clause must perform the acts described in the Contract regarding the surrender or destruction of any and all Lists and/or other intellectual property owned by Teoma; additionally, terminated Teoma Brand Partners are reminded that the terms of confidentiality in this Contract survive a Teoma Brand Partner's termination. Teoma Brand Partners terminated by disciplinary termination may not ever reapply to be part of Teoma.

6. Appeal of Termination. A Teoma Brand Partner who has been terminated involuntarily may appeal the termination by submitting a written explanation, including any extenuating or mitigating circumstances. The Teoma Brand Partner must submit the written appeal within the time period specified in the termination letter, but no later than ten (10) calendar days of receipt of notice of the termination. Teoma will review any timely appeal and notify the Teoma Brand Partner of its decision. If the appeal is not received within the specified time period, the termination will be final.

7. Finalized Termination. Whether a Teoma Brand Partner of a Teoma Business is terminated through voluntary resignation or through involuntary termination by Teoma, that Teoma Brand Partner's licenses, rights, and privileges are revoked and the Teoma Brand Partner is no longer entitled to sell Teoma product, to sponsor other prospective Teoma Brand Partners, or represent himself/herself as an independent contractor or Teoma Brand Partner of Teoma, or to receive Commission payments.

In addition, an involuntary terminated Teoma Brand Partner loses all rights to the existing Downline and is no longer entitled to receive Commissions, awards, or any compensation or recognition whatsoever, already earned or otherwise, from Teoma, nor is the Teoma Brand Partner entitled to any other claim for indemnification with regard to the loss of his or her customer base or any investments made. In the case of a voluntary terminated Teoma Brand Partner, he/she loses all rights to the existing Downline and is only entitled to receive Commissions, awards, or any compensation or recognition whatsoever, already earned from Teoma, the Teoma Brand Partner is not entitled to any other claim for indemnification with regard to the loss of his or her customer base or any investments made.

Any terminated Teoma Brand Partner also forfeits any rights to Lists. A terminated Teoma Brand Partner must immediately return all existing Lists to Teoma including all other documents and materials made available to him or her. Involuntarily terminated Teoma Teoma Brand Partnership positions are the exclusive property of Teoma and may remain in the current Teoma Downline position to be disposed of in a manner that reflects consideration and serves the best interests of Teoma, as well as the interests of the Upline and Downline Teoma Brand Partners of the terminated

7. Section7-General Terms and Conditions

1. Teoma Brand Partner Consent. A Teoma Brand Partner hereby consents to Teoma's use of the Teoma Brand Partner's image including, but not limited to: the Teoma Brand Partner's name, professional name(s), photographs, testimonials, likeness, title, positions, voice(s), biography, and any film footage, videotapes, audiotapes, recordings, articles, and interviews of the Teoma Brand Partner, in any form and medium whatsoever, when created in connection with any Teoma product or opportunity, any events, promotions, and/or conventions to advertise, promote, and publicize Teoma product or the Teoma Business Opportunity. A Teoma Brand Partner may withdraw such consent by notifying Teoma in writing and providing at least six (6) months advance notice before such withdrawal takes effect.

1.1. In addition, a Teoma Brand Partner agrees that Teoma may contact the Teoma Brand Partner by the provided telephone number, fax number, or E-mail address concerning his or her Teoma Business and Teoma Brand Partner status during the term of this Contract. Teoma Brand Partners also acknowledge that

they agree to accept electronic copies (fax, scans, reprints or other formats) as being the same as the original documents, and that documents, requests, and authorizations submitted electronically on behalf of the Teoma Brand Partner are explicitly deemed to have the same force in law as their manual signature. Teoma Brand Partners also consent to having various earnings reclaimed by the company from a Teoma Brand Partner's future earnings including, but not limited to: RMAs, fraud, credit card charge-backs, NSF check returns, Commissions paid erroneously, and/or disciplinary actions.

2. Policy Enforcement Teoma endeavors to enforce the Contract on a uniform and nondiscriminatory basis. However, the failure of Teoma to enforce any of the provisions of the Contract with one Teoma Brand Partner does not waive the right of Teoma to enforce any such provision(s) with that same Teoma Brand Partner or any other Teoma Brand Partner.

3. Teoma Brand Partner Lists Teoma desires to protect its Teoma Brand Partners and Teoma from inappropriate and unfair competition. Lists of Teoma Brand Partners and any Customers, activity reports, Downline organizations, and other information regarding Teoma Brand Partners (hereinafter "Lists"), whether partial or complete, provided by or originating from Teoma or any Teoma Brand Partner or Vendor may not be reproduced in any way or in any part by a Teoma Brand Partner. The Lists are the confidential and proprietary property of Teoma. Teoma has derived, compiled, configured, and currently maintains Lists through the expenditure of significant time, computer programming and monetary resources. Lists, in present and future forms and as amended from time to time, constitute commercially advantageous proprietary assets and trade secrets of Teoma, which Teoma Brand Partners agree to hold confidential. Lists shall not be disclosed by Teoma Brand Partners to any third party or used for any purpose other than in the performance of their obligations under the Contract and for the benefit of Teoma and the Teoma Brand Partner's Teoma Business. Lists are provided for the exclusive and limited use of the Teoma Brand Partners to facilitate the training, support, and service of the Teoma Brand Partner's Downline to further the Teoma Brand Partner's Teoma Business.

3.1. To access Teoma information, materials or Lists online or through other electronic or physical means, a Teoma Brand Partner agrees to comply with all requirements designated for such access. Each Teoma Brand Partner agrees that the use of Lists within the intended scope constitutes a separate, exclusive license agreement between the Teoma Brand Partner and Teoma. Lists remain, at all times, the exclusive property of Teoma and must be returned to Teoma immediately upon request. A Teoma Brand Partner who receives a List agrees to limit the use of said List to exclusively advance a Teoma Brand Partner's Teoma Business; and to hold confidential and not disclose any List or portion thereof to any third party, including, but not limited to, other Teoma Brand Partners, competitors, and the general public.

3.2. Any unauthorized use or disclosure of Lists constitutes misuse, misappropriation, and a violation of the Contract and is acknowledged to cause irreparable harm to Teoma. Teoma Brand Partners agree that upon any violation of this paragraph, the Teoma Brand Partner will stipulate to injunctive relief, enjoining such use under applicable national, state or local law, and retrieve and return to Teoma all existing Lists previously provided to the Teoma Brand Partner, and that intended or unintended misuse of a List may be cause for termination of a Teoma Brand Partner's Teoma Business, whether or not such misuse causes irreparable harm to Teoma or one of its Teoma Brand Partners.

3.3. In addition, a Teoma Brand Partner agrees that the obligations under this section shall survive the termination of the Contract and that Teoma reserves the right to pursue all appropriate remedies under applicable national, state or local laws to protect its rights to the Lists as proprietary and trade secrets of Teoma. Any failure to pursue such remedies will not constitute a waiver of those rights. A Teoma Brand Partner agrees that, but for this agreement of confidentiality and non-disclosure, Teoma would not provide the Lists to the Teoma Brand Partner. Teoma reserves the right to restrict the nature and scope of such information at its sole discretion, including the number of levels a given Teoma Brand Partner may have access to, as well as the type and amount of information made available at any level.

