



STATEMENT OF POLICIES AND PROCEDURES

Effective September 1, 2019

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EKONOMX INC STATEMENT OF POLICIES AND PROCEDURES

Effective April 9, 2018

SECTION 1 – INTRODUCTION

1.1 - Policies Incorporated into InfluenXer Agreement

The terms and conditions found in these Policies and Procedures (“Policies”), in their present form or as amended at any time by EkonomX Global Inc (simply “EkonomX” or “Company”) in the future, are incorporated into and form an integral part of the EkonomX InfluenXer Agreement (“InfluenXer Agreement”). Throughout these Policies, when the term “Agreement” is used, it collectively refers to the EkonomX InfluenXer Agreement, these Policies, and the EkonomX Rewards Plan. These documents are incorporated by reference into the InfluenXer Agreement (all in their current form and as amended by EkonomX). It is the responsibility of each InfluenXer to read, understand, adhere to, and ensure that he or she is aware of and operating under the most current version of these Policies. When Enrolling a new InfluenXer, it is the responsibility of the Enrolling InfluenXer (“Enroll”) to provide the most current version of these Policies and Procedures prior to any execution of the InfluenXer Agreement.

1.2 - Changes to the InfluenXer Agreement, Policies and Procedures, or Rewards Plan

Because different laws and regulations, as well as the account environment, periodically change, Company reserves the right to amend the Agreement and the prices of its cryptocurrency services in its sole and absolute discretion. Notification of amendments shall appear in Company Official Materials. Amendments shall be effective upon publication in such Company Official Materials, including but not limited to, posting: (i) on the EkonomX website (<https://www.EkonomX.com/>); (ii) e-mail distribution; (iii) or any other commercially reasonable method. The continuation of an InfluenXer’s account or the acceptance of cryptocurrencies, bonuses or commissions constitutes acceptance of all amendments.

1.3 - Delays

EkonomX shall not be responsible for delays and 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, flood, death, curtailment of a party’s source of supply power or government decrees and/or orders.

1.4–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.

1.5 –Waiver

The Company never gives up its right to insist on compliance with the Agreement and with any applicable laws governing the conduct of an account. No failure of the Company to exercise any right or power under the Agreement or to insist upon strict compliance by a InfluenXer 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 the Company’s right to demand exact compliance with the Agreement. Waiver by EkonomX can only be effectuated in writing by an authorized officer of the Company.

SECTION 2 – BECOMING AN EKONOMX InfluenXer

2.1 - Requirements to Become an InfluenXer

To become an EkonomX InfluenXer, each applicant must:

- A. Be at least eighteen (18) years of age and have the legal capacity to enter into an agreement with the Company;
- B. Reside in countries, territories, or general locales officially opened by EkonomX;
- C. Submit a properly completed and signed electronic InfluenXer Agreement; and
- E. Submit payment for the annual EkonomX licensing fee.

2.2 - New InfluenXer Registration by the Internet

A prospective InfluenXer may self-enroll on his or her Enroll’s website. In such event, Company will accept the Agreement by way of an “electronic signature” rather than submission via physical hard copy of the Agreement. An InfluenXer’s acceptance of the “electronic signature” signifies his or her tacit acceptance of the terms and conditions of the InfluenXer Agreement, as well as the acceptance and understanding of these Policies. Please note that such electronic signature constitutes a legally binding agreement between you and EkonomX INC.

2.3 - InfluenXer Benefits

Upon the Company’s acceptance of a InfluenXer Agreement, the benefits of the EkonomX Rewards Plan and the InfluenXer Agreement become immediately available. These benefits include the following rights:

- A. The ability to sell EkonomX’s cryptocurrency services;
- B. The ability to participate in the EkonomX Rewards Plan (i.e., receive bonuses and commissions, if eligible);



C. Enroll other individuals as clients (“Clients”) and downstream InfluenXers into one’s account, hereby building an organization and progressing through the EkonomX Rewards Plan; and

