

Tony Marchesini - H2O International

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Sent: Tuesday, January 23, 2007 9:10 AM
Subject: *** DIRECTIVE: Poaching Of Independent Consultants, Employed Consultants and Employees***

Dear Franchisees

DIRECTIVE: "No H2O Franchisee may actively recruit, poach or entice from another H2O Franchise Operation its Employees or Consultants to joint their Franchise Business . If after analyzing the facts it is deemed that such recruiting, poaching and or enticing has taken place the offending Franchisee will be ordered to pay the affected Franchisee the costs which are equivalent to those costs incurred to recruit and train a replacement . "

According to FASA employees or Independent / Employed Consultants are free to leave a Franchise Operation and apply to join another Franchise provided that the correct procedure is followed .

- 1.The notice given must be in line with the notice period stipulated in the Employee or the Independent / Employed Consultant's Signed Agreement.
- 2.The Employing Franchisee must obtain from the previous Employer / Franchisee references on the Individual being Employed .

I once again stress the importance of having a signed Consultant / Employment Agreement with all those in your team / employ. No mediation / arbitration or action will be taken if there is no signed Consultant Agreement / Employment Agreement in place .

Regards

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