4. Gifts to Employees. Teoma employees are dedicated professionals committed to the success of Teoma Brand Partners. Teoma employees endeavor to treat all Teoma Brand Partners with respect and fairness; consequently, Teoma employees may not accept any cash gifts from a Teoma Brand Partner. Teoma employees appreciate the kindness of Teoma Brand Partners and may accept small tokens or gifts of appreciation valued at fifty (\$50.00) USD or less, upon notifying and receiving approval from their department supervisor.

5. Teoma Employees. Teoma employees are responsible to support and assist Teoma Brand Partners, to avoid conflicts of interest, and to further a Teoma Brand Partner's respect of the confidentiality and neutrality of all Teoma employees. A Teoma Brand Partner shall not solicit Teoma employees or Teoma Brand Partners of the employee's household to become Teoma Brand Partners or otherwise grant an employee any beneficial interest in any Teoma Brand Partner's Teoma Business. To ensure the integrity of the Teoma Business Opportunity, during the term of their employment and according to contract, no Teoma corporate officer, director, employee, product supplier, agent, representative, or consultant or any Teoma Brand Partner of their household is allowed to become a Teoma Brand Partner, have a beneficial interest in any Teoma Business or build a Downline within Teoma or any other network marketing or direct selling company without the express written consent of the President of Teoma.

6. Vendor Confidentiality. Teoma's relationships with its vendors and suppliers are confidential and exclude Teoma Teoma Brand Partners. Consequently, a Teoma Brand Partner shall not contact or communicate, directly or indirectly, in any way with any Teoma vendor or supplier, except at specific Teoma events the vendor or supplier may attend at Teoma request.

7. Non-Circumvention. A Teoma Brand Partner warrants that by entering into this Contract, the Teoma Brand Partner does not violate any other agreements the Teoma Brand Partner has entered into with a third party, and further, that the Teoma Brand Partner has not entered into any agreement or contract that may invoke a non-competition restriction by any employer or direct selling company that will restrict or prevent the Teoma Brand Partner from performing the Teoma Brand Partner's duties hereunder, and that the Teoma Brand Partner has no existing contractual or fiduciary duties that would prevent the Teoma Brand Partner from receiving the benefits of, and performing the duties of, this Contract.

8. Amendment/Acceptance. Teoma may amend the Contract, which encompasses the Teoma Brand Partner Application with its Terms and Conditions, the Policies & Procedures and the Teoma Accelerated Dual Linear Compensation Plan, at any time, at its discretion, and such changes shall be effective and binding seven (7) days after appearance on the Teoma corporate website or in an official Teoma publication, or upon acceptance of any Commission payment or placing of any product order. A Teoma Brand Partner's continuation of a Teoma Business and/or acceptance of any earnings pursuant to the Teoma Compensation Plan or acceptance of any other benefits under the Contract constitutes acceptance of the Contract in its entirety along with any and all amendments thereto.

9. Limitation of Liability. Regardless of the form of claim, whether in tort, contract, or other, Teoma and its officers, employees, and agents shall not be liable for any consequential, incidental, special, or punitive damages, including lost profits, for any claims by a Teoma Brand Partner. No legal action may be brought by either party to the Contract more than one (1) year after the event giving rise to the cause of action has occurred.

10. Arbitration. Governing Law and Jurisdiction. This Contract shall be governed by the law of the State of Utah, as that law applies to contracts made and performed wholly within the State of Utah. Teoma and the Teoma Brand Partner who enter into this Contract irrevocably consent to settle any suit, action or proceeding arising out of, or relating to, the Contract by binding arbitration in the State of Utah using the rules of the American Arbitration Association under the jurisdiction of the courts of the State of Utah and of any federal courts in the State of Utah. Each party having a concern shall first give notice of the offense and allow at least thirty (30) days for the other party to cure. In the event of dispute, the prevailing party shall be reimbursed attorneys' fees and reasonable travel and accommodation expenses by the other party.

11. Severability. In the event that any section or subsection of the Contract shall be found invalid or unenforceable, it shall be deemed to be removed from this Contract and shall have no impact upon the validity or enforceability of any other section.



TEOMA Terms Conditions Notices

**Teoma Terms & Conditions, including Agreement & Notices to
Enrollers Using Electronic Teoma Brand Partnership Applications**

FEDERAL Form W-9 NOTIFICATION

Please complete and submit an IRS form W-9 (Request of Taxpayer Identification Number and Certification) with this application. If you do not submit your W-9, your TEOMA business will not be eligible to earn commissions. If you fail to submit your W-9 within thirty days from the date on which you submit this application, your Teoma Brand Partnership may be terminated.

Terms & Conditions

1. I understand that as an Independent Teoma Brand Partner for TEOMA CORPORATE, LLC (“Teoma”, “Company”, “we” or “our”):
 - a. I have the right to offer for sale Teoma products and services in accordance with these Terms and Conditions.
 - b. I have the right to enroll others as Teoma Independent Brand Partners (“Teoma Brand Partners”).
 - c. If qualified, I have the right to earn commissions pursuant to the Teoma Compensation Plan (“Teoma Comp Plan USA”).
2. I agree to present the Teoma Compensation Plan and Teoma products and services as set forth in official Teoma literature.
3. I agree that as a Teoma Brand Partner I am an independent contractor, and not an employee, partner, legal representative, or franchisee of Teoma. I agree that I will be solely responsible for paying all expenses that I incur, including but not limited to travel, food, lodging, secretarial, office, long distance telephone and other business expenses. **I UNDERSTAND THAT I SHALL NOT BE TREATED AS AN EMPLOYEE OF TEOMA FOR FEDERAL OR STATE TAX PURPOSES OR FOR ANY OTHER REASON.** Teoma is not responsible for withholding and shall not withhold or deduct from my bonuses and commissions, if any, FICA, or taxes of any kind. I understand that I am not entitled to workers compensation or unemployment security benefits of any kind from Teoma. I understand that as a Teoma Brand Partner, I am not subject to any schedule nor supervision nor management direction from Teoma.
4. I understand that I may cancel my participation in this multilevel program at any time by providing Teoma with written notice at its principal business address or via email to attentionusa@teomaglobal.com.
5. I have carefully read and agree to comply with the Teoma Policies and Procedures, the Teoma Compensation Plan, the Independent Teoma Partner Web Office & Replicated Website Terms of Use, and the Business Entity Addendum which are incorporated into and made a part of these Terms and Conditions (these documents shall be collectively referred to as the “Agreement”). I understand that the Agreement may be amended at the sole discretion of Teoma, and I agree to abide by all such amendments. Notification of amendments shall be posted on Teoma’s website, and/or sent via email. Amendments shall become effective 30 days after publication but amended policies shall not apply retroactively to conduct that occurred prior to the effective date of the amendment. The continuation of my TEOMA business or my acceptance of bonuses or commissions after the effective date of the amendments shall constitute my acceptance of any and all amendments.
6. Your Teoma business shall remain in effect so long as you remain in compliance with the terms of the Agreement and meet the requirements of the Teoma Compensation Plan, or until you voluntarily cancel your Teoma Agreement. Notwithstanding the foregoing, Teoma reserves the right to terminate the Teoma Brand Partnership at any time, even without

**Teoma Terms & Conditions, including Agreement & Notices to
Enrollers Using Electronic Teoma Brand Partnership Applications**

expression of cause, by sending a communication to the Teoma Brand Partnership two (02) days in advance. Notwithstanding the foregoing, Teoma is obliged to comply with the payment of all the prizes and commissions generated by the fulfillment of the compensation plan prior to the effective date of the termination as long as they are in force. Teoma Brand Partner may cancel this Agreement at any time, and for any reason, upon written notice to Teoma at its principal business or via email to attentionusa@teomaglobal.com.

