



## Welcome To The Isagenix Team Compensation Plan

If You're New To Isagenix, Welcome! Isagenix Is A Global Leader In The Health And Wellness Industry.

Our success is based on providing no-compromise products and solutions to consumers worldwide. We also recognise that most people looking to change their habits benefit from having a support structure to reinforce new positive behaviours and a healthy lifestyle. This is why we developed a way to reward Members who share our products. For those who want to pursue the Isagenix business opportunity by doing so, we offer a competitive Compensation Plan – one of the best in the industry.

As we expand and evolve, our Compensation Plan is only getting better. Not all companies can say that. The Isagenix Compensation Plan was established on sound financial principles and built to last. Since 2002, Isagenix has helped hundreds of thousands earn extra money – thousands of whom have been paid over US\$100,000 and hundreds more have been paid more than US\$1 million since joining – and this is just the beginning.

Even though most of our Members simply enjoy our products without participating in the Compensation Plan, we encourage everyone to share our innovative solutions for weight management and energy & performance, and be rewarded for their efforts in helping others enjoy physical and financial transformations.

Please keep in mind that your individual results and success will be determined by many factors, including your personal effort, time commitment, social and sales skills, and your sphere of influence. Isagenix cannot guarantee any particular level of earnings. Even Associates who dedicate a significant amount of time, effort and personal funds may not achieve a meaningful level of success. Please review our Earnings Disclosure Statement at [IsagenixEarnings.com](https://IsagenixEarnings.com) for more information.

The following is intended to provide you with an overview and details on our business and the Team Compensation Plan. We realise the Compensation Plan may seem a bit overwhelming at first, but once you become familiar with the terminology and concepts, you'll see the potential it can hold!

\*Earning levels for Isagenix Independent Associates that appear in this publication are examples and should not be construed as typical or average. Income level achievements are dependent upon the individual Associate's business skills, personal ambition, time, commitment, activity, and demographic factors. For average earnings, see the Isagenix Independent Associate Earnings Statement found at [IsagenixEarnings.com](https://IsagenixEarnings.com).

## Customer First

Whether your goal is to control your weight, build muscle, live a healthier and more active life, or earn some extra income, we encourage everyone to start as a Customer.

An individual may purchase Isagenix products through an Isagenix Independent Associate, or they may choose to open an Isagenix Customer Membership Account and enjoy discounts of 10-25% off suggested retail prices. The following chart shows the options a Customer has to choose from upon joining Isagenix:

New Member Discount Types

Member Type	Value	With Autoship	Annual Membership Fee (including VAT)	Pricing <sup>^</sup>	Eligible For Additional Discounts And Rewards
Preferred Customer	Best	Yes	£0/€0	25% off Retail	Yes
	Better	No	£0/€0	25% off Retail	No
Customer	Good	Yes or No	£0/€0	10% off Retail	No

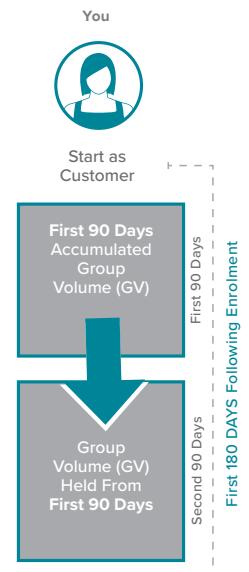
Prices are subject to rounding differences.  
<sup>^</sup>Percent pricing discounts are approximate.

Preferred Customers do not participate in the Compensation Plan, but they may earn Product Introduction Reward (PIR) coupons for referring others who purchase a qualifying system on their first order<sup>1</sup>.

Product Introduction Rewards are coupons redeemable on Commissionable Products.



Additional details concerning Product Introduction Rewards may be found in your Back Office. In addition to the Product Introduction Rewards, Customers are eligible to accumulate any personal volume over 100 PV in any 30-day period plus the group volume from the entire organisation for their first 90 days as a courtesy if the member elects to become an Associate and build an Isagenix Business. To take advantage of any accumulated group volume, a Customer is required to open an Associate account within the 180-day period immediately following their enrolment date. Group volume is accumulated in the first 90 days only. No additional group volume will accumulate during the second 90-day period. If a Customer does not become an active Associate within the first 90 days, the accumulated group volume will be held for an additional 90 days, after which time all such volume will be removed. If a Customer becomes an Associate and has accumulated group volume they need to be active with 100 PV within 30 days of transitioning to an Associate in order to continue to accumulating the volume. Please refer to your online Customer account for additional details.



<sup>1</sup>Enrolling Sponsor and organisation receive full business volume when product introduction coupons are redeemed.

## Commonly Used Terms

A list of terms and their meanings is included in the Glossary Section of this Compensation Plan (and in the Isagenix Code of Ethics and Rules of Membership). However, a few common terms are included upfront to help explain some basic concepts.

**Business Volume (BV)** – A point value assigned to each Isagenix Commissionable Product (including packs). BV is used to track and measure product sales and to calculate commissions. **For example, the following product combination would equal 235 BV:**



Weight Loss Premium Pack

**Personal Volume (PV)** – The combined business volume of (1) an Associate's personal orders purchased directly from Isagenix (whether personally consumed or resold to Retail Customers) and (2) orders purchased by the Associate's Retail Direct Customers (ordering through the Associate's personal website).

