Global Compensation Plan

INTRODUCTION

Welcome to Isagenix®! This company can be your vehicle on the road to financial freedom and a lifetime of satisfaction by helping others. The Isagenix Global Compensation Plan provides a logical and rewarding pathway to a better financial future. It rewards your personal efforts and allows you to leverage your time while helping others. The plan is generous and provides substantial income-earning potential.

DEFINITION OF TERMS

Business Volume (BV) A point value assigned to each commissionable product that is used to calculate the Team Bonuses.

Qualifying Volume (QV) - A point value assigned to certain commissionable products that is used to determine an Associate's Active status.

Personal Volume (PV) - The total BV of your personal orders purchased directly from Isagenix.

Group Volume (GV) - The BV that accumulates in your Left and Right Sales Teams based on your Active status and Paid As status.

Active Status – An Associate is considered active on a specific day if they have obtained 100PV in the last 30 days.

Qualifying Order – An order placed by an Associate (or their retail customer) that has enough QV to satisfy the Associate's QV requirement to be Active (100 QV).

Paid As Rank – The rank that the member's personal volume and personally enrolled team members qualify them for in a given Compensation Period.

Note: Please see Glossary for additional Definition of Terms

WAYS TO EARN

The Isagenix Global Team Compensation Plan offers you many ways to earn:

- Retail Profits
- Product Introduction Bonuses
- Team Bonuses
- Executive Matching Team Bonuses
- Incentives
- Promotions

RANKS OF ACHIEVEMENT

As an Isagenix Associate there are four ranks that you can achieve:

- Associate
- Consultant
- Star Consultant
- Executive

RETAIL PROFITS

As an Associate you can order products at wholesale cost (generally 33 percent off retail) directly from Isagenix and resell to your customers at retail. This enables you to earn up to 30 – 100 percent profit on product sold from your inventory.

RETAIL DIRECT PROFITS

As an Associate, you can also allow Customers to order products directly from the company through your Associate Web site and earn Retail Direct Profits. This profit is calculated and paid weekly by subtracting the wholesale price, and a $4.95 USD administration fee from the Suggested Retail Price. The Business Volume (BV) from any Retail Direct Sales of 100 BV or more is treated as Personal Volume (PV). Any Excess Volume (more than 100 PV) will be credited to the Minor Volume Sales Team at time of purchase, generating additional Team Bonus Volume.

World Leader in Whole-Body Nutritional Cleansing, Cellular Replenishing & Youthful Aging™

OPTIONAL PRODUCT INTRODUCTION PAK OFFER

Special value Product Introduction Paks can assist a new Associate in getting the fastest possible exposure to Isagenix products. While there is no product purchase required to be an Associate, your business will probably grow and duplicate more quickly if you're a satisfied product user and have product on hand to share with others. We recommend that you choose Isagenix Product Introduction Paks that best suit the goals and needs for your business.

PRODUCT INTRODUCTION BONUSES

You will be eligible to earn a Product Introduction Bonus (PIB) should your Personally Enrolled Associates choose to order one or more of the company's optional Product Introduction Paks directly from Isagenix at time of sign up.

TEAM BONUSES

Paid As Consultants, Star Consultants and Executives are eligible to earn Team Bonuses by building two Sales Teams – the Left sales Team and the Right Sales Team. When you accumulate 900 points in group volume (GV) and at least 300 of those points came from your minor volume sales teams and 600 points came from your major volume sales team, you earn a Team Bonus. This is called a Cycle. Your RBC can Cycle multiple times every day.

EXECUTIVE MATCHING TEAM BONUS

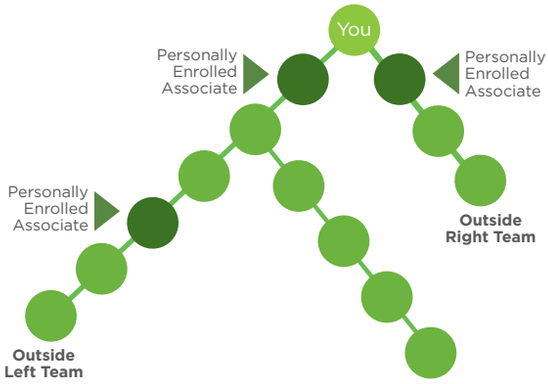
As an Active Paid As Executive, you are eligible to receive a 10% Matching Team Bonus on the weekly Team Bonus income of all Personally Enrolled Paid As Consultants, Star Consultants and Executives. The 10% Matching Team Bonus is calculated daily and paid weekly. Paid As Executives can earn up to a maximum of 250 matching bonuses per week.

RETAIL BUSINESS CENTER

New Associates will be given a Retail Business Center (RBC) positioned in the Placement Tree used for the purpose of tracking the sales within your Left and Right Sales Teams.