7. In the event of cancellation or termination, I waive all rights I have, including but not limited to property rights, to my former Downline organization and to any bonuses, commissions or other remuneration derived through the sales and other activities of my former Downline organization.
8. I may not sell, transfer, or assign any rights under the Agreement without the prior written consent of Teoma. Any attempt to sell, transfer or assign the Agreement without the express written consent of Teoma renders the Agreement voidable at the option of Teoma and may result in termination of my business.
9. I understand that I must be in good standing, and not in violation of the Agreement, to be eligible for bonuses or commissions from Teoma. I further agree that if I fail to comply with the terms of the Agreement, Teoma may, at its discretion, impose upon me disciplinary sanctions as set forth in the Policies and Procedures, which may include the involuntary termination of my Teoma independent business.
10. The Parties and their respective parent and/or affiliated companies, directors, officers, shareholders, employees, assigns, and agents (collectively referred to as "affiliates"), shall not be liable for, and the Parties release one another from, all claims for incidental, consequential and exemplary damages for any claim or cause of action relating to the Agreement.
11. I agree to release Teoma and its affiliates from all liability arising from or relating to the promotion or operation of my Teoma business and any activities related to it (including, but not limited to, the presentation of Teoma products or Teoma Compensation Plan, the operation of a motor vehicle, the lease of meeting or training facilities, etc.), and agree to indemnify Teoma for any liability, damages, fines, penalties, or other awards arising from any unauthorized conduct that I undertake in operating my business.
12. The Agreement, in its current form and as amended by Teoma at its discretion, constitutes the entire contract between Teoma and myself. Any promises, representations, offers, or other communications not expressly set forth in the Agreement are of no force or effect.
13. Any waiver by either Party of any breach of the Agreement must be in writing and signed by the Party waiving the breach. With respect to Teoma, only officers of the Company are authorized to waive any policy. Waiver by one who is not an officer of the Company shall not be binding on Teoma. Waiver by either Party of any breach of the Agreement shall not operate or be construed as a waiver of any subsequent breach.
14. If any provision of the Agreement is held to be invalid or unenforceable, such provision shall be stricken and reformed only to the extent necessary to make it enforceable, and the balance of the Agreement will remain in full force and effect.
15. If the Teoma Brand Partner applicant is a business entity of any type (trust, partnership, limited liability company, corporation, etc.), all Teoma Brand Partners, managers, shareholders, trustees, partners, or others with any ownership interest in the business entity (collectively "Owners") shall be jointly and severally liable for all contracts entered into with Teoma. Each

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Owner is individually bound to and must comply with and agree to the terms and conditions of the Agreement. Violation of the Agreement by any Owner or employee of the business entity shall be jointly and severally imputed to the business entity and all Owners of the business entity. Any breach of the Agreement by any Owner or employee of the business entity shall be grounds for disciplinary action jointly and severally against the business entity and/or each individual Owner.

For claims seeking \$10,000.00 or more that arise from or relate to the Agreement, prior to filing arbitration as set forth below, the parties shall meet in good faith and attempt to resolve such dispute through confidential non-binding mediation. One individual who is mutually acceptable to the parties shall be appointed as mediator. If the Parties cannot agree on a mediator, the complaining party shall request a mediator be appointed by the American Arbitration Association ("AAA"). The mediation shall occur within 60 days from the date on which the mediator is appointed. The mediator's fees and costs, as well as the costs of holding and conducting the mediation, shall be divided equally between the parties. Each party shall pay its portion of the anticipated shared fees and costs at least 10 days in advance of the mediation. Each party shall pay its own attorney's fees, costs, and individual expenses associated with conducting and attending the mediation. Mediation shall be held in Salt Lake City, Utah and shall last no more than two business days.

Except as otherwise provided in the Agreement, any controversy or claim arising out of or relating to the Agreement, or the breach thereof, shall be settled through confidential arbitration. The Parties waive rights to trial by jury or to any court. This arbitration provision applies to claims that were not successfully resolved through the foregoing mediation process as well as claims for less than \$10,000.00 not subject to the mediation requirement. The arbitration shall be filed with, and administered by, the American Arbitration Association in accordance with the AAA's Commercial Arbitration Rules and Mediation Procedures, which are available on the AAA's website at www.adr.org. Copies of the AAA's Commercial Arbitration Rules and Mediation Procedures will also be emailed to TEOMA Partners upon request to TEOMA's Customer Service Department. Notwithstanding the rules of the AAA, unless otherwise stipulated by the Parties, the following shall apply to all Arbitration actions:

- The Federal Rules of Evidence shall apply in all cases;
- The Parties shall be entitled to all discovery rights permitted by the Federal Rules of Civil Procedure;
- The Parties shall be entitled to bring motions under Rules 12 and/or 56 of the Federal Rules of Civil Procedure;
- The Federal Arbitration Act shall govern all matters relating to arbitration. The law of the State of Utah shall govern all other matters relating to or arising from the Agreement, without regard to principles of conflicts of laws;
- The arbitration hearing shall commence no later than 365 days from the date on which the arbitrator is appointed, and shall last no more than five business days;
- The Parties shall be allotted equal time to present their respective cases;
- The arbitration shall be brought on an individual basis and not as part of a class or consolidated action.

All arbitration proceedings shall be held in Salt Lake City, Utah. There shall be one arbitrator selected from the panel that the AAA provides. Each party to the arbitration shall be responsible for its own costs and expenses of arbitration, including attorney's fees and filing fees. The decision of the arbitrator shall be final and binding on the parties and may, if necessary, be reduced to a judgment in any court to which the Parties have consented to jurisdiction as set forth in the Agreement. This agreement to arbitrate shall survive the

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cancellation or termination of the Agreement.

The parties and the arbitrator shall maintain the confidentiality of the arbitration proceedings and shall not disclose to third parties:

- The substance of, or basis for, the controversy, dispute, or claim;
- The substance or content of any settlement offer or settlement discussions or offers associated with the dispute;
- The pleadings, or the content of any pleadings, or exhibits thereto, filed in any arbitration proceeding;
- The content of any testimony or other evidence presented at an arbitration hearing or obtained through discovery in arbitration;
- The terms or amount of any arbitration award;
- The rulings of the arbitrator on the procedural and/or substantive issues involved in the case.

Notwithstanding the foregoing, nothing in the Agreement shall prevent either party from applying to and obtaining from any court to which the Parties have consented to jurisdiction as set forth in the Agreement a temporary restraining order, preliminary or permanent injunction, or other equitable relief to safeguard and protect its trade secrets and intellectual property rights, trade secrets, and/or confidential information including but not limited to enforcement of its rights under the non-solicitation provision of the Agreement.

16. Jurisdiction and venue of any matter not subject to arbitration shall reside exclusively in Salt Lake County, State of Utah or the United States District Court for the District of Utah. The Federal Arbitration Act shall govern all matters relating to arbitration. The law of the State of Utah shall govern all other matters relating to or arising from the Agreement.
17. In any action arising from or relating to the Agreement, the parties waive all claims for incidental and/or consequential damages, even if the other party has been apprised of the likelihood of such damage. The parties further waive all claims to exemplary or punitive damages.
18. A participant in this multilevel marketing plan has a right to cancel at any time, regardless of reason. Cancellation must be submitted in writing to the company at its principal business address or via email attentionusa@teomaglobal.com. The cancellation would be considered effective as the date of confirmation of reception by Teoma.
19. If either party wishes to bring an action against the other for any act or omission relating to or arising from the Agreement, such action must be brought within one year from the date of the alleged conduct giving rise to the cause of action, or the shortest time permissible under applicable law, whichever is longer. Failure to bring such action within such time shall bar all claims against the other Party for such act or omission. The Parties waive all claims that any other statute of limitations applies.
20. I authorize Teoma to use my name, photograph, personal story, testimonial, likeness, and/or any material I submit to the company in advertising or promotional materials and waive all claims for remuneration for such use.

