



## FRANCHISE DISCLOSURE DOCUMENT

BNI Franchising, LLC  
A Delaware Limited Liability Company  
11525 North Community House Road, Suite 475  
Charlotte, North Carolina 28277  
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You will open and operate a region consisting of referral groups composed of non-competing business professionals known as Chapters. Each of the Chapters will have members that are business professionals that your franchise will train and instruct as to how to grow each one's own business through qualified referrals using the structure and format provided by us. If you or your group members make referrals to broker-dealers or investment advisers, you or your group members may be subject to additional licensing requirements in certain states.

The total investment necessary to begin operation of a BNI franchise is between \$77,880 and \$104,780. This includes between \$70,880 and \$78,280 that must be paid to the franchisor or its affiliate(s).

This Disclosure Document summarizes certain provisions of your franchise agreement and other information in plain English. Read this Disclosure Document and all accompanying agreements carefully. You must receive this Disclosure Document at least 14 calendar-days before you sign a binding agreement with, or make any payment to, the franchisor or an affiliate in connection with the proposed franchise sale. **Note, however, that no governmental agency has verified the information contained in this document.**

The terms of your contract will govern your franchise relationship. Do not rely on the Disclosure Document alone to understand your contract. Read all of your contracts carefully. Show your contract and this Disclosure Document to an advisor, like a lawyer or an accountant.

Buying a franchise is a complex investment. The information in this Disclosure Document can help you make up your mind. More information on franchising, such as "[A Consumer's Guide to Buying a Franchise](#)," which can help you understand how to use this Disclosure Document, is available from the Federal Trade Commission. You can contact the FTC at 1-877-FTC-HELP or by writing to the FTC at 600 Pennsylvania Avenue, NW, Washington, D.C. 20580. You can also visit the FTC's home page at [www.ftc.gov](http://www.ftc.gov) for additional information. Call your state agency or visit your public library for other sources of information on franchising.

There may be laws on franchising in your state. Ask your state agencies about them.

Issuance Date: September 1, 2023

BNI – 2023 FDD



## How to Use This Franchise Disclosure Document

Here are some questions you may be asking about buying a franchise and tips on how to find more information:

QUESTION	WHERE TO FIND INFORMATION
<b>How much can I earn?</b>	Item 19 may give you information about outlet sales, costs, profits and losses. You should also try to obtain this information from others, like current and former franchisees. You can also find their names and contact information in Item 20 or Exhibit [F] and [H].
<b>How much will I need to invest?</b>	Items 5 and 6 list fees you will be paying to the franchisor or at the franchisor’s direction. Item 7 lists the initial investment to open. Item 8 describes the suppliers you must use.
<b>Does the franchisor have the financial ability to provide support to my business?</b>	Item 21 or Exhibit [A] includes financial statements. Review these statements carefully.
<b>Is the franchise system stable, growing, or shrinking?</b>	Item 20 summarizes the recent history of the number of company-owned and franchised outlets.
<b>Will my business be the only BNI® business in my area?</b>	Item 12 and “territory” provisions in the franchise agreement describe whether the franchisor and other franchisees can compete with you.
<b>Does the franchisor have a troubled legal history?</b>	Items 3 and 4 tell you whether the franchisor or its management have been involved in material litigation or bankruptcy proceedings.
<b>What’s it like to be a BNI® franchisee?</b>	Item 20 or Exhibit [F] and [H] list current and former franchisees. You can contact them to ask about their experiences.
<b>What else should I know?</b>	These questions are only a few things you should look for. Review all 23 items and all Exhibits in this disclosure document to better understand this franchise opportunity. See the table of contents.

## What You Need To Know About Franchising *Generally*

**Continuing responsibility to pay fees.** You may have to pay royalties and other fees even in you are losing money.

**Business model can change.** The franchise agreement may allow the franchisor to change its manuals and business model without your consent. These changes may require you to make additional investments in your franchise business or may harm your franchise business.

**Supplier restrictions.** You may have to buy or lease items from the franchisor or a limited group of suppliers the franchisor designates. These items may be more expensive than similar items you could buy on your own.

**Operating restrictions.** The franchise agreement may prohibit you from operating a similar business during the term of the franchise. There are usually other restrictions. Some examples may include controlling your location, your access to customers, what you sell, how you market, and your hours of operation.

**Competition from franchisor.** Even if the franchise agreement grants you a territory, the franchisor may have the right to compete with you in your territory.

**Renewal.** Your franchise agreement may not permit you to renew. Even if it does, you may have to sign a new agreement with different terms and conditions in order to continue to operate your franchise business.

**When your franchise ends.** The franchise agreement may prohibit you from operating a similar business after your franchise ends even if you still have obligations to your landlord or other creditors.

### Some States Require Registration

Your state may have a franchise law, or other law, that requires franchisors to register before offering or selling franchises in the state. Registration does not mean that the state recommends the franchise or has verified the information in this document. To find out if your state has a registration requirement, or to contact your state, use the agency information in Exhibit [E].

Your state also may have laws that require special disclosures or amendments be made to your franchise agreement. If so, you should check the State Specific Addenda. See the Table of Contents for the location of the State Specific Addenda.

## Special Risks to Consider About *This Franchise*

Certain States require that the following risk(s) be highlighted:

1. **Out-of-State Dispute Resolution**. The franchise agreement requires you to resolve disputes with us first by mediation and then by arbitration only in the State of North Carolina. Out- of-state mediation or arbitration may force you to accept a less favorable settlement for disputes. It may also cost you more to mediate or arbitrate with us in North Carolina than in your own state.
2. **Sales Performance Required**. You must maintain minimum sales performance levels. Your inability to maintain these levels may result in loss of any territorial rights you are granted, termination of your franchise and loss of your investment.
3. **Spouse Liability**. Your spouse must sign a document, such as a guarantee, that makes your spouse liable for your financial obligations under the franchise agreement, even if your spouse does not own any part of the franchise business. If you live in a community property state, your spouse may be liable for your financial obligations even if he or she hasn't signed anything. In either case, both you and your spouse's marital and personal assets, including your house, could be lost if your franchise fails.

Certain states may require other risks to be highlighted. Check the "State Specific Addenda" (if any) to see whether your state requires other risks to be highlighted.

**ADDENDUM TO BNI FRANCHISING, LLC  
FRANCHISE DISCLOSURE DOCUMENT  
FOR THE STATE OF MICHIGAN**

THE STATE OF MICHIGAN PROHIBITS CERTAIN UNFAIR PROVISIONS THAT ARE SOMETIMES IN FRANCHISE DOCUMENTS. IF ANY OF THE FOLLOWING PROVISIONS ARE IN THESE FRANCHISE DOCUMENTS, THE PROVISIONS ARE VOID AND CANNOT BE ENFORCED AGAINST YOU:

(A) A PROHIBITION ON THE RIGHT OF A FRANCHISEE TO JOIN AN ASSOCIATION OF FRANCHISEES.

(B) A REQUIREMENT THAT A FRANCHISEE ASSENT TO A RELEASE, ASSIGNMENT, NOVATION, WAIVER, OR ESTOPPEL WHICH DEPRIVES A FRANCHISEE OF RIGHTS AND PROTECTIONS PROVIDED IN THIS ACT. THIS SHALL NOT PRECLUDE A FRANCHISEE, AFTER ENTERING INTO A FRANCHISE AGREEMENT, FROM SETTLING ANY AND ALL CLAIMS.

(C) A PROVISION THAT PERMITS A FRANCHISOR TO TERMINATE A FRANCHISE PRIOR TO THE EXPIRATION OF ITS TERM EXCEPT FOR GOOD CAUSE. GOOD CAUSE SHALL INCLUDE THE FAILURE OF THE FRANCHISEE TO COMPLY WITH ANY LAWFUL PROVISION OF THE FRANCHISE AGREEMENT AND TO CURE SUCH FAILURE AFTER BEING GIVEN WRITTEN NOTICE THEREOF AND A REASONABLE OPPORTUNITY, WHICH IN NO EVENT NEED BE MORE THAN 30 DAYS, TO CURE SUCH FAILURE.

(D) A PROVISION THAT PERMITS A FRANCHISOR TO REFUSE TO RENEW A FRANCHISE WITHOUT FAIRLY COMPENSATING THE FRANCHISEE BY REPURCHASE OR OTHER MEANS FOR THE FAIR MARKET VALUE AT THE TIME OF EXPIRATION, OF THE FRANCHISEE'S INVENTORY, SUPPLIES, EQUIPMENT, FIXTURES, AND FURNISHINGS. PERSONALIZED MATERIALS WHICH HAVE NO VALUE TO THE FRANCHISOR AND INVENTORY, SUPPLIES, EQUIPMENT, FIXTURES, AND FURNISHINGS NOT REASONABLY REQUIRED IN THE CONDUCT OF THE FRANCHISE BUSINESS ARE NOT SUBJECT TO COMPENSATION. THIS SUBSECTION APPLIES ONLY IF: (i) THE TERM OF THE FRANCHISE IS LESS THAN 5 YEARS; AND (ii) THE FRANCHISEE IS PROHIBITED BY THE FRANCHISE OR OTHER AGREEMENT FROM CONTINUING TO CONDUCT SUBSTANTIALLY THE SAME BUSINESS UNDER ANOTHER TRADEMARK, SERVICE MARK, TRADE NAME, LOGOTYPE, ADVERTISING, OR OTHER COMMERCIAL SYMBOL IN THE SAME AREA SUBSEQUENT TO THE EXPIRATION OF THE FRANCHISE OR THE FRANCHISEE DOES NOT RECEIVE AT LEAST 6 MONTHS ADVANCE NOTICE OF FRANCHISOR'S INTENT NOT TO RENEW THE FRANCHISE.

(E) A PROVISION THAT PERMITS THE FRANCHISOR TO REFUSE TO RENEW A FRANCHISE ON TERMS GENERALLY AVAILABLE TO OTHER FRANCHISEES OF THE SAME CLASS OR TYPE UNDER SIMILAR CIRCUMSTANCES. THIS SECTION DOES NOT REQUIRE A RENEWAL PROVISION.

(F) A PROVISION REQUIRING THAT ARBITRATION OR LITIGATION BE CONDUCTED OUTSIDE THIS STATE. THIS SHALL NOT PRECLUDE THE FRANCHISEE FROM ENTERING INTO AN AGREEMENT, AT THE TIME OF ARBITRATION, TO CONDUCT ARBITRATION AT A LOCATION OUTSIDE THIS STATE.

(G) A PROVISION WHICH PERMITS A FRANCHISOR TO REFUSE TO PERMIT A TRANSFER OF OWNERSHIP OF A FRANCHISE, EXCEPT FOR GOOD CAUSE. THIS SUBDIVISION DOES NOT PREVENT A FRANCHISOR FROM EXERCISING A RIGHT OF FIRST REFUSAL TO PURCHASE THE FRANCHISE. GOOD CAUSE SHALL INCLUDE, BUT IS NOT LIMITED TO:

(i) THE FAILURE OF THE PROPOSED TRANSFEREE TO MEET THE FRANCHISOR'S THEN CURRENT REASONABLE QUALIFICATIONS OR STANDARDS.

(ii) THE FACT THAT THE PROPOSED TRANSFEREE IS A COMPETITOR OF THE FRANCHISOR OR SUBFRANCHISOR.

(iii) THE UNWILLINGNESS OF THE PROPOSED TRANSFEREE TO AGREE IN WRITING TO COMPLY WITH ALL LAWFUL OBLIGATIONS.

(iv) THE FAILURE OF THE FRANCHISEE OR PROPOSED TRANSFEREE TO PAY ANY SUMS OWING TO THE FRANCHISOR OR TO CURE ANY DEFAULT IN THE FRANCHISE AGREEMENT EXISTING AT THE TIME OF THE PROPOSED TRANSFER.

(H) A PROVISION THAT REQUIRES THE FRANCHISEE TO RESELL TO THE FRANCHISOR ITEMS THAT ARE NOT UNIQUELY IDENTIFIED WITH THE FRANCHISOR. THIS SUBDIVISION DOES NOT PROHIBIT A PROVISION THAT GRANTS TO A FRANCHISOR A RIGHT OF FIRST REFUSAL TO PURCHASE THE ASSETS OF A FRANCHISE ON THE SAME TERMS AND CONDITIONS AS A BONA FIDE THIRD PARTY WILLING AND ABLE TO PURCHASE THOSE ASSETS, NOR DOES THIS SUBDIVISION PROHIBIT A PROVISION THAT GRANTS THE FRANCHISOR THE RIGHT TO ACQUIRE THE ASSETS OF A FRANCHISE FOR THE MARKET OR APPRAISED VALUE OF SUCH ASSETS IF THE FRANCHISEE HAS BREACHED THE LAWFUL PROVISIONS OF THE FRANCHISE AGREEMENT AND HAS FAILED TO CURE THE BREACH IN THE MANNER PROVIDED IN SUBDIVISION (C).

(I) A PROVISION WHICH PERMITS THE FRANCHISOR TO DIRECTLY OR INDIRECTLY CONVEY, ASSIGN, OR OTHERWISE TRANSFER ITS OBLIGATIONS TO FULFILL CONTRACTUAL OBLIGATIONS TO THE FRANCHISEE UNLESS PROVISION HAS BEEN MADE FOR PROVIDING THE REQUIRED CONTRACTUAL SERVICES.

THE FACT THAT THERE IS A NOTICE OF THIS OFFERING ON FILE WITH THE ATTORNEY GENERAL DOES NOT CONSTITUTE APPROVAL, RECOMMENDATION, OR ENDORSEMENT BY THE ATTORNEY GENERAL.

ADDRESS FOR NOTICES TO THE MICHIGAN ATTORNEY GENERAL:

DEPARTMENT OF THE ATTORNEY GENERAL  
CONSUMER PROTECTION DIVISION  
FRANCHISE SECTION  
G. MENNEN WILLIAMS BUILDING, 1<sup>ST</sup> FLOOR  
525 W. OTTAWA STREET  
LANSING, MI 48909  
517-373-7117

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**Item 1.**  
**The Franchisor and any Parents, Predecessors, and Affiliates**

To simplify the language in this Disclosure Document, “we”, “us” or “our” refers to BNI Franchising, LLC, the franchisor. “You” means the individual or entity who signs the franchise agreement as the franchisee. If you are a corporation or partnership, then “you” includes the owners of the corporation or partnership. We are a Delaware limited liability company that was organized on November 6, 2014. We maintain our principal place of business at 11525 North Community House Road, Suite 475, Charlotte, North Carolina 28277. We do business under our corporate name and under the licensed name of BNI®. We do not engage in any other business activity. Our agents for service of process are listed on Exhibit G.

No statement, questionnaire, or acknowledgment signed or agreed to by a franchisee in connection with the commencement of the franchise relationship shall have the effect of (i) waiving any claims under any applicable state franchise law, including fraud in the inducement, or (ii) disclaiming reliance on any statement made by any franchisor, franchise seller, or other person acting on behalf of the franchisor. This provision supersedes any other term of any document executed in connection with the franchise.

BNI Franchise Corp., a California corporation formed on April 17, 1991, is our predecessor. The principal address of BNI Franchise Corp. is 11525 North Community House Road, Suite 475, Charlotte, North Carolina 28277. On December 8, 2014, our affiliate, BNI Holdings, LLC purchased all of the assets, franchise agreements and other business operations from BNI Franchise Corp. through an Asset Purchase Agreement dated December 8, 2014. Pursuant to a licensing agreement effective December 8, 2014, we acquired the rights to offer franchise agreements, including the right to use the BNI intellectual property. From 1991 until 2014, BNI Franchise Corp. offered franchises similar to those offered through this Disclosure Document and owned and operated several BNI® franchises. BNI Franchise Corp. does not operate any businesses other than BNI® franchises or sell franchises in other lines of business.

BNI Enterprises, Inc., a California corporation formed in November 18, 1988, is our predecessor. The principal address of BNI Enterprises, Inc. is 11525 North Community House Road, Suite 475, Charlotte, North Carolina 28277. Since April 17, 1991, BNI Enterprises, Inc. provided services and supplies to our franchisees to meet our obligations under the Franchise Agreement. BNI Enterprises, Inc. does not and has never offered any franchises in any lines of business in the United States. BNI Enterprises, Inc. does not operate any businesses similar to the BNI franchises.

Prosperity Brands, LLC, a Delaware limited liability company formed on March 25, 2019, is our ultimate parent. The principal address of Prosperity Brands, LLC is 11525 North Community House Road, Suite 475, Charlotte, North Carolina 28277. Prosperity Brands, LLC does not and has never offered any franchises in any lines of business in the United States. Prosperity Brands, LLC does not operate any businesses similar to the BNI franchises.

BNI Intermediate Holdings LLC, a Delaware limited liability company formed on April 23, 2019, is our affiliate and a wholly-owned subsidiary of Prosperity Brands, LLC, Our ultimate parent. The principal address of BNI Intermediate Holdings LLC is 11525 North Community House Road, Suite 475, Charlotte, North Carolina 28277. BNI Intermediate Holdings LLC does not and has never offered any franchises in any lines of business in the United States. BNI Intermediate Holdings LLC does not operate any businesses similar to the BNI franchises.

BNI International Holdings CTB, LLC, a Delaware limited liability company formed on April 23, 2019, is our affiliate and a wholly-owned subsidiary of BNI Intermediate Holdings, LLC. The principal

address of BNI International Holdings CTB, LLC is 11525 North Community House Road, Suite 475, Charlotte, North Carolina 28277. BNI International Holdings CTB, LLC does not and has never offered any franchises in any lines of business in the United States. BNI International Holdings CTB, LLC does not operate any businesses similar to the BNI franchises.

BNI Holdings, LLC a Delaware limited liability company formed on November 6, 2014, is our affiliate and a wholly owned subsidiary of BNI Intermediate Holdings, LLC. The principal address of BNI Holdings, LLC is 11525 North Community House Road, Suite 475, Charlotte, North Carolina 28277. BNI Holdings, LLC does enter into financing arrangements pursuant to which its affiliates' assets are cross-collateralized and such financings vary from time to time. BNI Holdings, LLC does not and has never offered any franchises in any lines of business in the United States. BNI Holdings, LLC does not operate any businesses similar to the BNI franchises. LLC

BNI Global Holdings LLC a Delaware limited liability company formed on June 21, 2018, is our affiliate and a wholly-owned subsidiary of BNI Holdings LLC. The principal address of BNI Global Holdings LLC is 11525 North Community House Road, Suite 475, Charlotte, North Carolina 28277. BNI Global Holdings LLC does enter into financing arrangements pursuant to which its affiliates' assets are cross-collateralized and such financings vary from time to time. BNI Global Holdings LLC does not and has never offered any franchises in any lines of business in the United States. BNI Global Holdings LLC does not operate any businesses similar to the BNI franchises.

BNI Global, LLC, a Delaware limited liability company formed on November 6, 2014, is our direct parent and a wholly-owned subsidiary of BNI Global Holdings, LLC. The principal address of BNI Global, LLC is 11525 North Community House Road, Suite 475, Charlotte, North Carolina 28277. Since our inception, BNI Global, LLC has provided administrative support services to us and our franchisees, including but not limited to, personnel, accounting, marketing, printing and all services and materials provided to our franchisees. As of December 2014, BNI Global, LLC holds all interest in all company-owned locations. As of the date of this Disclosure Document, BNI Global, LLC operates eighty-one (81) business networking and referral businesses in the United States. They are treated as company-owned outlets.

BNI Worldwide Development Ltd. An Irish limited liability company formed on November 18, 2014, is our affiliate. The principal address of BNI Worldwide Development Ltd. Is KOG Building, Ballinrobe Road, Castlebar, Co Mayo, Ireland, F23 FT28. BNI Worldwide Development Ltd. Does not and has never offered any franchises in any lines of business in the United States. BNI Worldwide Development Ltd. Does not operate any businesses similar to the BNI franchises in the United States.

BNI India Enterprises Private Limited, an India company formed on June 14, 2016 is our affiliate. The principal address of BNI India Enterprises Private Limited is Salarpuria Landmark, #2002, 2<sup>nd</sup> Floor, 100 feet road, Indira Nagar, HAL 2<sup>nd</sup> Stage, Bangalore, Karnataka, India 560038. BNI India Enterprises Private Limited does not and has never offered any franchises in any lines of business in the United States. BNI India Enterprises Private Limited does not operate any businesses similar to the BNI franchises in the United States.

BNI Singapore Enterprises Private Limited, a Singapore company formed on November 3, 2016 is our affiliate. The principal address of BNI Singapore Enterprises Private Limited is 2 Kallang Avenue, #08-04 CT Hub, Singapore 339407. BNI Singapore Enterprises Private Limited does not and has never offered any franchises in any lines of business in the United States. BNI Singapore Enterprises Private Limited does not operate any businesses similar to the BNI franchises in the United States.

BNI Lanka Enterprises Private Limited, a Sri Lanka company formed on January 23, 2018 is our

affiliate. The principal address of BNI Lanka Enterprises Private Limited is Regus, No 33, Level 12, Park Land Building, Park Street, Colombo 00200. BNI Lanka Enterprises Private Limited does not and has never offered any franchises in any lines of business in the United States. BNI Lanka Enterprises Private Limited does not operate any businesses similar to the BNI franchises in the United States.

BNI Connect Global, LLC a Delaware limited liability company formed on November 6, 2014 is our affiliate. The principal address of BNI Connect Global, LLC is 11525 North Community House Road, Suite 475, Charlotte, North Carolina 28277. BNI Connect Global, LLC holds the software development rights for Our “Operating Management System”, which is our database management system and any software that we require to be used in BNI franchises, our proprietary software. BNI Connect Global, LLC does not and has never offered any franchises in any lines of business in the United States. BNI Connect Global, LLC does not operate any businesses similar to the BNI franchises.

BNI Hong Kong Enterprises (PVT) Limited, a Hong Kong limited company formed on November 28, 2017 is our affiliate. The principal address of BNI Hong Kong Enterprises (PVT) Limited is 6/F, The Annex, Central Plaza, 18 Harbour Road, Hong Kong. BNI Hong Kong Enterprises (PVT) Limited does not and has never offered any franchises in any lines of business in the United States. BNI Hong Kong Enterprises (PVT) Limited does not operate any businesses similar to the BNI franchises in the United States.

BNI Enterprise Business Network (Guangzhou) Co. Ltd., a Guangzhou limited liability company formed on February 9, 2018 is our affiliate. The principal address of BNI Enterprise Business Network (Guangzhou) Co. Ltd. is Regus Tianhe Teem Tower Centre, 27/F Teem Tower, 208 Tian He Road, Tian He District, Guangzhou, 510620, P.R. China. BNI Enterprise Business Network (Guangzhou) Co. Ltd. does not and has never offered any franchises in any lines of business in the United States. BNI Enterprise Business Network (Guangzhou) Co. Ltd., does not operate any businesses similar to the BNI franchises in the United States.

Business Network France, a French limited liability company formed on July 7, 2004 is our affiliate. The principal address of Business Network France is 34, Boulevard des Italiens – 75009 Paris, France. Business Network France does not and has never offered any franchises in any lines of business in the United States. Business Network France does not operate any businesses in the United States similar to the BNI franchises.

Chapters France, a French limited liability company formed on December 19, 2000 is our affiliate. The principal address of Chapters France is 34, Boulevard des Italiens – 75009 Paris, France. Chapters France does not and has never offered any franchises in any lines of business in the United States. Chapters France does not operate any businesses in the United States similar to the BNI franchises.

Corporate Connections Franchising, LLC, (“Corporate Connections Franchising”) a Delaware limited liability company, formed on May 16, 2017, is our affiliate. The principal address of Corporate Connections Franchising is 11525 North Community House Road, Suite 475, Charlotte, North Carolina 28277. Corporate Connections Franchising is a referral networking organization that is geared specifically for senior level business professionals, executives and entrepreneurs, which distinguishes it from our franchise system, which focuses on business referrals for small to medium-sized businesses. Corporate Connections Franchising currently has two franchises in the United States. Corporate Connections Franchising does not operate any businesses other than CorporateConnections® franchises or sell franchises in other lines of business.

Corporate Connections Global, LLC, (“Corporate Connections Global”) a Delaware limited liability company, formed on May 16, 2017, is our affiliate. The principal address of Corporate Connections Global is 11525 North Community House Road, Suite 475, Charlotte, North Carolina 28277. Corporate Connections Global does not and has never offered any franchises in any lines of business in the United States.

Corporate Connections Worldwide Development Ltd. (“Corporate Connections Worldwide”) an Irish limited liability company formed on May 4, 2017, is our affiliate. The principal address of Corporate Connections Worldwide is KOG Building, Ballinrobe Road, Castlebar, Co Mayo, Ireland, F23 FT28. Corporate Connections Worldwide does not and has never offered any franchises in any lines of business in the United States. Corporate Connections Worldwide does not operate any businesses similar to the BNI franchise in the United States.

CorpConnect Enterprises India Private Limited, an India company formed on December 5, 2017 is our affiliate. The principal address of CorpConnect Enterprises India Private Limited is Salarpuria Landmark, #2002, 2nd Floor, 100 feet road, Indira Nagar, HAL 2nd Stage, Bangalore, Karnataka, India 560038. CorpConnect Enterprises India Private Limited does not and has never offered any franchises in any lines of business in the United States. CorpConnect Enterprises India Private Limited does not operate any businesses similar to the BNI franchises in the United States.

BNI Networking & Referral Ireland Holding Limited, an Irish limited liability company formed on March 20, 2019, is our affiliate. The principal address of BNI Worldwide Development Ltd. is KOG Building, Ballinrobe Road, Castlebar, Co Mayo, Ireland, F23 FT28. BNI Networking & Referral Ireland Holding Limited does not and has never offered any franchises in any lines of business in the United States. BNI Networking & Referral Ireland Holding Limited does not operate any businesses similar to the BNI franchises in the United States.

Netwerk Organisatie Nederland en Vlaanderen B.V., a private company with limited liability, incorporated and organized under Dutch law, is our affiliate. The principal address of Netwerk Organisatie Nederland en Vlaanderen B.V. is Novalaan 15 39, 9501 VJ Stadskanaal, the Netherlands. Netwerk Organisatie Nederland en Vlaanderen B.V. does not and has never offered any franchises in any lines of business in the United States. Netwerk Organisatie Nederland en Vlaanderen B.V. does not operate any businesses similar to the BNI franchises in the United States.

Network Organization Benelux Limited, a private company with limited liability, incorporated and organized under UK law, is our affiliate. The principal address of Network Organization Benelux Limited is 11th Floor 200 Aldersgate Street, London, England, EC1A 4HD. Network Organization Benelux Limited does not and has never offered any franchises in any lines of business in the United States. Network Organization Benelux Limited does not operate any businesses similar to the BNI franchises in the United States.

Brec S.r.l, a private company with limited liability, incorporated and organized under Italian law, is our affiliate. The principal address of Brec S.r.l is Via Monte Rosa, 51, Milan, Italy 20149. Brec S.r.l does not and has never offered any franchises in any lines of business in the United States. Brec S.r.l does not operate any businesses similar to the BNI franchises in the United States.

Business Networking & Referrals Limited, a private company with limited liability, incorporated and organized under UK law, is our affiliate. The principal address of Business Networking & Referrals Limited is One Fleet Place, London, England, EC4M 7WS. Business Networking & Referrals Limited does not and has never offered any franchises in any lines of business in the United States. Business Networking & Referrals Limited does not operate any businesses similar to the BNI franchises in the

United States.

Networking & Business Referrals Limited, a private company with limited liability, incorporated and organized under UK law, is our affiliate. The principal address of Networking & Business Referrals Limited is One Fleet Place, London, England, EC4M 7WS. Networking & Business Referrals Limited does not and has never offered any franchises in any lines of business in the United States. Networking & Business Referrals Limited does not operate any businesses similar to the BNI franchises in the United States.

BNI Canada, Inc., a corporation incorporated and organized under the laws of Quebec, Canada, is our affiliate. The principal address of BNI Canada, Inc. is 2700, Diab Street, Saint-Laurent, Quebec, H4S 1E8. BNI Canada, Inc. does not and has never offered any franchises in any lines of business in the United States. BNI Canada, Inc. does not operate any businesses similar to the BNI franchises in the United States.

Business Network Scandinavia AB, a private limited liability company organized and existing under the laws of Sweden, with its registered address at P.O. Box 162 85, SE-103 25 Stockholm, Sweden, is our affiliate. Business Network Scandinavia AB does not and has never offered any franchises in any lines of business in the United States. Business Network Scandinavia AB does not operate any businesses similar to the BNI franchises in the United States.

BNI Stockholm AB, a private limited liability company organized and existing under the laws of Sweden, with its registered address at P.O. Box 162 85, SE-103 25 Stockholm, Sweden, is our affiliate. BNI Stockholm AB does not and has never offered any franchises in any lines of business in the United States. BNI Stockholm AB does not operate any businesses similar to the BNI franchises in the United States.

GS Scandinavian Business Support AB, a private limited liability company organized and existing under the laws of Sweden, with its registered address at P.O. Box 162 85, SE-103 25 Stockholm, Sweden, is our affiliate. GS Scandinavian Business Support AB does not and has never offered any franchises in any lines of business in the United States. GS Scandinavian Business Support AB does not operate any businesses similar to the BNI franchises in the United States.

GS Scandinavian Support AB, a private limited liability company organized and existing under the laws of Sweden, with its registered address at P.O. Box 162 85, SE-103 25 Stockholm, Sweden, is our affiliate. GS Scandinavian Support AB does not and has never offered any franchises in any lines of business in the United States. GS Scandinavian Support AB does not operate any businesses similar to the BNI franchises in the United States.

Forretningsnettverket BNI AS, a private limited company organized and existing under the laws of Norway, with its registered offices at Wergelandsveien 7 N-0167 Oslo, is our affiliate. Forretningsnettverket BNI AS does not and has never offered any franchises in any lines of business in the United States. Forretningsnettverket BNI AS does not operate any businesses similar to the BNI franchises in the United States.

Business Growth Network Oy, a private limited liability company organized and existing under the laws of Finland, with its registered offices at Vanha Kaarelantie 33 A 01610 Vantaa, Finland, is our affiliate. Business Growth Network Oy does not and has never offered any franchises in any lines of business in the United States. Business Growth Network Oy does not operate any businesses similar to the BNI franchises in the United States.

Scion Social Holdings LLC, a Delaware limited liability company formed on June 25, 2020, is our affiliate and a wholly-owned subsidiary of BNI Global, LLC. The principal address of Scion Social Holdings LLC is 11525 North Community House Road, Suite 475, Charlotte, North Carolina 28277. Scion Social Holdings LLC does not and has never offered any franchises in any lines of business in the United States. Scion Social Holdings LLC does not operate any businesses similar to the BNI franchises.

Scion Social Pvt Limited, an Indian company, is our affiliated. The principal address of Scion Social Pvt Limited is 21/3, Wood street, Ashok Nagar, Bangalore, Karnataka, 560025 India. Scion Social Pvt Limited does not and has never offered any franchises in any lines of business in the United States. Scion Social Pvt Limited does not operate any businesses similar to the BNI franchises in the United States.

Scion Social Pte Ltd, a Singapore company, is our affiliated. The principal address of Scion Social Pte Ltd is 116, Middle Road, #07-01 ICB Enterprise House, Singapore (188972). Scion Social Pte Ltd does not and has never offered any franchises in any lines of business in the United States. Scion Social Pte Ltd does not operate any businesses similar to the BNI franchises in the United States.

We are in the business of granting and providing services to our franchisees consisting of the opportunity to open and operate business networking referral groups, known as Chapters, under the BNI® trade name, trademark and system of operating procedures. Our predecessor has offered BNI® franchises since 1991 and we took over offering franchises in December 2014. Our affiliate, BNI Global, LLC, owns and operates several BNI® franchises and has done so since December 2014. We have not and do not operate any businesses other than BNI®franchises.

We will grant you the right to operate one (1) BNI® franchise at a location or region specified in the Franchise Agreement found in this Disclosure Document as Exhibit B. All new franchisees will be required to sign the Franchise Agreement attached to this Disclosure Document as Exhibit B. You will develop and operate Chapters, which are composed of 17 or more non-competing business people or members, to generate qualified referrals for the members using our trademarks, programs and systems of operations. The Chapter members meet weekly to engage in structured meetings during which they may exchange qualified referrals utilizing the structure and format of our program. The market for business networking is fully developed. Your competitors include businesses that primarily help provide or generate prospective sales leads or referrals for other businesses. We believe the systems and programs we provide for you will give you a distinctive service in comparison to your competition and provide you with a competitive edge in this industry.

While there are no specific national or state standards or laws regulating this business, you must comply with all local, state and federal laws that may apply to the general operation of a business including, but not limited to labor and employment laws, tax laws, and the American with Disabilities Act. In addition, other events such as natural disasters, political insurrections or unrest, epidemics or pandemics, or acts of god may result in the imposition of certain federal, state, and/or local laws, regulations, administrative directives and/or travel advisories, any and all of which may require you to temporarily suspend your business operations or change the manner in which you conduct business as described in this disclosure document. There may be other laws applicable to your business and we urge you to make additional inquiries about these laws. Your failure to comply with and of these laws, regulations, directives, advisories, and/or policies constitutes a material breach of your Franchise Agreement. We strongly recommend that you hire an attorney to assist you in determining which laws will impact your operation of your business.

**Item 2.**  
**Business Experience**

Unless otherwise noted, all of our personnel are based in Charlotte, North Carolina.

**Founder, Chief Visionary Officer, and Director: Dr. Ivan Misner**

Ivan Misner, Ph.D. is Our Founder, Chief Visionary Officer, and Director and has served in these roles since our inception and performs his duties for us from Austin, Texas. Dr. Misner has also served as Director of our ultimate parent, Prosperity Brands, LLC, since May 2019, and previously served as Director of our affiliate, BNI Holdings, LLC, from December 2014 to April 2019.

**Chairman and Chief Executive Officer and Director: Graham Weihmiller**

Mr. Weihmiller has served as our Chairman and CEO since our inception and the CEO of affiliate, BNI Holdings, LLC, since December 2014. Mr. Weihmiller serves as Director of our ultimate parent, Prosperity Brands, LLC. He was appointed to this position in May 2019. Mr. Weihmiller performs his duties from Charlotte, North Carolina.

**Chief Financial Officer: Michael Utt**

Mr. Utt has served as our Chief Financial Officer since May 2022 and performs his duties from Charlotte, NC. Previously, Mr. Utt served as Vice President of Finance at Hendrick Autoguard, Inc. from February 2020 to May 2022 and Controller at Hendrick Autoguard, Inc. from January 2014 to January 2020.

**Sr. Vice President Global Operations: David Collins**

Mr. Collins has served as our Senior Vice President of Global Operations since March 2023 and performs his duties from Charlotte, NC. Previously, Mr. Collins served as President of Unique Realty Services LLC from April 2020 to March 2023 and as Chief Operating Officer / Senior Vice President at ERA Franchise Systems from February 2013 to April 2020.

**U.S. National Director: Lisa Renz**

Mrs. Renz has served as our U.S. National Director of Franchised Regions since January 2022 and performs her duties from Virginia Beach, VA. Previously, Mrs. Renz was our Director of U.S CORE Field Performance from September 2021 to December 2021, and before that, our Regional Director for our CORE Northeast Region from April 2021 to August 2021, all in Virginia Beach, VA. Mrs. Renz was a BNI Executive Director from April 2006 to April 2021.

**Director: Jay Henry**

Mr. Henry was appointed as Director of Our ultimate parent, Prosperity Brands, LLC in May 2019 and performs his duties for us from Charlotte, North Carolina. Since July 2014 Mr. Henry has also served as a Vice President for Pamlico Capital, located in Charlotte, North Carolina.

**Director: Walker Simmons**

Mr. Simmons was appointed as Director of our ultimate parent, Prosperity Brands, LLC in May 2019 and performs his duties for us from Charlotte, North Carolina. Mr. Simmons also serves as a Partner for Pamlico Capital LLC, located in Charlotte, North Carolina. Mr. Simmons has been with Pamlico



Capital since 2000.

**Director: David Wilkie**

Mr. Wilkie was appointed as Director of our ultimate parent, Prosperity Brands, LLC in March 2022 and performs his duties for us from Atlanta, Georgia. Mr. Wilkie is also the CEO of World 50 in Atlanta, Georgia and has been in this role since January 2011.

**Item 3.**  
**Litigation**

Pending litigation.

We have no pending litigation.

Previous litigation.

*Mark Andersen et al. v. Griswold International LLC et al.*, (Docket No. 14-cv-02560, United States District Court for the Northern District of California).

On January 6, 2015, Plaintiffs Mark and Holly Andersen, MHA Family Holdings Inc., James J. Carlson, Marilyn N. Roach-Carlson, James Carlson LLC, Michael Geisler, M & E Family Care LLC, Dave Hinders, Hinders Home Care Inc., Barry Howland, Gigi Howland, Wade Luders, South Bay Care LLC, Michael McKaig, Ken Peters, Kerry Peters, The KPeters Group, Charlayne Redmon, Dwayne Redmon, Ledgewood Enterprise Inc., James Thelen and Thelen Enterprises Inc. (collectively, "Plaintiffs"), filed an amended complaint against Griswold International, LLC ("Griswold") and added Graham Weihmiller, our CEO, who served as Griswold's CEO from June 2009 until March 2013 and its Chairman from June 2009 until April 2015, as an additional defendant. Plaintiffs, Griswold Home Care franchisees located in California, asserted claims arising under the California Franchise Investment Law, as well as claims for fraud and breach of contract. Plaintiffs alleged that a recent change in California law adversely impacted the operation of their Griswold Home Care franchises, and that Defendants misrepresented the manner in which the Griswold Home Care franchise can be operated in California. Plaintiffs sought a rescission of the franchise agreement along with attorneys' fees, costs, expenses, actual damages and punitive damages. Defendants believed the case to be without merit and vigorously defended against the claims. This matter has been settled as described in the paragraph below.

*Christopher Jenkins et al. v Griswold International LLC et al.* (AAA Case No.: 01-14-0001-4884).

On September 9, 2014, Plaintiffs Christopher Jenkins, CS Family Ventures Inc., and CSAB Management, Inc. (collectively, "Plaintiffs") filed a demand for arbitration against Griswold International, LLC, Graham Weihmiller, Thomas Monaghan, Diane Walker, Kent Griswold, Lori Griswold, Patricia O'Mallery, and Fiona Middleton (collectively, the "Griswold Parties"). Graham, Weihmiller, our CEO, served as Griswold International, LLC's CEO from June 2009 until March 2013 and its Chairman from June 2009 until April 2015. Plaintiffs, Griswold Home Care franchisees located in California, asserted claims arising under the California Franchise Investment Law, the California Franchise Relations Act, as well as claims for fraud, negligent misrepresentation and breach of contract. Plaintiffs sought a rescission of the franchise agreement along with attorneys' fees, costs, expenses, actual damages and punitive damages. On August 21, 2015, Griswold International, LLC filed answers, affirmative defenses, and counterclaims asserting breach of contract, misappropriation of trade secrets, violations of the Lanham Act, and unfair competition. Griswold International, LLC

sought damages, injunctive relief, and costs. This matter has been settled as described in the paragraph below.

On May 13, 2016, Griswold International, LLC and the Plaintiffs from each of the above cases entered into settlement agreements wherein Griswold was required to pay an aggregate settlement to all Plaintiffs in the amount of \$675,000. Graham Weihmiller, as an individual, was not required to pay any amount to any plaintiff as part of the settlement. Plaintiffs, in exchange, executed a release agreement wherein the Plaintiffs released the Defendants, including Graham Weihmiller, from all claims, including but not limited to, those that were or could have been asserted in the above-listed actions.

*Nirupam S. Patel v. BNI Worldwide Development Limited and BNI Global Franchise Corporation Limited; BNI Global Franchise Corporation Limited v. Nirupam S. Patel, Niraj Shah, and BNI Training Services Private, LTD*, International Centre for Dispute Resolution Case No. 01-16-0002-8101, filed July 11, 2016.

On July 11, 2016, Nirupam S. Patel filed an arbitration demand with the International Centre for Dispute Resolution ("ICDR") against BNI Worldwide Development Limited ("BNI") and BNI Global Franchise Corporation Limited claiming that BNI breached four master franchise agreements when BNI declined to renew those master franchise agreements in accordance with their terms. Patel also claimed that BNI breached the implied covenant of good faith and fair dealing when it declined to renew Patel's master franchise agreements. BNI Worldwide Development Limited responded by denying the allegations and filing a counterclaim and a third-party claim against Patel and his former co-master franchisees in India, Niraj Shah and their entity, BNI Training Services Private, Ltd., for breach of contract based on their failure to comply with their post-term obligations under the master franchise agreements, including but not limited to providing to BNI all documents and records required to be transferred upon expiration and paying all amounts due. Shah and BNI Training appeared and filed counterclaims against BNI for breach of contract, violation of the covenant of good faith and fair dealing, fraud, violation of the North Carolina Unfair and Deceptive Trade Practices Act, and promissory estoppel, all based on the allegation that BNI wrongfully failed to renew the master franchise agreements.

The parties engaged in mediation and successfully resolved the matter. To aid in the resolution, BNI retained an expert accountant to conduct an independent valuation of the master franchise. He determined that the fair market value of the business at the time of non-renewal was \$3.8 million. Accordingly, BNI paid Patel and Shah \$1.9 million each for their respective interests. The parties then dismissed the arbitration and the matter is closed.

*BNI Training Services Pvt. Ltd. and Niraj Shah v. BNI Worldwide Development Ltd., Mahesh Srinivasan, Murali Srinivasan, and Nirupam Patel*; High Court of Judicature at Bombay, Ordinary Original Civil Jurisdiction, Suit No. 752 of 2016.

BNI Training Services Private Ltd. and Niraj Shah (collectively, "Shah") filed suit against BNI Worldwide Development Ltd. ("BNI"), two individuals currently acting as master franchisees in India, and Nirupam Patel in the High Court of Judicature at Bombay, India, No. 752 of 2016. Shah and Patel were formerly Master Franchisees for BNI in India. The complaint was filed with the court on February 16, 2016. The complaint alleged that BNI wrongfully failed to renew the Master Franchise Agreements. Shah sought a declaration that BNI be estopped from carrying on any business in India except by Shah and an order directing BNI to execute a new Master Franchise Agreement with Shah. Alternatively, Shah sought damages of 4,214,914,710 Indian rupees. BNI denied all allegations and filed a motion to dismiss based on the mandatory arbitration clause in the Master Franchise

Agreements. Shah thereafter moved to withdraw the suit, and the Court issued an Order on September 6, 2017, declaring that the suit was disposed as withdrawn.

*David Alexander et al. v. BNI Franchising, LLC, et al.*; Case No. BC638105, Superior Court of the State of California for the County of Los Angeles, filed October 19, 2016.

On October 19, 2016, David Alexander, Kimberly Alexander, Randy Borden, Vivian Borden, Jana Cardona, Mark Taylor, J.R. Chick Gallagher, Karen Gallagher, Michael Gallagher, Dana Gallagher, Clay Morgan, Kathy Morgan, Reed Morgan, Dan Rawls, Patricia Salvucci, Scott Simon, Teresa Simon and Shelli Howlett ("Plaintiffs") filed a complaint against BNI Franchising, LLC, BNI Franchise Corp., Ivan Misner, and Graham Wehmler ("Defendants"). The Plaintiffs alleged six causes of action against all or some of the defendants. Claims included (1) wrongful non-renewal of certain franchise agreements against BNI; (2) breach of the implied covenant of good faith and fair dealing against BNI; (3) violation of the California Franchise Relations Act against BNI; (4) violation of California Franchise Investment Law and injunctive relief against all Defendants; (5) violation of California Franchise Investment Law related to BNI's October 17, 2016 FDD against BNI and Wehmler; and (6) violation of the North Carolina Unfair Trade Practices Act against BNI and BNI Corp. After suit was filed, all parties negotiated a settlement that calls for (a) the plaintiffs to sign BNI's current franchise agreement, which has been modified since the time they filed their action based upon discussions among the parties and (b) the Plaintiffs to sign releases. Plaintiffs voluntarily dismissed their lawsuit during the course of negotiations.

*Andrew Hall; Jihong Hall; BNI China, Ltd.; BNI South, Ltd.; and BNI, Ltd. v. BNI Worldwide Development, Ltd.*, Case No. 01-17-0006-0879 (International Centre for Dispute Resolution ("ICDR")).

On or about October 10, 2017, claimants filed an arbitration demand against BNI Worldwide Development, Ltd., seeking a declaration that they had a right to renew two master franchise agreements they had entered with BNI Worldwide Development, Ltd.'s predecessor, as well as asserting claims for breach of the master franchise agreements and violation of the California Franchise Relations Act's provisions regarding renewal of franchise agreements. Claimants sought a declaration that they were entitled to renewal of the master franchise agreements; specific performance for renewal of the master franchise agreements, or, in the alternative, actual and consequential damages; and costs, disbursements, and attorneys' fees. On October 13, 2017, BNI Worldwide Development, Ltd. filed a preliminary answer denying claimants' allegations and a counterclaim against Andrew Hall and Jihong Hall (the "Halls"), asserting a claim for breach of the master franchise agreement for China based upon the Halls obtaining registrations of the BNI trademark in China and failing to transfer such registration to BNI Worldwide Development, Ltd. as required by the master franchise agreement. The counterclaim sought a temporary and preliminary injunction requiring the Halls to immediately enter a license agreement for the BNI trademark in China, requiring the Halls to cooperate in promptly transferring the trademark to BNI Worldwide Development, Ltd., and requiring the Halls to immediately cease all use of the BNI trademarks and to return all materials containing the BNI trademarks, as well as an award of costs and attorneys' fees. On the same date, BNI Worldwide Development, Ltd. also filed an emergency motion for injunctive relief seeking the same relief sought in the counterclaim. Claimants then filed an emergency motion seeking to nullify the expiration and nonrenewal of their master franchise agreements. Arbitration proceedings were stayed by mutual agreement while the parties engaged in settlement negotiations. On October 29, 2017, the parties executed a settlement term sheet, which was memorialized in formal settlement documents effective November 30, 2017. Pursuant to the terms of the settlement: the Halls entered a license agreement for the BNI trademark in China and agreed to take all steps necessary to formally transfer the BNI trademark to BNI Worldwide Development,

Ltd.; BNI acquired all master franchise rights to the territory of China for \$680,000; and the Halls were provided until July 1, 2018 to transfer the master franchise rights for Taiwan, Hong Kong, and Macau to an approved purchaser, or to sell any such rights not transferred by July 1, 2018 to BNI Worldwide Development, Ltd. for \$1,470,000, less any amounts received by the Halls for any territories transferred. On December 5, 2017, the ICDR formally closed its file on this matter.

*Martin Taormina v. David Collins, Baseball Holdings, LLC et al.*, (Docket Number 2013-CP-46-3487, The Court of Common Pleas, State of South Carolina, York County). On November 14, 2013, Martin Taormina (“Taormina”) filed a complaint against Baseball Holdings, LLC d/b/a Baseball Holdings, Inc. (“Baseball Holdings”) and its owners/members, one of whom was David Collins. The Complaint alleged breach of contract, fraud, misrepresentation and unfair trade practices arising from an August 2011 loan of \$25,000 made by Taormina to Baseball Holdings. The matter was settled in mediation on November 17, 2014, without admission of liability on the part of the defendants. With regard to Mr. Collins’ portion of the settlement, he paid \$8,000 to Taormina in exchange for a dismissal of the case with prejudice, which occurred on January 16, 2015. The facts relating to the alleged claims in this matter occurred prior to Mr. Collins’ employment with us, which began in March 2023.

Other than these actions, no litigation is required to be disclosed in this Item.

#### **Item 4.** **Bankruptcy**

No bankruptcy information is required to be disclosed in this Item.

#### **Item 5.** **Initial Fees**

##### Initial Franchise Fee

You must pay us an Initial Franchise Fee of \$60,000 (the “Initial Franchise Fee”), upon execution of your Franchise Agreement.

##### Training Fee

You will be assessed a Training Fee of \$1,800 per person for the Executive Director Training, \$900 per person for the Support Director Consultant Orientation, and \$900 per person for the Launch Director Consultant Orientation. You will need to complete all programs, to our satisfaction before opening your business, for a total cost of \$3,600 for one person. The amount for one Executive Director Training, one Launch Director Consultant Orientation, and three Support Director Consultant Orientations would be a total cost of \$5,400.

If you and one other person attend all programs, the total cost will be \$7,200. A second Executive Director is completely optional and the fee amount is not included in our estimated costs.

##### Initial Supplies

You must purchase initial supplies for your Franchise either from us or our authorized supplier for a total cost of between \$6,000 and \$7,000. The exact cost will primarily depend on the number of members in your Franchise. You are responsible for shipping and handling costs.

##### Video Conferencing License

You must purchase Zoom video conferencing license to provide Chapters with an alternative to in-person Chapter meetings when in-person meetings are not possible. You can sign up for the enterprise account with Zoom for Eighty Dollars (\$80) or the then most current cost per license, which you pay directly to us and which shall renew annually on March 13 unless otherwise noted. Should you require more than one license, the costs will be multiplied accordingly. Where you have multiple Chapters that meet on the same day with overlapping times, multiple licenses will be needed as BNI strongly recommends that each Chapter utilize their own BNI Zoom license. Your Zoom license can only be used by one user at a time and as a result, we anticipate that you will need multiple licenses in order to support your BNI Online or BNI Hybrid Chapters. Some regions have as many as 56 chapters, which would be a total of \$4,480.

The Initial Franchise Fee, any payments for Chartered Chapters, and payment for your Initial Supplies/Products are due upon signing of the Franchise Agreement and are deemed fully earned by us and are non-refundable in whole or in part under any circumstances.

**Item 6.**  
**Other Fees**

(Column 1) Type of fee	(Column 2) Amount (See Note 1)	(Column 3) Due Date	(Column 4) Remarks
Continuing Royalty	20% of the previous month's gross revenues for your franchise as outlined and subject to the conditions set out in Note 2 below.	On or before the 15 <sup>th</sup> day of each month	(See Notes 1 and 2)
Member Success Kit Fee	Then current-fee, currently \$20 per kit	As incurred	You must purchase from us, or our authorized supplier, all kits required for new Members as determined by us.
Chapter Branding Kit Fee	Then-current fee, currently \$720 per kit	As incurred	All BNI Chapters are required utilize a Chapter Branding Kit as determined by us. You must purchase from us, or our authorized supplier, all kits required for new chapters as determined by us.
Indemnification	Will vary depending upon loss	On demand	You must indemnify us if we incur losses arising out of the operation of your business.
Fee for our Audit of your Franchise for the Franchise Agreement	Cost of audit if you understated gross revenues by more than 2% and any unpaid fees owed to us	Within 7 days of being invoiced by Us	You must pay any unpaid fees and the costs of the audit if you understated gross sales by more than 2%.
Application Fee	\$360	Prior to the transfer	You must pay this fee to us with your application of approval for a transfer.

Renewal Fee	25% of the then current Initial Franchise Fee	Prior to renewal	You must pay this fee to us when you renew your Franchise Agreement.
Transfer Fee	5% of the sales price (inclusive of any non-cash consideration using market valuation) or 25% of the then-current Initial Franchise Fee, whichever is greater	Prior to the transfer	You must pay this fee to us when your franchise is sold
<b>(Column 1) Type of fee</b>	<b>(Column 2) Amount (See Note 1)</b>	<b>(Column 3) Due Date</b>	<b>(Column 4) Remarks</b>
Assignment Fee for the Franchise Agreement	\$600	Prior to the assignment	(See Note 3)
Support Services Brand Compliance Fee for the Franchise Agreement	\$720 per month	On demand, until default is cured	Only assessed if you do not comply with the requirements we establish for the operation of your franchise.
Late Fee	Upon being late, 3% of the outstanding amount, or the maximum allowed by law, whichever is less	On demand	Applies to any fee owed under the Franchise Agreement that is late.
Interest for the Franchise Agreement	1.5% per month or the maximum allowed by law on any balance unpaid by more than 30 days	On demand	Payable on all amounts overdue by more than 30 days.
Administrative Processing Fee for the Franchise Agreement	\$600	Prior to approval of a Temporary Manager	You must pay this fee for us to consider approval of a Temporary Manager to temporarily operate the franchise if you become disabled or deceased.
R&D Contribution	Then-current contribution, currently, \$24 annually per every new and renewing Member	On or before the 15 <sup>th</sup> day of the month following such Member's joining or renewing.	(See Note 4)
Video Conferencing License	\$80 per license	Annually	(See Note 5)
Training Fee	Then-current fee, currently \$1,800 per person for Executive Director Training, \$900 per person for Support Director Consultant Orientation, and \$900 per person for Launch Director	Prior to opening your business	

	Consultant Orientation		
Customer Relationship Management License	\$399-999 per license per year	On demand	(See Note 6)
Annual National Conference	\$599-\$1,499	Annually	(See Note 7)
Annual National Conference Non-Attendance Fee	\$1,198-\$2,198	On demand	(See Note 7)
Periodic ED Summit	\$0-\$499	On demand	(See Note 7)
Member Success Center Program	\$399-\$799	Upon BNI introducing such program	(See Note 8)

Notes:

1. All fees are imposed by us and are payable to us unless we tell you otherwise. All fees are non-refundable. All fees must be paid via ACH or in any other form that we may require. Business checks are not accepted method of payment. All fees imposed by us are uniformly imposed on all franchisees subject to the offering in this Disclosure Document; however, we reserve the right to waive or reduce any such fees as circumstances warrant, and in the past, we have reduced royalties for certain existing franchisees who met certain performance goals as part of an incentive program. The term "Gross Revenues" is defined in the Franchise Agreement and means all sums received or receivable by you in and from the operation of your franchise, including but not limited to fees paid by Members called application and participation fees (or other fees that may be added in the future), including any applicable associated late fees. Gross Revenues shall include any applicable Core Group Application Fees but shall not include any R&D Contribution. "Core Group" means a group of membership applicants that have been accepted as potential members and allowed to participate in a group while such group is working to qualify as a Chapter. "Core Group Application Fees" means the then-current application fee for membership plus any other fees associated with the Core Group (exclusive of membership dues).
2. You must pay us a Continuing Royalty in the amount of 20% of the prior month's Gross Revenues. We must receive your payment of the Continuing Royalty on or before the 15<sup>th</sup> of each month. The Franchise Agreement requires that you pay by electronic funds transfer or in any other form that we may require. Business checks are not accepted method of payment.
3. Under the Franchise Agreement, you must pay this fee to us when you assign your franchise to any non-individually owned entity that you own 100% of the voting stock or, if the ownership of your franchise consists of more than one individual, then each individual must have the same proportionate ownership interest in the non-individually owned entity as that individual had in the franchise prior to the assignment.
4. This fee is paid by you to us to help support our efforts in, among other things, (i) updating and enhancing our Operating Management System, (ii) creating new technology-related, value-added Franchisee and/or member focused programs, (iii) developing and launching

new marketing-related technology-based programs and activities, such as marketing automation, and (iv) maintaining the foregoing by way of an operating expense. Nothing shall preclude us from separately developing other programs with our separately derived consideration even if such programs overlap with or could be deemed to fall within the scope of programs that might otherwise be supported by the R&D Contribution. You shall pay us, or a third party designated by us, a monthly continuing Research & Development Contribution as defined in Article 1 of the Franchise Agreement, in the then-current amount, currently in the amount of \$24 per every new and renewing Member per year paid in the month following such member's joining or renewing, respectively ("R&D Contribution"). We reserve the right to increase the R&D Contribution amount every 2 years from the date of last increase regardless of when you signed your Franchise Agreement and may do so upon a 60-day notice to you.