TEAM PLACEMENT TREE

The Team Placement Tree is the Tree in which you place your new Personally Enrolled Associates at the time of enrollment. As both your Sales Teams (Left and Right) grow you personally enroll new Associates and place them on your Left and Right Sales Teams. We recommend you place new Associates at the next available position on the bottom of your outside legs. The Associates you enroll duplicate your actions and start to personally enroll Associates of their own using the same tree.



ASSOCIATE QUALIFICATIONS

To become an Associate, submit an Independent Associate Application or complete an Online Enrollment Form. The purchase of a $39 Annual Associate Support System is required with your initial Application or Online Enrollment.

ASSOCIATE BENEFITS

After meeting a minimum of 100 PV in the prior 30 days, Associates are qualified as Active Associates. Active Associates can earn Retail Profits, Retail Direct Profits, Product Introduction Bonuses and accumulate the BV of Personally Enrolled Associates. They will also accumulate any Excess Personal Volume (PV) over 100 at the time of the order. If an Associate is Active on Autoship they are eligible to accumulate Group Volume (GV). However, no cycles will generate until Paid As Consultant status is achieved.

CONSULTANT QUALIFICATIONS

The first advancement in the Team Compensation Plan is the rank of Consultant.

To be eligible to be a Paid As Consultant and accumulate GV on both of your Sales Teams (Left and Right) you must be Active and maintain a minimum of one Active Personally Enrolled Associate on each of your Sales Team (Left and Right) at any time within the prior 30 days.

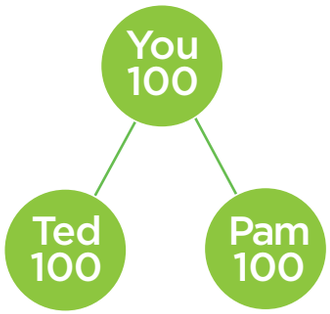
CONSULTANT BENEFITS

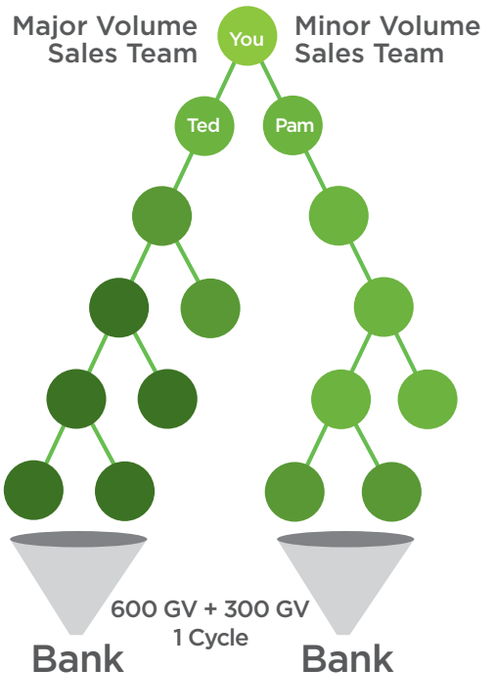
As a Qualified Paid As Consultant, you are eligible to receive Team Bonuses from the Group Volume (GV) generated from your Sales Teams'. Additionally, as long as you have an Autoship you are eligible to accumulate GV and earn Team Bonuses on Associates in your Sales Teams that are in international regions outside of your own. Simply complete and submit your Independent Isagenix Regional Application along with your Annual Regional Associate Fee.

HERE IS HOW IT WORKS

Visualize your organization as having a bank at the bottom of each of the Sales Teams, one on your Left Sales Team and one on your Right Sales Team. As sales occur anywhere from your Sales Teams, regardless of depth, the volume accumulates in each bank.

As a Paid As Consultant, each time you accumulate team volume totaling 900 GV with at least 600 GV in the Major Sales Team and 300 GV in the Minor Sales Team you earn a Cycle.

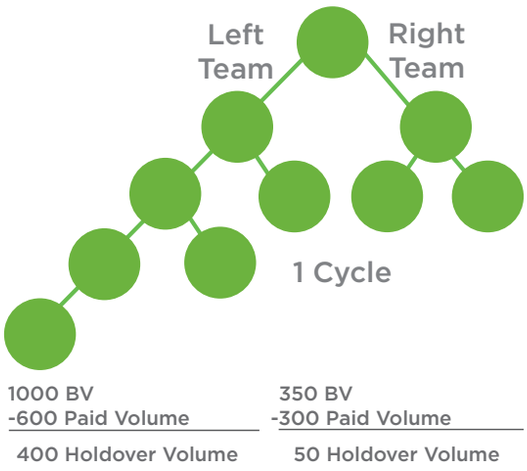




EXAMPLE OF HOLDOVER VOLUME

Another exciting feature of our plan is our Holdover Volume. Let's assume you've accumulated 1,000 in GV from your Left Sales Team and 250 GV from your Right Sales Team, and a new sale of 100 BV occurs from your Right Sales Team. When the new sale is added to your Right Sales Team, you now have 350 GV on your Right. Because you have accumulated 600 GV and 300 GV, a Cycle occurs.