**Group Volume (GV)** – The total business volume that accumulates in an Associate's marketing organisation.

**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.

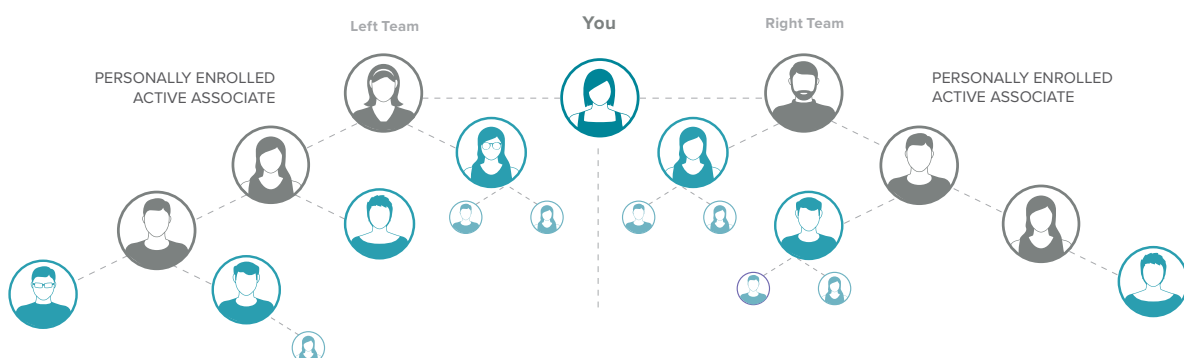
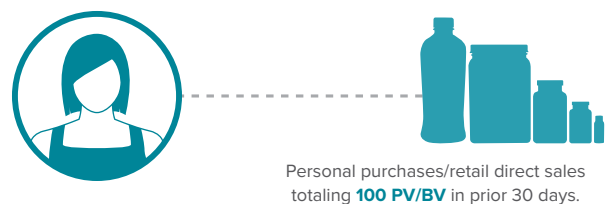
**Personally Enrolled** – When you help someone open a Membership account with Isagenix - as a Customer or Associate, they are considered your 'Personally Enrolled' Member and they are assigned a place on your Team Placement Tree – on either your Left Sales Team or your Right Sales Team.

**Team Placement Tree** – The organisation structure that is used by Isagenix to track enrolments and purchase activity of all Customers and Associates for the purposes of collecting and paying bonuses and commissions. The Placement Tree is also used in determining qualification for rank within the Isagenix Team Compensation Plan.

**Active Status** – Your active status is assigned each day based on whether or not you have met the qualification requirements in the immediately preceding 30 day-period. To receive compensation other than retail profits and Product Introduction Bonuses you must remain active.

To be considered active as an Associate, on a given date you must personally generate a minimum of 100 personal volume in the prior 30 days. This can be accomplished by purchasing products (for personal consumption or for resale to Retail Customers) or by sales to Retail Direct Customers via your Isagenix personal website.

In addition to the ability to maintain Active status through personal purchases, Associates who have their country of residence registered in Italy can maintain Active status by having a minimum of 100 BV in Personally Enrolled volume from each Sales Team (left and right teams) in the last 30 days, plus the usual 5 days grace, and having a Personal Volume of 0 or higher.



# Compensation Plan Overview

## Overview

The Isagenix Team Compensation Plan encourages people to work together to accomplish financial goals.

Upon enrolment, new Customers and Associates are assigned to a unique place in their Enrolling Sponsor's marketing organisation, which is composed of two Sales Teams or 'legs,' one on the right side ('Right Sales Team') and one on the left side ('Left Sales Team'). An Associate's compensation is primarily derived from product purchases by those in his or her marketing organisation. As an Associate's marketing organisation grows, more product sales are made and as more product sales are made more money can be earned.

## Ranks

**There are five ranks that an Isagenix Associate can achieve:**

- Associate
- Consultant
- Manager
- Director
- Executive

Each rank comes with certain benefits and privileges.

## Ways to Earn

**Isagenix offers Associates several ways to earn money:**

- Retail Profits
- Retail Direct Profits
- Product Introduction Bonuses
- Team Bonuses – Known As Cycles
- Executive Matching Team Bonuses
- Special Incentives And Promotions

**Retail Profits** – Associates can order products directly from Isagenix at discounted prices and resell the products in person to their Retail Customers. The difference between the Associate's costs of goods sold and the selling price is referred to as the Associate's retail profits. (Note that business volume from any products you order for retail sales is treated as personal volume.)

**Retail Direct Profits** – Associates can also refer or direct Retail Direct Customers to order products directly from Isagenix through the Associate's personal website and earn retail direct profits. Retail direct profits are paid weekly and are calculated by subtracting the Wholesale Price and an administration fee. (The business volume from any retail direct sales is treated as personal volume. Any volume in excess of 100 PV – excess volume – will be credited to the Minor Volume Sales Team, generating additional Team business volume.)

**Product Introduction Bonuses (PIBs)** – Earned by sharing qualified packs or systems with a new Member on their initial order, these bonuses vary depending on the product pack or system purchased. From time to time, Isagenix may run promotions that could even double the PIB value!



**Team Bonuses** – Team Bonuses are the foundation of the Compensation Plan. Paid-As Consultants and above are eligible to earn Team Bonuses through product sales in their Sales Team. When an Associate accumulates at least 900 BV in group volume (GV) and at least 300 BV comes from one side of the sales team (the Minor Volume Sales Team) and 600 BV comes from the other side (Major Volume Sales Team), the Associate earns a Team Bonus, also referred to as a Cycle. An Associate can earn multiple Cycles every day and up to 250 Cycles per week.

**Executive Matching Team Bonuses** – Active Paid-As Executives are eligible to receive a 10% Matching Team Bonus on the weekly Team Bonuses of all Personally Enrolled Associates at Paid-As Consultant rank and above. The Matching Team Bonus is calculated daily and paid weekly. Paid-As Executives may earn up to a maximum of 25 matching team Cycles from any one Personally Enrolled Consultant and a maximum of 250 Executive Matching Team Bonuses per commission week.

**Incentives and Promotions** – Isagenix may offer additional incentives and promotions from time to time to encourage and reward those who share Isagenix products with others. Some of our more popular incentives and promotions include the IsaBody Challenge® IsaRally contests, Rank Advancement Bonuses, and Leadership Pools.

## How Compensation Is Paid

Isagenix deposits any earned commission or bonuses directly into a designated bank account of your choice. This is known as Direct Deposit. Isagenix pays weekly, every Monday - one week in arrears. Direct Deposit will most likely take 48 hours to show in your bank account. For example, Monday commissions would be accessible Wednesday.