D. Receive periodic Company literature and other Company directed communications.

SECTION 3 – ACCEPTANCE OF RISK AND THE POLICY ON THE EKONOMX INCOME DISCLAIMER

3.1 – Due Diligence

Company makes no guarantees, warranties, or representations as to the rate by which Company algorithms may affect your own independent cryptocurrency trading. All InfluenXers understand and agree that the Company is not liable for any loss suffered in the facilitation, conduct and oversight of the EkonomX services. Furthermore, you acknowledge that you have conducted sufficient due diligence with regards to the risks associated with cryptocurrency trading and recognize the risk that financial loss(es) may occur

3.2 – Income Disclaimer

As a way to conduct better account practices, EkonomX hereby puts forth a disclaimer on income earnings (“Income Disclaimer”). This Income Disclaimer is to convey truthful, timely, and comprehensive information regarding the income that EkonomX InfluenXers may earn. To accomplish this objective, you must discuss and present the Income Disclaimer to all prospective InfluenXers.

A copy of the Income Disclaimer must be presented to a prospective InfluenXer (someone who is not yet a party to a pre-existing InfluenXer Agreement) any time the Rewards Plan is presented or discussed, or any type of income claim or earnings representation is made.

The terms “income claim” and/or “earnings representation” (collectively “income claim”) includes all of the following: (i) statements of average earnings; (ii) statements of non-average earnings; (iii) statements of earnings ranges; (iv) income testimonials; (v) lifestyle claims; and (vi) hypothetical claims. An example of a “statement of non-average earnings” would be, “Our number one InfluenXer earned over two million dollars last year,” or “Our average-ranking InfluenXer makes three thousand dollars per month.” An example of a “statement of earnings ranges” would be, “The monthly income for our higher-ranking InfluenXers is eight thousand dollars a month on the low end up to twenty-five thousand dollars a month on the high end.”

In any meeting that is open to the public in which discussion of the Rewards Plan or any type of income claim occurs, you must provide every prospective InfluenXer with a copy of the Income Disclaimer. Copies of the Income Disclaimer may be printed or downloaded without charge from the Company website.

SECTION 4 – ADVERTISING

4.1 - Adherence to the EkonomX Rewards Plan



InfluenXers must adhere to the terms of the EkonomX Rewards Plan as set forth in the Company's Official Materials. You shall not offer the EkonomX opportunity through, or in combination with, any other system, program, or method of marketing other than that specifically stated in the Company's Official Materials. You shall not require or encourage other current or prospective Clients or InfluenXers to participate in EkonomX in any manner that varies from the program as set forth in Company Official Materials. InfluenXers shall not require or encourage other current or prospective Clients or InfluenXers to execute any agreement or contract outside of that found in official EkonomX agreements and contracts. Similarly, InfluenXers shall not require or encourage other current or prospective Clients or InfluenXers to make any purchase from, or payment to, any individual or other entity to participate in the EkonomX Rewards Plan other than those purchases or payments identified as recommended or required in Company Official Materials.

4.2 - Use of Sales Aids

To promote both the EkonomX services and opportunity, InfluenXers must only use the sales aids and support materials produced by the Company. Should a EkonomX InfluenXer develop and use their own sales aids and promotional materials (which includes all forms of independent Internet advertising), notwithstanding any good intentions, the unintentional violation of any number of laws or regulations affecting the EkonomX account may occur. These violations, even if possibly few in number, could and likely would jeopardize the EkonomX opportunity for all. Accordingly, InfluenXers must submit all written sales aids, promotional materials, advertisements, websites and other literature to the Company for Company's approval prior to use. Unless you receive specific written approval to use the material, your request shall be deemed denied. All InfluenXers shall safeguard and promote the good reputation of EkonomX and its services. The marketing and promotion of EkonomX, the EkonomX opportunity, the Rewards Plan, and EkonomX services shall be consistent with the public interest, and must avoid all discourteous, deceptive, misleading, unethical or immoral conduct or practices.