Once this happens, the 600 GV is deducted from the Left and 300 GV is deducted from the Right, leaving you a Holdover Volume of 400 GV on the Left and 50 on the Right. This process will occur as long as you remain an Active Paid As Consultant or until the end of any day you have accumulated a Mega Cycle (minimum of 100 total Cycles).



Because the plan allows you to accumulate GV on both of your Sales Teams (Left and Right) no matter how deep it may grow, you can Cycle multiple times each day.

As a Consultant, you can earn up to 250 Cycles each week from your primary RBC.

STAR CONSULTANT QUALIFICATIONS

The next advancement in the Team Compensation Plan is the rank of Star Consultant.

You achieve Star Consultant rank by being a Paid As Consultant and having five Personally Enrolled Associates who are Paid As Consultants (at least one on each your left and right team) at the same time within the prior 30 days.

STAR CONSULTANT BENEFITS

As a qualified Paid As Star Consultant you are eligible to accumulate Group Volume (GV) and earn Team Bonuses on Associates in your Sales Teams that are in international regions outside your own.

Simply complete and submit your Independent Isagenix Regional Application along with your Annual Regional Associate Fee.

EXECUTIVE QUALIFICATIONS

Once you qualify your RBC and achieve Star Consultant, your next step is to achieve Executive rank. You achieve this rank by being Active and having 10 Personally Enrolled Associates (5 on each of your Left and Right Sales Team), who are Paid As Consultant at the same time within the prior 30 days. If you do this in your first 6 months, you can qualify as a Crystal Executive and earn special award benefits.

EXECUTIVE BENEFITS

Once you are qualified as an Executive, you are recognized as a leader with Isagenix. Paid As Executives are entitled to the following benefits:

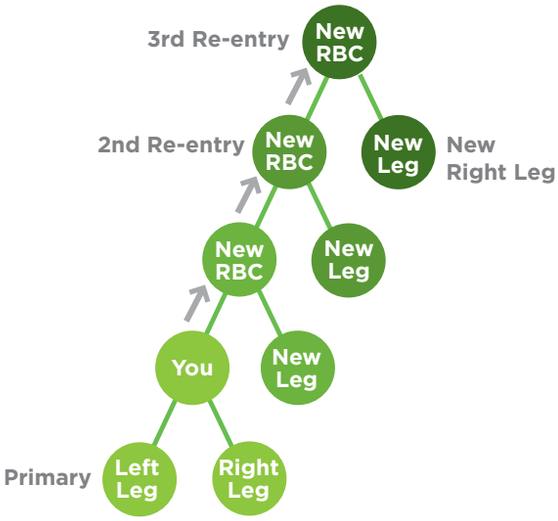
10% Matching Team Bonus – As an Active Paid As Executive, you are eligible to receive a 10% Matching Team Bonus on the weekly Team Bonus income from all Personally Enrolled Paid As Consultants, Star Consultants, and Executives up to a maximum of 25 Matching Team Bonus from each.

Here's an example: One of your Personally Enrolled Consultants earns 100 Cycles in Team Bonuses, you would earn an extra 10 Cycles in Matching Team Bonuses. The 10% Matching Team Bonus is calculated daily and paid weekly.

Earn up to 500 Cycles per RBC – Qualified Paid As Executives, in addition to 250 Team Bonus Cycles, may earn up to an additional 250 in Matching Team Bonuses from a single RBC.

Increase Earnings Through Re-Entries – Qualified Paid As Executives, who've built their organization to where it's producing 200 Cycles in a single week, will have the option of applying for an upline Executive Re-entry RBC positioned immediately above their existing Primary RBC.

The primary RBC becomes one Sales Team (i.e. Major Volume Sales Team) of a new Executive Re-Entry RBC. This means you can leverage all the volume from your primary business center as one leg of your new re- entry position. The qualifications for advancement for any new inserted position are the same as for any new Independent Associate RBC (see Letter of Intent for details). Each RBC shall be earning a minimum of 200 Cycles in a single week before any subsequent future RBCs may be inserted. You may repeat this process over and over.



International Team Bonus Volume – Earn Group Volume (GV) and Team Bonuses on Associates in your Sales Teams that are in international regions outside your own.

Simply complete and submit your Independent Isagenix Regional Application along with your Annual Regional Associate Fee.

INTERNATIONAL QUALIFICATION

Simply complete and submit your Independent Isagenix Regional Application along with your Annual Regional Associate Fee.

This fee is in addition to your Associate application and includes additional services in your Associate Support System and Personalized Web site.

