



MARK209 is a Christian ministry and as such requires personnel to operate under a morality clause or agreement.

MARK209 is committed to the highest standards of ethical conduct and all those who represent this ministry are expected to observe high ethical and moral standards. The guiding principles of MARK209 establish a framework for focusing our professional and personal lives. These guiding principles are:

- **Honor And Integrity-** MARK209 and its representatives will be honest, fair, and consistent, always striving to live up to the letter and spirit of honorable conduct. Mutual trust and concern for others is the cornerstone of our internal and external relationships.
- **Compliance-** Representatives of MARK209 will understand and comply with laws and regulations related to their duties and personal lives. This level of understanding and compliance applies to not only ministry policies and procedures, but to federal and state laws as well.
- **Professional Conduct-** Your public and personal experiences must convey ethical standards of professional conduct through example. Representatives of MARK209 are urged to always fulfill their obligations at work, in the community, and at home in such a manner that credits the individual and MARK209, including its mission, and its fellow representatives.

**MARK209 reserves the right to terminate immediately the association of any representative under the following circumstances:**

- Situations in which MARK209 determines that the best interests of the ministry requires that the representatives no longer retain the position of association due to unacceptable behavior either on the job or in their personal life where said behavior reflects in a negative manner upon the ministry.
- Any conduct of the representative that is in violation of any criminal statute of moral turpitude; a serious or intentional violation of any law, rule, regulation, or policies and procedures of the ministry.
- A serious or intentional violation of any law, rule, or regulation, that reflects adversely upon the ministry and its public image or which violates the mission of MARK209.
- Any act or lapse of moral judgment that is in direct conflict with the mission of MARK209 or is in contradiction with acceptable moral behavior as outlined in sacred scripture. The sole judgment on the acceptability of said behavior is determined by MARK209 using sacred scripture as a guideline.
- Any moral violation of acceptable behavior in which the representative's actions call into question their level of integrity through unacceptable behavior in their personal life.

Representatives acknowledge that any unacceptable violation of Christian morality or any violation of state or federal laws subjects the representative to immediate termination of association.

By signing this morality agreement, representative releases from liability MARK209 and its subsidiaries and agrees to abide by the clauses contained herein.