

Travined, LLC
Policies & Procedures

These Policies and Procedures hereby governs the relationship between you, the Trained Explorer (“you”, “client”, or the “TE”), and us, Trained (the “Company”). You agree to adhere to the Policies and Procedures set forth in this agreement. The website is owned and operated by: Trained LLC., Registered Address: Office 7208 W. Sand Lake Rd. Suite 305, Orlando, FL 32819.

SECTION 1 – CODE OF ETHICS

Trained (hereafter “Trained” or the “Company”) has made a commitment to provide the finest direct sales experience backed by impeccable service to its Trained Explorers and customers. In turn, the Company expects Trained Explorers to reflect that image in their relationships with customers and fellow Trained Explorers.

As a Trained Explorers you are expected to operate your business according to the highest standards of integrity and fair practice in your role as a Trained Explorers. Failure to comply with the Code of Ethics can result in your termination as a Trained Explorers. The Code of Ethics, therefore, states:

As an Independent Trained Explorers:

- I will conduct my business in an honest, ethical manner always.

I will make no representation about savings available at specific hotels, resorts or rental car companies, nor will I mention any hotels, resorts or rental car companies by name when showing comparisons – either live or by screen shots or any type of recording.

I will make no representations about the income benefits of being an Explorer with Trained or the benefits of the Trained products other than those contained in officially–approved Company literature.

I will provide support and encouragement to my customers and other Trained Explorers to ensure that their experience with

Travined is a successful one.

I will motivate and actively work with Travined Explorers in my downline organization to help them build their Travined business.

I understand that this support is critical to each Explorer's success with Travined.

I will refrain from making income claims, exaggerating my personal income or the income potential in general and will stress to Explorer candidates the level of effort and commitment required to succeed in the business.

I will not abuse the goodwill of my association with Travined to further or pro-mote other business interests (particularly those which may be competitive to Travined) without the prior written consent of Travined.

I will not make disparaging remarks about other products, services, Explorers, or companies; likewise, I will not willfully denigrate the activities or personalities of fellow Travined Explorers.

I will abide by all the Policies and Procedures of Travined as included herein, or as may be amended from time to time.

I will not make any payment(s) or promise to pay any prospective or existing Explorer in return for such Explorer's enrollment, continued enrollment, or team building or recruiting activities with Travined.

SECTION 2 – INTRODUCTION

2.1 – Policies and Compensation Plan Incorporated into Explorer Agreement

These Policies and Procedures, in their present form and as amended at the sole discretion of Travined, are incorporated into, and form an integral part of, the Travined Explorer Agreement. Throughout these Policies and Procedures, when the term "Agreement" is used, it collectively refers to the Travined Explorer Application and Agreement Form, these Policies and Procedures and the Travined Compensation Plan. These documents are incorporated by reference into the

Travined Explorer Agreement (all in their current form and as may be amended by Travined).

2.2 – Purpose of Policies

Travined is a direct sales company that markets products through Independent Explorers. Independent Explorers have the ability to receive commissions and bonuses by selling Travined products (see Travined Compensation Plan). It is important to understand that your success and the success of your fellow Explorers depends on the integrity of those who market our services. To clearly define the relationship that exists between Explorers and Travined, and to explicitly set a standard for acceptable business conduct, Travined has established the Agreement. Travined Explorers are required to comply with all of the provisions set forth in the Agreement, which Travined may amend at its sole discretion from time to time, as well as with all federal, state and local laws governing their Travined business and their conduct. Because you may be unfamiliar with many of these standards of practice, it is very important that you read and abide by the Agreement. Please review the information in this document carefully. It explains and governs the relationship between you, as an independent contractor herein referred to as “Independent Explorer”, and the Company. If you have any questions regarding any policy or rule, do not hesitate to seek an answer from the Travined corporate office.

2.3 – Changes to the Agreement

Because laws and the business environment periodically change, Travined reserves the right to amend the Agreement, the products offered, the compensation plan, and the prices at the Company’s sole and absolute discretion. By signing the Explorer Agreement, an Explorer agrees to abide by all amendments or modifications that Travined elects to make. Amendments shall be effective immediately after publication. The Company shall provide or make available to all Explorers a complete copy of the amended provisions by one or more of the following methods: (a) posting on the Company’s official website; (b) electronic mail (email); (c) inclusion in Company periodicals;

(d) inclusion with commissions or bonus checks; or (e) special mailings.

2.4 – Delays

Travined shall not be responsible for delays or failures in performance of its obligations when performance is made commercially impracticable due to circumstances beyond its reasonable control. This includes, without limitation, strikes, labor difficulties, riot, war, fire, death, curtailment of a party's source of supply, government decrees or orders, and acts of Nature.

2.5 – Policies and Provisions Severable

If any provision of the Agreement, in its current form or as may be amended, is found to be invalid, or unenforceable for any reason, only the invalid portion(s) of the provision shall be severed and the remaining terms and provisions shall remain in full force and effect and shall be construed as if such invalid or unenforceable provision never comprised a part of the Agreement.

2.6 – Waiver

The Company never gives up its right to insist on compliance with the Agreement and with the applicable laws governing the conduct of a business. No failure of Travined to exercise any right or power under the Agreement or to insist upon strict compliance by an Explorer with any obligation or provision of the Agreement, and no custom or practice of the parties at variance with the terms of the Agreement, shall constitute a waiver of Travined's right to demand exact compliance with the Agreement. Waiver by Travined can be affected only in writing by an authorized officer of the Company. A waiver of any particular breach by an Explorer shall not affect or impair Travined's rights with respect to any subsequent breach, nor shall it affect in any way the rights or obligations of any other Explorer. Nor shall any delay or omission by Travined to exercise any right arising from a breach affect or impair Travined's rights as to that or any subsequent breach. The existence of any claim or cause of action of an Explorer against Travined shall not

constitute a defense to Travined's enforcement of any term or provision of the Agreement.