Note: Any Associate earning compensation of less than £10/€10 will have payment held until compensation totals are £10/€10 or more.

## Rank Qualifications And Benefits

### Associate – Step 1

Any person who desires to participate in the Compensation Plan can apply to become an Isagenix Independent Associate by completing the Associate application process. This is Step 1 in the Compensation Plan. Members can apply by enrolling directly as an Associate or by simply logging in to your Customer account – where you go to place your orders – and follow the steps provided. Or, contact your Enrolling Sponsor to get you started. If you are not a Customer, please contact an Isagenix Independent Associate for help in establishing an Associate account.

Associates enjoy the same pricing options as Customers and receive a personal website where their own Retail Direct Customers can purchase products. Associates also have access to special promotions, training and support materials. Associates are eligible to earn retail profits, retail direct profits and Product Introduction Bonuses. They are also eligible to accumulate group volume; however, no Team Bonus Cycles will generate until an Associate qualifies for Paid-As Consultant status or higher.

Please note that members enrolling in the United Kingdom directly as Associates will be subject to the £200/7-Day Rule\*

### Consultant – Step 2

When you're actively sharing products through the 'You Share, They Share, Repeat' system, you can move to Step 2, Consultant. Become a Consultant by accumulating 100 PV and maintaining a minimum of 100 BV from Personally Enrolled Members on each of your Left and Right Sales Teams within the prior 30 days, as illustrated below:

This is where your Team Bonuses (or Cycles) come in!



As a promotional incentive once you qualify as a Consultant, Isagenix rewards you with a £37/€40 Rank Advancement Bonus.\*\*\* You can also earn £74/€81 on each Personally Enrolled Associate (for up to 20 Personally Enrolled Associates) you help advance to Consultant. In addition to the ways you can earn money as an Associate, Consultants unlock another way to earn. This is where your Team Bonuses (or Cycles) come in!

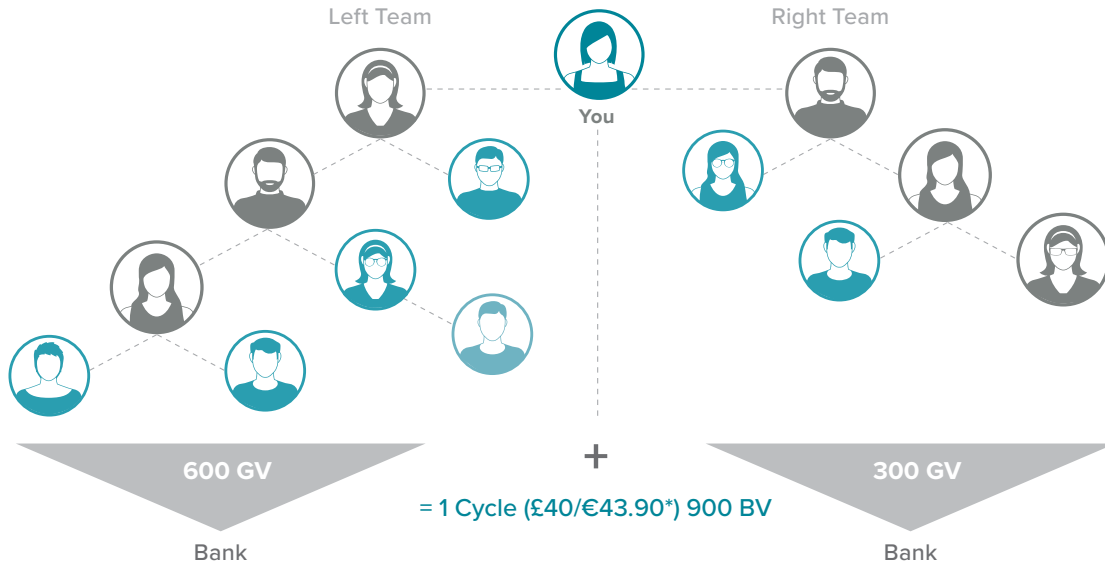
\*The £200 rule was implemented by the High Court in the UK in 2007 for the direct selling industry to restrict new Associates and distributors to a maximum spend of £200 within the first 7 days of onboarding inclusive of tax, shipping, fees, etc. This is not a rule implemented by Isagenix; all companies in the UK have to follow suit.

\*\*Personal volume (PV) can be accumulated from personal purchases (for personal use or retail sales).

\*\*\*Rank Advancement Bonuses are promotional incentives that are available at the time of publication; they are not considered a direct component of the Compensation Plan and may be changed, modified, or discontinued by Isagenix at any time.

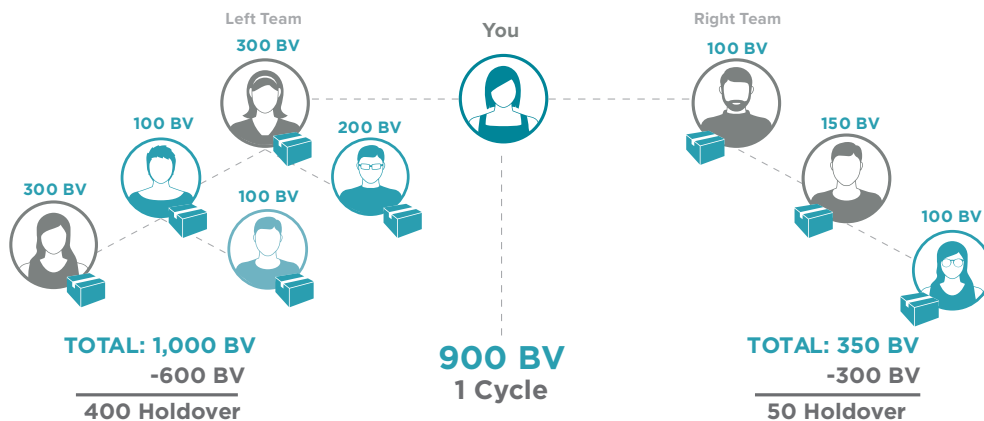
## What Does A Team Bonus (Cycle) Look Like?

