

# EARN YOUR SHARE OF THE 2 STAR & ABOVE GOLDEN CIRCLE EXECUTIVE LEADERSHIP POOLS

Extended through to 1 September 2019

## QUALIFY

### AVAILABLE TO NEW AND EXISTING EXECUTIVES

- Achieve and maintain Paid-As Executive with 20 or more Team Bonus Cycles for at least two full commission weeks of the pool month.
- Grow your personal cycles over the benchmark of 10 for the 2-3 Star Pool and 20 for the 4-6 Star and 7 Star+ Pools.
- Help your first four levels of Personally Enrolled Associates also known as (4PET) grow their Team Bonus Cycles by at least 1 over the 4PET benchmark.

#### 2 STAR GOLDEN CIRCLE & ABOVE LEADERSHIP POOL QUALIFICATIONS AT A GLANCE\*

RANK	2-3 Star GC	4-6 Star GC	7 Star+ GC
COUNTRIES	AU, NZ, U.S., CA, PR	AU, NZ, U.S., CA, PR	AU, NZ, U.S., CA, PR
ACTIVE RANK TO PARTICIPATE	2-3-Star GC Executive	4-6-Star GC Executive	7-Star+ GC Executive
# OF WEEKS AT ACTIVE RANK TO QUALIFY FOR POOL MONTH	2	2	2
MONTHLY POOL AMOUNT	Unlimited	Unlimited	Unlimited
# OF WEEKS USED FOR BENCHMARK	13	13	13
CYCLES USED FOR BENCHMARK	4PET & Personal	4PET & Personal	4PET & Personal
MINIMUM MONTHLY NET CYCLE GROWTH OVER BENCHMARK	1 Cycle (4PET) 10 Cycles (Personal)	1 Cycle (4PET) 20 Cycles (Personal)	1 Cycle (4PET) 20 Cycles (Personal)
# OF MONTHS TO PARTICIPATE	Unlimited	Unlimited	Unlimited
SHARE VALUES	US\$18	US\$20	US\$30
MAXIMUM BONUS	US\$100,000	US\$100,000	US\$100,000

**Note:** Maximum bonus amounts apply to the Leadership Pools only and do not apply to the Isagenix Compensation Plan.

\*See promotion rules for details. Promotion 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 promotion to ensure the spirit of the promotion is achieved. Associate sponsorships and product orders that are deemed, in the sole discretion of Isagenix, to be solely for promotion advancement may not be counted in the promotion. If an order is returned, Isagenix may deduct volume and any resulting compensation arising out of the corresponding order.

# RULES

- Only Associates in Australia, New Zealand, U.S., Canada and Puerto Rico are eligible to participate in the Leadership Pool(s).
- An Associate must grow his/her personal cycles over his/her benchmark by at least 10 for the 2-3 Star Pool and 20 for the 4-6 Star and 7 Star+ Pools during the applicable month to qualify.
- For the purpose of this promotion, only Team Bonus Cycles generated from BV accumulated in his/her two teams are counted for qualification. Executive Match, PIB Equivalent, and Retail Profit Equivalent Cycles are not included.
- An Associate must be a Paid-As Executive for a minimum of two weeks out of the pool month (does not have to be consecutive weeks). A qualifying week is any commission week where the Associate has generated 20 or more cycles and maintained Paid-As Executive status for all seven days.
- Commission caps of 250 paid cycles will be applied in Net Cycle Benchmark and Net Cycle Growth calculations.
- Payouts for the Leadership Pool will occur on the Monday closest to the 15th day of the following month.
- New Associates who qualify for a 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 applied.
- The Net Cycle Benchmark is a 13 week rolling average of the paid cycles generated in the 13 weeks immediately preceding a pool month.
- All Weekly Net Cycle changes for the month (both positive and negative) will be used for calculation regardless of the weekly Paid-As rank.
- Isagenix will double or triple a qualifying Associate's Executive Leadership Pools shares for his/her first three consecutive months of participation in the 2-3 Star Pools.
  - If an Associate's Personal Monthly Net Cycle Growth for the 2-3 Star Pool in a given month is 15-20 cycles, Isagenix will double the Associate's 2-3 Star Pool payout for that given pool month. Maximum bonus payout is US\$5,000 for any given reporting pool month.
  - If an Associate's Personal Monthly Net Cycle Growth for the 2-3 Star Pool in a given month is 21+ cycles or greater, Isagenix will triple the Associate's 2-3 Star Pool payout for that given pool month. Maximum bonus payout is US\$10,000 for any given reporting pool month.