Declarations and Notices to Enrollers Using Paper Teoma Brand Partnership Applications
Enrollers acknowledge and accept liability for information contained on paper applications provided

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by new Teoma Partners or Customers including, but not limited to, credit card information, Tax ID information, or other personally identifying information. In the event such paper applications are lost, stolen, intercepted, misrouted or otherwise mishandled, Enroller accepts all liability without limitation and agrees to indemnify Teoma against any claims arising from same.

I hereby agree to be bound by all requirements, terms, and conditions contained in this Agreement and I certify that I have reached the age of majority in my state of residence.

Date: _____

By: _____, Teoma Brand Partner



Delivery times Teoma Corporate

TEOMA SHIPPING POLICY

As Teoma Brand Partners or Customers, you acknowledge and fully accept the present Teoma Shipping Policy. The carrier that Teoma has chosen to work with is FedEx, and the following conditions apply to all orders made through our website www.teomaglobal.com.

- **DELIVERY FEES.** The delivery fees are calculated according to the weight, zone, and type of service. For the detailed costs, please visit our annexes “Delivery Zone Map” and “FedEx Services Fees”.
- **SERVICES OFFERED.** Through our partnership with FedEx, our Teoma Brand Partners and Customers can choose between the following services at the checkout: FedEx Ground, FedEx Express Saver and FedEx Home Delivery.
- **PROCESSING TIMES.** All orders are processed within 1 to 2 business days (excluding weekends and holidays) after receiving your order confirmation email. You will receive another notification when your order has shipped.
- **DELIVERY TIMES.** Our estimated domestic delivery time is of 2 to 5 business days, except for Hawaii and Alaska who have an estimated delivery time of 5 to 7 business days. Please be aware that the estimated delivery time is calculated after the processing times.
- **LATE CARRIERS.** Teoma cannot issue a refund for merchandise if an order arrives late by any carrier, therefore, when ordering, Teoma Brand Partner should always allow ample time for replacements or delivery failures. Teoma is not responsible if a Teoma Brand Partner is unavailable to sign for a scheduled delivery. Teoma Brand Partners should make arrangements for their package to be delivered to an alternate address where it can be signed for if they are not available. These shipping policies include anything that is drop-shipped to Customers from our suppliers as well.
- **MAXIMUM WEIGHT.** Each service offered through our partnership with FedEx has a maximum weight expressed in pounds, according to the following chart:

TYPE OF SERVICE	MAXIMUM WEIGHT
FedEx Ground	150 lbs
FedEx Express Saver	150 lbs
FedEx Home Delivery	70 lbs

FEDEX SERVICES FEES

FedEx Ground Fees

Weight (lb)	US Zone 2	US Zone 3	US Zone 4	US Zone 5	US Zone 6	US Zone 7	US Zone 8	Hawaii Zone 9	Alaska Zone 17
1	8.86	8.86	8.93	8.86	8.86	8.86	8.93	36.77	36.77
2	8.86	8.86	8.93	8.86	8.79	8.51	8.44	36.76	36.76
3	8.86	8.86	8.93	8.59	8.38	8.4	8.66	37.79	37.79
4	8.86	8.86	8.75	8.39	8.39	8.83	9.3	41.48	41.48
5	8.86	8.86	8.43	8.4	8.75	9.22	9.88	44.97	44.97
6	8.86	8.86	8.57	8.24	8.51	8.96	9.55	48.51	48.51
7	8.86	8.86	8.35	8.48	8.66	9.2	9.93	51.82	51.82
8	8.86	8.81	8.37	8.72	9.01	9.59	10.35	53.49	53.49
9	8.86	8.73	8.37	8.78	9.2	9.96	10.91	57.27	57.27
10	8.86	8.65	8.37	9.03	9.3	10.44	11.62	60.84	60.84
11	8.86	8.86	8.93	8.62	8.5	9.98	10.93	64.07	64.07
12	8.86	8.86	8.93	8.5	8.79	10.38	11.45	66.81	66.81
13	8.86	8.86	8.93	8.37	9.06	11.13	12.07	69.6	69.6
14	8.86	8.86	8.93	8.47	9.59	11.83	13.02	72.46	72.46
15	8.86	8.86	8.84	8.77	10.1	12.18	13.67	75.14	75.14
16	8.86	8.84	8.76	8.92	10.46	12.83	14.22	78.5	78.5
17	8.86	8.63	8.58	9.17	10.88	13.48	14.49	81.83	81.83
18	8.86	8.6	8.52	9.62	11.45	13.89	15.48	85.22	85.22
19	8.86	8.39	8.59	10.06	11.77	14.29	16.07	88.58	88.58
20	8.86	8.41	8.67	10.44	12.18	14.8	16.78	91.56	91.56
21	8.86	8.75	8.59	9.43	11.33	13.72	15.5	93.65	93.65
22	8.86	8.58	8.4	9.78	11.79	14.24	16.17	96.58	96.58
23	8.86	8.42	8.64	10.1	12.34	14.7	16.81	99.5	99.5
24	8.86	8.36	8.99	10.52	12.8	15.06	17.71	102.76	102.76
25	8.86	8.46	9.11	10.72	13.02	15.71	18.11	105.94	105.94
26	8.86	8.76	9.48	11.17	13.5	16.35	18.85	109.29	109.29
27	8.77	8.96	9.57	11.34	14.04	16.68	19.18	112.31	112.31
28	8.62	9.18	10.12	12.06	14.74	17.42	20.07	115.35	115.35
29	8.47	9.35	10.29	12.09	15.16	17.96	20.44	118.17	118.17
30	8.94	10.22	11.43	13.44	16.49	19.34	22.78	129.51	129.51
31	9.26	10.18	11.25	13.17	16.39	19.36	22.89	129.68	129.68
32	9.25	10.18	11.3	13.21	16.61	19.44	23.4	130.8	130.8
33	9.2	10.38	11.81	13.82	17.41	20.07	23.82	133.56	133.56
34	9.21	10.59	12.13	14.26	17.64	20.61	24.9	136.53	136.53
35	9.2	11.12	12.42	14.61	17.94	21.15	25.39	139.92	139.92
36	9.21	11.14	12.66	15.14	18.65	21.86	26.04	142.91	142.91
37	9.36	11.32	12.91	15.45	18.77	22.56	26.39	146.2	146.2
38	9.5	11.48	13.19	15.82	19.21	22.87	26.88	149.68	149.68
39	9.77	11.91	13.6	16.14	19.81	23.55	27.43	152.91	152.91
40	9.8	11.94	13.65	16.18	20.11	23.55	27.62	156.18	156.18
41	8.83	10.88	12.33	14.76	18.23	21.4	25	158.87	158.87
42	8.85	11.05	12.83	14.83	18.53	21.8	25.19	161.88	161.88
43	8.99	11.19	12.84	15.55	19.32	22.57	25.81	165.15	165.15
44	9.13	11.34	13.17	15.82	19.47	23.04	26.08	167.54	167.54
45	9.13	11.36	13.19	15.82	19.66	23.72	26.34	170.77	170.77

