

SILVER ICING

The Silver Icing Stylist Agreement is amended from time to time as a result of company growth and/or change of circumstance and therefore results in a revise of agreement terms. The most recent version of the agreement will be available for review within the Stylist Back Office. You can also view the most recent agreement below.

SILVER ICING ONLINE STYLIST AGREEMENT

As a new Stylist, I understand and agree with Silver Icing, Inc. (referred to as “Silver Icing” or the “Company”), that our relationship will be governed by the terms of this Stylist Agreement (referred to as “this Agreement”) I understand and agree that this is a legally binding agreement and that I am required to agree to the terms and conditions of this Agreement and any other document incorporated into this agreement by reference in order to be authorized to arrange for the sale of Silver Icing products.

With respect to being a Silver Icing Stylist, I have reviewed the Stylist Agreement and by signing below whether in writing, electronically &/or by checking the Terms & Conditions box, I hereby agree to be bound by the terms and conditions established by Silver Icing Inc., as detailed within the following:

- 1. Definition of this Agreement.** As an independent Stylist I understand that I am responsible for the means and methods by which I make sales commissions and bonuses. To the extent not reflected in this document, my agreement with Silver Icing also requires me to employ integrity, honesty, and responsibility in my behavior and actions with Silver Icing, my customers and my fellow Stylists including and without limitations, presenting and promoting Silver Icing products in a truthful manner. I understand that this Agreement may be amended from time to time, and I agree that any such amendment will apply to me. The continuation of my Silver Icing independent business or my acceptance of bonuses or other benefits shall constitute my acceptance of any and all amendments. Even though Silver Icing discloses typical earnings of Stylists on its website and Stylist guide at www.silvericing.com, I understand there are no guarantees regarding income.
- 2. Independent Contractor Status.** I understand and agree that I am an independent contractor and not an employee of Silver Icing and shall not be entitled to receive from Silver Icing any benefits whatsoever. Silver Icing is not required to make contributions for employment insurance, Canada Pension, worker’s compensation and other similar levies in respect of payments to be made to me as a Stylist. I agree that I shall be fully responsible for paying all applicable federal and provincial withholding taxes, source deductions, PST, GST/HST, income taxes, employment insurance premiums, Canada Pension Plan contributions, worker’s compensation contributions and provincial employee health tax contributions as well as any other levies, premiums, license requirements and fees related to my earnings and activities as a Stylist. I agree that I have been directed to and had been given ample opportunity to obtain independent accounting and legal advice with respect to the provisions of this agreement and executes this Agreement voluntarily with a full understanding of the contents. I further agree that as an independent contractor, I am not an employee, agent, partner, legal representative or franchisee of Silver Icing. I shall be solely responsible for paying all expenses incurred by myself, including but not limited to travel, food, lodging, secretarial, office, long distance, etc. I will have and maintain control of the manner and means of my performance under this

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Agreement. I will have no power or authority to incur any debt, obligation or liability on Silver Icing's behalf.

3. Except as provided in writing by Silver Icing, I am the only person in my household who is or who seeks to be, a Stylist.
4. **Competency.** I am competent and of legal age to enter into binding contracts and I have carefully read, understand, and agree to this Agreement.
5. **As a Silver Icing Stylist:**
 - I have the right to arrange for sale of any Silver Icing products and services in accordance with this Agreement;
 - I have the right to mentor persons in Silver Icing;
 - I have an obligation to train and motivate Stylists on my team in my Downline (Downline refers to the network of stylists, associated with me, for which I receive a commission on their sales.);
 - I will comply with all Federal, provincial, and municipal laws, ordinances, rules, and regulations related to my acting as a Silver Icing Stylist;
 - I shall be fully responsible for paying all applicable federal and provincial withholding taxes, source deductions, taxes, employment insurance premiums, Workers Compensation contributions and other levies, premiums, license requirement and fees related to your earnings and activities as a Stylist;
 - As an independent contractor of Silver Icing, I agree to report the income from my Silver Icing business on my related income tax return.
 - I will comply with the Silver Icing online community group rules and guidelines to positively engage with the community and further, extend the same principles into my own personally run and operated online groups, parties and forums.
 1. Be Kind and Courteous:
 - I recognize that we are community and we're all in this together to create a welcoming, supportive and educational environment. I agree to treat everyone with respect. Healthy debates are natural, but kindness is required.
 2. No Hate Speech or Bullying
 - Make sure everyone feels safe. Bullying of any kind isn't allowed, and degrading comments about things like race, religion, culture, sexual orientation, gender or identity will not be tolerated.
 3. Respect Everyone's Privacy
 - Being part of this group requires mutual trust. Authentic, expressive discussions make groups great, but may also be sensitive and private. What's shared in the group should stay in the group.

