



## Applicant Information:

<input type="text"/>	<input type="text"/>	<input type="text"/>
Name	Date	Receipt for Starter Kit #
<input type="text"/>	<input type="text"/>	
Address	Social Security or Federal Tax ID number	
<input type="text"/>	<input type="text"/>	
Address	Phone	
<input type="text"/>	<input type="text"/>	
City, State, and Zip Code	e-mail	

## Starter Kit Contents:

- |                               |   |
|-------------------------------|---|
| 2 Enviro Cloth (antibac)      | 1 Complete Training DVD                         |
| 1 Window Cloth (antibac)      | 1 Sales Summary Fax Form                        |
| 1 Dusting Mitt (antibac)      | 5 Hosting Order Forms                           |
| 1 Large Dry Mop Pad           | 5 Hosting Planners with envelopes               |
| 1 Large Wet Mop Pad (antibac) | 1 Sales Consultant Manual                       |
| 1 Large Mop Base              | 10 Invitation Postcards                         |
| 1 Telescopic Mop Handle       | 1 Microfiber Flyer                              |
| 1 Spirisp sponge              | 3 Month <i>Norwex Office Suite</i> subscription |
| 1 Norwex Tote Bag             | 10 Catalogs                                     |
| 1 Success Builder             | 20 Customer Order Forms                         |
| 1 Product Manual CD           | 1 Norwex & Our Core Values                      |

## Starter Kit Agreement

I acknowledge that this Starter Kit is the property of Norwex. In order to receive this Kit free, my sales for the first 90 days, from the date of registration with Norwex, shall be no less than \$2000.00 retail (approximately \$670.00 per month), or I agree to be billed \$200.00 plus applicable taxes.

Applicant's Signature

I am obligated to return all brochures, presentation sheets, and folders if I resign as an Independent Norwex Sales Consultant within one year, from the date of registration with Norwex.

## Applicant Information

PLEASE PRINT CLEARLY USING CAPITAL LETTERS

Name

Social Security or Federal Tax ID number

Co-Applicant's Name (if applicable)

Co-Applicant's Social Security or Federal Tax ID number

Address

Phone

Alternate Phone

City, State, and Zip Code

e-mail

## Sponsor Information

Name

Norwex Consultant number

By signing this Application and Agreement, I agree to fulfill the obligations as the Sponsor of the applicant as described in the Norwex Policies and Procedures. I certify that I have provided the most current version of the Norwex Policies and Procedures and Compensation Plan to the Applicant prior to his/her signing this Agreement.

## Agreement & Signature

Assumed Names, Corporations, Partnerships, or Trusts -- If your business will be owned by a corporation, partnership or trust, or will be operated under an assumed name (e.g., XYZ Enterprises or John Doe and Associates), you must complete a Business Entity Application and submit it with this Application and Agreement.

**I certify that I am 18 years of age. I have carefully read the terms and conditions on the back of this application and agreement, the Norwex Policies and Procedures, and the Norwex Compensation Plan, and agree to abide by all terms set forth in these documents. I understand that I have the right to terminate my Norwex independent business at any time, with or without reason, by sending written notice to the Company at the above listed address.**

Applicant's Signature

Date

Co-Applicant's Signature (if applicable)

Date

Please call-in or fax this Application and Agreement to Norwex within 24 hours of completing it to obtain a thirty-day temporary authorization. You can also mail the completed signed original Application and Agreement to: Norwex, Sales Consultant Application Dept., Box 714 - 871 Whitmore Ave E, Dauphin, MB R7N 3B3.

\* By entering my Social Security (or Federal Tax Identification Number, if applicable) on this Sales Consultant Application and Agreement, I certify that this number is my correct taxpayer identification number. I have not been a Norwex Sales Consultant, or a partner, shareholder, or principal of any entity having an Norwex business within the past six months. I understand that any intentional misrepresentation of any information I provide on this Sales Consultant Application and Agreement may result in action by Norwex, up to and including termination of this Agreement.

