Conditions of Ownership Contract

Company or Trust______________________

Date Founded__________

Originator______________________

The following agreement sets the terms of ownership for the Company stated. The signer of this agreement will become an equal co-owner of the company with all other signers of this agreement. The purpose is to create an atmosphere of accountability that creates equal opportunities and profits for all positions within the company. Every co-owner must sign this agreement and are subject to the terms of this agreement. This agreement provides the following:

1) Definitions
2) Roles and responsibilities
3) Rules of Incentive
4) Rules of Accountability

Definitions

1) Originator: The originator is the person who forms the company and helps create the first group of founders.
2) Founder: The first co-owners of the company who receive the full distribution rate from the start of ownership
3) Co-owner: Any co-owner of the company receiving any percentage of their share of distributions. A co-owner is a real person and not a corporate entity.
4) Investor: Any person or entity that invests in company capital for investment purposes. An investor does not need to sign this agreement.
5) Mediator: Any position in the company selected to assist in mediating conflicts within the company. The mediator has no vote on the outcome of a conflict. The mediator only assists in the agreement of parties to eliminate conflict. The mediator also provides a means for every majority decision to take place, whether it is an online voting portal or piece of software.
6) Distributions: The bi-weekly distribution of a percentage of gross profits to co-owners.
7) Ideal Distributions: The initial startup distribution to be set by the Originator. This is the potential ideal distribution rate after a specified runway that does not need to draw on company capital. Ideal distribution__________________.
8) Expenses: Expenses fall into 2 categories. Personal expenses are absorbed by the co-owner and are used as a tax deduction for the co-owner's personal income taxes. Capital expenses are expenses paid by the financial department from company capital.
9) Charity: Any person or corporate entity that receives all or part of 10% of gross profits.
10) Vested: The amount of time it takes for a co-owner to have full rights to their share of company assets.
11) Company Assets: Company capital, investments, and any co-owner benefits created by capital and investments.
12) Prime co-owner: Any co-owner providing a unique product for sale by the company.
13) Company: The legal entity describing the entire group of co-owners, resources, and products offered. For the purposes of this contract, the company may be a Trust.
14) Product: Any physical, digital, or virtual product or service provided to the consumer, or to another department by the Company.
15) Team: A group of people who are in direct contact with product or consumer. The company may be considered a consumer if the team is only serving the company.

16) Work Group: All of the positions in the company that are in direct contact with any one position. A work group may extend further if talking about more than one connected position. If two or more connected positions are being referenced, then the work group shall extend to the positions connected on the other side of every directly connected position. This allows a larger majority to make decisions for more than one co-owner according to the Rules of Incentive.
17) Team Group: All of the teams and positions in direct contact with any one team.
18) Department: A section of the company that is providing a specific product for either the company, the consumer, or both. A Department is made up of teams and a branching circuit of servicers resulting in a department head.
19) Department Head: The department head is the Chief officer of the department. Every district has its own department head for each department.
20) District: A section of the company describing multiple Departments, each providing a specific product for either the company, the consumer, or both.
21) District Head: The group of people managed by Department Heads for the purpose of servicing multiple Departments. One person shall be selected by district majority to the be the head of the district for the purpose of power of veto for district majority decisions.
22) Region: A section of the company that connects multiple Departments providing the same product from multiple districts for the purpose of providing that product to a larger area.
23) General Servicer: The main public promoter of the company and primary interface between the company and the public. The general servicer is considered the head of the company.
24) Recruiter: The originator is the first recruiter of the company and may name another founder as recruiter. The recruiter is used for reporting new positions and position changes within the company. There may be a recruiting department as the company grows.
25) Management side: The company is managed by consumer first and product second. It is describing the direction of control for majority decisions for the company.
26) Company majority: A vote of at least 2/3 of the company. The head of the company has power of veto for all company majority decisions. The following is decided by company majority:
    - **a.** What products are being offered to the public, and how those products might change depending on marketing conditions.
    - **b.** What benefits are being offered to co-owners by way of company assets.
    - **c.** Company General Servicer
    - **d.** The conditions to merge with another company using this agreement.
    - **e.** The number of hours that each co-owner works per month.
    - **f.** The terms of this agreement
    - **g.** Any major change that effects every co-owner
27) Department majority: A vote of at least 2/3 of the department. The department head has power of veto for all department majority decisions. The following is decided by Department majority:
    - **a.** The department head.
    - **b.** Tiered positions that are unable to be filled by tier progression.
    - **c.** The hourly schedule that each person in that department works.
28) District majority: A vote of at least 2/3 of the district. The head of the district has power of veto for all district majority decisions. If there is only one department for each product being offered within the company, the terms District and Company are interchangeable. The following is decided by District majority:
    - **a.** Pass or fail decisions to petitions by a co-owner who has received a “letter of removal”.
    - **b.** District heart positions if unable to be filled by tier progression.

    c. Any decisions that are contained as company decisions if District and company are interchangeable.