FedEx Ground Fees

Weight (lb)	US Zone 2	US Zone 3	US Zone 4	US Zone 5	US Zone 6	US Zone 7	US Zone 8	Hawaii Zone 9	Alaska Zone 17
46	9.34	11.47	13.61	16.3	20.18	23.97	26.95	174.06	174.06
47	9.38	11.62	13.81	16.4	20.39	24.44	27.41	177.4	177.4
48	9.38	11.75	13.98	16.85	20.69	24.65	27.82	180.43	180.43
49	9.39	11.75	13.97	16.84	20.87	25.07	27.97	183.52	183.52
50	9.38	11.74	14.01	16.86	20.9	25.16	28.2	186.61	186.61
51	8.83	10.79	12.88	15.5	19.21	23.11	26.19	189.45	189.45
52	8.85	10.8	12.88	15.5	19.21	23.11	26.13	189.83	189.83
53	8.84	10.81	12.89	15.51	19.23	23.11	26.35	192.69	192.69
54	8.83	10.81	12.91	15.61	19.23	23.11	26.38	195.42	195.42
55	8.83	10.82	12.91	15.7	19.22	23.12	26.45	198.06	198.06
56	8.85	10.84	12.9	15.72	19.21	23.13	26.77	200.71	200.71
57	8.84	10.87	12.94	16.22	19.23	23.13	27.04	203.49	203.49
58	8.84	10.87	12.98	16.22	19.24	23.13	27.53	206.16	206.16
59	8.91	10.91	13.17	16.25	19.54	23.23	27.73	209.3	209.3
60	9.05	11.3	13.36	16.76	19.74	23.35	27.89	212.56	212.56
61	9.08	11.36	13.36	16.84	19.93	23.5	28.09	215.15	215.15
62	9.44	12.14	13.7	17.28	20.05	23.86	28.26	218.72	218.72
63	9.44	12.16	13.83	17.29	20.18	23.91	28.42	222.29	222.29
64	9.71	12.29	14.07	17.35	20.52	24.04	28.86	225.99	225.99
65	9.8	12.59	14.08	17.37	20.69	24.12	28.91	229.67	229.67
66	9.94	12.64	14.09	17.37	20.71	24.17	29.02	233.23	233.23
67	9.97	12.64	14.09	17.37	20.86	24.3	29.05	236.78	236.78
68	10.08	12.98	14.91	17.77	20.98	24.45	29.04	240.18	240.18
69	10.2	12.98	14.91	17.89	21.09	24.46	29.19	243.66	243.66
70	10.24	13.13	15.25	18.53	21.54	24.46	29.43	248.81	248.81
71	10.24	13.19	15.49	18.55	21.86	25.09	29.43	252.63	252.63
72	10.53	13.19	15.82	18.58	22	25.91	29.64	256.39	256.39
73	10.62	13.28	15.81	18.83	22.03	25.92	29.7	260.15	260.15
74	10.99	13.3	15.84	18.85	22.59	26.19	29.77	262.63	262.63
75	11.52	13.44	15.84	19.19	22.8	26.47	29.78	265.62	265.62
76	12.22	14.16	15.92	19.48	23.1	26.9	29.78	268.9	268.9
77	12.72	14.4	16.3	19.57	23.23	27.4	29.78	271.11	271.11
78	12.76	14.91	16.74	19.8	23.37	27.88	29.79	272.57	272.57
79	13.44	15.39	16.98	20.1	23.85	28.29	30.27	272.62	272.62
80	13.71	15.82	17.27	20.56	24.24	28.4	30.51	275.47	275.47
81	14.04	15.98	17.7	20.71	24.56	28.86	30.89	277.76	277.76
82	14.49	16.46	18.38	21.09	24.63	29.61	30.9	279.16	279.16
83	14.64	16.54	18.48	21.24	24.93	29.61	30.91	282.19	282.19
84	15.24	17.09	19	21.44	25.31	29.96	31.14	285.46	285.46
85	15.47	17.19	19.05	21.78	25.7	30.29	31.48	288.78	288.78
86	16.2	17.98	19.8	22.22	26.03	30.87	32.14	291.82	291.82
87	16.38	17.99	19.81	22.19	26.36	30.89	32.18	295.11	295.11
88	17.24	18.56	20.61	22.93	26.69	31.19	32.84	298.37	298.37
89	17.83	18.91	20.83	23	27.02	31.52	33.55	301.48	301.48
90	18.69	19.69	21.47	23.61	27.42	31.89	33.88	304.52	304.52

FedEx Ground Fees

Weight (lb)	US Zone 2	US Zone 3	US Zone 4	US Zone 5	US Zone 6	US Zone 7	US Zone 8	Hawaii Zone 9	Alaska Zone 17
91	18.69	19.72	21.48	23.6	27.43	31.89	33.89	307.76	307.76
92	19.34	19.93	21.62	23.69	27.8	31.91	33.97	310.72	310.72
93	19.58	20.3	22.26	23.9	28.03	31.96	34.32	313.73	313.73
94	19.69	20.64	22.36	24.22	28.33	31.98	34.67	316.72	316.72
95	20.16	21	22.51	24.53	28.52	32.08	35.03	319.78	319.78
96	20.78	21.16	23.32	25.06	28.7	32.32	35.7	322.71	322.71
97	21.27	21.76	23.63	25.22	29.04	32.54	36.09	325.78	325.78
98	21.55	21.9	23.67	25.51	29.36	32.55	36.1	328.68	328.68
99	22.03	22.25	24.56	25.84	29.71	32.88	36.45	331.76	331.76
100	22.42	22.62	24.56	26.2	30.02	33.2	36.82	334.84	334.84
101	22.59	22.64	24.56	26.21	30.04	33.21	36.82	334.84	334.84
102	22.59	22.65	24.59	26.23	30.04	33.22	36.8	334.85	334.85
103	23.12	23.21	25.11	26.4	30.32	33.4	36.85	335.03	335.03
104	23.13	23.33	25.17	26.68	30.42	33.5	37.07	336.67	336.67
105	23.71	23.91	25.7	27.22	30.89	34.03	37.76	339.71	339.71
106	23.87	24.04	25.73	27.23	30.89	34.01	37.76	342.83	342.83
107	24.24	24.38	26.3	27.77	31.17	34.29	38.4	346	346
108	24.57	24.76	26.33	27.76	31.45	34.59	38.4	349.15	349.15
109	25.09	25.1	26.63	28.05	31.74	34.88	38.75	352.18	352.18
110	25.48	25.7	27.2	28.32	32.29	35.54	39.45	355.14	355.14
111	25.52	25.73	27.78	28.86	32.31	35.72	39.93	359.18	359.18
112	26.04	26.26	27.78	28.86	32.6	35.8	39.94	363.2	363.2
113	26.08	26.29	28.1	29.14	32.88	36.09	40.65	366.34	366.34
114	26.34	26.84	28.68	29.71	33.44	36.71	40.94	369.56	369.56
115	26.63	27.12	28.69	29.78	33.43	36.7	40.94	372.69	372.69
116	26.91	27.24	29.32	29.94	33.67	37.42	41.2	375.01	375.01
117	27.18	27.54	29.32	30.48	33.93	37.51	41.86	377.99	377.99
118	27.45	28.08	29.35	30.56	34.19	37.52	42.21	380.99	380.99
119	28.01	28.12	29.87	30.75	34.49	37.81	42.73	386.52	386.52
120	28.79	28.8	30.26	31.23	34.79	38.31	42.93	389.66	389.66
121	28.78	28.8	30.27	31.25	35	38.32	42.98	392.31	392.31
122	28.78	29.36	30.56	31.54	35.26	38.91	43.32	395.6	395.6
123	29.3	29.39	31.47	32.08	35.55	39.39	44.08	398.97	398.97
124	29.32	29.66	31.53	32.1	35.85	39.39	44.23	402.29	402.29
125	29.62	29.68	31.52	32.36	36.12	39.52	44.33	405.69	405.69
126	30.17	30.25	32.44	32.58	36.33	40.01	45.45	408.17	408.17
127	30.2	30.49	32.45	32.85	36.61	40.01	45.46	411.51	411.51
128	30.48	30.48	32.78	33.14	37.17	40.74	46.14	414.83	414.83
129	31.06	31.18	33.08	33.43	37.18	40.76	46.14	418.22	418.22
130	31.18	31.2	33.38	33.68	37.42	41.27	47.11	425.58	425.58
131	31.35	31.37	33.81	33.93	37.62	41.38	47.21	426.1	426.1
132	31.67	32	33.81	34.18	37.92	41.39	47.19	429.41	429.41
133	31.95	32.02	34.02	34.46	38.2	41.67	47.22	435.56	435.56
134	32.24	32.28	34.36	34.76	38.48	41.96	47.42	436.12	436.12
135	32.8	32.91	34.67	35.04	39.09	42.58	48.12	439.43	439.43

