



KEDZIORA
BUSINESS GROWTH

CEO Foundations Program

90 day Do it Yourself Program:

- 1. Employee Attraction & Retention system to create an A-List of employees**
- 2. Client Attraction & Acquisition (including pricing for profit and creating and adding value)**
- 3. Effective Onsite Consulting, estimating, proposals**
- 4. Creating effective systems and processes including contracts, time management, roles, responsibilities and all forms, checklists and information needed!**
- 5. Complete video and pdf form training program that Kerri uses for her own staff for residential, vacation rental, commercial and post construction cleaning. Guidance to help the client create their own when the time is right.**
- 6. Leads acquisition strategies formulated with the client for the client according to their comfort. Cost effective and skill related is different for every client**
- 7. Organic marketing strategies**
- 8. Create readiness for that amazing opportunity that will present itself. This program will facilitate the foundation setting phase of business growth.**

FACILITATED BY

- ★ **Initial one on one strategy session with Kerri where we will**
 - **Set your mission and values for your business**
 - **Set your prices ensuring profitability and confidence**
 - **Decide on your 3 core marketing strategies**
 - **Analyze your online presence and strategize the next steps**
 - **Analyze your strategy for employee attraction**
 - **Create a blueprint for your foundational success**
 - **Full immersion into the online portal and community messaging app**

- ★ **All access pass to our online portal (workshops, manuals, procedures, employee training)**
- ★ **Tuesday Foundation Setting Workshop Classes**
- ★ **Wednesday and Sunday Group Mastermind meeting**
- ★ **Free Access to all events and special workshops**
- ★ **24/7 Access to quick advice from Kerri and the entire team through our SLACK messaging portal**
- ★ **All forms, templates and materials available inside the program**

CONTENT

- **Program education and information is intended for a general audience and does not purport to be, nor should it be construed as, specific advice, tailored to any individual.**
- **All materials, procedures, policies, and standards, all teaching manuals, all teaching aids, all supplements and the like that have been or will be made available by the Company or its designated facilitators, or any other source, oral or written, are for personal use in or in conjunction with this training program only.**
- **Program content is for personal use only, and cannot be sold, recorded, videotaped, shared, taught, given away, or otherwise divulged without the express written consent of the Company, or its designated agent.**
- **The information contained in the program material is strictly for educational purposes. Therefore, if you wish to apply ideas contained in this material, you are taking full responsibility for those actions.**
- **We assume no responsibility for errors or omissions that may appear in any program materials.**
- **Usernames and passwords cannot be shared with any third-parties.**
- **Any violation of Company's policies regarding content usage shall result in the immediate termination of your enrollment without refund.**

Your participation is required:

- **DO THE WORK.**

Take action on the proven steps we lay out for you & communicate with us your outcomes & results.

HONESTY

- **Be 100% transparent with any/all deals closed and the amounts.**

1 ON 1 CALL

- **Show up to your calls**

ASK FOR ASSISTANCE WHEN NEEDED

- **A successful business owner will seek assistance when difficulties arise. The team makes themselves readily available to every program member and will hold you accountable by requesting for updates and checking on your progress periodically; however the ultimate responsibility to ensure your needs are met requires you to take action.**

PRIVACY AND CONFIDENTIALITY

- **Abuse of confidentiality is strictly prohibited;**
- **If you violate, or display any likelihood of violating, any of your agreements contained in this agreement the Client and/or the other Program participant(s) will be entitled to injunctive relief to prohibit any such violations to protect against the harm of such violations.**

While you are free to discuss your personal results from our programs and training, you must keep the experiences and statements, oral or written, of all other participants in the strictest of confidence.

INTERACTIVE FEATURES

It is a condition of your use of the Membership Site/Private Student Group and participation in the Program that you do not:

- **Restrict or inhibit any clients ability to learn and grow in the program.**

- We respect your privacy and must insist that you respect the privacy of fellow *A-Team Accelerator* participants.
- We respect your confidential and proprietary information ideas, plans and trade secrets (collectively, "Confidential Information") and must insist that you respect the same rights of fellow Program participants and of the Company.