SECTION 3 – BECOMING AN EXPLORER

3.1 – Requirements to Become an Explorer

To become a Travined Explorer, each applicant must:

- 3.1.1 – Pay a \$59.99/299.99/499.99/799.99 USD Explorer Enrollment Fee;
- 3.1.2 – Be at least 18 years of age;
- 3.1.3 – Reside in any of the countries that are not listed in our country 'Banned List';
- 3.1.4 – Have a valid Social Security or Tax ID number, or other accepted forms of Governmental ID's;
- 3.1.5 – Accept and comply with Travined's TE's Terms and Conditions as well as the Policies and Procedures Agreement; and
- 3.1.6 – Pay the annual \$199.95 USD renewal fee; and
- 3.1.7 – Pay the monthly membership fee specific to your membership level. Please refer to the Membership Enrollment List.

The Company reserves the right to reject any applications for a new Explorer or applications for renewal. No product purchase is required to become a new Explorer.

3.2 – Explorer Benefits

Once the Explorer Application and Agreement have been accepted by Travined, the following benefits are available to the new Explorer:

- o Market and sell Travined products;
- o Participate in the Travined Compensation Plan (receive bonuses and commissions, if eligible);
- o Enroll other individuals as Explorers into the Travined business and thereby, build a marketing organization and progress through Travined Compensation Plan;
- o Receive periodic Travined literature and other Travined communications;
- o Participate in Travined-sponsored support, service, training,

motivational and recognition functions, upon payment of appropriate charges, if applicable; and go Participate in promotional incentives and programs sponsored by Travined for its Explorers.

SECTION 4 – OPERATING AN Travined BUSINESS

4.1 – Adherence to the Travined Compensation Plan

Explorers must adhere to the terms of the Travined Compensation Plan as set forth in official literature.

Explorers shall not offer the Travined opportunity through, or in combination with, any other system, program or method of marketing other than that specifically set forth in official Travined literature. Explorers shall not require or encourage other current or prospective customers or Explorers to participate in Travined in any manner that varies from the program as set forth in official Travined literature. Explorers shall not require or encourage other current or prospective customers or Explorers to execute any agreement or contract other than official Travined agreements and contracts in order to become a Travined Explorer. Similarly, Explorers shall not require or encourage other current or prospective customers or Explorers to make any purchase from, or payment to, any individual or other entity to participate in the Travined Compensation Plan other than those purchases or payments identified as recommended or required in official Travined literature.

4.2 – Bonus Buying Prohibited

Bonus buying is strictly and absolutely prohibited. “Bonus buying” includes:

- (a) the enrollment of individuals without their knowledge and agreement and/or without execution of an Explorer Application;
- (b) the fraudulent enrollment of an individual as an Explorer;
- (c) the enrollment or attempted enrollment of non-existent individuals as Explorers;
- (d) the use of a credit card by or on behalf of an Explorer or customer when the Explorer or customer is not the account holder of such credit card;

(e) purchasing Travined products on behalf of another Explorer, or under another Explorer's ID number, to qualify for commissions or bonuses.

4.3 – Business Entities

A Partnership, LLC or Corporation may hold an Explorer business upon completion of the Explorer Application form, and providing on that form in the appropriate space, a Federal tax ID number. However, an individual may not participate in or have any beneficial interest in more than one (1) Explorer business of any kind. The person signing the application on behalf of a business entity must have the authority of said entity for entering into the transaction. In addition, by signing for as a business entity, you certify that no person with an interest of debt or equity in the business has had an interest in an Explorer business with Travined within six (6) months of the date of signature.

4.4 – Changes to a Travined Business

4.4.1 – General

Each Explorer must immediately notify Travined of all changes to the information contained in his or her Explorer Application and Agreement. Explorers may modify their existing Explorer Agreement Form by submitting a written request and appropriate supporting documentation. In order to change any TE's information, you will be asked to fill out a TE Information Change Request Form which can be requested from our Advocacy Crew for review and processing.

4.4.2 – Change of Enroller

To protect the integrity of all marketing organizations and safeguard the hard work of all Explorers, Travined does not allow changes in enroller for active Explorers. Maintaining the integrity of the enrollment is critical for the success of every Explorer and marketing organization. Accordingly, the transfer of a Travined business from one enroller to another is not permitted.

Exception – A request for a change in enroller, due to Travined error, will be accepted within 3 days of the submission of the new Explorer application. There are instances where transfer of

ownership of an account will be permitted with appropriate documents filled out. All Explorers that are approved for this transfer of ownership will be required to fill out the 'TSA Transfer of Ownership Form.'

4.4.3 – Protecting Sponsor Lines

An Explorer may only have a position in one line of sponsorship, and not in two or more. No Explorer may register a new position in a line other than his/her own downline. Attempts to the contrary will be filtered out and blocked by Travined.

4.4.3.1- As a general rule, Travined does not support requests for a change in sponsorship lines. In isolated instances, however, Travined may approve such requests in the interest of the network as a whole – providing all affected enrollers (of up to 5 – 7 generations up) agree in writing to the requested change (downlines are not required to give their approval). If this request is examined and approved, then the Explorer requesting the sponsor change will be sent a form from our Advocacy Department (as the first stage in the process) the form is labelled 'Application Form to Change Sponsor Lines'. The form will be sent with detailed instructions for the second stage of approval, to be examined and approved by the Director of Advocacy;

- only the Explorer making the request will be placed under a new sponsor (the partner's downline remains intact in the old line of sponsorship and no downline will be repositioned); or
- under extreme circumstances the entire downline may be repositioned under a new sponsor. Subject to investigation and approved by the Compliance and Legal Department.

The Explorer requesting a change of sponsors will be charged a 50 USD administration fee. The changes will be implemented in the structure within 30 days of approving the changes. When sponsors are changed, all previous activities, accumulated TC points and bonuses will be lost. There will be strict guidelines for the new position not to entice or coerce any of the previous sponsor line to move lines as this will be a direct breach of the Policies and Procedures under the Cross-Recruitment policy. This will result in termination of the Explorer account.

4.4.4 – Cancellation and Re-application

An Explorer may legitimately change organizations by:

1. a) Voluntarily cancelling his or her Travined Agreement and remaining inactive (i.e., no purchases of Travined products; no sales of Travined products; no enrolling; no attendance at any Travined functions, no participation in any other form of Explorer activity, and no operation of any other Travined business) for 6 full calendar months.