29) Work group majority: A vote of at least 2/3 of the work group. The following decisions are made by work group majority:
    a. Qualifications and selections for positions within that work group
    b. the work group may assign a "question of intent" for either lack of qualifications or poor intent.
    c. Tier advancement from that work group.
30) Decentralized decision-making system: software that decentralizes decision-making by creating a randomized voting bloc to create a percentage acceptance rate for any sized group.
31) Decentralized decisions: Every decision for this company is built on decentralization, where decisions that directly affect specific sized groups are made by those groups by majority, without involving other groups in the company unless other parts of the company or whole is affected by that decision.
32) Working hours: The number of hours per month worked by every position in the company.
33) Scheduled hours: The times and days agreed to work by that department. It is agreed upon by department majority but is controlled by the consumer.

Roles and Responsibilities

1) Communication is the responsibility of every co-owner regardless of position. If communication stops, it causes misunderstanding and will lead to an atmosphere where we are not supported. Every attempt will be made for every co-owner to increase their ability to communicate with the company. It is the primary concern of every co-owner to:
    a. communicate changes that may impact other work groups or the company as a whole and
    b. be involved in every decision that effects their work group.
2) The consumer dictates what kind of product is being supplied by the company. Any decision made about new products or changes to existing products shall be made by company majority.
3) Teams: are managed by either product or consumer. It is the responsibility of every team member to communicate the needs of product or consumer to each other and the team leader. Teams select their own team leaders and support each other in their tasks to create a growing and increasingly productive work environment.
4) Team leaders: Listen to the needs of the team and communicate those needs to the next tier servicer. Team leaders inform team members of available resources and the needs of the department to perform their tasks. Team members keep track of team expenses and report them to the next tier servicer. Team leaders also communicate any changes to one part of the department/company so that feedback can be reported to the group for the best possible change to the organization.
5) Recruiter: This may be a person or department. The recruiter searches for new potential co-owners in the marketplace. The recruiter communicates with work groups to schedule times for reviewing, interviewing, and selecting new co-owners, or co-owners changing positions.
6) Servicers: Servicers have a range of responsibilities that are dependent upon how many teams they are servicing and whether they are connected to more than one product or service. Servicers are responsible for
    a. Keeping track of the percentage dividend distribution of every co-owner they are servicing.

    b. Creating quarterly budget forecasts for everyone they are servicing. This includes keeping track of capital expenses and revenue.
    c. Communicating the needs from other departments to the people they are servicing.
    d. Communicating all needs to the department head of the people they are servicing.
    e. Servicers are an intermediary for any planning/scheduling department, payroll group, procurement, etc. to the people they are servicing.

7) Department heads: Responsible for the following:
    a. keeping track of the financials and projected financials of their department and communicating them to the rest of the company (this includes capital expenses and revenue). If there is not a separate financial department, then there shall be a designated CFO in charge of payroll and financials.
    b. Communicating both changes from the rest of the company that would impact the department and changes from the department that would impact the rest of the company.
    c. Listening to the needs of the department and taking care of those needs or directing those needs to the right department to take care of those needs.
8) Mediator: The mediator is used to mediate conflicts within the company. The Mediator is selected by district majority, and every district shall have its own Mediator. The Mediator reserves the right to physically separate co-owners during a "question of intent" if it indicates that the co-owner in question is suspected of potentially causing someone else physical or emotional harm or has caused someone physical or emotional harm. The Mediator is in charge of any online decision-making platforms for the district.
9) CFO: The CFO or financial department is responsible for the company financials and reporting financials to the payroll department for dividend distribution. Depending upon the size of the company, the financial department may also be the payroll department. The financial department provides the list of types of expenses that may be reimbursed to co-owners by the company.
10) General Servicer: The GS is the most central role of the company. This could be the heart of the District if it is connecting all of the departments, or a Regional position if connecting multiple districts. Multiple regions could also be connected by way of this contract, but the most centralized position is the General Servicer. The GS is in service to the whole company and is the main intermediary between the Company and the public.