WHITE COPY to Norwex

YELLOW COPY to be Retained by Applicant

PINK COPY to be Retained by Sponsor



1. I understand that as a Norwex Enviro Products Inc. (hereinafter "Norwex")

Independent Sales Consultant:

- a. I have the right to sell Norwex products and services in accordance with these Terms and Conditions.
- b. I have the right to enroll persons in Norwex as Norwex Independent Sales Consultants.
- c. I will train and motivate the Independent Sales Consultants in my downline marketing organization.
- d. I will comply with all federal, state, county, and municipal laws, ordinances, rules and regulations, and shall make all reports and remit all withholdings or other deductions as may be required by federal, state, county or municipal law, ordinance, rule or regulation.
- e. I will perform my obligations as an Independent Sales Consultant with honesty and integrity.
- f. I will only use the sales contracts and order forms that are provided by Norwex for the sale of its goods and services, and I will follow all policies and procedures established by Norwex for the completion and processing of such contracts and orders.

2. I agree to present the Norwex Marketing and Compensation Plan, and Norwex products and services as set forth in official Norwex literature.

3. I agree that as a Norwex Independent Sales Consultant I am an Independent contractor, and not an employee, agent, partner, legal representative, or franchisee of Norwex. I am not authorized to and will not incur any debt, expense, obligation, or open any bank account on behalf of, for, or in the name of Norwex. I understand that I shall control the manner and means by which I operate my Norwex business, subject to my compliance with these Terms and Conditions, the Norwex Policies and Procedures, and the Norwex Marketing and Compensation Plan (all of which are collectively referred to as the "Agreement"). I agree that I will be solely responsible for paying all expenses incurred by myself, including but not limited to travel, food, lodging, secretarial, office, long distance telephone and other expenses. I UNDERSTAND THAT I SHALL NOT BE TREATED AS AN EMPLOYEE OF NORWEX FOR FEDERAL OR STATE TAX PURPOSES, AND THAT NORWEX WILL NOT MAKE CONTRIBUTIONS TO ANY UNEMPLOYMENT SECURITY FUND OR WORKER'S COMPENSATION FUND ON MY BEHALF. Norwex is not responsible for withholding, and shall not withhold or deduct from my bonuses and commissions, if any, FICA, or taxes of any kind, unless such withholding becomes legally required. I agree to be bound by all sales tax collection agreements between Norwex and all appropriate taxing jurisdictions, and all related rules and procedures.

4. I have carefully read and agree to comply with the Norwex Policies and Procedures and the Norwex Marketing and Compensation Plan, both of which are incorporated into and made a part of these Terms and Conditions. I understand that I must be in good standing, and not in violation of the terms and conditions of this Agreement, in order to be eligible to receive any bonuses or commissions from Norwex. I understand that these Terms and Conditions, the Norwex Policies and Procedures, or the Norwex Marketing and Compensation Plan may be amended at the sole discretion of Norwex, and I agree that any such amendments will apply to me. Notification of amendments shall be published in official Norwex materials. The continuation of my Norwex business or my acceptance of bonuses or commissions shall constitute my acceptance of any and all amendments.

5. The term of this agreement is one year. If I fail to annually renew my Norwex business, or if it is voluntarily canceled or involuntarily terminated for any reason, I understand that I will permanently lose all rights as an Independent Sales Consultant. I shall not be eligible to sell Norwex products and services, nor shall I be eligible to receive commissions, bonuses, or other income resulting from the activities of my former downline sales organization. In the event of cancellation, termination or nonrenewal, I agree to waive all rights I have, including but not limited to property rights, to my former downline organization and to any bonuses, commissions or other remuneration derived through the sales and other activities of my former downline organization.

6. I may not assign any rights or delegate my duties under this Agreement without the prior written consent of Norwex. Any attempt to transfer or assign this Agreement without the express written consent of Norwex renders this Agreement voidable at the option of Norwex and may result in termination of my Norwex business.

7. I understand that if I fail to comply with the terms and conditions of this Agreement, Norwex may, at its discretion impose upon me disciplinary action as set forth in the Policies and Procedures. If I am in breach, default or violation of this Agreement at termination, I shall not be entitled to receive any further bonuses or commissions. If I fail to pay for products or services when payment is due, I authorize Norwex to withhold the appropriate amount from my bonus or commission checks, to charge my credit cards, or debit my checking accounts, if any, which I hereby authorize Norwex to charge. I understand that the failure to promptly pay for products constitutes a

breach of this Agreement.