Visualise your organisation with a business volume bank account below each of your Left and Right Sales Teams. As sales occur anywhere in your marketing organisation, whether you personally enrolled those people or not, BV accumulates in each of these business volume bank accounts. Every time you, as a Paid-As Consultant, accumulate a total of at least 600 BV on one side and 300 BV on the other side, you earn one Cycle, which equates to £40/€43.90\*.



As an example of how it works, let's say you've accumulated 1,000 BV on your Left Sales Team and 250 BV on your Right Sales Team, and a new order of 100 BV comes in from your Right Sales Team, so now you have 350 BV on the right. Because you accumulated at least 600 BV on your left, and at least 300 BV on your right, a Cycle occurs.

Once this happens, the 600 BV and 300 BV are deducted, leaving you with something we call 'holdover volume' of 400 BV on the left and 50 BV on the right:



**#1 Thing to Remember**  
The real power of the Compensation Plan comes from building a team of Associates selling Isagenix products. Your goal should be to identify, train, and support others in sharing the products with as many Customers as possible.

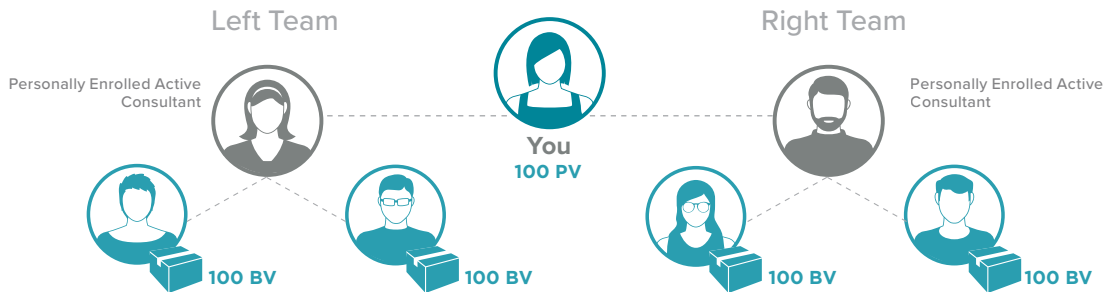
This holdover volume will continue to accumulate as long as you remain an active Paid-As Consultant or until you experience a MegaCycle (explained on page 10). Associates can also accumulate business volume by staying active, but they aren't eligible to earn Team Bonus Cycles until they become a Consultant.

Cycles are calculated daily and paid weekly, and since you accumulate sales on your entire marketing organisation no matter how deep it may grow - you can be earning multiple Cycles a day, up to 250 times per commission week.

\*Amounts shown in this document are converted from USD to GBP using a conversion rate of 1.35, and USD to EUR using a conversion rate of 1.23. Please note that this is not a fixed exchange.

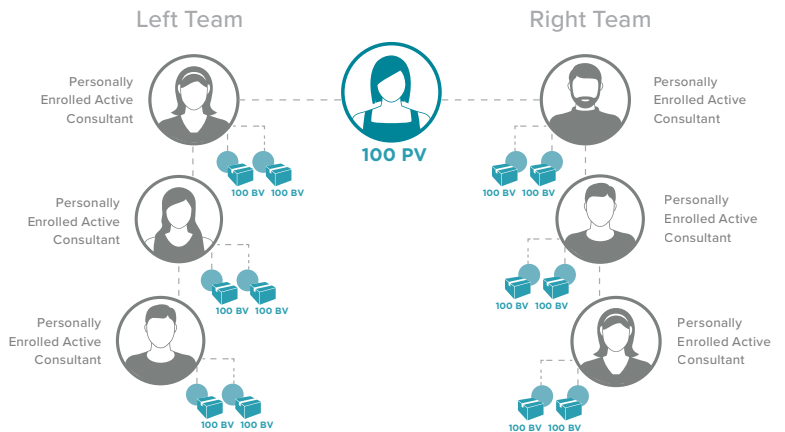
### Manager – Step 3

You can qualify for Manager by being a Paid-As Consultant with at least two Personally Enrolled Associates who are Paid-As Consultants at the same time within the prior 30 days. It comes down to you sharing the products (You Share) with others who end up doing the same (They Share). (If you become a Manager within 60 days of becoming an Associate, you can become a Crystal Manager and earn a £185/€203 Crystal Manager promotional bonus\*.) In addition to the benefits and earnings options available to Managers, Managers are eligible for the Manager Bonus Pool promotion. More information on this promotion can be found in your Back Office.