FedEx Ground Fees

Weight (lb)	US Zone 2	US Zone 3	US Zone 4	US Zone 5	US Zone 6	US Zone 7	US Zone 8	Hawaii Zone 9	Alaska Zone 17
136	32.81	33.3	35.57	35.34	39.08	42.57	48.13	442.77	442.77
137	33.04	33.32	36.09	35.85	39.32	42.84	48.43	446.15	446.15
138	33.33	33.84	36.35	36.23	40.03	43.61	49.32	449.48	449.48
139	33.66	34.18	36.36	36.26	40.16	43.61	49.35	452.85	452.85
140	33.94	34.27	36.71	36.52	40.35	43.8	49.66	455.99	455.99
141	34.25	34.51	37.03	36.82	40.57	44.02	49.73	458.25	458.25
142	34.67	35.14	37.03	37.33	40.88	44.64	50.3	461.5	461.5
143	34.69	35.16	37.37	37.4	41.19	44.64	50.38	464.63	464.63
144	35.32	36.08	38.45	38.22	41.5	45.35	51.07	467.85	467.85
145	35.46	36.51	38.44	38.29	42.1	45.79	51.4	471.17	471.17
146	35.45	36.51	38.45	38.31	42.11	45.84	51.4	474.47	474.47
147	35.93	36.52	38.74	38.61	42.42	45.83	51.74	477.79	477.79
148	36.39	36.79	39.19	38.93	43.04	46.15	52.59	485.8	485.8
149	36.47	37.12	39.47	39.22	43.13	46.45	52.69	486.82	486.82
150	36.47	37.43	40.1	40.53	43.38	46.77	53	490.16	490.16

FedEx Home Delivery Fees

Weight (lb)	US Zone 2	US Zone 3	US Zone 4	US Zone 5	US Zone 6	US Zone 7	US Zone 8	Hawaii Zone 9	Alaska Zone 17
1	12.16	12.16	12.23	12.16	12.16	12.16	12.23	40.07	40.07
2	12.16	12.16	12.23	12.16	12.09	11.81	11.74	40.06	40.06
3	12.16	12.16	12.23	11.89	11.68	11.7	11.96	41.09	41.09
4	12.16	12.16	12.05	11.69	11.69	12.13	12.6	44.78	44.78
5	12.16	12.16	11.73	11.7	12.05	12.52	13.18	48.27	48.27
6	12.16	12.16	11.87	11.54	11.81	12.26	12.85	51.81	51.81
7	12.16	12.16	11.65	11.78	11.96	12.5	13.23	55.12	55.12
8	12.16	12.11	11.67	12.02	12.31	12.89	13.65	56.79	56.79
9	12.16	12.03	11.67	12.08	12.5	13.26	14.21	60.57	60.57
10	12.16	11.95	11.67	12.33	12.6	13.74	14.92	64.14	64.14
11	12.16	12.16	12.23	11.92	11.8	13.28	14.23	67.37	67.37
12	12.16	12.16	12.23	11.8	12.09	13.68	14.75	70.11	70.11
13	12.16	12.16	12.23	11.67	12.36	14.43	15.37	72.9	72.9
14	12.16	12.16	12.23	11.77	12.89	15.13	16.32	75.76	75.76
15	12.16	12.16	12.14	12.07	13.4	15.48	16.97	78.44	78.44
16	12.16	12.14	12.06	12.22	13.76	16.13	17.52	81.8	81.8
17	12.16	11.93	11.88	12.47	14.18	16.78	17.79	85.13	85.13
18	12.16	11.9	11.82	12.92	14.75	17.19	18.78	88.52	88.52
19	12.16	11.69	11.89	13.36	15.07	17.59	19.37	91.88	91.88
20	12.16	11.71	11.97	13.74	15.48	18.1	20.08	94.86	94.86
21	12.16	12.05	11.89	12.73	14.63	17.02	18.8	96.95	96.95
22	12.16	11.88	11.7	13.08	15.09	17.54	19.47	99.88	99.88
23	12.16	11.72	11.94	13.4	15.64	18	20.11	102.8	102.8
24	12.16	11.66	12.29	13.82	16.1	18.36	21.01	106.06	106.06
25	12.16	11.76	12.41	14.02	16.32	19.01	21.41	109.24	109.24
26	12.16	12.06	12.78	14.47	16.8	19.65	22.15	112.59	112.59
27	12.07	12.26	12.87	14.64	17.34	19.98	22.48	115.61	115.61
28	11.92	12.48	13.42	15.36	18.04	20.72	23.37	118.65	118.65
29	11.77	12.65	13.59	15.39	18.46	21.26	23.74	121.47	121.47
30	12.24	13.52	14.73	16.74	19.79	22.64	26.08	132.81	132.81
31	12.56	13.48	14.55	16.47	19.69	22.66	26.19	132.98	132.98
32	12.55	13.48	14.6	16.51	19.91	22.74	26.7	134.1	134.1
33	12.5	13.68	15.11	17.12	20.71	23.37	27.12	136.86	136.86
34	12.51	13.89	15.43	17.56	20.94	23.91	28.2	139.83	139.83
35	12.5	14.42	15.72	17.91	21.24	24.45	28.69	143.22	143.22
36	12.51	14.44	15.96	18.44	21.95	25.16	29.34	146.21	146.21
37	12.66	14.62	16.21	18.75	22.07	25.86	29.69	149.5	149.5
38	12.8	14.78	16.49	19.12	22.51	26.17	30.18	152.98	152.98
39	13.07	15.21	16.9	19.44	23.11	26.85	30.73	156.21	156.21
40	13.1	15.24	16.95	19.48	23.41	26.85	30.92	159.48	159.48
41	12.13	14.18	15.63	18.06	21.53	24.7	28.3	162.17	162.17
42	12.15	14.35	16.13	18.13	21.83	25.1	28.49	165.18	165.18
43	12.29	14.49	16.14	18.85	22.62	25.87	29.11	168.45	168.45
44	12.43	14.64	16.47	19.12	22.77	26.34	29.38	170.84	170.84
45	12.43	14.66	16.49	19.12	22.96	27.02	29.64	174.07	174.07