Thus, you agree:

- Not to infringe any Program participants or the Company's copyright, patent, trademark, trade secret or other intellectual property rights;
- Any Confidential Information shared by program participants or any representative of the Company is confidential and Proprietary, and belongs solely and exclusively to the Participant who discloses it or the Company;
- Such information cannot be disclosed to any other person or used in any manner other than in discussion with other Program participants during Program sessions;
- All materials and information provided to you by the Company are its confidential and its proprietary intellectual property belongs solely and exclusively to the Company, and can only be used by you as authorized by the Company;
- The reproduction, distribution and sale of these materials by anyone but the other user from using and enjoying the Membership Site/Private Student Group.
- Use the Membership Site/Private Student Group to impersonate any person or entity, or falsely state or otherwise misrepresent your affiliation with a person or entity.
- Interfere with or disrupt any servers or networks used to provide the Site or its features, or disobey any requirements, procedures, policies or regulations of the networks we use to provide the Site.
- Use the Membership Site/Private Student Group to instigate or encourage others to commit illegal activities or cause injury or property damage to any person.
- Gain unauthorized access to the Membership Site/Private Student Group, or any account, computer system, or network connected to this Membership Site, by means such as hacking, password mining or other illicit means.
- Obtain or attempt to obtain any materials or information through any means not intentionally made available through this Membership Site/Private Student Group.
- Use the Membership Site to post or transmit any unlawful, threatening, abusive, libelous, defamatory, obscene, vulgar, pornographic, profane or indecent information of any kind, including without limitation any

transmissions constituting or encouraging conduct that would constitute a criminal offense, give rise to civil liability or otherwise violate any local, state, national or international law.

- **Use the Membership Site to post or transmit any information, software or other material that violates or infringes upon the rights of others, including material that is an invasion of privacy or publicity rights or that is protected by copyright, trademark or other proprietary right, or derivative works with respect thereto, without first obtaining permission from the owner or rights holder.**
- **Use the Membership Site to post or transmit any information, software or other material that contains a virus or other harmful component.**
- **Use the Membership Site to post, transmit or in any way exploit any information, software or other material for commercial purposes, or that contains advertising.**
- **Use the Membership Site to advertise or solicit to anyone to buy or sell products or services, or to make donations of any kind, without our express written approval.**
- **Gather for marketing purposes any email addresses or other personal information that has been posted by other users of the Program.**

The Company may host Facebook groups, message boards, chats and other public forums. Any user failing to comply with the terms and conditions of this Agreement may be expelled from and refused continued access to the message boards, chats or other public forums in the future. The Company or its designated agents may remove or alter any user-created content at any time for any reason. Groups, chats and other public forums are intended to serve as discussion centers for users and subscribers. Information and content posted within these public forums may be provided by Company staff, Company's outside contributors, or by users not connected with the Company, some of whom may employ anonymous user names. The Company expressly disclaims all responsibility and endorsement and makes no representation as to the validity of any opinion, advice, information or statement made or displayed in these forums by third parties, nor are we responsible for any errors or omissions in such postings, or for hyperlinks embedded in any messages. Under no circumstances will we, our affiliates, suppliers or agents be liable for any loss or damage caused by your reliance on information obtained through these forums. The opinions expressed in these forums are solely the opinions of the participants, and do not reflect the opinions of the Company or any of its subsidiaries or affiliates. The Company has no obligation whatsoever to monitor any of the content or postings on the message boards, chat rooms or other public forums on the Sites. However, you acknowledge and agree that we have the absolute right to monitor the same at our sole discretion. In addition, we reserve the right to alter, edit, refuse to post or remove any postings or content, in whole or in part, for any reason and to disclose such materials and the circumstances surrounding their transmission to any third party in order to satisfy any applicable law, regulation, legal process or governmental request and to protect ourselves, our clients, sponsors, users and visitors.