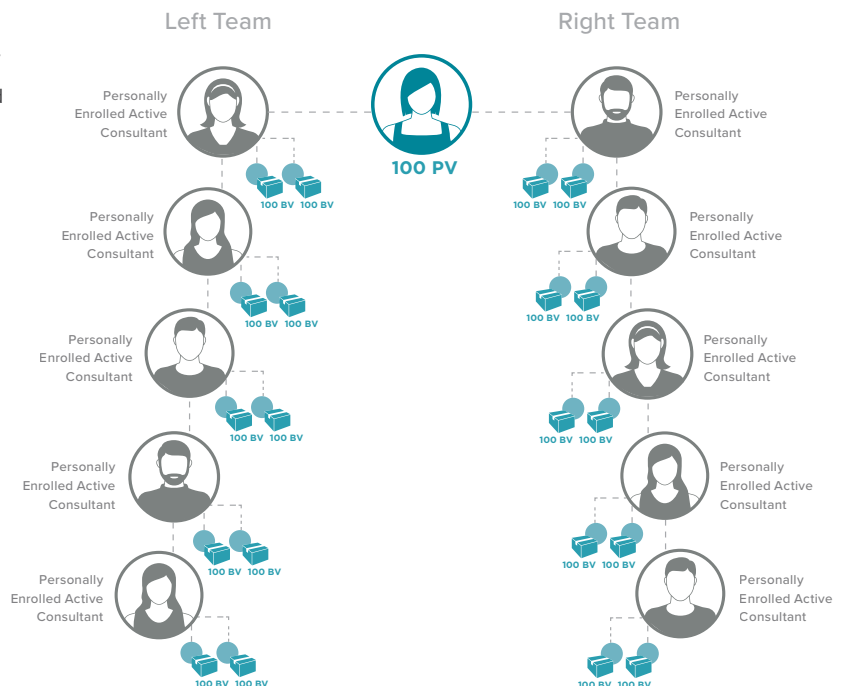
### Director – Step 4

You can qualify for Director by being a Paid-As Consultant with at least six Personally Enrolled Associates who are Paid-As Consultants at the same time within the prior 30 days. (Isagenix offers a promotion that pays a £555/€609 Crystal Director bonus when you have six Personally Enrolled Consultants on your team within 120 days\*.) In addition to the benefits and earnings options available to Directors, Directors are eligible for the Director and Above Bonus Pool promotion. More information on this promotion can be found in your Back Office.



### Executive – Step 5

After Director, your next step is to become an Executive. Qualify for Executive by being active with at least 10 Personally Enrolled Associates who are Paid-As Consultants (at least five on each of your Left and Right Sales Teams) at the same time within the prior 30 days. When you achieve Executive, you unlock a new way to earn with Executive Team Matching Bonuses and re-entries (see page 8). In addition to the benefits and earnings options available to Executives, Executives are eligible for the Director and Above Pool promotion. More information on this promotion can be found in your Back Office. (If you achieve this level within 180 days of becoming an Associate you earn a promotional £740/€813 bonus and the rank of Crystal Executive\*.)



\*Rank Advancement Bonuses and Crystal Bonuses are a promotional incentive that are available at the time of publication; they are not considered a direct component of the Compensation Plan and may be changed, modified, or discontinued by Isagenix at any time. Time calculations begin on the date you enrol as an Associate. Amounts shown in this document are converted from USD to GBP using a conversion rate of 1.35, and USD to EUR EUR using a conversion rate of 1.23. Please note that this is not a fixed exchange.

## 10% Matching Team Bonus

Once you are qualified as an Executive, you are recognised as a leader with Isagenix. In addition to all other benefits, Paid-As Executives are entitled to a 10% Matching Team Bonus on their Personally Enrolled Paid-As Consultants and above. This means you could earn up to 500 Cycles per Business Centre per Commission Week – 250 Team Bonus Cycles plus up to 250 in Matching Team Bonuses. (No more than 25 Matching Team Bonus Cycles per commission week per Personally Enrolled Consultant and above.)

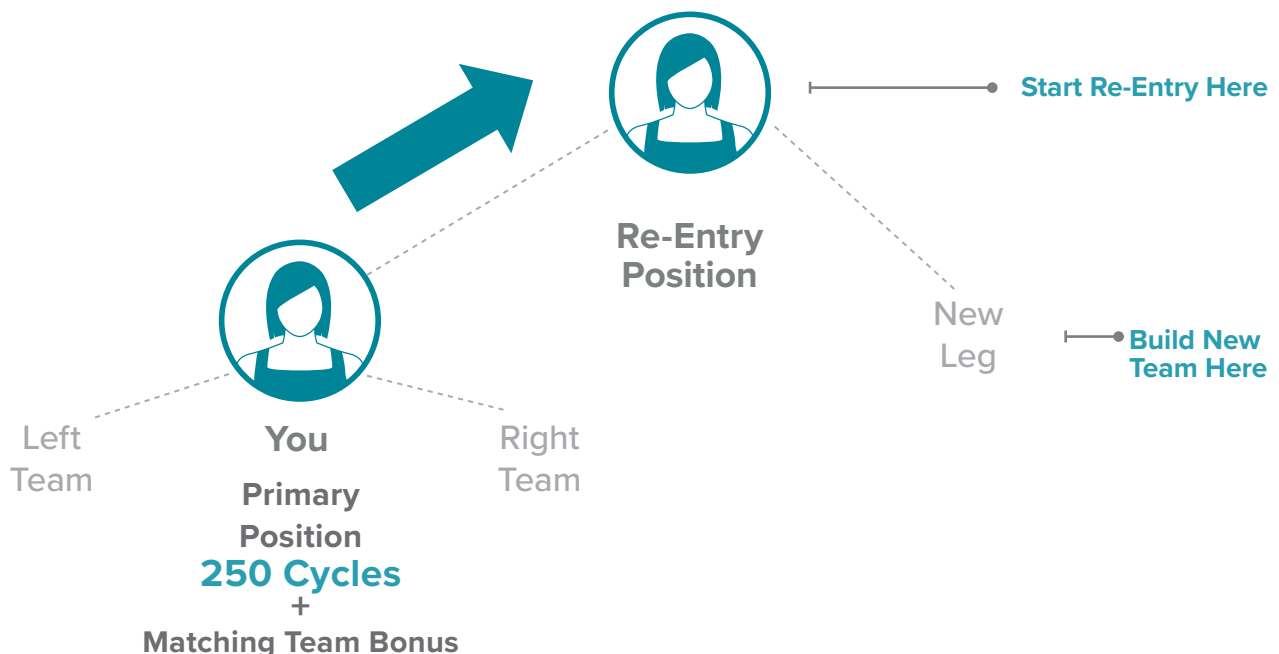
**Example** – If one of your Personally Enrolled Consultants earns 100 Cycles in one commission week, you, as a Paid-As Executive, could earn 10 more Cycles (10 percent of the PEC’s 100 Cycles) that week. Assuming each Cycle is worth £40/€43.90\*, that’s an extra £400/€439\* in Matching Team Bonuses for that week alone!

### Just Breathe. You got this!

If this seems overwhelming, that’s completely OK! We don’t expect you to become an expert overnight. That’s why we provide additional tools on [IsagenixBusiness.com](https://IsagenixBusiness.com) and further in-depth training at events!