4.3 -Intellectual Property

EkonomX will not allow the use of its trade names, trademarks, designs, or symbols outside of Corporate produced and approved sales aids without prior written authorization from the Company. Furthermore, no InfluenXer may use, publish, reproduce, advertise, sell, or display in any manner the name, picture or likeness, or voice of another InfluenXer without prior written consent from the corresponding InfluenXer.

4.4 - Advertised Price

You may not advertise any of EkonomX's services at a price *LESS* than the highest Company published price of the equivalent service. No special enticement advertising is allowed, such as (but not limited to) offers of a free EkonomX services or any other offer that grants advantages beyond those available through and provided by the Company.

4.5 -Media and Media Inquiries



InfluenXers must not initiate any interaction with the media or attempt to respond to media inquiries regarding EkonomX, its services, or an independent EkonomX account.

All inquiries by any type of media must be immediately referred to the EkonomX Corporate Office. This is so the Company can better ensure the accurate and consistent flow of information to the public, as well more adequately reflect the Company's true public image.

SECTION 5 – OPERATING AN EKONOMX INFLUENXER ACCOUNT.

5.1 - Unauthorized Claims and Action

5.1.1 - Indemnification

An InfluenCer is fully responsible for all of his or her verbal and/or written statements made regarding EkonomX services and the Rewards Plan, which are not expressly contained in Company Official Materials. InfluenXers agree to indemnify EkonomX and hold it harmless from any and all liability including judgments, civil penalties, refunds, attorney fees, court costs or lost account incurred by EkonomX as a result of the InfluenXer's unauthorized representations or actions. This provision shall survive the cancellation of the InfluenXer Agreement.

5.2 –Endorsements of EkonomX Services

No claims as to any services offered by EkonomX may be made except those contained in Company Official Materials.

5.3 - Privacy and Confidentiality

All InfluenXers are required to abide by the Company's Privacy Policy with regards to Client or InfluenXer information.

5.4 - The Data Management Rule

The Data Management Rule is intended to protect the Line of Enrollment (LOS) for the benefit of all InfluenXers, as well as EkonomX. LOS information is information compiled by EkonomX that discloses or relates to all or part of the specific arrangement of Enrollment within the EkonomX account, including, without limitation, InfluenXer lists, Enrollment trees, and all InfluenXer information generated therefrom, in its present and future forms. The EkonomX LOS constitutes a commercially advantageous, unique, and proprietary trade secret (Proprietary Information), which it keeps proprietary and confidential and treats as a trade secret. EkonomX is the exclusive owner of all Proprietary Information, which is derived, compiled, configured, and maintained through the expenditure of considerable time, effort, and resources by EkonomX and its InfluenXers. Through this Rule, InfluenXers are granted a personal, non-exclusive, non-transferable and revocable right by EkonomX to use Proprietary Information only as necessary to facilitate their account as contemplated under these Policies and Procedures. The Company reserves the right to deny or revoke this right, upon reasonable notice to the InfluenXer stating the reason(s) for such denial or revocation, whenever, in the reasonable opinion of EkonomX, such is necessary to protect the confidentiality or value of Proprietary Information. All InfluenXers shall maintain Proprietary Information in strictest confidence, and shall take all



reasonable steps and appropriate measures to safeguard Proprietary Information and maintain the confidentiality thereof.

5.5 - Governmental Approval or Endorsement

Because Cryptocurrencies are unregulated and decentralized, many governments and/or legal entities neither insure the underlying value nor recognize such as legal tender. As a result, a InfluenXer should abstain from any representations concerning the legality of cryptocurrency services.

5.6 - Identification

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

5.7 - Independent Contractor Status

You are an independent contractor. You are not an agent, employee, partner, or joint venture with the Company. You may not represent yourself as anything other than an independent account owner. You have no authority to bind EkonomX to any obligation. You are responsible for paying any applicable taxes in relation to laws, ordinances, codes, regulations, statutes or treaties. You must obey any and all laws, ordinances, codes, regulations, statutes or treaties, as well as Company rules and regulations pertaining to your independent EkonomX Account or the acquisition, receipt, holding, selling, distributing or advertising of EkonomX's services.

