

Extended to 28 January 2018



# US \$ 125,000

## Executive Leadership Pool

*Achieve the rank of Executive to participate in the Executive Leadership Pool*

### QUALIFY

#### ALL NEW AND EXISTING ASSOCIATES CAN PARTICIPATE:

- Be a Paid-As Executive for at least one full commission week
- Increase your average Personal Team Bonus Cycles by 2 or more over the previous month's benchmark

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

### EARN

#### UP TO \$125,000 WILL BE AWARDED EACH MONTH.

### HOW IT WORKS

ONCE YOU HAVE QUALIFIED TO PARTICIPATE IN THE EXECUTIVE LEADERSHIP POOL, YOU WILL NEED TO INCREASE YOUR PERSONAL TEAM BONUS CYCLES BY A MINIMUM OF 2 OVER THE PREVIOUS MONTH'S BENCHMARK.

Week	Week Ending Benchmark	Personal Team Bonus Cycles	Benchmark	Net Cycle Growth
1	1 JANUARY 2017	14	7	7
2	8 JANUARY 2017	7	7	0
3	15 JANUARY 2017	5	7	-2
4	22 JANUARY 2017	10	7	3
Personal Monthly Net Cycle Growth:				8

#### QUALIFIED NET CYCLE GROWTH (QNCG)

$$\frac{8}{4 \text{ Weeks}} \times 4 \text{ Weeks Qualified} = 8 \text{ Shares}$$

*In this example, your Personal Monthly Net Cycle Growth is 8. This means you have 8 shares in the Executive Leadership Pool because you achieved the rank of Paid-As Executive each week.*

See contest rules for details.



# Frequently Asked Questions

## Executive Leadership Pool



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

1. All Associates, regardless of join date, can participate.
2. The pool is open to Australia, New Zealand, US, Canada and Puerto Rico Associates only.
3. You must be Paid-As Executive each day of the week for a minimum of one week in the month.
4. You must grow your Personal Team Bonus Cycles by at least 2 during the month to qualify.

### How will the pool be paid out?

1. We calculate your paid cycles and average these cycles over your previous 4 paid weeks to establish your Net Cycle Benchmark. For example, your Net Cycle Benchmark for the month of November would be your paid cycles for the 4 paid weeks prior to November.
2. Each week we'll take the difference of your Personal Team Bonus 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 month to determine your Monthly Net Cycle Growth.
4. Monthly Net Cycle Growth 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 (QNCG).
5. Your share of the pool will be determined by your Net Cycle Growth in relation to the Net Cycle Growth of all Pool participants. If your monthly Net Cycle Growth increased by at least 2 Personal Team Bonus Cycles over your Net Cycle Benchmark, you will be eligible for a share of the pool.

### HELPFUL DEFINITIONS

#### NET CYCLE BENCHMARK

The Net Cycle Benchmark is based on a 4 week average of Personal Team Bonus Cycles.

#### 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 (see below).

#### 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

Team Bonus Cycles do not include the following:

- Executive Match
- PIB Equivalent Cycles
- Retail Profit Equivalent Cycles
- RABs or Leadership Pool

### LEADERSHIP POOL CALENDAR

BONUS POOL MONTH				NET CYCLE BENCHMARK DATES (4 WEEK PERIOD)		
MONTH	Monday Start	Sunday End	# of weeks in Month	Monday Start	Sunday End	Monday Bonus Payment Date
AUGUST	24 July 2017	20 August 2017	4	12 June 2017	9 July 2017	18 September 2017
SEPTEMBER	21 August 2017	24 September 2017	5	10 July 2017	6 August 2017	16 October 2017
OCTOBER	25 September 2017	22 October 2017	4	14 August 2017	10 September 2017	13 November 2017
NOVEMBER	23 October 2017	19 November 2017	4	11 September 2017	8 October 2017	18 December 2017
DECEMBER	20 November 2017	31 December 2017	6	9 October 2017	5 November 2017	15 January 2018
JANUARY	1 January 2018	28 January 2018	4	20 November 2017	17 December 2017	12 February 2018

