

Contest Period: 28 December 2015 – 15 January 2017

# Earn Your Share of over **\$5 Million\*** in the 2 Star and above Executive Leadership Pools

Fixed share amounts so you  
can predict your next BIG cheque!

*\*USD*

*(Details regarding Executive Pool available in Executive Leadership Pool Flyer)*

## Qualify:

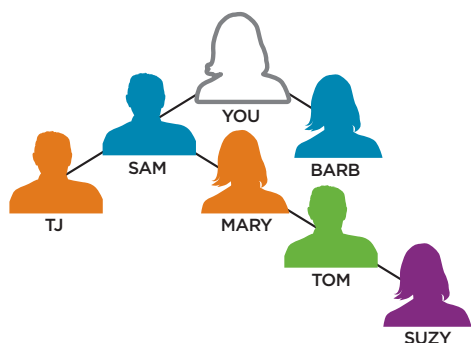
- Be a Paid-As Executive for at least two full commission weeks of the month
- Achieve and maintain Paid-As Executive with 20 or more Team Bonus Cycles
- Grow your personal cycles by a minimum of 10 for 2-3 Star Pool and 20 for 4-6, 7+ Star Pools.
- Help your first four levels of personally-enrolled Associates (also known as 4PET) grow their team bonus cycles to earn in the pool. Don't know what your 4PET is? Keep reading!

**Visit the 'Contests and Promotions' tab in  
your Back Office for more details!**

## How to Earn Shares In the Executive Leadership Pools:

Once you qualify for the Executive Leadership Pools there are two key areas you need to know!

### 1. What's my 4PET (4-Level Personally-Enrolled Team)?



#### AN EXAMPLE OF A TYPICAL LEADER

LEVEL	TEAM MEMBER
First Level	Sam & Barb
Second Level	TJ & Mary
Third Level	Tom
Fourth Level	Suzy

You enrol Sam and Barb. Sam enrolls TJ and Mary. Mary enrolls Tom and Tom enrolls Suzy.

As a leader, your 4PET may already be large. Refer to your Back Office Reports for details about your Personally-Enrolled Team.

### 2. How do I earn shares in the Executive Leadership Pools?

#### AN EXAMPLE OF WEEKLY NET CYCLE GROWTH

First, you need to know your benchmark or your 13 week average cycles. This can be found in your Associate Back Office. In this example it's 85 cycles. To earn shares in the pool, your 4PET needs to exceed your 85-cycle benchmark.

**BENCHMARK**  
(13 week average  
of your cycles)

**85**

Week	Week Ending	4PET Cycles	Benchmark	Net Cycle Growth
1	31/7/2016	100	85	15
2	7/8/2016	120	85	35
3	14/8/2016	72	85	<b>(-13) DOES NOT QUALIFY</b>
4	21/8/2016	150	85	65
<b>Monthly Net Cycle Growth:</b>				<b>102</b>

### Once you have your Monthly Net Cycle Growth, determine how many weeks you qualified in the Executive Leadership Pools.

Using the example from above, assume you qualified to participate in the pool 3 of the 4 weeks that month. The week ending 14/8/2016 your Active Rank dropped to Director. Any weeks you do not qualify cannot be counted toward your Qualified Net Cycle Growth.

That means you have 102 month net cycle growth/4 weeks in the month x 3 week qualified = 76.5 Qualified Net Cycle Growth.

As long as you have at least 10 paid cycles of Personal Monthly Net Cycle Growth in the 2-3 Star Pool and 20 Personal Monthly Net Cycle Growth in 4-6 Star Pool for the month, you will be paid 77 shares of the Executive Leadership Pool for that month.

#### QUALIFIED NET CYCLE GROWTH (QNCG)

$$\frac{102}{4} \times 3 = 76.5 \Rightarrow 77$$

Monthly Net Cycle Growth  
4 Weeks  
x 3 Weeks Qualified

### Your Share Values Chart

**77QNCG x \$18 = \$1386 BONUS**

	2-3 POOL	4-6 POOL	7+ POOL
September	\$18	\$20	\$30
October	\$18	\$20	\$30
November	\$18	\$20	\$30

For more information, see the Leadership Pool Rules and FAQs documents in the 'Tools' section at [ANZ.IsagenixBusiness.com](http://ANZ.IsagenixBusiness.com)

Contest rules are subject to change by Isagenix at any time without prior notice. Isagenix reserves the right to audit, adjust or deny any volume, compensations, recognition, or other incentives awarded during or as a result of this contest to ensure the spirit of the contest is achieved.

Australia, New Zealand, US, Canada and Puerto Rico only.