Influencers may not answer the telephone by saying "EkonomX," "EkonomX INC," "EkonomX Corporate," or by any other manner that would lead the caller to believe that they have reached the Corporate offices. You may only represent yourself as an independent account owner of EkonomX. Therefore, all correspondence and account cards relating to or in connection with your EkonomX account shall contain your name followed by the term "Influencer" or "EkonomX Influencer".

5.8 – Stacking

Stacking is the unauthorized manipulation of the EkonomX reward system and/or the marketing plan to trigger commissions or cause a promotion off a downstream Influencer in an unearned manner. One example of stacking occurs when an Enroller places participants under an inactive downstream participant (who may not know or have any relationship with a Client) to trigger unearned qualification for commissioning. Another example of stacking is the manipulative placement of Influencers within a downstream organization as to trigger a promotion. Stacking is unethical and unacceptable behavior, and as such, it is a punishable offense with measures up to and including the termination of the Influencer's positions of all individuals found to be directly involved.

5.9 - One EkonomX Account Per Influencer



An InfluenXer may operate or have an ownership interest, legal or equitable, as a sole proprietorship, partner, shareholder, trustee, or beneficiary, in only one EkonomX Account. No individual may have, operate or receive compensation from more than one EkonomX account. Individuals of the same family unit may each enter into or have an interest in their own separate EkonomX accounts, only if each subsequent family position is placed frontline to the first family member enrolled. A “family unit” is defined as spouses and dependent children living at or doing account at the same address.

5.10 - Sale, Transfer, or Assignment of a EkonomX Account

Although a EkonomX account is a privately owned, independently operated account, the sale, transfer or assignment of a EkonomX account is subject to certain limitations. If an InfluenXer wishes to sell their EkonomX account, the following criteria must be met:

- A. Protection of the existing line of Enrollership must always be maintained so that the EkonomX account continues to be operated in that line of Enrollership;
- B. The buyer or transferee must become a qualified EkonomX InfluenXer. If the buyer is an active EkonomX InfluenXer, they must first terminate their EkonomX account and wait three (3) calendar months before acquiring any interest in the new EkonomX account;
- C. Before the sale, transfer, or assignment can be finalized and approved by EkonomX, any debt obligations the selling InfluenXer has with EkonomX must be satisfied; and
- D. The selling InfluenXer 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 EkonomX account.

Prior to selling a EkonomX account, the selling InfluenXer must notify EkonomX’s Compliance Department of their intent to sell the EkonomX account. No changes in line of Enrollership can result from the sale or transfer of a EkonomX account. A InfluenXer may not sell, transfer, or assign portions of their account—the position must be sold in its entirety.

5.11- Enrolling

All Active InfluenXers in good standing have the right to Enroll and enroll others into EkonomX. Each prospective Client or InfluenXer has the ultimate right to choose his or her own Enroll. If two InfluenXers claim to be the Enroll of the same new InfluenXer or Client, the Company shall regard the first application received by the Company as controlling.

SECTION 6 – AN INFLUENXER’S RESPONSIBILITIES

6.1 –Responsibilities of an Enrolling InfluenXer

6.2 – Initial Training



Any Influencer who Enrolls another Influencer into EkonomX must perform a bona fide assistance and training function to ensure that their downstream is properly operating their EkonomX account. Influencers must provide the most current version of the Policies and Procedures, the Income Disclosure Statement, and Rewards Plan to individuals whom they are Enrolling to become Influencers before the applicant signs a Influencer Agreement.

6.2.1 – Ongoing Training Responsibilities

Influencers must monitor the Influencers in their downstream organizations to ensure that downstream Influencers do not make improper product or account claims, or engage in any illegal or inappropriate conduct. Upon request, every Influencer should be able to provide documented evidence to EkonomX of their ongoing fulfillment of the responsibilities of Enrollment.

6.3 – Non-disparagement

Influencers must not disparage, demean, or make negative remarks about EkonomX, other EkonomX Influencers, EkonomX's services, the Rewards Plan, or EkonomX's owners, board members, directors, officers, or employees.