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6. **Products Purchased from Silver Icing.** I agree to purchase a Silver Icing Online Stylist Starter Kit and that the Starter Kit shall not result in any commissionable value. I am not obligated to purchase anything other than the Starter Kit. I agree that all items required to be purchased (i.e., Stylist Starter Kit), are non-refundable. The Starter kit is \$75 plus applicable taxes, which is a prepayment on the tax that will be due when the gift card purchase(s) are made. The Online Stylist Starter kit includes a \$100 gift card that can be used online at <https://www.silvericing.com>. The gift card can be used for a personal purchase or use all or part of as promotion that you can offer to my customers to get my business started.
7. **Network Sellers Method.** I jointly elect with Silver Icing Inc. to have the Network Sellers Method (NSM) rules apply to my network commissions at all times when an approval is granted to Silver Icing Inc. by the Canada Revenue Agency (CRA). I understand that when approval to use the NSM is granted to a network seller (Silver Icing Inc.), the NSM rules apply to all sales representatives (Stylists) within the organization, whether or not they are registrants (for GST/HST purposes). Under these rules GST/HST does not apply to a taxable service provided by a sales representative for which the sales representative receives a network commission from a network seller. I understand that Silver Icing has received approval from the CRA to use the NSM effective January 1, 2021, and that the NSM will apply to the 2021 tax year and all future tax years. The terms of the NSM can be found on the CRA website.
8. **Alternative Collection Method.** I understand that Silver Icing Inc. has been given approval by the Canada Revenue Agency to use the Alternative Collection Method (ACM). I understand that the ACM is a method that simplifies the operation of the GST/HST for direct sellers (Silver Icing) and independent sales contractors (Stylists). When an approval to use the ACM has been granted to a direct seller, the approved direct seller charges and accounts for the GST/HST on the suggested retail price of the product as if the approved direct seller, and not the Stylist, had made the subsequent sale to the end user/purchaser. As a result, I understand that Stylists do not have to register and, whether registered or not, do not account for the GST/HST on their sales of products to the end user/purchaser. The full terms of the ACM can be found on the CRA website.
9. **Services to be Performed by Stylist.** I will promote and sell Silver Icing products to ultimate consumers. I will receive: (a) 25% commission on item(s) listed as and shown under the "Kenzley Makeup" line exclusively; (b) 20% commission on regularly priced, presale and in-stock items; (c) 10% commission on final sale items; (d) 15% commission on item(s) listed as Silver Icing Select brands; ordered via personal retail sales made through me directly via my Stylist Back Office & on my personal Silver Icing website. Sales commissions are calculated on subtotals before taxes & shipping and after all discounts. Returned products will result in negative commission for those piece(s) and commission will be deducted in the calendar month the product is refunded. I understand that there is only one revenue generating event for a Stylist, namely the sale of Silver Icing products to retail customers and I acknowledge that all commissions and other remuneration shall be paid solely as a consequence of a Stylist's supply of the services of arranging for same. I understand that no commissions or other remuneration shall be paid to anyone for the mere sponsorship or enrolment of any

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other Stylists, or for any other reason. Stylists are strictly prohibited from making or representing that compensation is payable for anything other than arranging for the sale of goods to retail customers.

10. **Amendments to this Agreement.** I understand that this agreement may be amended at any time at the sole discretion of Silver Icing and I agree that any amendments will apply to me, regardless of whether or not I like the amendment. My acceptance of commission or Downline commission after an amendment becomes effective shall constitute my acceptance of and agreement to the amendment(s). Any amendments will become effective immediately once notice has been given by Silver Icing via email, through Facebook or within the Silver Icing back office system.
11. **Purchasing samples.** I will receive a 25% sample discount to be used for personal items or items that will be used as demonstration to aid with sales. In addition to the sample discount. I will be given a bonus discount every month. For every \$200 of personal retail sales in a given month, I will be given the opportunity to purchase one 50% off item during the following calendar month. For example, if my personal retail sales are \$1200 for July, I will be given the option to purchase up to 6 items at 50% off during the month of August. In order to qualify to receive personal sample discounts, I must be considered an Active Stylist. I must maintain a minimum of \$250 in personal retail sales in any given calendar month to be considered an Active Stylist. If I do not achieve \$250 in personal retail sales, I will not qualify for Active status and I will not be eligible to receive my 25% discount or take advantage of my bonus discount.
12. **Mentoring Stylist Responsibilities.** In the event I mentor an applicant to be a Stylist and the application is accepted by Silver Icing, I will accept the duties and obligations of training, support and recognition. The mentored individual will become part of my team and I will earn 5% of their personal retail sales under the condition that I have Active Status in the same calendar month. This 5% commission will be referred to as, and considered to be, my Downline commission.
13. **Active Stylist Status.** I understand that with the acceptance of this agreement and purchase of my Silver Icing Stylist Kit, I am agreeing to sell Silver Icing products. As long as I am considered a Stylist for Silver Icing, I will receive 20% commission on all of my personal sales. I will also receive 5% of the sales made by my Downline team, however, in order to qualify to receive my 5% Downline commission and my personal sample discounts, I must be considered an Active Stylist. I must maintain a minimum of \$250 in personal retail sales in any given calendar month to be considered an Active Stylist. If I do not achieve \$250 in personal retail sales, I will not qualify for Active status and I will not be eligible to receive my down line commission or take advantage of my bonus discount.
14. **Prohibited Paid Search Placement.** I understand that commissions and/or bonuses owed to me are forfeited if the products are purchased by a customer who is referred to Silver Icing's website through a Prohibited Paid Search Placement. "**Prohibited Paid Search Placement**" means an advertisement that I purchase through bidding on keywords, search terms, or other identifiers (including Proprietary Terms) or other participation in keyword auctions.

