

20 years ago when I started with lia sophia (Lady Remington) I was uneducated (no money for college in my family) and unemployed. I would have been unnecessarily leery about doing something like this on my own had these rules been in place at that time. Other jobs held previously were dead-ended for advancement without the degree. Having earned travel incentives with this company I experienced travel I would not have, even if the money had been available because as a single woman, without the camaraderie of the others I would not have traveled alone. I met my husband of 15 years on one of those trips. He was not from this country so marrying him meant leaving the U. S. and Lady Remington (now lia sophia). Along with my husband and our two children I moved back to the U.S. My husband was very well employed in the technology field and I, a stay-at-home mom, in the state worst for education, home-schooling both children. Lucent Technologies laid-off thousands of employees, including my husband. There have been no opportunities for my "over qualified" husband in this field for several years. He has had to start over and re-train in a new field rendering our income to one fourth of what it was. Home-schooling, limits the jobs that are available to me. I tried working midnights and home-schooling during the day. Can you imagine that? I don't know why I didn't originally think of doing this again, but I didn't at first. As would be expected that grew old and I looked for other options to make enough money to help support our family. We have been stuck unable to downsize our home for the last six years because we have a construction defect no one will buy and have to wait for a resolution through the courts. The only choice we had/have is to do whatever is necessary to continue paying the mortgage until this is resolved, or lose everything. I decided to go back into this company because in less hours away from home, 5, four-hour shows, for the first month I was able to replace the income I made by working 160 hours and only getting 4 hours of sleep a day. In six months I have been able to double that income and we are just barely making ends meet. I am confident that I will be able to continue to grow with lia sophia and provide a better life for my family. If these requirements are put in place my job will become more difficult. As I stated at the beginning, I would have been unlikely to have given this a try had this been required when I started as it would have given me UN-NECESSARY alarm. We have invested 700 times the money in a franchise at a loss and that company would move ahead without this warning but, this company which only requires a \$149.00 investment would be restricted in its ability to operate freely. This makes absolutely NO SENSE. A great many things in our society today are taking place to put women back in the 1800's and this would be another one. I am not the only woman this would have a detrimental effect on. There are over 10,000 in this company alone not to mention other direct selling companies that also employ predominately, WOMEN! I AM AGAINST THIS! PLEASE, do not allow these restrictions to become law. They would put a cloud of doubt around a business that is run ETHICALLY and close doors of opportunity for a great many women who could otherwise be stuck in depend, unhappy situations along with their children or unable to effectively help support their families or themselves. I have recently promoted to a manager level. In any other company/job available to me in my situation, in a right to work state, I would be lucky to be able to continue working the required hours and would have absolutely no hope of advancement and the money available would not provide enough to help support my family and if I had to support my children alone, it would not be possible. On another note, I have NEVER misled anyone in order to share this opportunity, nor have I ever known of anyone else to

do so. Continued in attachment.

If asked to validate my income, I show facts, my paychecks. On another note, I would not want my name to be on some public list for 3 years (or any length of time). I would also see issues with having advisors listed for three years (or any length of time) that have been unsuccessful in this business. I personally have one out of six advisors (currently) that would misrepresent her failure to others, as she does so to me. She having two other jobs was apparently looking for a “Free lunch”. I did not even offer her the opportunity. When she saw me being successful doing this, having replaced the night job where we worked together, she told me she wanted to do this and asked me to sign her up. Her failure results from a lack of effort to work (and train), on her part only. Yet, despite the fact that I myself and others have been successful in the same market, she claims, that she has found and believes that there is a lack of marketability here. This would be just one small example of what a “can of worms” something like this would open. People usually find some other “thing” or person to blame for their failures; it is never “our fault”. If this type of thing would be required in our profession should it not be required in all professions? Can you imagine what might happen in that case? Disgruntled, fired or otherwise unsuccessful employees would be given an opportunity for retaliation despite the true reason for their disconnection. As example, if I were to find that one of my advisors was operating in some unethical fashion and refused to continue working with, reported to the company, and this advisor’s agreement with the company was cancelled, this advisor (who remember, is unethical) would be given opportunity to damage the business of others who are ethical. I am only scratching the surface of the negative possibilities, this would present. I am certain you will hear of many others. FYI, requiring a 7 day waiting period before signing an agreement to start working with us is, totally unnecessary. When we sign someone they have at least a week before their starter kit arrives (it can be returned intact and money refunded) and our agreement can be cancelled by either party, at anytime, for any reason. They already have a minimum of 7 days in which to change their minds, even after signing. I have yet to sign someone who has not had at least 7 days to review the information before they sign the agreement and have dated at least their starter show a minimum of two weeks in advance. There is already plenty of opportunity to change their mind before and/or after agreeing to get started in this business. This is completely un-necessary, as by way of process, the time is already there. Yes, I do understand that not all businesses operate in such an ethical way. I don’t believe that it is necessary to negatively affect all those that do, for the sins of the few that don’t.

Sincerely,  
Cassandra Fudge, Unit Manager  
lia sophia – “Share the Love of Jewelry”