5. BNI has developed two new meeting formats BNI Online® and BNI Hybrid. BNI Online® is a virtual online tool to serve as an alternative to in-person Chapter meetings when in-person meetings are not possible and has now become one of our permanent options for meetings. The program consists of a virtual online meeting platform, a meeting manual/agenda/script, and a customized PowerPoint deck. BNI Online® Chapters are Chapters that meet permanently online using video conferencing software each week. BNI Hybrid Chapters are Chapters that meet the first week in person and the remaining weeks online. BNI may change the schedule of in-person and online meeting cadences for Hybrid Chapters in the future. BNI may, in its sole discretion, modify or require you to resume face-to-face meetings at any time, upon written notice to the franchise system, without an individual written notice to each franchisee.

You must use Zoom Video Conferencing to meet your digital connectivity needs. You can sign up for the enterprise account with Zoom for Eighty Dollars (\$80) or the then most current cost per license, which you pay directly to us and which shall renew annually on March 13 unless otherwise noted. Should you require more than one license, the costs will be multiplied accordingly. Where you have multiple Chapters that meet on the same day with overlapping times, multiple licenses will be needed as BNI strongly recommends that each Chapter utilize their own BNI Zoom license. Your Zoom license can only be used by one user at a time and as a result, we anticipate that you will need multiple licenses in order to support your BNI Online® or BNI Hybrid Chapters. This price is subject to change at any time and without prior notice. You must agree in writing to Zoom's terms and conditions (available at <https://www.zoom.us/terms>). You agree to indemnify and hold harmless BNI, its parents, affiliates, and their respective officers, directors, and employees from and against any claims, damages or losses resulting from your acts and/or omissions in using the Zoom licenses. BNI reserves the right to change the third-party video conferencing provider or add an additional third-party video conferencing provider at any time and in its sole discretion with prior notice to you.

You shall make the initial payment for your license(s) prior to opening your franchise for business to BNI and shall subsequently receive an invoice for any costs incurred. The Zoom license fee paid to us shall not be refunded for any reason and upon termination for any reason the Zoom license granted to you through us terminates as of the date of termination or expiration of the Franchise Agreement. BNI reserves the right to inspect any chapter meetings occurring through Zoom (or then-current video conferencing provider platform) and access your Zoom (or then-current video conferencing provider) accounts at any time and without prior notice.



6. We may require you to use a customer relationship management system (“CRM”) in order to better organize your members or local marketing efforts. Currently, our CRM provider is Creatio (“Creatio”), we offer Creatio licenses for purchase and participation is voluntary. However, we reserve the right to make Creatio mandatory. You are required to use the company or organization that is approved by us. You will pay us our cost in using such CRM system or we may require you to pay for the CRM service directly to the provider. We may change the CRM provider upon notice to you, but we will not change such provider more than one time each year during the Term of your Agreement with us. This fee will be in addition to the R&D Contribution and Video Conferencing License.

7. You must attend at least one (1) conference for Directors (“National Conference”) in its entirety each year organized by us at a location determined by us. If the National Conference is offered in person, then you shall attend in person. You are expected to attend and fully participate in the National Conference. Full participation is defined as attending all general sessions and no fewer than 80% of breakout sessions and/or trainings. If you fail to attend the mandatory conference each year, you must pay a conference non-attendance fee to us, which will be two times the cost of the registration ticket, within thirty (30) days of conclusion of the conference. Payment of the National Conference non-attendance fee does not absolve you from potential default for non-compliance with this requirement. However, non-compliance of this requirement can be cured by attendance of BNI’s Global Convention during that same year.

You must attend at least two (2) ED Summits (“ED Summits”) each year organized by us at a location determined by us. If the ED Summits are offered in person, then you shall attend in person. If you fail to attend the mandatory ED Summits each year, you must pay an ED Summit non-attendance fee to us, which will be two times the cost of the registration ticket, within thirty (30) days of conclusion of the ED Summit. Payment of the ED Summit non-attendance fee does not absolve you from potential default for non-compliance with this requirement.

8. The BNI Member Success Center is a call center dedicated to converting prospective members into active members and/or providing other customer service functions (“Member Success Center” or “MSC”). We reserve the right, in our sole discretion, to require you to utilize the BNI Member Success Center for your benefit, the benefit of members, and the BNI brand generally, as set forth by our standards and requirements. All expenses of utilizing a Member Success Center will be your sole responsibility.

**Item 7.**  
**Estimated Initial Investment**

**YOUR ESTIMATED INITIAL INVESTMENT**

(Column 1) TYPE OF EXPENDITURE	(Column 2) AMOUNT		(Column 3) METHOD OF PAYMENT	(Column 4) WHEN DUE	(Column 5) TO WHOM PAYMENT IS TO BE MADE
	Lowest Estimated Amount	Highest Estimated Amount			

Initial Franchise Fee (See Note 1)	\$60,000	\$60,000	(See Note 1)	(See Note 1)	Us
Orientation and Travel Expenses (See Note 2)	\$2,000	\$4,000	As Arranged	As Incurred	Independent Vendor
Training Fees (See note 3)	\$3,600	\$5,400	(See Note 1)	(See Note 1)	Us
Professional Fees (See Note 6)	\$2,000	\$10,000	As Arranged	As Incurred	Independent Vendor
Supplies, Equipment and Software (See Note 4)	\$7,200	\$8,400	(See Note 4)	(See Note 4)	Us or Our Affiliate
Computer	\$500	\$1,500	As Arranged	When Arranged	Independent Vendors
Advertising Expenses	\$500	\$1,000	As Arranged	As Incurred	Independent Vendors
Deposits	\$500	\$1,000	As Arranged	As Incurred	Independent Vendors
Insurance (See Note 7)	\$500	\$4,000	As Arranged	When Arranged	Independent Carrier
Video Conferencing License (See Note 5)	\$80	\$4,480	(See Note 5)	(See Note 5)	Us
Additional Funds – 3 Months (See Note 8)	\$1,000	\$5,000	Cash	As Incurred	Various Payees
<b>Total</b>	<b>\$77,880</b>	<b>\$104,780</b>			

Notes:

1. See Item 5 for the criteria used to assess your Initial Franchise Fee. You must pay the total amount of the Initial Franchise Fee upon the signing of the Franchise Agreement. If applicable, you will be required to pay a negotiated rate for every chartered Chapter(s) already operating within your specific region at the time you purchase your Franchise from us. You are required to pay all payments for the Initial Franchise Fee by electronic funds transfer or in any other form that we may require, payable to us. Business checks are not accepted method of payment.
2. You should allow at least \$2,000 for travel, lodging, food and other miscellaneous living expenses incurred during the Executive Director Training. Your actual cost will vary, depending on the distance to be traveled, your method of travel, and your personal circumstances.
3. You are required to attend our mandatory five (5) day minimum (it can be longer or shorter if BNI so approves) Executive Director Training at a time we designate (the “Executive Director Training”). Under the Franchise Agreement, you are required to pay us \$1,800 for you and \$1,800 for each individual that you have attend the Executive Director Training, \$900 for you and \$900 for each individual that you have attend the Support Director Consultant Orientation, and \$900 for you and \$900 for each individual that you have attend the Launch Director Consultant Orientation, all of which are part of our required training. For purposes of

estimating training, the lowest estimated amount includes one Executive Director Training, one Support Director Consultant Orientation, and one Launch Director Consultant Orientation; and the highest estimated amount includes one Executive Director Training, one Launch Director Consultant Orientation, and three Support Director Consultant Orientations. If you are an Executive Director and have successfully completed our Support Director Consultant Orientation and Launch Director Consultant Orientation in the past 24 months and paid the training fee, then you can attend the Support Director Consultant Orientation for a reduced fee of \$450. Orientation will be held at BNI's headquarters in Charlotte, North Carolina, or at a location approved by BNI, or virtually. Your expenses and your personnel's expenses incident to attendance at all required training programs, including travel, lodging, meals, transportation, and other incidental expenses, shall be paid by you. You may be required to pay for any additional training programs provided by us.

4. Upon the execution of your Franchise Agreement for a franchise without any Chapters, you must purchase from us or our affiliates or an authorized provider, initial supplies, materials and software licenses required for the operation of your franchise. These payments are not refundable.
5. You must use Zoom or then current video conferencing software in order to help facilitate BNI Online® and BNI Hybrid Chapter meetings and to ensure all Members have the same great online experience worldwide. BNI has worked with Zoom Video Conferencing to negotiate a preferred rate to meet your digital connectivity needs. Through BNI, you can sign up for the enterprise account with Zoom for Eighty Dollars (\$80) per license, which you pay directly to us and which shall renew annually on March 13. Should you require more than one license, the costs will be multiplied accordingly. Where you have multiple Chapters that meet on the same day with overlapping times, multiple licenses will be needed. Your Zoom license can only be used by one user at a time and as a result, we anticipate that you will need multiple licenses in order to support your Chapters transition to BNI Online® or BNI Hybrid or for launching of new BNI Online® or BNI Hybrid Chapters. This price is subject to change at any time and without prior notice. You must agree in writing to Zoom's terms and conditions (available at <https://www.zoom.us/terms>). You agree to indemnify and hold harmless BNI, its parents, affiliates, and their respective officers, directors, and employees from and against any claims, damages or losses resulting from your acts and/or omissions in using the Zoom licenses. BNI reserves the right to change the third-party video conferencing provider or add an additional third-party video conferencing provider at any time and in its sole discretion with prior notice to you.

The highest estimated amount is calculated based on the number of Chapters in our largest Region multiplied by the Zoom Video Conferencing rate of \$80 per license. The largest Region in our system currently has 56 Chapters. If your Region has more Chapters, your video conferencing license fee may be higher than our highest estimated amount. If you do not use Zoom Video Conferencing, your video conferencing license fee will vary depending on the amount per license charged by your video conferencing provider. BNI reserves the right to inspect any chapter meetings occurring through Zoom (or then-current video conferencing provider platform) and access your Zoom (or then-current video conferencing provider) accounts at any time and without prior notice.

You shall make the initial payment for your license(s) prior to opening your franchise for business to BNI and shall subsequently receive an invoice for any costs incurred. The Zoom license fee paid to us shall not be refunded for any reason and upon termination for any reason the Zoom license granted to you through us terminates as of the date of termination

or expiration of the Franchise Agreement.

- 6 Includes incorporation fees and other similar fees.
7. You will need to purchase and maintain in effect at all times during the term of the Agreement a policy or policies of insurance, naming us as an additional insured on the face of each policy, for (1) bodily and personal injury, death, property damage, personal and advertising injury, products liability and contractual liability in the amount of \$2,000,000 per occurrence, and (2) data breach, data security and cyber liability in the amount of \$1,000,000 per occurrence. You must also purchase any other insurance as required by law.
8. We recommend that you have additional funds available during the start-up phase of your franchise. These amounts are our estimates of the amount needed to cover your expenses for a three (3) month period from the date you open for business. We expect that you will work from a home office, but if you choose to work from a commercial space you will incur additional costs for real estate expenses, which may vary based on the real estate market of your location. These figures are only estimates. We cannot assure you that you will not have additional expenses starting your franchise. We based these cost estimates on our experience with opening our franchises, assisting BNI franchisees in the opening of BNI franchises and over 26 years of experience working with BNI franchises. Your actual costs will vary according to your approach to the franchise; your management skill, experience and business acumen; local economic conditions; the local market for the franchise's services; the prevailing wage rate in your market; and competition and the rate of growth of Your franchise.
9. None of the Items listed are refundable.

There are no other direct or indirect payments to us for the purchase of the franchise.

**Item 8.**  
**Restrictions on Sources of Products and Services**

You must purchase initial supplies (membership applications, member packets, training materials and other Chapter materials) from the list of items in Exhibit B of the Franchise Agreement, including the Operating Management System, from us, our affiliate or another authorized supplier prior to the opening of your franchise, unless the franchise you purchase already has an operating Chapter and sufficient supplies and materials to operate the franchise. You must license and use the Operating Management System in the operation of each Chapter. You must purchase additional supplies from us as you need them in the operation of your franchise. We allow you to use other suppliers to provide many of our supplies and materials as long as we approve the alternative supplier in writing (as described in the procedure below) and these supplies and materials meet our branding standards as provided at [www.bnibranding.com/director-materials](http://www.bnibranding.com/director-materials). We will receive revenue from franchisees' purchases of these supplies based on an increase to their costs of producing these supplies and the proprietary value assessed to these supplies.

You must purchase a computer from an independent vendor with the capabilities of utilizing our operating software for the operation of your franchise. We do not receive any revenue from your purchase of a computer.

We may require you to use a customer relationship management system ("CRM") in order to better organize your members or local marketing efforts. You are required to use the company or

organization that is approved by us. You will pay us our cost in using such CRM system or we may require you to pay for the CRM service directly to the provider. We may change the CRM provider upon notice to you, but we will not change such provider more than one time each year during the Term of your Agreement with us. This fee will be in addition to the R&D Contribution and Video Conferencing License.

If you wish to purchase any of the required materials described above from an alternative supplier, you must first submit an electronic or written request to us requesting permission to do so. We do not require a fee for you to make such a request. Upon your request, we may require that you send us samples of the materials you wish to purchase from the alternative supplier. The materials must meet our branding standards and properly use the BNI trademarks, which are the only criteria we consider when reviewing your request. We will approve or deny your request within seven (7) business days after we receive it. If we discover that an item you have purchased from an alternative supplier does not meet our branding standards, we will send you an electronic notification, upon which you must immediately cease using such item(s).

Other than Us and Our affiliates, none of our officers own any interest in any supplier.

We do not have any purchasing or distribution cooperatives. We have not negotiated any purchase arrangements with any suppliers for the benefit of the franchisees. We do not provide any material benefits to a franchisee based on a franchisee's purchase of particular products or services or use of any particular suppliers.

In the fiscal year ending December 31, 2022, BNI Global, LLC derived \$23,669.95 revenue from the sale of required supplies and materials to franchisees by way of a rebate following sales effected through a third party vendor. In the fiscal year ending December 31, 2022, BNI Connect Global, LLC derived \$1,005,000 from the sale of required software and related services to franchisees. Other than BNI Global, LLC and BNI Connect Global, LLC, we and our affiliates did not derive any revenue from the sale of required supplies and materials to franchisees.

Your estimated proportion of all required purchases and leases to all of your purchases and leases necessary to establish and operate your franchise is 1% to 5%.

You must obtain and, at all times during the term of your Franchise Agreement, maintain in full force and effect, a commercial general liability policy providing coverage for any and all claims including (1) bodily and personal injury, death, property damage, personal and advertising injury, products liability, contractual liability (including coverage for the indemnification) in the amount of \$2,000,000 per occurrence, (2) data breach, data security, cyber liability and other electronic network losses in conjunction with the conduct of the BNI Franchise in the amount of \$1,000,000 per occurrence, and (3) other coverage required by law in conjunction with the conduct of the BNI Franchise. Such insurance coverage must be maintained under one or more policies of insurance issued by an insurance carrier or carriers acceptable to us. The policies shall provide coverage with combined single limits of not less than Two Million Dollars (\$2,000,000) per occurrence (One Million Dollars (\$1,000,000) for data breach, date security and cyber liability), or in such other amounts or coverage as we may periodically require. You must name us and our affiliates as additional insureds on all policies. We may require, at any time, on reasonable prior notice to you, different or additional kinds of insurance.

## **Item 9.** **Franchisee's Obligations**

**This table lists your principal obligations under the franchise and other agreements. It will help you find more detailed information about your obligations in these agreements and in other items of this Disclosure Document.**

<b>OBLIGATION</b>	<b>SECTION IN FRANCHISE AGREEMENT</b>	<b>DISCLOSURE DOCUMENT ITEM</b>
a. Site selection and acquisition/lease	Not applicable	Not applicable
b. Pre-opening purchases/leases	Section 4	Item 7
c. Site development and other pre-opening requirements	Not applicable	Not applicable
d. Initial and ongoing training	Sections 4 and 5	Item 11
e. Opening	Section 5	Item 11
f. Fees	Sections 4, 6, 15, 17 and 19	Items 5, 6 and 7
g. Compliance with standards and policies/ Operating Manual	Section 6	Item 11
h. Trademarks and proprietary information	Sections 6 and 11	Items 13 and 14
i. Restrictions on products/services offered	Section 6	Items 8 and 16
j. Warranty and customer service requirements	Section 7	Not Applicable
k. Territorial development and sales quotas	Section 7	Item 12
l. Ongoing product/service purchases	Section 6	Items 8 and 16
m. Maintenance, appearance and remodeling requirements	Section 3	Item 17
n. Insurance	Section 13	Item 7
o. Advertising	Sections 6, 8, 9 and 11	Items 7, 11, 12 and 16
p. Indemnification	Section 13	Items 6, 13 and 14
q. Owner's participation/management/staffing	Section 6	Item 15
r. Records and reports	Sections 6, 7 and 10	Item 11
s. Inspections and audits	Sections 6 and 10	Item 6
t. Transfer	Section 15	Item 17
u. Renewal	Section 3.3	Item 17
v. Post-termination obligations	Section 18	Item 17
w. Non-competition covenants	Section 19	Item 17
x. Dispute resolution	Section 20	Item 17
y. Owner's Guaranty	Section 2, Exhibit E	Item 15
z. Other (describe)	Not Applicable	Not Applicable

### **Item 10.** **Financing**

Neither we, nor any affiliate, offers directly or indirectly, any financing to you. Neither we, nor any affiliate, receives direct or indirect payments from placing financing. We do not guarantee any of your notes, leases or obligations.

### **Item 11.** **Franchisor's Assistance. Advertising. Computer Systems. and Training**

**Except as listed below, we are not required to provide you with any assistance.**

Before you open your business, we will:

1. Designate your region (Franchise Agreement, Exhibit A). Other than approving your region,

we do not need to approve the specific location of your franchise, as we assume you will work from a home office.

2. Advise as to methods of training staff to work in and assist in operating a franchise and provide trainings or orientations as necessary or requested (Franchise Agreement, Articles 5 and 6).

3. Provide you, or have BNI Franchising, LLC provide you, with the necessary initial inventory of supplies, materials and software that you are required to purchase to open your franchise (Franchise Agreement, Article 4 and Exhibit B).

4. Provide you with our two-part training program, which consists of the Executive Director Training and Support Director Consultant Orientation for approximately 5 days and 3 days, respectively, and also provide and your designated employees the Support Director Consultant Orientation: (Franchise Agreement, Article 5).

### **TRAINING PROGRAM**

***Executive Director Training***

<b>Subject</b>	<b>Hours of Classroom Training</b>	<b>Hours of On-The-Job Training</b>	<b>Location</b>
The Basics	6	0	Charlotte, North Carolina, locations determined by us, or video conferencing or video recording
Business Set Up	4	0	Charlotte, North Carolina, locations determined by us, or video conferencing or video recording
Business Financials	3	0	Charlotte, North Carolina, locations determined by us, or video conferencing or video recording
Administrative Processes	4	0	Charlotte, North Carolina, locations determined by us, or video conferencing or video recording
Knowing Your Numbers	3	0	Charlotte, North Carolina, locations determined by us, or video conferencing or video recording
Strategy/Goal Planning	4	0	Charlotte, North Carolina, locations determined by us, or video conferencing or video recording
Building a Team	8	0	Charlotte, North Carolina, locations determined by us, or video conferencing or video recording
<b>TOTALS</b>	<b>32</b>	<b>0</b>	

***Support Director Consultant Orientation***

<b>Subject</b>	<b>Hours of Classroom Training</b>	<b>Hours of On-The-Job Training</b>	<b>Location</b>
Introduction to the BNI System	6	0	Charlotte, North Carolina, locations determined by us, or video conferencing or video recording
Maintaining and Growing Chapters	6	0	Charlotte, North Carolina, locations determined by us, or video conferencing or video recording
Branding and Chapter Marketing	2	0	Charlotte, North Carolina, locations determined by us, or video conferencing or video recording
Introduction to BNI Leadership Teams	4	0	Charlotte, North Carolina, locations determined by us, or video conferencing or video recording
Introduction to BNI Technology Systems and Reports	4	0	Charlotte, North Carolina, locations determined by us, or video conferencing or video recording
Presentations to Chapters	2	0	Charlotte, North Carolina, locations determined by us, or video conferencing or video recording
<b>TOTALS</b>	<b>24</b>	<b>0</b>	

***Launch Director Consultant Orientation***

<b>Subject</b>	<b>Hours of Classroom Training</b>	<b>Hours of On-The-Job Training</b>	<b>Location</b>
Building Awareness & Filling Your Launch Pipeline	6	0	Charlotte, North Carolina, locations determined by us, or video conferencing or video recording
Showcase Chapters	2	0	Charlotte, North Carolina, locations determined by us, or video conferencing or video recording
Interest Meetings	2	0	Charlotte, North Carolina, locations determined by us, or video conferencing or video recording
Setting Expectations & Holding Them Accountable	4	0	Charlotte, North Carolina, locations determined by us, or video conferencing or video recording
Chapter Launch Applicant Interview Process	4	0	Charlotte, North Carolina, locations determined by us, or video conferencing or video recording



			recording
Chapter Launch and Leadership Team	2	0	Charlotte, North Carolina, locations determined by us, or video conferencing or video recording
<b>TOTALS</b>	<b>20</b>	<b>0</b>	

We offer our Executive Director Training, Support Director Consultant Orientation, and Launch Director Consultant Orientation 2 to 3 times a year at either our corporate offices in Charlotte, North Carolina, at locations we select across the country, or by video conferencing or video recording. You are required to successfully complete the Executive Director Training, the Support Director Consultant Orientation, and Launch Director Consultant Orientation to our satisfaction. All individuals (director/director consultants) who help operate Chapters are required to successfully complete the Support Director Consultant Orientation, to our satisfaction. You will only be required to complete the Executive Director Training once every five (5) years. You must satisfactorily complete the Executive Director Training, Support Director Consultant Orientation, and Launch Director Consultant Orientation prior to opening your first Chapter. You must pay a training fee of \$1,800 for each person You have attend the Executive Director Training and \$900 for each person You have attend the Support Director Consultant Orientation and \$900 for each person You have attend the Launch Director Consultant Orientation, as described in Item 6. If you are an Executive Director, have successfully completed the Support Director Consultant Orientation and Launch Director Consultant Orientation in the past 24 months and paid the training fee, then such Executive Director or their employee/independent contractor (assuming such contractor similarly successfully completed the training) can attend the Support Director Consultant Orientation and Launch Director Consultant Orientation for a reduced fee of \$450. (Franchise Agreement, Article 4). In addition to the Executive Director Training, you are required to attend advanced training programs at least once each year at a location and time determined by us. All expenses for you and your employees as to travel and living for the Executive Director Training and any additional training must be paid by you (Franchise Agreement, Article 4).

All of our instructors for the Executive Director Training instruct as to any of the subjects listed in the above tables. Our instructors for the Executive Director Training are currently as follows, but may change at any time without notice to you: Dr. Misner with 30 years of training for us; Robin Schuckmann with 5 years providing training for us and over 14 years as one of our franchisees; and Trey McAlister with 5 years providing training for us and over 8 years as one of our franchisees.

5. Loan you copies of the operations manuals as provided in the Franchise Agreement. (Franchise Agreement, Article 6). The operations manual is 55 pages total and you may view the operations manuals before you purchase your franchise.

During the operation of your business, we will:

- a) Provide support and assistance through e-mail or telephone (Franchise Agreement, Article 8).
- b) Provide marketing assistance to help promote your franchise (Franchise Agreement, Article 8).
- c) Provide information from our continuing research and development as we deem necessary

- to improve your franchise (Franchise Agreement, Article 8).
- d) Provide production, printing and distribution of newsletters as provided in the Franchise Agreement (Franchise Agreement, Article 8).
  - e) Provide additional training, periodic seminars, advice and assistance to you at our discretion that we may deem proper and advisable (Franchise Agreement, Articles 5 and 8).

You do not need to have a site in order to operate your franchise. We do not provide any assistance if you choose to have a site for the operation of your franchise. Any site you choose to have must be located within your region.

Though the time may vary, the typical length of time between the signing of the franchise agreement and the opening of your first Chapter is approximately 6 months if you are purchasing a new franchise and approximately 3 months if you are purchasing an already existing franchise. You are required to successfully complete the Executive Director Training within 6 months of signing your franchise agreement if you are purchasing a new franchise. You are required to successfully complete the Executive Director Training prior to the execution date of your Franchise Agreement if you are purchasing an already existing franchise (Franchise Agreement, Article 5). Your successful completion of the Executive Director Training is the main factor in determining when you are able to open your first Chapter. You are required to have available in your franchise the necessary computer hardware and software to carry on business with Us over the internet and online, as those terms are understood in the computer technology world, including an active email address which shall, at all times, be provided to Us. You are not required to have a specific brand or type of computer hardware, except that you must have a computer that is capable of running Microsoft Office under the Franchise Agreement. Your computer hardware and software must provide you sufficient access to the internet with the ability to download or upload reports as may be necessary from time to time (Franchise Agreement, Article 9).

You are required to license and use in the operation of your franchise our operating system currently called the Operating Management System (Franchise Agreement, Article 4). You shall pay us, or a third party designated by us, monthly a continuing Research & Development Contribution as defined in Article 1 of the Franchise Agreement, and Item 6 of this FDD, in the then-current amount, currently in the amount of \$24 per every new and renewing Member per year paid in the month following such member's joining or renewing, respectively ("R&D Contribution"). We reserve the right to increase the R&D Contribution amount every two (2) years from the date of last increase regardless of when you signed your Franchise Agreement and may do so upon a 60-day notice to you. The data to be stored on the Operating Management System includes the following information about customers: member information of the Chapters including each member's name, address, phone numbers and e-mails. We will have independent access to all of this information without any contractual limitations (Franchise Agreement, Article 9).

You are responsible for all costs necessary for regular maintenance of your computer hardware and software, if necessary, which costs will vary depending on the quality of computer system that you have. We estimate your costs associated with this computer system to be in the range between \$500 and \$1,500. Your costs could be greater than \$1,500 depending upon what computer system you choose to purchase. Your estimated potential upgrade or maintenance costs of your computer system may be approximately \$100 to \$500 every 2 to 3 years based on your computer system. We have no contractual limitations on the frequency and cost of requiring you to purchase and use a software program or hardware (Franchise Agreement, Article 9).

You are responsible for all communications we send to you to your e-mail address(es) (Franchise Agreement, Article 9). You are required to complete and send certain reports on the operation of

your franchise to us (Franchise Agreement, Article 4).

You may use only those promotional and marketing materials or items which are authorized by us in writing and in accordance with our standards. You must get our prior written approval prior to releasing or using any local printing, advertising or promotional programs, other than those provided by us. (Franchise Agreement, Article 6).

We may establish and conduct promotional and marketing campaigns on a national or regional basis, which may, by way of illustration and not limitation, promote particular events or programs. The sources of these campaigns may either be developed by us or by a third-party advertising/marketing agency, as we deem appropriate. You must participate in such promotional and marketing campaigns and in any official membership drive as developed by us. If required by us, you must purchase material, posters, flyers, and other promotional material (Franchise Agreement, Article 6).

You may only advertise, promote and solicit for Members within the boundaries of the region. You may use the BNI Marks only in the forms prescribed by us. You may use only the advertising or promotional materials, signs or other items using the BNI Marks and/or connected in any way to the franchise which are approved in writing by us or as pre-approved pursuant to the our standards (Franchise Agreement, Article 6). We are not obligated to spend any particular amount in any franchisee's region.

We reserve the right to establish and administer a system-wide advertising fund for the benefit of the System and BNI brand generally. Currently, we have not yet created such an advertising fund. As such, you and other franchisees need not participate in any advertising fund. We have not currently established an advertising fund and therefore cannot provide any breakdown of how such advertising fund was expended in our past fiscal year.

Currently, we have not established an advertising council, but we reserve the right to do so in the future. If we establish an advertising council, it will serve in an advisory capacity to us with respect to certain advertising expenditures, including providing advice/guidance on how to administer any advertising fund (if established in the future). At our discretion, the advertising council may be comprised of our management representatives, employees, you and/or other franchisees in the System. We will have the right to modify or dissolve an Advertising Council (if created) at any time.

Currently, we have not established any regional advertising cooperatives and have not contemplated how much a franchisee might be required to contribute to such a cooperative. If created, we will have the right to establish, modify, merge and dissolve any cooperative, as we deem appropriate, and we will administer the cooperative. As such a cooperative has not yet been established, we have not yet determined how membership will be defined, how much you must contribute, or whether our company-owned outlets must contribute. If such a cooperative is created, its governing documents will be available to you upon your request.

We reserve the right to establish a call center dedicated to converting prospective members into active members and/or providing other customer service functions ("Member Success Center" or "MSC"). We reserve the right, in our sole discretion, to require you to utilize the BNI Member Success Center for your benefit, the benefit of members, and the BNI brand generally, as set forth by our standards and requirements. All expenses, of creating, operating or utilizing a Member Success Center will be your sole responsibility.

We reserve the right to introduce and require you to pay for management tools, including but not limited to a BNI Meeting Management Tool ("Meeting Management Tool"), in order to better

administer and run your weekly BNI Meetings. You are required to use the Meeting Management Tool that is approved by us. We may change the Meeting Management Tool upon notice to you, but we will not change such Meeting Management Tool more than one time each year during the Term of your Agreement with us.

We reserve the right to require you to use payment technology integrated into the BNI Connect Management Operating System including but not limited to a specific payment gateway and/or merchant services processor. This may also include the requirement to have funds deposited into a central bank account and then have those funds transferred to your bank account. We do not mandate this today, but in the future, we may require you to use our approved technology/payment partners for the collection of membership dues and event fees, among others.

### **Item 12.** **Territory**

You will not receive an exclusive territory. You may face competition from other franchisees, from outlets that we own, or from other channels of distribution or competitive brands that we control. You will receive rights to operate a BNI franchise within a specific, physical geographic area referred to as a "Region" and identified in your Franchise Agreement. We do not consider any other specific criteria when determining your Region size and there is no specific minimum size of a Region. You may not operate your franchise outside of your Region without prior written approval from us. You, or your Executive Director if you are an entity, must reside within your Region. If you wish to relocate your franchise, you must make such request to us in writing. We will consider the following when considering your request to relocate: (i) whether the demographics of your Region have changed; and (ii) potential impact on neighboring franchisees. If these considerations indicate a relocation is favorable for you, us and other franchisees, we will approve it. We expect that you will work from a home office, but you have the option of working from a commercial space. You do not receive any options, rights to first refusal or any other similar rights to acquire additional franchises. Your Region is not an exclusive territory.

You must achieve certain development goals and comply with a development schedule. We plan on holding meetings to review your progress toward these goals on at least an annual basis, which may entail a meeting with members of our executive team to evaluate growth, retention, complaints, achievements and whether you and your leadership team have gone through certain BNI training courses. You must attend these meetings. If you fail to meet your development goals, we may, after giving you a period as described in the Franchise Agreement to meet the development goals, either terminate your Franchise Agreement, revoke the exclusivity for your Region, reduce or change the size of your Region, or take another remedy at our discretion. Other than failure to meet the development goals, there are no circumstances under which we will alter your Region without your consent.

BNI Global, LLC, our affiliate, currently offers for sale on the Internet some of the products with the same trademarks that you may be offering for sale in your franchise. We reserve the right to use other channels of distribution within your Region, such as the Internet, the metaverse, and direct marketing sales, to sell products that bear the same trademarks used under the Franchise Agreement or under different trademarks than those used under the Franchise Agreement. We are not required to compensate you for any products that we sell within your Region. You cannot solicit customers, provide products or services, use any other channels of distribution, such as the Internet, the metaverse, catalog sales, telemarketing or other direct marketing, or advertise outside of your Region.

**Item 13.**  
**Trademarks**

We will grant you the right to operate a franchise under the name BNI®. You may also use our other current or future trademarks or service marks and logos to operate Your BNI franchise. By trademark we mean trade names, trademarks, service marks and logos designated by us to identify your franchise and the BNI system. Our affiliate, BNI Global, LLC, has registered the following trademarks on the United States Patent and Trademark Office principal register:

Trademark	Mark Type	Int'l Class No.	U.S. Registration No.	Registration Date	Register
<b>BNI</b>	Word Mark	35, 41	3439110	June 3, 2008 Renewed July 11, 2017	Principal
<b>BNI</b>	Stylized Mark	35	2233431	March 23, 1999 Renewed April 1, 2019	Principal
BNI THE BUSINESS NETWORK INTL.	Word Mark	35	1805510	November 16, 1993 Renewed November 17, 2013	Principal
GIVERS GAIN	Word Mark	35	3069990	March 21, 2006 Renewed February 20, 2016	Principal
GIVERS GAIN	Word Mark	35	5299668	October 3, 2017	Principal
LOCAL BUSINESS – GLOBAL NETWORK	Word Mark	35, 41	3677755	September 1, 2009 Renewed September 21, 2019	Principal
CHANGING THE WAY THE WORLD DOES BUSINESS	Word Mark	35, 38, 14	3563283	January 20, 2009 Renewed February 9, 2019	Principal
INTERNATIONAL NETWORKING WEEK	Word Mark	35	5642927	January 1, 2019	Principal
BNI CONNECT	Word Mark	45	4022645	September 6, 2011 Renewed January 21, 2022	Principal
BNI CONNECT	Word Mark	35	5279931	September 5, 2017	Principal
<b>BNI</b>	Stylized Mark	35, 41	6464485	August 24, 2021	Principal
<b>BNI ONLINE</b>	Word Mark	35, 41	6464553	August 24, 2021	Principal
<b>GROWING FORWARD TOGETHER</b>	Word Mark	35, 41	6831372	August 30, 2022	Principal

Our affiliate, BNI Global, LLC, has filed all required affidavits concerning these marks. BNI Global, LLC has granted us unlimited license providing us the exclusive right to grant licenses to use any of these marks to our franchisees via a license agreement December 8, 2014. In the event this license agreement is terminated, your rights to use these marks will not be materially altered. We may reference these marks in this Disclosure Document as our trademarks with the understanding that BNI Global, LLC, our affiliate, owns the registrations and we have the exclusive rights to them. You must follow our rules, our branding standards and our memorandums for your use of these marks.

You cannot use these marks or words similar to these marks in any trade, firm, corporation, association, or business name, unless we approve it in writing and any approval by us would automatically be revoked upon the termination of the Franchise Agreement. You must not use our registered marks in connection with the sale of any unauthorized product or service or in a manner not authorized in writing by us.

Our affiliate, BNI Global, LLC, has additionally filed the following trademarks for registration on the United States Patent and Trademark Office principal register and is awaiting registration:

Trademark	Mark Type	Int'l Class No.	U.S. Application No.	Filing Date	Register
<b>BNI+</b>	Word Mark	35, 41	88798332	February 14, 2020	Principal

There are no currently effective determinations of the U.S. Patent and Trademark Office, the Trademark Trial and Appeal Board, the trademark administrator of any state or any court, no pending infringement, opposition or cancellation proceedings and no pending litigation involving any of the marks that may significantly affect the ownership or use of any mark listed above. No agreements limit our right to use or license the use of our marks.

You must notify us immediately when you learn about an infringement of or challenge to your use of our marks. We will take the action we think appropriate although we are not required to take any affirmative action. We have the sole right to control any administrative proceedings or litigation involving a trademark licensed by us to you. If we do bring such action, we may name you as a nominal party to the action. We will indemnify you or reimburse you for your liability and reasonable costs if there is a challenge to your authorized use of our marks provided you have notified us immediately after you learn of the challenge and cooperate with us in defending the challenge as necessary.

You must modify or discontinue the use of a mark if we modify or discontinue the mark. If this happens, then you will be responsible for your tangible costs of compliance (for example, changing signs or letterhead). You may not directly or indirectly contest the validity of our ownership of the marks or our right to use or license our marks, trade secrets, confidential information or business techniques that are part of our business.

We do not know of any superior prior rights, besides by our affiliate, or infringing uses that could materially affect your use of our marks.

**Item 14.**  
**Patents, Copyrights and Proprietary Information**

We do not own any registered patents or pending patent applications that are material to the franchise. We do claim common law copyright and trade secret protection for several aspects of the franchise System including our Manuals, training materials, advertising, and business materials. Additionally, we have obtained the following federal copyright registrations for versions of the following materials:

Registration Number	Title	Registration Date	Duration
TX0007700654	BNI Director and Chapter Materials.	02/12/2013	95 years

TX0007316263	BNI Director and Chapter Materials.	08/27/2013	95 years
TX0006205340	Monthly membership committee meeting agenda/report.	02/22/2005	95 years
TX0006214510	Membership renewal application.	02/22/2005	95 years
TX0006175901	BNINet categories (391): effective 09/09/2004.	10/01/2004	95 years
TX0006165789	Leadership team user manual for BNINet.	10/01/2004	95 years
TX0006108505	BNI color four-fold brochure.	07/28/2004	95 years
TX0005903171	Advanced directors training manual.	12/17/2003	95 years
TX0005903172	Presentations that educate, entertain, & enthuse: director presentation manual.	12/17/2003	95 years
TXu001055965	BNI leadership team manual.	04/26/2002	95 years
TXu001056122	BNI application.	05/06/2002	95 years
TXu001056129	BNI compare the value: word-of-mouth marketing works!	05/06/2002	95 years
TXu001056124	BNI director performance evaluation.	05/06/2002	95 years
TXu001056132	BNI educational coordinator handbook.	04/26/2002	95 years
TXu001056119	BNI invitation fax sheets.	05/06/2002	95 years
TXu001056116	BNI meeting review.	05/06/2002	95 years
TXu001056130	BNI meeting stimulants: set 1, no. 1-10.	05/06/2002	95 years
TXu001056114	BNI member policies.	05/06/2002	95 years
TXu001056121	BNI membership committee handbook.	05/06/2002	95 years
TXu001056117	BNI membership report form.	04/26/2002	95 years
TXu001056120	BNI "rate your chapter."	05/06/2002	95 years

Registration Number	Title	Registration Date	Duration
TXu001057178	BNI referral slip.	08/21/2002	95 years
TXu001056118	BNI supplemental report form.	05/06/2002	95 years
TXu001056127	BNI visitor host handbook / 7p.	05/06/2002	95 years
TXu001056131	BNI visitor information.	05/06/2002	95 years
TXu001056125	Chapter "tool-kit."	04/26/2002	95 years
TXu001056128	Decisions, decisions.	05/06/2002	95 years
TX0005789589	Director's chapter support manual.	03/19/2002	95 years
TX0005789588	Director's operations manual.	03/19/2002	95 years
TX0005789585	Member orientation guide.	03/19/2002	95 years
TX0005789587	Member policies.	03/19/2002	95 years
TX0005789586	Member success program.	03/19/2002	95 years
TX0005789584	National director's manual.	03/19/2002	95 years
TXu001057177	This card is a personal invitation to visit BNI, an organization specializing in business referrals.	08/21/2002	95 years
TXu001056123	Trifold brochure.	05/06/2002	95 years
TXu001056126	BNI visitor's packet.	05/06/2002	95 years
TXu001056113	Secret for a successful visitor's day meeting.	04/26/2002	95 years
SRu000465193	Keeping the "FUN" in the fundamentals.	03/19/2002	95 years
TXu001056115	Kick-off packet instructions.	04/26/2002	95 years
TX0004607686	BNI chapter goals sheet.	04/15/1997	95 years
TX0004607689	Confidential visitor meeting evaluation form.	04/15/1997	95 years
TX0004607685	BNI member bio sheet.	04/15/1997	95 years
TX0004607684	BNI one-on-one dance card.	04/15/1997	95 years
TX0004607688	Director's goal sheet.	04/15/1997	95 years
TX0004607682	Gold Club badge qualification form.	04/15/1997	95 years
TX0004607687	Visitor sign-in sheet.	04/15/1997	95 years
TX0005197220	Member orientation guide.	11/05/1999	95 years
TX0004607683	Ambassador's orientation guide.	04/15/1997	95 years
TX0006103053	Givers Gain: the BNI story, 20 <sup>th</sup> anniversary edition / Ivan R. Misner, with Jeff Morris; foreword by Norm Dominguez.	12/22/2004	95 years
SR0000113991	Your orientation to the Network / by Ivan R. Misner.	02/13/1990	95 years
TX0002973175	Regional director's manual for The Business Network, Inc.	02/13/1990	95 years

There are no current determinations, proceedings or litigation involving any of our copyrighted materials. We are not aware of any patent or copyright infringement that may materially affect you or the franchise. Should you become aware that any unauthorized third party is using any of our copyrighted materials, we request that you notify us of such unauthorized use. We may revise our System and any of our copyrighted materials in our discretion and we may require that you cease using any outdated copyrighted material. You will be responsible for printing any revised or new advertising, marketing or other business materials.

You do not receive the right to use an item covered by a patent or copyright as of the date of this Disclosure Document, but you can use the proprietary information in our manuals, podcasts, newsletters, blogs, articles and other publications and media we provide to you for use in your franchise in the manner in which we prescribe (you do not have any rights to create derivative works



or use the material in any other manner not intended by us). We consider the above materials our proprietary confidential information and part of our trade secrets. There are no agreements in effect limiting your use of any patents, pending patents and/or copyrights associated with the franchised business. Although we may not have filed an application for a copyright registration for our manuals, podcasts, newsletters, blogs, articles and other publications and media we provide to you for use in your franchise, we claim a copyright and the information is proprietary and we will use our best efforts to protect these materials. The use of these materials is limited only to you, your employees and any independent contractors authorized and approved by us, as necessary. You are permitted to use these materials only in the manner that we prescribe in the Franchise Agreement and our director manuals. Each individual with access to these materials as provided in the Franchise Agreement must, prior to having access to these materials, execute our Non-Solicitation, Non-Disclosure and Non-Compete Agreement. You acknowledge that we own the member relationship and any data associated with members is our proprietary information. You must promptly tell us if you learn about any unauthorized use of our proprietary information. We are not obligated to take any action but will respond to this information as we deem appropriate. We will not defend you against claims arising from your use of the patented or copyrighted items, but we will indemnify you for losses brought by a third-party concerning infringement by your use of this information.

#### **Item 15.**

#### **Obligation to Participate in the Actual Operation of the Franchise Business**

If you are an individual, then you must directly perform or supervise operations of the franchise. Under the Franchise Agreement, the franchise must be directly supervised by an individual who has successfully completed our Executive Director Training.

If you are an entity, then you must have an individual owner of at least 51% ownership who must directly perform or supervise operations of the franchise. All owners of the entity must sign a principal owners' guaranty in the form attached to this Disclosure Document as Exhibit C, and the owners' spouses, if any, must sign a spousal limited guaranty in the form attached to this Disclosure Document as Exhibit C-1. For the duration of this Agreement, you must always have an individual owner who owns 51% or more of your entity supervising the operation of your franchise.

Additionally, the manager or supervisor must have controlling voting power, must go through the Executive Director Training, and cannot have any interest or business relationship with any of our competitors. You or any supervisor or manager must be authorized to bind the Franchisee in respect to issues related to the operation of the Franchise.

#### **Item 16.**

#### **Restrictions on What the Franchisee May Sell**

You must offer and sell only the goods and services which conform to our standards and specifications (see Item 8).

You must offer all goods and services that we designate as required for all franchisees. We restrict these required goods and services for the purpose of developing business networking organizations and referral groups, as specified in the Franchise Agreement and our director manuals, and in the changes thereto as may be periodically given to you. We have the right to add additional authorized goods and services that you must offer. There are no limits on our right to do so although we have no present plans to do so.

You must comply with all applicable federal, state and local laws and obtain all appropriate

governmental approvals for the franchise. You must operate in conformity with the methods, standards and specifications we prescribe to maintain uniformity within our system and to provide the highest degree of quality and service. You must not deviate from our standards and specifications without our prior written consent.

We limit or restrict you (and other franchisees) to the region on Exhibit A of the Franchise Agreement in offering, selling or advertising your goods and services, but we do not otherwise limit or restrict your solicitation of customers.

**Item 17.**  
**Renewal, Termination, Transfer, and Dispute Resolution**

**THE FRANCHISE RELATIONSHIP**

**This table lists certain important provisions of the franchise and related agreements. You should read these provisions in the agreements attached to this Disclosure Document.**

Provision	Section in franchise or other agreement	Summary
a. Length of the franchise term	Article 3	Term is 5 years.
b. Renewal or extension of the term	Article 3	You may renew your Agreement for successive terms by notifying us in writing at least six (6) months, and no more than one (1) year, prior to the expiration of your Agreement. We can approve or deny your request for a renewal. If we approve your request for a renewal, then you must sign our then current form of franchise agreement. We may offer you multiple opportunities to renew your Franchise Agreement; however, you do not have a right to renew without our written approval.
c. Requirements for franchisee to renew or extend	Article 3	We will not sign a renewal Franchise Agreement with you if you are in default of any provision of your Franchise Agreement. You must notify us in writing within a certain period of time if you intend to renew Your Franchise Agreement. You must sign our then current Franchise Agreement, and it may contain terms that are materially different from the terms in your Franchise Agreement, including the term, fees, services, terms, provisions, and obligations. You must pay a Renewal Fee. You may have to

Provision	Section in franchise or other agreement	Summary
		go through training. You must sign a general release and any other documents we may require and bring your franchise into compliance with our then current specifications and standards for new BNI franchises, including any applicable re-imaging. You must participate in Regional Business Plan Meeting.
d. Termination by franchisee	Article 3	You do not have the right to terminate your Agreement.
e. Termination by franchisor without cause	None	We cannot terminate your Agreement without cause.
f. Termination by franchisor with cause	Article 17	We can terminate your Agreement only if you are in default of the Agreement.
g. "Cause" defined – curable defaults	Article 17	A curable default includes any default by you of any provision of your Franchise Agreement and not covered by the provisions of 17.1 of your Franchise Agreement listed in section (h) of this chart. You will have 20 days to cure any curable default (subject to local state law).

<p>h. "Cause" defined – non-curable defaults</p>	<p>Article 17</p>	<p>We may terminate your Franchise Agreement without giving you an opportunity to cure for the following reasons, subject to applicable law: (a) you become insolvent or make a general assignment for the benefit of creditors; or proceedings for a composition with creditors under any state or federal law should be instituted by or against you or you file a petition in bankruptcy or you are adjudicated as bankrupt or insolvent or a bill in equity or other proceeding for the appointment of a receiver or other custodian for your business or assets is filed and consented to by you or a receiver or other custodian (permanent or temporary) of your assets or property, or any part thereof, is appointed by any court of competent jurisdiction; or (b) A final judgment related to You remains unsatisfied or of record for thirty (30) days or longer (unless a supersedeas bond is filed); or your assets are liquidated; or execution is levied against you; or suit to foreclose any lien or mortgage against any assets of the BNI Franchise is instituted against you and not dismissed within thirty (30) days; or the real or personal property of the BNI Franchise must be sold after levy thereupon by any sheriff, marshal or constable; or (c) you make any material misrepresentations or misstatements, or omits any material facts to us on your application, or with respect to the ownership of the BNI Franchise; or (d) you abandon the franchise relationship without Our prior written consent; or (e) you default on any payment and do not cure such default within 20 days after written notice; or (f) After 20 days' written notice, you continue to engage in a similar business to that licensed and established under and pursuant to this Agreement without obtaining our prior written consent, or continues to violate the covenant against competition under this Agreement, or, in violation of this Agreement, continues to market any service or product under a name or mark which is confusingly similar to the BNI Marks; or (g) you or your owners are convicted of a felony, a crime involving moral turpitude, or any other crime or offense that We believe is reasonably likely to have an</p>
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Provision	Section in franchise or other agreement	Summary
		adverse effect upon the BNI Franchise, the BNI Marks, the goodwill associated therewith, or BNI's interest therein; or (h) you or any of your owners intentionally discloses or divulges the contents of the Directors Materials or other confidential information contrary to the terms of this Agreement, or you or any of your owners intentionally uses or duplicates the BNI System or engages in unfair competition or discloses any trade secrets; or (i) you purport to effect any sale, assignment, merger or transfer in violation of the Franchise Agreement; or (j) you knowingly maintain false books or records, or knowingly submits any false or fraudulent reports, statements or documents to Us; or (k) you misuse or make any unauthorized use of the BNI Marks or any other identifying characteristics of the BNI System, or otherwise materially impairs the goodwill associated therewith or our rights therein; or (l) you are repeatedly in default for failing to comply with any part of the Franchise Agreement, whether or not cured after written notice; or (m) you are the subject of repeated complaints by Members, Directors/Director Consultants, visitors, or other BNI officials/agents; or (n) you or the individual owner of at least 51% ownership in the entity ceases to live within the Region or ceases to devote full time, attention and effort to the promotion and operation of BNI Franchise and no cure is made within thirty (30) days after written notice; or (o) you fail to meet the development goals as set forth in Article 7.3, subject to the opportunity to cure in Article 7.3; or (p) You contest our ownership of the BNI Marks or any other trademarks owned or used by BNI; (q) Your actions, in the business judgment of BNI, threaten or endanger the health and safety of its members; or (r) if you default under the Franchise Agreement or any other agreement between you and us, and there is no opportunity to cure such default, we may terminate the Franchise Agreement and any other agreement between you and us.
i. Franchisee's obligations on termination/non-renewal	Article 18	Upon termination or expiration of your Franchise Agreement, you must: immediately stop using our trademarks and intellectual property; immediately return proprietary and confidential information; stop using our System and comply with the post-term covenants not to compete; assign to us telephone numbers and listings for your franchise; assign to us Membership Lists and related information for your franchise; promptly pay all amounts you owe us and your creditors; promptly resolve all Member disputes in a satisfactory way; and promptly grant us the right to use any meeting facilities used in your franchise's operation.
j. Assignment of contract by franchisor	Article 15	No restriction on our right to assign.
k. "Transfer" by franchisee – defined	Article 15	Any change of interest in the ownership of the franchise or franchise agreement.
l. Franchisor approval of transfer by franchisee	Article 15	We have the right to approve all requests for transfers.

Provision	Section in franchise or other agreement	Summary
m. Conditions for franchisor approval of transfer	Article 15	You are not in default, proper notification by you to us of requested transfer as required under the Agreement, providing us with a copy of a purchase agreement that meets our approval, compliance with all conditions listed under Article 15.3 of the Franchise Agreement. Some of these conditions include qualification of prospective buyer as a franchisee, payment of all fee amounts, payment of all debts owed by you associated with your business, training arranged as required for the prospective buyer, release signed by you, and a then current agreement signed by new franchisee (also see r, below).
n. Franchisor's right of first refusal to acquire franchisee's business	Article 16	We can match any offer for your business.
o. Franchisor's option to purchase franchisee's business	None	
p. Death or disability of franchisee	Article 15	The franchise must be assigned by estate to approved individual within 90 days of death or disability of franchisee, unless a temporary manager has already been approved by us pursuant to Article 15.
q. Non-competition covenants during the term of the franchise	Article 19	No involvement in competing business anywhere in the U.S.
r. Non-competition covenants after the franchise is terminated or expires	Article 19	No competing business for 2 years within 75 miles from the outer boundary of the Region or within 75 miles from your residence (including after assignment).
s. Modification of the agreement	Article 21	No modification except by written agreement signed by both parties.
t. Integration/merger clause	Article 21.15	Only the terms of the franchise agreement and other related written agreements are binding (subject to applicable state law.) Any representations or promises outside of the disclosure document and franchise agreement may not be enforceable.
u. Dispute resolution by arbitration or mediation	Article 20	If you have a dispute regarding your Franchise Agreement, then it must be mediated. If mediation fails, your only option is to file for arbitration.
v. Choice of forum	Article 20	Arbitration must be in Charlotte, North Carolina unless local state law supersedes this provision (subject to state law).

Provision	Section in franchise or other agreement	Summary
w. Choice of law	Article 20 and 21	North Carolina law applies unless local state law supersedes this provision (subject to state law).

**Item 18.**  
**Public Figures**

We do not employ any public figure or celebrity in our management, nor do we use a public figure or celebrity to promote our franchises.

**Item 19.**  
**Financial Performance Representations**

The FTC's Franchise Rule permits a franchisor to provide information about the actual or potential financial performance of its franchisees and/or franchisor-owned outlets, if there is a reasonable basis for the information, and if the information is included in the disclosure document. Financial performance information that differs from that included in Item 19 may be given only if: (1) a franchisor provides the actual records of an existing outlet you are considering buying, or (2) a franchisor supplements the information provided in this Item 19, for example by providing information about possible performance at a particular location or under particular circumstances.

We do not make any representations about a franchisee's future financial performance or the past financial performance of company-owned or franchised outlets. We also do not authorize our employees or representatives to make any such representations either orally or in writing. If you are purchasing an existing outlet, however, we may provide you with the actual records of the outlet. If you receive any other financial performance information or projections of your future income, you should report it to the franchisor's management by contacting our Chief Financial Officer, Michael Utt, BNI Franchising, LLC, 11525 N. Community House Rd, Ste. 475, Charlotte, NC 28277, (704) 248-4800 ext. 28, the Federal Trade Commission, and the appropriate state regulatory agencies.

**Item 20.**  
**Outlets and Franchisee Information**

**Table No. 1**  
**Systemwide Outlet Summary For years 2020 to 2022**

(Column 1) OUTLET TYPE	(Column 2) YEAR	(Column 3) OUTLETS AT THE START OF THE YEAR	(Column 4) OUTLETS AT THE END OF THE YEAR	(Column 5) NET CHANGE
<b>Franchised</b>	2020	156	143	-13
	2021	143	109	-34
	2022	109	106	-3
<b>Company- Owned*</b>	2020	30	43	+13
	2021	43	77	+34
	2022	77	81	+4
<b>Total Outlets</b>	<b>2020</b>	<b>186</b>	<b>186</b>	<b>0</b>
	<b>2021</b>	<b>186</b>	<b>186</b>	<b>0</b>
	<b>2022</b>	<b>186</b>	<b>187</b>	<b>+1</b>

\*These locations are owned by our affiliate, BNI Global, LLC.