# Frequently Asked Questions

## 2 Star and Above Golden Circle Leadership Pool



### What are the criteria for participating in the Pool?

1. The Pool is open to Australia, New Zealand, US, Canada and Puerto Rico Associates only.
2. You must be a Paid-As Executive each day of the week for two commission weeks in the month.
3. You must be a Paid-As 2 Star Golden Circle or higher and cycle 20 or more times for the same two weeks that you are a Paid-As Executive.
4. You must grow your Personal Team Bonus Cycles by at least 10 for the 2-3 Star Pool and 20 for the 4-6, 7+ Star pools during the month to qualify.

### How will the Pool be paid out?

1. We calculate paid cycles four levels deep in your Personally-Enrolled Team (4PET) and average these cycles over your previous 13 paid weeks to establish your Net Cycle Benchmark. For example, your Net Cycle Benchmark for the month of January would be your 4PET's average cycles for the 13 paid weeks prior to January.
2. Each week we'll take the difference between your 4PET's paid cycles and your Net Cycle Benchmark. This is your Weekly Net Cycle Growth.
3. We add your Weekly Net Cycle Growth for each week in the Reporting Month to determine your Monthly Net Cycle Growth.
4. This value will be divided by the number of weeks in the Reporting Month then multiplied by your number of qualifying weeks in the month to get your Qualified Net Cycle Growth.
5. Your share of the pool will be determined by your Net Cycle Growth multiplied by the set share value.
6. Isagenix will double or triple qualifying members' payouts in the 2-3 Star Pool for the first 3 consecutive months of participation in the 2-3 Star Pools.

### HELPFUL DEFINITIONS

#### 4PET

*The team consisting of all members in the first 4 levels of your Personally-Enrolled Team.*

#### NET CYCLE BENCHMARK

*The Net Cycle Benchmark is based on a 13-week average of paid weeks from your 4PET. This value is recalculated each month.*

#### QUALIFIED NET CYCLE GROWTH

*Your Monthly Net Cycle Growth, divided by weeks in the Reporting Month, multiplied by your number of qualifying weeks in the month.*

#### REPORTING MONTH

*The 4- or 5-week period used to determine your Net Cycle Growth for the month. Refer to the Leadership Pool Calendar in the Leadership Pool Rules document.*

#### PERSONAL TEAM BONUS CYCLES

*These are earned by Paid-As Consultants and Paid-As Executives when their sales teams accumulate 900 points in Group Volume and at least 300 of those points come from one of the sales teams and 600 points come from the other.*

#### PERSONAL CYCLES

*Personal Cycles are the paid cycles that generate in your position during the month.*

### HELPFUL INFORMATION

- **Paid-As Executives 2 Star Golden Circle or higher may qualify using cumulative Net Team Bonus Cycle Growth of their 4PET.**
- **Team Bonus Cycles do not include the following:**
  - Executive Match
  - PIB Equivalent Cycles
  - Retail Profit Equivalent Cycles
  - RABs or Leadership Pool
- **For details and cycle calculations, refer to the BV Summary and Leadership Pool reports in your Back Office.**

# Frequently Asked Questions

## 2 Star and Above Golden Circle Leadership Pool

### How is cumulative Net Team Bonus Cycle Growth calculated?

We calculate your cumulative Net Team Bonus Cycle Growth by adding paid cycles four levels deep on your Personally-Enrolled Team. All Active Associates in your 4PET will be included, regardless of country of residence. The more you share Isagenix, the more you could earn! (Non-renewed Associates will have no effect on your earning potential in the Leadership Pools.)

### What are the five Pools?

The Pools have been established based on rank; Directors, Executives, 2-3 Star Golden Circles, 4-6 Star Golden Circles and 7+ Star Golden Circles.

### How do I know which Pool I can participate in?

To participate in the 2+ Star Pools, you must be Paid-As Executive 2 Star Golden Circle or higher and cycle 20 or more times each week for a minimum of two weeks during the Reporting Month and be a Paid-As Executive each day of those two weeks – this is considered a Qualifying Month. The two weeks needed to qualify can be any two weeks during the month. If you are a 2-3 Star Golden Circle Executive for two weeks, you will be able to participate in the 2-3 Star Pool (Example 1). If you are a 4-6 Star Golden Circle Executive for two weeks in a month, you will be able to participate in the 4-6 Star Pool (Example 2). If you are a 7 Star or higher Golden Circle Executive you must have a minimum of 200 cycles per week.

### Can Associates with a Platinum position participate?

- Only the most recent re-entry business centre will participate in the Executive Leadership Pools.
- Personal share growth will be measured only on your latest re-entry position.
- The Pool you participate in will be dictated by the qualification and cycles of your latest re-entry position only.