As an International Associate you become registered and can become eligible to earn commissions in International regions.

INTERNATIONAL TEAM BONUS VOLUME

To accumulate Group Volume (GV) on Associates in regions outside of your home market (ie. North America home market includes U.S., Canada, Puerto Rico and Mexico; Asia Pacific home markets include Hong Kong, Taiwan, Australia and New Zealand), you must be registered in that region.

Paid As Consultants with an active Autoship, or Active Paid As Star Consultants and above can earn on GV generated by Associates in your Sales Teams that are in regions outside of your own.

RECOGNITION PROGRAM

Isagenix believes in recognizing Associates and leaders for their achievements. As you advance in rank from Associate to Consultant to Star Consultant to Executive, you are awarded a pin to commemorate each of your achievements and milestones.

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

Silver Circle – The Silver Circle Program recognizes Paid As Consultants and Paid As Star Consultants for achieving new milestones in the Team Compensation Plan. As additional stars are earned, you will be awarded a new pin to commemorate your success.

Here's how it works:

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

Golden Circle – The Golden Circle Program recognizes our Paid As Executives for reaching new milestones in their Isagenix income. As additional Stars are earned, you are awarded a new pin to commemorate each achievement.

Paid As Executives

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 the equivalent value to determine overall weekly Cycles. This various income is converted to equivalent Cycle Value in the week they are earned and added to your Team Bonus and Matching Team Bonus Cycles for that week.

Star Executive – Our Star Executive Program recognizes Executives who are able to help their Personally Enrolled Associates become Executives. For each Personally Enrolled Executive you promote, you receive another star and an award pin to commemorate your achievement. Earn up to 10 stars!

Million Dollar Earner – Associates who have collectively earned $1,000,000 or more since they've joined Isagenix are recognized with an elegant pin.

Platinum – Paid as Executives who qualify for a re-entry position are automatically moved to Platinum level.

Here's how it works:

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

SPECIAL FEATURES OF THE ISAGENIX TEAM COMPENSATION PLAN

AUTOSHIP PROGRAM

A program of convenience where a pre-selected order is shipped each month. Autoship orders provide additional savings and convenience to Associates and Customers.

ONGOING PERSONAL VOLUME (PV) AND MAINTENANCE REQUIREMENTS

All Associates, regardless of achieved rank, are eligible to earn retail profits, retail direct profits and product introduction bonuses (PIB), regardless of PV accumulated in any month.

Note: Any Associate earning compensation of less than $10.00 will have payment held until compensation totals are $10.00 or more.

Associates achieving a Rank will always be recognized at their highest-achieved rank, known as their Recognition Rank, but will be "paid on" their Paid As rank, which depends on their current activity and the activity of their Personally Enrolled Associates during a commission period.

NON-ACTIVE ASSOCIATES

Associates who are not Active will not accumulate any GV and will have any Holdover Volume reset to zero.

CONSULTANT MAINTAINANCE

If you are Active but fail to maintain a minimum of one Active Personally Enrolled Associate on each Sales Team, you will hold existing GV and accumulate additional GV on the BV of your Personally Enrolled Associates and on your own PV that is more than 100. No Team GV beyond your Personally Enrolled Associates will accumulate until you are a Paid As Consultant.

MEGA CYCLE

A Mega Cycle occurs whenever an Associate has accumulated a total of 100 Cycles. At the end of that business day, the Associate will have earned a Mega Cycle and maintain Holdover Volume of up to 12,000 BV in their Major Volume Sales Team and all Holdover Volume from their Minor Volume Sales Team.

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

One of the features of the Team Compensation Plan is its weekly pay feature. A weekly Compensation Period begins at 12:00 A.M. Monday (New York Time, EST) and runs through the following Sunday at 11:59 P.M. (New York Time, EST). The earned compensation is then paid to Associates on the Monday of the following week (effectively one week in arrears of Compensation Period).

ISAGENIX 50% PAYOUT GUARANTEE

Isagenix offers its Associates one of the most distributor-friendly programs offering one of the strongest payouts in the network marketing industry. We pay compensation out to the field of 50 percent of the BV we receive on bonus-eligible product purchases over the lifetime of our program. Any pay period in which the payout is less than 50 percent, we escrow the balance in our compensation account to supplement future payouts when necessary. To further protect the opportunity of all Independent Associates and Isagenix, the company has a cap of 50 percent of the BV that can be paid out.

HERE IS HOW IT WORKS

Each week the total BV of bonus-eligible sales are calculated and 50 percent of this value is available to be paid out in the Team 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

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

remaining pool by the total number of Cycles:

OUTSTANDING RESULTS AROUND THE WORLD

People around the world are aligning with the Isagenix Vision because of the outstanding results of our products, the support and training systems Isagenix provides to its Associates, and the record- breaking success of our Team Compensation Plan.

11-3805 • 100611