8. Neither party shall be liable for claims for consequential and exemplary damages. I further release Norwex and its affiliates from all liability arising from or relating to the promotion or operation of my Norwex business and any activities related to it (e.g., the presentation of Norwex products or Norwex Marketing and Compensation Plan, the operation of a motor vehicle, the lease of meeting or training facilities, etc.).

9. This Agreement, in its current form and as amended by Norwex at its discretion, constitutes the entire contract between Norwex and myself. Any promises, representations, offers, or other communications not expressly set forth in this Agreement are of no force or effect. To the extent of any conflict or inconsistency between this Agreement and any other agreement (other than the Norwex Policies and Procedures), this Independent Sales Consultant Application and Agreement shall supersede and prevail over any term of any other agreement as to the matters addressed herein. To the extent of any conflict or inconsistency between this Agreement and the Norwex Policies and Procedures (in their current form or as subsequently modified), the Norwex Policies and Procedures shall in all instances supersede and prevail over any term of this Agreement as to the matters addressed herein.

10. Any waiver by either party of any breach of this Agreement must be in writing. If the waiver is by Norwex, I understand that the waiver must be signed by an authorized officer of Norwex. If I waive a breach, the waiver must be signed by me. Waiver of any breach of this Agreement shall not operate or be construed as a waiver of any subsequent breach.

11. If any provision of this Agreement is held to be invalid or unenforceable, such provision shall be stricken from the Agreement and reformed only to the extent necessary to make it enforceable. All other terms of this Agreement will remain in full force and effect.

12. This Agreement will be governed by and construed in accordance with the laws of the Province of Manitoba, Canada, unless the laws of the state in which I reside expressly require the application of its laws to this transaction (in which case such state law shall govern). All disputes and claims relating to Norwex, the Independent Sales Consultant Agreement, the Norwex Marketing and Compensation Plan or its products and services, the rights and obligations of an Independent Sales Consultant and Norwex, or any other claims or causes of action relating to the performance of either an Independent Sales Consultant or Norwex under the Agreement or the Norwex Policies and Procedures shall be settled totally and finally by arbitration in Dauphin, Manitoba, Canada, in accordance with the International Arbitration Rules of the American Arbitration Association. There shall be one individual serving as arbitrator, who shall be an attorney at law. If an Independent Sales Consultant files a claim or counterclaim against Norwex, he or she shall do so on an individual basis and not with any other Independent Sales Consultant or as part of a class action. 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. The prevailing party shall be entitled to receive from the losing party costs and expenses of arbitration, including legal and filing fees. This agreement to arbitrate shall survive any termination or expiration of the Agreement. Nothing in this Agreement or the Norwex Policies and Procedures shall prevent either party from applying to and obtaining from any court having jurisdiction a writ of attachment, a temporary injunction, preliminary injunction, permanent injunction or other equitable relief available to safeguard and protect its interest prior to, during or following the filing of any arbitration, or pending the rendition of a decision or award in connection with any arbitration.

13. The parties consent to exclusive jurisdiction and venue before any court in Dauphin, Manitoba, Canada, for purposes of enforcing an award by an arbitrator or any other matter not subject to arbitration.

14. I authorize Norwex to use my name, photograph, video, testimonial, personal story, and/or likeness in Norwex advertising or promotional materials, which includes but is not limited to use on the Internet, and waive all claims for remuneration for such use.

15. A faxed copy of this Agreement shall be treated as an original in all respects.

16. Any cause of action brought by either party must be commenced either one year from the date on which the conduct giving rise to the claim occurred, or the shortest period allowed by law.

17. I give Norwex permission to forward my email address and phone number to my recruiter.

18. I agree to comply with any Norwex policy including but not limited to the Office Suite (including but not limited to the My Norwex website and Ripple Effect E-Newsletter); further, I agree that all orders generated through the Office Suite will require my confirmation to Norwex within 72 hours in order for me to receive a commission on that sale.