LIMITATION OF LIABILITY

UNDER NO CIRCUMSTANCES, INCLUDING, BUT NOT LIMITED TO, NEGLIGENCE, SHALL WE, OUR SUBSIDIARY AND PARENT COMPANIES OR AFFILIATES BE LIABLE FOR ANY DIRECT, INDIRECT, INCIDENTAL, SPECIAL OR CONSEQUENTIAL DAMAGES THAT RESULT FROM THE USE OF, OR THE INABILITY TO USE, THE SITE, INCLUDING OUR MESSAGING, BLOGS, COMMENTS OF OTHERS, BOOKS, EMAILS, PRODUCTS, OR SERVICES, OR THIRD-PARTY MATERIALS, PRODUCTS, OR SERVICES MADE AVAILABLE THROUGH THE SITE OR BY US IN ANY WAY, EVEN IF WE ARE ADVISED BEFOREHAND OF THE POSSIBILITY OF SUCH DAMAGES. (BECAUSE SOME STATES/ PROVINCES DO NOT ALLOW THE EXCLUSION OR LIMITATION OF CERTAIN CATEGORIES OF DAMAGES, THE ABOVE LIMITATION MAY NOT APPLY TO YOU. IN SUCH STATES/ PROVINCES, OUR LIABILITY AND THE LIABILITY OF OUR SUBSIDIARY AND PARENT COMPANIES OR AFFILIATES IS LIMITED TO THE FULLEST EXTENT PERMITTED BY SUCH STATE/ PROVINCE LAW.) YOU SPECIFICALLY ACKNOWLEDGE AND AGREE THAT WE ARE NOT LIABLE FOR ANY DEFAMATORY, OFFENSIVE OR ILLEGAL CONDUCT OF ANY USER. IF YOU ARE DISSATISFIED WITH THE SITE, ANY MATERIALS, PRODUCTS, OR SERVICES ON THE SITE, OR WITH ANY OF THE SITE'S TERMS AND CONDITIONS, YOUR SOLE AND EXCLUSIVE REMEDY IS TO DISCONTINUE USING THE SITE AND THE PRODUCTS, SERVICES AND/OR MATERIALS. THIS SITE IS CONTINUALLY UNDER DEVELOPMENT AND THE COMPANY MAKES NO WARRANTY OF ANY KIND, IMPLIED OR EXPRESS, AS TO ITS ACCURACY, COMPLETENESS OR APPROPRIATENESS FOR ANY PURPOSE.

REFUND POLICY

All sales are final and no refunds will be afforded. You waive any rights to charge-back your purchase with your credit card processor.

NON-DISCLOSURE AND NON-USE OBLIGATIONS

- You agree to maintain, in confidence and will not disclose, disseminate or use any Confidential Information belonging to the Company, whether or not in written form. You agree that you shall treat all Information as Confidential Information of the Company. You further represent that you exercise at least reasonable care to protect your own confidential information. If Recipient is not an individual, but an organization, Recipient agrees that Recipient shall disclose Confidential Information only to those of its employees who need to know such information, and certifies that such employees have previously signed a copy of this Agreement. You further understand and agree that any disclosure or misappropriation of

any of the Confidential Information at any time in violation of this Agreement will cause the Company irreparable harm. Thus, you understand and agree that since monetary damages will not be sufficient to avoid all harm and/or compensate for the unauthorized use or disclosure of the Confidential Information, injunctive or other equitable relief would be appropriate to prevent any improper actual or threatened use or disclosure of the Confidential Information or breach of this Agreement. Accordingly, you hereby consent to the entry of an injunction, without the need to post a bond, prohibiting any conduct by you in violation of this Agreement.

