

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

Available through August 23, 2020

HOW TO QUALIFY

Available to New 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 by 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 one 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	U.S., PR, CA, AU, NZ	U.S., PR, CA, AU, NZ	U.S., PR, CA, AU, NZ
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	26	26	26
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/CA\$19.98	US\$20/CA\$22.20	US\$30/CA\$33.30
Maximum Bonus	US\$50,000/CA\$55,500	US\$50,000/CA\$55,500	US\$50,000/CA\$55,500

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 that 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

1. Only Associates in the U.S., Puerto Rico, Canada, Australia, and New Zealand are eligible to participate in the Leadership Pool(s).
2. 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.
3. 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.
4. To be eligible for payment, an Associate's Personal Monthly Net Cycle growth must be a minimum of 10 Cycles or more, and 4PET Monthly Net Cycle growth must be a minimum of one Cycle or more.
5. Commission caps of 250 paid Cycles will be applied in Net Cycle Benchmark and Net Cycle Growth calculations.
6. Payouts for the Leadership Pool will occur on the Monday closest to the 15th day of the following month.
7. New Associates who qualify for a Leadership Pool, but do not have 26 paid weeks available for use in the Net Cycle Benchmark calculation, will have the maximum number of available paid weeks applied.
8. The Net Cycle Benchmark is a 26-week rolling average of the paid Cycles generated in the 26 weeks immediately preceding a pool month.
9. All Weekly Net Cycle changes for the month (both positive and negative) will be used for calculation regardless of the weekly Paid-As rank.
10. Isagenix will double or triple a qualifying Associate's payouts during the 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/CA\$5,500 for any given 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/CA\$11,100 for any given reporting pool month.
11. Your business center can participate in the 2-Star and above Executive Leadership Pools until it exhausts eligibility, which happens 180 days after you average 225 cycles over a 26-week period for the first time or six months after opening a re-entry position (whichever comes first).
12. Leaders who have Platinum (re-entry) businesses within their 4PET: When you develop a Platinum Member within your 4PET, the following will be implemented:
 - Your original center will no longer be eligible to play in the Executive Leadership Pools. It will only participate in the Platinum Pools.
 - Only your most recent re-entry business center will participate in the Executive Leadership Pools.
 - Personal share growth in the Executive Leadership Pools will be measured only on your latest re-entry position.
 - The Executive Leadership Pool in which you participate will be decided by the qualification and Cycles of your latest re-entry position only.

Leaders advancing to Platinum: You will have a 180-day transition period (beginning when you average 225 cycles over a 26-week period for the first time or after your re-entry has been open for six months). Once this occurs, we will implement the following adjustments:

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RULES

LEADERSHIP POOL CALENDAR

BONUS POOL MONTH				NET CYCLE BENCHMARK DATES (26-WEEK PERIOD)		
MONTH	Monday Start	Sunday End	# of Weeks in Month	Monday Start	Sunday End	Monday Bonus Payment Date
SEPTEMBER	August 26, 2019	September 29, 2019	5	February 11, 2019	August 11, 2019	October 14, 2019
OCTOBER	September 30, 2019	October 27, 2019	4	March 18, 2019	September 15, 2019	November 18, 2019
NOVEMBER	October 28, 2019	November 24, 2019	4	April 15, 2019	October 13, 2019	December 16, 2019
DECEMBER	November 25, 2019	December 29, 2019	5	May 13, 2019	November 10, 2019	January 13, 2020
JANUARY	December 30, 2019	January 26, 2020	4	June 17, 2019	December 15, 2019	February 17, 2020
FEBRUARY	January 27, 2020	February 23, 2020	4	July 15, 2019	January 12, 2020	March 16, 2020
MARCH	February 24, 2020	March 29, 2020	5	August 12, 2019	February 9, 2020	April 13, 2020
APRIL	March 30, 2020	April 26, 2020	4	September 16, 2019	March 15, 2020	May 18, 2020
MAY	April 27, 2020	May 24, 2020	4	October 14, 2019	April 12, 2020	June 15, 2020
JUNE	May 25, 2020	June 28, 2020	5	November 11, 2019	May 10, 2020	July 13, 2020
JULY	June 29, 2020	July 26, 2020	4	December 16, 2019	June 14, 2020	August 17, 2020
AUGUST	July 27, 2020	August 23, 2020	4	January 13, 2020	July 12, 2020	September 14, 2020

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 26-week 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 that it’s 85 Cycles. To earn shares in the pool, your 4PET needs to exceed your 85-Cycle benchmark.