**Table No. 2**  
**Transfers of Outlets from Franchisees to New Owners (other than the Franchisor)**  
**For years 2020 to 2022**

(Column 1) STATE	(Column 2) YEAR	(Column 3) NUMBER OF TRANSFERS
California	2020	0
	2021	0
	2022	1
Ohio	2020	1
	2021	0
	2022	1
<b>Total</b>	<b>2020</b>	<b>1</b>
	<b>2021</b>	<b>0</b>
	<b>2022</b>	<b>2</b>

**Table No. 3**  
**Status of Franchised Outlets For years 2020 to 2022**



(Col. 1) State	(Col. 2) Year	(Col. 3) Outlets at Start of Year	(Col. 4) Outlets Opened	(Col. 5) Terminations	(Col. 6) Non- Renewals	(Col. 7) Reacquired by Franchisor *	(Col. 8) Ceased Operations- Other Reasons	(Col. 9) Outlets at End of Year
Alabama	2020	3	0	0	0	0	0	3
	2021	3	0	0	0	0	0	3
	2022	3	0	0	0	0	0	3
Alaska	2020	1	0	0	0	0	0	1
	2021	1	0	0	0	0	0	1
	2022	1	0	0	0	0	0	1
Arizona	2020	4	0	0	0	0	0	4
	2021	4	0	0	0	1	0	3
	2022	3	0	0	0	0	0	3
Arkansas	2020	0	0	0	0	0	0	0
	2021	0	0	0	0	0	0	0
	2022	0	0	0	0	0	0	0
California	2020	20	0	0	0	0	0	20
	2021	20	0	0	0	2	0	18
	2022	18	0	0	0	0	0	18
Colorado	2020	2	0	0	0	0	0	2
	2021	2	0	0	0	1	0	1
	2022	1	0	0	0	0	0	1
Connecticut	2020	2	0	0	0	0	0	2
	2021	2	0	0	0	2	0	0
	2022	0	0	0	0	0	0	0
Delaware	2020	1	0	0	0	1	0	0
	2021	0	0	0	0	0	0	0
	2022	0	0	0	0	0	0	0
District of Columbia	2020	1	0	0	0	0	0	1
	2021	1	0	0	0	0	0	1
	2022	1	0	0	0	1	0	0
Florida	2020	7	0	0	0	1	0	6
	2021	6	0	0	0	0	0	6
	2022	6	0	0	0	0	0	6
Georgia	2020	3	0	0	0	0	0	3
	2021	3	0	0	0	0	0	3
	2022	3	0	0	0	0	0	3
Hawaii	2020	2	0	0	0	0	0	2
	2021	2	0	0	0	2	0	0
	2022	0	0	0	0	0	0	0
Idaho	2020	1	0	0	0	0	0	1
	2021	1	0	0	0	0	0	1
	2022	1	0	0	0	0	0	1
Illinois	2020	4	0	0	0	0	0	4
	2021	4	0	0	0	1	0	3
	2022	3	0	0	0	0	0	3
Indiana	2020	3	0	0	0	0	0	3
	2021	3	0	0	0	0	0	3
	2022	3	0	0	0	0	0	3
Iowa	2020	2	0	0	0	0	0	2
	2021	2	0	0	0	0	0	2
	2022	2	0	0	0	0	0	2
Kansas	2020	2	0	0	0	0	0	2

(Col. 1) State	(Col. 2) Year	(Col. 3) Outlets at Start of Year	(Col. 4) Outlets Opened	(Col. 5) Terminations	(Col. 6) Non- Renewals	(Col. 7) Reacquired by Franchisor	(Col. 8) Ceased Operations- Other Reasons	(Col. 9) Outlets at End of Year
	2021	2	0	0	0	0	0	2
	2022	2	0	0	0	0	0	2
Kentucky	2020	2	0	0	0	0	0	2
	2021	2	0	0	0	0	0	2
	2022	2	0	0	0	0	0	2
Louisiana	2020	2	0	0	0	0	0	2
	2021	2	0	0	0	0	0	2
	2022	2	0	0	0	0	0	2
Maine	2020	1	0	0	0	0	0	1
	2021	1	0	0	0	0	0	1
	2022	1	0	0	0	0	0	1
Maryland	2020	2	0	0	0	0	0	2
	2021	2	0	0	0	1	0	1
	2022	1	0	0	0	0	0	1
Massachusetts	2020	2	0	0	0	0	0	2
	2021	2	0	0	0	2	0	0
	2022	0	0	0	0	0	0	0
Michigan	2020	1	0	0	0	0	0	1
	2021	1	0	0	0	0	0	1
	2022	1	0	0	0	0	0	1
Minnesota	2020	2	0	0	0	2	0	0
	2021	0	0	0	0	0	0	0
	2022	0	0	0	0	0	0	0
Mississippi	2020	2	0	0	0	0	0	2
	2021	2	0	0	0	1	0	1
	2022	1	0	0	0	0	0	1
Missouri	2020	2	0	0	0	0	0	2
	2021	2	0	0	0	0	0	2
	2022	2	0	0	0	0	0	2
Montana	2020	3	0	0	0	0	0	3
	2021	3	0	0	0	2	0	1
	2022	1	0	0	0	0	0	1
Nebraska	2020	1	0	0	0	0	0	1
	2021	1	0	0	0	1	0	0
	2022	0	0	0	0	0	0	0
Nevada	2020	2	0	0	0	0	0	2
	2021	2	0	0	0	0	0	2
	2022	2	0	0	0	0	0	2
New Hampshire	2020	1	0	0	0	0	0	1
	2021	1	0	0	0	0	0	1
	2022	1	0	0	0	0	0	1
New Jersey	2020	4	0	0	0	1	0	3
	2021	3	0	0	0	0	0	3
	2022	3	0	0	0	0	0	3
New Mexico	2020	1	0	0	0	0	0	1
	2021	1	0	0	0	1	0	0
	2022	0	0	0	0	0	0	0
New York	2020	11	0	0	0	0	0	11
	2021	11	0	0	0	5	0	6

(Col. 1) State	(Col. 2) Year	(Col. 3) Outlets at Start of Year	(Col. 4) Outlets Opened	(Col. 5) Terminations	(Col. 6) Non- Renewals	(Col. 7) Reacquired by Franchisor	(Col. 8) Ceased Operations- Other Reasons	(Col. 9) Outlets at End of Year
	2022	6	0	0	0	0	0	6
North Carolina	2020	3	0	0	0	0	0	3
	2021	3	0	0	0	0	0	3
	2022	3	0	0	0	0	0	3
Oklahoma	2020	2	0	0	0	0	0	2
	2021	2	0	0	0	2	0	0
	2022	0	0	0	0	0	0	0
Oregon	2020	2	0	0	0	0	0	2
	2021	2	0	0	0	0	0	2
	2022	2	0	0	0	2	0	0
Pennsylvania	2020	8	0	0	0	3	0	5
	2021	5	0	0	0	0	0	5
	2022	5	0	0	0	0	0	5
Rhode Island	2020	1	0	0	0	0	0	1
	2021	1	0	0	0	1	0	0
	2022	0	0	0	0	0	0	0
South Carolina	2020	2	0	0	0	0	0	2
	2021	2	0	0	0	0	0	2
	2022	2	0	0	0	0	0	2
South Dakota	2020	1	0	0	0	0	0	1
	2021	1	0	0	0	1	0	0
	2022	0	0	0	0	0	0	0
Tennessee	2020	4	0	0	0	0	0	4
	2021	4	0	0	0	2	0	2
	2022	2	0	0	0	0	0	2
Texas	2020	11	0	0	0	4	0	7
	2021	7	0	0	0	0	0	7
	2022	7	0	0	0	0	0	7
Utah	2020	2	0	0	0	0	0	2
	2021	2	0	0	0	0	0	2
	2022	2	0	0	0	0	0	2
Vermont	2020	1	0	0	0	0	0	1
	2021	1	0	0	0	0	0	1
	2022	1	0	0	0	0	0	1
Virginia	2020	7	0	0	0	0	0	7
	2021	7	0	0	0	4	0	3
	2022	3	0	0	0	0	0	3
Washington	2020	3	0	0	0	0	0	3
	2021	3	0	0	0	0	0	3
	2022	3	0	0	0	0	0	3
West Virginia	2020	1	0	0	0	0	0	1
	2021	1	0	0	0	0	0	1
	2022	1	0	0	0	0	0	1
Wisconsin	2020	4	0	0	0	1	0	3
	2021	3	0	0	0	0	0	3
	2022	3	0	0	0	0	0	3

(Col. 1) State	(Col. 2) Year	(Col. 3) Outlets at Start of Year	(Col. 4) Outlets Opened	(Col. 5) Terminations	(Col. 6) Non- Renewals	(Col. 7) Reacquired by Franchisor	(Col. 8) Ceased Operations- Other Reasons	(Col. 9) Outlets at End of Year
Wyoming	2020	1	0	0	0	0	0	1
	2021	1	0	0	0	1	0	0
	2022	0	0	0	0	0	0	0
<b>Total</b>	<b>2020</b>	<b>156</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>13</b>	<b>0</b>	<b>143</b>
	<b>2021</b>	<b>143</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>34</b>	<b>0</b>	<b>109</b>
	<b>2022</b>	<b>109</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>3</b>	<b>0</b>	<b>106</b>

\*These locations are owned by our affiliate, BNI Global, LLC.

^ In this instance, one of our Franchised Outlets in Texas was split into two distinct territories, thus creating one additional outlet.

**Table No. 4**  
**Status of Company-Owned Outlets\* For years 2020 to 2022**

(Col. 1) State	(Col. 2) Year	(Col. 3) Outlets at Start of Year	(Col. 4) Outlets Opened	(Col. 5) Outlets Reacquired From Franchisee	(Col. 6) Outlets Closed	(Col. 7) Outlets Sold to Franchisee	(Col. 8) Outlets at End of Year
Arizona	2020	0	0	0	0	0	0
	2021	0	0	1	0	0	1
	2022	1	0	0	0	0	1
Arkansas	2020	2	0	0	0	0	2
	2021	2	0	0	0	0	2
	2022	2	0	0	0	0	2
California	2020	1	0	0	0	0	1
	2021	1	0	2	0	0	3
	2022	3	0	0	0	0	3
Colorado	2020	2	0	0	0	0	2
	2021	2	0	1	0	0	3
	2022	3	0	0	0	0	3
Connecticut	2020	0	0	0	0	0	0
	2021	0	0	2	0	0	2
	2022	2	0	0	0	0	2
Delaware	2020	0	0	1	0	0	1
	2021	1	0	0	0	0	1
	2022	1	0	0	0	0	1
District of Columbia	2020	0	0	0	0	0	0
	2021	0	0	0	0	0	0
	2022	0	0	1	0	0	1
Florida	2020	3	0	1	0	0	4
	2021	4	0	0	0	0	4
	2022	4	0	0	0	0	4
Georgia	2020	2	0	0	0	0	2
	2021	2	0	0	0	0	2
	2022	2	0	0	0	0	2
Hawaii	2020	0	0	0	0	0	0
	2021	0	0	2	0	0	2

	2022	2	0	0	0	0	2
Illinois	2020	3	0	0	0	0	3
	2021	3	0	1	0	0	4
	2022	4	0	0	0	0	4
Maryland	2020	0	0	0	0	0	0
	2021	0	0	1	0	0	1
	2022	1	0	0	0	0	1
Massachusetts	2020	3	0	0	0	0	3
	2021	3	0	2	0	0	5
	2022	5	0	0	0	0	5
Michigan	2020	4	0	0	0	0	4
	2021	4	0	0	0	0	4
	2022	4	0	0	0	0	4
Minnesota	2020	0	0	2	0	0	2
	2021	2	0	0	0	0	2
	2022	2	0	0	0	0	2
Mississippi	2020	0	0	0	0	0	0
	2021	0	0	1	0	0	1
	2022	1	0	0	0	0	1
Missouri	2020	1	0	0	0	0	1
	2021	1	0	0	0	0	1
	2022	1	0	0	0	0	1
Montana	2020	0	0	0	0	0	0
	2021	0	0	2	0	0	2
	2022	2	0	0	0	0	2
Nebraska	2020	0	0	0	0	0	0
	2021	0	0	1	0	0	1
	2022	1	0	0	0	0	1
New Jersey	2020	0	0	1	0	0	1
	2021	1	0	0	0	0	1
	2022	1	0	0	0	0	1
New Mexico	2020	0	0	0	0	0	0
	2021	0	0	1	0	0	1
	2022	1	0	0	0	0	1
New York	2020	0	0	0	0	0	0
	2021	0	0	5	0	0	5
	2022	5	0	0	0	0	5
North Carolina	2020	2	0	0	0	0	2
	2021	2	0	0	0	0	2
	2022	2	0	0	0	0	2
North Dakota	2020	0	0	0	0	0	0
	2021	0	0	0	0	0	0
	2022	0	1^	0	0	0	1
Oklahoma	2020	0	0	0	0	0	0
	2021	0	0	2	0	0	2
	2022	2	0	0	0	0	2
Oregon	2020	0	0	0	0	0	0
	2021	0	0	0	0	0	0
	2022	0	0	2	0	0	2

Rhode Island	2020	0	0	0	0	0	0
	2021	0	0	1	0	0	1
	2022	1	0	0	0	0	1
South Carolina	2020	2	0	0	0	0	2
	2021	2	0	0	0	0	2
	2022	2	0	0	0	0	2
South Dakota	2020	0	0	0	0	0	0
	2021	0	0	1	0	0	1
	2022	1	0	0	0	0	1
Tennessee	2020	0	0	0	0	0	0
	2021	0	0	2	0	0	2
	2022	2	0	0	0	0	2
Texas	2020	2	0	4	0	0	6
	2021	6	0	0	0	0	6
	2022	6	0	0	0	0	6
Virginia	2020	0	0	0	0	0	0
	2021	0	0	4	0	0	4
	2022	4	0	0	0	0	4
Washington	2020	3	0	0	0	0	3
	2021	3	0	0	0	0	3
	2022	3	0	0	0	0	3
Wisconsin	2020	0	0	1	0	0	1
	2021	1	0	0	0	0	1
	2022	1	0	0	0	0	1
Wyoming	2020	0	0	0	0	0	0
	2021	0	0	1	0	0	1
	2022	1	0	0	0	0	1
<b>Totals</b>	<b>2020</b>	<b>30</b>	<b>0</b>	<b>13</b>	<b>0</b>	<b>0</b>	<b>43</b>
	<b>2021</b>	<b>43</b>	<b>0</b>	<b>34</b>	<b>0</b>	<b>0</b>	<b>77</b>
	<b>2022</b>	<b>77</b>	<b>1</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>81</b>

\*These locations are owned by our affiliate, BNI Global, LLC.

^This was previously undeveloped territory.

**Table No. 5**  
**Projected Openings As Of December 31, 2022**

(Column 1) <b>State</b>	(Column 2) <b>Franchise Agreements Signed But Outlets Not Opened</b>	(Column 3) <b>Projected New Franchised Outlets In the Next Fiscal Year</b>	(Column 4) <b>Projected New Company-Owned Outlets In the Next Fiscal Year</b>
	0	0	0

The names, addresses and telephone numbers of all franchisees are listed on Exhibit F.

The name and last known city, state and telephone number of every franchisee who has had an outlet terminated, canceled, not renewed, or otherwise voluntarily or involuntarily ceased to do business under the franchise agreement during the most recently completed fiscal year or who has not communicated with Us within 10 weeks of the issuance date of this Disclosure Document is listed on Exhibit H. If you buy this franchise, your contact information may be disclosed to other buyers when you leave the franchise system.

During the last three years, franchisees have signed confidentiality clauses restricting their ability to speak openly about their experience with us. In some instances, current and former franchisees sign provisions restricting their ability to speak openly about their experience with BNI. You may wish to speak with current and former franchisees but be aware that not all such franchisees will be able to communicate with you.

BNI Franchising, LLC has a franchise advisory council with the following contact details:

BNI US Franchise Advisory Council  
Chairman, Kip Kint  
c/o BNI Franchising, LLC  
Everett Building  
11525 N Community House Road, Ste. 475  
Charlotte, NC 28277  
Kip@bniutah.com

The following independent franchisee organization has asked to be included in this Disclosure Document:

IABF, an Independent Association of BNI® Franchisees  
Board of Directors  
American Association of Franchisees & Dealers  
P.O. Box 10158  
Palm Desert, CA 92255-1058  
(Phone): 619-209-3775  
(Fax): 866-855-1988  
(Email): IABF@aafdchapters.org

## **Item 21.** **Financial Statements**

We have attached as Exhibit A to this Disclosure Document our audited financial statements as of December 31, 2022, December 31, 2021 and December 31, 2020. Our fiscal year end is December 31st.

We have also attached unaudited interim financial statements from January 1, 2023 through July 31, 2023. The unaudited interim financial statements are prepared on an accrual basis and in accordance with GAAP. **THE FINANCIAL STATEMENTS ARE PREPARED WITHOUT AN AUDIT. PROSPECTIVE FRANCHISEES OR SELLERS OF FRANCHISES SHOULD BE ADVISED THAT NO CERTIFIED PUBLIC ACCOUNTANT HAD AUDITED THESE FIGURES OR EXPRESSED HIS/HER OPINION WITH REGARD TO THE CONTENT OR FORM.**

## **Item 22.** **Contracts**

EXHIBIT B – Franchise Agreement  
EXHIBIT C – Form of General Release  
EXHIBIT D – State Specific Addenda  
EXHIBIT E – ACH Agreement  
EXHIBIT F – Nondisclosure and Non-solicitation Agreement

EXHIBIT G – Franchisee Compliance Certificate

**Item 23.**  
**Receipts**

You must sign two copies of the Receipt attached as the last two pages to this Disclosure Document. After execution, you keep one copy and provide the other to us.



**EXHIBIT A**  
**FINANCIAL STATEMENTS**

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**BNI Franchising, LLC**  
(a wholly owned subsidiary of BNI Global, LLC)

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**Financial Report**  
**December 31, 2020**

## **BNI Franchising, LLC**

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**Plante & Moran, PLLC**  
Suite 400  
634 Front Avenue N.W.  
Grand Rapids, MI 49504  
Tel: 616.774.8221  
Fax: 616.774.0702  
plante Moran.com

## Independent Auditor's Report

To the Board of Directors  
BNI Franchising, LLC

We have audited the accompanying financial statements of BNI Franchising, LLC (a wholly owned subsidiary of BNI Global, LLC) (the "Company"), which comprise the balance sheet as of December 31, 2020 and 2019 and the related statements of operations, member's equity, and cash flows for the years then ended, and the related notes to the financial statements.

### **Management's Responsibility for the Financial Statements**

Management is responsible for the preparation and fair presentation of these financial statements in accordance with accounting principles generally accepted in the United States of America; this includes the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

### **Auditor's Responsibility**

Our responsibility is to express an opinion on these financial statements based on our audits. We conducted our audits in accordance with auditing standards generally accepted in the United States of America. Those standards require that we plan and perform the audits to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. Accordingly, we express no such opinion. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

### **Opinion**

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of BNI Franchising, LLC as of December 31, 2020 and 2019 and the results of its operations and its cash flows for the years then ended in accordance with accounting principles generally accepted in the United States of America.

*Plante & Moran, PLLC*

March 23, 2021



**BNI Franchising, LLC****Balance Sheet****December 31, 2020 and 2019**

	<u>2020</u>	<u>2019</u>
<b>Assets</b>		
<b>Current Assets</b>		
Cash	\$ 1,445,801	\$ 941,043
Accounts receivable - Net	521,695	595,425
Prepaid expenses and other current assets	11,150	4,092
Total current assets	1,978,646	1,540,560
<b>Franchise License Agreements - Net (Note 2)</b>	3,593,755	4,707,466
Total assets	<u><u>\$ 5,572,401</u></u>	<u><u>\$ 6,248,026</u></u>
<b>Liabilities and Member's Equity</b>		
<b>Current Liabilities</b>		
Accounts payable	\$ 2,700	\$ -
Related party payable (Note 3)	166,712	3,586
Contract liability - Deferred revenue (Note 2)	401,811	715,918
Total current liabilities	571,223	719,504
<b>Member's Equity</b>	5,001,178	5,528,522
Total liabilities and member's equity	<u><u>\$ 5,572,401</u></u>	<u><u>\$ 6,248,026</u></u>

See notes to financial statements.

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**BNI Franchising, LLC**

**Statement of Operations**

**Years Ended December 31, 2020 and 2019**

	<u>2020</u>	<u>2019</u>
<b>Net Revenue</b>	\$ 6,128,394	\$ 8,089,104
<b>Operating Expenses</b>	<u>5,009,560</u>	<u>6,576,255</u>
<b>Net Income</b>	<u>\$ 1,118,834</u>	<u>\$ 1,512,849</u>

See notes to financial statements.

**BNI Franchising, LLC****Statement of Member's Equity**

Years Ended December 31, 2020 and 2019

<b>Balance - January 1, 2019</b>	\$ 10,163,806
Net income	1,512,849
Adoption of new accounting pronouncement	(558,965)
Distributions to affiliated entities	<u>(5,589,168)</u>
<b>Balance - December 31, 2019</b>	5,528,522
Net income	1,118,834
Distributions to affiliated entities	<u>(1,646,178)</u>
<b>Balance - December 31, 2020</b>	<u><b>\$ 5,001,178</b></u>

See notes to financial statements.

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**BNI Franchising, LLC****Statement of Cash Flows**

Years Ended December 31, 2020 and 2019

	2020	2019
<b>Cash Flows from Operating Activities</b>		
Net income	\$ 1,118,834	\$ 1,512,849
Adjustments to reconcile net income to net cash from operating activities:		
Bad debt expense	-	22,189
Amortization of franchise license agreement	435,926	497,929
Changes in operating assets and liabilities that provided (used) cash:		
Accounts receivable	73,730	14,068
Prepaid expenses and other assets	(7,058)	(2,613)
Accounts payable	2,700	(1,027)
Related party payable	166,712	-
Accrued and other liabilities	(317,693)	112,419
Net cash provided by operating activities	1,473,151	2,155,814
<b>Cash Flows Used in Financing Activities</b> - Distribution to affiliated entities	(968,393)	(4,909,593)
<b>Net Increase (Decrease) in Cash</b>	504,758	(2,753,779)
Cash - Beginning of year	941,043	3,694,822
Cash - End of year	<u>\$ 1,445,801</u>	<u>\$ 941,043</u>
<b>Significant Noncash Transactions</b> - Distribution of franchise license agreement intangible asset	\$ 677,785	\$ 679,575

See notes to financial statements.

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**Note 1 - Nature of Business**

BNI Franchising, LLC (the "Company") was formed on November 11, 2014 and is a wholly owned subsidiary of BNI Global, LLC. The Company is engaged in the sale of area franchises for proprietary business network membership organizations located in the United States of America. As of December 31, 2020 and 2019, the Company had approximately 143 and 156 franchised regions, respectively.

**Note 2 - Significant Accounting Policies*****Basis of Presentation***

The financial statements of the Company have been prepared on the basis of generally accepted accounting principles (GAAP). The preparation of financial statements in conformity with GAAP requires management to make estimates and assumptions that affect amounts reported in the financial statements. Actual results could differ from those estimates.

On March 11, 2020, the World Health Organization declared the outbreak of a respiratory disease caused by a new coronavirus a pandemic, now known as COVID-19. The outbreak has impacted millions of individuals and companies worldwide. In response, many countries have implemented measures to combat the outbreak that have impacted business operations. The extent of any future impact cannot be reasonably estimated at this time.

***Accounts Receivable***

Accounts receivable are stated at net invoice amounts. An allowance for doubtful accounts is established based on a specific assessment of all invoices that remain unpaid following normal customer payment periods. In addition, a general valuation allowance is established for other accounts receivable based on historical loss experience. All amounts deemed to be uncollectible are charged against the allowance for doubtful accounts in the period that determination is made. Management has recorded an allowance for doubtful accounts of \$22,000 at December 31, 2020 and 2019. For the year ended December 31, 2020, the opening and closing balances of the Company's receivables from contracts with customers are shown on the balance sheet. For the year ended December 31, 2019, the beginning balance of the Company's receivables from contracts with customers was \$631,682.

***Franchise License Agreements***

The franchise license agreement is subject to amortization, is stated at cost, and is amortized using the straight-line method over its estimated useful life. Intangible assets that are subject to amortization are reviewed for potential impairment whenever events or circumstances indicate that the carrying amounts may not be recoverable. The gross carrying amount of the franchise license agreements is \$6,051,848 and \$7,113,951 as of December 31, 2020 and 2019, respectively. The agreements have a 5-year initial term subject to 5-year renewal periods for an estimated 15-year life. Amortization expense for the years ended December 31, 2020 and 2019 was \$435,926 and \$497,929, respectively, and accumulated amortization as of December 31, 2020 and 2019 was \$2,458,093 and \$2,406,485, respectively. Amortization expense for the franchise license agreements will be approximately \$403,000 for each of the next 5 years. During 2020 and 2019, the Company transferred intangible assets with gross cost of \$1,062,102 and \$966,284 and accumulated amortization of \$384,317 and \$286,709 to BNI Global, LLC as a result of BNI Global, LLC's acquisition of these franchises, resulting in noncash distributions of \$677,785 and 679,575, respectively. Subsequent to year end, BNI Global, LLC reacquired additional franchises, for which the Company's related intangible asset will be distributed to BNI Global, LLC.

**Note 2 - Significant Accounting Policies (Continued)****Revenue Recognition**

The Company adopted an Accounting Standards Update that amended the guidance for revenue recognition on January 1, 2019 using the modified retrospective method for all contracts for which performance was not completed as of January 1, 2019. The adoption of this amendment changed the timing of recognition of initial franchise fees. Previously, these fees were generally recognized upfront upon opening of the respective franchise. The new guidance generally requires these fees to be recognized over the term of the related franchise agreement and resulted in a \$558,965 adjustment for the adoption of the new accounting pronouncement in the statement of member's equity for 2019.

**Overview**

The Company's revenue mainly consists of franchise fees, royalties, product sales, and conference fees. The Company sells individual franchises that grant the right to service customers within a defined territory using the franchise name. The initial term of franchise agreements is five years, with an option to renew for five years for a fee or transfer the franchise agreement to a new or existing franchisee, at which point a transfer fee is typically paid.

**Performance Obligations**

The Company has the obligation to provide franchisees with the franchise rights to service customers. The Company has concluded that this represents a single performance obligation. Therefore, initial franchise fees for each agreement are allocated to each individual franchise and recognized over the term of the respective franchise agreement from the date the agreement is entered into. Renewal fees are recognized over the renewal term for the respective franchise from the start of the renewal period. Transfer fees are recognized over the remaining term of the franchise agreement beginning at the time of transfer. Income for royalties is recognized over the term of the respective franchise agreement as the underlying sales occur.

The Company also sells certain products and hosts an annual conference. Revenue is recognized at a point in time when the products are shipped and ownership transfers and when the conference occurs. In 2020 and 2019, \$44,441 and \$350,787, respectively, of product sales and conference fee revenue was recognized. All other revenue was recognized over time, as discussed above.

**Payment Terms**

Initial franchise, renewal, and transfer fees are due and typically paid when a franchise agreement is entered into and are nonrefundable. Royalties are paid on a monthly basis based upon 20 percent of membership fees received each month by the franchisee. Product revenue is collected up front and is recognized as revenue immediately. Conference fees are typically collected prior to the holding of a conference. As a result, a deferred revenue is created, which is not recognized as revenue until the performance obligation of holding the conference is realized. Franchise fees are collected up front and, as a result, create a deferred revenue contract liability. The Company then defers franchise fee revenue over a 60-month period related to obligations of supporting the franchise.

**Contract Balances**

Contract liabilities consist of deferred revenue from upfront franchise fees and franchise renewal fees paid by franchisees, as well as conference ticket fee revenue collected in advance. Advance franchise fees are amortized to income using the straight-line method over a period of five years, which coincides with the initial franchise term. As of December 31, 2020, \$401,811 was recorded in deferred revenue. Deferred revenue at December 31, 2019 and January 1, 2019 was \$715,918 and \$572,465, respectively.

**Note 2 - Significant Accounting Policies (Continued)**

**Current Revenue from Historical Periods**

During the year ended December 31, 2020, the amount of revenue that the Company recognized as a result of satisfying performance obligations that were previously partially satisfied associated with franchise agreements was approximately \$160,000. There were no changes in collectibility or transaction price on these agreements.

**Future Revenue from Current Period**

The aggregate amounts of revenue the Company expects to recognize in future years as a result of satisfying the performance obligations associated with franchise agreements that have unsatisfied performance obligations as of December 31, 2020 are as follows: 2021 - \$162,291, 2022 - \$116,783, 2023 - \$62,548, 2024 - \$29,848, and 2025 - \$30,341.

**Allocating the Transaction Price**

The transaction price is the amount of consideration to which the Company expects to be entitled in exchange for providing franchisees with the franchise rights to service customers. To determine the transaction price, the Company considers its customary business practices and the terms of the underlying agreement. For the purpose of determining transaction prices, the Company assumes performance obligations will be satisfied as promised in accordance with franchise agreements and that agreements will not be canceled, renewed, or modified.

The Company's franchise agreements with franchisees have transaction prices that contain a fixed and variable component. Variable consideration includes revenue related to royalties, as the transaction price is based on the franchisees' sales. The variable consideration is recognized based on the actual amounts incurred each month.

**Costs to Obtain a Franchise Agreement**

The Company does not have any incremental costs to obtain a franchise agreement.

**Income Taxes**

The Company is treated as a partnership for federal income tax purposes. Consequently, federal income taxes are not payable or provided for by the Company. Members are taxed individually on their pro rata ownership share of the Company's earnings. The Company's net income or loss is allocated among the members in accordance with the Company's operating agreement.

No income tax provision has been included in the financial statements since income or loss of the Company is required to be reported by the respective members on their income tax returns.

**Subsequent Events**

The financial statements and related disclosures include evaluation of events up through and including March 23, 2021, which is the date the financial statements were available to be issued.

**Note 3 - Related Party Transactions**

The following is a description of transactions between the Company and related parties:

***Administrative Fee***

BNI Global, LLC provides administrative support services for the Company and its franchisees, including, but not limited to, personnel, accounting, marketing, printing, and all services and materials provided to the franchisees. For these services, the Company pays BNI Global, LLC an administrative fee. Administrative fees for the years ended December 31, 2020 and 2019 were approximately \$4,182,000 and \$5,226,000, respectively. BNI Global, LLC also allocates certain expenses related to the aforementioned services. Allocated expenses for years ended December 31, 2020 and 2019 totaled approximately \$391,000 and \$850,000, respectively. If this were a stand-alone entity, additional expenses may have been incurred and/or allocated.

***Collateral***

The Company's assets serve as collateral for certain long-term notes payable of BNI Global, LLC and Corporate Connections Global, LLC (an entity affiliated through common ownership).

***Accounts Payable and Accrued Expenses***

At December 31, 2020 and 2019, the Company had accounts payable and accrued expenses due to BNI Global, LLC and BNI Connect due to allocated expense of \$166,712 and \$3,586, respectively.

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**BNI Franchising, LLC**  
(a wholly owned subsidiary of BNI Global, LLC)

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**Financial Report**  
**December 31, 2021**

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## **Independent Auditor's Report**

To the Board of Directors  
BNI Franchising, LLC

### ***Opinion***

We have audited the financial statements of BNI Franchising, LLC (the "Company"), which comprise the balance sheet as of December 31, 2021 and 2020 and the related statements of operations, member's equity, and cash flows for the years then ended, and the related notes to the financial statements.

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of the Company as of December 31, 2021 and 2020 and the results of its operations and its cash flows for the years then ended in accordance with accounting principles generally accepted in the United States of America.

### ***Basis for Opinion***

We conducted our audits in accordance with auditing standards generally accepted in the United States of America (GAAS). Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audits of the Financial Statements* section of our report. We are required to be independent of the Company and to meet our ethical responsibilities in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

### ***Responsibilities of Management for the Financial Statements***

Management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the Company's ability to continue as a going concern within one year after the date that the financial statements are issued or available to be issued.

### ***Auditor's Responsibilities for the Audits of the Financial Statements***

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and, therefore, is not a guarantee that audits conducted in accordance with GAAS will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

To the Board of Directors  
BNI Franchising, LLC

In performing audits in accordance with GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audits.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audits in order to design audit procedures that are appropriate in the circumstances but not for the purpose of expressing an opinion on the effectiveness of the Company's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Company's ability to continue as a going concern for a reasonable period of time.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audits, significant audit findings, and certain internal control-related matters that we identified during the audits.

*Plante & Moran, PLLC*

March 25, 2022



**BNI Franchising, LLC****Balance Sheet**

	<b>December 31, 2021 and 2020</b>	
	<u>2021</u>	<u>2020</u>
<b>Assets</b>		
<b>Current Assets</b>		
Cash	\$ 1,237,342	\$ 1,445,801
Accounts receivable - Net	435,064	521,695
Prepaid expenses and other current assets	<u>27,995</u>	<u>11,150</u>
Total current assets	1,700,401	1,978,646
Franchise License Agreements - Net (Note 2)	<u>2,497,532</u>	<u>3,593,755</u>
Total assets	<u><b>\$ 4,197,933</b></u>	<u><b>\$ 5,572,401</b></u>
<b>Liabilities and Member's Equity</b>		
<b>Current Liabilities</b>		
Accounts payable	\$ 4,816	\$ 2,700
Related party payable (Note 3)	120	166,712
Contract liability - Deferred revenue (Note 2)	251,887	401,811
Other accrued liabilities	<u>3,217</u>	<u>-</u>
Total current liabilities	260,040	571,223
Member's Equity	<u>3,937,893</u>	<u>5,001,178</u>
Total liabilities and member's equity	<u><b>\$ 4,197,933</b></u>	<u><b>\$ 5,572,401</b></u>

See notes to financial statements.

**Statement of Operations**

**Years Ended December 31, 2021 and 2020**

	<u>2021</u>	<u>2020</u>
<b>Net Revenue</b>	<b>\$ 5,631,656</b>	<b>\$ 6,128,394</b>
<b>Operating Expenses</b>	<b><u>4,477,578</u></b>	<b><u>5,009,560</u></b>
<b>Net Income</b>	<b><u>\$ 1,154,078</u></b>	<b><u>\$ 1,118,834</u></b>

See notes to financial statements.

**BNI Franchising, LLC**

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**Statement of Member's Equity**

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**Years Ended December 31, 2021 and 2020**

<b>Balance - January 1, 2020</b>	<b>\$ 5,528,522</b>
Net income	1,118,834
Distributions to affiliated entities	<u>(1,646,178)</u>
<b>Balance - December 31, 2020</b>	<b>5,001,178</b>
Net income	1,154,078
Distributions to affiliated entities	<u>(2,217,363)</u>
<b>Balance - December 31, 2021</b>	<b><u>\$ 3,937,893</u></b>

See notes to financial statements.

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**BNI Franchising, LLC****Statement of Cash Flows****Years Ended December 31, 2021 and 2020**

	<u>2021</u>	<u>2020</u>
<b>Cash Flows from Operating Activities</b>		
Net income	\$ 1,154,078	\$ 1,118,834
Adjustments to reconcile net income to net cash from operating activities:		
Amortization of franchise license agreement	347,051	435,926
Changes in operating assets and liabilities that provided (used) cash:		
Accounts receivable	86,631	73,730
Prepaid expenses and other assets	(16,845)	(7,058)
Accounts payable	2,116	2,700
Related party payable	(166,592)	166,712
Accrued and other liabilities	(146,707)	(317,693)
Net cash provided by operating activities	1,259,732	1,473,151
<b>Cash Flows Used in Financing Activities - Distribution to affiliated entities</b>	<u>(1,468,191)</u>	<u>(968,393)</u>
<b>Net (Decrease) Increase in Cash</b>	(208,459)	504,758
<b>Cash - Beginning of year</b>	<u>1,445,801</u>	<u>941,043</u>
<b>Cash - End of year</b>	<u><b>\$ 1,237,342</b></u>	<u><b>\$ 1,445,801</b></u>
<b>Significant Noncash Transactions - Distribution of franchise license agreement intangible asset</b>	<b>\$ 749,172</b>	<b>\$ 677,785</b>

See notes to financial statements.

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**December 31, 2021 and 2020****Note 1 - Nature of Business**

BNI Franchising, LLC (the "Company") was formed on November 11, 2014 and is a wholly owned subsidiary of BNI Global, LLC. The Company is engaged in the sale of area franchises for proprietary business network membership organizations located in the United States of America. As of December 31, 2021 and 2020, the Company had approximately 109 and 143 franchised regions, respectively.

**Note 2 - Significant Accounting Policies*****Basis of Presentation***

The financial statements of the Company have been prepared on the basis of generally accepted accounting principles (GAAP). The preparation of financial statements in conformity with GAAP requires management to make estimates and assumptions that affect amounts reported in the financial statements. Actual results could differ from those estimates.

***Accounts Receivable***

Accounts receivable are stated at net invoice amounts. An allowance for doubtful accounts is established based on a specific assessment of all invoices that remain unpaid following normal customer payment periods. In addition, a general valuation allowance is established for other accounts receivable based on historical loss experience. All amounts deemed to be uncollectible are charged against the allowance for doubtful accounts in the period that determination is made. Management has recorded an allowance for doubtful accounts of \$22,000 at December 31, 2021 and 2020. For the year ended December 31, 2021, the opening and closing balances of the Company's receivables from contracts with customers are shown on the balance sheet. For the year ended December 31, 2020, the beginning balance of the Company's receivables from contracts with customers was \$595,425.

***Franchise License Agreements***

The franchise license agreement is subject to amortization, is stated at cost, and is amortized using the straight-line method over its estimated useful life. Intangible assets that are subject to amortization are reviewed for potential impairment whenever events or circumstances indicate that the carrying amounts may not be recoverable. The gross carrying amount of the franchise license agreements is \$4,733,727 and \$6,051,848 as of December 31, 2021 and 2020, respectively. The agreements have a 5-year initial term subject to 5-year renewal periods for an estimated 15-year life. Amortization expense for the years ended December 31, 2021 and 2020 was \$347,051 and \$435,926, respectively, and accumulated amortization as of December 31, 2021 and 2020 was \$2,236,195 and \$2,458,093, respectively. Amortization expense for the franchise license agreements will be approximately \$403,000 for each of the next 5 years. During 2021 and 2020, the Company transferred intangible assets with gross cost of \$1,318,121 and \$1,062,102 and accumulated amortization of \$568,949 and \$384,317 to BNI Global, LLC as a result of BNI Global, LLC's acquisition of these franchises, resulting in noncash distributions of \$749,172 and \$677,785, respectively. Subsequent to year end, BNI Global, LLC reacquired additional franchises, for which the Company's related intangible asset will be distributed to BNI Global, LLC.

***Revenue Recognition******Overview***

The Company's revenue mainly consists of franchise fees, royalties, product sales, and conference fees. The Company sells individual franchises that grant the right to service customers within a defined territory using the franchise name. The initial term of franchise agreements is five years, with an option to renew for five years for a fee or transfer the franchise agreement to a new or existing franchisee, at which point a transfer fee is typically paid.

**Note 2 - Significant Accounting Policies (Continued)****Performance Obligations**

The Company has the obligation to provide franchisees with the franchise rights to service customers. The Company has concluded that this represents a single performance obligation. Therefore, initial franchise fees for each agreement are allocated to each individual franchise and recognized over the term of the respective franchise agreement from the date the agreement is entered into. Renewal fees are recognized over the renewal term for the respective franchise from the start of the renewal period. Transfer fees are recognized over the remaining term of the franchise agreement beginning at the time of transfer. Income for royalties is recognized over the term of the respective franchise agreement as the underlying sales occur.

The Company also sells certain products and hosts an annual conference. Revenue is recognized at a point in time when the products are shipped and ownership transfers and when the conference occurs. Approximately \$145,000 and \$44,000 of product sales and conference fee revenue was recognized in 2021 and 2020, respectively. All other revenue was recognized over time, as discussed above.

**Payment Terms**

Initial franchise, renewal, and transfer fees are due and typically paid when a franchise agreement is entered into and are nonrefundable. Royalties are paid on a monthly basis based upon 20 percent of membership fees received each month by the franchisee. Product revenue is collected up front and is recognized as revenue immediately. Conference fees are typically collected prior to the holding of a conference. As a result, a deferred revenue is created, which is not recognized as revenue until the performance obligation of holding the conference is realized. Franchise fees are collected up front and, as a result, create a deferred revenue contract liability. The Company then defers franchise fee revenue over a 60-month period related to obligations of supporting the franchise.

**Contract Balances**

Contract liabilities consist of deferred revenue from upfront franchise fees and franchise renewal fees paid by franchisees, as well as conference ticket fee revenue collected in advance. Advance franchise fees are amortized to income using the straight-line method over a period of five years, which coincides with the initial franchise term. As of December 31, 2021, \$251,887 was recorded in deferred revenue. Deferred revenue at December 31, 2020 and January 1, 2020 was \$401,811 and \$715,918, respectively.

**Current Revenue from Historical Periods**

During the year ended December 31, 2021 and 2020, the amount of revenue that the Company recognized as a result of satisfying performance obligations that were previously partially satisfied associated with franchise agreements was approximately \$130,000 and \$160,000, respectively. There were no changes in collectibility or transaction price on these agreements.

**Future Revenue from Current Period**

The aggregate amounts of revenue the Company expects to recognize in future years as a result of satisfying the performance obligations associated with franchise agreements that have unsatisfied performance obligations as of December 31, 2021 are as follows: 2022 - \$129,397, 2023 - \$55,314, 2024 - \$22,614, 2025 - \$22,281, and 2026 - \$22,281.

**Allocating the Transaction Price**

The transaction price is the amount of consideration to which the Company expects to be entitled in exchange for providing franchisees with the franchise rights to service customers. To determine the transaction price, the Company considers its customary business practices and the terms of the underlying agreement. For the purpose of determining transaction prices, the Company assumes performance obligations will be satisfied as promised in accordance with franchise agreements and that agreements will not be canceled, renewed, or modified.

**Note 2 - Significant Accounting Policies (Continued)**

The Company's franchise agreements with franchisees have transaction prices that contain a fixed and variable component. Variable consideration includes revenue related to royalties, as the transaction price is based on the franchisees' sales. The variable consideration is recognized based on the actual amounts incurred each month.

***Costs to Obtain a Franchise Agreement***

The Company does not have any incremental costs to obtain a franchise agreement.

***Income Taxes***

The Company is treated as a partnership for federal income tax purposes. Consequently, federal income taxes are not payable or provided for by the Company. Members are taxed individually on their pro rata ownership share of the Company's earnings. The Company's net income or loss is allocated among the members in accordance with the Company's operating agreement.

No income tax provision has been included in the financial statements since income or loss of the Company is required to be reported by the respective members on their income tax returns.

***Subsequent Events***

The financial statements and related disclosures include evaluation of events up through and including March 25, 2022, which is the date the financial statements were available to be issued.

**Note 3 - Related Party Transactions**

The following is a description of transactions between the Company and related parties:

***Administrative Fee***

BNI Global, LLC provides administrative support services for the Company and its franchisees, including, but not limited to, personnel, accounting, marketing, printing, and all services and materials provided to the franchisees. For these services, the Company pays BNI Global, LLC an administrative fee. Administrative fees for the years ended December 31, 2021 and 2020 were approximately \$3,750,000 and \$4,182,000, respectively. BNI Global, LLC also allocates certain expenses related to the aforementioned services. Allocated expenses for years ended December 31, 2021 and 2020 totaled approximately \$381,000 and \$391,000, respectively. If this were a stand-alone entity, additional expenses may have been incurred and/or allocated.

***Collateral***

The Company's assets serve as collateral for certain long-term notes payable of BNI Global, LLC and Corporate Connections Global, LLC (an entity affiliated through common ownership).

***Accounts Payable and Accrued Expenses***

At December 31, 2021 and 2020, the Company had accounts payable and accrued expenses due to BNI Global, LLC and BNI Connect due to allocated expense of \$120 and \$166,712, respectively.

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**BNI Franchising, LLC**  
(a wholly owned subsidiary of BNI Global, LLC)

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**Financial Report**  
**December 31, 2022**



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## Independent Auditor's Report

To the Board of Directors  
BNI Franchising, LLC

### *Opinion*

We have audited the financial statements of BNI Franchising, LLC (the "Company"), which comprise the balance sheet as of December 31, 2022 and 2021 and the related statements of operations, member's equity, and cash flows for the years then ended, and the related notes to the financial statements.

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of the Company as of December 31, 2022 and 2021 and the results of its operations and its cash flows for the years then ended in accordance with accounting principles generally accepted in the United States of America.

### *Basis for Opinion*

We conducted our audits in accordance with auditing standards generally accepted in the United States of America (GAAS). Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audits of the Financial Statements* section of our report. We are required to be independent of the Company and to meet our ethical responsibilities in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

### *Responsibilities of Management for the Financial Statements*

Management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the Company's ability to continue as a going concern within one year after the date that the financial statements are issued or available to be issued.

### *Auditor's Responsibilities for the Audits of the Financial Statements*

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and, therefore, is not a guarantee that audits conducted in accordance with GAAS will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

To the Board of Directors  
BNI Franchising, LLC

In performing audits in accordance with GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audits.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audits in order to design audit procedures that are appropriate in the circumstances but not for the purpose of expressing an opinion on the effectiveness of the Company's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Company's ability to continue as a going concern for a reasonable period of time.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audits, significant audit findings, and certain internal control-related matters that we identified during the audits.

*Plante & Moran, PLLC*

April 4, 2023

**BNI Franchising, LLC****Balance Sheet**

December 31, 2022 and 2021

	2022	2021
<b>Assets</b>		
<b>Current Assets</b>		
Cash	\$ 1,350,011	\$ 1,237,342
Accounts receivable - Net	529,373	435,064
Prepaid expenses and other current assets	15,000	27,995
Total current assets	1,894,384	1,700,401
Franchise License Agreements - Net (Note 2)	2,133,952	2,497,532
Total assets	<u>\$ 4,028,336</u>	<u>\$ 4,197,933</u>
<b>Liabilities and Member's Equity</b>		
<b>Current Liabilities</b>		
Accounts payable	\$ 30,000	\$ 4,816
Related party payable (Note 3)	387,219	120
Contract liability - Deferred revenue (Note 2)	531,320	251,887
Other accrued liabilities	651	3,217
Total current liabilities	949,190	260,040
Member's Equity	3,079,146	3,937,893
Total liabilities and member's equity	<u>\$ 4,028,336</u>	<u>\$ 4,197,933</u>

See notes to financial statements.

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BNI-EX A (2022)

Statement of Operations

Years Ended December 31, 2022 and 2021

	<u>2022</u>	<u>2021</u>
Net Revenue	\$ 5,726,363	\$ 5,631,656
Operating Expenses	<u>4,527,142</u>	<u>4,477,578</u>
Net Income	<u>\$ 1,199,221</u>	<u>\$ 1,154,078</u>

See notes to financial statements.

**Statement of Member's Equity**

**Years Ended December 31, 2022 and 2021**

Balance - January 1, 2021	\$ 5,001,178
Net income	1,154,078
Distributions to affiliated entities	<u>(2,217,363)</u>
Balance - December 31, 2021	3,937,893
Net income	1,199,221
Distributions to affiliated entities	(2,860,144)
Contributions from affiliated entities	<u>802,176</u>
Balance - December 31, 2022	<u>\$ 3,079,146</u>

**Statement of Cash Flows**

**Years Ended December 31, 2022 and 2021**

	<u>2022</u>	<u>2021</u>
<b>Cash Flows from Operating Activities</b>		
Net income	\$ 1,199,221	\$ 1,154,078
Adjustments to reconcile net income to net cash from operating activities:		
Amortization of franchise license agreement	312,481	347,051
Changes in operating assets and liabilities that (used) provided cash:		
Accounts receivable	(94,309)	86,631
Prepaid expenses and other assets	12,995	(16,845)
Accounts payable	25,184	2,116
Related party payable	387,099	(166,592)
Accrued and other liabilities	276,867	(146,707)
Net cash provided by operating activities	2,119,538	1,259,732
<b>Cash Flows from Financing Activities</b>		
Distribution to affiliated entities	(2,809,045)	(1,468,191)
Contribution from affiliated entities	802,176	-
Net cash used in financing activities	(2,006,869)	(1,468,191)
<b>Net Increase (Decrease) in Cash</b>	112,669	(208,459)
Cash - Beginning of year	1,237,342	1,445,801
Cash - End of year	<u>\$ 1,350,011</u>	<u>\$ 1,237,342</u>
<b>Significant Noncash Transactions - Distribution of franchise license agreement intangible asset</b>	\$ 51,099	\$ 749,172

**Note 1 - Nature of Business**

BNI Franchising, LLC (the "Company") was formed on November 11, 2014 and is a wholly owned subsidiary of BNI Global, LLC. The Company is engaged in the sale of area franchises for proprietary business network membership organizations located in the United States of America. During 2022, the Company sold a master franchise agreement in China. As of December 31, 2022 and 2021, the Company had approximately 106 and 109 franchised regions, respectively, in the United States of America (U.S.). The Company has one master franchise agreement in China as of December 31, 2022.

**Note 2 - Significant Accounting Policies**

*Basis of Presentation*

The financial statements of the Company have been prepared on the basis of generally accepted accounting principles (GAAP). The preparation of financial statements in conformity with GAAP requires management to make estimates and assumptions that affect amounts reported in the financial statements. Actual results could differ from those estimates.

*Accounts Receivable*

Accounts receivable are stated at net invoice amounts. An allowance for doubtful accounts is established based on a specific assessment of all invoices that remain unpaid following normal customer payment periods. In addition, a general valuation allowance is established for other accounts receivable based on historical loss experience. All amounts deemed to be uncollectible are charged against the allowance for doubtful accounts in the period that determination is made. Management has recorded an allowance for doubtful accounts of \$0 and \$22,000 at December 31, 2022 and 2021, respectively. For the year ended December 31, 2022, the opening and closing balances of the Company's receivables from contracts with customers are shown on the balance sheet. For the year ended December 31, 2021, the beginning balance of the Company's receivables from contracts with customers was \$521,695.

*Franchise License Agreements*

The franchise license agreement is subject to amortization, is stated at cost, and is amortized using the straight-line method over its estimated useful life. Intangible assets that are subject to amortization are reviewed for potential impairment whenever events or circumstances indicate that the carrying amounts may not be recoverable. The gross carrying amount of the franchise license agreements is \$4,629,914 and \$4,733,727 as of December 31, 2022 and 2021, respectively. The U.S. franchise agreements have a 5-year initial term subject to 5-year renewal periods for an estimated 15-year life. Amortization expense for the years ended December 31, 2022 and 2021 was \$312,481 and \$347,051, respectively, and accumulated amortization as of December 31, 2022 and 2021 was \$2,495,962 and \$2,236,195, respectively. Amortization expense for the franchise license agreements will be approximately \$300,000 for each of the next 5 years. During 2022 and 2021, the Company transferred intangible assets with a gross cost of \$103,812 and \$1,318,121 and accumulated amortization of \$52,713 and \$568,949 to BNI Global, LLC as a result of BNI Global, LLC's acquisition of these franchises, resulting in noncash distributions of \$51,099 and \$749,172, respectively. Subsequent to year end, BNI Global, LLC reacquired additional franchises, for which the Company's related intangible asset will be distributed to BNI Global, LLC.



December 31, 2022 and 2021

**Note 2 - Significant Accounting Policies (Continued)***Revenue Recognition*Overview

The Company's revenue mainly consists of franchise fees, royalties, product sales, and conference fees. The Company sells individual franchises that grant the right to service customers within a defined territory using the franchise name. The initial term of franchise agreements is 5 years for franchises located in the U.S. and generally 10 years for franchises located outside of the U.S. The agreements have an option to renew for 5 years for franchises located in the U.S. and generally ten years for franchises located outside of the U.S. for a fee or transfer the franchise agreement to a new or existing franchisee, at which point a transfer fee is typically paid.

Performance Obligations

The Company has the obligation to provide franchisees with the franchise rights to service customers. The Company has concluded that this represents a single performance obligation. Therefore, initial franchise fees for each agreement are allocated to each individual franchise and recognized over the term of the respective franchise agreement from the date the agreement is entered into. Renewal fees are recognized over the renewal term for the respective franchise from the start of the renewal period. Transfer fees are recognized over the remaining term of the franchise agreement beginning at the time of transfer. Income for royalties is recognized over the term of the respective franchise agreement as the underlying sales occur.

The Company also sells certain products and hosts an annual conference. Revenue is recognized at a point in time when the products are shipped and ownership transfers and when the conference occurs. Approximately \$134,000 and \$145,000 of product sales and conference fee revenue was recognized in 2022 and 2021, respectively. All other revenue was recognized over time, as discussed above.

Payment Terms

Initial franchise, renewal, and transfer fees are due and typically paid when a franchise agreement is entered into and are nonrefundable. Royalties are paid on a monthly basis based upon 20 percent (U.S.) or 5 to 20 percent (international) of membership fees received each month by the franchisee. Product revenue is collected up front and is recognized as revenue immediately. Conference fees are typically collected prior to the holding of a conference. As a result, a deferred revenue is created, which is not recognized as revenue until the performance obligation of holding the conference is realized. Franchise fees are collected up front and, as a result, create a deferred revenue contract liability. The Company then defers franchise fee revenue over a 60-month and 120-month period for U.S. franchises and foreign master franchises, respectively, related to obligations of supporting the franchise.

Contract Balances

Contract liabilities consist of deferred revenue from upfront franchise fees and franchise renewal fees paid by franchisees, as well as conference ticket fee revenue collected in advance. Advance franchise fees are amortized to income using the straight-line method over a period of 5 and 10 years for U.S. franchises and foreign master franchises, respectively, which coincides with the initial franchise term. As of December 31, 2022, \$531,320 was recorded in deferred revenue. Deferred revenue at December 31, 2021 and January 1, 2021 was \$251,887 and \$401,811, respectively.

Current Revenue from Historical Periods

During the years ended December 31, 2022 and 2021, the amount of revenue that the Company recognized as a result of satisfying performance obligations that were previously partially satisfied associated with franchise agreements was approximately \$87,000 and \$130,000, respectively. There were no changes in collectibility or transaction price on these agreements.

December 31, 2022 and 2021

**Note 2 - Significant Accounting Policies (Continued)**

*Future Revenue from Current Period*

The aggregate amounts of revenue the Company expects to recognize in future years as a result of satisfying the performance obligations associated with franchise agreements that have unsatisfied performance obligations as of December 31, 2022 are as follows: 2023 - \$131,123, 2024 - \$70,106, 2025 - \$69,773, 2026 - \$69,773, 2027 - \$69,773, and thereafter - \$120,772.

*Allocating the Transaction Price*

The transaction price is the amount of consideration to which the Company expects to be entitled in exchange for providing franchisees with the franchise rights to service customers. To determine the transaction price, the Company considers its customary business practices and the terms of the underlying agreement. For the purpose of determining transaction prices, the Company assumes performance obligations will be satisfied as promised in accordance with franchise agreements and that agreements will not be canceled, renewed, or modified.

The Company's franchise agreements with franchisees have transaction prices that contain a fixed and variable component. Variable consideration includes revenue related to royalties, as the transaction price is based on the franchisees' sales. The variable consideration is recognized based on the actual amounts incurred each month.

*Costs to Obtain a Franchise Agreement*

The Company does not have any incremental costs to obtain a franchise agreement.

*Income Taxes*

The Company is treated as a partnership for federal income tax purposes. Consequently, federal income taxes are not payable or provided for by the Company. Members are taxed individually on their pro rata ownership share of the Company's earnings. The Company's net income or loss is allocated among the members in accordance with the Company's operating agreement.

No income tax provision has been included in the financial statements since income or loss of the Company is required to be reported by the respective members on their income tax returns.

*Subsequent Events*

The financial statements and related disclosures include evaluation of events up through and including April 4, 2023, which is the date the financial statements were available to be issued.