- **Definition of Confidentiality.** As used in this Agreement, "Confidential Information" refers to:
 - i) the business activities, dealings or interests of Company and/or its officers, directors, affiliates, employees or Companys;
 - ii) any confidential information, knowledge and know-how, concerning the operations, products, services, procedures, or clients, patients or customers of Company, in any format whatsoever, including, without limitation, the techniques, formulations, organization, design, implementation, preparation and other operations, methods, and accumulated experiences incidental thereto, and further including, without limitation, information relating to marketing techniques, advertising, policies, procedures, promotions, customer lists, membership lists, mailing lists, registration cards, sales records, concepts, ideas, trade secrets, other proprietary information, training materials, teaching aids, webinars, membership materials (including but not limited to: reports, notes, files, records and any personally identifying information), and/or research of Company. Further, any and all Confidential Information which by its nature is confidential or which Company, in its sole and absolute discretion, designates as such shall be deemed Confidential Information for purposes of this Agreement. This Agreement shall govern all communications between the parties. Recipient understands that its obligations under this Paragraph ("Non-disclosure and Non-use Obligations") shall survive the termination of any other relationship between the parties. Upon termination of any relationship between the parties, Recipient will promptly deliver to Company, without retaining any copies, all documents and other materials furnished to Recipient by Company.

MEDIA AND MARKETING RELEASE

- I authorize the Company and all its subsidiaries and trademark brands, to use my materials for marketing purposes and any other business practices

they deem fit. These materials include but are not limited to using my name, voice, picture, video, screenshots of messages, any information obtained during live events, online training calls, zooms, Facebook groups, marketing promotion, advertisement, broadcast or on any other media platform, without payment or any other form of compensation to me. Their business practices include but aren't limited to training, live events, coaching programs, marketing, advertisements, teaching other students, and other practices to share the results I achieved with what I learned, used, or generated. I also:

- Agree that I shall not have any right of approval, claim to additional compensation or benefit, or claim (including, without limitation, claims based upon invasion of privacy, defamation or right of publicity) arising out of the use of my name and/or photograph/video or related to this likeness.
- Agree that any and all materials created by the Company, its governors, Employees, volunteers and agents that incorporate, in whole or in part, my name and/or photograph/likeness (the "materials") shall remain the sole and exclusive property of the Company, shall retain all intellectual property rights, including without limitation, copyright that exists in the materials.
- Understand that no additional rights or consents are necessary to grant the rights to the Company as provided herein. I understand that there is no obligation for the Company to use the rights or any materials as provided herein or to produce or release any advertising.

TERMS OF ENROLLMENT:

The following policy governs your participation in the A-Team Accelerator Program presented by Kedziora Systems. ("Company") Please read this Policy carefully. By visiting and using the Program portal/ membership site you agree that your use of our Site, participation in our Program, and use of Program materials is governed by the following terms and conditions. We are committed to providing all participants with a positive experience. Thus, the Company may, at its sole discretion, limit, suspend, or terminate your participation in any of its programs, live, recorded, social media-based or digital without refund or forgiveness of remaining payments if:

- You become disruptive or difficult to work with; you fail to follow the Program guidelines; or, you impair the participation of our instructors or participants in our program(s).

DISPUTE RESOLUTION

- All disputes arising under or concerning this Agreement are to be submitted to binding arbitration, in British Columbia, Canada.
- You may only resolve disputes with us on an individual basis, and may not

bring a claim as a plaintiff or a class member in a class, consolidated, or representative action. Class arbitrations, class actions, private attorney general actions, and consolidation with other arbitrations aren't allowed.

- The arbitrator may not consolidate more than one person's claims, and may not otherwise preside over any form of a class or representative proceeding or claims (such as a class action, consolidated action or private attorney general action) unless all relevant parties specifically agree to do so following initiation of the arbitration.



Kerri Anne Kedziora
6 FIGURE MASTER COACH

Kerri Anne Kedziora
CEO/Founder
Kedziora Business Growth