



TEAM LEADER APPLICATION

NAME _____ IBO NUMBER _____

CITY _____ STATE _____ ZIP CODE _____

DATE _____

IS THIS A RE-APPOINTMENT? YES NO

3% TEAM LEADER

QUALIFICATIONS:

- Be an **active*** IBO purchasing products.
- Personally sponsor a minimum of **two active*** IBOs.
- A Social Security Number on file with Conklin is required to receive commissions.
- Applicant's account has no unpaid balance (NSF, Net Due, or Net 30 in arrears).
- Submit a Team Leader Application and Field Management Agreement by 4:00 p.m. on Friday.

TEAM LEADER RE-QUALIFICATION REQUIREMENTS:

- Same as qualifications listed above.

TO EARN TEAM LEADER COMMISSIONS:

One of the following criteria needs to be met:

- \$50 auto order per cycle in your IBO number or
- \$50 product order per cycle in your IBO number or
- \$3,000 maintain volume in the current 12 cycles in your IBO number.

Commissions will be paid electronically via a personalized Conklin Visa Debit Card. Information about the debit card will be included in your Team Leader informational mailing.

PERSONALLY SPONSORED ACTIVE IBOs

<u>IBO NAME</u>	<u>IBO NUMBER</u>
1. _____	_____
2. _____	_____

SIGNATURE _____ DATE _____

All management appointments are made on Mondays. The Business Marketing Department **must** receive both the Team Leader Application and the Field Management Agreement by **Friday 4:00 p.m. CST** (or last business day if a holiday) by mail or fax (952) 496-4280) for the appointment to be effective the following Monday. All applications will be kept on file for 30 days. If qualifications are not met, the application will need to be resubmitted.

*Active status refers to an individual IBO who places an order at least once per year. IBOs must place their 1st product order within six months of their IBO contract date or their account will become inactive. After the 1st order is placed, accounts are reviewed annually based on the contract date. If no purchases are made within a 12 month period, the account will become inactive. **IBOs with an inactive status will not fulfill management qualifications or be allowed to sponsor IBOs.**



FIELD MANAGEMENT AGREEMENT

This agreement is between Conklin Company, Inc. (the "Company") and _____ ("Applicant").

Applicant has applied to be appointed a Team Leader of the Company under the Company's Field Management Plan and has met all the requirements for appointment to that position. By signing this Agreement, the Company appoints the Applicant to the position applied for.

Applicant has read, understands and agrees to comply with and be bound by the provisions of the Company's Field Management Plan including, without limitation, the provisions relating to eligibility, maintain requirements, responsibilities of the management position applied for, commission and bonus structure, and management development. Applicant also agrees to be bound by such rules, policies and procedures as published by the Company from time to time. (Rules).

Applicant acknowledges that all of the provisions of the Company's Field Management Plan and Rules are subject to change from time to time by the Company on thirty (30) days notice to Applicant, and that the history of the Company's Field Management Plan and Rules has included continuing evolution and change and may be expected to change in the future. No changes will be specific to Applicant, but will have general application to all persons in the same management position.

Applicant acknowledges that he/she is not an employee of the Company, but is an independent contractor who will be responsible for his/her management business, including the reporting and payment of any self-employment and income taxes relating to the business.

In promoting the Company's Marketing/Management Plan, Applicant will emphasize that retail selling is an essential element o the Plan and that everyone in the plan must be involved in retail selling of Company products.

In order to build a management organization, Applicant agrees to train, motivate, and support his/her organization.

Applicant may terminate this Agreement at any time by giving written notice of termination. Company may terminate this Agreement at any time Applicant violates the company's Rules, fails to comply with the Filed Management Plan, fails to qualify as an IBO, or otherwise breaches this Agreement.

This agreement is subject to acceptance by the Conklin Company, Inc. in Shakopee, Minnesota and shall be governed by the laws of the State of Minnesota.

This Agreement cannot be assigned except upon the prior written consent of the Company, which may impose conditions as an assignment, which the Company deems necessary to protect the integrity or efficiency of its Field Management Plan.

Signature _____
Applicant IBO Number Date

Signature _____
Applicant's Spouse (If Joint Tenancy or Spousal Date

Accepted by: CONKLIN COMPANY, INC.

By: _____
Its Authorized Officer Date