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“Proprietary Term” means keywords, search terms, or other identifiers that include the word “Silver Icing,” or any other trademark of the Silver Icing Brand, ada CASEY, exclusives, KENZLEY, BAE Watch, Sparrow Cove, Pepper & Zoe, GLOW, KICK BATH, Echo Ship or its affiliates, or variations or misspellings of any of those words (e.g., "slver icing"). **“Redirecting Link”** means a link that sends users indirectly to Silver Icing’s website via an intermediate site or webpage and without requiring the user to click on a link or take some other affirmative action on that intermediate site or webpage. **“Search Engine”** means Google, Yahoo, Bing, or any other search engine, portal, sponsored advertising service, or other search or referral service, or any site that participates in any of their respective networks. I acknowledge that participating in Prohibited Paid Search Placements could result in the loss of my Active Stylist Status and is cause for suspension and/or termination.

15. **Cancellation Policy.** I understand that from the day I sign up as an online stylist, I must have a minimum of \$600 in sales (which are calculated on subtotals before taxes & shipping and after all discounts, and refunded purchases will be deducted) over a rolling six-month period calculated on the first of every month. If I fail to meet this requirement, I will be canceled with no notice from the company which causes me to be removed from the company downline organization. My downline will be compressed to the next upline stylist who is in good standing. In the event of extenuating circumstances, I may submit a request for extension to meet my minimum sales requirement.
16. **Use of Silver Icing Intellectual Property.** I acknowledge that upon Silver Icing’s acceptance of the Agreement, Silver Icing has granted me a limited, non-exclusive license to use its trademarks, service marks, trade names, patents and copyrighted materials (referred to as “Silver Icing Intellectual Property”). All Silver Icing Intellectual Property is owned solely by Silver Icing. I may use Silver Icing Intellectual Property only (a) after obtaining written permission from Silver Icing prior to use, or (b) where the Silver Icing Intellectual Property appears on materials distributed by Silver Icing for use by Stylists. I agree to use only written, recorded or other promotional or advertising materials that have been produced, distributed and approved in writing by Silver Icing. All rights and licenses granted in or under this Agreement shall terminate automatically upon the termination of this Agreement. I understand that demonstration, display or sales of Silver Icing Products in retail or service establishments of any kind, unless the owner of the retail or service establishment is an active Stylist, is prohibited.
17. **Use of your Personal Website.** I am required to choose a Personal Website address, to have access to the stylist back office when I first sign up as a Stylist. The cost of this is free of charge.
18. **Ownership and Use of Confidential Information.** I acknowledge that Silver Icing owns all product, supplier information and customer data that I may create or compile, including but not limited to product purchase information, customer profile data, distributor lists, operating and manufacturing procedures, product development information, financial data and marketing materials (collectively, “Confidential Information”), and that all Confidential Information is confidential and that its disclosure could cause great and irreparable harm to

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Silver Icing. I will not use or disclose Confidential Information to any person except in strict accordance with this Agreement. I will not use Confidential Information to sell products or services other than Silver Icing products or services or in connection with any other business during the term of and after termination of this Agreement. I may be required from time to time to provide Silver Icing with information relating to my sales activities. I hereby authorize and consent to the collection, use and disclosure of personal information about me relating to such activities.