Following the 6-calendar month period of inactivity, the former Explorer may reapply under a new enroller. However, the former Explorer will permanently lose any and all right to their former Explorer Downline organization. “Downline” shall mean the organization of Independent Explorers that enroll and are placed under any Independent Explorer.

4.5 – Unauthorized Claims and Actions

4.5.1 – Indemnification

An Travined Explorer is fully responsible for all of his or her verbal and written statements made regarding Travined products, services, and the Compensation Plan that are not expressly contained in official Travined materials. Explorers agree to indemnify Travined and Travined’s directors, officers, employees and agents and hold them harmless from any and all liability, including judgments, civil penalties, refunds, attorney fees, court costs or lost business incurred by Travined as a result of the Explorer’s unauthorized representations or actions. This provision shall survive the termination of the Explorer Agreement.

4.5.2 – Income Claims and Marketing

In their enthusiasm to enroll prospective Explorers, some Explorers are occasionally tempted to make health claims or income claims or earnings representations to demonstrate the inherent power of network marketing. This is counterproductive because new Explorers may become disappointed very quickly if their results are not as extensive or as rapid as the results others have achieved.

Moreover, the Federal Trade Commission and the States have laws or regulations that regulate or even prohibit certain types of

income and health claims and testimonials made by persons engaged in network marketing. While Explorers may believe it is beneficial to provide copies of checks, or to disclose their earnings or others, such approaches have legal consequences that can negatively impact Travined as well as the Explorer making the claim unless appropriate disclosures required by law are also made contemporaneously with the income claim or earnings representation. Because Explorers do not have the data necessary to comply with the legal requirements for making income claims, an Explorer may NOT make income projections, income claims or disclose his or her Travined income (including, but not limited to, the showing of checks, copies of checks, bank statements or tax records).

When promoting the products and the tremendous opportunity Travined offers, Explorers must use only the sales tools and support materials produced by Travined. The Company has carefully designed its products, product labels, Compensation Plan and promotional materials to ensure that they are promoted in a fair, truthful manner; that they are substantiated, and the material complies with the legal requirements of federal and state laws. Accordingly, Explorers must not produce their own literature, advertisements, sales tools, promotional materials, Internet Web pages, blogs, and/or social media pages.

Examples of Accepted Phrases for Social Media:

Ex 1: “Hello everyone, please take time to watch this video and get back to me. I just got access to a free website that gives people crazy discounts on travel. My daughter booked 4 nights in Cancun for spring break in the Hilton Hotel for \$752. I used the website and paying \$252 for the same room, a \$500 saving.... Now watch this video, a must see” — NOT APPROVED – you cannot name the hotel in any posts made.

Ex 2: “Hello everyone, please take time to watch this video and get back to me. I just got access to a free website that gives people crazy discounts on travel. My daughter booked 4 nights in Cancun for spring break in a great hotel for \$752. I used the website and paying \$252 for the same room, a \$500 saving....

Now watch this video, a must see” — APPROVED

Ex 3: “\$125K Income Potential – Contact me now” – NOT APPROVED

Social Media and use of Company name

No use of company name is permitted on any social media platforms for example:

“Travined Discounts” – NOT APPROVED

“Travinedmakesmoney” – NOT APPROVED (username)

*The above are only examples of what is permitted and not permitted within the Travined’s Policies and Procedures.

Social Media and the Use of Hotel Naming and Price Points

Travined prohibits the use of posting marketing material on any social media platform that contains the hotel name and/or address. You can post the engine it was located on (ex. Expedia), and the prices of the stay or savings a member received within their post.

4.5.3 – Claims of Illegal Use

When promoting Travined products, Explorers shall not make any verbal or written statement regarding the use—or potential use—of Travined products for any illegal purpose. This includes, but is not limited to, statements regarding knowledge of the illegal use of Travined products by the Explorer or any third party, the compatibility of Travined products with any other product known to be used for illegal purposes, or the potential compatibility of Travined products with any other product known or unknown that would facilitate any practice prohibited by law. Explorers agree to indemnify Travined and Travined’s directors, officers, employees and agents and hold them harmless from any and all liability, including judgments, civil penalties, refunds, attorney fees, court costs or lost business incurred by Travined as a result of any such statements made by the Explorer.

4.5.4 — Product Claims. No representation or sales offers may be made relating to Travined product(s) that is not accurate or truthful as to grade, quality, performance, and availability. Appropriate product information is contained in authorized Travined literature and is subject to periodic review and revision

by Travined. It is the Explorer's responsibility to obtain and use only current literature and materials. All product representations made by an Explorer must be the same as those found in current Travined literature.

4.6 – Conduct at Travined Corporate Events

4.6.1 – No Selling or Recruiting for Other Companies at Travined Events

Travined Explorers shall not sell any products or recruit for any business during Travined events.

This restriction most specifically applies to sales and recruitment efforts for any other direct sales or marketing program, regardless of the product category, including those that do not compete with Travined's product line.

4.7 – Conflicts of Interest

4.7.1 – Competition Policy

Travined Explorers are free to participate in other multilevel or network marketing business ventures or marketing opportunities (collectively "network marketing"), with the exception of those products in the same generic category as Travined products. Explorers may not display Travined products with any other products or services in a fashion that might in any way confuse or mislead a prospective customer or Explorer into believing there is a relationship between the Travined and non-Travined products or services.

4.7.2 – Non-solicitation

During the term of this Agreement, Explorers may not recruit other Travined Explorers or customers for any other network marketing business. Following the cancellation of this Agreement for any reason, and for a period of one year thereafter, a former Explorer may not recruit any Travined Explorer or customer for another network marketing business. The Explorers and Company recognize that because network marketing is conducted through networks of independent contractors dispersed across the entire world, and business is commonly conducted via the Internet and telephone, an effort to narrowly limit the geographic scope of this non-solicitation provision

would render it wholly ineffective. Therefore, the Explorers and Company agree that this non-solicitation provision shall apply to all markets in which Travined conducts business, unless such company is doing business.

The term “recruit” means actual or attempted solicitation, enrollment, encouragement or effort to influence in any other way, either directly or through a third party, another Travined Explorer or customer to enroll or participate in another multilevel marketing, network marketing or direct sales opportunity.