### Leaders Advancing to Platinum after 26 January 2015:

- You will have a 90-day transition period (beginning when you achieve 250 cycles or six months after opening your re-entry).
- Each re-entry position will work its way through the Executive Leadership Pools just like a primary business centre for Director and Executive statuses.

### Leaders who have Platinum Businesses within their 4PET

For those within your 4PET that achieve Platinum status after 26 January 2015:

- You will receive shares calculated from all positions for a 90-day transition period beginning when the Platinum Leader achieves 250 cycles or six months after opening their re-entry business centre.
- After the 90-day transition period, cycle growth from Platinum Leaders will be calculated only from his or her most recent re-entry business centre.

### Can I participate in all four Pools?

Yes. Please see the Leadership Pools Rules document in the 'Business Training' section of your Back Office Library for specific details.

#### Example 1 How to qualify for 2-3 Star Pool.

MONTH	
Week	Golden Circle Level
1	1
2	1
3	2
4	2

Eligible for:  
2-3 Star Pool

#### Example 2 How to qualify for both Pools.

MONTH	
Week	Golden Circle Level
1	3
2	3
3	4
4	4

Eligible for:  
2-3 Star Pool

Eligible for:  
4-6 Star Pool

### What is the maximum bonus I can earn in these Pools?

The maximum bonus is based on a combination of Qualified Net Cycle Growth and Personal Monthly Net Cycle Growth and cannot exceed the following dollar amounts:

#### Qualified Net Cycle Growth

**Growth of 1-40 cycles:** \$10,000

**Growth of 41-100 cycles:** \$25,000

**Growth 101+ cycles:** \$125,000

#### Personal Monthly Net Cycle Growth

##### 2-3 Star Pool

**Growth of 10-30 cycles:** \$10,000

**Growth of 31-50 cycles:** \$25,000

**Growth of 51+ cycles:** \$125,000

##### 4-6, 7+ Star Pool

**Growth of 20-40 cycles:** \$10,000

**Growth of 41-60 cycles:** \$25,000

**Growth of 61+ cycles:** \$125,000

**Note:** Maximum bonuses apply to the Executive Leadership Pools only and do not apply to the Isagenix Compensation Plan. For more information, please watch the Compensation Plan video on [ANZ.IsaMovie.com](http://ANZ.IsaMovie.com)

### How do I Double or Triple my Executive Leadership Bonus in the 2-3 Star Pools?

Isagenix will double or triple qualifying Associates Executive Leadership Pools payout for their first 3 consecutive months of participation in the 2-3 Star Pools.

- If a member's Personal Team Bonus Cycle Growth for the 2-3 Star Pool in a given month is 15-20 cycles, Isagenix will double their 2-3 Star Pool payout for that month. Maximum bonus payout is \$5,000.
- If a member's Personal Team Bonus Cycle Growth for the 2-3 Star Pool in a given month is 21+ cycles or greater, Isagenix will triple their 2-3 Star Pool payout for that month. Maximum bonus payout is \$10,000.

Example: Jane received \$1,000 earnings in the Executive Leadership Pools for the month of September in the 2-3 Star Pools and she had 25 cycles of Personal Team Bonus Cycle Growth. Since this is Jane's first consecutive month participating in the 2-3 Pool, Jane will be able to triple her shares.

### If share values are published in advance, how does Isagenix know how many shares will be earned/how much the payout will be?

Isagenix has used advanced modelling and prior year experience to approximate the number of shares that will be earned each month. While the exact payout each month is not known, we are confident we can estimate the payout over a 12-month period.