19. **Sale of Other Products.** I understand that I may not market, sell, offer for sale to anyone, or promote any ancillary products related to or competing with Silver Icing business other than those manufactured, distributed or approved in writing by Silver Icing, including Silver Icing products. I will not sell ancillary products, business enhancers or service to another Stylist unless previously granted written approval by Silver Icing.
20. **Non-Solicitation.** As an inducement to Silver Icing to enter into this Agreement and in consideration of the mutual covenants contained herein, during the term of this Agreement and for a period of one year thereafter, I shall not directly or indirectly, on my own behalf or any other person or entity, solicit, induce, hire or attempt to solicit, induce or hire any Stylist to terminate or alter his or her business relationship with Silver Icing. I will not solicit any past or present Silver Icing Independent Stylists to become an independent distributor for any other direct sales company additionally, for a period of one year after the termination of this Agreement. I will not compete with Silver Icing by attempting to establish a direct wholesale relationship with suppliers of Silver Icing.
21. **Photo and Video Release.** I hereby give Silver Icing and its agents or assigns a non-exclusive license to use, for any purpose, photographs or videos submitted by me to Silver Icing. Silver Icing may use any photographs or videos taken of me at a Silver Icing event for any purpose. I hereby waive my right to inspect or approve the finished photographs, videos, advertising copy or printed matter that may be used in conjunction therewith or the eventual use that the photographs or video may be applied.
22. **Termination of this Agreement.**
 - Termination without Cause. This Agreement is effective from the date of acceptance by Silver Icing and will terminate in one year unless a Stylist renews this Agreement. The Company reserves the right to terminate this Agreement with any Stylist at any time for any reason by notifying you in writing of our election to terminate.
 - With Cause. Silver Icing may immediately terminate this Agreement without notice in the event of my death, insolvency, assignment for the benefit of creditors, or misrepresentation in or breach of any provision of this Agreement, as herein defined. If you are terminated by the Company for cause, we reserve the right to reject any future re-application by you.

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23. **Events Occurring Upon Termination of this Agreement.** Upon termination of this Agreement, I will (1) within five days of termination, pay all amounts due and owing to Silver Icing; (2) cease representing myself as a Stylist of Silver Icing; and (3) be ineligible to receive any un-accrued compensation or benefits as a Stylist. I will immediately cease all use of Silver Icing Intellectual Property and Confidential Information. I will cease displaying, offering for sale or selling Silver Icing products. If requested by the Company, I will hand over all Confidential Information to Silver Icing.
24. **Transferability.** Neither this Agreement nor my Silver Icing business may be transferred or assigned by me or operated in partnership with any other person. Silver Icing may assign this Agreement at any time.
25. **Entire Agreement.** This Agreement supersedes all prior communications, understandings and agreements between the parties and contains the entire agreement between the parties relating to its subject matter. Silver Icing may amend this Agreement without prior notice, at any time, effective upon publication or transmittal of such amendment in official company publications, literature or voicemail as applicable. In the event of any conflict between the terms of this Agreement or any other document and any amendments, I agree that the amendment shall take precedence and control.
26. **Indemnification/Offset.** I will indemnify and hold harmless Silver Icing and its agents and assigns from and against any damages, claims or liabilities and expenses (including attorneys' fees), incident to my (a) activities as a Stylist including, without limitation, any unauthorized representations made by me; (b) breach of the terms of this Agreement; or (c) violation of, or failure to comply with any applicable federal, provincial or local laws or regulations. Silver Icing shall have the right to offset any amounts owed by me to Silver Icing (including, without limitation, the repayment of bonuses as a result of product returns) against the amount of any commissions or bonuses owed to me.
27. **Cumulative Remedies/Waiver.** All rights, powers and remedies given to Silver Icing are cumulative, non-exclusive and in addition to any and all other rights and remedies provided by law. No failure or delay of Silver Icing to exercise any power or right under this Agreement or to insist upon strict compliance by me with any obligation or provision shall constitute a waiver of Silver Icing's right to demand exact compliance therewith. Waiver by Silver Icing may be effective only in writing by an authorized officer or director of Silver Icing.
28. **Injunctive Relief.** All rights, powers and remedies given to Silver Icing are cumulative, non-exclusive and in addition to any and all other rights and remedies provided by law. No failure or delay of Silver Icing to exercise any power or right under this Agreement or to insist upon strict compliance by me with any obligation or provision shall constitute a waiver of Silver Icing's right to demand exact compliance therewith. Waiver by Silver Icing may be effective only in writing by an authorized officer or director of Silver Icing.

29. **Governing Law/Venue/Arbitration.** This Agreement is entered into and is to be performed in material part in the Province of British Columbia and accordingly is subject to and will be construed under the substantive laws of the Province of British Columbia. All arbitration hearings will be held in Vancouver, British Columbia. The prevailing party at arbitration will be entitled to reimbursement by the other party of its costs and expenses incurred in the arbitration, including without limitation reasonable attorneys' fees.

- I agree that if any portion of this Agreement is judicially determined to be invalid, that invalidity will not affect the remaining portions of this Agreement. The headings in this Agreement are inserted only for convenience and are not part of the Agreement. All written notices required by this Agreement to be given to me will be deemed received if mailed to my most current address on file with Silver Icing.

I acknowledge that I have read, understand, and agree to the terms set forth in this Agreement. I am of the age of majority in the province where I reside and that I am legally able to enter into this agreement. I am a citizen or permanent resident of Canada, and I have a valid Social Insurance number.

Signature

Print name

Date