Rules of Incentive

These rules of incentive create boundaries to explain the incentives of the co-owners of the company. It is in the best interest of the company to satisfy the customer with the product/products being offered. The company is managed by consumers first and product second.

1) Every position in the company is a co-owner. A co-owner shall serve a position in the company. The company is 100% owned by co-owners.
2) Distributions are derived from Gross profits. 65% of gross profits are used for dividend distribution. This amount shall be adjusted by the advisement of a qualified tax accountant along with a company majority. Adjustment __________
3) Every co-owner shall report their reimbursable expenses to the CFO or financial department. Expenses that are reimbursable are considered capital expenses. Business travel expenses are considered capital expenses. Traveling to the same place for work every day for more than one

week is not considered a capital expense. The financial department shall provide a list of all non-reimbursable expenses.

4) Co-owners who are not founders may receive a lower dividend distribution that reflects their qualifications for the position they are filling. They shall achieve full dividend disbursement over time and positions are filled under the following conditions:
   a) New Co-owners. All co-owners joining the company after the founders will receive an increase in dividends over time unless stated by company majority. Base starting point and maturity shall be decided by the originator and adjusted by company majority later. Base starting point and maturity may be reviewed and amended by company majority every 12 months.
      a. Starting point percentage__________ Percentage increase/Time increment__________/___________ Total time to maturity___________
   b) Qualifications for positions. Work group majority shall decide on the qualification of the co-owner and/or review other potential co-owners for the position. This includes a possible increase from the base starting point. The work group shall be responsible for interviewing and reviewing all applicants provided by the recruiter. The internal recruiter's job stops at the interview and selection process. All selections shall be made by work group majority containing both team leader and team. The recruiter shall work with the team leader to schedule initial and secondary (if necessary) interview times. Selections must occur no more than 10 days after the interview process.
   c) New position requests. Work groups may request an additional position for their team by work group majority to manage hours. The request shall be submitted to the recruiter and made available internally first and externally second.
   d) New position requests that do not exist. A co-owner may submit a request to the recruiter to create a new position or positions for the purpose of providing a new service or product that the company does not currently offer. If the co-owner wants to fill a position, or one of the positions requested if there is more than one, it must be stated in the request. The request must pass by district majority. If the request passes, then:
      a. If the co-owner wants to fill a position, their position must be filled first by Rule 4(a), 4(b), and 4(c).
      b. Since there is no work group attached to a new product or service, the recruiter and district heart shall have sole discretion over the review and selection of new co-owners to fill the new position/positions.
   e) Swapping positions: Any co-owner who wants to learn and/or fill another position may submit an at large swap request to the recruiter. The recruiter will do the following:
      a. If the co-owner is requesting a specific position, the recruiter will contact that work group for the request to see if anyone in that group is interested in swapping positions. Both co-owners are subject to Rule 4(b).
      b. If the co-owner is open to any position, the recruiter advertises it to the company so that any co-owner may choose to swap positions. Any position swap follows Rule 4(b).
   f) Voids created from moving to new positions: Any voids created from a co-owner moving to a new position shall be filled by Rule 4(a), 4(b), and 4(c), unless the work group majority decides the position is no longer needed.
   g) Product readiness.
      a. Example: A new co-owner signs up for a position to provide a product that is not ready for market (a software programmer needs to build software for market). The

starting point and maturity date may be adjusted by company majority to allow the new co-owner full percentage of dividends upon availability to market.

i. Starting percentage for product builder_______________

h) Probationary Period: A new co-owner may start at an introductory rate to be decided by their work group for the first 6 months, even if they are deemed fully qualified at start. This allows their work group to assess their performance and assign full distribution, or an advanced starting percentage upon completion of the first six months.