6.4 - Reporting Policy Violations

Influencers observing a Policy violation by another Influencer should submit a written report of the violation directly to the attention of the Company Compliance Department, complete with all supporting evidence and pertinent information. It is important to understand that information that is submitted will be kept confidential.

SECTION 7 – COMMISSIONS AND REFUND POLICY

7.1 - Bonus and Commission Qualifications

In order to qualify to receive commissions and bonuses, an Influencer must be in good standing and comply with the terms of the Agreement and these Policies and Procedures. An Influencer will qualify to receive all of EkonomX's commissions and bonuses so long as he, she or it achieves three (2) Customer sales and adheres to any other requirements as prescribed in the Rewards Plan.

7.2 - Errors or Questions

If an Influencer has questions about or believes any errors have been made regarding commissions, bonuses, Downstream Activity Reports, or charges, the Influencer must notify EkonomX in writing within thirty (30)



days from the date of the purported error or incident in question. EkonomX will not be responsible for any errors, omissions, or problems not reported to the Company beyond these initial 30 days.

7.3 - Reports

All information provided by EkonomX, including but not limited to personal sales volume (or any part thereof), and downstream Enrolling activity is believed to be accurate and reliable. Nevertheless, due to various factors including but not limited to the inherent possibility of human and mechanical error; the accuracy, completeness, and timeliness of orders; denial of credit card and electronic check payments, an InfluenXer who's InfluenXer Agreement is cancelled shall receive commissions and bonuses only for the last full pay period he or she worked prior to cancellation (less any amounts withheld during an investigation preceding an involuntary cancellation).

A EkonomX participant has a right to cancel at any time, regardless of reason. Cancellation must be submitted in writing to the Company at its principal account address or the appropriate cancellation email address.

SECTION 8 –DISCIPLINARY PROCEEDINGS

8.1 - Disciplinary Sanctions

Violation of the Agreement, these Policies and Procedures, violation of any laws, regulations, international statutes or treaties, or any act or omission by an InfluenXer that, in the sole discretion of the Company, may damage its reputation or goodwill (such damaging act or omission need not be related to the InfluenXer's EkonomX account), may result, at EkonomX's discretion, in one or more of the following corrective measures:

- Issuance of a written warning or admonition;
- Requiring the InfluenXer 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;
- With holding from an InfluenXer all or part of the InfluenXer's bonuses and commissions during the period that EkonomX is investigating any conduct allegedly contrary to the Agreement. If an InfluenXer's account is cancelled for disciplinary reasons, the InfluenXer will not be entitled to recover any commissions withheld during the investigation period;
- Suspension of the individual's InfluenXer Agreement for one or more pay periods;
- Involuntary termination of the offender's InfluenXer Agreement;



- Any other measure expressly allowed within any provision of the Agreement or which EkononX deems practicable to implement and appropriate to equitably resolve injuries caused partially or exclusively by the InfluenXer's policy violation or contractual breach;
- Instituting legal proceedings for monetary and/or equitable relief. Each violation is reviewed on a case-by-case basis, and all disciplinary actions are at the sole discretion of EkononX.

8.2 - Mediation

Prior to instituting arbitration, the parties shall meet in good faith and attempt to resolve any dispute arising from or relating to the Agreement through non-binding mediation. One individual who is mutually acceptable to the parties shall be appointed as mediator. The mediator's fees and costs, as well as the costs of holding and conducting the mediation, shall be divided equally between the parties. Each party shall pay its portion of the anticipated shared fees and costs at least ten (10) days in advance of the mediation. Each party shall pay its own attorney's fees, costs, and individual expenses associated with conducting and attending the mediation. Mediation shall be held in Las Vegas, Nevada, and shall last no more than two (2) account days.