**Note 3 - Related Party Transactions**

The following is a description of transactions between the Company and related parties:

*Administrative Fee*

BNI Global, LLC provides administrative support services for the Company and its franchisees, including, but not limited to, personnel, accounting, marketing, printing, and all services and materials provided to the franchisees. For these services, the Company pays BNI Global, LLC an administrative fee. Administrative fees for the years ended December 31, 2022 and 2021 were approximately \$3,231,000 and \$3,750,000, respectively. BNI Global, LLC also allocates certain expenses related to the aforementioned services. Allocated expenses for years ended December 31, 2022 and 2021 totaled approximately \$930,000 and \$381,000, respectively. If this were a stand-alone entity, additional expenses may have been incurred and/or allocated.

**December 31, 2022 and 2021**

**Note 3 - Related Party Transactions (Continued)**

*Collateral*

The Company's assets serve as collateral for certain long-term notes payable of BNI Global, LLC and Corporate Connections Global, LLC (an entity affiliated through common ownership).

*Accounts Payable and Accrued Expenses*

At December 31, 2022 and 2021, the Company had accounts payable and accrued expenses due to BNI Connect and BNI Global, LLC due to fees collected on behalf of BNI Connect of \$387,219 and \$120, respectively.

*These Financial Statements Have Been Prepared without an Audit. Prospective Franchisees or Sellers of Franchises Should be Advised that No Independent Certified Public Accountant Has Audited These Figures or Expressed an Opinion with Regard to their Content or Form.”*

**BNI Franchising, LLC**  
**Unaudited Statement of Operations**  
**Year-to-Date July 31, 2023**

	2023 YTD
<b>Net Revenue</b>	
Revenue	\$ 3,786,081.64
Deferred Revenue	\$ -
<b>Total Net revenue</b>	<u>\$ 3,786,081.64</u>
<b>Operating Expenses</b>	
General and administrative expenses	\$ 683,016.52
Depreciation and amortization	\$ 179,683.75
Restructuring and other	\$ -
<b>Total operating expenses</b>	<u>\$ 862,700.27</u>
<b>Operating Income</b>	\$ 2,923,381.37
<b>Nonoperating Income (Expense)</b>	
Interest income	\$ -
Loss on foreign exchange	\$ -
Other income	\$ -
Interest expense	\$ -
<b>Total nonoperating expense</b>	<u>\$ -</u>
<b>(Loss) Income - Before Taxes</b>	\$ 2,923,381.37
<b>Tax Expense</b>	\$ 28,221.43
<b>Net (Loss) Income</b>	\$ 2,895,159.94
<b>Foreign Currency Translation Adjustment</b>	\$ -
<b>Comprehensive (Loss) Income</b>	<u>\$ 2,895,159.94</u>

**BNI Franchising, LLC**  
**Unaudited Balance Sheet**  
**As of July 31, 2023**

<b>Assets</b>	
<b>Current Assets</b>	<b>2023 YTD</b>
Cash	\$ 1,709,344.30
Accounts Receivable	\$ 483,141.10
Prepaid Expenses	\$ 727.09
<b>Total Current Assets</b>	<b>\$ 2,193,212.49</b>
Franchise License Agreements	\$ 1,939,858.22
<b>Total Assets</b>	<b>\$ 4,133,070.71</b>
 <b>Liabilities and Members' Equity</b>	
<b>Current Liabilities</b>	
Accounts Payable	\$ 5,794.50
Related Party Payable	\$ (1,817,209.90)
Accrued and Other Current Liabilities	\$ 713,489.36
<b>Total Current Liabilities</b>	<b>\$ (1,097,926.04)</b>
<b>Members' Equity</b>	<b>\$ 5,230,996.75</b>
<b>Total Liabilities and Members' Equity</b>	<b>\$ 4,133,070.71</b>

**EXHIBIT B**  
**FRANCHISE AGREEMENT**



# ***Franchise Agreement***

***BNI Franchising, LLC  
11525 N. Community House Road Suite 475  
Charlotte, North Carolina 28277***

**BNI FRANCHISING, LLC**  
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## **FRANCHISE AGREEMENT**

This Franchise Agreement (“Agreement”) is dated to be effective as of \_\_\_\_\_, 20\_\_\_\_ (the “Effective Date”), between **BNI FRANCHISING, LLC**, a Delaware limited liability company having its principal place of business at 11525 N. Community House Road, Suite 475, Charlotte, North Carolina 28277, hereinafter referred to as “BNI”, and [INSERT NAME OF FRANCHISEE], of [INSERT ADDRESS OF FRANCHISEE], hereinafter referred to as “Franchisee”.

### **INTRODUCTION AND RECITALS**

BNI and its predecessors, BNI Franchise Corporation and BNI Enterprises, Inc. (“BNIE”) have invested considerable time, effort and money to develop a system (more fully defined below as the “BNI System”) and method of operating a referral-based business networking organization and other related products and services (the “BNI Franchise”) and have developed public goodwill and certain trade names, service marks and logos (some registered and some not) including, but not limited to, the marks BNI (in Word Mark and Logo Forms), BNI Online, Givers Gain, Local Business – Global Network, Changing the Way the World Does Business, International Networking Week, BNI Connect, and Growing Forward Together (collectively referred to as “BNI Marks”). BNI has the right to license the BNI Marks for the sale of BNI Franchises.

BNI and Franchisee agree that BNI may delegate the performance of some of its obligations under this Agreement to BNI Global, LLC. Regardless of any performance of any obligations under this Agreement by BNI Global, LLC, BNI Global, LLC shall not be held liable or responsible by Franchisee for any performance or lack thereof of any obligations under this Agreement. BNI and BNI Global, LLC are independent of each other and BNI is solely responsible for the performance of any and all obligations under this Agreement.

BNI is engaged in the business of granting franchises to operate BNI Franchises using certain standards, product specifications and operating procedures under the BNI System and the BNI Marks.

Franchisee recognizes the benefits to be derived from being identified with the BNI System and licensed by BNI to use its name and the BNI Marks. Franchisee recognizes the value of uniformity in a system of operating and developing business networking organization and referral groups (“Chapters”), and Franchisee further recognizes the value of BNI's knowledge and experience gained through the operation of BNI Franchises and the value of the BNI Marks.

Franchisee has studied and fully understands the BNI System, BNI Marks, and logos of BNI, the importance of maintaining BNI's high standards and the terms and conditions herein, has reviewed BNI's disclosure statement and a complete copy of this Agreement, and has had the opportunity to visit and examine more than one (1) BNI Franchise to familiarize itself with the BNI System.

Franchisee desires to acquire and operate a BNI Franchise within the area set out in Exhibit A herein (“Region”) for the entire Term of this Agreement (as defined below), Franchisee acknowledges receipt of a copy of the Franchise Disclosure Document of BNI, and Franchisee has had a full and adequate opportunity to be thoroughly advised of the terms and conditions of this Agreement by financial and legal counsel of Franchisee's own choosing prior to its execution, and is entering into this Agreement after having made an independent investigation of BNI's operations and not upon any representation as to the profits and/or sales volume which Franchisee might be expected to realize, nor upon any representations or promises by BNI which are not contained in this Agreement.

FRANCHISEE ACKNOWLEDGES THAT (1) THE SUCCESS OF THE BUSINESS VENTURE CONTEMPLATED HEREIN INVOLVES SUBSTANTIAL RISKS AND DEPENDS UPON THE ABILITY OF THE FRANCHISEE AS AN INDEPENDENT BUSINESS PERSON AND HIS/HER ACTIVE PARTICIPATION IN THE DAILY AFFAIRS OF THE BUSINESS, (2) NO ASSURANCE OR WARRANTY, EXPRESS OR IMPLIED, HAS BEEN GIVEN AS TO THE POTENTIAL SUCCESS OF SUCH BUSINESS VENTURE OR THE GROSS REVENUES, VOLUME OR EARNINGS LIKELY TO BE ACHIEVED, AND (3) NO STATEMENT, REPRESENTATION OR OTHER ACT, EVENT OR COMMUNICATION, EXCEPT AS SET FORTH HEREIN, IS BINDING ON BNI IN CONNECTION WITH THE SUBJECT MATTER OF THIS AGREEMENT.

FRANCHISEE REPRESENTS THAT FRANCHISOR HAS ADVISED FRANCHISEE TO READ THIS AGREEMENT CAREFULLY WITH THE ASSISTANCE OF LEGAL COUNSEL BEFORE SIGNING THIS AGREEMENT.

The parties therefore agree as follows:

## **ARTICLE 1** **DEFINITIONS**

As used in this Agreement, the following terms shall have the meanings indicated unless a different meaning is plainly required by the context:

**1.1 “Ambassador”** means a voluntary position that assists the management team and supports the Leadership Team and Support Leadership Team.

**1.2 “Area Director Consultant” or “Area Director”** means a Director/Director Consultant that manages and assists the Executive Director or Senior Director Consultant/Managing Area Director in operating Chapters in a Region where the Franchisee may not be located.

**1.3 “BNI”** is defined above and throughout this Agreement refers only to BNI. It is agreed that BNI may delegate some of its obligations under this Agreement to one or more of its affiliates. Franchisee agrees to not hold such affiliates liable for the performance of or lack of performance of any obligations under this Agreement. Franchisee understands and agrees that BNI and its affiliates are separate and independent entities and that such affiliates are not a party of this Agreement.

**1.4 “BNI Marks”** means the marks BNI (both the word mark and the logo), BNI Online, Givers Gain, Local Business – Global Network, Changing the Way the World Does Business, International Networking Week, and BNI Connect, which have been registered in the United States, and any other marks BNI designates for use in the Region.

**1.5 “BNI Orientation Leaders and Trainers”** means instructors for the Executive Director Training and other orientation programs that are sufficiently knowledgeable and capable to provide instruction and orientation and training regarding sales promotion and methods of operating according to the BNI System.

**1.6 “BNI System”** means the BNI system and method of operating a referral-based business networking organization employing the proprietary BNI Marks and using certain distinctive and uniform methods and techniques for providing high quality BNI Franchise services, methods of operation, software, copyrights, trade secrets, all or some of which BNI periodically may delete, change, improve or further develop.

- 1.7 “BNI U.S. National Director”** means an individual designated by BNI to oversee the operations of BNI franchises in the United States.
- 1.8 “BNI’s Branding Standards”** means the branding standards provided by BNI as located at [www.bnibranding.com/director-materials](http://www.bnibranding.com/director-materials) or any other location provided by BNI.
- 1.9 “BNI Branding Standards Policy Memorandum”** means any policy memorandum for branding standards issued by BNI.
- 1.10 “Chapter”** means a business networking organization and referral group consisting of business persons operating under the BNI System within a Region. There can be more than one Chapter in a Region.
- 1.11 “Chartered Chapter”** means a Chapter with seventeen (17) or more Members.
- 1.12 “Continuing Royalty”** means the monthly fee paid by Franchisee to BNI for the use of the BNI System and BNI Marks pursuant to Article 4.3.
- 1.13 “Core Group”** means a group of membership applicants that have been accepted as potential members and allowed to participate in a group while such group is working to qualify as a Chapter.
- 1.14 “Core Group Application Fees”** means the then-current application fee for membership plus any other fees associated with the Core Group (exclusive of membership dues).
- 1.15 “Director” or “Director Consultant”** means an individual trained in the BNI System to assist in the management and operation of the BNI Franchise including training and educating leadership teams and Members about the BNI System, starting new Chapters, evaluation of existing Chapter meetings, and the handling of questions and problems from leadership teams and Members.
- 1.16 “Directors Materials”** means all materials periodically developed which describe the standard procedures, policies, rules and regulations, whether in written or electronic medium, established by BNI and incorporated in BNI’s operations manual(s), including its Support Director Consultant Orientation Manual and Launch Director Consultant Orientation Manual, for use in the BNI System, including all policy memoranda, bulletins, supplements, supplemental policy memoranda, ancillary manuals, videos, digital video or versatile discs, electronic media, compact discs, video or audio cassettes, any electronic medium, manuals, guidelines, systems, recommendations and notices. The Directors Materials does not include the forms provided to Leadership Team and Support Team Members used in the education process of the BNI System that are provided to the public pursuant to approval by BNI.
- 1.17 “Effective Date”** means the date set forth at the top of this document after the Agreement has been signed by both parties hereto.
- 1.18 “E-mail Address”** means an e-mail address that Franchisee is required to provide to BNI (that is not a BNI.com email) to which BNI may send any communications associated with the BNI Franchise and this Agreement.
- 1.19 “Executive Director”** means an individual owner of the Franchisee who has successfully completed the Executive Director Training.
- 1.20 “Executive Director Training”** (formerly, Initial Franchise Training Program) means the initial

training on the BNI System provided by BNI to a new Franchisee.

**1.21 “Initial Franchise Fee”** means the fee a new Franchisee pays to BNI for the BNI Franchise pursuant to Article 4.1.

**1.22 “Initial Supplies”** means the supplies needed to establish and operate a new BNI Franchise.

**1.23 “Manager or Supervisor”** shall mean an Executive Director who resides in the Region who has authority to handle issues that may arise in the Region. The manager or supervisor must own at least fifty-one percent (51%) of the ownership of Franchisee entity, must have controlling voting power, and must go through the Executive Director Training. The manager or supervisor must be authorized to bind the Franchisee in respect to issues related to the operation of the Franchise. and must devote his/her best efforts in supporting and operating the BNI Franchise.

**1.24 “Launch Director Consultant Orientation”** means the orientation that an individual must complete prior to becoming a Director/Director Consultant.

**1.25 “Launch Director Consultant Orientation Manual”** means the introductory documents concerning the BNI System of launching and chartering Chapters.

**1.26 “Leadership Manual”** means all materials periodically developed which describe the standard procedures, policies, rules and regulations, whether in written or electronic medium, established by BNI for use in the BNI System, including all policy memoranda, bulletins, supplements, supplemental policy memoranda, ancillary manuals, videos, digital video or versatile discs, electronic media, compact discs, video or audio cassettes, any electronic medium, manuals, guidelines, systems, recommendations and notices. The Leadership Manual does not include the forms provided to Leadership Team and Support Team Members used in the education process of the BNI System that are provided to the public pursuant to approval by BNI.

**1.27 “Leadership Team”** means the president, vice-president and secretary/treasurer of the Chapter.

**1.28 “Members” or “Customers”** means non-competing business people that are inducted into a BNI Chapter for the purpose of receiving education about business networking and generating prospective referrals using the BNI System.

**1.29 “Membership Lists”** means all Member lists and records for the Region, both active and inactive, which includes, but is not limited to, names, addresses, and telephone numbers of such Members.

**1.30 “Operating Management System”** means the database management system and any software that BNI requires to be used in BNI franchises.

**1.31 “Principal”** means any entity, shareholder, manager or other person who directly or indirectly owns a ten percent (10%) or greater interest in Franchisee.

**1.32 “R&D Contribution”** means the fee to be paid by Franchisee to BNI to help support BNI’s efforts in, among other things, (i) updating and enhancing BNI’s Operating Management System, (ii) creating, or having third party create, new technology-related, value-added Franchisee and/or member focused programs, (iii) developing and launching, or having third party develop and launch, new marketing-related technology-based programs and activities, such as marketing automation, and

(iv) maintaining the foregoing by way of an operating expense. None of the foregoing shall preclude BNI from separately developing other programs with its separate/separately derived consideration even if such programs overlap with or could be deemed to fall within the scope of programs that might otherwise be supported by the R&D Contribution.

**1.33** “**Region**” means the physical, geographic territory listed in Exhibit A to this Agreement.

**1.34** “**Renewal**” means the renewal of this Agreement pursuant to Article 3.3.

**1.35** “**Renewal Fee**” means the fee paid by the Franchisee to BNI for any Renewal pursuant to Article 3.3.

**1.36** “**Senior Director Consultant**” or “**Managing Area Director**” means a Director /Director Consultant that assists the Executive Director in the operation of the BNI Franchise in the Region.

**1.37** “**Support Director Consultant Orientation**” means the orientation that an individual must complete prior to becoming a Director/Director Consultant.

**1.38** “**Support Director Consultant Orientation Manual**” means the introductory documents concerning the BNI System of maintaining Chapters, adding new Members, retaining current Members and introduction to BNI Leadership Teams.

**1.39** “**Support Leadership Team**” means membership committee, educational coordinator, visitor host, event coordinator, growth coordinator and special/ad hoc committee.

**1.40** “**Temporary Manager**” means an individual Franchisee appoints and BNI approves, at any time prior to a disability or death of Franchisee that will supervise and operate the BNI Franchise during any such disability or death of Franchisee until a successor is legally appointed.

**1.41** “**Term of Agreement**” means the term of this Agreement pursuant to Article 3.2.

**1.42** “**Transfer**” or “**Assignment**” means the voluntary, involuntary, conditional, direct or indirect assignment, sale, gift or other transfer by Franchisee or any of its owners of any interest in or grant of any security interest in (a) this Agreement; (b) the BNI Franchise; (c) Franchisee; or (d) some or all of the assets of the BNI Franchise (other than inventory items in the ordinary course of business).

**1.43** “**Transfer Fee**” means the fee Franchisee is required to remit to BNI in accordance with Article 15.3 for any Transfer.

**1.44** The parties agree that in this Agreement a reference to an Article, Section, Exhibit or a party is a reference to an Article or Section of or an Exhibit or party of this Agreement, unless the context clearly indicates another intention. The Exhibits and Recitals form part of this Agreement and any reference to this “Agreement” includes the Exhibits and Recitals.

## **ARTICLE 2**

### **GRANT OF FRANCHISE**

**2.1.** BNI hereby grants to Franchisee, and Franchisee accepts, the right to open and operate, within the Region, one (1) BNI Franchise according to the stated terms and conditions hereinafter set forth using only the BNI Marks, trade names, logos and emblems approved by BNI. Pursuant to this Agreement, the BNI Franchise will consist of the development and operation by Franchisee of

Chapters composed of seventeen (17) or more Members, unless otherwise approved in writing, for the purpose of helping Members increase their business through a structured, positive, and professional “word-of-mouth” program that enables them to develop long-term, meaningful relationships with other business professionals using the BNI System.

**2.2.** Franchisee must conduct the BNI Franchise within the limits or boundaries of the Region. Franchisee shall restrict the offering of products and services in the BNI Franchise to the products and services approved by BNI in writing and no other products or services. Franchisee is restricted from operating any other type of business in association in any way with the BNI Franchise without prior written permission from BNI. Franchisee’s manager or supervisor must reside within the Region granted by this Agreement. While Franchisee may accept members from other regions, Franchisee may not actively solicit members outside its Region to become members of chapters within the Region.

If Franchisee has any other business interests, then Franchisee shall be required to provide notice to BNI of such other business interests at least fourteen (14) days prior to entering this Agreement. The notice shall include the name of the business; the identity of the person(s) or entity(ies) that own the business; a disclosure of Franchisee’s ownership interest in such business; a description of the business; a summary of Franchisee’s involvement with such business; a list of pertinent contact information for such business, including its address, phone number(s), fax number(s), and any website address(es); and such other information as BNI may reasonably request. Franchisee must obtain BNI’s approval for the continuation of such business interest, which approval will not be unreasonably withheld, prior to entering this Agreement.

**2.3. Non-Individual Franchisee, Corporations, Limited Partnerships, Limited Liability Companies and other such Entities.**

- a. If Franchisee is not an individual, such as a limited liability company, limited partnership, corporation, or other non-individual entity, there is set forth in Exhibit D the name and address of the Franchisee and each limited partner, shareholder, beneficial owner, or stakeholder therein as applicable, in Franchisee. BNI reserves the right to approve the type ownership of Franchisee.
- b. If Franchisee is not an individual, the majority owner shall be required to qualify as a Franchisee hereunder as if he/she were the only owner.
- c. If Franchisee is not an individual, and this is Franchisee’s first BNI Franchise, then the Executive Director must reside within the Region granted by this Agreement.
- d. At least fifty-one percent (51%) of the ownership of Franchisee shall be beneficially held by an individual who would otherwise qualify as a Franchisee hereunder as if he/she/they were the only owner. In addition, at least one of Franchisee’s trained Executive Director(s) must own or be the beneficial owner of at least fifty-one percent (51%) of the Franchisee. The individual owner owning at least fifty-one percent (51%) of the ownership of Franchisee must also have controlling voting power.
- e. If the Franchisee is an entity, each individual owner of the Franchisee entity must sign an unconditional guarantee for all obligations under this Agreement, in the form included with this Agreement as Exhibit F and the owners' spouses, if any, must sign a spousal limited guaranty in the form included with this Agreement as Exhibit F-1.

**2.4. Rights Reserved to BNI.** This license is specifically limited to the Region and does not grant rights of any kind to any other area, market or development area, nor does it grant rights to use in the metaverse. While this Agreement is in effect, and so long as Franchisee satisfies all obligations under this Agreement, BNI will not establish, or license any third party to establish, any BNI Franchises within the Region. However, BNI may promote the sale and operation of franchises outside the Region without any interference from Franchisee. All other rights in connection with the use of the BNI Marks and the BNI System are expressly reserved to BNI, including but not limited to concepts operating through the Internet, in the metaverse, or other marketing-based channels. BNI has and retains the right, among others, to develop and establish other systems within or outside the Region using the BNI Marks, or any other proprietary marks, and to grant licenses to such systems, including but not limited to the Corporate Connections program, without providing any such rights to Franchisee. It is understood that the BNI Franchise system currently uses a database management, website and social media tool which allows Members from outside the Region to interact with Members in the Region. Operation of the Operating Management System shall not be deemed a competing or interfering business and shall not be a violation of this Agreement.

### **ARTICLE 3** **TERM OF AGREEMENT**

**3.1 Effective Date.** This Agreement is effective upon execution by both parties. The date first written above shall represent the effective date of this Agreement (“Effective Date”).

**3.2 Term.** The initial term of this Agreement shall be five (5) years from the Effective Date (“Term of this Agreement”), subject to earlier termination as provided in this Agreement and subject to renewal of the term of this Agreement pursuant to Article 3.3 (“Term of this Agreement”).

**3.3 Renewal of this Agreement.** Franchisee may request renewal upon the expiration of this Agreement for successive terms (“Renewal”) by sending a request to BNI in writing at least six (6) months, and no more than one (1) year, prior to the expiration of this Agreement. BNI is not required to renew this Agreement or offer you a successor agreement unless required by law. Any renewal is subject to compliance with all conditions of Section 3.3. Failure to provide BNI such written request as required by this Section shall be deemed as a non-renewal of this Agreement by Franchisee, and BNI shall have the right to proceed as it deems necessary to protect its interests in the Region with the understanding that such non-renewal is pursuant to Franchisee not wanting a Renewal despite any subsequent actions and/or communications by Franchisee. BNI is not required to provide Franchisee with any notice concerning the upcoming expiration of this Agreement and Franchisee is solely responsible and required to keep track of the expiration date of this Agreement. BNI shall have up to ninety (90) days from receipt of such written request from Franchisee to provide Franchisee a written response that may be an approval, a denial, or an extension of time to provide approval or denial. If the request is not ultimately denied by BNI, then Franchisee shall complete the remaining conditions under this Section prior to the Renewal being granted. Upon acceptance of the offer for Renewal, in order to complete the Renewal, the Franchisee shall comply with all of the following and failure to so comply prior to the expiration of this Agreement shall automatically terminate this Agreement upon such expiration date:

- a. Franchisee shall be in compliance with this Agreement and bring the BNI Franchise into compliance with specifications and standards then applicable for new BNI Franchises, including any applicable re-imaging; and
- b. Franchisee and its owners shall execute a general release of any and all claims that

- Franchisee and its owners have or may have at that time against BNI, its officers, directors, agents, representatives and employees in the form prescribed by BNI; and
- c. Franchisee and its owners shall satisfactory complete a standard criminal history background check and financial background check; and
  - d. Franchisee and its owners shall participate in a business plan presentation (“Regional Business Plan Meeting”) which may include, among other things, in-person meeting with leadership team at BNI’s then-current offices and presentation by Franchisee of its vision and strategy for growth in its Region.
  - e. Franchisee and its owners shall execute a new franchise agreement in the form then being used by BNI, which may materially differ from this Agreement as to term, fees, services, terms, provisions and obligations; and
  - f. Franchisee shall remit to BNI a renewal fee in the amount of twenty-five percent (25%) of the then-current Initial Franchise Fee (“Renewal Fee”); and
  - g. Franchisee shall complete and/or execute any other documents that are required by BNI; and
  - h. Franchise shall complete any training required by BNI at that time.

If this Agreement expires by its terms without any renewal, Franchisee shall comply with all post-termination provisions in this Agreement, each of which shall survive the expiration of this Agreement.

**3.4 No Franchisee Right to Terminate.** There are no conditions contained in this Agreement under which Franchisee may terminate this Agreement prior to the expiration of the Term of this Agreement except by mutual agreement with BNI and execution of a mutual release, or by sale of the BNI Franchise to another franchisee in good standing or to a qualified third party in accordance with this Agreement.

#### **ARTICLE 4** **FEES AND PAYMENTS**

**4.1 Initial Franchise Fee.** In consideration of the BNI Franchise granted in this Agreement by BNI to Franchisee, a new Franchisee shall pay to BNI, upon the Effective Date, a fee in the amount of Sixty Thousand Dollars (\$60,000) (the “Initial Franchise Fee”) for each Region. In the event that there are Chartered Chapters operating within the Region(s) Franchisee will be granted pursuant to this Agreement, then Franchisee and BNI will negotiate a purchase price for such Chartered Chapter(s) operating within the Region(s).

The Initial Franchise Fee does not include any amount for taxes. As required pursuant to this Agreement, Franchisee is responsible for all taxes owed by Franchisee for any part of the Initial Franchise Fee, if applicable. If BNI is required by law to collect taxes from Franchisee for any part of the Initial Franchise Fee, then Franchisee shall remit payment to BNI for such taxes in addition to the Initial Franchise Fee upon the Effective Date. Franchisee hereby acknowledges and agrees that the grant of this BNI Franchise and the agreements of BNI contained in this Agreement including, without limitation and as applicable, pre-opening assistance and training, constitute the only consideration for the payment of the Initial Franchise Fee, and the Initial Franchise Fee is fully earned



by BNI upon the Effective Date as defined in this Agreement. In that regard, upon the payment of the Initial Franchise Fee, it is deemed fully earned and non-refundable in consideration of the administrative and other expenses incurred by BNI granting this BNI Franchise and for BNI's lost or deferred opportunity to offer to sell or sell this franchise to others. The Initial Franchise Fee will not be due for any subsequent renewal terms of this Agreement and, instead, Franchisee will be required to pay the Renewal Fee described in Section 3.3(d), above.

**4.2 Supplies, Materials and Software.** Upon the Effective Date, for new BNI Franchises without any Chapters, Franchisee shall purchase, from BNI or its authorized supplier, initial supplies, materials and software licenses for the operation of the BNI Franchise in the amount of Seven Thousand Two Hundred Dollars (\$7,200) ("Initial Supplies"). Initial Supplies includes all kits required for new Members as determined by BNI ("Member Success Kits") at the then current cost per kit (Twenty Dollars (\$20) currently), and one (1) Chapter Branding Kit per launched chapter at the then current cost per kit (Seven Hundred Twenty Dollars (\$720) currently), as well as any other necessary supplies that BNI may require to be purchased from BNI or its authorized supplier(s). BNI has the sole discretion to change the cost of the Member Success Kits and/or the Chapter Branding Kit. If Franchisee desires to purchase any necessary supplies or copyrighted material for the BNI Franchise from another supplier, then, prior to such purchase, such supplier must be approved by BNI in writing. Franchisee will be responsible for payment of any and all shipping and handling costs, all taxes and any other costs associated with the transportation of the Initial Supplies. To ensure proper branding, BNI reserves the right to require Franchisee to purchase the then-current BNI Chapter Branding Kit for every Chapter to utilize and display it during all BNI Chapter meetings. BNI also reserves the right to require Franchisee to purchase and provide to each new Member of the Chapter the then-current Member Success Kit. For existing Franchisees or Franchisees that already have Chapters in existence, Franchisee will certify, in a form as annexed hereto as Exhibit E that Franchisee currently has the minimum supplies required of a new BNI Franchise without any Chapters, or Franchisee will immediately purchase, from BNI or its authorized supplier, the necessary supplies, materials and software licenses for the operation of the BNI Franchise as set forth in Exhibit B.

**4.2.1 BNI Online® and BNI Hybrid.** BNI has developed two new meeting formats, BNI Online® and BNI Hybrid. BNI Online® is a virtual online tool to serve as an alternative to in-person Chapter meetings when in-person meetings are not possible and has now become one of our permanent options for meetings. The program consists of a virtual online meeting platform, a meeting manual/agenda/script, and a customized PowerPoint deck. BNI Online® Chapters are Chapters that meet permanently online using video conferencing software each week. BNI Hybrid Chapters are Chapters that meet the first week in person and the remaining weeks online. BNI may change the schedule of in-person and online meeting cadences for BNI Hybrid Chapters in the future. BNI may, in its sole discretion, alter or stop the use of BNI Online® at any time without prior individual written notice to Franchisee.

In order to help facilitate BNI Online® and BNI Hybrid meetings, BNI has worked with Zoom Video Conferencing to assist you to set up the necessary digital platform. Franchisee can sign up for the enterprise account with Zoom for Eighty United States Dollars (\$80 USD) or the then most current cost per license ("Video Conferencing License"), which shall renew annually on March 13 unless otherwise noted. Should Franchisee require more than one license, the costs will be multiplied accordingly. Where Franchisee has multiple Chapters that meet on the same day with overlapping times, multiple licenses will be required as BNI strongly recommends that each Chapter utilize their own BNI Zoom license. Franchisee's Zoom license can only be used by one user at a time and as a result, we anticipate that Franchisee will need multiple licenses in order to support its BNI Online® or BNI Hybrid. This price is subject to change at any time and without notice. The Zoom license fee paid to BNI shall not be refunded for any reason and upon expiration or termination of this Agreement for

any reason the Zoom license granted to Franchisee through BNI terminates as of the date of termination or expiration of the this Agreement. Franchisee must agree in writing to Zoom's terms and conditions (available at <https://www.zoom.us/terms>). Franchisee agrees to indemnify and hold harmless BNI, its parents, affiliates, and their respective officers, directors, and employees from and against any claims, damages or losses resulting from Franchisee's acts and/or omissions in using the Zoom licenses. BNI reserves the right to change the third-party video conferencing provider or add an additional third-party video conferencing provider at any time and in its sole discretion with prior notice to Franchisee.

Franchisee shall make the initial payment for its license(s) prior to opening its franchise for business to BNI. BNI shall not be responsible for any damages that Franchisee may suffer as a result of its use of the BNI Online® platform or Zoom.

**4.3 Continuing Royalty.** Franchisee shall pay to BNI a monthly fee equal to twenty percent (20%) of Gross Revenues as defined herein ("Continuing Royalty") for the use of the BNI System and BNI Marks. Franchisee shall remit to BNI the Continuing Royalty on or before the fifteenth (15<sup>th</sup>) of each month based on the previous month's Gross Revenues. Franchisee shall remit to BNI a royalty report and a goal progress report as required by BNI with the remittance of the Continuing Royalty each month. Submittal of the required report and payment of the Continuing Royalty in readily available funds must be received by BNI no later than the 15<sup>th</sup> of the month in which they are due or be subject to the late fees as provided below in the Article. The Continuing Royalty is an obligation that is separate and apart from any other financial obligation that Franchisee has to BNI. Any payment of the Continuing Royalty that is not in compliance with this Article is a material breach of this Agreement.

**4.4 Gross Revenues.** The term "Gross Revenues" means all sums received or receivable by Franchisee in and from the operation of the BNI Franchise, including, but not limited to, sums received from fees paid by Members called application and participation Fees (or other fees that may be added in the future), including any applicable associated late fees. There shall be deducted from Gross Revenues for purposes of said computation (but only to the extent that they have been included) the amount of all sales tax receipts or similar tax receipts which, by law, are chargeable to Members. Unless BNI agrees otherwise, once the Continuing Royalty is paid, it shall be non-refundable. Franchisee shall not give any free memberships unless pre-approved in writing by BNI. Should Franchisee provide its Members, employees, agents, contractors, or representatives with membership without concurrent payment (e.g., tolling of membership dues), said membership and application fees (or other fees that may be added in the future) shall be included as part of Gross Revenues as if paid in full at that time by a Member, unless provided otherwise by BNI in writing or in any then current policy memorandum issued by BNI. BNI shall provide reasonable advance written notice of any revision to its current policy memorandum that changes which fees are included in, or excluded from, the definition of Gross Revenues. Gross Revenues shall include any applicable Core Group Application Fees (following thirty (30) days' notice of the Operating Management System's being enabled to account for such fees, if not yet so enabled) but shall not include any R&D Contribution.

**4.5 Other Fees, Costs, Expenses, Taxes, Etc.** Franchisee shall remit to BNI any and all payments fees, costs, expenses, taxes and charges which are paid by BNI, in BNI's sole discretion and without any obligation to do so, on behalf of Franchisee in connection with products, services, supplies, marketing materials, equipment, goods, materials or inventory furnished to Franchisee by BNI or by any third party, or otherwise, including, but not limited to, amounts paid to vendors, contractors, insurance carriers and any sales, use, transfer or other taxes, assessments or charges paid to governmental agencies arising from the existence, operation or maintenance of the BNI

Franchise.

**4.6 Method of Payment.** Franchisee shall remit all payments due to BNI under this Agreement by electronic funds transfer in readily available funds as set out herein or in any other form that BNI may require.

**4.7 Training Fees.** A new Franchisee must remit to BNI an Executive Director Training Fee in the amount of One Thousand Eight Hundred Dollars (\$1,800) for each owner to attend the Executive Director Training (identified below). A new Franchisee must remit to BNI a Support Director Consultant Orientation Fee in the amount of Nine Hundred Fifty Dollars (\$900) for each owner and each individual (employee or independent contractor) to attend Support Director Consultant Orientation. A new Franchisee must remit to BNI a Launch Director Consultant Orientation Fee in the amount of Nine Hundred Fifty Dollars (\$900) for each owner and each individual (employee or independent contractor) to attend Launch Director Consultant Orientation. If an Executive Director has successfully completed the Support Director Consultant Orientation or Launch Director Consultant Orientation in the past 24 months and paid the respective training fees, then such Executive Director or their employee/independent contractor can attend the Support Director Consultant Orientation and Launch Director Consultant Orientation for a reduced training fee of Four Hundred Fifty Dollars (\$450). Each respective training fee must be remitted to BNI prior to attending the Executive Director Training, the Support Director Consultant Orientation, or Launch Director Consultant Orientation. Each respective training fee is subject to change at any time at the sole discretion of BNI. All expenses for a new Franchisee or such new Franchisee's employees as to travel and living for the Executive Director Training, the Support Director Consultant Orientation, Launch Director Consultant Orientation and any additional training must be paid by Franchisee. A new Franchisee is required to attend and complete the Executive Director Training to BNI's satisfaction at a schedule arranged by BNI. The Franchisee shall fulfill all mandatory training requirements of an Executive Director that BNI has in place at the time of the purchase. BNI may also offer optional additional training programs to franchisees and may charge a fee for these trainings.

**4.8 Late Payments and Remedies.** Any Continuing Royalty or any other fee or payment owing to BNI that is late shall incur a fee of three percent (3%) of the outstanding amount, or the maximum allowed by law, whichever is less. At any time, Franchisee has an outstanding amount due under this Agreement, BNI may collect such outstanding amount from any funds due to Franchisee held by BNI or an affiliate of BNI. In addition, any amount owed to BNI that is outstanding more than thirty (30) days shall incur interest at a rate of one and one-half percent (1.5%) per month or the maximum allowed by law. Nothing in this Agreement is to be construed to mean that Franchisee shall pay, or has contracted to pay, any sum in excess of that which may lawfully be charged or contracted for under any applicable law. The intention of the parties is to conform strictly to applicable usury laws, and it is agreed that if an excess is inadvertently collected, it shall be applied to reduce the amount of any fees owed by Franchisee under this Agreement. No claim by Franchisee that BNI is in default under any provision hereof shall be a defense to a claim by BNI for Continuing Royalties or other amounts owing hereunder. Franchisee shall not, on the grounds of the alleged non-performance by BNI of any of its obligations hereunder, withhold payment of any amounts due to BNI.

**4.9 Applicable Law.** Franchisee understands that it may be required, under applicable federal, state or local law, to secure permission from the appropriate government authority to operate a BNI Franchise. Franchisee is solely responsible to familiarize itself, and comply with, all applicable federal, state and local laws, and BNI has made no representations as to the nature of such laws or Franchisee's ability to qualify under such laws. Franchisee is responsible for any local or state sales tax, or any other tax applicable to the purchase of the BNI Franchise and/or the supplies included in

the Initial Franchise Fee.

**4.10 Research and Development Contribution.** You shall pay us, or a third party designated by us, a continuing monthly Research & Development Contribution as defined in Article 1, in the then-current amount, currently in the amount of \$24 per every new and renewing Member per year paid in the month following such member's joining or renewing, respectively ("R&D Contribution"). We reserve the right to increase the R&D Contribution amount every 2 years from the date of last increase regardless of the Effective Date of this Agreement, and may do so upon a 60-day notice to you.

## **ARTICLE 5**

### **TRAINING AND OPENING**

**5.1 Executive Director Training.** BNI shall provide the Executive Director Training on the BNI System for a new Franchisee at a location and time designated by BNI. This may be a multi-day training. BNI will use BNI Orientation Leaders and Trainers for the Executive Director Training which every new Franchisee must attend and successfully complete at the next Executive Director Training held by BNI after the Effective Date, unless Franchisee has attended and successfully completed the Executive Director Training within five (5) years prior to the Effective Date. In addition to the Executive Director Training and as BNI deems necessary in its sole discretion, BNI will provide additional training on site by an authorized BNI Orientation Leader and Trainer at an additional charge to Franchisee as set by BNI in its sole discretion. The timing of such additional training shall be at the sole discretion of BNI.

**5.2 Owner.** At least fifty-one percent (51%) of the owners of the BNI Franchise shall satisfactorily complete or have successfully completed within five (5) years prior to renewal, the Executive Director Training, the Support Director Consultant Orientation, and the Launch Director Consultant Orientation. The Support Director Consultant Orientation and the Launch Director Consultant Orientation must be successfully completed before Franchisee can open or, if Chapters already are operating within the Region, proceed to develop any part of the BNI Franchise. BNI may terminate this Agreement should Franchisee fail, in the sole opinion of BNI, to satisfactorily complete the Executive Director Training as required herein. Franchisee's largest shareholder/owner, and shareholder/owners accounting for at least fifty-one percent (51%) of the ownership of the Franchisee, must successfully complete Support Director Consultant Orientation and Launch Director Consultant Orientation within twelve (12) months of renewal. Any owner of Franchisee not trained as a Director/Directors Consultant shall not participate in any supervisory decisions made regarding the operation of the BNI Franchise.

**5.3 Franchisee Training and Staffing.** Franchisee shall train and instruct each person employed in the operation of the BNI Franchise in the methods and techniques developed by BNI. Such training and instruction shall be based upon and given in accordance with the Executive Director Training, the Support Director Consultant Orientation, the Launch Director Consultant Orientation, the Directors Materials (defined below) and the BNI System and shall be provided prior to participation by such employee in the BNI Franchise. Any employee of Franchisee that is given access to any BNI materials must first sign a current Non-Disclosure, Non-Solicitation and Non-Compete Agreement in a form required by BNI before being permitted to act in this role or being trained. Franchisees may utilize Directors/Director Consultants to carry out its obligations to the Chapters/Members in training the Members and supervising the Chapter leadership teams. These Directors/Director Consultants must be qualified by BNI before participating in this role. These Directors/Director Consultants must also sign the then current Non-Disclosure, Non-Solicitation and Non-Compete Agreement before being permitted to act in this role or being trained. BNI requires

Franchisee to have all Directors/Director Consultants attend Support Director Consultant Orientation and Launch Director Consultant Orientation prior to participating in this position. Support Director Consultant Orientation and Launch Director Consultant Orientation must be conducted by an approved BNI Orientation Leader and Trainer. The fee for the Support Director Consultant Orientation and the Launch Director Consultant Orientation is negotiated between the Franchisee and the approved BNI Orientation Leader and Trainer. BNI also provides the option of having the Support Director Consultant Orientation and the Launch Director Consultant Orientation being conducted by BNI at BNI Headquarters or at a facility designated by BNI. The Support Director Consultant Orientation and the Launch Director Consultant Orientation provided by BNI will be offered at the then current rate. If Franchisee requests training in addition to that provided for above, BNI may provide such training to Franchisee, its employees and/or Directors/Director Consultants at such a time and place and for such duration as may be mutually convenient; provided, however, that the costs of such additional training, including travel, lodging, meals, transportation and a reasonable charge for the services of BNI's representative, must be borne by Franchisee and, if requested by BNI, paid in advance.

**5.4 Periodic Training and Conferences.** BNI may hold additional orientation and/or training programs for additional fees that Franchisee, its employees and/or Directors/Director Consultants are required to attend. BNI may offer general or special purpose seminars or conferences or special training programs for additional fees that Franchisee and/or its employees and/or Directors/Director Consultants may attend at various locations that BNI designates. Franchisee may send individuals to attend any of these events. BNI agrees to not require attendance by Franchisee at more than two (2) training programs annually. In addition, Franchisee must attend at least one (1) conference for Directors ("National Conference") in its entirety each year organized by BNI at a location determined by BNI. If the National Conference is offered in person, then Franchisee shall attend in person. Franchisee is expected to attend and fully participate in the National Conference. Full participation is defined as attending all general sessions and no fewer than 80% of breakout sessions and/or trainings. If Franchisee fails to attend the mandatory conference each year, Franchisee must pay a conference non-attendance fee to Franchisor within thirty (30) days of conclusion of the conference. Payment of the National Conference non-attendance fee does not absolve you from potential default for non-compliance with this requirement. However, non-compliance of this requirement can be cured by attendance of BNI's Global Convention during that same year. Franchisee must attend at least two (2) ED Summits ("ED Summits") each year organized by BNI at a location determined by BNI. If the ED Summits are offered in person, then Franchisee shall attend in person. If Franchisee fails to attend the mandatory ED Summits each year, Franchisee must pay an ED Summit non-attendance fee to BNI, which will be two times the cost of the registration ticket, within thirty (30) days of conclusion of the ED Summit. Payment of the ED Summit non-attendance fee does not absolve Franchisee from potential default for non-compliance with this requirement.

**5.5 Support Director Consultant Orientation Requirements.** All Executive Directors of the BNI Franchise must successfully complete Support Director Consultant Orientation prior to opening a Chapter. In addition, all Executive Directors of the BNI Franchise must successfully complete Support Director Consultant Orientation at least every three (3) years. The Executive Directors may conduct Support Director Consultant Orientation for its employees and independent contractors for the purpose of becoming Directors/Director Consultants. Notwithstanding anything to the contrary, the Executive Directors may be certified by BNI to conduct Support Director Consultant Orientation for its employees and independent contractors. To be certified to conduct such Support Director Consultant Orientation, the Executive Director must be a BNI Orientation Leader and Trainer approved by BNI and must perform the following requirements:

- a. Have at least five (5) years' experience as an Executive Director;

- b. Successfully complete Support Director Consultant Orientation within the previous three (3) years;
- c. Maintain an acceptable annual rating on all key success factors provided to Franchisee by BNI as determined by BNI in its sole discretion;
- d. Submit annual growth goals to BNI via the Operating Management System by January 31<sup>st</sup> of each year;
- e. Actively use the Operating Management System to accurately report financial and Chapter statistics;
- f. Stay current with all financial obligations to BNI;
- g. Submit to BNI all documents and forms required by BNI pursuant to any Support Director Consultant Orientation within forty-eight (48) hours of completing such Support Director Consultant Orientation;
- h. Correctly identify via the Operating Management System all Directors/Director Consultants that successfully completed Support Director Consultant Orientation within forty-eight (48) hours of such Support Director Consultant Orientation; and
- i. Agree to remain current with any changes that BNI makes to any manuals and/or procedures for the Support Director Consultant Orientation prior to conducting any additional Support Director Consultant Orientation.

Only a certified Executive Director pursuant to this provision is allowed to conduct a Support Director Consultant Orientation. The Executive Director certified to conduct Support Director Consultant Orientation pursuant to this provision can only conduct such Support Director Consultant Orientation to his/her own Directors/Director Consultants. BNI may revoke such certification to conduct Support Director Consultant Orientation if 1) BNI receives any complaints concerning such Support Director Consultant Orientation, and such complaints remain unresolved or cannot be resolved by the Executive Director, or 2) Executive Director fails to comply with any part of this provision, or 3) Franchisee is in breach of any part of this Agreement, or 4) for any reason at the sole discretion of BNI.

Franchisee acknowledges that certification for any Executive Director to conduct Support Director Consultant Orientation is a privilege and not a right, and BNI may withdraw such privilege at any time for any reason. BNI may also modify the requirements set forth above at any time and will notify Franchisee of any such modifications.

**5.6 Launch Director Consultant Orientation Requirements.** All Executive Directors of the BNI Franchise must successfully complete Launch Director Consultant Orientation prior to opening a Chapter. In addition, all Executive Directors of the BNI Franchise must successfully complete Launch Director Consultant Orientation at least every three (3) years. The Executive Directors may conduct Launch Director Consultant Orientation for its employees and independent contractors for the purpose of becoming Directors/Director Consultants. Notwithstanding anything to the contrary, the Executive Directors may be certified by BNI to conduct Launch Director Consultant Orientation for its employees and independent contractors. To be certified to conduct such Launch Director Consultant Orientation, the Executive Director must be a BNI Orientation Leader and Trainer

approved by BNI and must perform the following requirements:

- a. Have at least five (5) years' experience as an Executive Director;
- b. Successfully complete Launch Director Consultant Orientation within the previous three (3) years;
- c. Maintain an acceptable annual rating on all key success factors provided to Franchisee by BNI as determined by BNI in its sole discretion;
- d. Submit annual growth goals to BNI via the Operating Management System by January 31<sup>st</sup> of each year;
- e. Actively use the Operating Management System to accurately report financial and Chapter statistics;
- f. Stay current with all financial obligations to BNI;
- g. Submit to BNI all documents and forms required by BNI pursuant to any Launch Director Consultant Orientation within forty-eight (48) hours of completing such Launch Director Consultant Orientation;
- h. Correctly identify via the Operating Management System all Directors/Director Consultants that successfully completed Launch Director Consultant Orientation within forty-eight (48) hours of such Launch Director Consultant Orientation; and
- i. Agree to remain current with any changes that BNI makes to any manuals and/or procedures for the Launch Director Consultant Orientation prior to conducting any additional Launch Director Consultant Orientation.

Only a certified Executive Director pursuant to this provision is allowed to conduct a Launch Director Consultant Orientation. The Executive Director certified to conduct Launch Director Consultant Orientation pursuant to this provision can only conduct such Launch Director Consultant Orientation to his/her own Directors/Director Consultants. BNI may revoke such certification to conduct Launch Director Consultant Orientation if 1) BNI receives any complaints concerning such Launch Director Consultant Orientation, and such complaints remain unresolved or cannot be resolved by the Executive Director, or 2) Executive Director fails to comply with any part of this provision, or 3) Franchisee is in breach of any part of this Agreement, or 4) for any reason at the sole discretion of BNI.

Franchisee acknowledges that certification for any Executive Director to conduct Launch Director Consultant Orientation is a privilege and not a right, and BNI may withdraw such privilege at any time for any reason. BNI may also modify the requirements set forth above at any time and will notify Franchisee of any such modifications.

**5.7 Non-Disclosure.** Franchisee acknowledges and agrees that all training and orientation provided by BNI is and includes methods, concepts and materials ("Training Information") that are confidential and proprietary material owned solely by BNI. Therefore, each person in attendance at any training provided by BNI shall be required to sign an agreement in a form provided by BNI that prohibits the unauthorized disclosure or use of any Training Information. By signing this Agreement, Franchisee acknowledges the confidential and proprietary nature of the BNI material and agrees to

the non-disclosure provisions set forth herein. To the extent that a Director/Director Consultant has executed the Non-Disclosure, Non-Solicitation and Non-Compete Agreement, this shall qualify for receipt of said Training Information.

**5.8 Charges and Costs.** All expenses of Franchisee and its personnel and independent contractors incident to attendance at the Executive Director Training or any training/orientation provided by BNI, including travel, lodging, meals, transportation, compensation of and worker's compensation insurance for the attendees enrolled in such training and any other personal and/or incidental expenses, shall be borne by the Franchisee. If BNI visits the BNI Franchise without any request by Franchisee, then BNI will cover its own expenses for such visit.

**5.9 Operation of Chapter.** If opening a new Region, then Franchisee, within six (6) months of the Effective Date and prior to opening a Chapter, must successfully complete the Executive Director Training. Franchisee must have in operation at least one (1) Chapter within the Region within six (6) months of the Effective Date. If the Franchisee purchases an already existing Region, Franchisee must have already completed the Executive Director Training prior to the Effective Date. BNI may approve a written request from Franchisee for an extension of these deadlines, subject to negotiation with BNI. Any approval by BNI for such an extension must be in writing to be effective.

## **ARTICLE 6**

### **STANDARDS, PROCEDURES AND CONSISTENCY OF OPERATION**

**6.1 Directors Materials.** To protect and promote the reputation and goodwill of BNI, to promote uniform standards of service and operation under the BNI Marks and BNI System, BNI has established standard procedures, policies, rules and regulations and incorporated them in BNI's operations manual(s), including its Support Director Consultant Orientation Manual, Launch Director Consultant Orientation Manual, all guidelines, systems, policy memoranda, recommendations, supplements, supplemental policy memoranda, notices, memoranda, ancillary manuals, videos, digital video or versatile discs, compact discs, video or audio cassettes and any electronic medium (collectively referred to as the "Directors Materials"). The Directors Materials shall also include all manuals, written communications and notices provided to Franchisee concerning the BNI System and may also include any of the following: forms, information regarding services provided, general operations, chapter development, any sales or income reports, employee or independent contractor forms and information; display of signs, banners and notices; usage of BNI Marks; insurance requirements; standards for management, personnel and hours of operation; and local promotion formats. The Directors Materials does not include the forms provided to Leadership Team and Support Team Members used in the education process of the BNI System that are provided to the public pursuant to approval by BNI. Franchisee shall operate BNI Franchise in strict and complete compliance with the DirectorsMaterials.

- a. BNI may make modifications to the Directors Materials at any time as BNI deems necessary becoming part of the Directors Materials. Franchisee agrees that modifications to the Directors Materials may become necessary during the Term of this Agreement. Unless otherwise agreed to in writing by BNI, Franchisee shall comply with such modifications within fifteen (15) days of written notice of such modifications which may be provided by electronic communications. BNI may grant additional time to Franchisee for such compliance of any modifications if BNI, in its sole discretion, deems additional time is necessary. The Directors Materials, including any modifications thereto, are an integral part of this Agreement.
- b. Franchisee acknowledges that the Directors Materials are the property of BNI; that



the Support Director Consultant Orientation Manual, Launch Director Consultant Orientation Manual, any other BNI manuals, whether or not they are labelled proprietary and confidential, and the Directors Materials are confidential, proprietary, contains trade secret of BNI; and that Franchisee does not acquire any right, title or interest in the Directors Materials. Franchisee shall not, during the term of this Agreement or at any time thereafter, divulge any part of the Directors Materials to any other person except to those employees and independent contractors of Franchisee who need access to it for operation of the BNI Franchise and provided that they sign a Non-Disclosure, Non-Solicitation and Non-Competition Agreement in a form approved by BNI. Franchisee shall cause its spouse, all its employees and independent contractors, if Franchisee is a corporation, partnership or other legal entity, its shareholders, officers, members, directors and partners, to sign a Non-Disclosure, Non-Solicitation and Non-Competition Agreement in forms acceptable to BNI concerning the Directors Materials and provide BNI with copies of such agreements. To the extent not prohibited by any laws, rules or regulations of duly-constituted governmental bodies relating to the BNI Franchise, Franchisee shall conduct the operation of the BNI Franchise in accordance with the Directors Materials. In addition, Franchisee may disclose certain delegated materials of the non-public Directors Materials to Ambassadors, Leadership Team and Support Leadership Team members provided that they to sign a Non-Disclosure, Non-Solicitation and Non-Competition Agreement

- c. Franchisee shall not make, cause or allow to be made any copies or reproductions of all or any portion of the Directors Materials without BNI's express prior written consent, except where the operation of the BNI Franchise in accordance with the Directors Materials make it necessary. Upon the expiration or termination of this Agreement for any reason whatsoever, Franchisee shall immediately return any copies of the Directors Materials to BNI or a designee of BNI. In addition, Franchisee shall, upon the expiration or termination of this Agreement for any reason whatsoever, permanently delete any electronic copies of the Director Materials and provide a declaration of compliance to BNI in a form provided and/or approved by BNI.

**6.2 BNI System.** Franchisee acknowledges that BNI has developed and may continue to develop or revise in the future, the BNI System pertaining to the operations of a BNI Franchise and further acknowledges that the BNI System, together with information pertaining to customers of the BNI System, are trade secrets of BNI which have been developed through the research of and at the expense of BNI.

**6.3 Compliance.** Franchisee agrees that the uniformity and consistency of operation of all BNI Franchises in compliance with the Directors Materials are mutually beneficial for BNI and Franchisee. Franchisee also agrees that compliance by Franchisee with all parts of the Directors Materials and any changes thereto is essential, material and vital to the relationship between BNI and Franchisee and this Agreement; is necessary to protect the reputation and goodwill of BNI and to promote the reputation, goodwill, value and integrity of the BNI Marks and the BNI System; and is essential, material and vital to the operation of the BNI Franchise. Therefore, Franchisee shall always be in compliance with all parts of the Directors Materials and any changes thereto and failure to comply ("Noncompliant Act") is a material default of this Agreement subject to the remedies outlined in this Agreement. In addition to the remedies available to BNI in this Agreement for a breach by Franchisee, if Franchisee commits any Noncompliant Act at any time during the Term of this Agreement, then Franchisee shall pay to BNI a monthly fee of up to Six Hundred Dollars (\$600) ("Support Services Brand Compliance Fee") if Franchisee performs a Noncompliant Act and fails to

remedy such Noncompliant Act within fifteen (15) days' notice by BNI. Franchisee shall continue paying the Support Services Brand Compliance Fee each month to monitor the BNI Franchise until Franchisee has fully remedied such Noncompliant Act.

**6.4 Manner of Operation.** Franchisee shall maintain the highest standards of quality and service in its operation of the BNI Franchise in accordance with the standards established by BNI in order to provide the highest quality service to Members of Franchisee and to preserve and enhance the value of the BNI Marks. To maintain uniformity within the BNI System and to maintain the standard practices that are necessary to promote the goodwill of the BNI System, in the operation of the BNI Franchise, Franchisee shall comply with standards set by BNI in the Directors Materials. Franchisee shall follow BNI's Branding Standards and any BNI Branding Standards Policy Memorandum and use only the standard form of reports and printed material uniformly prescribed by BNI for use by the Franchise, its Chapters and Directors/Director Consultants to the extent such materials are not prohibited by any laws, rules or regulations of duly-constituted governmental bodies relating to the BNI Franchise.

