

## REFUND POLICY

### Scheduled training, seminars, facilitations and speaking engagements:

Avitus Group formerly The Growth Company consultants spend considerable amount of time preparing for their projects. Accordingly, a 48-hour notice of cancellation is required to receive refunds unless there are exigent circumstances such as cancelled flights, etc.

Members of Avitus Group formerly The Growth Company are always willing to work with clients to present the best quality programs as possible. Accordingly, rescheduling projects or training is not a problem as long as we receive at least a 48-hour notice. However, clients will be responsible for any additional travel costs that Avitus Group formerly The Growth Company incurs as a result of the change. An example would be a fee charge for flight changes.

<p><b>Training &amp; Coaching</b></p>	<p>Services provided that have been paid for are non- refundable. For corporations and organizations that have obtained our services via a retainer agreement, any balances are transferrable to other services but are non-refundable.</p>
<p><b>Facilitation &amp; Speaking Engagements</b></p>	<p>When a fee is paid to hold the event date, we will honor all rescheduling as far as there are no conflicts with other prior scheduled events. The fee paid is non-refundable.</p>
<p><b>Consulting</b></p>	<p>For prepaid consulting services that are standalone services and not part of a contracted upon project, the client must follow termination/cancelation policies per the client’s confirmation letter. Avitus Group formerly The Growth Company will refund full amount of such a payment minus consulting fees and expenses incurred through to date of cancellation and a \$25.00 processing fee. For consulting services that are paid upon receipt of an invoice for services rendered no amount of the payment shall be refunded.</p>

**Seminars**

In the event a seminar is cancelled, Avitus Group formerly The Growth Company will reschedule the seminar. Each registrar will be notified via e-mail and will be automatically registered for the rescheduled seminar.