## Re-Entries

Paid-as Executives for three consecutive months, whose team has produced an average of 225 cycles within thirteen weeks, may apply for a re-entry position. The first re-entry position would be located immediately above the Executive’s existing Position (Primary Position). (Subsequent re-entry positions would be located immediately above the most recent re-entry position, which in turn would become the Primary Position.) If the re-entry position is approved, the Primary Position becomes one side of the Executive’s Sales Team (i.e., Major Volume Sales Team). This means an Executive can leverage the volume from the Primary Position as one leg of the new re-entry position. The qualifications for advancement of any new re-entry position are the same as for any other new Position. Re-Entry provides a way to continue to grow, build, and even benefit from all of the growth milestones, promotions, and incentives. (For more information, refer to the Request for ReEntry Position form and The Platinum Handbook.)



\*Amounts shown in this document are converted from USD to GBP using a conversion rate of 1.35, and USD to EUR using a conversion rate of 1.23. Please note that this is not a fixed exchange.



## Platinum Recognition rank – Step 6

Another perk of becoming an Executive who qualifies for a re-entry position is that you are awarded the recognition rank we call Platinum. Platinum is the top recognition rank! Platinum status comes with additional perks and benefits outside of the Compensation Plan!

## Special Incentives & Promotions

The final way to earn income with us is through our many incentives and promotions. The IsaBody Challenge® rewards participants with free product and swag for transforming their bodies and lives. And Isagenix has various other promotions that include special trips, travel, awards, cash bonuses, Isagenix-branded gear, and more. Visit your Back Office in the 'Contest and Promotions' tab or IsagenixBusiness.com to see all the incentives and promotions Isagenix is currently offering.

## Recognition Programmes

Isagenix believes in recognising Associates and leaders for their achievements. As you advance in rank, you are awarded a pin to commemorate each of your achievements and milestones.

Once qualified as a Consultant, you can qualify for additional recognition through our Silver Circle Programmes.

<b>Silver Circle</b> – The Silver Circle Programme recognises Paid-As Consultants through Directors for achieving new milestones in the Compensation Plan. As additional stars are earned, you will be awarded a new pin to commemorate your success.	<b>How it works:</b>	1	STAR SILVER CIRCLE	10 CYCLES
		2	STAR SILVER CIRCLE	20 CYCLES
		3	STAR SILVER CIRCLE	40 CYCLES
		4	STAR SILVER CIRCLE	60 CYCLES
		5	STAR SILVER CIRCLE	100 CYCLES
		6	STAR SILVER CIRCLE	150 CYCLES
		7	STAR SILVER CIRCLE	200 CYCLES
		8	STAR SILVER CIRCLE	250 CYCLES

Once qualified as an Executive you can qualify for additional recognition through our Golden Circle Programmes.

<b>Golden Circle</b> – The Golden Circle Programme recognises Paid-As Executives for achieving new milestones in the Compensation Plan. As additional stars are earned, you will be awarded a new pin to commemorate your success.	<b>How it works:</b>	1	STAR GOLDEN CIRCLE	10 CYCLES
		2	STAR GOLDEN CIRCLE	20 CYCLES
		3	STAR GOLDEN CIRCLE	40 CYCLES
		4	STAR GOLDEN CIRCLE	60 CYCLES
		5	STAR GOLDEN CIRCLE	100 CYCLES
		6	STAR GOLDEN CIRCLE	150 CYCLES
		7	STAR GOLDEN CIRCLE	200 CYCLES
		8	STAR GOLDEN CIRCLE	250 CYCLES

Note: For recognition purposes, Isagenix counts various income-generating activities and calculates an equivalent value to determine overall weekly Cycles. These various activities are converted to an equivalent Cycle value in the commission week they are earned and added to Team Bonus and Matching Team Bonus Cycles for that commission week.

Once qualified and approved as a Platinum, you can qualify for additional recognition through our Platinum Programmes.

<b>Platinum</b> – Paid-As Executives who qualify for a re-entry position are automatically moved to Platinum level.	<b>How it works:</b>	7	STAR PLATINUM	200 CYCLES
		8	STAR PLATINUM	250 CYCLES
		9	STAR PLATINUM	300 CYCLES
		10	STAR PLATINUM	350 CYCLES
		11	STAR PLATINUM	400 CYCLES
		12	STAR PLATINUM	450 CYCLES
		13	STAR PLATINUM	500 CYCLES
		14	STAR PLATINUM	550 CYCLES
		15	STAR PLATINUM	600 CYCLES
		16	STAR PLATINUM	650 CYCLES
		17	STAR PLATINUM	700 CYCLES
		18	STAR PLATINUM	750 CYCLES
		19	STAR PLATINUM	800 CYCLES
	20	STAR PLATINUM	850 CYCLES	

**Star Executive** – Our Star Executive Programme recognises Executives who help their Personally Enrolled Associates become Executives. For each Personally Enrolled Associate who reaches Executive, you receive another star and an award pin to commemorate the achievement.

**ISAGENIX MILLIONAIRE** – Associates who have earned US\$1 million or more since they joined Isagenix are recognised with an elegant pin. Earnings reflect gross amounts that do not include any business expenses. For average earnings, refer to IsagenixEarnings.com. These Associates will be recognised through the Isagenix Legacy Club.

## Special Features Of The Isagenix Compensation Plan

### International Markets

Associates in good standing may request approval to participate in markets (outside their home region) where Isagenix is legally registered to operate and is officially open for business. To apply, Associates simply complete and submit an International Sponsorship Application and Agreement along with an Annual Regional Associate Fee, where applicable. This fee is in addition to your Associate application and includes additional services and training in your Associate Support System and personalised website. As an International Sponsor you become eligible to earn commissions in International regions. Those approved Active Paid-As Consultants and above can earn on group volume generated by Associates on their Sales Teams who live outside of their home country. (Restrictions and limitations apply. Refer to IsagenixBusiness.com for additional details.)