**6.5 Personal Supervision.** This Agreement is made and entered into by BNI with Franchisee in reliance upon and in consideration of the personal qualifications made by Franchisee with respect to this Agreement. A new Franchisee shall complete the Executive Director Training. Unless BNI consents in writing, Franchisee shall personally operate and/or exercise personal supervision over the operation of the BNI Franchise. If Franchisee is not an individual, then Franchisee shall designate an individual owner (who would otherwise be qualified to own the Franchise and has BNI's prior express written approval, as well as the other requirements set forth herein) to fulfill the individual obligations required of the Franchisee under this Article.

**6.6 Management and Employees/Independent Contractors of the BNI Franchise.** Franchisee shall always have an individual who has successfully completed the Executive Director Training managing and/or supervising the BNI Franchise. The manager and/or supervisor shall supervise the day-to-day operations of the BNI Franchise in accordance with the Directors Materials.

- a. Franchisee must ensure that all its employees, Directors/Director Consultants, Ambassadors, Leadership and Support Leadership Team Members and others under its supervision enter into a Non-Disclosure, Non-Solicitation and Non-Competition Agreement in a form approved by BNI and compliant with applicable laws.
- b. Franchisee must ensure that all its employees, Directors/Director Consultants, Ambassadors, any type of leadership Members and others under its supervision conduct themselves in such manner as not to discredit or adversely affect the reputation of BNI's franchise network or the BNI Marks. Franchisee will immediately notify BNI if any of Franchisee's principals, directors, managers, employees, independent contractors, Ambassadors, Leadership Team Members, Support Leadership Team Members or agents are arrested or questioned by the police in connection with an offense.
- c. Franchisee shall assure that all of its employees, Directors/Director Consultants, Ambassadors, and Leadership and Support Leadership Team Members engaged in the operation of the BNI Franchise during working hours conduct themselves in conformance with standards set out by Franchisor and in compliance with any applicable Federal, State and/or local laws, communicate with BNI personnel in a cooperative manner, and provide competent and efficient service to the Members.

**6.7 Standard Hours.** Franchisee shall make its best effort to conduct BNI meetings within the fifty-two (52) weeks of each year according to the BNI System taking into consideration local holidays, habits and customs.

**6.8 Observation/Visitation of Chapters.** Franchisee or a trained Director/Director Consultant shall visit each Chapter within the Region at least once every six (6) to eight (8) weeks. Franchisee shall maintain and, upon request, submit to BNI a current monthly report on the status of each Chapter within the Region using a form provided by BNI.

**6.9 Products and Services.** Franchisee shall offer and sell only the products and services in the BNI Franchise which are approved by BNI in writing and no other products and/or services. Franchisee shall offer all products and services that BNI designates as required for all franchisees. If BNI expands or modifies the approved products and/or services required to be offered by the BNI Franchise, Franchisee shall comply with such expansion or modification within ninety (90) days of written notification by BNI. The offering and/or selling of any unapproved products and/or services by Franchisee shall be considered a Noncompliant Act and a material breach of this Agreement. Franchisee shall remit payment for all outstanding invoices from BNI within thirty (30) days from the date of invoice. Invoices under this provision do not include the Continuing Royalty which is governed by Article 4.3 herein. Franchisee agrees and understands that past due invoices are subject to late fees as provided in Article 4.

**6.10 Promotional and Marketing Materials.** Franchisee shall use only those promotional and marketing materials or items which are authorized by BNI in writing and in accordance with BNI's Branding Standards. Franchisee shall not display or use the BNI Marks without the prior written approval of BNI. Franchisee shall get prior written approval prior to releasing or using any local printing, advertising or promotional programs, other than those provided by BNI. Failure to comply with this Article shall be an infringement upon BNI's proprietary rights and a material breach of this Agreement. Franchisees shall be responsible to monitor the promotional activities of its Chapters and ensure compliance with the BNI Branding Standards. Franchisee shall be further responsible for the actions taken by its Chapters in contravention of this Agreement.

During the Term of this Agreement, BNI may establish and conduct promotional and marketing campaigns on a national or regional basis, which may, by way of illustration and not limitation, promote particular events or programs. Franchisee must participate in such promotional and marketing campaigns and in any official membership drive as developed by BNI. If required by BNI, Franchisee shall purchase material, posters, flyers, and other promotional material. Franchisee must provide the prize for such membership drive as set by BNI at Franchisee's own cost.

Franchisee shall not engage in any deceptive, misleading, unlawful or unethical promotion or marketing which, in the sole discretion of BNI, might be injurious or detrimental to BNI, BNI Marks, the BNI System or the public. Franchisee shall only advertise, promote and solicit for Members within the boundaries of the Region. Franchisee shall use the BNI Marks only in the forms prescribed by BNI. Franchisee shall use only the advertising or promotional materials, signs or other items using the BNI Marks and/or connected in any way to the BNI Franchise which are approved in writing by BNI or as pre-approved pursuant to the BNI Branding Standards.

**6.11 Right of Entry and Inspection.** BNI, or a representative of BNI, has the unrestricted right to inspect the BNI Franchise and any Chapter meetings as it deems necessary and without prior notice to Franchisee to ascertain Franchisee's compliance with this Agreement; to confer with Franchisee, Franchisee's employees, independent contractors, Ambassadors, Leadership Team and Support Leadership Team Members, and Members; and to inspect the BNI Franchise's books and financial

records, including, but not limited to, checks, bank statements, tax returns, all documentation and records pertaining to Franchisee's loans, investments and deposits, as well as the Operating Management System information. Inspection of Chapter meetings occurring online may occur by BNI accessing Franchisee's Zoom (or then current video conferencing provider platform) accounts. Franchisee shall provide to BNI, upon request, copies of all books, financials, membership data and any other records for the BNI Franchise. BNI may conduct the inspections without prior notice at any time during business hours. The inspections will be performed in a manner which minimizes interference with the operation of the BNI Franchise. Franchisee shall provide the books and records of the BNI Franchise at all reasonable times during the business day to BNI.

## **ARTICLE 7**

### **FRANCHISEE OBLIGATIONS**

**7.1 Conduct.** Franchisee shall not do anything in operating the BNI Franchise that would adversely affect the image of BNI, the BNI Marks, or the BNI System and shall not do or allow any of its employees, independent contractors, Ambassadors and Leadership and Support Leadership Team Members to do anything in operating a BNI Franchise which would have such an adverse effect. In order to protect BNI, the BNI Marks and the BNI System, BNI has the sole discretion in reasonably determining if Franchisee has breached this Article.

- a. Franchisee acknowledges that the manner in which it treats its Members, Directors, Director Consultants, employees, independent contractors, Ambassadors and Leadership and Support Leadership Team Members will have a material impact on the Member's view of BNI and how others may view BNI. As such, Franchisee shall treat its Members, Directors, Director Consultants, employees, independent contractors, Ambassadors and Leadership and Support Leadership Team Members with respect at all times.
- b. Franchisee shall maintain a high level of morals and ethics in operating the Franchise. Franchisee acknowledges that its reputation will have a material impact on the success of the Franchise and the image of BNI. As such, Franchisee shall avoid any negative publicity and legal troubles, which if made known could impact the Franchisee's reputation. Acts of moral turpitude and criminal conduct shall be deemed a material breach of this Agreement.
- c. Franchisee must ensure that all employees under its supervision and independent contractors conduct themselves in such manner as not to discredit or adversely affect the reputation of BNI's franchise network or the BNI Marks. Franchisee will immediately notify BNI if any of Franchisee's principals, directors, managers, employees, independent contractors, or agents are arrested or questioned by the police in connection with an offense. Franchisee must maintain adequate staffing levels at all times.
- d. Manager or Supervisor. Franchisee will ensure that the manager or supervisor lives within the Region and devotes his/her full time, attention and effort to the support and operation of the BNI Franchise as provided in this Agreement. If the manager or supervisor ceases to live within the Region or fails to devote sufficient time to the support and operation of the BNI Franchise and Franchisee is unable to cure or arrange for a suitable replacement, BNI may terminate this Agreement.

**7.2 Member Lists and Satisfaction Tracking.** To assist BNI in providing Franchisee with on-

going advice and assistance, and to determine whether Franchisee is complying with the terms of this Agreement and with the specifications, standards and procedures established for operation of the BNI franchise, BNI, or its authorized representative, may, during regular business hours, or at such other times as may be mutually agreed upon, inspect all Member and Chapter records, both active and inactive, and any other related records. Upon request by BNI, and subject to any applicable state or federal data protection laws, Franchisee shall furnish to BNI in whatever format required by BNI all Membership Lists. Franchisee acknowledges and agrees that BNI is the sole owner of the Membership Lists and that Franchisee will not distribute, in any form or manner, the Membership Lists to any third party without the prior written consent of BNI. Subject to any applicable state or federal data protection laws, Franchisee shall submit to BNI satisfaction tracking reports as required by BNI for all Members within the Region. Franchisee shall notify BNI of any substantial Member complaints or other complaints or of any breaches of data security within twenty-four (24) hours of receiving or becoming aware of them. Franchisee shall become familiar with the privacy policy of BNI (“BNI’s Privacy Policy”) and will abide by the terms thereof.

**7.3 Development Schedule.** During the term of this Agreement, Franchisee is required to meet a year-on-year development increase which is referenced in Exhibit I to this Agreement and incorporated by reference for all purposes. If Franchisee fails to comply with the annual development goals as set out in Exhibit I, Franchisor shall send to Franchisee written notice of default due to its failure to meet the development requirements for that year. Franchisee shall then be given six (6) months from the date of notice to attain the development requirements for that year (the “Extended Period”). If Franchisee fails to meet the applicable development goal by the end of the Extended Period, BNI shall have the right to (i) immediately terminate this Agreement, upon thirty (30) days’ prior written notice without further opportunity to cure, (ii) revoke the exclusivity granted to Franchisee pursuant to Article 2.4, or (iii) reduce or otherwise change the size of the Region. The above six (6) months cure period shall not be applicable in the last year of the term of this Agreement, and if Franchisee fails to meet the development requirements for that last year, Franchisee shall be in non-compliance with this Agreement and therefore subject to not being renewed by Franchisor at Franchisor’s sole business judgment.

Alternatively, if Franchisee provides written notice to Franchisor prior to the end of the Extended Period that it intends to undertake a good faith effort to transfer or sell its entire business under this Agreement, then the following provisions shall apply: (i) the Extended Period will expire and Franchisee will no longer be provided with an opportunity to cure its default of the applicable development goal; (ii) Franchisee will be provided with three (3) months to transfer its entire business (unless reasonable extension is granted by Franchisor at its sole discretion), which transfer must be in full compliance with Articles 15.3, 15.4, 15.5, and Article 16; and (iii) the transferee will receive a new Development Schedule in accordance with any applicable provision under the then-current franchise agreement signed by the transferee. If Franchisee provides written notice of its intention to undertake a good faith effort to transfer or sell its entire business as provided in the preceding sentence and Franchisee has not completed such transfer or sale during the three (3) month period referenced in the preceding sentence, then BNI shall have the right at the end of the three (3) month period to exercise any other remedies set forth in this Article 7.3.

**7.4 Public Statements.** Except as required by applicable law, BNI and Franchisee and/or anyone under its control or supervision, shall make no statement or otherwise directly or indirectly disclose any information to the press or any other third party regarding any agreement, dispute or potential dispute between Franchisee and BNI or between BNI and any other party without the other party’s prior written consent.

**7.5 Encumbrances/Agreement.** Franchisee shall not, without first obtaining BNI’s written

consent, charge, pledge or encumber any part of the BNI Franchise or any of the rights granted to Franchisee hereunder or the receipts of the BNI Franchise whether or not such encumbrance is in the ordinary course of business. Further, Franchisee shall not enter into any agreement with any other party that could materially affect the BNI Franchise or any BNI franchise without BNI's prior written consent.

**7.6 Finance.** Franchisee shall ensure that it has adequate finances, including working capital, to discharge its obligations under this Agreement and provide BNI with written evidence of such adequate finances from Franchisee's banker upon request by BNI.

**7.7 Misappropriation of Funds.** Franchisee shall not:

- a. withhold, misdirect or appropriate for its own use any funds withheld from employees' wages for any of such employees' taxes, insurance or other benefits; or
- b. generally fail to deal fairly and honestly with its employees, independent contractors or Members; or,
- c. knowingly permit or fail to take any action against or to discharge any Director/Director Consultant, Leadership Team Member, Support Leadership Member, agent or employee who has embezzled any funds or property of any of its other employees and/or Members; or,
- d. utilize any funds from the payment of dues, application fees, late fees, or any other fees the BNI Franchise may charge before first paying the royalty owed to BNI. Franchisee shall also educate, supervise and monitor Chapters to ensure that the Chapters do not allow for misappropriation of any Chapter's funds in violation of this provision. BNI shall have no responsibility or relationship with respect to any bank accounts for Chapters.

**7.8 Notification of Market Developments.** Franchisee must immediately notify BNI in writing of the full details of any party offering similar or competing services to those offered by the BNI Franchise. In addition, Franchisee shall keep BNI informed of market developments in the Region.

**7.9 Updates.** Franchisee shall provide BNI with copies of any amendments made to Franchisee's business entity and provide BNI with any shareholders' agreement, members' agreement or any other agreement between Franchisee's owners, principals, members or shareholders.

**7.10 Customer Relationship Management System.** BNI may require Franchisee to use a customer relationship management system ("CRM") in order to better organize Franchisee's members or local marketing efforts. Franchisee is required to use the company or organization that is approved by BNI. Franchisee will pay BNI the cost for using such CRM system or BNI may require Franchisee to pay for the CRM service directly to the provider. BNI may change the CRM provider upon notice to Franchisee, but BNI will not change such provider more than one time each year during the Term of this Agreement. This fee will be in addition to the R&D Contribution and Video Conferencing License referenced in Sections 4.10 and 4.2.1 respectively.

**7.11 BNI Member Success Center.** The BNI Member Success Center is a call center dedicated to converting prospective members into active members and/or providing other customer service functions ("Member Success Center" or "MSC"). Franchisor reserves the right, in its sole discretion, to require the Franchisee to utilize the BNI Member Success Center for the benefit of members, the

Franchisee, and the BNI brand generally, as set forth by Franchisor's standards and requirements. All expenses, of creating, operating or utilizing a Member Success Center will be Franchisee's sole responsibility.

**7.12 BNI Meeting Management Tool.** Franchisor reserves the right to introduce and require Franchisee to pay for management tools, including but not limited to a BNI Meeting Management Tool ("Meeting Management Tool"), in order to better administer and run Franchisee's weekly BNI Meetings. Franchisee is required to use the Meeting Management Tool that is approved by Franchisor. Franchisor may change the Meeting Management Tool upon notice to Franchisee, but Franchisor will not change such Meeting Management Tool more than one time each year during the Term of this Agreement.

**7.13 Payment Technology Integration.** Franchisor reserves the right to require Franchisee to use payment technology integrated into the BNI Connect Management Operating System including but not limited to a specific payment gateway and/or merchant services processor. This may also include the requirement to have funds deposited into a central bank account and then have those funds transferred to Franchisee's bank account. Franchisor does not mandate this today, but in the future, it may require Franchisee to use Franchisor-approved technology/payment partners for the collection of membership dues and event fees, among others.

**7.14 Franchisee's Principals.** At all times during this Agreement, Franchisee shall:

- a. provide to BNI full details including names and addresses of its owners and provide full details of their interest in the BNI Franchise. Franchisee shall ensure that its owners do not relinquish their interest in the BNI Franchise or allow any other party to become one of its owners without BNI's prior written consent in accordance with this Agreement; and
- b. ensure that, immediately upon the Effective Date, each and every employee of Franchisee shall enter into a Non-Disclosure, Non-Solicitation and Non-Competition Agreement and all principals or owners of Franchisee shall execute a "Unconditional Guaranty", in the form provided for by BNI, guaranteeing the performance of all terms, conditions, covenants and obligations of this Agreement; and
- c. ensure that Franchisee's largest shareholder/owner, and shareholders/owners accounting for at least 51% of the ownership of the Franchise, is trained as a Director/Director Consultant.

**7.15 Compliance with Laws, Rules and Regulations.** Franchisee shall comply with all requirements set forth in this Agreement and in the Directors Materials and with all laws, rules and regulations of duly-constituted governmental bodies relating to the BNI Franchise. Franchisee is solely responsible for knowing and understanding all such requirements, laws, rules and/or regulations. Any information acquired from BNI or its counsel regarding such shall not be construed as legal advice or as any representation by BNI as to the interpretation of any such requirements, laws, rules and/or regulations. Franchisee shall obtain and maintain, at its own cost, all necessary licenses, approvals and permits required for operating the BNI Franchise. Review and selection of persons for membership in Chapters in all job classifications shall be made based on qualifications without regard to race, color, religion, sex, national origin, marital status, sexual preference, age or handicap.

**7.15.1 Data Protection.** Franchisee will comply with all applicable consumer privacy and

data protection laws and data privacy regulations and with any consumer privacy and data protection policies of Franchisor periodically in effect in connection with the transfer of any personal information and other data under this Agreement, including without limitation with the European Union's General Data Protection Regulation in so far as it applies to the operations of the Franchisee. Franchisee acknowledges that it will respect and maintain the confidentiality and security of the personal data handled, stored, collected or processed by it and shall comply with any and all data protection guidelines issued by Franchisor in the operations manual(s). Franchisee acknowledges and agrees that upon termination of this Agreement for any reason, all data remains the property of BNI and Franchisee covenants it shall not use the data for any purpose other than for compliance with certain obligations and with prior written pre-approval from BNI.

**7.16 Use of BNI Counsel.** BNI has counsel that it uses for specific matters and has invested time and money to educate its counsel. As such, it is important to BNI to have its chosen counsel represent it. To the extent that BNI utilizes its counsel in conjunction with disputes that also involve its counsel representing the Franchisee, Franchisee recognizes that BNI's counsel may ultimately be in a position adverse to the Franchisee if BNI has a dispute with Franchisee. If there is such an adverse position, then BNI and/or Franchisee may use its own counsel to represent its own interests only. If BNI and Franchisee both agree to waive any such conflicts or adverse positions relating to such representation, then BNI may allow for its counsel to continue to represent both parties in any such dispute. Each party is responsible for payment of all fees assessed by its own counsel.

**7.17 Goodwill.** Franchisee agrees that all goodwill in the BNI System, the BNI Marks, BNI's intellectual property, and the business of owning the BNI Franchise, belongs to BNI and that any additional goodwill generated from using or exploiting the BNI System and the BNI Marks in Franchisee's business belongs to BNI.

## **ARTICLE 8**

### **SERVICES AND SUPPLIES**

**8.1 Services Available to Franchisee.** BNI shall make available certain services to Franchisee and use reasonable efforts to provide such services in a manner reasonably designed for the BNI System. The content of and manner by which any and all services are to be delivered by BNI are within BNI's sole reasonable discretion and right. Such services and items may include the following:

- a. Providing access to a reproducible copy of the standard BNI Marks and specifications for current approved logo and signage reproductions. Any modifications of the BNI Marks and specifications, required by law, are the responsibility of Franchisee. Franchisee shall acquire approval from BNI in writing prior to using any such modifications.
- b. Providing an Executive Director Training to a new Franchisee as described in Article 5.
- c. Providing general or special purpose seminars or conferences or special training programs for additional fees that Franchisee and/or its employees or independent contractors may attend at various locations and times that BNI designates as well as training specifically for Directors and/or Director Consultants that Franchisee may be required to attend. All expenses of Franchisee and its personnel incident to attendance at any such training programs are to be borne by the Franchisee.
- d. Providing, upon Franchisee's written request, periodic review of the Franchisee's sales, promotional efforts and financial status, and provision of suggestions as to any



improvements in the operation of the BNI Franchise.

- e. Providing, concurrently with the commencement of the Support Director Consultant Orientation, one (1) copy of the Support Director Consultant Orientation Manual. BNI may also provide copies of all collateral materials and training kits. BNI will also make available to Franchisee one (1) copy of the Support Director Consultant Orientation Manual which can be by electronic means.
- f. Providing such merchandising, newsletters, marketing and advertising research data and advice as may be developed, from time to time, by BNI and deemed by it to be helpful in the BNI System and in the operation of the BNI Franchise. Franchisee is responsible for ensuring that such marketing is legal in the Region and must notify BNI immediately in writing of any concerns that Franchisee has in this regard. BNI will decide in its sole discretion what amendments (if any) to make to such marketing due to such concerns.
- g. Providing communication of new developments, techniques and improvements to the BNI System.
- h. Providing such ongoing support as BNI deems reasonably necessary to continue to communicate and advise Franchisee as to the BNI System, including the operation of the BNI Franchise.
- i. As long as Franchisee is in compliance with this Agreement and the BNI System, providing Franchisee the opportunity to have a Member participate in the International Board of Advisors, a board of Members from around the world that may advise as to policies that affect Members.
- j. Provide Franchisee the opportunity to purchase from BNI or its authorized supplier networking books and items for re-sale at a higher price.

**8.2 Condition Precedent to BNI's Obligations.** It shall be a condition precedent to BNI's obligations pursuant to this Article and this Agreement that Franchisee shall have performed all of its obligations under and pursuant to this Agreement and all other agreements between Franchisee and BNI, including any other franchise agreements entered into between BNI and Franchisee.

**8.3 Fulfillment of BNI's Obligations.** BNI may cause a BNI subsidiary or affiliate to perform any or all of its obligations and exercise any or all of BNI's rights under this Agreement and under any agreement with Franchisee, and to require Franchisee to perform any or all of its obligations under this Agreement or under any agreement with BNI, in favor of such subsidiary or affiliate.

## **ARTICLE 9**

### **COMMUNICATIONS AND INTERNET**

**9.1 Domain Names.** BNI is the owner of a number of domain names and may operate a website in the Region. In addition, each Franchisee may be assigned a web location within the Operating Management System to host a site for the Franchisee's regional website, as well as locations for each of its Chapters. Should Franchisee desire to acquire other BNI-related domains for its Region, Franchisee must first obtain BNI's prior written approval to register and use such domain name and agree to redirect it to the Operating Management System if required by BNI. BNI retains the right to approve the form and content of any franchise or franchise-related website before its use on the

Internet so that BNI can maintain the common identity of the franchise network and the high-quality standards associated with the BNI Marks. BNI Global, LLC will be the owner of all domain names used by Franchisee that are associated in any way with the BNI System or BNI Marks, and accordingly Franchisee will not register any domain names in its own name but will instead register any domain names in BNI Global, LLC's name and ensure BNI Global, LLC is the owner thereof. BNI agrees to grant Franchisee a license for the use of the relevant domain names (subject to compliance with the terms of this Agreement) for the duration of this Agreement. Franchisee, however, will be responsible for the costs associated with the maintenance of said domains. Should BNI grant approval for Franchisee to acquire and/or use any domains as noted above, this Agreement shall act as the license for said use.

- a. Chapters in the Franchise may not register any domains in their name, the name of a Member, or anyone other than BNI Global, LLC.
- b. Chapters in the Franchise may not register or use any domain name other than one approved by Franchisee or BNI. Franchisee must ensure that any such domain name is registered in the name of BNI Global, LLC, and Franchisee shall be responsible for the costs of maintaining said domain.
- c. Should a Chapter in the BNI Franchise, or a Member therein, register and desire to use a specific domain name, as approved under Paragraph (b) above, Chapter (and/or Member) must agree to direct the domain name to the Operating Management System site if required by BNI.
- d. Any BNI Franchise or Chapter domain names must be in compliance with the BNI Branding Standards and BNI Branding Standards Policy Memorandum.
- e. Upon termination or expiration of this Agreement, any domain name not registered in the name of BNI Global, LLC must be immediately transferred to BNI Global, LLC and Franchisee will ensure cooperation necessary to have this transferred. Should a Chapter or a Member have a registered domain, Franchisee will ensure that the domain be transferred to BNI Global, LLC. Should legal action be required to obtain the domain from Franchisee, a Chapter or a Member (or a former Chapter or Member), Franchisee shall reimburse BNI for the costs thereof, including legal fees, required to obtain the domain name.

**9.2 Internet and Electronic Rights.** BNI may provide Franchisee with a website on the Operating Management System. Should BNI permit Franchisee to maintain a separate website (which permission must be sought in writing and provided in writing), and prior to Franchisee creating and having its own website on the Internet to advertise and promote the BNI Franchise featuring the BNI Marks or any part of the BNI Marks, Franchisee shall comply with the following:

- a. There is a hyperlink to BNI's website as required by BNI and all other hyperlinks to third party websites are previously approved in writing by BNI. Franchisee will not engage in deep linking, framing, the use of metatags or other activities that are detailed in the Directors Materials without BNI's prior written consent;
- b. Franchisee may only use such e-mail addresses as BNI has previously approved and, on termination or expiration of this Agreement, shall, at BNI's request, assign ownership of such e-mail addresses to BNI or its nominees;
- c. Any material amendment to Franchisee's website must have BNI's written approval;

- d. Franchisee shall have obtained appropriate legal advice regarding the content of its website and ensure that the content and use of its website, including use of Member data, complies with all relevant laws and regulations;
- e. Upon termination or expiration of this Agreement, Franchisee shall, at BNI's request, assign any purported ownership of all domain names and/or websites operated pursuant to this Article to BNI, and Franchisee will undertake all such actions as BNI requires to disassociate itself from the website and the domain names;
- f. Franchisee shall fully defend and indemnify BNI against all and any claims made against BNI relating to Franchisee's website;
- g. Franchisee acknowledges BNI's right to carry on its business via the Internet without territorial restriction;
- h. Franchisee shall ensure that its terms and conditions of business over the Internet receive BNI's prior written approval and that it fully complies within them; and
- i. Franchisee will ensure that all Chapters comply with BNI Branding Standards and BNI Branding Standards Policy Memorandum.

**9.3 Modification of Internet Policy.** Franchisee agrees that e-commerce is a rapidly developing field and that the provisions of this Article may need to be modified in the future or that guidelines on use of the Internet may be introduced in the Directors Materials. If such modification or such guidelines are issued by BNI, then Franchisee shall comply with such modifications or guidelines.

**9.4 E-Mail Communications.** Franchisee shall provide an E-Mail Address to which BNI may send any communications associated with the BNI Franchise and this Agreement. Franchisee is responsible for all communications sent by BNI to the E-Mail Address. Any notices pursuant to this Agreement shall be deemed given if BNI sends it to the E-Mail Address. Franchisee is solely responsible for updating BNI if the E-Mail Address changes and shall notify BNI of such change in writing.

**9.5 Operating Management System and Information Technology Requirements.** At all times during this Agreement, Franchisee shall use, in the operation of the BNI Franchise, the Operating Management System, and ensure that the data entered into it is accurate and current. As of the Effective Date, Franchisee understands that the policies and procedures associated with using the Operating Management System are established by BNI. Franchisee agrees to comply with such policies and procedures. Franchisee shall purchase and maintain a hardware system and software that BNI deems capable to fully implement and run the Operating Management System. Franchisee shall have, train and operate the BNI Franchise using the Operating Management System and compatible computer supplies as required by BNI. Franchisee shall input all information required by BNI for all Members, Directors/Director Consultants, Ambassadors, employees and any other persons associated in any way with the BNI Franchise as deemed necessary by BNI. Subject to any applicable state or federal data protection laws, BNI shall have access at any time to the Operating Management System used by the BNI Franchise and/or Chapters and/or Members. Franchisee and any users associated with Franchisee approved by BNI to access the Operating Management System shall be required to enter into a software license agreement for the rights to use the Operating Management System and agrees to do so. BNI may provide such software license agreement through the accessing of the Operating Management System through the internet. Franchisee will

not permit any third party to use the Operating Management System or other database management system except as necessary to operate the BNI Franchise in accordance with this Agreement.

Franchisee understands that use and operation of the Operating Management System, which is required by this Agreement, requires the payment of R&D Contribution by Franchisee that may be determined by BNI, in its reasonable discretion, or a designated provider of the Operating Management System and such R&D Contribution is subject to change. Any failure to fully comply with such software license agreement or payment of the R&D Contribution shall be considered a Noncompliant Act under this Agreement. Franchisee shall not: (1) use the Operating Management System for any purposes other than in the operation of the BNI Franchise; (ii) copy or duplicate the Operating Management System; (iii) disclose, provide copies of, or otherwise assign any rights in the Operating Management System to any third party; or (iv) continue to access, use or otherwise retain any Member data upon expiration or termination of this Agreement. Franchisee acknowledges that Franchisee has no ownership in the Operating Management System—and is only granted a license to use the Operating Management System for the operation of the BNI Franchise. The termination or expiration of this Agreement for any reason shall result in the immediate termination of any rights granted to Franchisee in the Operating Management System.

Franchisee acknowledges that it will be obtaining information from Members that could be deemed personally identifiable information or financial data, and that Franchisee may have certain obligations to protect such data pursuant to any applicable laws and regulations. Franchisee is solely responsible for complying with all federal, state and/or local laws, as applicable, in order for Franchisee to collect data from Members as required by BNI and legally share such membership data with BNI. Franchisee acknowledges that BNI may share Franchisee's performance data with other Franchisees and that membership data may similarly be shared. Franchisee understands that while it may have access to data on the Operating Management System, (a) it must also agree to the terms and conditions set forth in the Terms of Use and Privacy Policy as provided by BNI and must comply with any mandates contained therein, and (b) Franchisee acknowledges and agrees that BNI owns the member relationship and data associated with such member.

Franchisee agrees to participate in RSS Feeds in English-speaking countries, while Franchisees will make every effort to be involved in RSS Feeds in Non-English-speaking countries.

**9.6 Telephone Lines.** Franchisee shall ensure that the telephones used in the BNI Franchise are answered by competent individuals during all normal business hours as provided in the Support Director Consultant Orientation Manual. Franchisee shall only use telephone answering services or devices for off-hours, if properly prepared to address Member or applicant questions or concerns, or if the call will be returned by a qualified representative of the Franchise within one (1) business day.

## **ARTICLE 10**

### **ACCOUNTING PROCEDURES, RECORDS AND RIGHT OF AUDIT**

**10.1 Accounting.** Franchisee shall keep true, accurate and complete records of the BNI Franchise in such form as BNI now or hereafter may require and, upon request by BNI, shall furnish BNI with a quarterly and fiscal year-to-date profit and loss statement in the format prescribed by BNI. Franchisee, upon request by BNI, shall submit to BNI quarterly balance sheets for the operation of the BNI Franchise. All profit and loss statements and balance sheets shall be prepared in accordance with generally accepted accounting principles and, if requested by BNI, shall be submitted to BNI within thirty (30) days after the end of the period covered by the report. All of the accounts, books, records and federal, state and local sales and income tax returns and reports of Franchisee, to include all supporting and back up information and documents, so far as they pertain to the business transacted

under this Agreement, shall be open to inspection, examination and audit by BNI and its authorized representatives at any and all times, and copies thereof may be made by BNI and retained for its own use. Upon request by BNI, Franchisee shall furnish to BNI, a signed copy of its income and sales tax and income returns at the same time they are filed with any governmental agencies. All of such records shall be maintained and retained by Franchisee for the Term of this Agreement and for five (5) years thereafter.

**10.2 Annual Financial Statements.** Upon request by BNI and if Franchisee is in breach of a financial obligation under this Agreement or is delinquent pursuant to any amounts owed to BNI or any third party in the operation of the BNI Franchise, Franchisee shall submit a full disclosure of all persons with any interest in the BNI Franchise and a complete annual financial statement, including, but not limited to, a profit and loss statement and a balance sheet, for the BNI Franchise, which statement shall be certified by a certified public accountant (“Annual Financial Statement”). The Annual Financial Statement shall be signed by all owners of the BNI Franchise representing that the Annual Financial Statement is true and correct and is the financial position of Franchisee and the results of the operations of the BNI Franchise during the period covered.

**10.3 Audits.**

- a. BNI or its representatives shall, at all reasonable times, have the right to examine or audit the books, records, membership dues reports, royalty reports, tax returns or accounts of Franchisee. Any such inspection, examination and audit shall be at BNI's cost and expense unless Gross Revenues as shown by Franchisee's records is found to be understated by more than two percent (2%). Then, in such event, the cost and expense for such inspection, examination and audit shall be borne and paid by Franchisee. Any such cost and expense and any amounts found to be due but not paid shall be set forth in a written invoice delivered to Franchisee by BNI. Franchisee shall reimburse BNI for the invoice amount within seven (7) days after the invoice has been delivered to Franchisee.
- b. BNI may examine or audit the books, records, membership dues reports, royalty reports, tax returns or accounts of any and all persons or entities who are guarantors of the Franchisee's performance under this Agreement in those instances in which Franchisee has failed to make payments of the royalty fees or any other fees due under this Agreement or any reports required under this Agreement in a timely fashion or has otherwise defaulted on any financial obligation under this Agreement. Then, in such event, the cost and expense for such inspection, examination and audit shall be borne and paid by Franchisee. Any such cost and expense and any amounts found to be due but not paid shall be set forth in a written invoice delivered to Franchisee by BNI. Franchisee shall reimburse BNI for the invoice amount within seven (7) days after the invoice has been delivered to Franchisee.

**10.4 Delinquent Amounts.** If required payments or reports are delinquent, or if an inspection should reveal that the Gross Revenues of membership and/or application fees reported by Franchisee to BNI have been understated, Franchisee shall immediately pay to BNI any sum due, unreported, or understated, in addition to interest and late fees as provided in Article 4.

**10.5 Records.** Franchisee agrees to maintain and preserve to the extent and for the periods required under Region law, full, complete and accurate balance sheets and profit and loss statements, with supporting records pertaining to its business prepared according to generally accepted accounting principles in the Region. Franchisee agrees to maintain and preserve all Non-

Disclosure, Non-Solicitation, and Non-Competition Agreements for a period of at least three (3) years after the person's membership or participation in the BNI Franchise ends.

## **ARTICLE 11**

### **INTELLECTUAL PROPERTY RIGHTS**

#### **11.1 Trademarks, Trade Names, Service Marks, Trade Secrets and Copyrights.**

- a. **BNI's Ownership of the Trademarks.** Franchisee agrees that the trademark *BNI*®, the trademark *BNI Connect*® and all other trademarks owned by BNI, and all goodwill arising from all the foregoing, are the exclusive properties of BNI Global, LLC and Franchisee asserts no claim and will hereafter assert no claim to the ownership thereof. Franchisee shall not contest BNI Global, LLC's ownership of the BNI Marks or their validity and shall not do or permit any act or thing to be done in derogation of any of the rights of BNI in connection with the BNI Marks either during the Term of this Agreement or thereafter. Nothing in this Agreement is to be construed to give Franchisee any right, title or interest in or to the BNI Marks except for a non-exclusive revocable privilege and license to display and use the BNI Marks during the Term of, and pursuant to the conditions contained in, this Agreement and the BNI Branding Standards. Franchisee expressly understands and agrees that it has not acquired and shall not acquire any ownership interests, equitable rights, goodwill or other interests in any BNI Marks by virtue of this Agreement, its relationship with BNI, or Franchisee's use of the BNI Marks and shall not represent that it has. Franchisee also understands and agrees that following the expiration or termination of this Agreement for any reason, it cannot attribute any monetary amount to any goodwill associated with its use of the BNI Marks or in connection with the operation of its franchise.
- b. **Trade Secrets.** Franchisee agrees that all materials loaned or otherwise made available to it and all disclosures made to Franchisee and not to the general public by or at the direction of BNI at any time before or during the Term of this Agreement relating to the BNI System, including the Directors Materials in their entirety, financial information, marketing strategy and marketing programs, are trade secrets of BNI and shall be kept confidential and used by Franchisee only in connection with the operation of the BNI Franchise. Franchisee agrees not to divulge any of the trade secrets to any person other than its employees, independent contractors and Leadership Team Members and Support Leadership Team Members, and then only to the extent necessary for the operation of the BNI Franchise and, specifically, that Franchisee shall not, nor permit anyone to, reproduce, copy or exhibit any portion of the non-public Directors Materials or any other trade secrets of BNI. Prior to disclosing any of this information, Franchisee shall secure the signature of the intended recipient on a Non-Disclosure, Non-Solicitation and Non-Competition Agreement.
- c. **Modification of BNI Marks.** If BNI, in its sole discretion, decides to modify or discontinue use of the BNI Marks and/or to adopt or use one or more additional or substituted trademarks, Franchisee shall promptly conform its use of the BNI Marks as directed, in writing, by BNI. It is the sole obligation of Franchisee in any such event to purchase new signs, letterhead, etc. so as to comply with the BNI Marks, and Franchisee waives any other claim arising from or relating to any such change, modification or substitution of BNI Marks.
- d. **Franchisee's Use of the BNI Marks.** BNI's prior written consent is required for the

use of any or all of the BNI Marks, or any other mark BNI owns or will own, except as granted herein or as set forth in the BNI Branding Standards and BNI Branding Standards Policy Memorandum. Franchisee shall not use the BNI Marks, any variations or abbreviations, or any words confusingly similar to the BNI Marks, as part of its name if Franchisee is or becomes a corporation or other legal entity. Franchisee shall use the BNI Marks and/or any trademark or service mark or trade name adopted by BNI, or other written instructions from BNI, including the form and manner and appropriate legends as may be prescribed by BNI. Franchisee shall not use any other trademark, service mark or trade name in combination with the BNI Marks without BNI's prior written consent. Franchisee shall not use the BNI Marks, or any other mark BNI owns or will own, in any advertising, promotion or marketing that has not been provided to Franchisee by BNI or previously approved in writing by BNI. Franchisee shall permit BNI to inspect Franchisee's uses of the BNI Marks at all reasonable times for the purpose of ascertaining compliance with this Agreement. Except when necessary to comply with this Agreement, Franchisee shall not place the BNI Marks, nor provide any third party the BNI Marks for the purpose of placing the BNI Marks on any products, supplies or any other item in any form for any purpose, unless Franchisee acquires prior written approval from BNI or as pre-approved as set forth in the BNI Branding Standards and BNI Branding Standards Policy Memorandum. Except when necessary to comply with this Agreement, Franchisee shall not use or associate in any way the BNI Marks with any services not approved by BNI in writing. Should Franchisee file for or otherwise acquire any trade secrets, copyrights, trademarks, internet domain names relating to the BNI system or BNI Marks, BNI Global, LLC will be included in all applications, registrations, and other filings or notices which may be made with respect thereto in any jurisdiction and any such filings will be the sole property of BNI Global, LLC in accordance with the terms and conditions set forth herein. Franchisee shall sign any and all documents necessary to transfer any such filings to BNI Global, LLC. Franchisee acknowledges that on expiration or termination of this Agreement, no monetary sum shall be designated as attributable to any goodwill associated with Franchisee's use of the BNI System and the BNI Marks during the term of this Agreement.

- e. **Trademarks and Trade Names.** In connection with the operation of the BNI Franchise, including advertising, Franchisee shall use no name or service mark other than the names *BNI®* or *BNI Connect®* or any derivative of such names, or such other names or Marks as may be specified by BNI. Franchisee shall not use the BNI Marks, or any other mark BNI owns or will own, in any advertising, promotion and marketing that has not been provided to Franchisee by BNI or previously approved in writing by BNI. Franchisee shall identify itself as a holder of a license from BNI, unless applicable law requires other or additional identification. Franchisee shall use the name and service mark in such format and with such suffix or prefix as BNI may from time to time designate. Franchisee shall not register the BNI Marks with any authority unless required to do so by this Agreement. Franchisee shall identify itself to the general public by referencing the geographic region with the mark "BNI®" as follows: "BNI [Region]" (as identified in this Agreement) or another name as approved by BNI in writing. If BNI changes, improves or modifies the BNI Marks, then Franchisee shall accept, use, and display, as may be applicable, such modified BNI Marks in accordance with the procedures, policies, rules and regulations contained in the Directors Materials, as though they were specifically set forth in this Agreement. Franchisee agrees that this provision is fair and necessary to enable the business to remain competitive.

- f. **Assumed Name Registration.** If Franchisee is required to do so by any statute or ordinance, Franchisee shall promptly, upon the execution of this Agreement by BNI, file with applicable government agencies or offices, notice of its intent to conduct its business under the name “BNI [Region]” (as identified in this Agreement) or another name as approved by BNI in writing. Promptly upon the expiration or termination of this Agreement for any reason whatsoever, Franchisee shall promptly execute and file such documents as may be necessary to revoke or terminate such assumed name registration, and if Franchisee fails to promptly execute and file such documents as may be necessary to effectively revoke and terminate such assumed name registration, Franchisee hereby irrevocably appoints BNI as its attorney-in-fact to do so for and on behalf of Franchisee.
  
- g. **Copyrights.** BNI owns all copyrightable subject matter that BNI provides to Franchisee or Franchisee prepares to operate the BNI Franchise. If and to the extent that certain rights and interests in derivative works are not owned by BNI, then Franchisee irrevocably assigns to BNI all of its interests in the copyright for such derivative work. To the extent that such work cannot be assigned, Franchisee hereby irrevocably and perpetually licenses, exclusively to BNI, on a royalty-free basis, all rights in said works. Franchisee further agrees to reasonably cooperate with BNI as necessary to confirm and perfect such rights for BNI. Where Franchisee commissions any third party to prepare any copyright work in connection with the BNI Franchise, Franchisee will ensure that such third party agrees to transfer the copyright to BNI. To the extent the copyright is nontransferable under the laws of the Region, Franchisee hereby grants BNI (or will procure from the owner of the copyright) an irrevocable, fully transferable and assignable, worldwide royalty-free exclusive license to use, reproduce and otherwise employ such copyrighted items. Immediately upon BNI’s request, or at the termination or expiration of this Agreement, Franchisee will return all copyrightable subject matter in Franchisee’s control to BNI, whether such materials were prepared by BNI, Franchisee or a third party. To the extent such materials are stored electronically, after returning one copy to BNI, Franchisee will destroy the electronic copies and confirm in writing to BNI that all said copies have been returned or destroyed.

## 11.2 Independent Contractor.

- a. Franchisee and BNI acknowledge and agree that this Agreement does not create a fiduciary relationship between Franchisee and BNI, that Franchisee is an independent contractor, and that nothing in this Agreement is intended to constitute either party an agent, legal representative, subsidiary, joint venturer, partner, employee, or servant of the other for any purpose whatsoever. Nothing in this Agreement authorizes Franchisee or its employees to make any contract, agreement, warranty, or representation on BNI's behalf, or to incur any debt or other obligation in BNI's name.
  
- b. During the Term of this Agreement, Franchisee shall hold itself out to the public as an independent contractor operating the BNI Franchise and each Chapter pursuant to a franchise agreement with BNI. Franchisee shall post notices as specified by BNI to that effect in such locations and by such means determined reasonably necessary by BNI to inform the public, customers and suppliers.
  
- c. Franchisee is responsible for, and shall promptly pay when due, all expenses of the



BNI Franchise, including all taxes and levies of any kind in connection with the BNI Franchise and the income arising from the BNI Franchise.

- d. BNI does not regulate the hiring or discharge of Franchisee's employees, officers, independent contractors or agents, the parties from whom Franchisee may accept business, the working conditions of Franchisee's employees, officers, independent contractors or agents or Franchisee's contracts with customers, suppliers or others.
- e. Franchisee shall represent that it is doing business as a Franchisee under the trade name and style of "BNI [Region (as identified in this Agreement) or another name as approved by BNI in writing]". Franchisee shall prominently display a notice as required by BNI, as well as a statement on Franchisee's letterhead and on all forms, printed materials and marketing materials to be distributed to the public, which clearly states that "EACH FRANCHISE IS INDEPENDENTLY OWNED AND OPERATED."

### 11.3 Infringement Claims.

- a. **Asserted Against Others.** Franchisee shall promptly notify BNI of any third-party infringement or other use of the BNI Marks, or any imitation thereof, or any trade secrets, manual or part of the BNI System. BNI will determine in its reasonable discretion whether to bring an action against the third party for such use, and BNI will have the exclusive right to bring such an action. If BNI does bring such action, BNI may name Franchisee as a nominal party to the action. If BNI decides not to file an action and Franchisee desires to bring such an action, Franchisee must first consult with BNI and obtain BNI's written permission. As part of such consultation, BNI will advise Franchisee whether Franchisee can bring suit in BNI's name. BNI will also advise Franchisee if BNI will reimburse Franchisee for any expenses Franchisee incurs in connection with such action. BNI is not required to reimburse Franchisee for any such costs and expenses. Franchisee must keep BNI advised of the status of such action and Franchisee must in good faith consider any input BNI may make relative to such action. Insofar as Franchisee must protect the BNI marks and system in its Region, it is envisioned that situations may arise involving improper use by others. Franchisee agrees that any damages that are awarded as a result of infringing upon the BNI Marks are to be remitted to BNI. However, if Franchisee pays for the expenses of suit, the expenses shall be reimbursed first and then BNI and Franchisee shall split the remaining awarded funds on a 50%/50% basis.
- b. **Asserted by Others.** If Franchisee learns of any claim, suit or demand against Franchisee or the BNI Marks on account of any alleged infringement, unfair competition, or similar matter relating to the BNI Marks, or any unauthorized use of the BNI Marks, Franchisee shall promptly notify BNI in writing. BNI has the sole right to defend, compromise or settle any such claim at BNI's sole cost and expense, using attorneys of its own choosing. Franchisee shall cooperate fully with BNI in connection with the defense of any such claim and hereby irrevocably appoints BNI to defend or settle all of such claims, demands or suits. Franchisee may participate at its own expense in such defense or settlement, but BNI's decisions shall be final and binding upon Franchisee. Franchisee shall not settle or compromise any such claim without the prior written consent of BNI. BNI agrees to indemnify and hold Franchisee harmless against any claim or demand arising from Franchisee's authorized use of the BNI Marks provided Franchisee has promptly notified BNI of the claim or demand as required by this Article.

- c. **Cooperation.** If BNI undertakes the defense or prosecution of any litigation relating to the BNI Marks or components of the BNI System, Franchisee agrees to execute any and all documents and to do such acts and things as may, in the opinion of legal counsel for BNI, be necessary to carry out such defense or prosecution.

**11.4 Improvements.** Franchisee agrees that BNI owns and has the perpetual right to use and authorize other BNI franchisees to use, and Franchisee must fully and promptly disclose to BNI, all ideas, concepts, methods, techniques, customers and customer data relating to the development and/or operation of a BNI Franchise conceived or developed by Franchisee, its employees or agents during the term of this Agreement (collectively, "Improvements"). Franchisee and BNI will comply with all privacy act laws and regulations as required by the laws of the United States as it pertains to any part of the Improvements.

**11.5 Survival.** The covenants, restrictions and obligations stated in this Article shall survive the termination or expiration of this Agreement.

## **ARTICLE 12**

### **COMPETITION AND ECONOMIC DEVELOPMENT**

**12.1 Unfair Competition.** Franchisee acknowledges and agrees to the uniqueness of the BNI System and that BNI is making its knowledge, know-how and expertise available to it for the purpose of operating the BNI Franchise. Franchisee agrees that it would be an unfair method of competition for Franchisee to use or duplicate or to allow others to use or duplicate any of the knowledge, know-how and expertise received from BNI for any use other than for the operation of the BNI Franchise. Franchisee, therefore, warrants that, during the Term of this Agreement, it will utilize its best and continuing efforts to promote and develop the BNI Franchise in the Region and during the Term of this Agreement and at all times thereafter shall not directly or indirectly engage in the operation other than franchises from BNI, which utilizes or duplicates the BNI System, any trade secrets of BNI, or the BNI Mark.

#### **12.2 Impact of BNI's Economic Development.**

- a. **Region.** Franchisee and BNI agree that there are no other territorial rights that arise or shall be inferred under this Agreement except those rights expressly given to Franchisee in this Agreement. BNI expressly reserves the right to own, operate or license another person to own or operate or license a BNI region outside of the Region. In consideration of the grant of the Region, Franchisee agrees that there are no implied covenants of good faith and/or fair dealing or other theories in connection with the grant of territorial rights to Franchisee.
- b. **BNI's Business Interest.** BNI is free to pursue its own business interests as it seeks them and is not obligated to do or refrain from doing anything except as expressly set forth in this Agreement.

## **ARTICLE 13**

### **INSURANCE: INDEMNITY**

**13.1 Insurance.** Within thirty (30) days from the Effective Date of this Agreement, Franchisee shall obtain and, at all times during the Term of this Agreement, maintain in full force and effect, at its sole cost and expense, a commercial general liability policy providing coverage for any and all claims

including:

- a. bodily and personal injury, death, property damage, personal and advertising injury, products liability, contractual liability (including coverage for the indemnification and hold harmless provision set out below), or other coverage required by law in conjunction with the conduct of the BNI Franchise. Such insurance coverage must be maintained under one or more policies of insurance issued by an insurance carrier or carriers acceptable to BNI. The policies shall provide coverage with combined single limits of not less than Two Million Dollars (\$2,000,000) per occurrence, or in such other amounts or coverage as BNI may periodically require.
- b. data breach, data security, cyber liability, and other electronic network losses in conjunction with the conduct of the BNI Franchise. Such insurance coverage must be maintained under one or more policies of insurance issued by an insurance carrier or carriers acceptable to BNI. The policies shall provide coverage with combined single limits of not less than One Million Dollars (\$1,000,000) per occurrence, or in such other amounts or coverage as BNI may periodically require.

BNI reserves the right to lower such amount for insurance required by in writing. Franchisee shall require that all policies name BNI and its affiliates as additional insureds, must contain a waiver of the insurance company's right of subrogation against them, and must provide that each such entity will receive thirty (30) days' prior written notice of termination, expiration or cancellation of any such policy. BNI may increase the minimum liability protection requirement annually to reflect inflation and other relevant factors. Further, BNI may require, at any time, on reasonable prior notice to Franchisee, different or additional kinds of insurance to reflect inflation, changes in standards of liability, higher damage awards in public or product liability litigation and business related liability, or other relevant changes in circumstances. Franchisee shall annually submit to BNI or its designated agent a copy of the certificate of insurance or other evidence of the renewal or extension of each such insurance policy. Franchisee's obligation to maintain the insurance described herein must be primary and not be limited in any way by any insurance maintained by BNI or its affiliates, nor must Franchisee's performance of such obligations relieve Franchisee of any obligations under this Agreement. Franchisee assumes all risk relating to the adequacy of any insurance or self-insurance program and waives any claim against BNI and its affiliates for any liability, cost or expense arising out of any uninsured claim.

**13.2 Indemnity by Franchisee.** Franchisee agrees to defend, indemnify and hold harmless BNI and its affiliates against and from all fines, penalties, taxes, expenses, costs, losses or damages (including reasonable attorneys and accounting fees or expenses), resulting from any claim, demand or cause of action arising out of or in any way related to the BNI Franchise and its Chapters and all their activities, including any claim, demand or cause of action asserted against BNI or its affiliates on the basis of theories of vicarious liability such as agency, apparent agency, employment or joint employment, subsidiary or indirect liability arising out of all state and federal laws and regulations governing commercial concession agreements, wherever the action or proceeding is instituted. Franchisee also shall defend BNI and its affiliates against the same anywhere in the world, except that BNI may use its own legal counsel and (to the extent permitted by any applicable law) control any matter in which BNI or its affiliates are named or directly affected, for which legal fees, costs and expenses the Franchisee shall reimburse BNI. Where applicable law does not allow BNI to control the matter, BNI shall have the right to nominate legal counsel of its sole choice to review all correspondence, submissions and other documents in advance and to request such amendments and alternations to the same as are necessary to protect the rights and interests of BNI. This indemnification shall survive termination or expiration of this Agreement. This indemnification does not apply to the direct consequences of BNI's or its affiliates' gross negligence or willful misconduct, unless the claim, demand or cause of action is asserted on the basis of theories of vicarious liability

referred to above or negligent failure to compel Franchisee's compliance with the provisions of the Support Director Consultant Orientation Manual or this Agreement.

**13.3 Indemnity by BNI.** BNI agrees to defend, indemnify and hold harmless Franchisee and his, her or its affiliates against and from all fines, penalties, taxes, expenses, costs, losses or damages (including reasonable attorneys and accounting fees or expenses), resulting from any third-party claim, demand or cause of action arising out of or in any way related to any material breach of this Agreement by BNI, wherever the action or proceeding is instituted. This indemnification shall survive termination or expiration of this Agreement. This indemnification does not apply to the direct consequences of Franchisee's or his, her or its affiliates' gross negligence, willful misconduct, or intentional acts.

## **ARTICLE 14 TAXES**

Franchisee shall pay, when due, all taxes levied or assessed in connection with the possession, ownership or operation of the BNI Franchise or in connection with amounts paid or received under this Agreement, including without limitation any sales or income taxes (other than any tax that is measured by or related to the net income of BNI or to its corporate status in a state). If any such tax is paid by BNI, Franchisee shall promptly reimburse BNI the amount paid. If any bona fide dispute as to the liability for a tax assessed against Franchisee, Franchisee may contest the validity or the amount of the tax in accordance with procedures of the taxing authority. Franchisee shall not permit a tax sale or seizure against any assets of the BNI Franchise.

Without derogating from the above, and for avoidance of doubt, all payments to BNI under and/or in connection with this Agreement shall be made net of any deductions and/or withholding of any amount (including without limitation of taxes) and if the Franchisee will have to withhold any amounts from payments payable to BNI under and/or in connection with this Agreement, including without limitation, any withholding of income taxes or any other taxes, the Franchisee shall gross up such payment such that BNI will receive, as its net payment, the amount payable under and/or in connection with this Agreement after all withholdings and deductions. Any duties imposed under, if imposed, in relation to this Agreement or the BNI Franchise, shall be borne and paid solely by Franchisee.

## **ARTICLE 15 ASSIGNMENT/SUCCESSION: CONDITIONS AND LIMITATIONS**

**15.1 Full Compliance.** Any purported assignment or transfer by Franchisee of Franchisee's rights and obligations under this Agreement that is not in full compliance with this Article shall be of no force or effect and null and void and give BNI the right to immediately terminate without opportunity to cure pursuant to this Agreement.

**15.2 Transfer.** As used in this Agreement, the term "transfer" or "assignment" means and includes the voluntary, involuntary, conditional, direct or indirect assignment, sale, gift or other transfer by Franchisee or any of its owners of any interest in or grant of any security interest in (a) this Agreement; (b) the BNI Franchise; (c) Franchisee; or (d) some or all of the assets of the BNI Franchise (other than inventory items in the ordinary course of business).

