

Terms of joining HummingBird Connect and the program:

You must be an accredited Hummingbird researcher to turn credit earned with HummingBird into redeemable cash. To become an accredited researcher you must:

- 1) qualify: answer a minimum amount of 'qualifying questions' (min of 10 questions) following the guidelines posted on the website, and would be given to you by an accredited recruiter.
- 2) get written approval from a Hummingbird recruiter that your answers qualify you to be a researcher
- 3) starting June 1st, 2016 you must send email of your recruiter's approval email along with the 'qualifying questions' and answers to: surveyanswers@hummb.com .

Only accredited researchers are able to turn Hummingbird credit into redeemable cash. Hummingbird reserves the right to remove a researchers 'accredited' status at any time. This includes, but not limits Hummingbird actions to when Hummingbird finds out that a researcher is not acting in the best interest of the company. At the time that a status of being accredited is revoked from the researcher, the researcher understands that he/she will forfeits and rights to redeem credit to cash.

All credit is liable to be withdrawn if it is found by independent reviewers that the answer is wrong, vague, or does not meet published guidelines on how to answer questions. Researcher can also be discredited by our clients directly.

Questions are presented to researchers to answer. Only one answers is picked by the Hummingbird algorithm for each question to be 'used' and published. The 'used' answer will be available for all researcher to review. The answer 'used' will earn the published 'Market Price'. Answers that were not 'used' are given a fraction of the 'Market Price' as token of participating in the program. Answers posted after the answer was picked by the algorithm will not get any credit.

How researcher answers are chosen to be used - The answer given from the researcher with the HIGHEST 'user rating' in a set amount of time will be chosen and 'used' by our system as the answer for questions. You understand that the 'user rating' is directly related to how you earn market price for answers.

Wrong answers and credit - All answer that are found wrong by the independent reviewer will get a maximum deduction of credit of up to 5x the market price. You are a researcher. You can not be wrong. Wrong answer cost us customers.

Vague answers - All answer that are found to be vague will also get credit deductions of up to 2.5x the market price for answers. This also is damaging for our business.

Not following guidelines - Answers that do not follow guidelines are subject to a credit deduction of up to 1x the market price for answers.

All answers, when used are not are subject to these deductions.

Appeal to discredit - All answers that have been deemed wrong, vague, or did not follow guidelines may appeal the reviewers decision by sending a request to info@hummb.com. Please attach all emails to the appeal request including the rating e-mail.

You are a representative of Hummingbird when you answer questions. As a representative you must follow our guidelines to answer questions and represent the interest of Hummingbird at all time.

You are asked to participate at your own volition. You do not need to participate if you feel you do not want to OR feel that there is something that you feel is not fair.

NO Credit will be redeemable to cash unless you are an accredited researcher.

Your participation in this program by answering questions means you agree to all these terms. You agree and understand that being wrong, vague and not following the hummingbird guidelines will forfeit any credit earned of up to 5x the 'Market Price'. You agree to follow the Hummingbird guidelines and understand ALL terms presented here in this document. You understand that if you do not follow these guidelines and/or are found that you do not represent

Hummingbird in professional, productive way Hummingbird will terminate you as an accredited researcher and you may forfeit your credit.

It is in Hummingbird's interest to that we present our clients the best. You understand this and will reflect all interest towards giving the client the best experience he can have, even if that means that this may require your termination from the program. Be your best.