### Foreign Exchange Policy

Isagenix develops a Commissions Multiplier based on the source of volume from each country where the Associate is conducting business. The new Commissions Multiplier will be a weighted average that is unique to the amount of volume coming from each country and will be used as the multiplier for their commissions. The new Commissions Multiplier will be calculated and updated each quarter and will apply to any Associate with at least 10 percent or more of their volume originating from outside of their home country.

### Lifestyle Rewards (Autoship) Programme

This is a programme of convenience where a pre-selected order is shipped each month. Autoship orders provide additional savings and convenience to Members.

### Isagenix 50% Payout Guarantee

Isagenix offers its Associates one of the most distributor-friendly programmes with one of the strongest payouts in the network marketing industry. We pay compensation out to the field of 50% of the BV we receive on commissionable product purchases over the lifetime of our programme. For any pay period in which the payout is less than 50%, we escrow the balance in our compensation account to supplement future payouts when necessary. However, to protect the opportunity of all Independent Associates and Isagenix, the company has a cap of 50% of the BV that can be paid out.

#### Here's How it Works:

Each week the total BV of commissionable product purchases are calculated and 50 percent of this value is available to be paid out in the Compensation Plan. The company first pays all applicable PIBs. The remaining funds form a pool, which is divided out to all Associates earning Team Bonuses (Cycles) and 10% Matching Team Bonuses. **The Cycle value is determined by dividing the remaining pool by the total number of Cycles.**

$$\frac{\text{Total Remaining Pool Dollars}}{\text{Total Number of Cycles Earned}} = \text{Value for Each Cycle}$$

### MegaCycle

A MegaCycle occurs at the end of any day that a minimum of 100 Cycles has been accumulated since the Associate's (1) enrolment date or (2) last MegaCycle. To provide stability to the Compensation Plan, Isagenix will hold over up to 150,000 GV in the Major Volume Sales Team and all remaining GV in your Minor Volume Sales Team toward earning your next Team Bonus. Any GV above the 150,000 GV from your Major Volume Sales Team is removed.

### Grace Period

For the purpose of calculating the Team Bonuses, a five-day grace period is added to the prior 30 days requirement in determining active status.

### Weekly Pay

Weekly pay is a noteworthy feature of the Isagenix Team Compensation Plan. A commission week begins from Monday at midnight (ET time) until Sunday at 11:59pm (ET time). The earned compensation is paid to Associates on Monday of the following week (effectively one week in arrears). If a US federal holiday falls on Monday, your weekly pay will be paid the following day.

## Non-Active Associates

Associates who are not active will not accumulate any GV and will have any holdover volume reset to zero.

## Consultant Maintenance

If you are active but fail to stay qualified as a Paid-As Consultant, you will hold existing GV, and continue to accumulate both additional GV and your own PV that is more than 100.

## Glossary of Terms

**Active** – For purposes of the Compensation Plan, an Associate is considered active on a specific day if he/she has obtained at least 100 PV in the prior 30 days.

**Active Rank** – Used primarily for promotions and contests. An Associate's active rank is based on their paid-as rank on any given day in a commission week.

**Active Status** – In addition to the ability to maintain Active status through personal purchases, Associates who have their country of residence registered in Italy can maintain Active status by having a minimum of 100 BV in Personally Enrolled volume from each Sales Team (left and right teams) in the last 30 days, plus the usual 5 days grace, and having a Personal Volume of 0 or higher.

**Associate** – An independent contractor who has met and continues to meet the eligibility requirements set forth in the Isagenix Independent Associate Application and Agreement including the Policies and Procedures, and the Compensation Plan. Associate is also the first rank of the Compensation Plan. The term 'Associate(s)' by itself generally refers to all Associates regardless of rank, unless the context indicates that the rank of Associate is the intended meaning.

**Associate Back Office (ABO)** – The online portal through which Associates have access to information and tools helpful to operate their Isagenix businesses.

**Associate Support System** – The online support system available to each Isagenix Associate at enrolment. It includes an Isagenix Associate Website where an Associate's Retail Direct Customers may purchase Isagenix products at the retail price and where an Associate may enrol new Customers and Associates. It also includes access to the Associate Back Office and training materials.

**Autoship** – An optional programme of convenience permitting preselected, pre-authorized orders to be automatically shipped on a selected date each month. The Autoship programme provides additional savings and convenience to Members who elect to participate.

**Business-Building Activity** – Enrolling a new Customer or Associate, receiving a compensation payment, advancing in rank or participating in or completing other business-related activities as may be designated by Isagenix.

**Business Centre** – A Position on the Team Placement Tree that is eligible to generate income. It tracks placement and the group volume of Sales Teams.

**Business Volume (BV)** – A point value assigned to each Commissionable Product.

**Commission Week** – From Monday at midnight (ET time) until Sunday at 11:59pm (ET time)

**Commissionable Product** – Consumable Isagenix products that have a point value assigned to them as a means for calculating commissions and bonuses payable to Associates.

**Compensation** – The commissions, bonuses and other consideration received by an Associate under the Compensation Plan or through other incentives or promotions implemented by Isagenix for the sale of products. Compensation is calculated daily and paid weekly, one week in arrears.

**Consultant** – The second rank of the Compensation Plan.

**Crystal Manager** – When a Member has two personally enrolled Consultants within 60 days of becoming an Associate. Also referred to as 'You Share, They Share.'

**Crystal Director** – When a Member has six personally enrolled Consultants within 120 days of becoming an Associate. Also referred to as 'You Share, They Share, Repeat.'

**Crystal Executive** – When a Member has ten personally enrolled Consultants (five on the right team, five on the left team) within 180 days of becoming an Associate. Also referred to as 'You Share, They Share, Repeat.'

**Cycle** – See Team Bonus.

**Day** – From Midnight to 11:59 PM (ET).

**Director** - The fourth rank in the Compensation Plan.

**Enrolling Sponsor** – The person who is credited for personally enrolling an Associate or Customer.

**Excess Volume** – PV over the 100 used in the prior 30 days to meet the active requirement will be accumulated in an Associate's Minor Volume Sales Team at the time the Associate places an order.