**15.3 Transfer and/or Assignment by Franchisee.** This Agreement has been entered into by BNI in reliance upon and in consideration of the singular person skill, character, aptitude, business

capability, financial capacity and general qualifications of Franchisee and the trust and confidence reposed in Franchisee or, in the case of a corporate or partnership Franchisee, the manager or supervisor, principal officers, directors and/or partners thereof who will actively and substantially participate in the ownership and operation of the BNI Franchise. Accordingly, the rights and duties created by this Agreement are personal to Franchisee and neither Franchisee's interest in this Agreement nor any of its rights or privileges hereunder nor the BNI Franchise or any interest therein may be assigned, transferred, shared or divided, voluntarily or involuntarily, directly or indirectly, by operation of law or otherwise, in any manner, without the prior express written consent of BNI. To the extent that BNI shall deem more than one person to be skilled and qualified to own and operate the Franchise and to the extent Franchisee and such individuals desire to own and operate the Franchise in combination pursuant to a separately entered into agreement, BNI may award the Franchise to said persons ("Related Entity") who together shall replace herein the singular person referred to in this Paragraph. All such requirements of the singular person shall then be considered the requirements of all such individuals forming the Related Entity. To the extent that Franchisee desires to be organized as a non-individual legal entity, BNI shall consider such ownership and operation subject to the terms of this Agreement. In all such cases, the individual who controls the operation of the Franchise must be a trained BNI Director or Director Consultant. Any actual or intended assignment, transfer or sale made or accomplished in violation of the terms of this Article shall be null and void and will constitute a material breach of this Agreement giving BNI the right to immediately terminate the Franchise without opportunity to cure pursuant to this Agreement; provided, however, that transfers of the voting equity of the Franchisee entity shall be permitted, without needing to seek BNI's consent or comply with any of Article 15.3(a) through 15.3(m), so long as the individuals that owned the Franchisee entity immediately prior to such transfer remain, collectively, the owners of one hundred percent (100%) of the voting equity of the Franchisee entity following such transfer and there is no change of control of such Franchisee entity, provided it otherwise complies with the provisions of Article 15.3, shall not be subject to the transfer fee set forth in Article 15.3(c). BNI may consent to the proposed transfer in its reasonable business judgment and upon the strict compliance with, but not limited to, the following requirements by Franchisee and proposed assignee, which requirements Franchisee agrees are reasonable:

- a. Franchisee is not in default of any provision of this Agreement, any amendment hereof or successor hereto, or any other agreement between Franchisee and BNI or its affiliates and Franchisee is in compliance in all respects with this Agreement including being in full compliance with all payments due BNI for any reason;
- b. Franchisee or the proposed assignee shall remit a nonrefundable application fee of Three Hundred Sixty Dollars (\$360) ("Application Fee") along with a current application in forms required by BNI. The Application Fee is subject to change at the sole discretion of BNI. If the application from the proposed assignee is approved by BNI and a Transfer Fee is remitted as required below, then the Application Fee will be applied as a partial payment of the Transfer Fee;
- c. Franchisee pays to BNI a transfer fee in the amount of five percent (5%) of the sales price (inclusive of any non-cash consideration using market valuation) or 25% of the then-current Initial Franchise Fee, whichever is greater ("Transfer Fee"). Franchisee agrees that the Transfer Fee is reasonably required to cover BNI's expenses relating to said transfer; in the event of a transfer between two or more partners or owners of Franchisee, the remaining partner/owner must pay the Transfer Fee;
- d. BNI receives written notice of the proposed transfer at least ninety (90) days prior to the anticipated closing date, together with all forms required by BNI and any other

information BNI may request concerning the proposed assignee or the proposed transaction between Franchisee and the prospective assignee;

- e. Franchisee pays all taxes, debts and obligations owed to third parties which relate to Franchisee's operation of the BNI Franchise or the proposed assignee otherwise assumes such liabilities;
- f. Franchisee transfers to BNI any and all its rights, titles and interests to any and all internet domain names associated with the BNI Franchise;
- g. The proposed assignee, is not an existing franchisee of BNI, and, in BNI's sole judgment, satisfies all of BNI's business and financial standards and requirements; has the aptitude and ability to operate the BNI Franchise; possesses a good business reputation and credit rating, and possesses the aptitude and ability to conduct the Franchised Business in an economic and businesslike manner (as may be evidenced by prior related business experience or otherwise); and that the proposed assignee complete and be approved through BNI's standard franchise application and selection process, including but not limited to a satisfactory completion of a standard criminal history background check, financial background check, and an in-person visit/interview at BNI's headquarters, currently in Charlotte, North Carolina. If the proposed assignee does not meet the financial standards and requirements necessary for approval of the requested transfer, BNI may, at its own discretion, approve the requested transfer conditioned on the execution of a guarantee of all payment obligations by Franchisee of up to the first twelve (12) months of the proposed assignee's franchise agreement;
- h. Franchisee and each principal, if any, execute a general release, in a form satisfactory to BNI, of any and all claims against BNI, its affiliates, and their respective officers, directors, agents, and employees, in their corporate and individual capacities;
- i. All training and orientation programs required by BNI pursuant to this provision must be successfully completed as soon as possible but in no event within 180 days after the approval of the proposed sale and execution of the franchise agreement with the proposed assignee. All proposed Executive Directors of the proposed assignee must successfully complete the Executive Director Training within this time period. Both the largest shareholder/owner and owners totaling at least fifty-one percent (51%) of Franchisee after such assignment must have successfully completed Support Director Consultant Orientation within this time period. The proposed assignee must remit a non-refundable training fee to BNI in the amount of the then-current training fee for such training prior to such training;
- j. The proposed assignee shall execute the then-current franchise agreement. The proposed assignee shall not be required to pay an initial franchise fee, but, at the time of execution of the then-current franchise agreement, shall purchase the necessary supplies to support a Region according to the guidelines of BNI;
- k. The proposed assignee shall provide proof of receipt as required by BNI of any information required by the rules and regulations of any franchise disclosure legislation delivered to the proposed assignee by BNI as required by state and/or federal laws;

- I. The delivery by Franchisee or proposed assignee to BNI, prior to any assignment, an executed copy of the contract setting out an intent to sell by Franchisee and an intent to buy by the proposed assignee of the BNI Franchise, and BNI, in its reasonable judgment, does not object to such contract within sixty (60) days after receipt of such contract. Approval of such contract by BNI does not constitute approval of the transfer by BNI nor does it constitute approval or any type of guarantee as to the terms and provisions of such contract; and
- m. The prospective assignee, and all of its owners if not an individual, shall execute the form of a “Unconditional Guaranty”, in the form provided for by BNI, guaranteeing the performance of all terms, conditions, covenants and obligations of the new franchise agreement (to the extent that said owner is not an individual, the controlling person shall be the signatory/guarantor).

**15.4 Notice of Proposed Transfer by Franchisee.** Franchisee shall notify BNI of such intention to transfer by written notice by certified mail setting forth the proposed assignee’s name, address, statement of financial qualification and business experience during the previous five (5) years as required by BNI. If BNI does not exercise its right of first refusal under this Agreement, BNI shall have forty-five (45) days from the completion of the conditions set out in this Article and receipt of such notice as required in this paragraph to submit to Franchisee and the proposed assignee the necessary documentation to effect the transfer of the BNI Franchise.

**15.5 Franchisee Information.** BNI may advise any proposed assignee of any uncured breaches or defaults by Franchisee under this Agreement, or any other agreement relating to the BNI Franchise proposed to be assigned, transferred or sold. BNI’s approval of such proposed transaction shall not, however, be deemed a representation or guarantee by BNI that the terms and conditions of the proposed transaction are economically sound or that, if the transaction is consummated, the proposed assignee will be capable of successfully conducting the BNI Franchise and no inference to such effect shall be made from such approval.

**15.6 Prohibition Against Encumbrance.** Without BNI’s prior written consent, Franchisee shall not grant any security interest in this Agreement, in the BNI Franchise or in any assets used in the operation of the BNI Franchise, nor shall any ownership interest in any corporate, limited liability or partnership Franchisee be pledged or encumbered.

**15.7 Transfer Due to Death or Incapacity.**

- a. To the extent Franchisee or supervisor or manager becomes disabled and cannot perform the operation of the BNI Franchise or dies, the Franchisee (if disabled but still of sound mind), the legal representative of the Franchisee or the decedent may do one of the following (provided notice is given to BNI within ninety (90) days of disability or death):
  - i. propose to assign the BNI Franchise to the heirs of Franchisee, provided said proposed assignee(s) is (are) a trained Director/Director Consultant of BNI or shall be so trained within ninety (90) days of the date of the death or disability, and the proposed assignee assumes all obligations of this Agreement or executes a then current franchise agreement assuming all obligations and term limits of this Agreement as required by BNI, and the proposed assignee executes a new unconditional guarantee in the form then currently used by BNI. BNI shall have the right to reasonably deny such proposed assignment;

or

- ii. sell the BNI Franchise pursuant to this Agreement.
- b. To the extent that the Franchisee is not an individual and the majority owner of the controlling entity dies or becomes disabled, the Franchisee must replace the majority owner with a person suitable to BNI who meets the criteria hereunder within ninety (90) days, or BNI may terminate this Agreement.
- c. If the BNI Franchise is not transferred or sold (if Franchisee is not an individual and the majority owner is not replaced per Article 15.7.b) within ninety (90) days of the disability or death of the Franchisee, BNI may terminate this Agreement.
- d. To avoid the ninety (90) day deadline that could result in BNI taking over supervision of the BNI Franchise or result in the termination of this Agreement, Franchisee may pre-qualify a temporary manager. Franchisee may, at any time prior to a disability or death, take steps to obtain approval for the appointment of a temporary manager who will supervise and operate the BNI Franchise until a successor is legally appointed ("Temporary Manager"). Franchisee shall submit the name of a trained Director/Director Consultant to BNI for approval in accordance with a form provided by BNI and a Six Hundred Dollar (\$600) administrative processing fee (if proposed Temporary Manager is not already an Executive Director), which is subject to change at BNI's sole discretion. BNI shall notify Franchisee within thirty (30) days whether the individual is approved or if BNI requires further information about the candidate. Approval of the candidate shall not act as approval of any transfer or assignment to said individual. Upon the death or disability of the Franchisee, the Temporary Manager shall be able to manage the BNI Franchise for a maximum period of one (1) year, absent written agreement from BNI otherwise. Appointment of a legal administrator or guardian for the Franchisee or its estate shall immediately terminate the Temporary Manager's authority. Franchisee shall update said preapproved successor if Franchisee desires or if BNI requests. BNI may withdraw its preapproval of any successor upon notice to Franchisee.
- e. If Franchisee does not establish a Temporary Manager, then, upon death or disability of Franchisee, then BNI may allow the continuation of operation of BNI Franchise with BNI monitoring and the Monthly Continuing Royalty would be increased to thirty percent (30%) of the Gross Revenues until such time as a successor meeting BNI's qualifications and approval is appointed or, after ninety (90) days of the date of the death or disability, at such time BNI terminates this Agreement. It is agreed that such increase in the Monthly Continuing Royalty would be warranted in light of the additional supervision that would be needed on the part of BNI.

**15.8 No Waiver.** BNI's consent to a transfer shall not constitute a waiver of any claims it may have against the transferring party, nor shall it be deemed a waiver of BNI's right to demand compliance with any of the terms of this Agreement by the transferor or transferee.

**15.9 Assignment by BNI.** This Agreement will benefit the successors and assigns of BNI. BNI will have the right, without Franchisee's prior written consent, to transfer, assign, pledge, novate or otherwise encumber this Agreement or any of its rights or obligations under this Agreement to any person, persons, partnership, association, corporation, or other legal entity, provided that that the assignee agrees to be bound to perform all of BNI's obligations under this Agreement. BNI shall not



be liable for any obligations accruing hereunder after the effective date of such assignment. In the event of any such assignment and in consideration of BNI procuring for Franchisee an undertaking from the assignee to be bound by BNI's obligations under this Agreement, Franchisee will re-execute this Agreement with the assignee if and as BNI (or the assignee) requires it to do so. If Franchisee fails to comply with the provisions of this Article, it hereby irrevocably appoints BNI as its agent with full authority to re-execute this Agreement with the assignee. BNI shall have the right, but not the obligation, to cause a BNI subsidiary or affiliate to perform any or all of its obligations and exercise any or all of BNI's rights in this Agreement and any other agreement with Franchisee, and to require Franchisee to perform any or all of its obligations in this Agreement and any other agreement with BNI, in favor of such subsidiary or affiliate, by delivery of written notice thereof to Franchisee.

**15.10 Organization of Franchisee.** If an individual Franchisee desires to assign this Agreement to an entity formed or controlled by Franchisee, in addition to Franchisee's compliance with the conditions set out in Article 15.3, BNI may grant its consent, provided:

- a. Franchisee is, and covenants to remain, the owner of one hundred percent (100%) of the voting equity of the entity or, if Franchisee is more than one individual, each individual has the same proportionate ownership interest in the entity as that individual had in the BNI Franchise prior to the transfer;
- b. The payment by Franchisee to BNI of an assignment fee in the amount of Six Hundred Dollars (\$600), which is subject to change at BNI's sole discretion. Franchisee agrees that such assignment fee is reasonably required to cover BNI's expenses relating to said transfer;
- c. All documents of the transferee entity reasonably required by BNI are provided to BNI prior to the transfer;
- d. Franchisee or another qualified individual is designated as the operating principal for the BNI Franchise and is responsible for the ongoing fulfillment of the obligations of this Agreement pursuant to the operation of the BNI Franchise;
- e. Franchisee and all the shareholders, officers and directors of the assignee entity personally guarantee the obligations to be performed under this Agreement by the Franchisee entity and each shall sign an unconditional guaranty in a form required by BNI;
- f. Franchisee may not assign to any entity not acceptable to BNI; and
- g. Transferee entity must assume the obligations to be performed under this Agreement and shall sign a then-current franchise agreement.

**15.11 Reasonableness.** As to any assignment, sales or transfer of any kind or type, Franchisee has the sole burden of proving that BNI acted unreasonably in any respect.

## **ARTICLE 16** **RIGHT OF FIRST REFUSAL**

**16.1 Right of First Refusal.** If Franchisee wishes to accept an offer from a third party to purchase all or substantially all of the assets constituting the BNI Franchise or a controlling interest in the voting equity of Franchisee, Franchisee shall give BNI written notice setting forth the name and address of

the prospective purchaser, together with a franchisee application completed by the prospective purchaser, and a *bona fide*, executed written offer from the prospective purchaser signed by both the prospective purchaser and the Franchisee (a “*Bona Fide Offer*.”) The *Bona Fide Offer* must contain the offered purchase price, all material terms of the offer that an investor would need in making a decision regarding whether to proceed with an investment including but not limited to any promissory notes or other financing terms and all exhibits to the offer, and a confidentiality covenant by Franchisee and the prospective buyer to which BNI shall be an intended third-party beneficiary. BNI, its subsidiaries and affiliated companies, will then have the prior option to purchase the interests covered by the offer at the price and upon the same financing terms of the offer. If the consideration is not monetary, BNI may substitute the equivalent cash as solely determined by BNI for all non-cash consideration. For the avoidance of doubt, BNI shall not be required to match any other terms in the offer, nor the type of agreement proposed. If BNI exercises its right, it shall offer an asset purchase agreement, regardless of the type of agreement the prospective purchaser offered to Franchisee. BNI will have sixty (60) days after receipt of the notice of offer and the furnishing of all reasonably requested information within which to notify Franchisee of BNI's intent to exercise its right hereunder. Reasonably requested information includes, but is not limited to, proposed purchaser's proof of funds and personal financial statements. Should the terms of the offer be altered by Franchisee or the prospective purchaser, Franchisee shall notify BNI in writing of the altered terms, and BNI shall have sixty (60) additional days from the date of notification to purchase on the altered terms. Silence on the part of BNI shall constitute rejection. If the proposed sale includes assets of Franchisee not related to the operation of the BNI Franchise, BNI may elect to purchase only the assets related to the operation of the BNI Franchise and an equitable purchase price will be allocated to each asset included in the proposed sale. An offer from a third party includes any transfer, conveyance, assignment, consolidation, merger or any other transaction in which legal or beneficial ownership of the BNI Franchise granted by this Agreement is vested in someone or some entity other than Franchisee.

**16.2 No Waiver.** The election of BNI not to exercise its right of first refusal as to any offer does not affect its right of first refusal as to any subsequent offer or the right to refuse a pending sale by Franchisee.

**16.3 Transfer Voided.** Any sale, attempted sale, assignment or other transfer of the interests in the BNI Franchise or Franchisee without first giving BNI the right of first refusal described herein shall be void and of no force and effect. Any waiver by BNI of the right of first refusal described herein does not relieve Franchisee from complying with Article 15.

**16.4 Indemnity On Assignment by Franchisee.** Franchisee hereby irrevocably agrees to indemnify BNI against any claims for wrongful and/or unfair dismissal and/or redundancy payments or any other claim arising from the exercise by BNI of its right of first refusal (as described above) by any person employed by Franchisee immediately prior to the exercise of such rights of first refusal. Such indemnity shall include legal costs and disbursements incurred by BNI on a full indemnity basis as set forth in Article 13.

## **ARTICLE 17** **TERMINATION**

**17.1 Default and Termination Without Right to Cure (Except as Provided).** Franchisee shall be deemed to be in default of this Agreement, and BNI may terminate this Agreement and all rights hereunder, without affording Franchisee an opportunity to cure the default, effective immediately upon delivery of notice by BNI to Franchisee's address listed herein (or any amended address for which BNI was given written notice), the last home address of which Franchisee has notified BNI in

writing, or by the last email address at which Franchisee acknowledged receipt of email, if:

- a. Franchisee or any of its Guarantors, as the term is defined in the Principal Owners' Guaranty, becomes insolvent or makes a general assignment for the benefit of creditors; or proceedings for a composition with creditors under any state or federal law should be instituted by or against Franchisee or any of its Guarantor(s), a petition in bankruptcy is filed by Franchisee or its Guarantor(s) or such a petition if filed against and not opposed by Franchisee or Franchisee or its Guarantor(s) is adjudicated as bankrupt or insolvent or a bill in equity or other proceeding for the appointment of a receiver of Franchisee or its Guarantor(s) or other custodian for Franchisee's business or assets is filed and consented to by Franchisee or its Guarantor(s) or a receiver or other custodian (permanent or temporary) of Franchisee's or Guarantor(s) assets or property, or any part thereof, is appointed by any court of competent jurisdiction. Franchisee expressly and knowingly waives any rights that it may have under the provisions of the Bankruptcy Code and consents to the termination of this Agreement or any other relief which may be sought in a complaint filed by BNI to lift the provisions of the automatic stay of the Bankruptcy Code. Additionally, Franchisee agrees not to seek an injunctive order from any court in any jurisdiction relating to insolvency, reorganization or arrangement proceedings which would have the effect of staying or enjoining this provision; or
- b. A final judgment related to Franchisee remains unsatisfied or of record for thirty (30) days or longer (unless a supersedeas bond is filed); or the assets of Franchisee are liquidated; or execution is levied against Franchisee; or suit to foreclose any lien or mortgage against any assets of the BNI Franchise is instituted against Franchisee and not dismissed within thirty (30) days; or the real or personal property of the BNI Franchise must be sold after levy thereupon by any sheriff, marshal or constable; or
- c. Franchisee has made any material misrepresentations or misstatements, or omits any material facts to BNI on the application to be a franchisee, or with respect to the ownership of the BNI Franchise; or
- d. Franchisee abandons the franchise relationship without the prior written consent of BNI at any time during the Term of this Agreement. The cessation of operation of the BNI Franchise other than with the prior written consent of BNI, or the failure of Franchisee to comply with Article 5.8 shall be considered abandonment of the franchise relationship provided, however, that no abandonment shall be deemed if the cessation is due to circumstances beyond Franchisee's reasonable control (such as lack of electrical power not due to any action or inaction by Franchisee, weather conditions, earthquakes, strikes and the like) and Franchisee diligently undertakes to resume operations after the reason for such cessation has been abated; or
- e. Franchisee defaults in any payment or indebtedness to BNI and does not cure such default within twenty (20) days' written notice by BNI; or
- f. After the expiration of twenty (20) days' written notice from BNI, Franchisee continues to engage in a similar business to that licensed and established under and pursuant to this Agreement without obtaining BNI's prior written consent, or continues to violate the covenant against competition under this Agreement, or, in violation of this Agreement, continues to market any service or product under a name or mark which, in BNI's sole opinion, is confusingly similar to the BNI Marks; or

- g. Franchisee is convicted of a felony, a crime involving moral turpitude, or any other crime or offense that BNI believes is reasonably likely to have an adverse effect upon the BNI Franchise, the BNI Marks, the goodwill associated therewith, or BNI's interest therein; or
- h. Franchisee or any owner intentionally discloses or divulges the contents of the Directors Materials or other confidential information provided to Franchisee by BNI (which is otherwise not publicly available) contrary to the terms of this Agreement, or Franchisee or any owner intentionally uses or duplicates the BNI System or engages in unfair competition or discloses any trade secrets of BNI in violation of this Agreement. Concerning the term "intentionally" in this provision, BNI only has to be able to show that any such confidential information has been disclosed or divulged by Franchisee; or
- i. Franchisee purports to effect any sale, assignment, merger or transfer in violation of this Agreement; however, Franchisee may place the BNI Franchise for sale as long as such action does not violate any other provision of this Agreement; or
- j. Franchisee knowingly maintains false books or records, or knowingly submits any false or fraudulent reports, statements or documents to BNI; or
- k. Franchisee misuses or makes any unauthorized use of the BNI Marks or any other identifying characteristics of the BNI System, or otherwise materially impairs the goodwill associated therewith or BNI's rights therein; or
- l. Franchisee is repeatedly in default for failing to comply with any part of this Agreement, whether or not cured after written notice. "Repeatedly in default" shall, for purposes of this provision, mean any of the following:
  - 1. three (3) noticed defaults of this Agreement of any nature, whether or not cured, committed within any twelve (12) month period within the Term of Agreement;
  - 2. four (4) noticed defaults of this Agreement of any nature, whether or not cured, committed within any twenty-four (24) month period within the Term of Agreement; or
  - 3. six (6) noticed defaults of this Agreement of any nature, whether or not cured, committed within the Term of Agreement.

Nothing within this provision shall affect or prohibit BNI's rights to terminate pursuant to and in accordance with any other applicable provisions, terms or language in this Agreement.

- m. Franchisee is subject of repeated complaints to BNI from Members, Directors/Director Consultants, visitors, or other BNI officials/agents. Prior to termination under this provision, Franchisee shall have been provided notice by BNI of any such complaints and given a cure period of twenty (20) days from such notice to properly and effectively handle any such complaints; however, if Franchisee receives three (3) or more of such complaints within any twelve (12) month period within the Term of

Agreement, then BNI may terminate without additional notice to Franchisee. Any such complaints must be legitimate complaints as reasonably determined by BNI; however, Franchisee may request any such complaint to be reviewed by an advisory board set up by BNI made up of other BNI franchisees to determine the legitimacy of any such complaint; or

- n. The supervisor or manager ceases to live within the Region or ceases to devote full time, attention and effort to the promotion and operation of BNI Franchise and no cure is made within thirty (30) days of written notice by BNI to Franchisee; or
- o. Franchisee fails to meet the development goals as set forth in Article 7.3, subject to the opportunity to cure in Article 7.3; or
- p. Franchisee contests BNI's ownership of the BNI Marks or any other trademarks owned or used by BNI; or
- q. Franchisee's actions, in the business judgment of Franchisor, threaten or endanger the health and safety of its members.

**17.2 Default With Opportunity to Cure.** Except as set forth in Article 17.1, Franchisee shall have twenty (20) days after receipt of a written notice of default from BNI within which to remedy any default under this Agreement and provide evidence thereof to BNI; provided, however, that Franchisee may avoid termination by immediately initiating a remedy to cure such default and curing it to BNI's satisfaction within the twenty (20) day period (or within such longer period as BNI may grant), and by promptly providing proof thereof to BNI. If BNI determines in its sole reasonable discretion that Franchisee is diligently working to cure any such default and such default cannot be cured within the cure period, then BNI may extend such time for the cure period as reasonably determined by BNI to allow Franchisee to cure such default; however, if BNI reasonably determines that Franchisee has ceased to diligently work on the cure of such default, then BNI may proceed with the termination of this Agreement in accordance with this provision. If any such default is not cured within the specified time, or such longer period as applicable law may require, this Agreement will terminate upon further notice to Franchisee. Franchisee shall be in default under this Agreement for failure to comply with any of the requirements imposed by this Agreement or the Directors Materials as it may from time to time be reasonably supplemented or fails to carry out the terms of this Agreement in good faith.

**17.3 No Waiver.** The failure of BNI to terminate this Agreement upon the occurrence of one or more events of default shall not constitute a waiver or otherwise affect the right of BNI to terminate this Agreement because of a continuing or subsequent failure to cure one or more of the aforesaid events of default or any other default.

**17.4 Notice of Default As Required by Law.** Notwithstanding anything to the contrary contained in this Article, if applicable law or regulation limits BNI's rights to terminate or requires longer notice periods than those set forth above, this Agreement shall be deemed amended to conform to the minimum notice periods or restrictions upon termination required by such laws and regulations. BNI shall not, however, be precluded from contesting the validity, enforceability or application of such laws or regulations in any action, arbitration, hearing or dispute relating to this Agreement or the termination thereof.

**17.5 Cross-Default.** Any material default by Franchisee under this Agreement, shall constitute a default under any other agreement between Franchisee and BNI, which shall entitle BNI to terminate

any other agreement between Franchisee and BNI. Furthermore, any material default of any other agreement between BNI and Franchisee shall entitle BNI to terminate immediately this Agreement without affording Franchisee an opportunity to cure the default, effective immediately upon delivery of notice by BNI to Franchisee. To the extent that there is a conflict between any of the agreements to be terminated and this Agreement, the terms of this Agreement shall control.

**17.6 Right to Equitable Relief.** If, as a result of any default or breach by Franchisee or its owners, this Agreement is terminated prior to the natural expiration of the Term of this Agreement, the damages that BNI would suffer for the loss of prospective fees, damage to the BNI Marks and the BNI System, damage to BNI's franchise system and other amounts payable to or for BNI in this Agreement would be difficult if not impossible to ascertain such that Franchisor's harm would be irreparable and Franchisor would have no adequate remedy at law regarding such harm. Franchisor or its designee shall be entitled to obtain without bond, declarations, temporary and permanent injunctions, and orders of specific performance in order to enforce the provisions of this Agreement relating to Franchisee's use of the BNI Marks, the obligations of Franchisee upon termination or expiration of this Agreement, and assignment of the franchise and ownership interests in Franchisee or in order to prohibit any act or omission by Franchisee or its employees which constitutes a violation of any applicable law or regulation, which is dishonest or misleading to prospective or current customers of businesses operated under the System, which constitutes a danger to other franchise owners, employees, members, customers, or the public or which may impair the goodwill associated with the BNI Marks.

**17.7 Survival.** This Article shall survive the termination or expiration of this Agreement.

## **ARTICLE 18**

### **EFFECT OF TERMINATION**

**18.1 Effect of Termination.** Upon termination, expiration or non-renewal of this Agreement for any reason, Franchisee agrees to and shall do the following:

- a. Cease to use the BNI Marks or any confusingly similar name, device, mark, service mark, trademark, trade name, slogan or symbol used in connection with the BNI Franchise, including any reproduction, counterfeit copy, variation, emulation or colorable imitation thereof which is likely to cause confusion or mistake or deceive the public; and take any steps necessary to change the name of any corporation or entity which Franchisee may have formed, or under which this Franchisee trades or does business, so that the name will not likely be confused with BNI Marks; and
- b. Immediately return to BNI the Directors Materials and any other materials loaned to it for the operation of the BNI Franchise, together with all materials containing BNI's trade secrets or BNI Marks or documents that may otherwise be marked by BNI as confidential; and
- c. Cease to use the BNI System and methods of operation and comply with the post-term covenants contained in this Agreement; and
- d. Promptly assign to BNI any interest that Franchisee may have in the telephone number and telephone listing used by Franchisee in connection with the operation of the BNI Franchise. Franchisee shall promptly transfer all telephone calls by call-forwarding to BNI, or to such other party or entity as BNI directs and execute any such instruments and take such actions as BNI may deem necessary to affect such transfer

and call-forwarding of telephone calls. Franchisee acknowledges that this Agreement is conclusive evidence of BNI's rights to such telephone number and directory listings and its authority to direct such transfer; and

- e. Promptly assign and deliver to BNI, or BNI's designee, in accordance with any applicable privacy laws and at Franchisee's expense, any and all Membership Lists, a complete and accurate statement showing the number and description of all programs or services offered and/or provided by the BNI Franchise, current reports, lists of participants and officers, files on Chapters, locations of Chapter meetings and officer agreements. Franchisee shall not duplicate any membership lists or leads, past or present, used in any manner with the BNI Franchise, and, after deliverance of said materials to BNI, Franchisee shall destroy any and all copies of membership lists and potential referrals used in any manner with the BNI Franchise; and
- f. Promptly pay all sums and debts owing to all third-party creditors of the BNI Franchise, as well as to BNI and its affiliates, whether such sums and debts owing to BNI and its affiliates are evidenced by promissory note, invoice, bill or other writing and notwithstanding the fact that such sums and debts owing to BNI and its affiliates may not at that time be fully due and payable, such debts being accelerated automatically without further notice to Franchisee. If termination is for any default of Franchisee, sums owing to BNI shall include all damages, costs and expenses (including reasonable attorney's fees) incurred by BNI as a result of the default, which obligation shall give rise to and remain, until paid in full, a lien in favor of BNI against any and all of the vehicles, personal property, furnishings, equipment, signs, inventory, fixtures or other assets owned by Franchisee and/or used in the BNI Franchise at the time of default, and Franchisee authorizes BNI to file any documents BNI deems necessary to perfect this lien; and
- g. Promptly satisfactorily resolve all Member disputes or reimburse BNI or any franchisee who does so for the reasonable cost of resolving such matters; and
- h. Promptly provide to BNI the rights to use any meeting facilities used in the operation of the BNI Franchise.

**18.2 Execution of Documents.** BNI may, if Franchisee fails or refuses to do so, execute in Franchisee's name and on its behalf, any and all documents necessary to effect the Attorney-in-Fact Obligations of Franchisee under this Agreement, and Franchisee hereby irrevocably appoints BNI as its attorney-in-fact to do so. While it is difficult to address every situation where such a measure would be required, by way of example only, "Attorney-in-Fact Obligations" shall include Franchisee's obligations following termination of this Agreement and Franchisee's obligations under Sections 9.1, 9.2, 11.1(f), 15.9 of this Agreement.

**18.3 BNI's Rights Not Prejudiced.** The expiration, termination or non-renewal of this Agreement for any reason shall be without prejudice to BNI's rights against Franchisee and such expiration, termination or non-renewal shall not relieve Franchisee of any of its obligations to BNI existing at the time of expiration, termination or non-renewal, including claims for damages arising directly or indirectly out of any breach or default, nor shall it terminate those obligations of Franchisee which by their nature survive the expiration, termination or non-renewals of this Agreement.

**18.4 Survival.** This Article shall survive the termination or expiration of this Agreement.

**ARTICLE 19**  
**COVENANTS NOT TO COMPETE**

**19.1 Covenants Not to Compete Reasonable.** Franchisee acknowledges that, as a participant in the BNI franchise system, Franchisee will receive business and confidential information and materials, trade secrets, and the unique methods, procedures and techniques developed by BNI. Therefore, to protect BNI and all BNI Franchisees of every type and kind, Franchisee agrees that the provisions in this Article are reasonable and necessary, and constitutes BNI's protectible business interest.

**19.2 Manuals and Confidential Information.** During the Term of this Agreement or any time thereafter, Franchisee shall not (except as otherwise contemplated by this Agreement) communicate, divulge or use for itself or for the benefit of any other person, persons, partnership, association, corporation or entity any information, knowledge or know-how concerning the Directors Materials, any manuals provided by BNI to Franchisee associated with the BNI Franchise or the BNI System. Franchisee acknowledges that the Directors Materials, any manuals provided by BNI to Franchisee associated with the BNI Franchise and the BNI System are confidential, proprietary and contain trade secrets and shall not contest the confidentiality of the information in them or BNI's sole ownership of them. During the Term of this Agreement or any time thereafter, BNI shall not (except as otherwise contemplated by this Agreement) communicate, divulge or use for itself or for the benefit of any other person, persons, partnership, association, corporation or entity any confidential information concerning the Franchisee and BNI shall take reasonable steps to protect such confidential information to the same extent that Franchisee protects such confidential information. Franchisee shall execute the confidentiality and Non-solicitation and Non-Disclosure Agreements attached hereto.

**19.3 In-Term Covenant Not to Compete.** During the Term, Franchisee, its owners, officers, and guarantors will not engage in any Competitive Business.

**19.4 Post-Term Covenant Not to Compete.** For a period of two (2) years immediately following the later of the expiration, termination, or non-renewal of this Agreement for any reason, Franchisee and its owners, officers, and guarantors will not engage in a Competitive Business with BNI within: (1) the Region granted to Franchisee; (2) seventy-five (75) miles extending out from the border of the Region granted to Franchisee; (3) any other BNI franchisee's Region then in existence at the time of the termination of this Agreement; (4) seventy-five (75) miles extending out from the border of any other BNI franchisee's Region then in existence at the time of the termination of this Agreement; (5) any Region where BNI or its affiliates operate a BNI-branded business at the time of the termination, expiration, or non-renewal of this Agreement; or (6) seventy-five (75) miles extending out from the border of any Region where BNI or its affiliates operate a BNI-branded business at the time of the termination, expiration, or non-renewal of this Agreement.

**19.5 Directors Materials, BNI System and BNI Marks.** During the Term of this Agreement or upon the expiration, termination or non-renewal of this Agreement for any reason, or the date on which Franchisee actually ceases operation, Franchisee shall not ever (except as otherwise contemplated by this Agreement) communicate, divulge or use for itself or for the benefit of any other person, persons, partnership, association, corporation or entity any information, knowledge or know-how concerning any confidential information from the Directors Materials or BNI System in any manner in any similar business to that licensed and established under and pursuant to this Agreement and Franchisee shall never use the BNI Marks, or any form of the BNI Marks, any other mark owned by BNI at the time of expiration, termination or non-renewal of this Agreement, or any confidential information from the Directors Materials or BNI System in any manner to engage in or



participate in or derive any benefit from any similar business to that licensed and established under and pursuant to this Agreement. Franchisee acknowledges that the Directors Materials and BNI System are confidential, proprietary and trade secrets and will not, at any time, contest the confidentiality of the information in them or BNI's sole ownership of them.

**19.6 Ancillary to Agreement.** Franchisee acknowledges that the restrictive covenants set forth in this Article are ancillary to this Agreement and are reasonable and necessary for the protection of BNI's legitimate interests in the goodwill of the business operated by BNI, but, if it is determined that the covenants not to compete set forth in this Article are not enforceable for any reason (including but not limited to being unenforceable for the full stated period of time or the stated geographic region), such covenants shall not be stricken, but shall be reformed to the extent required to be enforceable under and comply with applicable law and as reformed will be fully enforceable.

**19.7 Scope.** The parties have attempted in this Article to limit Franchisee's right to compete only to the extent necessary to protect BNI from unfair competition by Franchisee. BNI reserves the right to reduce the scope of either, or both, of said provisions without the Franchisee's consent, at any time or times, effective immediately upon notice to Franchisee.

**19.8 Definitions.** For purposes of this Article 19, the term Competitive Business shall include any of the following:

- a. engaging in any business that is the same, or is materially the same as the Franchised Business; encompasses a business-to-business referral concept; encompasses a business networking concept; encompasses a word-of-mouth marketing business concept; or otherwise competes with BNI;
- b. Operating as a franchisee or franchisor in any business referred to in Section 19.8(a);
- c. working in a management or executive level position for any business referred to in Section 19.8(a);
- d. Providing consulting services, or any other services or material support for any business referred to in Section 19.8(a);
- e. Performing the same or materially the same services for any business referred to in Section 19.8(a) that the Franchisee previously performed as a franchisee of BNI; or
- f. Interfering or attempting to interfere with any of the business relationships of BNI or any other BNI Franchisee(s);

**19.9 Tolling.** The Franchisee's Post-Term Covenants shall be tolled and it shall be extended by one day for each day that the Franchisee does not comply with the Post-Term Covenants contained in this Article 19.

## **ARTICLE 20**

### **RESOLUTION OF DISPUTES**

**20.1 Mandatory Meet and Confer.** In case of any dispute arising during the Term of this Agreement, Franchisee agrees that, prior to commencing any mediation or arbitration proceeding as contemplated by Sections 20.2 and 20.3 below, Franchisee will first attempt in good faith to resolve the dispute through confidential non-binding negotiation without legal advisors or third party

mediators present. The Parties shall meet and confer in Charlotte, North Carolina at BNI's headquarters or at another location in Charlotte, North Carolina as determined by Franchisor, and the meeting will last at a minimum one full business day. The Parties agree that negotiation shall be conducted on individual basis and may not be consolidated with any other negotiation between Franchisor and any other third party, unless Franchisor, at its sole discretion, allows for consolidated negotiation. The Parties agree that any statements made by either Party during the meeting will not be admissible in any subsequent mediation, arbitration or legal proceeding. Each Party shall bear its own costs and expenses related to the meeting, including but not limited to travel and accommodation. If the dispute has not been settled within thirty (30) days after conclusion of the meet and confer, then, upon prior notice by either Party to the other, the dispute may be submitted for non-binding mediation.

**20.2 Non-Binding Mediation.** In case of any dispute arising during the Term of this Agreement, which cannot be settled by reasonable discussion among the parties, the parties agree that, prior to commencing any arbitration proceeding as contemplated by Section 20.3 they will first engage the services of a professional mediator agreed upon by the Parties and attempt in good faith to resolve the dispute through confidential non-binding mediation. If the parties cannot agree upon a mediator before the expiration of thirty (30) days from the date that the dispute has been referred to mediation then the parties will use the American Arbitration Association's ("AAA") rules for choosing a mediator. The mediation shall take place in Charlotte, North Carolina unless otherwise mutually agreed to by the Parties. The Parties agree that mediation shall be conducted on individual basis and may not be consolidated with any other mediation between Franchisor and any other third party, unless Franchisor, at its sole discretion, allows for consolidated mediation. The Parties agree that any statements made by either Party in any mediation proceeding will not be admissible in any subsequent arbitration or legal proceeding. Each Party shall bear one-half (1/2) of the mediator's fees and expenses and shall pay all of its own attorneys' fees and expenses related to the mediation. If the dispute has not been settled within thirty (30) days after referring this matter to mediation, then, upon notice by either Party to the other, the dispute shall be submitted for and finally settled by arbitration.

### **20.3 Arbitration.**

**a) Institution of Arbitration Proceedings.** Any dispute between the Parties arising out of or relating to this Agreement, whether brought forth under breach of contract, tort, restraint of trade or other theory of statutory or common law, whether brought forth during the Term of this Agreement or post termination of this Agreement, will be settled by binding arbitration before the American Arbitration Association ("AAA") under its Commercial Arbitration Rules in Charlotte, North Carolina by one (1) arbitrator who has at least five (5) years' experience in the areas franchise or distribution, licensing, or commercial contract law, and must not be related to or affiliated with BNI, Franchisee or their respective affiliates, principals, agents or representatives. The parties may jointly agree upon the choice of an arbitrator but if they cannot agree upon one within thirty (30) days from the date of the filing of the arbitration then the parties shall use the process set forth in the AAA Commercial Rules. The arbitrator chosen to resolve the dispute will be bound exclusively by the laws of the State of North Carolina without regard to its principles of choice of law. The arbitrator shall have the power to rule on his or her own jurisdiction, including, but not limited to the issue of jurisdiction over non-signatories to this Agreement. If either party deems it necessary, it can seek interim or injunctive relief in aid of arbitration in accordance with the AAA rules. Judgment upon the award rendered by the arbitrator and/or such interim relief rendered by the arbitrator or the emergency arbitrator may be entered in any court having jurisdiction thereof pursuant to applicable law.

**b) Arbitrator Fees and Costs.** The parties shall initially share equally all fees and costs of the arbitrator in any arbitration proceeding conducted pursuant to section 20.3 of this Agreement, but at the conclusion of such arbitration proceeding, the prevailing party shall be entitled to be reimbursed by the losing party for all such fees and costs. All other costs and expenses in connection with the arbitration will be borne initially by the party who incurs such expense or who requests a service (including, without limitation, a transcript of a deposition or of the arbitration proceeding). At the conclusion of the arbitration proceeding, all costs and expenses (including, without limitation, reasonable attorneys' fees) of the prevailing party shall be reimbursed by the party that does not prevail. If a party prevails on some but not all issues, the arbitrator will determine the manner in which such costs and expenses (including attorneys' fees) will be borne. The arbitrator has the right to award or include in his or her award any relief which he or she deems proper including, but not limited to, money damages (with interest on unpaid amounts from the date due), specific performance, injunctive relief, and attorneys' fees and costs, to the prevailing party provided that the arbitrator may not declare any mark generic or otherwise invalid or award any consequential, punitive or exemplary damages against either party. For purposes hereof, prevailing party means the party in whose favor final judgment or final award, after appeal (if any), is rendered by a court or arbitrator with respect to the specific claim(s) asserted by such party in any such litigation or arbitration.

**c) Payment.** Any award rendered by the arbitrator will be paid promptly, without deduction or offset and judgment upon the award may be entered by any court of competent jurisdiction.

**d) Confirmation of Award.** Any award rendered by the arbitrator may be confirmed in any court of competent jurisdiction. If the award is confirmed by such court, a party challenging the award or resisting enforcement of a judgment entered upon the award will pay, to the extent permitted by law, all costs, attorneys' fees and expenses incurred by the other party in defending the award or seeking enforcement of the judgment.

**e) No Collateral Estoppel.** The decision of the arbitration panel will have no collateral estoppel effect with respect to a claim by or against any person or business entity who is not a party to the arbitration.

**f) Binding on the Parties.** The decision of the arbitration panel will be final and binding on the Parties, and the arbitration panel's award will be the exclusive remedy between the parties with respect to all claims and issues arising out of the transaction(s) or occurrence(s) at issue, whether or not presented or pled to the arbitrator. Notwithstanding the foregoing, either party may appeal the decision of the arbitration panel to the AAA in accordance with AAA rules.

**g) Limitation of Adjudicative Proceedings.** Each of the Parties irrevocably waives trial by jury in any action, proceeding or counterclaim, whether at or in equity, relating to this Agreement, whether there are other parties in such action or proceeding.

**h) Injunctive Relief.** Notwithstanding anything in this Article 20, each party recognizes that the failure of the other party to comply with the terms of this Agreement could cause the non-breaching party irreparable damage for which monetary damages would be insufficient. Therefore, it is mutually agreed that in the event of a breach or threatened conduct that may cause a party to breach and is likely to result in any irreparable loss or damage according to the equity rules (including for a violation of Article 11 and Section 19.2), the non-breaching Party may seek interim injunctive relief from a court, until such time as a final and binding determination is made by the arbitration panel. If interim injunctive relief is sought from a court, it shall be sought in a court of competent jurisdiction. Application to a court for interim injunctive relief shall not be deemed incompatible with the agreement to arbitrate or a waiver of the right to arbitrate. The foregoing right to seek interim injunctive relief is

in addition to, and not in lieu of, all other remedies or rights that the non-breaching Party might otherwise have by virtue of any breach of this Agreement by the other Party. Notwithstanding anything to the contrary in this Agreement, Franchisor will have the right to commence a civil action in any court of competent jurisdiction against Franchisee or take other appropriate action to compel Franchisee's compliance with standards related to Intellectual Property owned by Franchisor or requirements to protect the goodwill of the intellectual property owned by Franchisor and/or its Affiliates.

**20.4 WAIVER OF CLASS ACTIONS.** THE PARTIES AGREE THAT ALL PROCEEDINGS ARISING OUT OF OR RELATED TO THIS AGREEMENT, OR THE SALE OF THE FRANCHISE, WILL BE CONDUCTED ON AN INDIVIDUAL, NOT A CLASS-WIDE BASIS, AND THAT ANY PROCEEDING BETWEEN FRANCHISEE, FRANCHISEE'S GUARANTORS AND FRANCHISOR OR ITS AFFILIATES/OFFICERS/EMPLOYEES MAY NOT BE CONSOLIDATED WITH ANY OTHER PROCEEDING BETWEEN FRANCHISOR AND ANY OTHER THIRD PARTY.

**20.5 WAIVER OF JURY TRIAL.** THE PARTIES HEREBY AGREE TO WAIVE TRIAL BY JURY IN ANY ACTION, PROCEEDING OR COUNTERCLAIM, WHETHER AT LAW OR EQUITY, REGARDLESS OF WHICH PARTY BRINGS SUIT. THIS WAIVER SHALL APPLY TO ANY MATTER WHATSOEVER BETWEEN THE PARTIES HERETO WHICH ARISES OUT OF OR IS RELATED IN ANY WAY TO THIS AGREEMENT, THE PERFORMANCE OF EITHER PARTY, AND/OR FRANCHISEE'S PURCHASE FROM FRANCHISOR OF THE FRANCHISE AND/OR ANY GOODS OR SERVICES.

**20.6 LIABILITY CAP AND CLAIMS LIMITATION.** IN NO EVENT SHALL THE FRANCHISOR'S AGGREGATE LIABILITY TO THE FRANCHISEE FOR ALL CLAIMS, WHETHER IN CONTRACT, TORT OR ANY OTHER THEORY OF LIABILITY, EXCEED THE AMOUNT OF FEES ACTUALLY PAID TO FRANCHISOR UNDER THIS AGREEMENT. THIS LIMITATION SHALL APPLY NOTWITHSTANDING ANY FAILURE OF ESSENTIAL PURPOSE OF ANY LIMITED REMEDY PROVIDED HEREIN. IN NO EVENT SHALL FRANCHISEE BRING CLAIMS, WHETHER IN CONTRACT, TORT OR ANY OTHER THEORY OF LIABILITY, AGAINST ANY PARTIES BEYOND FRANCHISOR (INCLUDING, BUT NOT LIMITED TO FRANCHISOR'S OWNERS, OFFICERS, DIRECTORS OR EMPLOYEES).

## **ARTICLE 21**

### **MISCELLANEOUS: GENERAL CONDITIONS**

**21.1 Fiduciary Duty.** BNI and Franchisee specifically agree and acknowledge that BNI shall not be deemed a fiduciary for or with respect to Franchisee or the operation of the BNI Franchise. The relationship of the parties under this Agreement is that of independent contractors. This Agreement does not create any fiduciary relationship, partnership, joint venture or any other form of joint enterprise. Franchisee, its employees and agents shall not have any right or power to and shall not bind or obligate BNI in any way or manner, nor represent that they have the right to do so.

**21.2 Construction and Interpretation.** The Introduction and Recitals are considered a part of this Agreement. Article captions are used only for convenience and are in no way to be construed as part of this Agreement or as a limitation of the scope of the particular Articles to which they refer. Words of any gender used in this Agreement include any other gender, and words in the singular include the plural, where the context requires. If any provision of this Agreement is capable of two constructions, one of which would render the provision void and the other of which would render the provision valid, then the provision has the meaning which renders it valid. The Article headings used herein are descriptive only and shall have no legal force or effect whatsoever. The term "affiliate" as

used in this Agreement is applicable to any company directly or indirectly owned or controlled by BNI or its majority owner. The word “corporation(s)” as used in this Agreement includes limited liability companies and such other similar organizations as are duly formed and existing pursuant to state law. The word “partnership(s)” as used in this Agreement includes limited liability partnerships and such other similar organizations as are duly formed and existing pursuant to state law. All words in this Agreement are deemed to include all genders and the singular as well as the plural, as the context of this Agreement requires.

**21.3 Governing Law.** This Agreement shall become valid when executed and accepted by BNI. The parties agree that this Agreement and the relationship between the parties shall be governed and construed under and in accordance with the laws of the State of North Carolina, without regard to its conflict of law rules.

**21.4 Reasonable Business Judgment.** Reasonable Business Judgment (as defined herein) applies in all circumstances involving or requiring BNI's approval or consent, unless provided otherwise in the Agreement. Reasonable Business Judgment means that BNI's determinations or choices shall prevail, even if other alternatives are also reasonable or arguably preferable, if BNI is acting in a way that could benefit the BNI System by, for example, enhancing the value of the BNI Marks, increasing customer satisfaction, minimizing possible customer confusion as to the BNI Marks or location, or increasing the financial strength of BNI. Except where otherwise indicated in this Agreement, BNI agrees to use Reasonable Business Judgment when discharging its obligations and exercising its rights and discretion. BNI shall not be required to consider any particular franchisee's economic or other circumstances when exercising its Reasonable Business Judgment. Franchisee acknowledges that BNI has a legitimate interest in seeking to maximize the return to its shareholders and the fact that BNI benefits economically from an action will not be relevant to showing that BNI did not exercise Reasonable Business Judgment. Neither Franchisee nor any third party (including but not limited to any third party acting as a trier of fact) shall substitute its judgment for BNI's Reasonable Business Judgment.

**21.5 Severability.** Each provision contained in this Agreement shall for all purposes be construed to be separate and independent. If any provision of this Agreement or the application thereof to any person or circumstance will to any extent be invalid and unenforceable, such invalidity or unenforceability shall not affect the validity or enforceability of the other provisions of this Agreement; and the remainder of the Agreement, and the application of such provision to persons or circumstances other than those as to which it is invalid or unenforceable, shall not be affected thereby, it being hereby agreed that such provisions are severable and that this Agreement will be construed in all respects as if such invalid or unenforceable provisions were omitted. Each provision of this Agreement shall be valid and enforceable to the fullest extent permitted by law.

**21.6 Notices.**

- a. All notices to BNI shall be in writing and must be delivered or sent by registered or certified mail, postage fully prepaid, addressed to it at its offices at 11525 N. Community House Road, Suite 475, Charlotte, North Carolina 28277, to the attention of, CEO, with copy to General Counsel, at the same address, or at such other address as BNI periodically designates in writing. All payments required to be made hereunder to BNI must be wire transferred to the bank account designated by BNI.
- b. All notices to Franchisee may be in writing hand delivered, including delivery by any courier service, or sent by Federal Express, United Parcel Service or DHL, or sent by registered or certified mail or telegraph or facsimile, addressed to Franchisee at the

BNI Franchise or Franchisee's address as provided in this Agreement. Franchisee is solely responsible for notifying BNI in accordance with this Article of any change of address where, upon such written notification, BNI will deliver any notices as required or permitted under this Agreement.

- c. Notices shall be deemed delivered to Franchisee on the date hand delivered, or on the day after deposit with the recognized overnight delivery services referenced above (or on the second (2<sup>nd</sup>) day after being deposited with such service for two-day delivery), or on the earlier of actual receipt or the third (3<sup>rd</sup>) day after being deposited in the U.S. Mail or with any courier service as provided herein.

**21.7 Waiver and Delay.** The acceptance by BNI of any payment specified to be paid by Franchisee hereunder with knowledge of a breach of any covenant or agreement hereof shall not be, nor be construed to be, a waiver of any breach of any term, covenant or condition of this Agreement. The failure or delay to enforce any of the provisions of this Agreement shall not constitute a waiver of rights or a waiver of any subsequent enforcement of the provisions of this Agreement. The waiver or remedy of any default or breach hereunder shall not waive or affect the default remedied or any prior or subsequent default. However, either party may, by written notice, unilaterally waive or reduce any obligation or restriction of the other party. The waiver or reduction may be revoked at any time for any reason on ten (10) days' written notice. All rights and remedies herein enumerated shall be cumulative and none shall exclude any other right or remedy allowed by law, and said rights and remedies may be exercised and enforced concurrently and whenever and as often as the occasion therefore arises. Subject to any other limitations within this agreement or applicable statutes of limitations, notice of any and all claims arising out of this Agreement or the relationship between Franchisee and BNI must be provided to the other party within one (1) year from the discovery of the facts giving rise to such claim.

**21.8 Counterparts.** This Agreement may be executed simultaneously in two or more counterparts, each of which will be deemed an original; and it shall not be necessary in making proof of this Agreement to produce or account for more than one such counterpart. In addition, this Agreement can be signed by facsimile signatures and still be deemed binding.

**21.9 Savings Clause.** If any term hereof may be construed to obligate Franchisee to pay interest in excess of the highest legal amount, it is agreed that such term is a mistake in calculation or wording and, notwithstanding same, it is agreed that neither Franchisee nor any other person or entity obligated for the payment of any sums hereunder shall ever be obligated to pay interest in excess of the highest lawful amount.

**21.10 Modification of Agreement.** Except as provided in this Agreement for BNI to make certain changes as it deems necessary or for a provision to be adjusted as allowed by this Agreement to comply with any applicable laws, any modification of this Agreement or additional obligation assumed by either party in connection therewith shall be binding only if placed in writing and signed by all parties hereto.

**21.11 Legal Fees/Collection Costs.** In the unlikely event that a dispute occurs or an action in law or equity arises between BNI and Franchisee concerning the operation, enforcement, construction or interpretation of this Agreement or the relationship between the parties, BNI, if it prevails on most issues, shall be entitled to recover reasonable attorney's fees, court costs and expenses incurred in the action. If BNI must commence action for non-payment of any amounts owed to it under this Agreement or for ancillary purchases, then Franchisee shall be responsible for all collections costs related to amounts owed, including, without limitation, the reasonable legal fees of BNI in connection

with said collection. Similarly, if Franchisee must commence action for BNI to return fees, and Franchisee prevails, then BNI shall be responsible for the reasonable legal fees associated with said collection.

**21.12 Acknowledgments.** Franchisee acknowledges that BNI and its subsidiaries and affiliates have certain rights reserved to them to grant licenses and rights to others, which may or may not be similar to the license and rights conveyed hereunder; to market BNI-approved products and services; and to otherwise use BNI Marks and the BNI System as set forth in this Agreement. Franchisee acknowledges that, prior to the execution of this Agreement, Franchisee has had the opportunity to contact existing franchisees of BNI. Franchisee acknowledges that Franchisee had the opportunity to independently investigate, analyze and construe both the business opportunity being offered hereunder and the terms and provisions of this Agreement itself, utilizing the services of such independent attorneys, accountants, or other advisers as Franchisee so elects. Franchisee acknowledges that no representation or statement has been made by BNI or any employee, agent or salesman thereof and relied upon by Franchisee regarding the future growth of BNI's franchise system, the anticipated income, earnings and growth of Franchisee, the actual sales or income of existing BNI businesses or the viability of the business opportunity conveyed hereunder.

**21.13 Force Majeure.** If either party is precluded by acts of God, authority of laws, strikes, lockouts, casualties, or other causes beyond its reasonable control from performance hereunder, such performance will be excused to the extent that it is necessitated by such causes. If such an event occurs, the party seeking to rely on this provision will promptly give written notice to the other party of the nature and consequence of the cause. The provisions of this Article will not apply to monetary obligations owed by either party to the other. If such period during which the performance is excused exceeds one hundred and eighty (180) days, then BNI will upon giving written notice to Franchisee, be able to require that all money due to BNI will be paid immediately; and Franchisee will immediately cease trading and operating under the BNI Marks and BNI System, until further notice from BNI.

**21.14 Non-Disparagement.** From and after the date of this Agreement, Franchisee will not, and will cause its Affiliates not to, directly or indirectly, alone or in connection with any person, engage in any conduct or make any statement, whether in commercial or noncommercial speech, that disparages, criticizes or is injurious to the reputation of BNI or any of its Affiliates (including BNI's direct or indirect subsidiaries), employees, equityholders, partners, members, investors or representatives, including (a) inducing or encouraging others to disparage BNI or any of its Affiliates, or any of its respective employees, equityholders, partners, members, investors or representatives, and (b) making or causing to be made any statement that maligns the business, goodwill, personal or professional reputation of BNI or any of its Affiliates, or any of its respective employees, equityholders, partners, members, investors or representatives.