4.7.3– Downline Activity (Genealogy) Reports

Downline Activity Reports made available for Explorer access and viewing through Travined’s official website are considered confidential. Explorer access to their Downline Activity Reports is password protected. All Downline Activity Reports and the information contained therein are confidential and constitute proprietary information and business trade secrets belonging to Travined. Downline Activity Reports are provided to Explorers in the strictest of confidence and are made available to Explorers for the sole purpose of assisting Explorers in working with their respective Downline Organizations in the development of their Travined business. Explorers should use their Downline Activity Reports to assist, motivate and train their Downline Explorers. The Explorer and Travined agree that, but for this agreement of confidentiality and nondisclosure, Travined would not provide Downline Activity Reports to the Explorer. An Explorer shall not, on his or her own behalf, or on behalf of any other person, partnership, association, corporation or other entity:

- o Directly or indirectly disclose any information contained in any Downline Activity Report to any third party;
- o Directly or indirectly disclose the password or other access code to his or her Downline Activity Report;

Use the information to compete with Travined or for any purpose other than promoting his or her Travined business;

- o Recruit or solicit any Explorer or Customer of Travined listed on any report or in any manner attempt to influence or induce any Explorer or customer of Travined to alter their business

relationship with Travined;

- o Use or disclose to any person, partnership, association, corporation or other entity any information contained in any Downline Activity Report.

- o Upon demand by the Company, any current or former Explorer will re-turn the original and all copies of Downline Activity Reports to the Company.

4.8 – Cross–Enrolling

Actual or attempted cross–enrolling is strictly prohibited. “Cross–enrolling” is defined as the enrollment of an individual or entity that is already a current Customer or Explorer of Travined, or who has had such an agreement within the preceding 6 calendar months, within a different line of enrollment. The use of a spouse or relative’s name, a straw man, trade names, assumed names or fictitious ID numbers to circumvent this policy is prohibited. Explorers shall not demean, discredit or defame other Travined Explorers in an attempt to entice another Explorer to become part of the first Explorer’s marketing organization. If a prohibited organization transfer occurs, Travined shall take disciplinary action against the Explorer(s) who engaged, acquiesced and/or knowingly participated in the improper cross–enrolling. However, it shall be entirely within Travined’s discretion where in the genealogical structure, the cross–enrolled organization in question shall be placed or otherwise distributed.

Because equities often exist in favor of both Upline organizations, EXPLORERS WAIVE ANY AND ALL CLAIMS AND CAUSES OF ACTION AGAINST THE COMPANY FOR ITS DECISION REGARDING THE FINAL DISPOSITION OR PLACEMENT OF THE CROSS ENROLLED ORGANIZATION.

“Upline” shall mean the organization of Independent Explorers enrolled and placed above any Independent Explorer.

4.9 – Errors or Questions

If an Explorer has questions about or believes any errors have been made regarding commissions, bonuses, Downline Activity Reports, or charges, the Explorer must notify the Travined Explorer Support Department at support@Travined.com, in writing, within 5 – 7 days of the date of the purported error or

incident in question. Travined will not be responsible for any errors, omissions or problems not reported to the Company within 7 days.

4.10 – Sales Aids Optional

Explorers are not required to purchase or carry sales aids. Explorers who do so must make his or her own decision regarding these matters. Absolutely no use of the Travined name may be used on marketing materials, including any social media such as Facebook or Instagram. To ensure that Explorers are not encumbered with Company Sales Aids, such Sales Aids may be returned to Travined upon the Explorer's cancellation pursuant to the terms of Section 8.2.

4.11 – Governmental Approval or Endorsement

No federal or state regulatory agencies or officials approve or endorse any direct selling program. Therefore, Explorers shall not represent or imply that Travined or its Compensation Plan have been "approved," "endorsed" or otherwise sanctioned by any government agency.

4.12 – Manipulating Applications or Enrollments

Explorers must not manipulate enrollments of new Explorers or customer orders.

4.13 – Identification

All Explorers are required to provide their Social Security Number or Federal Tax Identification Number to Travined on the Explorer Application and Agreement.

Upon enrollment, the Company will provide a unique Explorer Identification Number to the Explorer by which he or she will be identified. This number will be used to place orders and track commissions and bonuses.

4.14 – Income Taxes

Each Explorer is responsible for paying local, state and federal taxes on any income generated as an Explorer. Every year, Travined will provide IRS Form 1099 (non-employee compensation) earnings statement to each U.S. resident who (a) had earnings of over \$600 in the previous calendar year or (b) made purchases during the previous calendar year in excess of \$5,000 wholesale.

4.15 – Independent Contractor Status

Explorers are independent contractors and are not purchasers of a franchise or a business opportunity. The agreement between Travined and its Explorers does not create an employer/employee relationship, agency, partnership or joint venture between the Company and the Explorer. Explorers shall not be treated as an employee for his or her services or for federal or state tax purposes. All Explorers are responsible for paying local, state and federal taxes due from all compensation earned as an Explorer of the Company. The Explorer has no authority (expressed or implied) to bind the Company to any obligation. Each Explorer shall establish his or her own goals, hours, and methods of sale, so long as he or she complies with the terms of the Explorer Agreement Form, and these Policies and Procedures, and applicable laws.

The name of Travined and other names as may be adopted by Travined are proprietary trade names, trademarks and service marks of Travined. As such, these marks are of great value to Travined and are supplied to Explorers for their use only in an expressly authorized manner. Use of the Travined name on any item not produced by the Company is prohibited except as follows:

Explorer's Name

Independent Travined Explorer

All Explorers may list themselves as an "Independent Travined Explorer" in the residential telephone directory ("white pages") under their own name. Explorers may not place telephone directory display ads in the classified directory ("Yellow Pages") using Travined's name or logo.

Explorers may not answer the telephone by saying "Travined" or in any other manner that would lead the caller to believe that he or she has reached the corporate offices of the Company.

Advertising is not limited to print media; it also includes internet advertising and other forms of advertising. It is prohibited for an Explorer to use an internet or email address that utilizes the trade name Travined or includes Travined in a portion of the address. It is also prohibited for an Explorer to use any website

materials on a website that references or relates to Travined that is not authorized in writing by Travined. It is also prohibited for an Explorer to place links to unauthorized websites or webpages onto a website or webpage that has been authorized by Travined.