## 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	27 August 2018	30 September 2018	5	14 May 2018	12 August 2018	15 October 2018
OCTOBER	1 October 2018	28 October 2018	4	18 June 2018	16 September 2018	12 November 2018
NOVEMBER	29 October 2018	25 November 2018	4	16 July 2018	14 October 2018	17 December 2018
DECEMBER	26 November 2018	30 December 2018	5	13 August 2018	11 November 2018	14 January 2019
JANUARY	31 December 2018	27 January 2019	4	17 September 2018	16 December 2018	11 February 2019
FEBRUARY	28 January 2019	24 February 2019	4	15 October 2018	13 January 2019	11 March 2019
MARCH	25 February 2019	31 March 2019	5	12 November 2018	10 February 2019	15 April 2019
APRIL	1 April 2019	28 April 2019	4	17 December 2018	17 March 2019	13 May 2019
MAY	29 April 2019	26 May 2019	4	14 January 2019	14 April 2019	10 June 2019
JUNE	27 May 2019	30 June 2019	5	11 February 2019	12 May 2019	15 July 2019
JULY	1 July 2019	28 July 2019	4	18 March 2019	16 June 2019	12 August 2019
AUGUST	29 July 2019	25 August 2019	4	15 April 2019	14 July 2019	17 September 2019

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# RULES (CONTINUED)

## HOW TO EARN SHARES IN THE 2 STAR AND ABOVE GOLDEN CIRCLE EXECUTIVE LEADERSHIP POOLS:

Once you qualify for the 2 Star and Above Golden Circle Executive Leadership Pools, there are two key things: Net Cycle Growth and share calculations.

### 1. HOW DO I CALCULATE NET CYCLE GROWTH?

First, you need to know your 13 weeks average net cycle benchmark. This can be found in Leadership Pool Details under 'Contests & Promotions' in your Back Office. For this example, let's assume it's 85 cycles. To earn shares in the pool, your 4PET needs to exceed your 85-cycle benchmark.

#### AN EXAMPLE OF WEEKLY NET CYCLE GROWTH

Week	Week Ending	4PET Cycles	Benchmark	Net Cycle Growth
1	7/1/2018	100	85	15
2	14/1/2018	120	85	35
3	21/1/2018	72	85	(-13)
4	28/1/2018	150	85	65
MONTHLY NET CYCLE GROWTH				102

BENCHMARK  
(13 week average  
of your Cycles)

85

### 2. SHARE CALCULATIONS

#### ONCE YOU HAVE YOUR MONTHLY NET CYCLE GROWTH, DETERMINE HOW MANY SHARES YOU QUALIFIED FOR THE 2 STAR AND ABOVE GOLDEN CIRCLE EXECUTIVE LEADERSHIP POOLS.

Using the example from above, let's say the week ending 21 January 2018 you dropped off to Paid-As Director status. But for that month, you exceeded your benchmark by 102. We call this Monthly Net Cycle Growth (MNCG). To calculate pool shares, the MNCG is divided by the number of weeks in the pool month (four in this example), then multiplied by the number of weeks qualified (three). This results in 76.5 Qualified Net Cycle Growth. Provided you have at least 10 paid cycles of MNCG in the 2-3 Star Pool or 20 Personal Monthly Net Cycle Growth in 4-6 Star Pool for the month, you would be paid on 76.5 shares of the applicable Executive Leadership Pool for that month.

#### QUALIFIED NET CYCLE GROWTH (QNCG Example)

$$\begin{array}{c} 102 \\ \text{Monthly Net} \\ \text{Cycle Growth} \\ \hline 4 \\ \text{Weeks} \\ \text{Total} \end{array} \times \begin{array}{c} 3 \\ \text{Weeks} \\ \text{Qualified} \end{array} = 76.5 \Rightarrow 76.5$$

QUALIFIED NET CYCLE GROWTH (Shares)

# FAQ

## HOW DOES ISAGENIX DETERMINE THE FIXED SHARE VALUE?

Isagenix uses advanced modeling and prior year experience to approximate the number of shares that will be earned each month. Shares are reevaluated quarterly.

## HOW IS THE PAYOUT DETERMINED?

1. We first establish your Net Cycle Benchmark by calculating paid cycles four levels deep in your Personally Enrolled Team (4PET) and average these cycles over your previous 13 paid weeks. For example, your Net Cycle Benchmark for the month of January would be your 4PET's average cycles for the 13 paid weeks, immediately preceding the first commission week in January.
2. Each week, we'll calculate the difference of your 4PET's paid cycles and your Net Cycle Benchmark. This is your Weekly Net Cycle Growth.
3. We total your Weekly Net Cycle Growth for each week in the pool month to determine your Monthly Net Cycle Growth.
4. The MNCG will be divided by the number of weeks in the pool month then multiplied by your number of qualifying weeks in the month to determine your Qualified Net Cycle Growth, also known as shares.
5. Your payout will be determined by multiplying your Qualified Net Cycle Growth and the pool month share value.
6. Isagenix will double or triple a qualifying Associate's payouts (limited to no more than \$5,000 total payout in a pool month payout) in the 2-3 Star Pool for the first three consecutive months of participation in the 2-3 Star Pool.

## WHAT ARE THE SIX POOLS?

Six pools have been established based on rank for Director, Executive and 1-Star Golden Circle, 2-3 Star Golden Circle, 4-6 Star Golden Circle, 7 Star+ Golden Circle, and Platinum.