**21.15 Submission of Agreement.** Submission of this Agreement does not constitute an offer, and this Agreement shall become effective only upon the execution hereof by both BNI and Franchisee and delivery of an executed copy to Franchisee. THIS AGREEMENT IS NOT BINDING ON BNI UNLESS AND UNTIL IT HAS BEEN ACCEPTED AND SIGNED BY BNI, AND FRANCHISEE HAS RECEIVED AN EXECUTED COPY OF THIS AGREEMENT. THIS AGREEMENT IS NOT EFFECTIVE UNTIL AND UNLESS FRANCHISEE HAS BEEN FURNISHED BY BNI WITH THE DISCLOSURE DOCUMENTS, IN WRITTEN FORM, AS MAY BE REQUIRED UNDER OR PURSUANT TO APPLICABLE LAW, FOR REQUISITE TIME PERIODS.

**21.16 Entire Agreement; Amendments.** This Agreement together with any exhibits and/or schedules thereto constitute(s) the entire agreement between the parties and may not be altered, amended or added to unless such amendment or addition is in writing and signed by both an

authorized officer of BNI and by Franchisee as provided under Article 21.10. This Agreement is deemed to cancel and supersede the terms of all prior written or oral agreements and understandings, if any, between BNI and Franchisee pertaining to such license and Franchise. Notwithstanding the foregoing, nothing in any Agreement is intended to disclaim the disclosures made in the Franchise Disclosure Document, its exhibits and amendments.

Notwithstanding anything stated to the contrary, no statement, questionnaire, or acknowledgment signed or agreed to by a franchisee in connection with the commencement of the franchise relationship shall have the effect of (i) waiving any claims under any applicable state franchise law, including fraud in the inducement, or (ii) disclaiming reliance on any statement made by any franchisor, franchise seller, or other person acting on behalf of the franchisor. This provision supersedes any other term of any document executed in connection with the franchise.

**21.17 Effective Date.** This Agreement is effective as of the date first above written.

[Signature Page to Follow]



IN WITNESS WHEREOF, the parties have duly executed this Agreement in multiple originals, each of which may stand alone as an original, and acknowledge that they signed this in their stated capacities, on the date set forth hereinabove.

**BNI:**

**BNI FRANCHISING, LLC**

By: \_\_\_\_\_  
Graham P. Weihmiller, CEO

**Franchisee:**

**[NAME OF FRANCHISEE]**

By: \_\_\_\_\_  
[Name], [title]

**EXHIBIT A**

**REGION**

The Region is identified by the attached map.

**EXHIBIT B**

**INITIAL SUPPLY LIST**

Applications

Renewal Applications

BNI Banner (Full-sized Retractable)

BNI Stick-On Name Badges

BNI Branded Business Cards

Certificates (Notable Networker)

Chapter Branding Kit:

    BNI Chapter Banner (Full-sized Retractable)

    BNI Branded Tablecloth or Runner

    BNI Branded Business Card Binder

Member Policies Brochures

Member Success Kits

Tracking Slips:

    Chapter Education Units

    One-to-One

    Referral

    Thank You for Closed Business

**EXHIBIT C**

**PRINCIPAL OWNER'S STATEMENT**

This form will be completed by the Franchisee if Franchisee has multiple owners or if Franchisee is owned by a business organization (like a corporation, partnership or limited liability company). Franchisor is relying on the truth and accuracy of this form in awarding the Franchise Agreement to Franchisee.

1. **Form of Franchisee**. (check one):

- |    |                           |  |
|----|---------------------------|--|
| 1. | General Partnership       |  |
| 2. | Corporation               |  |
| 3. | Limited Partnership       |  |
| 4. | Limited Liability Company |  |
| 5. | Other                     |  |
- Specify \_\_\_\_\_

2. **Business Entity**. Franchisee was incorporated or formed on \_\_\_\_\_, under the laws of the State of \_\_\_\_\_. Franchisee is doing business as (d/b/a) (please list all current or former d/b/a names if applicable):\_\_\_\_\_.

The following is a list of all persons who have management rights and powers (e.g., officers, managers, partners, etc.) and their positions are listed below:

<u>Name of Person</u>	<u>Position(s) Held</u>

3. **Owners**. The following list includes the full name and mailing address of each of Franchisee's owners and fully describes the nature of each owner's interest. Attach additional sheets if necessary.

<u>Owner's Name</u>	<u>Address</u>	<u>Description of Interest</u>
*		

\* \_\_\_\_\_ is designated by Franchisee and its owners as Franchisee's agent for interacting with the Franchisor. Franchisor may rely on representations made by \_\_\_\_\_ and agreements made by \_\_\_\_\_ as binding on behalf of Franchisee.

4. **Governing Documents**. The undersigned agree to provide copies of the documents and

contracts governing the ownership, management and other significant aspects of Franchisee (e.g., articles of incorporation or organization, partnership or shareholder agreements, etc.) to Franchisor promptly upon request.

This Principal Owner's Statement is current and complete as of \_\_\_\_\_, 20\_\_.

INDIVIDUALS:

Signature: \_\_\_\_\_

Name: \_\_\_\_\_

Signature: \_\_\_\_\_

Name: \_\_\_\_\_

Signature: \_\_\_\_\_

Name: \_\_\_\_\_

Signature: \_\_\_\_\_

Name: \_\_\_\_\_

CORPORATION, LIMITED LIABILITY COMPANY OR PARTNERSHIP:

Name: \_\_\_\_\_

By: \_\_\_\_\_

Title: \_\_\_\_\_

## EXHIBIT D

### **CERTIFICATION OF MINIMUM QUANTITY OF SUPPLIES**

Franchisee understands the requirement to start and maintain within the BNI Franchise a minimum quantity of supplies listed in Exhibit B herein as required by BNI to properly and effectively operate the BNI Franchise. Franchisee hereby certifies that, as part of the purchase of the BNI Franchise that is already in operation, Franchisee already has an inventory that meets or exceeds the minimum quantity of supplies required by BNI within the BNI Franchise. Franchisee warrants that such inventory is not inventory from another BNI franchise owned by Franchisee.

BNI may require Franchisee to provide BNI a document separate from this Agreement listing the items within the inventory of the BNI Franchise representing the minimum quantity of supplies required by BNI. If BNI determines in its sole discretion that Franchisee's inventory does not meet such minimum quantity of supplies, then Franchisee shall purchase the additional product as required by BNI to meet such minimum quantity of supplies.

Franchisee certifies and warrants the above by its signature below.

\_\_\_\_\_  
Signature of Franchisee

## EXHIBIT E

### **PRINCIPAL OWNER'S GUARANTY**

In consideration of and as an inducement to **BNI FRANCHISING, LLC** a Delaware limited liability company ("**Franchisor**") entering into that certain Franchise Agreement dated as of \_\_\_\_\_, 20 (the "**Franchise Agreement**"), between Franchisor and \_\_\_\_\_, a(n) \_\_\_\_\_ ("**Franchisee**"), the undersigned individuals (each, a "**Guarantor**") jointly and severally, personally and unconditionally, do hereby: (a) guarantee to Franchisor, and its successor and assigns, for the term of the Agreement and as provided in the Agreement, that Franchisee shall punctually pay and perform each and every undertaking, agreement and covenant in (1) the Franchise Agreement and (2) any ancillary agreement executed by Franchisee and Franchisor (or executed by Franchisee in favor of Franchisor) in connection with the Franchise Agreement, including but not limited to any agreement for the purchase of goods or services from Franchisor and any promissory note related to payments made to Franchisor (collectively, the "**Agreements**"); and (b) agree to be personally bound by, and personally liable for, each and every provision in the Agreements, both monetary obligations and obligations to take or refrain from taking specific actions or to engage or refrain from engaging in specific activities including, without limitation, the requirements pertaining to non-competition, confidentiality, transfers, and dispute resolution.

Each Guarantor waives: (1) acceptance and notice of acceptance by Franchisor of the foregoing undertakings; (2) notice of demand for payment of any indebtedness or nonperformance of any obligations guaranteed; (3) protest and notice of default to any party with respect to the indebtedness or nonperformance of any obligations guaranteed; and (4) any right the Guarantor may have to require that an action be brought against Franchisee or any other person as a condition of liability. Each Guarantor consents and agrees that: (1) such Guarantor's direct and immediate liability under this guaranty shall be joint and several; (2) such Guarantor shall render any payment or performance required under the Agreements upon demand if Franchisee fails or refuses punctually to do so; (3) liability shall not be contingent or conditioned upon pursuit by Franchisor of any remedies against Franchisee or any other person; and (4) liability shall not be diminished, relieved or otherwise affected by any extension of time, credit or other indulgence that Franchisor may grant to Franchisee or to any other person, including the acceptance of any partial payment or performance, or the compromise or release of any claims, none of which shall in any way modify or amend this guaranty, which shall be continuing and irrevocable during the term of each of the Agreements and following the termination, expiration or transfer of each of the Agreements to the extent any obligations under any such Agreements survive such termination, expiration or transfer.

Depending on the creditworthiness of each Guarantor and the community property laws of the states in which they reside, Franchisor may require that the spouses of one or more Guarantors execute this guaranty as well. Each Guarantor represents and warrants that, if no signature appears below for such Guarantor's spouse, such Guarantor is either not married or, if married, is a resident of a state that does not require the consent of both spouses to encumber the assets of a marital estate or Franchisor has waived in writing any requirement that such spouse execute this guaranty.

Each Guarantor consents and agrees that:

(a) Guarantor's liability under this undertaking shall be direct, immediate, and independent of the liability of, and shall be joint and several with, Franchisee and the other owners and Guarantors of Franchisee;

(b) Guarantor shall render any payment or performance required under any of the Agreements upon demand if Franchisee fails or refuses punctually to do so;

(c) This undertaking will continue unchanged by the occurrence of any bankruptcy with respect to Franchisee or any assignee or successor of Franchisee or by any abandonment of one or more of the Agreements by a trustee of Franchisee. Neither the Guarantor's obligations to make payment or render performance in accordance with the terms of this undertaking nor any remedy for enforcement shall be impaired, modified, changed, released or limited in any manner whatsoever by any impairment, modification, change, release or limitation of the liability of Franchisee or its estate in bankruptcy or of any remedy for enforcement, resulting from the operation of any present or future provision of the U.S. Bankruptcy Act or other statute, or from the decision of any court or agency;

(d) Franchisor may proceed against Guarantor and Franchisee jointly and severally, or Franchisor may, at its option, proceed against Guarantor, without having commenced any action, or having obtained any judgment against Franchisee. Guarantor waives the defense of the statute of limitations in any action hereunder or for the collection of any indebtedness or the performance of any obligation hereby guaranteed; and

(e) This Guaranty shall be governed by and construed in accordance with the laws of the State of North Carolina.

(f) Guarantor agrees to pay all reasonable attorneys' fees and all costs and other expenses incurred in any collection or attempt to collect amounts due pursuant to this undertaking or any negotiations relative to the obligations hereby guaranteed or in enforcing this undertaking against Guarantor.

Each Guarantor signs and delivers this Guaranty effective as of the date of the Franchise Agreement regardless of the actual date of signature.

GUARANTORS

Sign: \_\_\_\_\_

Print: \_\_\_\_\_

Sign: \_\_\_\_\_

Print: \_\_\_\_\_

Sign: \_\_\_\_\_

Print: \_\_\_\_\_



## EXHIBIT F

### SPOUSAL LIMITED GUARANTY

In consideration of and as an inducement to **BNI FRANCHISING, LLC** a Delaware limited liability company ("**Franchisor**") entering into that certain Franchise Agreement dated as of \_\_\_\_\_, 20\_\_\_\_ (the "**Franchise Agreement**"), between Franchisor and \_\_\_\_\_, a(n) \_\_\_\_\_ ("**Franchisee**"), the undersigned, who is the spouse of one of the principals of the Franchisee ( the "**Guarantor**"), does hereby: (a) guarantee to Franchisor, its affiliates, and its successor and assigns, for the term of the Agreement and as provided in the Agreement, that Franchisee shall punctually pay and perform each and every undertaking, agreement and covenant in (1) the Franchise Agreement and (2) any ancillary agreement executed by Franchisee and Franchisor (or executed by Franchisee in favor of Franchisor) in connection with the Franchise Agreement, including but not limited to any agreement for the purchase of goods or services from Franchisor and any promissory note related to payments made to Franchisor (collectively, the "**Agreements**"); and (b) agrees to be personally bound by, and personally liable for, each and every provision in the Agreements, both monetary obligations and obligations to take or refrain from taking specific actions or to engage or refrain from engaging in specific activities including, without limitation, the requirements pertaining to non-competition, confidentiality, transfers, and dispute resolution.

The Guarantor waives: (1) acceptance and notice of acceptance by Franchisor of the foregoing undertakings; (2) notice of demand for payment of any indebtedness or nonperformance of any obligations guaranteed; (3) protest and notice of default to any party with respect to the indebtedness or nonperformance of any obligations guaranteed; and (4) any right the Guarantor may have to require that an action be brought against Franchisee or any other person as a condition of liability. The Guarantor consents and agrees that: (1) the Guarantor's direct and immediate liability under this guaranty shall be, subject to the limitations set forth below, joint and several; (2) The Guarantor shall render any payment or performance required under the Agreements upon demand if Franchisee fails or refuses punctually to do so; (3) liability shall not be contingent or conditioned upon pursuit by Franchisor of any remedies against Franchisee or any other person; and (4) liability shall not be diminished, relieved or otherwise affected by any extension of time, credit or other indulgence that Franchisor may grant to Franchisee or to any other person, including the acceptance of any partial payment or performance, or the compromise or release of any claims, none of which shall in any way modify or amend this guaranty, which shall be continuing and irrevocable during the term of each of the Agreements and following the termination, expiration or transfer of each of the Agreements to the extent any obligations under any such Agreements survive such termination, expiration or transfer.

The Guarantor's liability under this spousal guaranty shall be limited to the assets that the Guarantor holds jointly or in common with its spouse either by contract, agreement, or by the community property and/or marital property laws applicable to the State where the Guarantor resides. Notwithstanding anything stated to the contrary, if the Franchisee transfers any of the assets of its franchised business to the Guarantor either outright or in trust or transfers the assets of the franchised business to avoid creditors' claims, then the Guarantor shall become jointly and severally liable with the Franchisees and other principals and/or guarantors of the Franchisee for all of the debts and obligations that the Franchisee owes to the Franchisor as if the Guarantor had signed the original franchise agreement between Franchisor and Franchisee at the time that it was originally signed by the Franchisee.

The Guarantor consents and agrees that:

EXHIBIT F-1

BNI-FRANCHISE AGREEMENT (09-01-2023)

(a) Guarantor's liability under this undertaking shall be direct, immediate, and independent of the liability of, and shall, except as set forth in this Guaranty, be joint and several with, Franchisee and the other owners and Guarantors of Franchisee;

(b) Guarantor shall render any payment or performance required under any of the Agreements upon demand if Franchisee fails or refuses punctually to do so;

(c) This undertaking will continue unchanged by the occurrence of any bankruptcy with respect to Franchisee or any assignee or successor of Franchisee or by any abandonment of one or more of the Agreements by a trustee of Franchisee. Neither the Guarantor's obligations to make payment or render performance in accordance with the terms of this undertaking nor any remedy for enforcement shall be impaired, modified, changed, released or limited in any manner whatsoever by any impairment, modification, change, release or limitation of the liability of Franchisee or its estate in bankruptcy or of any remedy for enforcement, resulting from the operation of any present or future provision of the U.S. Bankruptcy Act or other statute, or from the decision of any court or agency;

(d) Subject to the limitations set forth in this Agreement, Franchisor may proceed against Guarantor and Franchisee jointly and severally, or Franchisor may, at its option, proceed against Guarantor, without having commenced any action, or having obtained any judgment against Franchisee. Guarantor waives the defense of the statute of limitations in any action hereunder or for the collection of any indebtedness or the performance of any obligation hereby guaranteed; and

(e) This Guaranty shall be governed by and construed in accordance with the laws of the State of North Carolina.

(f) Guarantor agrees to pay all reasonable attorneys' fees and all costs and other expenses incurred in any collection or attempt to collect amounts due pursuant to this undertaking or any negotiations relative to the obligations hereby guaranteed or in enforcing this undertaking against Guarantor.

The Guarantor signs and delivers this Guaranty effective as of the date of the Franchise Agreement regardless of the actual date of signature.

GUARANTOR

Sign: \_\_\_\_\_

Print: \_\_\_\_\_

**EXHIBIT G**  
**ACH AGREEMENT**

**Authorization Agreement For  
Automated Clearing House Transactions (ACH Debits)**

ACH Authorization	
Individual / Company Name:	

I (we) hereby authorize: BNI Franchising, LLC hereinafter called COMPANY/INDIVIDUAL, to initiate debit entries and to initiate, if necessary, credit entries and adjustments for any debit entries in error to my(our)  Checking  Savings account (select one) indicated below and the depository named below, hereinafter called DEPOSITORY, to debit and/or credit the same to such account.

Bank Information			
DEPOSITORY NAME:		Branch: (if applicable)	
City, State, ZIP:			
Transit/ABA No: ("Routing #")		Account #:	

This authority is to remain in full force and effect until COMPANY/INDIVIDUAL has received written notification from me (or either of us) of its termination in such time and in such manner as to afford COMPANY/INDIVIDUAL and DEPOSITORY a reasonable opportunity to act on it.

Name(s):  
*Please print* \_\_\_\_\_

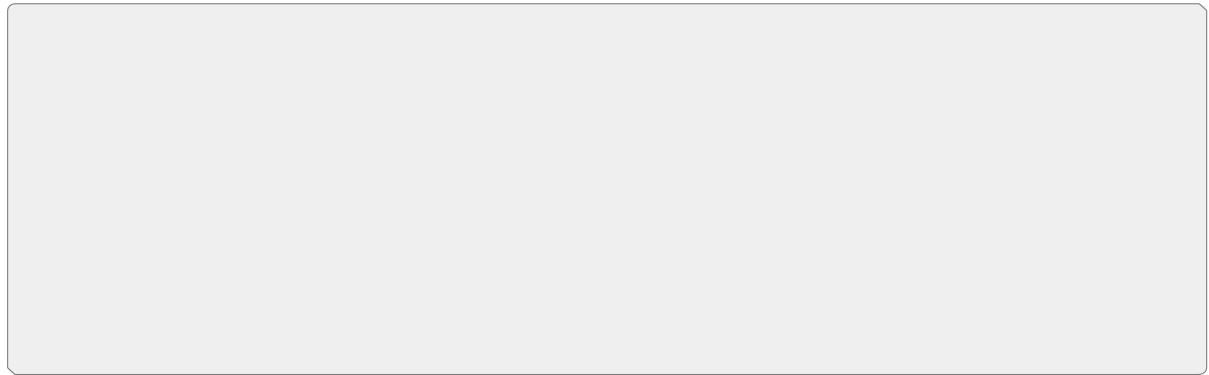
\_\_\_\_\_  
**Signature(s)**

\_\_\_\_\_  
**Date**

I (we) wish for this transaction to take place starting on: \_\_\_\_\_ and to recur:

once a month,  every two weeks,  other: \_\_\_\_\_

- CHECK ONE:    I am not currently participating in the Automated Payment Program.  
 ADD – Debit the account shown.
- I am currently participating in the Automated Payment Program.  
 CHANGE – Change financial institutions and/or account number.



## EXHIBIT H

### **NONDISCLOSURE AND NONSOLICITATION AGREEMENT**

This Nondisclosure and Nonsolicitation Agreement (this “**Agreement**”) is entered into by the undersigned (“**you**”) in favor of **BNI Franchising, LLC**, a Delaware limited liability company, and its successors and assigns (“**us**”), upon the terms and conditions set forth in this Agreement.

**1. Definitions.** For purposes of this Agreement, the following terms have the meanings given to them below:

- (a) “**BNI Franchising, LLC franchise**” means a BNI Franchising, LLC franchise operated under the Marks and using the System.
- (b) “**Competitive Business**” means any business or facility owning, operating or managing, or granting franchises or licenses to others to do so, any business or establishment that markets, promotes, advertises or sells referral-based networking services.
- (c) “**Copyrights**” means all works and materials for which we or our affiliates have secured common law or registered copyright protection and that we allow BNI Franchising, LLC franchise franchisees to use, sell or display in connection with the marketing and/or operation of a BNI Franchising, LLC franchise, whether now in existence or created in the future.
- (d) “**Franchisee**” means the BNI Franchising, LLC franchisee for whom you are an owner, partner, member, officer, director, employee or independent contractor.
- (e) “**Intellectual Property**” means, collectively or individually, our Marks, Copyrights, Know-how and System.
- (f) “**Know-how**” means all of our trade secrets and other proprietary information relating to the development, construction, marketing and/or operation of a BNI Franchising, LLC franchise, including, but not limited to, pricing system, methods, techniques, specifications, procedures, policies, marketing strategies and information comprising the System and the Manuals.
- (g) “**Manuals**” or “Operations Manuals” means our confidential operations manual(s) for the operation of a BNI Franchising, LLC franchise.
- (h) “**Marks**” means the logotypes, service marks, and trademarks now or hereafter involved in the operation of a BNI Franchising, LLC franchise, including domain names and any other trademarks, service marks or trade names that we designate for use in a BNI Franchising, LLC franchise. The term “Marks” also includes any distinctive trade dress used to identify a BNI Franchising, LLC franchise, whether now in existence or hereafter created.
- (i) “**Post-Term Restricted Period**” is the 1-year beginning of the termination or expiration of this Agreement.
- (j) “**Prohibited Activities**” means any or all of the following: (i) acquiring or developing, or having any direct or indirect interest as a disclosed or beneficial owner in, any Competitive Business, other than owning an interest of less than 5% in a Competitive Business that

is a publicly traded company; (ii) offering or performing networking services (other than through a BNI Franchising, LLC franchise); (iii) being employed or engaged as a director, officer, manager, employee, consultant, representative, agent or otherwise for a Competitive Business; (iv) diverting or attempting to divert any business from us (or one of our affiliates or franchisees) to a Competitive Business; and/or (v) inducing (a) any of our employees or managers (or those of our affiliates or franchisees) to leave their position with us (or our affiliate or franchisee); or (b) any customer of ours (or of one of our affiliates or franchisees) to transfer their business to any person that is not then a franchisee of ours.

- (k) **“Protected Area”** means a geographic area which will be comprised of one or more Territories.
- (l) **“Restricted Period”** means the 1-year period after you cease to be an owner, partner, member, officer, director, employee or independent contractor of Franchisee.
- (m) **“Restricted Territory”** includes both (a) the Protected Area; and (b) the protected areas or territories we have granted to any other BNI franchisee.
- (n) **“System”** means our distinct and, with respect to certain aspects, proprietary system for the operation of a BNI Franchising, LLC franchise that provides networking services and related products and services, the distinctive characteristics of which include logo, trade secrets, pricing system, concept, style, proprietary programs and products, confidential operations manuals and operating system. The System shall also include additional products and services that we may authorize from time to time for BNI Franchising, LLC franchisees.

**2. Background.** You are an owner, partner, member, officer, director, employee or independent contractor of Franchisee. As a result of this association, you may gain knowledge of our System and Know-how. You understand that protecting the Intellectual Property is vital to our success and that of our franchisees and that you could seriously jeopardize our entire franchise system if you were to unfairly compete with us. In order to avoid such damage, you agree to comply with the terms of this Agreement.

**3. Intellectual Property.** You agree: (i) you will not use the Know-how in any networking business or capacity other than the BNI Franchising, LLC franchise operated by Franchisee; (ii) you will maintain the confidentiality of the Know-how at all times; (iii) you will not make unauthorized copies of documents containing any Know-how; (iv) you will take such reasonable steps as we may ask of you from time to time to prevent unauthorized use or disclosure of the Know-how; and (v) you will stop using the Know-how immediately if you are no longer an owner, partner, member, officer, director, employee or independent contractor of Franchisee. You further agree that you will not use the Intellectual Property for any purpose other than the performance of your duties for Franchisee and within the scope of your employment or other engagement with Franchisee.

**4. Immediate Family Members.** You acknowledge that you could circumvent the purpose of this Agreement by disclosing Know-how to an immediate family member (i.e., spouse, parent, sibling, child, or grandchild). You also acknowledge that it would be difficult for us to prove whether you disclosed the Know-how to family members. Therefore, you agree that you will be presumed to have violated the terms of this Agreement if any member of your immediate family (i) engages in any Prohibited Activities during any period of time during which you are prohibited from engaging in the Prohibited Activities or (ii) uses or discloses the Know-how. However, you may rebut this presumption by furnishing evidence conclusively showing that you did not disclose the Know-how to

the family member.

**5. Covenants Reasonable.** You acknowledge and agree that: (i) the terms of this Agreement are reasonable both in time and in scope of geographic area; and (ii) you have sufficient resources and business experience and opportunities to earn an adequate living while complying with the terms of this Agreement. YOU HEREBY WAIVE ANY RIGHT TO CHALLENGE THE TERMS OF THIS AGREEMENT AS BEING OVERLY BROAD, UNREASONABLE OR OTHERWISE UNENFORCEABLE.

**6. Breach.** You agree that failure to comply with the terms of this Agreement will cause substantial and irreparable damage to us and/or other BNI Franchising, LLC franchises for which there is no adequate remedy at law. Therefore, you agree that any violation of the terms of this Agreement will entitle us to injunctive relief. You agree that we may apply for such injunctive relief, without bond, but upon due notice, in addition to such further and other relief as may be available at equity or law, and the sole remedy of yours, in the event of the entry of such injunction, will be the dissolution of such injunction, if warranted, upon hearing duly held (all claims for damages by reason of the wrongful issuance of any such injunction being expressly waived hereby). If a court requires the filing of a bond notwithstanding the preceding sentence, the parties agree that the amount of the bond shall not exceed \$1,000. None of the remedies available to us under this Agreement are exclusive of any other, but may be combined with others under this Agreement, or at law or in equity, including injunctive relief, specific performance and recovery of monetary damages. Any claim, defense or cause of action that you may have against us or against Franchisee, regardless of cause or origin, cannot be used as a defense against our enforcement of this Agreement.

**7. Miscellaneous.**

(a) If we hire an attorney or file suit against you because you have breached this Agreement and prevail against you, you agree to pay our reasonable attorneys' fees and costs in doing so.

(b) This Agreement will be governed by, construed and enforced under the laws of North Carolina and the courts in that state shall have jurisdiction over any legal proceedings arising out of this Agreement.

(c) Each section of this Agreement, including each subsection and portion thereof, is severable. In the event that any section, subsection or portion of this Agreement is unenforceable, it shall not affect the enforceability of any other section, subsection or portion; and each party to this Agreement agrees that the court may impose such limitations on the terms of this Agreement as it deems in its discretion necessary to make such terms reasonable in scope, duration and geographic area.

(d) You and we both believe that the covenants in this Agreement are reasonable in terms of scope, duration and geographic area. However, we may at any time unilaterally modify the terms of this Agreement upon written notice to you by limiting the scope of the Prohibited Activities, narrowing the definition of a Competitive Business, shortening the duration of the Restricted Period, reducing the geographic scope of the Restricted Territory and/or reducing the scope of any other covenant imposed upon you under this Agreement to ensure that the terms and covenants in this Agreement are enforceable under applicable law.

(e) Notwithstanding anything in this Agreement to the contrary, you, may, in accordance with any applicable law including the federal Defend Trade Secrets Act, disclose Intellectual Property, (a) in confidence, to federal, state, or local government officials, or to an attorney of Franchisee, for the sole purpose of reporting or investigating a suspected violation of law; or (b) in a document filed in a lawsuit or other legal proceeding, but only if the filing is made under seal and protected from public

disclosure. Nothing in this Agreement is intended to conflict with any applicable law or create liability for disclosures expressly allowed by law.

EXECUTED on the date stated below.

Date: \_\_\_\_\_

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Typed or Printed Name

**EXHIBIT I**

**DEVELOPMENT SCHEDULE**

<b>Year of contract</b>	<b>Expiration date of the Development Period</b>	<b>Number of Active Members*</b>
<b>Current #</b>	<i>FA Anniversary Date</i>	
<b>Year 1</b>	<i>FA Anniversary Date</i>	
<b>Year 2</b>	<i>FA Anniversary Date</i>	
<b>Year 3</b>	<i>FA Anniversary Date</i>	
<b>Year 4</b>	<i>FA Anniversary Date</i>	
<b>Year 5</b>	<i>FA Anniversary Date</i>	

\*Active Members who are on the Operating Management System, who are not in a Core Group, suspended group or pending



**EXHIBIT C**

**FORM OF GENERAL RELEASE**

## **FORM OF GENERAL RELEASE**

**THIS AGREEMENT** (“Agreement”) is made and entered into this \_\_\_\_\_ day of \_\_\_\_\_, 20\_\_\_\_ by and between BNI FRANCHISING, LLC a Delaware limited liability company having its principal place of business at 11525 N. Community House Road, Suite 475, Charlotte, North Carolina 28277, (the “Franchisor”), and \_\_\_\_\_, a \_\_\_\_\_ with a principal address at \_\_\_\_\_ (hereinafter referred to as “Releasor”), wherein the parties hereto, in exchange for good and valuable consideration, the sufficiency and receipt of which is hereby acknowledged, and in reliance upon the representations, warranties, and comments herein are set forth, do agree as follows:

1. Releasor does for itself, its successors and assigns, hereby release and forever discharge generally the Franchisor and any affiliate, wholly owned or controlled corporation, subsidiary, successor or assign thereof and any shareholder, officer, director, employee, or agent of any of them, from any and all claims, demands, damages, injuries, agreements and contracts, indebtedness, accounts of every kind or nature, whether presently known or unknown, suspected or unsuspected, disclosed or undisclosed, actual or potential, which Releasor may now have, or may hereafter claim to have or to have acquired against them of whatever source or origin, arising out of or related to any and all transactions of any kind or character at any time prior to and including the date hereof, including generally any and all claims at law or in equity, those arising under the common law or state or federal statutes, rules or regulations such as, by way of example only, franchising, securities and anti-trust statutes, rules or regulations, in any way arising out of or connected with the Agreement, and further promises never from this day forward, directly or indirectly, to institute, prosecute, commence, join in, or generally attempt to assert or maintain any action thereon against the Franchisor, any affiliate, successor, assign, parent corporation, subsidiary, director, officer, shareholder, employee, agent, executor, administrator, estate, trustee or heir, in any court or tribunal of the United States of America, any state thereof, or any other jurisdiction for any matter or claim arising before execution of this Agreement. In the event Releasor breaches any of the promises covenants, or undertakings made herein by any act or omission, Releasor shall pay, by way of indemnification, all costs and expenses of the Franchisor caused by the act or omission, including reasonable attorneys’ fees.

2. Releasor represents and warrants that no portion of any claim, right, demand, obligation, debt, guarantee, or cause of action released hereby has been assigned or transferred by Releasor party to any other party, firm or entity in any manner including, but not limited to, assignment or transfer by subrogation or by operation of law. In the event that any claim, demand or suit shall be made or institute against any released party because of any such purported assignment, transfer or subrogation, the assigning or transferring party agrees to indemnify and hold such released party free and harmless from and against any such claim, demand or suit, including reasonable costs and attorneys’ fees incurred in connection therewith. It is further agreed that this indemnification and hold harmless agreement shall not require payment to such claimant as a condition precedent to recovery under this paragraph.

3. Each party acknowledges and warrants that his, her or its execution of this Agreement is free and voluntary.

4. North Carolina law shall govern the validity and interpretation of this Agreement, as well as the performance due thereunder, without regard to North Carolina’s provisions for conflicts of laws. This Agreement is binding upon and inures to the benefit of the respective assigns, successors, heirs and legal representatives of the parties hereto.

5. In the event that any action is filed to interpret any provision of this Agreement, or to enforce any of the terms thereof, the prevailing party shall be entitled to its reasonable attorneys' fees and costs incurred therein, and said action must be filed in the State of North Carolina.

6. This Agreement may be signed in counterparts, each of which shall be binding against the party executing it and considered as the original.

7. Releasor further expressly waives and relinquishes all rights and benefits afforded by Section 1542 of the Civil Code of California or any other state laws, and does so understanding and acknowledging the significance and consequences of such specific waiver of Section 1542. Releasor acknowledges that they are or may be represented by counsel, and acknowledge that they are familiar with the provisions of California Civil Code Section 1542, which provides as follows: A GENERAL RELEASE DOES NOT EXTEND TO CLAIMS WHICH THE CREDITOR DOES NOT KNOW OR SUSPECT TO EXIST IN HIS OR HER FAVOR AT THE TIME OF EXECUTING THE RELEASE, WHICH IF KNOWN BY HIM OR HER MUST HAVE MATERIALLY AFFECTED HIS OR HER SETTLEMENT WITH THE DEBTOR. Releasor acknowledges that he/she/or it may later discover claims or facts in addition to or different from those set forth in this release and which, if known or suspected at the time of executing this release, may have materially affected this Agreement. Nonetheless, notwithstanding the provisions of Section 1542, and for the purpose of implementing a full and complete release and discharge of all claims, Releasor expressly acknowledges that this Release is also intended to include in its effect, without limitation, all claims which they do not know or expect to exist in their favor at the time of execution hereof, and that this Agreement contemplates the extinguishment of any such claim or claims. Releasor waives any rights, claims or causes of action that might arise as a result of such different or additional claims or facts. Notwithstanding the governance of this Release by laws of the State of North Carolina, it is the intent of Releasor to waive any right, claim or cause of action as is consistent with the forgoing waiver of Section 1542 of the Civil Code of California.

8. Nothing in this Release shall act as a waiver of Releasor's reliance on any representations made in the Franchise Disclosure Document given to Releasor in conjunction with the sale of this franchise together with the exhibits attached to it.

**IN WITNESS WHEREOF**, the parties hereto, intending to be legally bound hereby, have executed this agreement effective as of the date first above.

**RELEASOR**

\_\_\_\_\_  
Name: \_\_\_\_\_

**BNI FRANCHISING, LLC**

By: \_\_\_\_\_  
Name: \_\_\_\_\_  
Title: \_\_\_\_\_

**EXHIBIT D**  
**STATE SPECIFIC ADDENDA**

## **CALIFORNIA ADDENDUM TO FRANCHISE DISCLOSURE DOCUMENT**

To the extent the California Franchise Investment Law, Cal. Corp. Code §§ 31000-31516 or the California Franchise Relations Act, Cal. Bus. & Prof. Code §§20000-20043 applies, the terms of this Addendum apply.

THE CALIFORNIA FRANCHISE INVESTMENT LAW REQUIRES THAT A COPY OF ALL PROPOSED AGREEMENTS RELATING TO THE SALE OF THE FRANCHISE BE DELIVERED TOGETHER WITH THE DISCLOSURE DOCUMENT.

OUR WEBSITE HAS NOT BEEN REVIEWED OR APPROVED BY THE CALIFORNIA DEPARTMENT OF BUSINESS OVERSIGHT AND COMPLAINTS CONCERNING THE CONTENTS OF THIS WEBSITE MAY BE DIRECTED TO THE CALIFORNIA DEPARTMENT OF BUSINESS OVERSIGHT AT WWW.DBO.CA.GOV.

SECTION 31125 OF THE CALIFORNIA CORPORATIONS CODE REQUIRES US TO GIVE YOU A DISCLOSURE DOCUMENT, IN A FORM CONTAINING THE INFORMATION THAT THE COMMISSIONER MAY BY RULE OR ORDER REQUIRE, BEFORE A SOLICITATION OF A PROPOSED MATERIAL MODIFICATION OF AN EXISTING FRANCHISE.

### **Item 3, Additional Disclosure:**

Neither we nor any person described in Item 2 of the Disclosure Document is subject to any currently effective order of any National Securities Association or National Securities Exchange, as defined in the Securities Exchange Act of 1934, 15 U.S.C.A. 78a et seq. suspending or expelling such persons from membership in such association or exchange.

### **Item 6, Additional Disclosure:**

The highest interest rate allowed by law in California is 10% annually.

### **Item 17, Additional Disclosures:**

The franchise agreement requires franchisee to execute a general release of claims upon renewal or transfer of the franchise agreement. California Corporations Code Section 31512 provides that any condition, stipulation or provision purporting to bind any person acquiring any franchise to waive compliance with any provision of that law or any rule or order there under is void. Section 31512 voids a waiver of your rights under the Franchise Investment Law (California Corporations Code Section 20010 voids a waiver of your rights under the Franchise Relations Act (Business and Professions Code Sections 20000 – 20043).

The franchise agreement requires application of the laws of North Carolina. This provision may not be enforceable under California law.

The franchise agreement contains a liquidated damages clause. Under California Civil Code §1671, certain liquidated damages clauses are unenforceable.

California Business and Professions Code Sections 20000 through 20043 provide rights to the franchisee concerning termination, transfer or non-renewal of a franchise. If the franchise agreement contains a provision that is inconsistent with the law, the law will control.

The franchise agreement provides for termination upon bankruptcy. This provision may not be enforceable under federal bankruptcy law (11 U.S.C.A. §101 et seq.)

The franchise agreement requires binding arbitration. The arbitration will occur in North Carolina with the cost being borne by the parties as determined by the arbitrator. Prospective franchisees are encouraged to consult with private legal counsel to determine the applicability of California and federal laws (such as Business and Professions Code Section 20040.5, Code of Civil Procedure Section 1281, and the Federal Arbitration Act) to any provisions of a franchise agreement restricting venue to a forum outside the State of California.

The franchise agreement contains a covenant not to compete which extends beyond the termination of the franchise. This provision may not be enforceable under California law.

No statement, questionnaire, or acknowledgment signed or agreed to by a franchisee in connection with the commencement of the franchise relationship shall have the effect of (i) waiving any claims under any applicable state franchise law, including fraud in the inducement, or (ii) disclaiming reliance on any statement made by any franchisor, franchise seller, or other person acting on behalf of the franchisor. This provision supersedes any other term of any document executed in connection with the franchise.

## **CALIFORNIA ADDENDUM TO FRANCHISE AGREEMENT**

To the extent the California Franchise Investment Law, Cal. Corp. Code §§ 31000-31516 or the California Franchise Relations Act, Cal. Bus. & Prof. Code §§20000-20043 applies, the terms of this Addendum apply.

1. Notwithstanding anything to the contrary contained in the Franchise Agreement, to the extent that the Franchise Agreement contains provisions that are inconsistent with the following, such provisions are hereby amended:

The Franchise Agreement requires franchisee to execute a general release of claims upon renewal or transfer of the franchise agreement. California Corporations Code Section 31512 provides that any condition, stipulation or provision purporting to bind any person acquiring any franchise to waive compliance with any provision of that law or any rule or order there under is void. Section 31512 voids a waiver of your rights under the Franchise Investment Law (California Corporations Code Section 20010 voids a waiver of your rights under the Franchise Relations Act (Business and Professions Code Sections 20000 – 20043).

The Franchise Agreement requires application of the laws of North Carolina. This provision may not be enforceable under California law.

The Franchise Agreement contains a liquidated damages clause. Under California Civil Code §1671, certain liquidated damages clauses are unenforceable.

California Business and Professions Code Sections 20000 through 20043 provide rights to the franchisee concerning termination or non-renewal of a franchise. The Federal Bankruptcy Code also provides rights to franchisee concerning termination of the Franchise Agreement upon certain bankruptcy-related events. If the Franchise Agreement is inconsistent with the law, the law will control.

The Franchise Agreement requires binding arbitration. The arbitration will occur in North Carolina with the cost being borne by the parties as determined by the arbitrator. Prospective franchisees are encouraged to consult with private legal counsel to determine the applicability of California and federal laws (such as Business and Professions Code Section 20040.5, Code of Civil Procedure Section 1281, and the Federal Arbitration Act) to any provisions of a franchise agreement restricting venue to a forum outside the State of California.

The Franchise Agreement contains a covenant not to compete which extends beyond the termination of the franchise. This provision may not be enforceable under California law.

No statement, questionnaire, or acknowledgment signed or agreed to by a franchisee in connection with the commencement of the franchise relationship shall have the effect of (i) waiving any claims under any applicable state franchise law, including fraud in the inducement, or (ii) disclaiming reliance on any statement made by any franchisor, franchise seller, or other person acting on behalf of the franchisor. This provision supersedes any other term of any document executed in connection with the franchise.

2. Any capitalized terms that are not defined in this Addendum shall have the meaning given them in the Franchise Agreement.

3. Except as expressly modified by this Addendum, the Franchise Agreement remains unmodified and in full force and effect.

This Addendum is being entered into in connection with the Franchise Agreement. In the event of any conflict between this Addendum and the Franchise Agreement, the terms and conditions of this Addendum shall apply.



IN WITNESS WHEREOF, the undersigned have executed this Addendum as of the date Franchisor signs below.

**FRANCHISOR:**  
**BNI Franchising, LLC**

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**FRANCHISEE:**

By: \_\_\_\_\_  
Its: \_\_\_\_\_  
Date: \_\_\_\_\_

By: \_\_\_\_\_  
Its: \_\_\_\_\_  
Date: \_\_\_\_\_

## **HAWAII ADDENDUM TO FRANCHISE DISCLOSURE DOCUMENT**

To the extent the Hawaii Franchise Investment Law, Hawaii Rev. Stat. §§482E-1 – 482E-12 applies, the terms of this Addendum apply.

THESE FRANCHISES WILL BE/HAVE BEEN FILED UNDER THE FRANCHISE INVESTMENT LAW OF THE STATE OF HAWAII. FILING DOES NOT CONSTITUTE APPROVAL, RECOMMENDATION OR ENDORSEMENT BY THE DIRECTOR OF COMMERCE AND CONSUMER AFFAIRS OR A FINDING BY THE DIRECTOR OF COMMERCE AND CONSUMER AFFAIRS THAT THE INFORMATION PROVIDED HEREIN IS TRUE, COMPLETE AND NOT MISLEADING.

THE FRANCHISE INVESTMENT LAW MAKES IT UNLAWFUL TO OFFER OR SELL ANY FRANCHISE IN THIS STATE WITHOUT FIRST PROVIDING TO THE PROSPECTIVE FRANCHISEE, OR SUBFRANCHISOR, AT LEAST SEVEN DAYS PRIOR TO THE EXECUTION BY THE PROSPECTIVE FRANCHISEE OF ANY BINDING FRANCHISE OR OTHER AGREEMENT, OR AT LEAST SEVEN DAYS PRIOR TO THE PAYMENT OF ANY CONSIDERATION BY THE FRANCHISEE, OR SUBFRANCHISOR, WHICHEVER OCCURS FIRST, A COPY OF THE OFFERING CIRCULAR, TOGETHER WITH A COPY OF ALL PROPOSED AGREEMENTS RELATING TO THE SALE OF THE FRANCHISE.

THIS OFFERING CIRCULAR CONTAINS A SUMMARY ONLY OF CERTAIN MATERIAL PROVISIONS OF THE FRANCHISE AGREEMENT. THE CONTRACT OR AGREEMENT SHOULD BE REFERRED TO FOR A STATEMENT OF ALL RIGHTS, CONDITIONS, RESTRICTIONS AND OBLIGATIONS OF BOTH THE FRANCHISOR AND THE FRANCHISEE.

Registered agent in the state authorized to receive service of process:

Commissioner of Securities  
335 Merchant Street, Room 203  
Honolulu, Hawaii 96813

## **ILLINOIS ADDENDUM TO FRANCHISE DISCLOSURE DOCUMENT**

To the extent the Illinois Franchise Disclosure Act, Ill. Comp. Stat. §§705/1 – 705/44 applies, the terms of this Addendum apply.

1. Illinois law governs the Franchise Agreement.
2. Item 17, Additional Disclosures. The following statements are added to Item 17:

The Illinois law governs the Agreement(s).

Section 4 of the Illinois Franchise Disclosure Act provides that any provision in a franchise agreement that designates jurisdiction or venue outside the State of Illinois is void. However, a franchise agreement may provide for arbitration outside of Illinois.

Section 41 of the Illinois Franchise Disclosure Act provides that any condition, stipulation or provision purporting to bind any person acquiring any franchise to waive compliance with the Illinois Franchise Disclosure Act or any other law of Illinois is void.

Your rights upon termination and non-renewal of a franchise agreement are set forth in section 19 and 20 of the Illinois Franchise Disclosure Act.

3. Franchise Compliance Certificate:

The representations under this Franchise Compliance Certificate are not intended, nor shall they act as a release, estoppel or waiver of any liability incurred under the Illinois Franchise Disclosure Act.

**ILLINOIS ADDENDUM TO FRANCHISE AGREEMENT**

To the extent the Illinois Franchise Disclosure Act, Ill. Comp. Stat. §§705/1 – 705/44 applies, the terms of this Addendum apply.

- 1. Illinois law governs the Franchise Agreement.
- 2. Notwithstanding anything to the contrary contained in the Franchise Agreement, to the extent that the Franchise Agreement contains provisions that are inconsistent with the following, such provisions are hereby amended:

The Illinois law governs the Agreement(s).

Section 4 of the Illinois Franchise Disclosure Act provides that any provision in a franchise agreement that designates jurisdiction or venue outside the State of Illinois is void. However, a franchise agreement may provide for arbitration outside of Illinois.

Section 41 of the Illinois Franchise Disclosure Act provides that any condition, stipulation or provision purporting to bind any person acquiring any franchise to waive compliance with the Illinois Franchise Disclosure Act or any other law of Illinois is void.

Your rights upon termination and non-renewal of a franchise agreement are set forth in section 19 and 20 of the Illinois Franchise Disclosure Act.

- 3. Any capitalized terms that are not defined in this Addendum shall have the meaning given them in the Franchise Agreement.
- 4. Except as expressly modified by this Addendum, the Franchise Agreement remains unmodified and in full force and effect.

This Addendum is being entered into in connection with the Franchise Agreement. In the event of any conflict between this Addendum and the Franchise Agreement, the terms and conditions of this Addendum shall apply.

IN WITNESS WHEREOF, the undersigned have executed this Addendum as of the date Franchisor signs below.

**FRANCHISOR:**  
**BNI Franchising, LLC**  
\_\_\_\_\_

**FRANCHISEE:**

By: \_\_\_\_\_  
Its: \_\_\_\_\_  
Date: \_\_\_\_\_

By: \_\_\_\_\_  
Its: \_\_\_\_\_  
Date: \_\_\_\_\_

## **STATE ADDENDUM FOR THE STATE OF INDIANA**

1. To be added to Item 3 of the Disclosure Document, is the following statement:  
  
There are presently arbitration proceedings to which the Franchisor is a party.
2. Item 17 of the Disclosure Document is amended to reflect the requirement under Indiana Code 23-2-2.7-1 (9), which states that any post term non-compete covenant must not extend beyond the franchisee's exclusive territory.
3. Item 17 is amended to state that this is subject to Indiana Code 23-2-2.7-1(10).
4. Under Indiana Code 23-2-2.7-1 (10), jurisdiction and venue must be in Indiana if the franchisee so requests. This amends Article 21.3 of the Franchise Agreement.
5. Under Indiana Code 23-2-2.7-1 (10), franchisee may not agree to waive any claims or rights.

## **MARYLAND ADDENDUM TO FRANCHISE DISCLOSURE DOCUMENT**

To the extent the Maryland Franchise Registration and Disclosure Law, Md. Code Bus. Reg. §§14-201 – 14-233 applies, the terms of this Addendum apply.

### **Items 5 & 7, Additional Disclosure:**

Payment of the initial franchise fee is deferred until such time as the franchisor completes its initial obligations and franchisee is open for business.

### **Item 17, Additional Disclosures:**

Our termination of the Franchise Agreement because of your bankruptcy may not be enforceable under applicable federal law (11 U.S.C.A. 101 et seq.).

You may bring a lawsuit in Maryland for claims arising under the Maryland Franchise Registration and Disclosure Law.

Any claims arising under the Maryland Franchise Registration and Disclosure Law must be brought within 3 years after the grant of the franchise.

The general release required as a condition of renewal, sale and/or assignment/transfer will not apply to any liability under the Maryland Franchise Registration and Disclosure Law.

### **Franchise Compliance Certificate:**

The representations under this Franchise Compliance Certificate are not intended, nor shall they act as a release, estoppel or waiver of any liability incurred under the Maryland Franchise Registration and Disclosure Law.

No statement, questionnaire, or acknowledgment signed or agreed to by a franchisee in connection with the commencement of the franchise relationship shall have the effect of (i) waiving any claims under any applicable state franchise law, including fraud in the inducement, or (ii) disclaiming reliance on any statement made by any franchisor, franchise seller, or other person acting on behalf of the franchisor. This provision supersedes any other term of any document executed in connection with the franchise.

## **MARYLAND ADDENDUM TO FRANCHISE AGREEMENT**

To the extent the Maryland Franchise Registration and Disclosure Law, Md. Code Bus. Reg. §§14-201 – 14-233 applies, the terms of this Addendum apply.

1. Notwithstanding anything to the contrary contained in the Franchise Agreement, to the extent that the Franchise Agreement contains provisions that are inconsistent with the following, such provisions are hereby amended:

Payment of the initial franchise fee is deferred until such time as the franchisor completes its initial obligations and franchisee is open for business.

All representations requiring prospective franchisees to assent to a release, estoppel or waiver of liability are not intended to nor shall they act as a release, estoppel or waiver of any liability incurred under the Maryland Franchise Registration and Disclosure Law.

Nothing in the Franchise Agreement prevents the franchisee from bringing a lawsuit in Maryland for claims arising under the Maryland Franchise Registration and Disclosure Law.

Nothing in the Franchise Agreement operates to reduce the 3-year statute of limitations afforded to a franchisee for bringing a claim arising under the Maryland Franchise Registration and Disclosure Law. Further, any claims arising under the Maryland Franchise Registration and Disclosure Law must be brought within 3 years after the grant of the franchise.

The Federal Bankruptcy laws may not allow the enforcement of the provisions for termination upon bankruptcy of the franchisee.

No statement, questionnaire, or acknowledgment signed or agreed to by a franchisee in connection with the commencement of the franchise relationship shall have the effect of (i) waiving any claims under any applicable state franchise law, including fraud in the inducement, or (ii) disclaiming reliance on any statement made by any franchisor, franchise seller, or other person acting on behalf of the franchisor. This provision supersedes any other term of any document executed in connection with the franchise.

2. Any capitalized terms that are not defined in this Addendum shall have the meaning given them in the Franchise Agreement.

3. Except as expressly modified by this Addendum, the Franchise Agreement remains unmodified and in full force and effect.

This Addendum is being entered into in connection with the Franchise Agreement. In the event of any conflict between this Addendum and the Franchise Agreement, the terms and conditions of this Addendum shall apply.

IN WITNESS WHEREOF, the undersigned have executed this Addendum as of the date Franchisor signs below.

**FRANCHISOR:**  
**BNI Franchising, LLC**

---

**FRANCHISEE:**

By: \_\_\_\_\_  
Its: \_\_\_\_\_  
Date: \_\_\_\_\_

By: \_\_\_\_\_  
Its: \_\_\_\_\_  
Date: \_\_\_\_\_



## **MINNESOTA ADDENDUM TO FRANCHISE DISCLOSURE DOCUMENT**

To the extent the Minnesota Franchise Act, Minn. Stat. §§80C.01 – 80C.22 applies, the terms of this Addendum apply.

### **State Cover Page and Item 17, Additional Disclosures:**

Minn. Stat. Sec. 80C.21 and Minn. Rule 2860.4400J prohibit us from requiring litigation to be conducted outside of Minnesota, requiring waiver of a jury trial or requiring the franchisee to consent to liquidated damages, termination penalties or judgment notes. In addition, nothing in the Disclosure Document shall abrogate or reduce any of your rights as provided for in Minn. Stat. Sec. 80C, or your rights to any procedure, forum or remedies provided for by the laws of the jurisdiction.

Franchisee cannot consent to the franchisor obtaining injunctive relief. The franchisor may seek injunctive relief. A court will determine if a bond is required.

### **Item 6, Additional Disclosure:**

NSF checks are governed by Minn. Stat. 604.113, which puts a cap of \$30 on service charges.

### **Item 13, Additional Disclosures:**

The Minnesota Department of Commerce requires that a franchisor indemnify Minnesota Franchisees against liability to third parties resulting from claims by third parties that the franchisee's use of the franchisor's trademark infringes upon the trademark rights of the third party. The franchisor does not indemnify against the consequences of a franchisee's use of a franchisor's trademark except in accordance with the requirements of the franchise agreement, and as the condition to an indemnification, the franchisee must provide notice to the franchisor of any such claim immediately and tender the defense of the claim to the franchisor. If the franchisor accepts tender of defense, the franchisor has the right to manage the defense of the claim, including the right to compromise, settle or otherwise resolve the claim, or to determine whether to appeal a final determination of the claim.

### **Item 17, Additional Disclosures:**

Any condition, stipulation or provision, including any choice of law provision, purporting to bind any person who, at the time of acquiring a franchise is a resident of the State of Minnesota or in the case of a partnership or corporation, organized or incorporated under the laws of the State of Minnesota, or purporting to bind a person acquiring any franchise to be operated in the State of Minnesota to waive compliance or which has the effect of waiving compliance with any provision of the Minnesota Franchise Law is void.

We will comply with Minn. Stat. Sec. 80C.14, subs. 3, 4 and 5, which requires, except in certain specified cases, that a franchisee be given 90 days' notice of termination (with 60 days to cure), 180 days' notice for nonrenewal of the Franchise Agreement, and that consent to the transfer of the franchise will not be unreasonably withheld.

Minnesota Rule 2860.4400D prohibits a franchisor from requiring a franchisee to assent to a general release, assignment, novation, or waiver that would relieve any person from liability imposed by Minnesota Statute §§80C.01 – 80C.22.

The limitations of claims section must comply with Minn. Stat. Sec. 80C.17, subd. 5.

## **MINNESOTA ADDENDUM TO FRANCHISE AGREEMENT**

To the extent the Minnesota Franchise Act, Minn. Stat. §§80C.01 – 80C.22 applies, the terms of this Addendum apply.

1. Notwithstanding anything to the contrary contained in the Franchise Agreement, to the extent that the Franchise Agreement contains provisions that are inconsistent with the following, such provisions are hereby amended:

With respect to franchises governed by Minnesota Franchise Law, franchisor shall comply with Minn. Stat. Sec. 80C.14, subd. 4 which requires that except for certain specified cases, that franchisee be given 180 days' notice for non-renewal of this Franchise Agreement.

The Minnesota Department of Commerce requires that franchisor indemnify franchisees whose franchise is located in Minnesota against liability to third parties resulting from claims by third parties that the franchisee's use of franchisor's trademarks ("Marks") infringe upon the trademark rights of the third party. Franchisor does not indemnify against the consequences of a franchisee's use of franchisor's trademark but franchisor shall indemnify franchisee for claims against franchisee solely as it relates to franchisee's use of the Marks in accordance with the requirements of the Franchise Agreement and franchisor's standards. As a further condition to indemnification, the franchisee must provide notice to franchisor of any such claim immediately and tender the defense of the claim to franchisor. If franchisor accepts tender of defense, franchisor has the right to manage the defense of the claim, including the right to compromise, settle or otherwise resolve the claim, or to determine whether to appeal a final determination of the claim.