All Explorers may not mislead or portray themselves as an employee of Travined in any way. This will result in immediate suspension.

4.16 – Insurance

4.16.1 – Business Pursuits Coverage

You may wish to arrange insurance coverage for your business. Your homeowner's insurance policy may not cover business related injuries or the theft of or damage to your business.

Contact your insurance agent to make sure that your business property is protected. Please note insurance coverage is dependent on your provider and the Company does not provide any advice on insurance products.

4.17 – International Marketing

Because of critical legal and tax considerations, Travined must limit the marketing and enrollment of Travined services and the presentation of the Travined business to prospective customers and Explorers located within the 50 United States of America and any other jurisdiction officially opened by Travined.

Explorers are only authorized to do business in the countries in which has announced are open for business in official Company literature.

4.18 – Laws and Ordinances

Explorers shall comply with all federal, state and local laws and regulations in the conduct of their businesses. Many cities and counties have laws regulating certain home-based businesses. In most cases these ordinances are not applicable to Explorers because of the nature of their business. However, Explorers must obey those laws that do apply to them. If a city or county official tells an Explorer that an ordinance applies to him or her, the Explorer shall comply with the law.

4.19 – Minors

Explorers shall not enroll or recruit individuals under the age of

18 into the Travined program.

4.20 – Actions of Household Members or Affiliated Individuals.

If any member of an Explorer's household, family, or other affiliated individual engages in any activity that, if performed by the Explorer, would violate any provision of the Agreement, such activity will be deemed a violation by the Explorer and Travined

may take disciplinary action pursuant to the Statement of Policies against the Ambassador.

4.21 – One Travined Business Per Explorer and Household Restrictions

An Explorer may operate or have an ownership interest in only one business. No individual may have, operate or receive compensation from more than one Travined business.

Individuals of the same family unit may enter or have an interest in more than one Travined Business provided a family member acts as the direct enroller of the other. A "family unit" is defined as spouses, domestic partners and dependent children living at or doing business at the same address.

An exception to the one-business-per-Explorer rule will be considered on a case-by-case basis if two existing Explorers marry. Requests for exceptions to this policy must be submitted in writing to the Compliance Department.

4.22 – Reserved.

4.23 – Requests for Records

Any request from an Explorer for copies of invoices, agreements, Downline activity reports or other records/reports will require a fee of \$1.00 per page per copy. This fee covers the expense of mailing and time required to research files and make copies of the records.

4.24 – Sale, Transfer or Assignment of Travined Business

4.24.1 – Although a Travined business is a privately owned, independently operated business, the sale, transfer or assignment of an Travined business, and the sale, transfer or assignment of an interest in a Business Entity that owns or operates a Travined Explorer business, is subject to certain limitations. If an Explorer wishes to sell his or her Travined

business, or interest in a Business Entity that owns or operates a Travined business, the following criteria must be met:

The selling Explorer must offer Travined the right of first refusal to purchase the business on the same terms as agreed upon with a third-party buyer. Travined shall have fifteen (15) days from the date of receipt of the written offer from the seller to exercise its right of first refusal.

The buyer or transferee must become a qualified Explorer. If the buyer is an active Travined Explorer, he or she must first terminate his or her Travined business and however the six (6) calendar month waiting period may be waived before acquiring any interest in the new Travined business;

Before the sale, transfer or assignment can be finalized and approved by Travined, any debt obligations the selling party has with Travined must be satisfied.

The selling party must be in good standing and not in violation of any of the terms of the Agreement in order to be eligible to sell, transfer or assign a Travined Explorer business.

Prior to selling a Business Entity interest, the selling party must notify Travined's Compliance Department in writing and advise of his or her intent to sell Travined's business or Business Entity interest. The selling party must also receive written approval from the Compliance Department before proceeding with the sale.

Qualification to Transfer business:

1. Travined's Explorer must be at the level of Sapphire or higher; and
2. Travined's Explorer must have been in the business for at least 6 months or more.

****All requests are based on approval the above does not constitute automatic approval to transfer ones business to another.**

Required Documentation – There are instances where transfer of ownership of an ac-count will be permitted with appropriate documents filled out. All Explorers that are approved for this transfer of ownership will be required to fill out the 'Transfer of

Ownership Form.'

4.25 – Separation of a Travined Explorer Business

In the event of a dissolution of marriage of a Travined Explorer, and a spouse, arrangements must be made to assure that any division of the business assets is accomplished so as not to adversely affect the interests and income of other businesses up or down the line of enrollment. If the separating parties fail to provide for the best interests of other Explorers and the Company, Travined may be forced to involuntarily terminate the Explorer Agreement.

4.25.1 – During the pendency of a divorce or dissolution, the Company shall treat the business according to the status quo as existed prior to the filing of the divorce or dissolution.

Under no circumstances will the Downline Organization of divorcing spouses be divided. Similarly, under no circumstances will Travined split commission and bonus checks between divorcing spouses. Travined will recognize only one Downline Organization and will issue only one commission check per Travined business per commission cycle. Commission checks shall always be issued to the individual whose name appears on the Explorer Agreement.

4.26 – Enrolling

All active Explorers in good standing have the right to enroll others into Travined. Each prospective Explorer has the ultimate right to choose his or her own enroller. If two Explorers claim to be the enroller of the same new Explorer, the Company shall regard the first application received by the Company as controlling.

4.27 – Stacking

“Stacking” is strictly prohibited. The term “stacking” includes: (a) violating the one–business–per–household rule and/or (b) enrolling fictitious individuals or entities into the Travined Compensation Plan, in an attempt to manipulate the Compensation Plan.

4.28 – Telemarketing

The Federal Trade Commission and the Federal Communications Commission each have laws that restrict

telemarketing practices.

Both federal agencies (as well as several states) have “do not call” regulations as part of their telemarketing laws. While you may not consider yourself a “telemarketer” in the traditional sense of the word, these regulations broadly define the term “telemarketer” and

“telemarketing” so that your inadvertent action of calling someone whose telephone number is listed on the federal “do not call” registry could cause you to violate the law. More-over, these regulations must not be taken lightly, as they carry significant penalties (up to \$11,000.00 per violation).