FedEx Home Delivery Fees

Weight (lb)	US Zone 2	US Zone 3	US Zone 4	US Zone 5	US Zone 6	US Zone 7	US Zone 8	Hawaii Zone 9	Alaska Zone 17
46	12.64	14.77	16.91	19.6	23.48	27.27	30.25	177.36	177.36
47	12.68	14.92	17.11	19.7	23.69	27.74	30.71	180.7	180.7
48	12.68	15.05	17.28	20.15	23.99	27.95	31.12	183.73	183.73
49	12.69	15.05	17.27	20.14	24.17	28.37	31.27	186.82	186.82
50	12.68	15.04	17.31	20.16	24.2	28.46	31.5	189.91	189.91
51	12.13	14.09	16.18	18.8	22.51	26.41	29.49	192.75	192.75
52	12.15	14.1	16.18	18.8	22.51	26.41	29.43	193.13	193.13
53	12.14	14.11	16.19	18.81	22.53	26.41	29.65	195.99	195.99
54	12.13	14.11	16.21	18.91	22.53	26.41	29.68	198.72	198.72
55	12.13	14.12	16.21	19	22.52	26.42	29.75	201.36	201.36
56	12.15	14.14	16.2	19.02	22.51	26.43	30.07	204.01	204.01
57	12.14	14.17	16.24	19.52	22.53	26.43	30.34	206.79	206.79
58	12.14	14.17	16.28	19.52	22.54	26.43	30.83	209.46	209.46
59	12.21	14.21	16.47	19.55	22.84	26.53	31.03	212.6	212.6
60	12.35	14.6	16.66	20.06	23.04	26.65	31.19	215.86	215.86
61	12.38	14.66	16.66	20.14	23.23	26.8	31.39	218.45	218.45
62	12.74	15.44	17	20.58	23.35	27.16	31.56	222.02	222.02
63	12.74	15.46	17.13	20.59	23.48	27.21	31.72	225.59	225.59
64	13.01	15.59	17.37	20.65	23.82	27.34	32.16	229.29	229.29
65	13.1	15.89	17.38	20.67	23.99	27.42	32.21	232.97	232.97
66	13.24	15.94	17.39	20.67	24.01	27.47	32.32	236.53	236.53
67	13.27	15.94	17.39	20.67	24.16	27.6	32.35	240.08	240.08
68	13.38	16.28	18.21	21.07	24.28	27.75	32.34	243.48	243.48
69	13.5	16.28	18.21	21.19	24.39	27.76	32.49	246.96	246.96
70	13.54	16.43	18.55	21.83	24.84	27.76	32.73	252.11	252.11

FedEx Express Saver Fees

Weight (lb)	US Zone 2	US Zone 3	US Zone 4	US Zone 5	US Zone 6	US Zone 7	US Zone 8
1	16.86	17.18	17.51	19.65	22.45	23.41	25.88
2	17.18	17.51	17.94	19.98	23.95	26.21	30.18
3	18.26	19.44	19.87	22.12	27.92	29.32	33.94
4	18.58	20.08	21.59	24.92	29.54	33.29	37.59
5	18.9	20.41	22.77	26.21	33.19	36.73	41.16
6	20.41	22.23	25.99	30.5	37.59	38.5	46.83
7	20.73	24.38	28.14	31.15	38.47	43.57	48.75
8	21.48	25.78	29	33.4	42.21	47.67	53.23
9	21.69	25.99	30.93	36.09	43.57	52.32	60.48
10	21.91	26.21	32.65	37.59	46.3	56.31	65.2
11	25.99	28.89	35.01	37.59	51.31	60.38	69.86
12	26.53	33.08	37.59	42.8	54.5	64.23	73.81
13	29	34.8	37.59	43.65	55.72	64.61	78.3
14	29.32	35.23	39.16	46.23	58.55	67.9	82.36
15	29.64	37.38	40.95	48.23	61.74	74.2	87.01
16	31.25	37.59	42.35	51.7	64.33	78.05	90.89
17	32.33	37.59	44.1	52.22	66.92	78.44	94.95
18	34.37	37.94	45.81	54.15	69.3	85.68	98.17
19	35.23	39.23	47.39	56.14	71.64	88.02	101.75
20	35.55	39.55	48.34	58.45	74.31	88.31	106.08
21	36.41	40.84	49.91	58.7	77.84	94.12	109.55
22	37.59	43.37	52.08	62.4	80.57	94.71	113.64
23	37.59	44.34	55.54	64.23	83.86	102.55	114.7
24	37.66	47.15	56.95	66.64	86.63	103.36	115.22
25	37.84	47.43	58.83	68.92	89.08	109.66	125.44
26	41.37	50.09	60.76	71.16	91.84	113.47	129.25
27	42.7	51.31	63.07	75	94.25	117.42	133.28
28	44	51.48	64.64	75.39	102.76	121.03	137.55
29	44.17	52.75	66.5	77.35	105.81	124.63	141.86
30	44.34	54.18	66.71	79.77	109.17	124.98	145.91
31	46.38	57.33	68.63	83.37	114.73	128.28	149.87
32	47.25	57.64	70.59	83.75	115.29	129.19	150.39
33	48.58	58.83	73.5	86.03	118.65	132.54	150.96
34	49.52	59.01	73.78	88.13	120.61	135.66	162.44
35	50.5	61.63	75.92	90.33	120.82	139.05	163.59
36	51.94	63	78.75	90.65	121.27	141.92	170.73
37	52.22	63.45	79.03	94.54	130.38	144.76	171.43
38	52.6	63.73	81.31	96.74	133.11	147.66	171.78
39	52.78	64.02	82.81	98.88	136.29	155.4	178.25
40	53.09	64.33	82.98	99.79	136.61	156.21	184.7
41	59.22	70	85.96	103.32	141.75	156.38	188.62
42	60.3	71.71	87.88	105.98	144.76	159.67	192.71
43	61.5	73.78	89.53	107.94	147.7	163.21	197.19
44	61.95	73.99	91.52	110.18	150.36	166.71	197.64
45	62.13	74.17	91.84	112.59	150.64	170.17	198.24