**Executive** - The fifth rank in the Compensation Plan.

**Executive Matching Team Bonus** – A bonus of 10% of the weekly Team Bonuses of an active Paid-As Executive's Personally Enrolled Paid-As Consultants and above. The bonus is limited to no more than 25 Cycles per Personally Enrolled Paid-As Consultant and a maximum of 250 matching Team Cycles per week.

**Grace Period** – A five-day grace period is added to 30 days in determining active status, totaling 35 days.

**Group Volume (GV)** – The total BV that accumulates in an Associate's Left and Right Sales Teams combined.

**Holdover Volume** – Unpaid GV in each of an Associate's two Sales Teams that can accumulate towards the next earned Team Bonus.

**Home Region** – The Isagenix Region that includes the country or territory where the Associate resides at the time of enrolment. An Associate may enrol new Members in the Associate's home region without applying for and receiving approval as an International Sponsor.

**International Sponsor** – An Associate who has been approved to enrol Associates and Customers in Regions other than the enrolling Associate's home region and may qualify to earn compensation for product sales in such other Region(s).

**International Sponsorship Application And Agreement** – The application and agreement that an Associate must properly complete, execute, and submit to Isagenix as one of the prerequisites to becoming an International Sponsor.

**Leadership Pools** - A promotion available from time to time for Paid-As Managers through Executives (including Platinum members) in certain markets at the discretion of Isagenix. Generally speaking, Associates must reach and maintain the rank of Paid-As Manager or above and increase their personal Cycles and/or Cycles of their Personally Enrolled Associates to earn shares in the monthly Leadership Pools. (See IsagenixBusiness.com, or contact Isagenix for further details.)

**Line Of Sponsorship** – The line of Associates above a given Position in a Sales Team.

**Major Volume Sales Team** – The Sales Team holding the most unpaid group volume (GV) at any given time.

**Manager** - The third rank in the Compensation Plan.

**Marketing Organisation** – Customers and Associates who are situated below a given Associate in the Associate's Team Placement Tree and from whose product purchases the Associate's Compensation is derived.

**MegaCycle** – See page 10 of Compensation Plan.

**Member** – Includes Customers and Associates who have created an account with Isagenix.

**Minor Volume Sales Team** – The Sales Team holding the least unpaid group volume (GV) at any given time.

**Paid-As Rank** – The rank that an Associate's PV and Personally Enrolled Members' volume qualify him/her on a given day within a commission week.

**Personal Volume (PV)** – The combined business volume of (1) an Associate's personal orders purchased directly from Isagenix (whether personally consumed or resold to Retail Customers) and (2) orders purchased by the Associate's Retail Direct Customers (ordering through the Associate's personal website).

**Personal Volume Holding (PVH)** – PV over 100 that is held until an Associate becomes a Consultant. Once Consultant status is achieved, PVH is applied to the Minor Volume Sales Team.

**Personally Enrolled Associate** – An Associate whom another Associate has personally enrolled in Isagenix and for whom he/she is registered as the Enrolling Sponsor.

**Personally Enrolled Customer** – A Customer whom an Associate has personally enrolled in Isagenix and for whom he/she is registered as the Enrolling Sponsor.

**Personally Enrolled Member** – A Member whom an Associate has personally enrolled in Isagenix and for whom he/she is registered as the Enrolling Sponsor. Includes all Personally Enrolled Customers and Associates.

**Placement Sponsor** – The Sponsor whom a new Member is placed directly under in the Team Placement Tree. The Placement Sponsor can also be the Enrolling Sponsor.

**Position** – Is (1) the Business Centre held by an Associate, or (2) the placement location of Customers and Associates in the Enrolling Sponsor's Team Placement Tree.

**Product Introduction Bonus (PIB)** – Associates are eligible to earn a one-time Product Introduction Bonus (PIB) whenever a Personally Enrolled Member purchases an optional PIB Pack from Isagenix directly at the time they enrol.

**Product Introduction Reward (PIR)** - Customers can earn a Product Introduction Reward coupon when they help a new Customer join and order a qualifying product pack/system.

**Qualifying Volume** – A point value assigned to Commissionable Products that is used to determine an Associate's active status.

**Rank Advancement Bonuses** - A promotion available from time to time in certain markets at the discretion of Isagenix. Associates may earn Rank Advancement Bonuses for achieving certain ranks or Cycle levels. Some Rank Advancement Bonuses are linked to specific time frames. (See IsagenixBusiness.com, or contact Isagenix for further details.)

**Rank(s)** – The title or status an Associate has achieved within the Compensation Plan. The five paid ranks are Associate, Consultant, Manager, Director and Executives.

**Recognition Rank** – The highest rank in which an Associate has qualified within the Compensation Plan.

**Region** – A country or a group of countries designated by Isagenix for purposes of distinguishing geographical areas of the world where an Associate may sponsor new Associates and Customers.

**Retail Customer** – A person who orders Isagenix products from Isagenix at the suggested retail prices through an Associate's personal website. Retail Direct Customers are not Members.

**Retail Direct Profits** – The profit an Associate earns from sales to their Retail Direct Customers. An Associate does not need to be active to earn retail direct profits.

**Retail Profits** – The profit an Associate earns from sales to their Retail Customers. An Associate does not need to be active to earn retail profits.

**Team Bonuses (Cycles)** – When an active Consultant or above accumulates 900 points in group volume (GV) and at least 300 of those points came from the Minor Volume Sales Team and 600 points came from the Major Volume Sales Team, the Associate earns a Team Bonus. Team Bonus is also referred to as a Cycle. An Associate can earn multiple Cycles on any given day.

**Team Placement Tree** – An Associate's marketing organisation (Right and Left Teams) in which newly enrolled Customers and Associates are placed. See Compensation Plan for additional information.

**Week** – From Monday at midnight (ET time) until Sunday at 11:59 pm (ET time).

**Wholesale or Wholesale Price/Pricing** – Prices established by Isagenix that are less than a product's suggested retail price.