Therefore, Explorers must not engage in telemarketing relative to the operation of their Travined businesses. The term “telemarketing” means the placing of one or more telephone calls to an individual or entity to induce the purchase of a Travined product or service, or to recruit them for the Travined opportunity. “Cold calls” made to prospective customers or Explorers that promote either Travined’s products or services or the Travined opportunity constitute telemarketing and are prohibited. However, a telephone call(s) placed to a prospective customer or Explorer (a “prospect”) is permissible under the following situations:

If the Explorer has an established business relationship with the prospect. An “established business relationship” is a relationship between an Explorer and a prospect based on the prospect’s purchase, rental or lease of goods or services from the Explorer, or a financial transaction between the prospect and the Explorer, within the 18 months immediately preceding the date of a telephone call to induce the prospect’s purchase of a product or service.

The prospect’s personal inquiry or application regarding a product or service offered by the Explorer within the 3 months immediately preceding the date of such a call.

If the Explorer receives written and signed permission from the prospect authorizing the Explorer to call. The authorization must specify the telephone number(s) that the Explorer is authorized

to call.

You may call family members, personal friends and acquaintances. An “acquaintance” is someone with whom you have at least a recent first-hand relationship (i.e., you have recently personally met him or her). Bear in mind, however, that if you make a habit of “card collecting” with everyone you meet and subsequently calling them, the FTC may consider this a form of telemarketing that is not subject to this exemption. Thus, if you engage in calling “acquaintances,” you must make such calls on an occasional basis only and not make this a routine practice. In addition, Explorers shall not use automatic telephone dialing systems relative to the operation of their Travined businesses. The term “automatic telephone dialing system” means equipment which has the capacity to (a) store or produce telephone numbers to be called using a random or sequential number generator and (b) to dial such numbers.

SECTION 5 – RESPONSIBILITIES OF EXPLORERS

5.1 – Change of Address or Telephone

To ensure timely delivery of products, support materials and commission checks, it is critically important that Travined’s files are current. Explorers planning to move should email Travined corporate office, at support@Travined.com, their new address and telephone numbers. In the alternative, Explorers may update their personal information through their Travined Explorer Back Office. To guarantee proper delivery, two-weeks advance notice to Travined is recommended on all changes.

5.2 – Continuing Development Obligations

5.2.1 – Ongoing Training

Any Explorer who enrolls another Explorer into Travined must perform a bona fide assistance and training function to ensure that his or her Downline is properly operating his or her Travined business. Explorers must have ongoing contact and communication with the Explorers in their Downline Organizations. Examples of such contact and communication may include, but are not limited to, newsletters, written correspondence, personal meetings, telephone contact, voice

mail, electronic mail and the accompaniment of Downline Explorers to Trained meetings, training sessions, and other functions. Upline Explorers are also responsible to motivate and train new Explorers in Trained product knowledge, effective sales techniques, the Trained Compensation Plan and compliance with Company Policies and Procedures.

Communication with and the training of Downline Explorers must not, however, violate Section 4.5.2 (regarding the development of Explorer-produced sales aids and promotional materials).

Explorers cannot charge for training.

Upon request, every Explorer should be able to provide documented evidence to Trained of his or her ongoing fulfillment of the responsibilities of an enroller.

5.2.2 – Increased Training Responsibilities

As Explorers progress through the various levels of leadership, they will become more experienced in sales techniques, product knowledge and understanding of the Trained program. They will be called upon to share this knowledge with lesser-experienced Explorers within their organization.

5.2.3 – Ongoing Sales Responsibilities

Regardless of their level of achievement, Explorers have an ongoing obligation to continue to personally promote sales through the generation of new customers or Explorers and through servicing their existing customers or Explorers.

5.3 – Non-disparagement

Trained wants to provide its Explorers with the best products, compensation plan and service in the industry. Accordingly, we value your constructive criticisms and comments. All such comments should be submitted in writing to the Trained corporate offices. While Trained welcomes constructive input, negative comments and remarks made in the field by Explorers about the Company, its products or Compensation Plan serve no purpose other than to sour the enthusiasm of other Trained Explorers. For this reason, and to set the proper example for their Downline, Explorers must not disparage, demean or make negative remarks about Trained, other Trained Explorers, Trained's services, the Compensation Plan or Trained's

directors, officers or employees.

5.4 – Providing Documentation to Applicants

Explorers must provide the most current version of the Policies and Procedures and the Compensation Plan to individuals whom they are enrolling to become Explorers before the applicant signs an Explorer Agreement. Additional copies of Policies and Procedures can be found on in your business center under the forms section.

5.5 – Reporting Policy Violations

Explorers observing a policy violation by another Explorer should submit a written report of the violation directly to the attention of the Travined Compliance Department. Details of the incident(s), such as dates, number of occurrences, persons involved and any supporting documentation, should be included in the report.

SECTION 6 – SALES REQUIREMENTS

6.1 – Product Sales

The Travined Compensation Plan is based upon the sale of Travined products to end user consumers. Explorers must fulfill personal and Downline organization sales requirements (as well as meet other responsibilities set forth in the Agreement) to be eligible for bonuses, commissions and advancement to higher levels of achievement.

6.2 – Sales of Travined products through on–line classifieds or auction sites, such as eBay or craigslist, are prohibited, without the expressed written consent of Travined.

6.3 – Territory Restrictions

There are no exclusive territories granted to anyone. No franchise fees are required.

SECTION 7 – BONUSES AND COMMISSIONS

7.1 – Bonus and Commission Qualifications

An Explorer must be active and in compliance with the Agreement and these policies to qualify for bonuses and commissions. So long as an Explorer complies with the terms of the Agreement and these policies, Travined shall pay commissions to such Explorer in accordance with the Compensation Plan. The minimum amount for which Travined

will issue a commission payment is \$40.00. If an Explorer's bonuses and commissions do not equal or exceed \$40.00, the Company will accrue the commissions and bonuses until they total \$40.00. Commissions will be issued once \$40.00 has been accrued via pay card or direct deposit.