## CAN ASSOCIATES WITH A PLATINUM (RE-ENTRY) POSITION PARTICIPATE?

Only the most recent re-entry business centre may participate in the pools.

- Personal share growth will be measured on the latest re-entry position only.
- The pool you participate in will be dictated by the qualification and cycles of your latest re-entry position only.

## LEADERS WHO HAVE PERSONALLY SPONSORED PLATINUM (RE-ENTRY) BUSINESS CENTERS

If you have Personally Sponsored Platinum Associates, you will continue to receive the benefit of his or her entire cycle growth for his or her re-entry business center.

If you have a Personally Sponsored Associate that achieves Platinum status after 29 December 2014:

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

## CAN AN ASSOCIATE PARTICIPATE IN MULTIPLE POOLS?

Yes, see the example below.

Example 1 How to qualify for 2-3-Pool.		
MONTH		
Week	Golden Circle Level	
1	1	
2	1	
3	2	Eligible for: 2-3 Pool
4	2	

Example 2 How to qualify for both pools.		
MONTH		
Week	Golden Circle Level	
1	3	Eligible for: 2-3 Pool
2	3	
3	4	Eligible for: 4+ Pool
4	4	

## WHAT IS THE MAXIMUM BONUS AN ASSOCIATE CAN EARN IN THE POOLS?

### QUALIFIED NET CYCLE GROWTH

Growth of 1-40 shares: US\$10,000  
Growth of 41-100 shares: US\$25,000  
Growth 101+ shares: US\$100,000

### PERSONAL MONTHLY NET CYCLE GROWTH

2-3 Star Pool  
Growth of 10-30 shares: US\$10,000  
Growth of 31-50 shares: US\$25,000  
Growth of 51+ shares: US\$100,000

4-6 and 7 Star+Pool  
Growth of 20-40 shares: US\$10,000  
Growth of 41-60 shares: US\$25,000  
Growth of 61+ shares: US\$100,000



# KEY TERMS

**NET CYCLE BENCHMARK** – The Net Cycle Benchmark is based on a 13-week rolling average of an Associate's paid cycles (both personal and 4PET). This value is recalculated each month. See the Leadership Pool Calendar for dates.

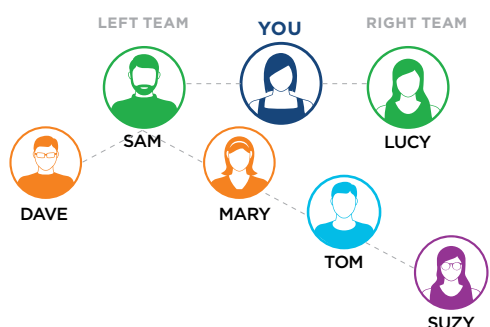
**WEEKLY NET CYCLE GROWTH** – The total number of an Associate's weekly paid cycles minus an Associate's current Net Cycle Benchmark.

**MONTHLY NET CYCLE GROWTH** – The sum of the Weekly Net Cycle Growth (personal and 4PET) for a pool month. Each Weekly Net Cycle change for the month (both positive and negative) will be used for calculation regardless of an Associate's weekly Paid-As rank.

**QUALIFIED NET CYCLE GROWTH** – An Associate's Monthly Net Cycle Growth, divided by the number of weeks in the pool month, multiplied by an Associate's number of qualifying weeks in the month, also known as shares.

**4PET** – The team consisting of all Members in the first four levels of an Associate's Personally-Enrolled team.

## AN EXAMPLE OF A 4PET



LEVEL	TEAM MEMBER
First Level	Sam & Lucy
Second Level	Dave & Mary
Third Level	Tom
Fourth Level	Suzy

You help Sam and Lucy join Isagenix. Sam helps Dave and Mary join Isagenix. Mary helps Tom join, and Tom helps Suzy join.

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

**POOL MONTH** – The four or five week period used to determine your Monthly Net Cycle Growth. Refer to the Leadership Pool Calendar.

**TEAM BONUS CYCLE** – Team Bonus Cycles 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.

**ACTIVE RANK** – An Associate's lowest Paid-As rank on any given day in a commission week. For example, if an Associate's achieved rank is Director and he or she maintains that rank every day for a week except for Thursday, which makes him or her drop to a Consultant, the Associate's active rank for the commission week would be Consultant.

**PAID-AS RANK** – The rank that an Associate qualifies for on a given day based on the Associate's PV and/or his or her Personally-Enrolled Team Members' BV, his or her rank, and the number of Personally Enrolled Team Members.

See promotion rules for details. Promotion 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 promotion to ensure the spirit of the promotion is achieved. These changes do not impact who is included in an Associate's 4PET. Associates will continue to receive the benefit of growth from all Members in his or her 4PET, subject to the adjustment calculations of share value related to any re-entry positions.

The specific market values are calculated using the Foreign Exchange Multiplier.