Franchisee will not be required to assent to a release, assignment, novation, or waiver that would relieve any person from liability imposed by Minnesota Statute §§ 80C.01 – 80C.22.

With respect to franchises governed by Minnesota Franchise Law, franchisor shall comply with Minn. Stat. Sec. 80C.14, subd. 3 which requires that except for certain specified cases, a franchisee be given 90 days' notice of termination (with 60 days to cure). Termination of the franchise by the franchisor shall be effective immediately upon receipt by franchisee of the notice of termination where its grounds for termination or cancellation are: (1) voluntary abandonment of the franchise relationship by the franchisee; (2) the conviction of the franchisee of an offense directly related to the business conducted according to the Franchise Agreement; or (3) failure of the franchisee to cure a default under the Franchise Agreement which materially impairs the goodwill associated with the franchisor's trade name, trademark, service mark, logo type or other commercial symbol after the franchisee has received written notice to cure of at least twenty-four (24) hours in advance thereof.

According to Minn. Stat. Sec. 80C.21 in Minnesota Rules or 2860.4400J, the terms of the Franchise Agreement shall not in any way abrogate or reduce your rights as provided for in Minn. Stat. 1984, Chapter 80C, including the right to submit certain matters to the jurisdiction of the courts of Minnesota. In addition, nothing in this Franchise Agreement shall abrogate or reduce any of franchisee's rights as provided for in Minn. Stat. Sec. 80C, or your rights to any procedure, forum or remedy provided for by the laws of the State of Minnesota.

Any claims franchisee may have against the franchisor that have arisen under the Minnesota Franchise Laws shall be governed by the Minnesota Franchise Law.

The Franchise Agreement contains a waiver of jury trial provision. This provision may not be enforceable under Minnesota law.

Franchisee consents to the franchisor seeking injunctive relief without the necessity of showing actual or threatened harm. A court shall determine if a bond or other security is required.

The Franchise Agreement contains a liquidated damages provision. This provision may not be enforceable under Minnesota law.

Any action pursuant to Minnesota Statutes, Section 80C.17, Subd. 5 must be commenced no more than 3 years after the cause of action accrues.

2. Any capitalized terms that are not defined in this Addendum shall have the meaning given them in the Franchise Agreement.

3. Except as expressly modified by this Addendum, the Franchise Agreement remains unmodified and in full force and effect.

This Addendum is being entered into in connection with the Franchise Agreement. In the event of any conflict between this Addendum and the Franchise Agreement, the terms and conditions of this Addendum shall apply.

IN WITNESS WHEREOF, the undersigned have executed this Addendum as of the date Franchisor signs below.

**FRANCHISOR:**  
**BNI Franchising, LLC**

**FRANCHISEE:**

By: \_\_\_\_\_  
Its: \_\_\_\_\_  
Date: \_\_\_\_\_

By: \_\_\_\_\_  
Its: \_\_\_\_\_  
Date: \_\_\_\_\_

## **NEW YORK ADDENDUM TO FRANCHISE DISCLOSURE DOCUMENT**

To the extent the New York General Business Law, Article 33, §§680 - 695 applies, the terms of this Addendum apply.

### **Cover Page, Additional Disclosure.**

INFORMATION COMPARING FRANCHISORS IS AVAILABLE. CALL THE STATE ADMINISTRATORS LISTED IN EXHIBIT "H", OR YOUR PUBLIC LIBRARY FOR SOURCES OF INFORMATION. REGISTRATION OF THIS FRANCHISE BY NEW YORK STATE DOES NOT MEAN THAT NEW YORK STATE RECOMMENDS IT OR HAS VERIFIED THE INFORMATION IN THIS FRANCHISE DISCLOSURE DOCUMENT. IF YOU LEARN THAT ANYTHING IN THE FRANCHISE DISCLOSURE DOCUMENT IS UNTRUE, CONTACT THE FEDERAL TRADE COMMISSION AND NEW YORK STATE DEPARTMENT OF LAW, BUREAU OF INVESTOR PROTECTION AND SECURITIES, 120 BROADWAY, 23RD FLOOR, NEW YORK, NEW YORK 10271. THE FRANCHISOR MAY, IF IT CHOOSES, NEGOTIATE WITH YOU ABOUT ITEMS COVERED IN THE FRANCHISE DISCLOSURE DOCUMENT. HOWEVER, THE FRANCHISOR CANNOT USE THE NEGOTIATING PROCESS TO PREVAIL UPON A PROSPECTIVE FRANCHISEE TO ACCEPT TERMS WHICH ARE LESS FAVORABLE THAN THOSE SET FORTH IN THIS FRANCHISE DISCLOSURE DOCUMENT.

**Item 3, Additional Disclosure.** The last sentence in Item 3 is deleted and replaced with the following:

Neither we, nor any of our predecessors, nor any person identified in Item 2 above, nor any affiliate offering franchises under our trademark, has any administrative, criminal, or a material civil or arbitration action pending against him alleging a violation of any franchise law, fraud, embezzlement, fraudulent conversion, restraint of trade, unfair or deceptive practices, misappropriation of property, or comparable allegations.

Neither we, nor any of our predecessors, nor any person identified in Item 2 above, nor any affiliate offering franchises under our trademark, has been convicted of a felony or pleaded nolo contendere to any other felony charge or, during the ten-year period immediately preceding the application for registration, been convicted of a misdemeanor or pleaded nolo contendere to any misdemeanor charge or been found liable in an arbitration proceeding or a civil action by final judgment, or been the subject of any other material complaint or legal or arbitration proceeding if such misdemeanor conviction or charge, civil action, complaint, or other such proceeding involved a violation of any franchise law, securities law, fraud, embezzlement, fraudulent conversion, restraint of trade, unfair or deceptive practices, misappropriation of property, or comparable allegation.

Neither we, nor any of our predecessors, nor any person identified in Item 2 above, nor any affiliate offering franchises under our trademark, is subject to any currently effective injunctive or restrictive order or decree relating to franchises, or under any federal, state, or Canadian franchise, securities, antitrust, trade regulation, or trade practice law as a result of a concluded or pending action or proceeding brought by a public agency; or is subject to any currently effective order of any national securities association or national securities exchange, as defined in the Securities and Exchange Act of 1934, suspending or expelling such person from membership in such association or exchange; or is subject to a currently effective injunctive or restrictive order relating to any other business activity as a result of an action brought by a public agency or department, including, without limitation, actions affecting a license as a real estate broker or sales agent.

Item 4, Additional Disclosure. Item 4 is deleted and replaced with the following:

Neither we nor any of our predecessors, affiliates, or officers, during the 10-year period immediately before the date of the Disclosure Document: (a) filed as debtor (or had filed against it) a petition to start an action under the U.S. Bankruptcy Code; (b) obtained a discharge of its debts under the Bankruptcy Code; or (c) was a principal officer of a company or a general partner in a partnership that either filed as a debtor (or had filed against it) a petition to start an action under the U.S. Bankruptcy Code or that obtained a discharge of its debts under the U.S. Bankruptcy Code during or within one year after the officer or general partner of the franchisor held this position in the company or partnership.

Item 5, Additional Disclosures.

The initial franchise fee constitutes part of our general operating funds and will be used as such in our discretion.

Item 17, Additional Disclosures.

The following is added to the Summary sections of Item 17(c) and 17(m): To the extent required by applicable law, all rights you enjoy and any causes of action arising in your favor from the provisions of Article 33 of the General Business Law of the State of New York and the regulations issued thereunder shall remain in force; it being the intent of this proviso that the non-waiver provisions of General Business Law Section 687.4 and 687.5 be satisfied.

The Summary section of Item 17(d) is deleted and replaced with the following language: You may terminate the agreement on any grounds available by law.

The following is added to the Summary section of Item 17(j): No assignment will be made except to an assignee who in good faith and judgment of the franchisor is willing and financially able to assume the franchisor's obligations under the Franchise Agreement.

The following is added to the Summary sections of Items 17(v) and 17(w): The foregoing choice of law should not be considered a waiver of any right conferred upon the franchisor or upon the franchisee by Article 33 of the General Business Law of the State of New York.

**NEW YORK ADDENDUM TO FRANCHISE AGREEMENT**

To the extent the New York General Business Law, Article 33, §§680 - 695 applies, the terms of this Addendum apply.

1. Notwithstanding anything to the contrary contained in the Franchise Agreement, to the extent that the Franchise Agreement contains provisions that are inconsistent with the following, such provisions are hereby amended:

Any provision in the Franchise Agreement that is inconsistent with the New York General Business Law, Article 33, Section 680 - 695 may not be enforceable.

Any provision in the Franchise Agreement requiring franchisee to sign a general release of claims against franchisor does not release any claim franchisee may have under New York General Business Law, Article 33, Sections 680-695.

The New York Franchise Law shall govern any claim arising under that law.

2. Any capitalized terms that are not defined in this Addendum shall have the meaning given them in the Franchise Agreement.

3. Except as expressly modified by this Addendum, the Franchise Agreement remains unmodified and in full force and effect.

This Addendum is being entered into in connection with the Franchise Agreement. In the event of any conflict between this Addendum and the Franchise Agreement, the terms and conditions of this Addendum shall apply.

IN WITNESS WHEREOF, the undersigned have executed this Addendum as of the date Franchisor signs below.

**FRANCHISOR:**  
**BNI Franchising, LLC**

---

**FRANCHISEE:**

By: \_\_\_\_\_  
Its: \_\_\_\_\_  
Date: \_\_\_\_\_

By: \_\_\_\_\_  
Its: \_\_\_\_\_  
Date: \_\_\_\_\_

**DISCLOSURES REQUIRED BY NORTH CAROLINA LAW**

The State of North Carolina has not reviewed and does not approve, recommend, endorse or sponsor any business opportunity. The information contained in this disclosure has not been verified by the State. If you have any questions about this investment, see an attorney before you sign a contract or agreement.

If the seller fails to deliver the product(s), equipment or supplies necessary to begin substantial operation of the business within 45 days of the delivery date stated in your contract, you may notify the seller in writing and demand that the contract be cancelled. (N.C.G.S. §66-95)

Effective Date: \_\_\_\_\_



## **NORTH DAKOTA ADDENDUM TO FRANCHISE DISCLOSURE DOCUMENT**

To the extent the North Dakota Franchise Investment Law, N.D. Cent. Code, §§51-19-01 – 51-19-17 applies, the terms of this Addendum apply.

### **Items 5 & 7, Additional Disclosure:**

Payment of the initial franchise fee is deferred until such time as the franchisor completes its initial obligations and franchisee is open for business.

### **Item 17, Additional Disclosures.** The following statements are added to Item 17:

Any provision requiring franchisees to consent to the jurisdiction of courts outside North Dakota or to consent to the application of laws of a state other than North Dakota may be unenforceable under North Dakota law. Any mediation or arbitration will be held at a site agreeable to all parties. If the laws of a state other than North Dakota govern, to the extent that such law conflicts with North Dakota law, North Dakota law will control.

Any general release the franchisee is required to assent to as a condition of renewal is not intended to nor shall it act as a release, estoppel or waiver of any liability franchisor may have incurred under the North Dakota Franchise Investment Law.

Covenants not to compete during the term of and upon termination or expiration of the franchise agreement are enforceable only under certain conditions according to North Dakota law. If the Franchise Agreement contains a covenant not to compete that is inconsistent with North Dakota law, the covenant may be unenforceable.

The Franchise Agreement includes a waiver of exemplary and punitive damages. This waiver may not be enforceable under North Dakota law.

The Franchise Agreement stipulates that the franchisee shall pay all costs and expenses incurred by franchisor in enforcing the agreement. For North Dakota franchisees, the prevailing party is entitled to recover all costs and expenses, including attorneys' fees.

The Franchise Agreement requires the franchisee to consent to a waiver of trial by jury. This waiver may not be enforceable under North Dakota law.

The Franchise Disclosure Document and Franchise Agreement state that franchisee must consent to the jurisdiction of courts outside that State of North Dakota. That requirement may not be enforceable under North Dakota law.

The Franchise Disclosure Document and Franchise Agreement may require franchisees to consent to termination or liquidated damages. This requirement may not be enforceable under North Dakota law.

The Franchise Agreement requires the franchisee to consent to a limitation of claims within one year. To the extent this requirement conflicts with North Dakota law, North Dakota law will apply.

## **NORTH DAKOTA ADDENDUM TO FRANCHISE AGREEMENT**

To the extent the North Dakota Franchise Investment Law, N.D. Cent. Code, §§51-19-01 – 51-19-17 applies, the terms of this Addendum apply.

1. Notwithstanding anything to the contrary contained in the Franchise Agreement, to the extent that the Franchise Agreement contains provisions that are inconsistent with the following, such provisions are hereby amended:

Any release executed in connection with a renewal shall not apply to any claims that may arise under the North Dakota Franchise Investment Law.

Payment of the initial franchise fee is deferred until such time as the franchisor completes its initial obligations and franchisee is open for business.

Covenants not to compete during the term of and upon termination or expiration of the franchise agreement are enforceable only under certain conditions according to North Dakota law. If the Franchise Agreement contains a covenant not to compete that is inconsistent with North Dakota law, the covenant may be unenforceable.

The choice of law other than the State of North Dakota may not be enforceable under the North Dakota Franchise Investment Law. If the laws of a state other than North Dakota govern, to the extent that such law conflicts with North Dakota law, North Dakota law will control.

The waiver of punitive or exemplary damages may not be enforceable under the North Dakota Franchise Investment Law.

The waiver of trial by jury may not be enforceable under the North Dakota Franchise Investment Law.

The requirement that arbitration be held outside the State of North Dakota may not be enforceable under the North Dakota Franchise Investment Law. Any mediation or arbitration will be held at a site agreeable to all parties.

The requirement that a franchisee consent to termination or liquidated damages has been determined by the Commissioner to be unfair, unjust and inequitable within the intent of the North Dakota Franchise Investment Law. This requirement may not be enforceable under North Dakota law.

The Franchise Agreement states that franchisee must consent to the jurisdiction of courts located outside the State of North Dakota. This requirement may not be enforceable under North Dakota law.

The Franchise Agreement requires the franchisee to consent to a limitation of claims within one year. To the extent this requirement conflicts with North Dakota law, North Dakota law will apply.

Franchise Agreement stipulates that the franchisee shall pay all costs and expenses incurred by Franchisor in enforcing the agreement. For North Dakota franchisees, the prevailing party is entitled to recover all costs and expenses, including attorneys' fees.

2. Any capitalized terms that are not defined in this Addendum shall have the meaning given them in the Franchise Agreement.

3. Except as expressly modified by this Addendum, the Franchise Agreement remains unmodified and in full force and effect.

This Addendum is being entered into in connection with the Franchise Agreement. In the event of any conflict between this Addendum and the Franchise Agreement, the terms and conditions of this Addendum shall apply.

IN WITNESS WHEREOF, the undersigned have executed this Addendum as of the date Franchisor signs below.

**FRANCHISOR:**  
**BNI Franchising, LLC**

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**FRANCHISEE:**

By: \_\_\_\_\_

Its: \_\_\_\_\_

Date: \_\_\_\_\_

By: \_\_\_\_\_

Its: \_\_\_\_\_

Date: \_\_\_\_\_

## **RHODE ISLAND ADDENDUM TO FRANCHISE DISCLOSURE DOCUMENT**

To the extent the Rhode Island Franchise Investment Act, R.I. Gen. Law ch. 395 §§19-28.1-1 – 19-28.1-34 applies, the terms of this Addendum apply.

Item 17, Additional Disclosure. The following statement is added to Item 17:

Section 19-28.1-14 of the Rhode Island Franchise Investment Act provides that: “A provision in a franchise agreement restricting jurisdiction or venue to a forum outside this state or requiring the application of the laws of another state is void with respect to a claim otherwise enforceable under this Act.”

**RHODE ISLAND ADDENDUM TO FRANCHISE AGREEMENT**

To the extent the Rhode Island Franchise Investment Act, R.I. Gen. Law ch. 395 §§19-28.1-1 – 19-28.1-34 applies, the terms of this Addendum apply.

1. Notwithstanding anything to the contrary contained in the Franchise Agreement, to the extent that the Franchise Agreement contains provisions that are inconsistent with the following, such provisions are hereby amended:

Section 19-28.1-14 of the Rhode Island Franchise Investment Act provides that: “A provision in a franchise agreement restricting jurisdiction or venue to a forum outside this state or requiring the application of the laws of another state is void with respect to a claim otherwise enforceable under this Act.”

2. Any capitalized terms that are not defined in this Addendum shall have the meaning given them in the Franchise Agreement.

3. Except as expressly modified by this Addendum, the Franchise Agreement remains unmodified and in full force and effect.

This Addendum is being entered into in connection with the Franchise Agreement. In the event of any conflict between this Addendum and the Franchise Agreement, the terms and conditions of this Addendum shall apply.

IN WITNESS WHEREOF, the undersigned have executed this Addendum as of the date Franchisor signs below.

**FRANCHISOR:**  
**BNI Franchising, LLC**

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**FRANCHISEE:**

By: \_\_\_\_\_  
Its: \_\_\_\_\_  
Date: \_\_\_\_\_

By: \_\_\_\_\_  
Its: \_\_\_\_\_  
Date: \_\_\_\_\_

## **VIRGINIA ADDENDUM TO FRANCHISE DISCLOSURE DOCUMENT**

To the extent the Virginia Retail Franchising Act, Va. Code §§13.1-557 – 13.1-574 applies, the terms of this Addendum apply.

### **Item 17. Additional Disclosures:**

Any provision in any of the contracts that you sign with us which provides for termination of the franchise upon the bankruptcy of the franchisee may not be enforceable under federal bankruptcy law (11 U.S.C. 101 et. seq.).

“According to Section 13.1 – 564 of the Virginia Retail Franchising Act, it is unlawful for a franchisor to cancel a franchise without reasonable cause. If any grounds for default or termination stated in the franchise agreement does not constitute “reasonable cause,” as that term may be defined in the Virginia Retail Franchising Act or the laws of Virginia, that provision may not be enforceable.”

**VIRGINIA ADDENDUM TO FRANCHISE AGREEMENT**

To the extent the Virginia Retail Franchising Act, Va. Code §§13.1-557 – 13.1-574 applies, the terms of this Addendum apply.

1. Notwithstanding anything to the contrary contained in the Franchise Agreement, to the extent that the Franchise Agreement contains provisions that are inconsistent with the following, such provisions are hereby amended:

“According to Section 13.1-564 of the Virginia Retail Franchising Act, it is unlawful for a franchisor to cancel a franchise without reasonable cause. If any ground for default or termination stated in the franchise agreement does not constitute “reasonable cause,” as that term may be defined in the Virginia Retail Franchising Act or the laws of Virginia, that provision may not be enforceable.”

2. Any capitalized terms that are not defined in this Addendum shall have the meaning given them in the Franchise Agreement.

3. Except as expressly modified by this Addendum, the Franchise Agreement remains unmodified and in full force and effect.

This Addendum is being entered into in connection with the Franchise Agreement. In the event of any conflict between this Addendum and the Franchise Agreement, the terms and conditions of this Addendum shall apply.

IN WITNESS WHEREOF, the undersigned have executed this Addendum as of the date Franchisor signs below.

**FRANCHISOR:**  
**BNI Franchising, LLC**

---

**FRANCHISEE:**

By: \_\_\_\_\_  
Its: \_\_\_\_\_  
Date: \_\_\_\_\_

By: \_\_\_\_\_  
Its: \_\_\_\_\_  
Date: \_\_\_\_\_

## **WASHINGTON ADDENDUM TO FRANCHISE DISCLOSURE DOCUMENT**

To the extent the Washington Franchise Investment Protection Act, Wash. Rev. Code §§19.100.010 – 19.100.940 applies, the terms of this Addendum apply.

### **Items 5 & 7, Additional Disclosure:**

The State of Washington has imposed a financial condition under which the initial franchise fees due will be deferred until the franchisor has fulfilled its initial pre-opening obligations under the Franchise Agreement and the franchise is open for business.

### **Item 17, Additional Disclosure:**

The state of Washington has a statute, RCW 19.100.180 which may supersede the Franchise Agreement in your relationship with the franchisor including the areas of termination and renewal of your franchise. There may also be court decisions which may supersede the Franchise Agreement in your relationship with the franchisor including the areas of termination and renewal of your franchise.

In any arbitration involving a franchise purchased in Washington, the arbitration site shall be either in the state of Washington, or in a place mutually agreed upon at the time of the arbitration, or as determined by the arbitrator or mediator at the time of arbitration or mediation. In addition, if litigation is not precluded by the franchise agreement, a franchisee may bring an action or proceeding arising out of or in connection with the sale of franchises, or a violation of the Washington Franchise Investment Protection Act, in Washington.

In the event of a conflict of laws, the provisions of the Washington Franchise Investment Protection Act, Chapter 19.100 RCW shall prevail.

A release or waiver of rights executed by a franchisee shall not include rights under the Washington Franchise Investment Protection Act except when executed pursuant to a negotiated settlement after the agreement is in effect and where the parties are represented by independent counsel. Provisions such as those which unreasonably restrict or limit the statute of limitations period for claims under the Act, or rights or remedies under the Act such as a right to a jury trial, may not be enforceable.

Transfer fees are collectable to the extent that they reflect the franchisor's reasonable estimated or actual costs in effecting a transfer.

Pursuant to RCW 49.62.020, a noncompetition covenant is void and unenforceable against an employee, including an employee of a franchisee, unless the employee's earnings from the party seeking enforcement, when annualized, exceed \$100,000 per year (an amount that will be adjusted annually for inflation). In addition, a noncompetition covenant is void and unenforceable against an independent contractor of a franchisee under RCW 49.62.030 unless the independent contractor's earnings from the party seeking enforcement, when annualized, exceed \$250,000 per year (an amount that will be adjusted annually for inflation). As a result, any provisions contained in the franchise agreement or elsewhere that conflict with these limitations are void and unenforceable in Washington.

RCW 49.62.060 prohibits a franchisor from restricting, restraining, or prohibiting a franchisee from (i) soliciting or hiring any employee of a franchisee of the same franchisor or (ii) soliciting



or hiring any employee of the franchisor. As a result, any such provisions contained in the franchise agreement or elsewhere are void and unenforceable in Washington.

Section 17(d) of the Franchise Disclosure Document shall be amended to read, “the provision(s) regarding termination by the franchisee are subject to state law.”

Sections 17(q) and 17(r) of the FDD are revised to include the following language, “the provisions regarding the enforcement of the covenant not to compete, either during the term of the franchise agreement or post termination are subject to state law.”

No statement, questionnaire, or acknowledgment signed or agreed to by a franchisee in connection with the commencement of the franchise relationship shall have the effect of (i) waiving any claims under any applicable state franchise law, including fraud in the inducement, or (ii) disclaiming reliance on any statement made by any franchisor, franchise seller, or other person acting on behalf of the franchisor. This provision supersedes any other term of any document executed in connection with the franchise.

## **WASHINGTON ADDENDUM TO FRANCHISE AGREEMENT**

In the event of a conflict of laws, the provisions of the Washington Franchise Investment Protection Act, Chapter 19.100 RCW will prevail.

RCW 19.100.180 may supersede the franchise agreement in your relationship with the franchisor including the areas of termination and renewal of your franchise. There may also be court decisions which may supersede the franchise agreement in your relationship with the franchisor including the areas of termination and renewal of your franchise.

In any arbitration or mediation involving a franchise purchased in Washington, the arbitration or mediation site will be either in the state of Washington, or in a place mutually agreed upon at the time of the arbitration or mediation, or as determined by the arbitrator or mediator at the time of arbitration or mediation. In addition, if litigation is not precluded by the franchise agreement, a franchisee may bring an action or proceeding arising out of or in connection with the sale of franchises, or a violation of the Washington Franchise Investment Protection Act, in Washington.

A release or waiver of rights executed by a franchisee may not include rights under the Washington Franchise Investment Protection Act or any rule or order thereunder except when executed pursuant to a negotiated settlement after the agreement is in effect and where the parties are represented by independent counsel. Provisions such as those which unreasonably restrict or limit the statute of limitations period for claims under the Act, or rights or remedies under the Act such as a right to a jury trial, may not be enforceable.

Transfer fees are collectable to the extent that they reflect the franchisor's reasonable estimated or actual costs in effecting a transfer.

Pursuant to RCW 49.62.020, a noncompetition covenant is void and unenforceable against an employee, including an employee of a franchisee, unless the employee's earnings from the party seeking enforcement, when annualized, exceed \$100,000 per year (an amount that will be adjusted annually for inflation). In addition, a noncompetition covenant is void and unenforceable against an independent contractor of a franchisee under RCW 49.62.030 unless the independent contractor's earnings from the party seeking enforcement, when annualized, exceed \$250,000 per year (an amount that will be adjusted annually for inflation). As a result, any provisions contained in the franchise agreement or elsewhere that conflict with these limitations are void and unenforceable in Washington.

RCW 49.62.060 prohibits a franchisor from restricting, restraining, or prohibiting a franchisee from (i) soliciting or hiring any employee of a franchisee of the same franchisor or (ii) soliciting or hiring any employee of the franchisor. As a result, any such provisions contained in the franchise agreement or elsewhere are void and unenforceable in Washington.

The State of Washington has imposed a financial condition under which the initial franchise fees due will be deferred until the franchisor has fulfilled its initial pre-opening obligations under the Franchise Agreement and the franchise is open for business.

No statement, questionnaire, or acknowledgment signed or agreed to by a franchisee in connection with the commencement of the franchise relationship shall have the effect of (i) waiving any claims under any applicable state franchise law, including fraud in the inducement,

or (ii) disclaiming reliance on any statement made by any franchisor, franchise seller, or other person acting on behalf of the franchisor. This provision supersedes any other term of any document executed in connection with the franchise.

The undersigned does hereby acknowledge receipt of this addendum.

Dated this \_\_\_\_\_ day of \_\_\_\_\_ 20\_\_\_\_\_.

---

FRANCHISOR

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FRANCHISEE

**This addendum may also be used as a rider to the Franchise Disclosure Document.**

## **WISCONSIN ADDENDUM TO FRANCHISE DISCLOSURE DOCUMENT**

To the extent the Wisconsin Franchise Investment Law, Wis. Stat. §§553.01 – 553.78 or Wisconsin Fair Dealership Law, Wis. Stat. §§135.01 – 135.07 applies, the terms of this Addendum apply.

### **Item 17, Additional Disclosures:**

For all franchisees residing in the State of Wisconsin, we will provide you at least 90 days' prior written notice of termination, cancellation or substantial change in competitive circumstances. The notice will state all the reasons for termination, cancellation or substantial change in competitive circumstances and will provide that you have 60 days in which to cure any claimed deficiency. If this deficiency is cured within 60 days, the notice will be void. If the reason for termination, cancellation or substantial change in competitive circumstances is nonpayment of sums due under the franchise, you will have 10 days to cure the deficiency.

For Wisconsin franchisees, Ch. 135, Stats., the Wisconsin Fair Dealership Law, supersedes any provisions of the Franchise Agreement or a related contract which is inconsistent with the Law.

**WISCONSIN ADDENDUM TO FRANCHISE AGREEMENT**

To the extent the Wisconsin Franchise Investment Law, Wis. Stat. §§553.01 – 553.78 or Wisconsin Fair Dealership Law, Wis. Stat. §§135.01 – 135.07 applies, the terms of this Addendum apply.

1. Notwithstanding anything to the contrary contained in the Franchise Agreement, to the extent that the Franchise Agreement contains provisions that are inconsistent with the following, such provisions are hereby amended:

To the extent any of the provisions regarding notice of termination or change in dealership are in conflict with Section 135.04 of the Wisconsin Fair Dealership Law, the Wisconsin law shall apply.

2. Any capitalized terms that are not defined in this Addendum shall have the meaning given them in the Franchise Agreement.

3. Except as expressly modified by this Addendum, the Franchise Agreement remains unmodified and in full force and effect.

This Addendum is being entered into in connection with the Franchise Agreement. In the event of any conflict between this Addendum and the Franchise Agreement, the terms and conditions of this Addendum shall apply.

IN WITNESS WHEREOF, the undersigned have executed this Addendum as of the date Franchisor signs below.

**FRANCHISOR:**  
**BNI Franchising, LLC**

---

**FRANCHISEE:**

By: \_\_\_\_\_  
Its: \_\_\_\_\_  
Date: \_\_\_\_\_

By: \_\_\_\_\_  
Its: \_\_\_\_\_  
Date: \_\_\_\_\_

**EXHIBIT E**

**LIST OF STATE ADMINISTRATORS**

## **LIST OF STATE ADMINISTRATORS**

California: California Department of Business Oversight  
320 West 4<sup>th</sup> St., Suite 750  
Los Angeles, CA 90013-2344  
213-576-7500

Hawaii: Department of Commerce and Consumer Affairs  
Business Registration Division  
355 Merchant St., Suite 203  
Honolulu, Hawaii 96813  
808-586-2727

Illinois: Illinois Attorney General's Office  
Franchise Bureau  
500 South Second Street  
Springfield, Illinois 62706  
217-782-2538

Indiana: Indiana Securities Division  
302 West Washington Street, Room E-111  
Indianapolis, Indiana 46204  
317-232-6681

Maryland: Maryland Division of Securities  
Office of the Attorney General  
200 Saint Paul Place  
Baltimore, Maryland 21202  
410-576-6360

Michigan: Michigan Dept. of Attorney General  
Consumer Protection Division  
Franchise Section  
525 West Ottawa Street  
G. Mennen Williams Bldg., 1<sup>st</sup> Floor  
Lansing, Michigan 48933  
517-373-7117; Fax: 517-335-1935

Minnesota: Minnesota Department of Commerce  
Securities Section  
85 7<sup>th</sup> Place East, Suite 500  
St. Paul, Minnesota 55101-2198  
651-539-1500; Fax: 651-297-1959

New York: New York State Dept. of Law  
Investor Protection Bureau  
28 Liberty Street  
New York, NY 10005  
(212) 416-8236



North Dakota: North Dakota Securities Department  
600 East Boulevard Ave.  
State Capital, 5<sup>th</sup> Floor  
Bismarck, North Dakota 58505-0510  
701-328-4712

Rhode Island: Department of Business Regulation  
Securities Division  
John O. Pastore Complex  
1511 Pontiac Ave., Building 69-1  
Cranston, RI 02920  
401-462-9500; Fax: 401-462-9532

South Dakota: South Dakota Division of Insurance  
Securities Regulation  
124 S. Euclid, Suite 104  
Pierre, South Dakota 57501-3185  
605-773-3563 Fax: 605-773-5953

Utah: Department of Commerce  
Division of Consumer Protection  
160 East 300 South, 2<sup>nd</sup> Floor  
PO Box 146704  
Salt Lake City, Utah 84144-6704  
801-530-6601; Fax: 801-530-6001

Virginia: State Corporation Commission  
Division of Securities and Retail Franchising  
1300 East Main Street, 9<sup>th</sup> Floor  
Richmond, Virginia 23219  
804-371-9051; Fax: 804-371-9911

Washington: Washington Department of Financial Institutions  
Securities Division  
150 Israel Road  
Tumwater, Washington 98501  
360-902-8760

Wisconsin: Wisconsin Department of Financial Institutions  
Franchise Registration  
Division of Securities  
201 W. Washington Ave., Suite 300  
Madison, Wisconsin 53703  
608-266-8557

**EXHIBIT E**  
**LIST OF OUR CURRENT FRANCHISE LOCATIONS**  
**As of December 31, 2022**

**Franchise Listing**  
**Executive Director Listings**

<b>Region</b>	<b>Executive Director</b>	<b>Address</b>	<b>Phone</b>
AK Alaska	Michelle L. Campbell	6545 Westview Dr Laingsburg, MI 48848	517-449-1788
AL Central GA Southwest	William Keene	3636 Haven View Circle Hoover, AL 35216	205-461-4676
AL Northern	Meaghan Chitwood	3408 Wall Triana Hwy #6941 Huntsville, AL 35813	256-797-4654
AL Southern	G. Chris Robinson	900 Hillcrest Rd Ste A2 Mobile, AL 36695	251-639-5030
AZ East	Nate and Kelley Dominguez	7500 N Dreamy Draw Drive, Suite 202, Phoenix, AZ 85020	602-628-5337
AZ South	Chrisie Ballard and Bill Ballard	1901 N Cloverland Avenue Tucson, AZ 85712	520-904-8626
AZ West	Nate and Kelley Dominguez	7500 N Dreamy Draw Drive, Suite 202, Phoenix, AZ 85020	602-628-5337
CA Alameda	Mike Macedonio and Dawn Lyons	3888 Petaluma Hill Rd, Santa Rosa, CA 95404	707-242-7010
CA Gold Country	Joy Olivier	27151 S Lammers Road Tracy CA 95377	(925) 822-8897
CA Inland Empire	Mike Adray	17853 Santiago Blvd., Suite 107-507, Villa Park, CA 92861	877-510-4900
CA Long Beach – South Bay	Adam and Jenni Nering	8251 La Palma Ave. #430 Buena Park, CA, 90620	888-476-5350 ext3
CA Los Angeles East and West	Cys Bronner and Dave Rittenhouse	9903 Santa Monica Blvd, 812 Beverly Hills, CA, 90212	866-889-3466
CA Northern	Trey McAlister	1275 4th Street Santa Rosa, CA, 95404	707-780-8118
CA Orange County North	Jenni Nering, Adam Nering	8251 La Palma Ave. #430 Buena Park, CA, 90620	888-476-5350 ext3
CA Orange County South	Jenni Nering, Adam Nering	8251 La Palma Ave. #430 Buena Park, CA, 90620	888-476-5350 ext3
CA Riverside	Susan Goodsell and Kelsey Duque	3615 Main St. Ste 103 Riverside, CA 92501	909-263-5113
CA Sacramento	John and Eva Lisle and Trey McAlister	815 El Chorro Way Sacramento, CA, 95864	916-489-9302
CA San Bernardino County	Mike Adray	17853 Santiago Blvd., Suite 107- 507, Villa Park, CA 92861	877-510-4900
CA San Diego County East	Kathryn Lodal & Ed Wilson	16769 Bernardo Center Dr. Suite 1- 1775, San Diego, CA 92128	619-255-2620
CA San Fernando Valley	Red H. Mann and Andrea Manning	2691 Elizondo Ave Simi Valley, CA 93065	818-532-2963 ext2
CA San Francisco North Bay	Mike Macedonio and Dawn Lyons	3888 Petaluma Hill Rd, Santa Rosa, CA 95404	707-242-7010
CA San Francisco West Bay	Ed Craine	5214 F Diamond Heights Blvd. #629 San Francisco, CA, 94131	415-406-2330

CA San Gabriel Valley	Mike Adray	17853 Santiago Blvd., Suite 107-507, Villa Park, CA 92861	877-510-4900
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<b>Region</b>	<b>Executive Director</b>	<b>Address</b>	<b>Phone</b>
CA Santa Clara	Mike Macedonio and Dawn Lyons	3888 Petaluma Hill Rd, Santa Rosa, CA 95404	707-242-7010
CA Ventura County	Ray Gonzales	1701 Solar Drive #261 Oxnard, CA 93030	805-419- 9939
CO Southern (Colorado Springs)	Pat & Tracey Muterspaugh	4740 Flintridge Drive Ste 220K Colorado Springs, CO 80918	719-266-8704
FL Jacksonville	Tim & Lindsay Roberts	53 Stiles Rd, C-201 Salem, NH 03079	603-893-5853
FL Northwest	Karen Ellis	3122 Mahan Drive, Suite 801-165 Tallahassee, FL 32308	850-765-1543
FL Orlando	Tim & Lindsay Roberts	53 Stiles Rd, C-201 Salem, NH 03079	603-893-5853
FL Palm Beach	Sandy and John Donovan	1123 Ocean Dunes Circle Jupiter, FL 33477	(561) 333-7555
FL Southeastern	Sandy Donovan	1123 Ocean Dunes Circle Jupiter, FL 33477	(561) 333-7555
FL Tampa Bay	Spencer and Tricia Reynolds	7853 Gunn Hwy #345 Tampa, FL 33626	813-444-8684
GA Northeast	Mike and Cathy Barbieri	840 Cold Harbor Drive Roswell, GA 30075	678-852-5153
GA Northwest	Mike and Cathy Barbieri	840 Cold Harbor Drive Roswell, GA 30075	678-852-5153
GA South	Mike and Cathy Barbieri	840 Cold Harbor Drive Roswell, GA 30075	678-852-5153
IA Des Moines	David Elliott	1231 SW Hardicke Lane Ankeny, IA 50023	515-865-3862
IA Cedar Rapids	David Elliott	1231 SW Hardicke Lane Ankeny, IA 50023	515-865-3862
ID Southern	Jeremy Miller	3327 N Eagle Rd, Ste. 110 #101 Meridian, Idaho, 83646	208-724-0601
IL Chicago North	Rachel Cherny	2552 W Armitage Chicago, IL 60647	312-629-9500
IL Chicago South	Rachel Cherny	2552 W Armitage	312-629-9500

<b>Region</b>	<b>Executive Director</b>	<b>Address</b>	<b>Phone</b>
		Chicago, IL 60647	
IL Southern	Victor Muzquiz	2082 Quarry Rd. O'Fallon, IL 62269	618-402-5441
IN Central Indiana	Hazel Walker	350 N Meridian St 605 Indianapolis, IN 46204	317-407-5331
IN Northern (Fort Wayne)	Mark Botts	2302 Dierdorff Road Goshen, IN 46526	574-535-3509
IN South Central	Lannie Pullon	3720 South Walnut St. Pike, Bloomington, IN 47401	812-325-7841
KS Northeast	Steve Wiegert	P.O. Box 1221 Kearney, MO 64060	816-792-3664
KS Wichita	Steve Wiegert	P.O. Box 1221 Kearney, MO 64060	816-792-3664
KY (Central)	Reed, Kathy and Clay Morgan	P. O. Box 158529 Nashville, TN 37215	615-297-0076
KY Western & IN Southern	Reed, Kathy and Clay Morgan	P. O. Box 158529 Nashville, TN 37215	615-297-0076
LA Northern	Tim Paulin	3500 N Causeway Blvd, Suite 1460 Metairie, LA 70002	504-834-5264
LA Southeast	Tim Paulin	3500 N Causeway Blvd, Suite 1460 Metairie, LA 70002	504-834-5264
MD Central Maryland	Sarit Arbell	5268 G Nicholson Ln, #178, Kensington, MD 20895	202-570-2428
ME Maine	Kelly and Niels Mank	588 Roosevelt Trail Windham, ME 04062	207-894-7200
MI Upper Peninsula	David M Zemer	348 Napoleon Rd Michigan Center, MI, 49254	888-531-3494
MO Kansas City	Steve Wiegert	P.O. Box 1221 Kearney, MO 64060	816-792-3664
MO St. Louis	Victor Muzquiz	2082 Quarry Rd. O'Fallon, IL 62269	
MS Central & Southern	Tim Paulin	3500 N. Causeway Blvd., Suite 1460 Metairie LA, 70002	504-834-5264
MT South	Dana Bishop	507 Montclair Dr Billings, MT 59102	406-690-2175
NC Coastal	Stephen Hand	P.O. Box 1476 Cary, NC 27512	919-465-1667

<b>Region</b>	<b>Executive Director</b>	<b>Address</b>	<b>Phone</b>
NC Raleigh-Durham	Stephen Hand	P.O. Box 1476 Cary, NC 27512	919-465-1667
NC Western	Lynette Craig	18 Boyd's Chapel Rd. Weaverville, NC 28787	828-747-9581
New Hampshire	Tim & Lindsay Roberts	53 Stiles Rd, C-201 Salem, NH 03079	603-893-5853
NJ Middle	Mark Carmody	67 Lake Attitash Road Amesbury, MA 01913	-732-259-8312
NJ Newark	Claudia MacDermott	22 Galway Place Teaneck NJ 07666	201-357-8612
NJ Northeast	Claudia MacDermott	22 Galway Place Teaneck NJ 07666	201-357-8612
NV Las Vegas	Leslie Taylor	3462 Sioux Way Las Vegas, NV 89169	702-731-6065
NV North	Greg Hauptert	P.O. Box 34498 Reno NV 89533	775-223-4292
NY Albany	Luther Shimer	P.O. Box 3137 Schenectady, NY 12303	518-650-5892
NY Buffalo	David Zemer, POA for Daniel Graczyk	348 Napoleon Road Michigan Center, MI 49254	888-531-3494
NY Manhattan	Todd Hallinger and Mike Brathwaite	380 Malcolm X Blvd Apt 3E New York, NY 10027	914-320-6541
NY Mid-Hudson Valley	Frank J. De Raffe Crystal De Raffe	15 Merry Hill Rd. Poughkeepsie NY 12603	914-489-6165
NY Rochester	Tim Giacomani	P.O. Box 313 Penfield, NY 14526	585-721-5459
NY Syracuse	Luther Shimer	P.O. Box 3137, Schenectady, NY 12303	518-650-5892
OH Cincinnati, SWOH & N Kentucky	Katrina Scanlon	639 Philadelphia Street Covington KY 41017	859-655-9434
OH Columbus Central	Wayne Horowitz	3984 Russell Road Ostrander, OH 43061	440-521-9090
OH Eastern	Bob Willis and Margaret Maxel	8673 Wyatt Road Broadview Heights, OH 44147	216-573-2712
OH Northeast	Bob Willis and Margaret Maxel		216-573-2712

<b>Region</b>	<b>Executive Director</b>	<b>Address</b>	<b>Phone</b>
		8673 Wyatt Road Broadview Heights, OH 44147	
OH Northwest	Jason Madasz	1700 Woodlands Dr Maumee, Ohio 43537	419-537-9054
PA Central & NW PA & Erie	George J. Zacherl	535 Fisher Road Cabot, PA 16023	724-941-0101
PA North Central	Russ Mehnert	501 Lehigh Gorge Drive Jim Thorpe, PA 18229	570-350-7817
PA Poconos	Mark Carmody	67 Lake Attitash Road Amesbury, MA, 01913	732-259-8312
PA South Central	Russ Mehnert	501 Lehigh Gorge Drive Jim Thorpe, PA 18229	570-350-7817
PA Pittsburgh	George J. Zacherl	535 Fisher Road Cabot, PA 16023	724-941-0101
SC Lowcountry	Ron & Christina Kirby	118 Wando Reach Road Charleston, SC 29492	843-936-3882
SC Midlands	Shirley Towne	1652 Barracks Drive Gilbert, SC 29054	803-447-4244
TN Middle (Middle TN Nashville)	Reed, Kathy and Clay Morgan	P. O. Box 158529 Nashville, TN 37215	615-297-0076
TN South East Tennessee	Elaine Zambos	P.O. Box 4483 Chattanooga, TN 37405	765-623-7469
TX East	Adam Strahan	1230 Maxwell Dr. Silsbee, TX 77656	409-751-0390
TX El Paso	Martin and Jessica Lopez	8753 Old County Dr El Paso, TX 79907	915-799-3584



<b>Region</b>	<b>Executive Director</b>	<b>Address</b>	<b>Phone</b>
TX Greater Golden Triangle	Natasha Garrett	3260 Eastex Freeway Beaumont, TX 77703	409-883-5465
TX Houston East	Mark Taylor	330 Rayford Road, Ste. 345 Spring, TX 77386	713-557-7973
TX Northwest	Steve Black	P.O. Box 5162 Abilene, TX 79608	512-481-8686
TX Permian Basin	Steve Black	P.O. Box 5162 Abilene, TX 79608	512-481-8686
TX South Central	Steve Black	P.O. Box 5162 Abilene, TX 79608	512-481-8686
UT Northern	Kameron Thorne	6147 West Poplar View Drive, South Jordan, UT 84009	801-597-5264
UT Southern	Kip Kint and Richard Isom	1009 W 50 N St. George, UT 84770	435-817-8122
VA Central VA	Dawne Brooks-Gulla	6767 Forest Hill Suite 270 Richmond, VA 23225	804-690-9220
VA NOVA North	Dip Chandra	43028 Hedgeapple Court Ashburn, VA 20147	703-282-4014
VA Southwestern	Paula Frazier	P.O. Box 2074 Salem, VA 24153	540-793-0622
VT Vermont	Vickie Wacek	P.O. Box 64737 Burlington, Vermont, 05406	802-557-0111
WA Central & Southeastern	Will and Stephanie Gaethle	1120 S 69th Ave Yakima, WA 98908	509-952-3804
WA Pacific Northwest	Micki Nichols	P.O. Box 1538 Silverdale, WA 98383	360-649-6589
WA East & Idaho North	Will and Stephanie Gaethle	1120 S 69th Ave Yakima, WA 98908	509-952-3804
WI Madison	David M Zemer	348 Napoleon Rd Michigan Center, MI 49254	888-531-3494
WI Northeast	David M Zemer	348 Napoleon Rd Michigan Center, MI 49254	888-531-3494
WI Southeast	David M Zemer	348 Napoleon Rd Michigan Center, MI 49254	888-531-3494
WV West Virginia	Brian Alcorn	456 Sourwood Drive Hardy, VA 24101	-540-537-2527

**EXHIBIT G**

**LIST OF OUR AGENTS FOR SERVICE OF PROCESS**

**AGENTS FOR SERVICE OF PROCESS**

California: California Commissioner of the Department of Business Oversight  
320 West 4<sup>th</sup> St., Suite 750  
San Francisco, CA 90013-2344

Hawaii: Commissioner of Securities  
Department of Commerce & Consumer Affairs  
Securities Compliance Branch  
335 Merchant St., Suite 203  
Honolulu, HI 96813

Illinois: Illinois Attorney General  
500 South Second Street  
Springfield, IL 62706

Indiana: Indiana Secretary of State  
302 W. Washington St., Room E-111  
Indianapolis, IN 46204

Maryland: Maryland Securities Commissioner  
200 St. Paul Place  
Baltimore, MD 21202-2020

Michigan: Michigan Department of Commerce  
Corporations and Securities Bureau  
525 West Ottawa, G. Mennen Williams Bldg., 7<sup>th</sup> Floor  
Lansing, MI 48909

Minnesota: Minnesota Commissioner of Commerce  
85 7<sup>th</sup> Place East, Suite 500  
St. Paul, Minnesota 55101-2198

New York: New York Department of State  
Attention: UCC  
One Commerce Plaza,  
99 Washington Avenue, 6th Floor  
Albany, NY 12231  
(518) 473-2492

North Dakota: Securities Commissioner  
North Dakota Securities Department  
600 East Boulevard Avenue  
State Capitol Fifth Floor Dept 414  
Bismarck, ND 58505-0510  
701-328-4712

Rhode Island: Director, RI Dept. of Business Regulation  
1511 Pontiac Ave.  
Cranston, RI 02920

South Dakota: Division of Insurance Securities Regulation  
124 S. Euclid Suite 104  
Pierre, SD 57501-3185

Virginia: Clerk of the State Corporation Commission  
1300 East Main St., 1<sup>st</sup> Floor  
Richmond, VA 23219

Washington: Administrator of Securities  
State of Washington, Department of Financial Institutions  
150 Israel Road SW  
Tumwater, WA 98501  
360-902-8760

Wisconsin: Department of Financial Institutions  
Division of Securities  
345 W. Washington Ave., 4<sup>th</sup> Floor  
Madison, WI 53703

All other states: Graham Weihmiller, CEO  
BNI Franchising, LLC  
11525 North Community House Road, Suite 475  
Charlotte, North Carolina 28277

**EXHIBIT H**

**LIST OF FRANCHISEES WHO HAVE LEFT THE SYSTEM WITHIN THE MOST  
RECENTLY COMPLETED FISCAL YEAR**

<b><i>Former Franchisee</i></b>		
<b><i>Former Franchisee</i></b>	<b><i>Address</i></b>	<b><i>Phone Number</i></b>
Louis Sokol	Washington, DC 20008	713-702-7627
Robin Schuckmann	Portland, OR 97231	503-621-3284
Robin Schuckmann	Portland, OR 97231	503-621-3284
Bob Willis*	Cleveland, Ohio 44128	216-464-3336
Hazel Walker*	Indianapolis, IN 46204	317-407-5331
Kerry Hauptert*	Reno, NV 89523	
Lesley Shimer*	Ormond Beach, Florida 32176	
Lesley Shimer*	Ormond Beach, Florida 32176	

\* Left partnership in a franchised unit.

**EXHIBIT I**

**STATE EFFECTIVE DATES**

**EXHIBIT I**

**State Effective Dates**

The following states have franchise laws that require that the Franchise Disclosure Document be registered or filed with the state, or be exempt from registration: California, Hawaii, Illinois, Indiana, Maryland, Michigan, Minnesota, New York, North Dakota, Rhode Island, South Dakota, Virginia, Washington, and Wisconsin.

This document is effective and may be used in the following states, where the document is filed, registered or exempt from registration, as of the Effective Date stated below:

<b>State</b>	<b>Effective Date</b>
California (Exemption)	
Hawaii	
Illinois (Exemption)	
Indiana (Exemption)	
Maryland	
Michigan	
Minnesota	
New York (Self-Executing Exemption)	N/A
North Dakota (Exemption)	
Rhode Island (Exemption)	
South Dakota	
Virginia	
Washington	
Wisconsin	

Other states may require registration, filing, or exemption of a franchise under other laws, such as those that regulate the offer and sale of business opportunities or seller-assisted marketing plans.



**EXHIBIT J**

**FRANCHISE COMPLIANCE CERTIFICATE**

## FRANCHISE COMPLIANCE CERTIFICATION

The purpose of this Certification is to determine whether any statements or promises were made to you that we have not authorized and that may be untrue, inaccurate or misleading. **Do not sign or date this Certification the same day as the Receipt for the Franchise Disclosure Document; you should sign and date this Certification the same day you sign the Franchise Agreement, prior to signing the Franchise Agreement.** Please review each of the following questions and statements carefully and provide honest and complete responses to each.

1. Have you received and personally reviewed our Franchise Agreement and each Addendum (if any) and related agreement (i.e., personal guaranty) attached to them?

Yes \_\_\_\_\_ No \_\_\_\_\_

2. Did you receive the Franchise Agreement and each related agreement, containing all material terms, at least 7 days before signing any binding agreement (other than any deposit agreement) with us or an affiliate?\*

Yes \_\_\_\_\_ No \_\_\_\_\_

\*This does not include changes to any agreement mutually agreed upon.

3. Have you received and personally reviewed our Franchise Disclosure Document (“**FDD**”) that was provided to you?

Yes \_\_\_\_\_ No \_\_\_\_\_

4. Did you receive the FDD at least 14 days before signing the Franchise Agreement, this document or any related agreement, or before paying any funds to us or an affiliate?

Yes \_\_\_\_\_ No \_\_\_\_\_

5. Did you sign a receipt for the FDD indicating the date you received it? Yes \_\_\_\_\_ No \_\_\_\_\_

6. Do you understand that no agreement or addendum is effective until signed and dated by us?

Yes \_\_\_\_\_ No \_\_\_\_\_

No statement, questionnaire, or acknowledgment signed or agreed to by a franchisee in connection with the commencement of the franchise relationship shall have the effect of (i) waiving any claims under any applicable state franchise law, including fraud in the inducement, or (ii) disclaiming reliance on any statement made by any franchisor, franchise seller, or other person acting on behalf of the franchisor. This provision supersedes any other term of any document executed in connection with the franchise.

The individuals signing below for the “**Franchisee Applicant**” constitute all of the executive officers, partners, shareholders, investors and/or principals of the Franchisee Applicant, or constitute the duly authorized representatives or agents of the foregoing.

FRANCHISEE APPLICANT:

Signature: \_\_\_\_\_

Print Name: \_\_\_\_\_

Date: \_\_\_\_\_

**EXHIBIT K**

**RECEIPT**

**EXHIBIT K**

**RECEIPT (Your Copy)**

This Disclosure Document summarizes certain provisions of the Franchise Agreement and other information in plain language. Read this Disclosure Document and all agreements carefully.

If BNI Franchising, LLC offers you a franchise, it must provide this Disclosure Document to You 14 calendar-days before you sign a binding agreement with, or make a payment to, the franchisor or an affiliate in connection with the proposed franchise sale.

New York requires that we give you this Disclosure Document at the earlier of the first personal meeting or 10 business days before the execution of the franchise or other agreements or payment of any consideration that relates the franchise relationship. Maryland, Michigan, and Oregon require that we give you this disclosure document at least 10 business days before the execution of any binding franchise or other agreement, or the payment of any consideration, whichever occurs first.

If BNI Franchising, LLC does not deliver this Disclosure Document on time or if it contains a false or misleading statement, or a material omission, a violation of federal law and state law may have occurred and should be reported to the Federal Trade Commission, Washington, D.C. 20580 and the appropriate state agency listed on Exhibit E.

The issuance date of this Disclosure Document is September 1, 2023.

The franchise sellers for this offering are BNI Franchising, LLC, 11525 North Community House Road, Suite 475, Charlotte, North Carolina 28277, (704) 248 4800, and Lisa Renz, 11525 North Community House Road, Suite 475, Charlotte, North Carolina 28277, (704) 248 4800 x 87.

BNI Franchising, LLC authorizes the respective state agencies identified on Exhibit G to receive service of process for it in the particular state.

I received a Disclosure Document dated September 1, 2023, that included the following Exhibits:

A.	Financial Statements	F.	List of Current Franchise Locations
B.	Franchise Agreement	G.	List of Agents for Service of Process
C.	Form of General Release	H.	List of Franchisees Who Have Left the System
D.	State Specific Addenda	I.	State Effective Dates
E.	List of State Administrators	J.	Franchise Compliance Certificate
		K.	Receipt

Date: \_\_\_\_\_  
(Do Not Leave Blank) \_\_\_\_\_ Signature of Prospective Franchisee  
\_\_\_\_\_  
Print Name

Please sign and date this receipt. You may keep this copy for your records.

**EXHIBIT K**

**RECEIPT (Our Copy)**

This Disclosure Document summarizes certain provisions of the Franchise Agreement and other information in plain language. Read this Disclosure Document and all agreements carefully.

If BNI Franchising, LLC offers you a franchise, it must provide this Disclosure Document to You 14 calendar-days before you sign a binding agreement with, or make a payment to, the franchisor or an affiliate in connection with the proposed franchise sale.

New York requires that we give you this Disclosure Document at the earlier of the first personal meeting or 10 business days before the execution of the franchise or other agreements or payment of any consideration that relates the franchise relationship. Maryland, Michigan, and Oregon require that we give you this disclosure document at least 10 business days before the execution of any binding franchise or other agreement, or the payment of any consideration, whichever occurs first.

If BNI Franchising, LLC does not deliver this Disclosure Document on time or if it contains a false or misleading statement, or a material omission, a violation of federal law and state law may have occurred and should be reported to the Federal Trade Commission, Washington, D.C. 20580 and the appropriate state agency listed on Exhibit E.

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C.	Form of General Release	H.	List of Franchisees Who Have Left the System
D.	State Specific Addenda	I.	State Effective Dates
E.	List of State Administrators	J.	Franchise Compliance Certificate
		K.	Receipt

Date:

(Do Not Leave Blank)

\_\_\_\_\_  
Signature of Prospective Franchisee

\_\_\_\_\_  
Print Name

Please sign and date this receipt and return to: BNI Franchising, LLC, 11525 North Community House Road, Suite 475, Charlotte, NC 28277.