7.2 – Commission Payments and Promotions

7.2.1 – Payments, Calculations, and Bonuses

Commissions will be distributed in accordance with the Compensation Plan. Commissions will be calculated according to the level for which an Explorer actually satisfied all of the requirements according to the Compensation Plan rather than the highest rank or title achieved. Commission reports will be provided to Explorers on-line, via web access.

7.2.2-Passport Program

Passport program grants the Explorer to receive the 50% of the monies saved back in its equivalent Reward Credits. Once Travined, LLC membership pool reaches 25,000 enrolled members, at such time the Explorer would begin to receive monies in the equivalence of the Reward Credits for future Passports given out.

7.2.3 – Promotions

Promotions are determined based on business organization and sales activity for each applicable period.

7.2.4 – Subscription Renewals

Explorers are responsible to maintain their monthly subscription fee indicated in the dashboard of your Travined account. Your monthly subscription fee will have a default setting to deduct the fee from your E-Wallet. If the E-Wallet does not have funds available or not enough to cover the cost of the monthly subscription the next source of payment sure their services are not interrupted or placed in a cancellation setting due to non-payment.

All Explorers will have the option in the back-office labelled "Subscription" located in your My Profile section where you will be able to manage your monthly subscription and payment methods. If this section is not filled out the system is

automatically set up with a default option to deduct from your E-Wallet.

7.3 – Adjustment to Bonuses and Commissions

7.3.1 – Adjustments for Returned Products or chargebacks

Explorers receive bonuses and commissions based on the actual enrollment for services to merchants. When a service is cancelled and refund is authorized by the Company, the bonuses and commissions attributable to the refunded service(s) will be deducted in the month in which the refund is given and continuing every pay period thereafter until the commission is recovered from the Explorers who received bonuses and commissions on the sales of the refunded service(s).

7.4 – Unclaimed Commissions and Credits

7.4.1 – Explorers must deposit or cash commission and bonus checks within six months from their date of issuance. A check that remains uncashed after six months will be void. There shall be a \$25.00 charge for reissuing a check. These charges shall be deducted from the balance owed to the Explorer.

7.5 – Reports

All information provided by Travined in online or telephonic Downline Activity Reports, including but not limited to personal and group sales volume (or any part thereof), and Downline enrollment activity is believed to be accurate and reliable. Nevertheless, due to various factors, including the inherent possibility of human and mechanical error; the accuracy, completeness and timeliness of orders; denial of credit card and electronic check payments; returned products; and credit card and electronic check chargebacks, the information is not guaranteed by Travined or any persons creating or transmitting the information. All personal and group sales volume information is provided “as is” without warranties, expressed or implied, or representations of any kind whatsoever. In particular, but without limitation, there shall be no warranties of merchantability, fitness for a particular use or non-infringement.

To the fullest extent permissible under applicable law, Travined

and/or other persons creating or transmitting the information will in no event be liable to any Explorer or anyone else for any direct, indirect, consequential, incidental, special or punitive damages that arise out of the use of or access to personal and group sales volume information (including but not limited to lost profits, bonuses, or commissions, loss of opportunity and damages that may result from inaccuracy, incompleteness, inconvenience, delay or loss of the use of the information), even if Travined or other persons creating or transmitting the information shall have been advised of the possibility of such damages. To the fullest extent permitted by law, Travined or other persons creating or transmitting the information shall have no responsibility or liability to you or anyone else under any tort, contract, negligence, strict liability, products liability or other theory with respect to any subject matter of this agreement or terms and conditions related thereto.

Access to and use of Travined's online reporting services and your reliance upon such information is at your own risk. All such information is provided to you "as is." If you are dissatisfied with the accuracy or quality of the information, your sole and exclusive remedy is to discontinue use of and access to Travined's online reporting services and your reliance upon the information.

7.6 – Sales Contests and Promotions

From time to time, Travined may run sales contests and promotions. All such contests and promotions are subject to change at the sole discretion of Travined and awards and prizes may be adjusted up or down depending on sales volume during the promotional period.

SECTION 8 – RETURNS AND SALES AIDS REPURCHASE

8.1 – Retail Sales and Customer Returns

Retail sales to the customer are the foundation of the Travined business. The entire commission structure is based upon volume of retail sales referred by the individual Explorers as well as their entire organization.

Monthly Explorer subscription payments are not refundable due

to the fact that they are used each month.

Chargebacks. If an Explorer charges back any amount, their account will be suspended and they will be required to refund the money charged back as well as pay a \$50.00 USD reinstatement fee.

NOTE: If an Explorer returns more than \$300.00 in products in any twelve (12) consecutive month period, it shall constitute the Explorer's request to cancel his or her Explorer Agreement. The Company shall deduct from the Explorer's subsequent commission checks and/or from the refund paid to the Member any commissions, bonuses, rebates, or other incentives received by the Explorer that were the returned merchandise.

8.2 Sales Aids Repurchase

Explorers may cancel the Agreement within three (3) days of execution and receive a full refund of all Explorer fees and any voluntary sales aids purchases.

After the three (3) day rescission period, an Explorer may still cancel the Agreement and the Explorer may return any sales aids for a refund. Explorers may only return sales aids that he or she personally purchased from Travined (purchases from other Explorers or third parties are not subject to refund). Any returned sales aids must be in unused, resalable condition. Sales aids are only available for a refund if the item(s) were purchased by the Explorer within the year prior to the date of cancellation. Upon Company's receipt of resalable sales aids and/or inventory, the Explorer will be reimbursed 90 percent (90%) of the net cost of the original purchase price(s). Shipping charges are not refundable. If the purchases were made through a credit card, the refund will be credited back to the same account.

8.2.1 Montana Residents

A Montana resident may cancel his or her Explorer Agreement within fifteen (15) days from the date of enrollment and may return his or her inventory and/or sales aids for a full refund within such time period.

All product returns or sales aids to be returned for refund under these provisions must be approved in advance of shipment to

Travined by emailing the Explorer Service Department at support@travined.com.