5) Forced position changes by a work group shall not result in any change of percentage of distributions received by the co-owner affected.
6) Third party investments allow a set rate of distribution to co-owners through a specified runway at start-up. Revenue projections shall be updated every 6 months to allow for adjustments to ideal profit distribution. This allows both third party investors and co-owners to extend or shorten the runway to achieve ideal profit distributions and maintain capital. The ideal distribution shall be set by the originator at start up, and Rule 4 shall follow percentages based on ideal distribution.
7) All distributions for any position are based on time and/or qualification to serve in that position. There is no difference in monetary incentive between positions in the company.
8) Co-owner distributions may be suspended indefinitely by company majority.
9) Any contributions to the company by co-owners are considered capital and shall not be available for withdrawal except by company majority. The financial department shall keep track of any specific capital investments by co-owners or third-party investors. The investments are considered property of the original co-owner making the investment, but access is limited by company majority. The co-owner may request a withdrawal to the mediator to be decided by company majority at any time. Third party investment agreements shall be agreed upon by company majority.
10) No co-owner has the authority to sell or transfer their company interest to another person or entity.
11) No entity shall gain access to any co-owner's company interest by way of lawsuit against their person.
12) Any co-owner stripped of ownership by way of this agreement, shall have their company interest absorbed by the rest of the co-owners, and no third party shall have any rights to those interests.
13) 10% of Gross profits are retained for Charity. The charity/charities that receive contributions shall be decided by District majority.
14) All co-owners are responsible for their own medical insurance, retirement benefits, personal taxes from dividend disbursements, and any other jurisdictional fee requirement from income on their person.
15) All prime co-owners are in original possession of the unique product offered, including any intellectual property rights for that product. The product becomes a Company product upon signing of this agreement. If the prime co-owner chooses to leave the company, or is removed from the company for any reason, they have the right to remove the product from the company and retain sole possession and all intellectual property rights for that product indefinitely. These terms are subject to any non-discloser agreement that is in effect between the prime co-owner and the company prior to signing this agreement.
16) The District CFO shall be selected by District majority every 12 months if requested by any co-owner. Any founder can be assigned as original CFO and may hold the position for the first six months. All co-owners have the right to see the company financials in a "view only" state.

17) The originator is the first CEO of the company unless he/she chooses to nominate one of the other founders at start. They may choose to keep that position for the first 12 months, at which point it shall be selected by company majority.
18) Year-end financial statements shall be issued to every co-owner by January 31st of the following year.
19) The time it takes to become fully vested shall be determined by the originator. The time to be fully vested may be reviewed and changed by company majority every 12 months.
    a. Vested starting percentage ___________
    b. Increment increase/time___________/__________
20) Year-end capital after taxes of each year shall be made available to co-owners who are fully vested after January 31st. Fully vested Co-owners may decide to allow the company to retain their share of capital for company assets. Co-owners shall retain their percentage of company assets. Investments and co-owner benefits made by the company shall be selected by company majority.
21) Co-owners leaving the company voluntarily shall receive their vested share of company assets within 30 days following January 31st of the following year.
22) Co-owners forced to leave the company involuntarily shall forfeit all rights to any vested share of company assets. The co-owner may petition the company to receive their share of assets after January 31st of the following year to be decided by company majority.
23) Co-owners shall receive a detailed report of their vested share of Company assets within 30 days after January 31st of every year.
24) All department heads shall be selected by no less than department majority and may be reviewed and re-selected every 12 months. Any position swaps must follow Rule 4.
25) The originator is the first Mediator to assist in conflicts within the company unless he/she assigns another founder from the beginning. Each District shall have its own mediator may be reviewed and selected by district majority every 12 months. Any position swaps must follow Rule 4.
26) The list of co-owners shall be updated with the local government/governments having jurisdiction over the timed filing requirements of the company unless this contract is being used as a Trust. The list of trustees shall be made available upon request to the mediator. Co-owners have the right to request an updated copy of business reports and filings on a quarterly basis.
27) Co-owners shall decide by District majority, what currency to use for profit distribution.
28) The number of hours worked by each co-owner per month shall be decided by company majority.
29) The monthly-daily-hourly schedule shall be decided by Department majority and apply to that department only.
30) Co-owners are responsible to seek tax advice to understand what can and cannot be reported as a business expense to the company.
31) A district may merge with anther district into one corporate entity. The merger is approved when each district approves it by district majority. A region is created. Both contracts are amended by company majority to create one contract followed by the new company.
32) The district heads shall decide what positions are necessary, if any, to streamline the functions and efficiency of the merged corporate entity. New positions shall follow the tiered progression rule and Rule 4.
33) Any majority decision in these rules may be substituted by a decentralized decision-making system that represents that specific group majority.
34) Regional positions are open to any Districts connected to it. Positions shall be filled by Rule 4.