BENCHMARK
(26-week average of your Cycles) **85**

AN EXAMPLE OF WEEKLY NET CYCLE GROWTH

WEEK	WEEK ENDING	4PET CYCLES	BENCHMARK	NET CYCLE GROWTH
1	1/5/2020	100	85	15
2	1/12/2020	120	85	35
3	1/19/2020	72	85	-13
4	1/26/2020	150	85	65
Monthly Net Cycle Growth:				102

2. SHARE CALCULATIONS

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

To calculate pool shares, the Monthly Net Cycle Growth (MNCG) is divided by the number of weeks in the pool month (four in this example), then multiplied by the number of weeks qualified. 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)

$$\frac{102}{4} \times 3 = 76.5 = \text{76.5 QUALIFIED NET CYCLE GROWTH (Shares)}$$

102 Monthly Net Cycle Growth
4 Weeks Total
x 3 Weeks Qualified



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 re-evaluated 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 the 4PET's previous 26 paid weeks. For example, the 4PET Net Cycle Benchmark for the month of January would be your 4PET's average Cycles for the 26 paid weeks, immediately preceding the first commission week in January.
2. Each week, we'll calculate the difference between 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 (MNCG).
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 center 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.

CAN AN ASSOCIATE PARTICIPATE IN MULTIPLE POOLS?

Yes, see the example below.

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+-Star Pool

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

QUALIFIED NET CYCLE GROWTH

Growth of 1-40 shares: up to US\$10,000/CA\$11,100
 Growth of 41-100 shares: up to US\$25,000/CA\$27,750
 Growth 101+ shares: up to US\$50,000/CA\$55,500

PERSONAL MONTHLY NET CYCLE GROWTH

2-3-STAR POOL

Growth of 10-30 cycles: up to US\$10,000/CA\$11,100
 Growth of 31-50 cycles: up to US\$25,000/CA\$27,750
 Growth of 51+ cycles: up to US\$50,000/CA\$55,500

4-6-STAR AND 7-STAR+ POOL

Growth of 20-40 cycles: up to US\$10,000/CA\$11,100
 Growth of 41-60 cycles: up to US\$25,000/CA\$27,750
 Growth of 61+ cycles: up to US\$50,000/CA\$55,500



KEY TERMS

NET CYCLE BENCHMARK — The Net Cycle Benchmark is based on a 26-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.

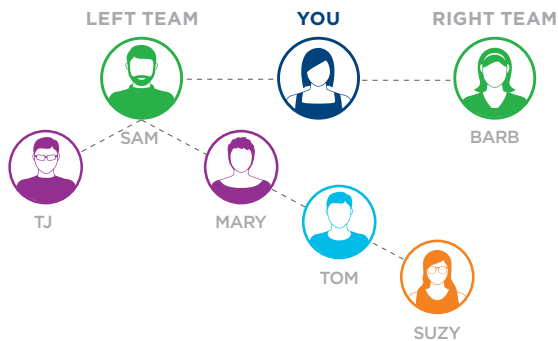
POOL MONTH — The four- or five-week period used to determine your Monthly Net Cycle Growth. Refer to the Leadership Pool Calendar.

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 the Minor Sales Team and 600 points come from the Major Sales Team.

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/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 his/her personal active status and the status of their Personally Enrolled Members.

AN EXAMPLE OF A 4PET (4-LEVEL PERSONALLY ENROLLED TEAM):



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

You help Sam and Barb join Isagenix. Sam helps TJ 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.

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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. To calculate your market's equivalent, simply multiply the U.S. amount shown by the applicable Foreign Exchange Multiplier for that specific market. This value is subject to change every quarter based on published exchange rates and will be valid for the following quarter.