FedEx Express Saver Fees

Weight (lb)	US Zone 2	US Zone 3	US Zone 4	US Zone 5	US Zone 6	US Zone 7	US Zone 8
46	62.3	74.34	97.33	116.62	154.66	176.47	210.42
47	62.48	74.52	97.86	117	155.09	177.1	211.64
48	62.65	74.69	98.04	120.92	155.29	189.35	217.63
49	62.82	74.87	98.21	121.31	155.47	191.24	218.22
50	63.11	75.21	98.52	121.52	155.75	191.59	219.17
51	68.84	81.87	104.79	125.62	161.17	193.16	237.69
52	69.44	83.02	105.42	126.03	180.28	193.51	239.54
53	72.1	88.38	106.96	133.03	182.21	193.9	245.63
54	72.48	88.9	107.34	135.52	182.63	201.88	246.26
55	72.83	89.25	110.74	137.51	183.09	202.69	246.61
56	73.19	89.6	111.13	140	192.22	203.66	246.96
57	73.54	89.95	113.89	142.17	193.13	222.6	251.89
58	73.88	90.3	114.31	144.38	199.22	224.53	255.99
59	74.23	90.72	114.7	146.2	199.85	228.03	260.71
60	75.6	93.66	115.04	146.58	200.38	228.41	265.44
61	77.52	97.89	121.17	151.55	200.9	235.83	269.68
62	78.79	98.59	123.09	153.65	210.88	239.89	270.13
63	81.27	99.68	123.48	156.03	217.49	243.74	278.6
64	81.62	101.64	123.87	158.13	220.88	247.59	283.05
65	81.97	104.33	128.49	159.78	221.27	251.44	289.8
66	82.32	105.73	128.94	160.16	222.81	254.87	295.93
67	82.67	106.08	129.33	160.54	223.2	255.26	296.56
68	83.02	106.54	133.84	166.71	223.58	255.64	308.84
69	83.37	106.89	134.29	167.3	223.97	256.2	310.1
70	85.4	109.87	135.76	171.53	224.35	267.15	310.48
71	85.79	110.25	136.15	173	224.73	273.77	318.57
72	87.81	110.63	137.24	175.38	225.12	276.75	319.38
73	88.17	111.02	137.62	176.16	225.51	277.13	319.72
74	88.52	111.41	138	176.54	225.89	277.52	320.07
75	89.29	112.17	138.78	177.31	226.66	278.29	320.95
76	90.41	112.95	139.54	178.08	227.43	285.36	338.17
77	91.11	113.72	140.31	178.85	228.2	286.13	339.88
78	91.81	114.63	141.09	179.62	228.97	286.89	341.46
79	92.5	115.33	141.86	180.39	229.74	287.66	344.64
80	93.2	116.02	142.7	181.16	230.51	288.47	345.41
81	93.91	117.95	143.39	182	233.28	289.73	346.22
82	97.27	122.88	149.03	195.65	250.21	314.34	347.9
83	97.96	123.66	152.84	197.75	264.78	316.82	356.82
84	98.67	127.92	156.24	198.52	266.21	317.59	357.7
85	99.37	130.94	164.22	205.73	266.98	318.36	371.04
86	100.06	131.71	165.03	206.5	267.75	319.13	372.4
87	100.77	136.19	165.83	207.27	268.52	321.79	373.38
88	101.46	136.88	166.53	208.04	269.29	322.49	374.08
89	102.17	137.59	167.26	208.81	270.13	323.26	374.78
90	102.87	138.56	171.25	209.58	270.83	324.1	375.48

FedEx Express Saver Fees

Weight (lb)	US Zone 2	US Zone 3	US Zone 4	US Zone 5	US Zone 6	US Zone 7	US Zone 8
91	106.71	139.26	171.96	210.35	271.6	324.8	376.25
92	107.42	139.97	172.66	211.12	272.37	325.57	377.06
93	108.29	143.19	173.53	211.89	273.14	326.38	377.82
94	109.09	143.99	174.26	212.66	273.91	327.14	378.77
95	110.04	144.69	175.03	213.43	275.06	327.91	397.81
96	112.49	145.39	180.04	214.2	297.05	328.69	412.58
97	113.19	146.09	180.88	214.97	299.25	329.49	414.09
98	117.81	146.79	185.15	215.74	300.02	330.57	414.89
99	119.66	147.95	186.62	224.42	313.43	352.8	427.14
100	122.32	158.4	207.97	250.09	349.25	392	447.13
101	123.55	159.98	210.04	252.58	352.72	397.05	451.61
102	124.75	161.57	212.11	255.07	356.23	400.98	456.05
103	125.98	163.15	214.22	257.6	359.7	404.91	460.53
104	127.21	164.74	216.29	260.09	363.21	408.84	465.01
105	128.44	166.32	218.36	262.58	366.69	411.6	469.49
106	129.64	167.9	220.43	265.08	370.2	415.52	473.94
107	130.87	169.49	222.53	267.6	373.67	419.44	478.41
108	132.11	171.07	224.6	270.09	377.18	423.36	482.89
109	133.34	172.66	226.68	272.59	380.66	428.5	487.38
110	134.53	174.24	228.75	275.08	384.17	432.43	491.82
111	135.77	175.82	230.85	277.61	387.64	436.36	496.3
112	137	177.41	232.92	280.1	391.15	440.29	500.78
113	138.23	178.99	234.99	282.59	394.63	442.96	505.26
114	139.43	180.58	237.07	285.08	398.14	446.88	509.7
115	140.66	182.16	239.17	287.61	401.61	450.8	514.18
116	141.89	183.74	241.24	290.1	405.12	454.72	518.66
117	143.12	185.33	243.31	292.59	408.6	458.64	523.14
118	144.32	186.91	245.38	295.09	412.11	463.88	527.59
119	145.55	188.5	247.49	297.61	415.58	467.81	532.07
120	146.78	190.08	249.56	300.1	419.09	471.74	536.55
121	148.02	191.66	251.63	302.6	422.57	474.32	541.03
122	149.21	193.25	253.7	305.09	426.08	478.24	545.48
123	150.44	194.83	255.81	307.62	429.55	482.16	549.95
124	151.68	196.42	257.88	310.11	433.06	486.08	554.43
125	152.91	198	259.95	312.6	436.54	491.4	558.91
126	154.11	199.58	262.02	315.09	440.05	495.33	563.36
127	155.34	201.17	264.13	317.62	443.52	499.26	567.84
128	156.57	202.75	266.2	320.11	447.03	503.19	572.32
129	157.8	204.34	268.27	322.6	450.51	507.12	576.8
130	159	205.92	270.34	325.1	454.02	509.6	581.25
131	160.23	207.5	272.45	327.62	457.49	513.52	585.73
132	161.46	209.09	274.52	330.12	461	517.44	590.2
133	162.69	210.67	276.59	332.61	464.48	521.36	594.68
134	163.89	212.26	278.66	335.1	467.99	526.78	599.13
135	165.12	213.84	280.76	337.63	471.46	530.71	603.61

FedEx Express Saver Fees

Weight (lb)	US Zone 2	US Zone 3	US Zone 4	US Zone 5	US Zone 6	US Zone 7	US Zone 8
136	166.36	215.42	282.84	340.12	474.97	534.64	608.09
137	167.59	217.01	284.91	342.61	478.45	538.57	612.57
138	168.78	218.59	286.98	345.1	481.96	540.96	617.01
139	170.02	220.18	289.08	347.63	485.43	544.88	621.5
140	171.25	221.76	291.15	350.12	488.94	548.8	625.98
141	172.48	223.34	293.23	352.61	492.42	552.72	630.45
142	173.68	224.93	295.3	355.11	495.93	558.23	634.9
143	174.91	226.51	297.4	357.63	499.4	562.16	639.38
144	176.14	228.1	299.47	360.13	502.91	566.09	643.86
145	177.37	229.68	301.54	362.62	506.39	570.02	648.34
146	178.57	231.26	303.62	365.11	509.9	572.32	652.78
147	179.8	232.85	305.72	367.64	513.37	576.24	657.26
148	181.03	234.43	307.79	370.13	516.88	580.16	661.75
149	182.27	236.02	309.86	372.62	520.36	584.08	666.23
150	183.46	237.6	311.93	375.11	523.87	588	670.67

DELIVERY ZONE MAP – FedEx