35) Co-ownership is voluntary. Any co-owner who leaves the company and revokes ownership shall receive one more profit distribution unless they leave on the day of distribution. They are entitled to their vested interest after January 31st of the following year.
36) Rules of Incentive may be reviewed and amended by company majority every 12 months.

Rules of Accountability

The rules of accountability are built upon the intent of the co-owners. We understand that if we accept and forgive each other for our mistakes, we build an atmosphere of growth. We all make mistakes at times, but our intent determines our ability to forgive ourselves and one another so we continue to build better relationships in our business. Accidents in the workplace happen, but they are learning experiences that don't necessarily require disciplinary action if no poor intent is found. These rules adhere to the fact that we are accountable to our peers, and not a third party that does not know us personally. By serving and supporting one another, we learn each other's intent and hold each other accountable to maintain the purest intent possible.

1) All co-owners are accountable to the consumer first and the product second. Each position in the company is held accountable to every position it is directly connected to.
2) Every position in the company shall work the number of hours decided on by Rule 28 of the Rules of Incentive.
3) Every team is accountable to every other team and position they are directly connected to.
4) Every team of more than 3 shall select a team leader. Teams shall be limited to no more than 10 people. Team leaders are selected by team majority.
5) For every tier between each team leader and department head, there shall be no more than a 4 to 1 reduction, so that one person is never serving more than 4 people on the management side. This number may be changed according to workload requirements to fall in line with rule 28 of the rules of incentive.
6) Every effort shall be made to create organic tier progression, where all the positions on the management side of a servicer shall select the servicer out of that group by majority of that group. If there is not a co-owner interested in a needed tier position, the position shall be filled by Rule 4 of the Rules of Incentive.
7) Every tiered position may be reviewed by the management side tier quarterly. The management side tier may, by unanimous decision and submitted in writing to the mediator, swap places with the Heart side tier position with one of their own. There shall be no reduction or advancement of profit distribution for this action.
8) Every Department shall have a Department head.
9) Every co-owner is accountable for their own training requirements and any certificates or licenses needed to perform in their position for the company.
10) Any co-owner has the right to file an anonymous "question of intent" in writing of a co-owner or co-owners within their work group to the Mediator. If there is more than one co-owner being reported, then the work group shall extend to everyone connected by no more than two positions. The question of intent must contain the following:
    a. Name of the co-owner/co-owners in question
    b. The action/actions exhibited by the co-owner that would indicate their intent was poor and not in support of other co-owners in their work group.
    c. Other reasons that they believe the co-owner in question may be self-destructive, or destructive to others in the work group or district at large.
    d. Signature of reporting person
    e. Signature of any additional witnesses in the work group

f. Date

11) The mediator shall interview any co-owner/co-owners who have been reported by "question of intent" of any work group. The primary intent of the mediator is to eliminate any conflicts in any work groups. The mediator shall keep all identities anonymous to the best of their ability. The reporting party may retract the letter upon a successful intervention by the Mediator. The mediator shall record the "question of intent" if supported by work group majority.
12) Any co-owner who receives 3 "questions of intent" by any work group, shall have their ownership revoked and receive a "letter of removal" by the Mediator.
13) Any co-owner may receive a "letter of removal" by unanimous decision by their work group without the need for 3 letters of "question of intent".
14) Any co-owner who receives a "letter of removal" shall be entitled to one more profit distribution, unless receiving the "letter of removal" on the day of distribution.
15) A "letter of removal" shall contain the following:
    a. Reason for being removed from the company.
    b. Signature from the Mediator of that district, or signatures from every other position of their work group. If being filled out by the affected work group, then the letter shall be submitted to the Mediator to give to the affected co-owner.
    c. Date of Removal
16) Any co-owner who receives a "letter of removal" may petition the district based upon the following:
    a. If the "letter of removal" is based upon the qualifications of the affected co-owner, then they may request a new position with the Recruiter and follow rule 4 of the rules of Incentive. If the district cannot accommodate a new position through rule 4, they may seek another position in another district. If they are unable to find a position in the company, there is no restricted time to apply for a position in the company.
    b. If the "letter of removal" is based on the intent of the affected co-owner, then they have 20 days to file a petition to the Mediator. The petition must contain the following:
        i. Why the co-owner's intent was incorrectly judged.
        ii. If seeking another position, what position that is and why they are more suited for it. If seeking the same position, why they should be allowed to keep that position.
        iii. Date the "letter of removal" was received.
        iv. Date and signature of applicant.
17) Any co-owner who has received a "letter of removal" and filed a petition shall receive a decision by district majority or company majority (at the request of the affected party) within 20 days of the date of the petition. A written decision shall be provided and contain the following:
    a. If the petition has been refused, signatures from the Mediator and District Head with the date that the affected person may re-apply for a position with the company.
    b. If the petition is accepted, the affected person may follow rule 4 in the rules of incentive to find another suitable position in the company. There is no guarantee of availability. There shall be no time penalty for applying for a new position.
18) Any person who has been removed from the company and either refused to petition or has had their petition refused by the district, shall have the right to apply for another position in the company no less than 12 months later.
19) Any person who has received a "letter of removal" based on qualifications and cannot find a position within the company, shall not lose their vested share of company assets. Their vested share is put on hold, until either:

a. They find another position and continue to serve the company until they are fully vested or
b. They remove their vested interest after January 31st of the following year.
c. They may choose to leave their share of company assets with the company as an investment, and have the option of full or partial withdrawal within 30 days after January 31st of each year.

20) Any team may report a “team question of intent” for another team in their team group to the Mediator. The “team question of intent” shall contain the following:
    a. Names of the co-owner/co-owners in question
    b. The action/actions exhibited by the entire team that would indicate their intent was poor and not in support of other teams in their team group.
    c. Other reasons that they believe the team in question may be self-destructive, or destructive to others in the team group or district at large.
    d. Signatures of reporting person and/or team
    e. Signature of any additional witnesses in other teams in the team group.
    f. Date
21) The mediator shall interview each member of the team in question to determine the intent of the team. The mediator shall work with the team group to determine the co-owners with poor intent. The mediator shall file “questions of intent” for the identified co-owners. See Rules of Accountability 9 through 17.
22) Any co-owner may question a financial error with the CFO or financial department verbally or by written notice. Any inquiry that is not met with satisfaction may be brought to the attention of the Mediator for further investigation. If the matter is not resolved conclusively, the affected co-owner may file a “question of intent” with the Mediator. The whole district shall act as the CFO work group and follow rules of accountability 9 through 17.
23) All co-owners agree to work for the named company in this contract only, and to do no work for any other corporate entity unless given permission by district majority.
24) Accidents in the workplace shall not be reported as disciplinary unless a co-owner determines that the accident was derived from one or more persons with poor intent. Rules 9 through 17 shall be used when investigating possible intent during accidents.
25) Any majority decision in these rules may be substituted by a decentralized decision-making system that represents that specific group majority.
26) This company is decentralized in its decision-making to emulate a natural organism. All decisions are localized by group to represent which decisions impact which parts of the organization. Work tasks that do not significantly impact other positions do not need group majority decision.
27) Every majority decision, with the exception of work group majority, shall be subject to the power of veto by the head of the group effected. For example, the district head shall have power of veto over all district majority decisions.
28) No rule in this agreement eliminates the need for a third party to protect persons from possible physical harm.
29) The rules of Accountability may be reviewed and amended by company majority every 12 months.

I __________________________, understand that by signing this agreement, I am creating a binding agreement with the stated company or Trust. I verify that I am at least 18 years of age, and I am of sound mind and body. I am signing this agreement voluntarily and have not been coerced in any way. I understand that this agreement dictates the terms of ownership for this company. I understand that everyone, regardless of race, creed, identity, or religious belief, is given equal opportunity to sign this agreement. I understand that this agreement is designed to eliminate any conflicts that might arise while I am a co-owner, and I will NOT under any circumstance, involve a third party to mediate or resolve a conflict while I am co-owner. I understand that if a situation arises that is not clear or covered by this agreement, the company shall handle it internally and decide by company majority how to handle it WITHOUT involving a third party unless the personal safety of a co-owner is in question. I understand that my ownership in this company may be revoked pursuant to the terms of this agreement. I understand that this agreement has provided a means to petition any ruling that would revoke my ownership, and I will NOT seek any further legal action against another person or this company in any judicial system or through any third party if my ownership has been revoked.

___________________________________	___________________________________
Unique Product or Service being offered	Position being applied for

Attached NDA? YES________ NO________

____
Printed Full Name

____
Signature Date

2 Types of ID submitted with agreement.

Passport__________ Birth Certificate____________ Driver's license___________