# Rules

## 2 Star and Above Golden Circle Leadership Pool



1. Only members in Australia, New Zealand, the US, Canada and Puerto Rico are eligible to participate in the Leadership Pool.
2. Daily Paid-As Rank and Personal Team Bonus Cycles will be used to determine eligibility. Members must be Paid-As Executive each day during the commission week.
3. For the purpose of this promotion only Personal Team Bonus Cycles generated from BV accumulated in your two teams is counted for qualification. Executive Match, PIB Equivalent and Retail Profit Equivalent Cycles are not included.
4. Personal Team Bonus Cycles are the paid cycles generated during the commission week.
5. The Net Cycle Benchmark is a 13-week average (paid weeks) of the Personal Team Bonus Cycles four levels deep on the Personally-Enrolled Team. For example, the benchmark for the month of November will be the average from the 13 paid weeks prior to November. This value is recalculated each month. See the Leadership Pool Calendar for dates.
6. Weekly Net Cycle Growth is the total number of weekly paid cycles four levels deep on the Personally-Enrolled Team minus the current Net Cycle Benchmark.
7. Monthly Net Cycle Growth is the sum of the Weekly Net Cycle Growth for the month. Each Weekly Net Cycle change for the month (both positive and negative) will be used for calculation regardless of member's weekly Paid-As Rank.
8. Monthly Net Cycle Growth must be positive to be eligible for payment.
9. Members must qualify for a minimum of two weeks and be Paid-As Executive 2-Star Golden Circle or higher (this is a qualifying week) during the month to participate in the Pool (this is a qualifying month). The two weeks needed to qualify can be any two weeks during the month.
10. For members with re-entry positions, all positions are combined for both Weekly Net Cycle Growth and Monthly Net Cycle Growth determination. The highest Paid-As Rank of all positions determines eligibility. Re-entry positions are not combined for rank determination and Executive Leadership Pool eligibility.
11. Enrolling Sponsors with personally-enrolled Associates that have re-entry positions will be eligible for paid cycles in all re-entry positions.
12. Commission caps for paid cycles will be used in Net Cycle Benchmark and Net Cycle Growth calculations.
13. A minimum of two qualifying weeks in the month are required to participate in each Pool. Members with only one qualifying week in the 7+ Star Pool will have that week qualify for the 4-6 Star Pool. Weeks that are applied to the 7+ Star Pool will not be included in the 4-6 Pool.
14. The 4-4-5 Reporting Calendar will be used. A Leadership Pool Calendar containing benchmark dates, weeks in pay period and payout dates is included in this flyer.
15. Payouts for the Executive Leadership Pool will be paid on the closest Monday to the 15<sup>th</sup> of the following month.
16. Members who qualify for the Executive Leadership Pool but do not have 13 paid weeks available for use in the Net Cycle Benchmark calculation will have the maximum number of available paid weeks used.

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Isagenix reserves the right to audit, adjust or deny any volume, compensations, recognition, or other incentives awarded during or as a result of this contest to ensure the spirit of the contest is achieved.

Associate sponsorships and product orders that are deemed, in Isagenix, sole discretion, to be solely for contest advancement may not be counted in the contest.

If Isagenix re-purchases any product, Isagenix may deduct volume and any resulting compensation as a result of that order.

Standard competition rules apply; your account may be audited for compliance purposes.

# Rules

## 2 Star and Above Golden Circle Leadership Pool



1. The Personal Net Cycle Benchmark is a 13-week average (paid weeks) of your Personal Team Bonus Cycles. For example, the benchmark for the month of December will be the average from the 13 paid weeks prior to December. This value is recalculated each month. See the Leadership Pool Calendar for dates.
2. Personal Monthly Net Cycle Growth is the sum of the Weekly Personal Net Cycle Growth for the month. Each Weekly Personal Net Cycle change for the month (both positive and negative) will be used for calculation regardless of member's weekly Paid-As Rank.
3. Personal Monthly Net Cycle Growth must be positive to be eligible for payment.
4. Isagenix will double or triple qualifying Associates Executive Leadership Pools shares for their first 3 consecutive months of participation in the 2-3 Star Pools.
5. If a members' Personal Team Bonus Cycle Growth for the 2-3 Star Pool in a given month is 15-20 cycles, Isagenix will double their 2-3 Star Pool payout for that month. Maximum bonus payout is \$5,000.  
If a members' Personal Team Bonus Cycle Growth for the 2-3 Star Pool in a given month is 21+ cycles or greater, we will triple their 2-3 Star Pool payout for that month. Maximum bonus payout is \$10,000.
5. If your shares are double or tripled in the 2-3 Star Pool the payout will be paid at the same time that the regular pool payout is paid. The payout will be labeled on the Commission Statement as 'Leadership Pool Bonus', separately from the regular pool payout.

### LEADERSHIP POOL CALENDAR

BONUS POOL MONTH				NET CYCLE BENCHMARK DATES (13-WEEK PERIOD)		
MONTH	Monday Start	Sunday End	# of weeks in Month	Monday Start	Sunday End	Monday Bonus Payment Date
SEPTEMBER	22 August 2016	25 September 2016	5	9 May 2016	7 August 2016	17 October 2016
OCTOBER	26 September 2016	23 October 2016	4	13 June 2016	11 September 2016	14 November 2016
NOVEMBER	24 October 2016	20 November 2016	4	11 July 2016	9 October 2016	12 December 2016
DECEMBER	21 November 2016	25 December 2016	5	8 August 2016	6 November 2016	16 January 2017
JANUARY	26 December 2016	22 January 2017	4	12 September 2016	11 December 2016	13 February 2017

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This promotion/program is based on Isagenix's 4-4-5 commission calendar.

This promotion is based on commissions earned by 15 January 2017.