SECTION 9 – DISPUTE RESOLUTION AND DISCIPLINARY PROCEEDINGS

9.1 – Disciplinary Sanctions

Violation of the Agreement, these Policies and Procedures or any illegal, fraudulent, deceptive or unethical business conduct by an Explorer may result, at Travined's discretion, in one or more of the following corrective measures:

- Issuance of a written warning or admonition;

- Requiring the Explorer to take immediate corrective measures;

- Imposition of a fine, which may be withheld from bonus and commission checks;

- Loss of rights to one or more bonus and commission checks;

- The withholding from an Explorer of all or part of the Explorer's bonuses and commissions during the period that Travined is investigating any conduct allegedly in violation of the Agreement.

If an Explorer's business is canceled for disciplinary reasons, the Explorer will not be entitled to recover any commissions withheld during the investigation period;

- Suspension of the individual's Explorer Agreement for one or more pay periods;

- Involuntary termination of the offender's Explorer Agreement;

- Any other measure expressly allowed within any provision of the Agreement or that Travined deems practicable to implement and appropriate to equitably resolve injuries caused partially or exclusively by the Explorer's policy violation or contractual breach; or in situations deemed appropriate by Travined, the Company may institute legal proceedings for monetary and/or equitable relief.

9.2 – Grievances and Complaints

When an Explorer has a grievance or complaint with another Explorer regarding any practice or conduct in relationship to their respective Travined businesses, the complaining Explorer should first report the problem to his or her enroller, who should review the matter and try to resolve it with the other party's Upline enroller. If the matter cannot be resolved, it must be reported in

writing to the Company. The Company will review the facts and determine if a policy violation has occurred and take appropriate action.

9.3 – Arbitration

Any controversy or claim arising out of or relating to the Agreement, or the breach thereof, shall be settled by arbitration administered by the American Arbitration Association or other recognized arbitration service, under its Commercial Arbitration Rules, and judgment on the award rendered by the arbitrator may be entered in any court having jurisdiction thereof. Explorers waive all rights to trial by jury or to any court. All arbitration proceedings shall be held in the United Kingdom. All parties shall be entitled to all discovery rights pursuant to the Federal Rules of Civil Procedure. There shall be one arbitrator, an attorney at law, who shall have expertise in business law transactions, with a strong preference being an attorney knowledgeable in the direct selling industry, selected from the panel that the American Arbitration Panel provides. The prevailing party shall be entitled to receive from the losing party, OR each party to the arbitration shall be responsible for its own, costs and expenses of arbitration, including legal 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 of competent jurisdiction. This agreement to arbitration shall survive any termination or expiration of the Agreement.

Nothing in these Policies and Procedures shall prevent Travined from applying to and obtaining from any court having jurisdiction a writ of attachment, a temporary injunction, preliminary injunction, permanent injunction or other relief available to safeguard and protect Travined's interest prior to, during or following the filing of any arbitration or other proceeding or pending the rendition of a decision or award in connection with any arbitration or other proceeding.

9.4 – Governing Law, Jurisdiction and Venue

Jurisdiction and venue of any matter not subject to arbitration shall reside in the United Kingdom. The Federal Arbitration Act shall govern all matters relating to arbitration. The law of the

United Kingdom shall govern all other matters relating to or arising from the Agreement.

9.4.1 – Louisiana Residents: Notwithstanding the foregoing, Louisiana residents may bring an action against the Company with jurisdiction and venue as provided by Louisiana law.

SECTION 10 – INACTIVITY AND CANCELLATION

10.1 – Effect of Cancellation

So long as an Explorer remains active and complies with the terms of the Explorer Agreement and these Policies and Procedures, Travined shall pay commissions to such Explorer in accordance with the Compensation Plan. An Explorer's bonuses and commissions constitute the entire consideration for the Explorer's efforts in generating sales and all activities related to generating sales (including building a Downline Organization). Following an Explorer's termination for inactivity, or voluntary or involuntary termination of his or her Explorer Agreement (all of these methods are collectively referred to as "termination"), the former Explorer shall have no right, title, claim or interest to the marketing organization that he or she operated, or any commission or bonus from the sales generated by the organization. An Explorer whose business is terminated will lose all rights as an Explorer. This includes the right to sell Travined products and services and the right to receive future commissions, bonuses or other in-come resulting from the sales and other activities of the Explorer's former Downline sales organization. In the event of termination, Explorers agree to waive all rights they may have, including but not limited to property rights, to their former Downline organization and to any bonuses, commissions or other remuneration derived from the sales and other activities of his or her former Downline organization.

Following an Explorer's termination of his or her Explorer Agreement, the former Explorer shall not hold himself or herself out as a Travined Explorer. An Explorers whose Explorer Agreement is terminated shall receive commissions and bonuses only for the last full pay period he or she was active prior to cancellation (less any amounts withheld during an investigation

preceding an involuntary termination).

10.2 – Involuntary Termination

An Explorer's violation of any of the terms of the Agreement, including any amendments that may be made by Travined in its sole discretion, may result in any of the sanctions listed above, including the involuntary termination of his or her Explorer Agreement. Cancellation shall be effective on the date on which written notice is mailed, faxed or delivered to an express courier to the Explorer's last known address (or fax number), or to his or her attorney, or when the Explorer receives actual notice of termination, whichever occurs first.

10.3 – Voluntary Termination

An Explorer has a right to cancel, at any time, regardless of reason. Termination must be submitted in writing to the Company at its principal business address. The written notice must include the Explorer's signature, printed name, address and Explorer ID number. Explorers who have resigned may re-apply to become an Explorer with Travined after 6 months. An Explorer's position is subject to termination due to inactivity (i.e., merchant enrollments, no commissions, no enrolling; and no attendance at any Travined functions, participation in any other form of Explorer activity, or operation of any other Travined business) after being inactive for 6 full calendar months.

10.4 – Non-Renewal

An Explorer may also voluntarily cancel his or her Explorer Agreement by failing to maintain the Agreement annually. The Company may also elect not to renew an Explorer's Agreement.

10.5– Complete Agreement

These Policies and Procedures, any and all modifications made by the Company, along with the Terms and Conditions and the Compensation Plan make up the entire agreement between Explorer and Company. All fees indicated in this agreement are subject to change at any time. Your continued use of your account and the services will be construed as acceptance of the agreements set forth by and with Travined. All lists mentioned in

this Agreement can be found in your Explorer back-office under documents or it can be requested from our support crew.

11/22/2019