# Rules

## Executive Leadership Pool



1. Only members in Australia, New Zealand, US, Canada and Puerto Rico are eligible to participate in the Executive 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. Rank Advancement or Leadership Bonus are not included. Cycle equivalents are also not included.
4. Personal Team Bonus Cycles are the paid cycles generated during the commission week.
5. The Net Cycle Benchmark is a rolling 4-week average (paid weeks) of your Personal Team Bonus Cycles.
6. Weekly Net Cycle Growth is the total number of weekly Personal Team Bonus Cycles minus the 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 a minimum of 2 to be eligible for payment.
9. Members must qualify for a minimum of one week and be a Paid-As Executive (this is a qualifying week) during the month to participate in the pool.
10. Commission caps for paid cycles will be used in Weekly Net Cycle Growth calculations.
11. A minimum of one qualifying week in the month is required to participate in the pool.
12. QNCG is a percentage of Monthly Net Cycle Growth based on the member's number of qualified weeks.
13. The maximum bonus is based on QNCG.  
QNCG maximum: 1-5 QNCG = US\$500;  
6-10 QNCG = US\$1,000; 11+ QNCG = US\$5,000.
14. The per share value of each Pool (1 share = 1 Personal Monthly Net Paid Cycle Growth) will be calculated by taking the maximum monthly disbursement amount for the Pool divided by the total shares participating in the Pool. For example, a US\$125,000 is divided by the total QNCG shares for the month. In this example 1,000 QNCG shares would create a share value of US\$125 each. The share value will be based on the number of QNCG shares each month.
15. The 4-4-5 Reporting Calendar will be used. See the FAQs page for the Leadership Pool Calendar containing benchmark dates, weeks in pay period and payout dates.
16. The Executive Leadership Pool will be open until Sunday 28 January 2018.
17. For members who qualify for the Executive Leadership Pool but do not have 4 paid weeks available for use in the Net Cycle Benchmark calculation we will use the maximum number of available paid weeks used.
18. **All Paid-As Executives, regardless of their join date, can participate. However, if you are an Executive and have already qualified for the maximum of 6 consecutive months, you are not eligible to participate.**
19. Associates who qualify for the Executive Leadership Pool can participate for a maximum of 6 consecutive months. The first month that an Associate receives a payment in the Executive Leadership Pool will count as month 1. After 6 consecutive months are complete the Associate will no longer be eligible to participate in the Executive Leadership Pool.  
*Example: Joe participated in the Executive Leadership Pool in February 2016 for the first time. Regardless of his participation over the next months, the last month he can participate in the Executive Leadership Pool is July 2016.*
20. If you have already qualified in a previous Executive Leadership Pool for the maximum of 6 consecutive months, you are not eligible to participate in the Executive Leadership Pool.
21. If an Associate participates in any of the pools every week during the commission month they will be paid out based on the specific pool that they were eligible to participate in.  
*Example 1: Joe qualified in the Executive Leadership Pool for 1 week in October. The other 4 weeks of the commission month Joe participated in the 2-3 Pool. Joe will receive a pay out from the Executive Leadership Pool and the 2-3 Pool based on the number of shares he earned.*  
*Example 2: Jane qualified in the Executive Leadership Pool for 2 weeks, the 2-3 Star Pool for 1 week but did not participate at all for 1 week. She will be paid based on 2 weeks she qualified in the Executive Leadership Pool.*

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. Associate sponsorships and product orders that are deemed, in the sole discretion of Isagenix, 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.

This promotion is based on commissions earned by 28 January 2018.

As a promotion, participation in Leadership Pools is a privilege earned by strong business builders who exhibit qualities of a leader within Isagenix, devote the requisite time and effort and who desire to build solid, sustainable businesses. Compliance matters, including if a member is under Compliance review or is found to be acting in a non-compliant manner or in a manner which Isagenix Corporate believes does not fit in the spirit of the contest, may affect eligibility to participate in Leadership Pools and may lead to disqualification from current and future pools.

Amounts shown and calculated in USD and then paid in local currency subject to the Isagenix Foreign Exchange Policy. Please note that Isagenix reserves the right to adjust the Foreign Exchange Policy rate at any time.