8.3 - Arbitration

If mediation is unsuccessful, any controversy or claim arising out of or relating to the Agreement, or the breach thereof, shall be settled by confidential arbitration administered by the American Arbitration Association under its Commercial Arbitration Rules, and judgment on the award rendered by the arbitrator may be entered in any court having jurisdiction thereof. InfluenXers waive all rights to trial by jury or to any court. All arbitration proceedings shall be held in Las Vegas, Nevada. 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 account law transactions with a strong preference being an attorney knowledgeable in the direct selling industry, selected from the panel which the American Arbitration Panel provides. 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.

NO CLASS ACTION, OR OTHER REPRESENTATIVE ACTION OR PRIVATE ATTORNEY GENERAL ACTION OR JOINDER OR CONSOLIDATION OF ANY CLAIM WITH A CLAIM OF ANOTHER PERSON OR CLASS OF CLAIMANTS SHALL BE ALLOWABLE.

Nothing in these Policies and Procedures shall prevent EkononX 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 EkononX'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.



8.4 - Governing Law

These terms and conditions, the Agreement or any dispute arising hereunder or related hereto are governed and construed in accordance with the laws of Nevada.

SECTION 10 – EFFECTS OF TERMINATION

So long as an InfluenXer remains active and complies with the terms of the InfluenXer Agreement and these Policies, EkonomX shall pay commissions to such InfluenXer in accordance with the Rewards Plan. An InfluenXer's bonuses and commissions constitute the entire consideration for the InfluenXer's efforts in generating sales and all activities related to generating sales (including, but not limited to, building a downstream organization). Following an InfluenXer's non-continuation of his or her InfluenXer Agreement, cancellation for inactivity, or voluntary or involuntary cancellation (termination) of his or her InfluenXer Agreement (all of these methods are collectively referred to as "Cancellation"), the former InfluenXer shall have no right, title, claim or interest to the downstream organization which he or she operated, or any commission or bonus from the sales generated by the organization. InfluenXers waive any and all rights, including, but not limited to, property rights, in the downstream which they may have had. Following an InfluenXer's cancellation of his or her InfluenXer Agreement, the former InfluenXer shall not hold him or herself out as an EkonomX InfluenXer and shall not have the right to sell EkonomX services. An InfluenXer who's InfluenXer Agreement is cancelled shall receive commissions and bonuses only for the last full pay period he or she worked prior to cancellation (less any amounts withheld during an investigation preceding an involuntary cancellation).

A EkonomX participant has a right to cancel at any time, regardless of reason. Cancellation must be submitted in writing to the Company at the appropriate Company email address.

SECTION 11 – DEFINITIONS

AGREEMENT: The contract between the Company and each InfluenXer, which includes the following: (i) the InfluenXer Agreement, the EkonomX Policies and Procedures, and the EkonomX Rewards Plan -- all in their current form and as amended by the Company in its sole and absolute discretion. These documents are collectively referred to as simply the "Agreement."

CANCEL: The termination of an InfluenXer's account. Cancellation may occur by way of voluntary/involuntary actions and conduct.

Rewards Plan: The guidelines and referenced literature for describing how a EkonomX InfluenXer can generate commissions and bonuses.

CUSTOMER: One who merely purchases the EkonomX services, neither engaging in the sale of such services or the building of an independent account.



InfluenXer: One who markets and sells the EkononX services, and in doing so, generates sales and commissions through an organizational team.

LINE OF ENROLLERSHIP (LOE): A report generated by EkononX that provides critical data relating to the identities of InfluenXers, sales information, and the enrollment activity of each InfluenXer's organization. This report contains confidential and trade secret information which is proprietary to EkononX.

ORGANIZATION: The Clients and InfluenXers placed below a particular InfluenXer.

COMPANY OFFICIAL MATERIAL: Any literature, audio, and other materials developed, printed, published, and distributed by EkononX to its InfluenXers.

PLACEMENT: Your position inside your Enroller's organization.

ENROLLER: A InfluenXer who enrolls and subsequently trains a Client or InfluenXer into the Company, and is listed as Enroller on the InfluenXer Agreement.

UPSTREAM: This term refers to the InfluenXer(s) above a particular InfluenXer in a Enrollment line up to the Company. It is the line of Enrolls that links any particular InfluenXer to the Company.