

US\$75,000

DIRECTOR LEADERSHIP POOL

Grow your business by achieving the Active Rank of Director and you can score in the Leadership Pools.

QUALIFY

ALL NEW AND EXISTING ASSOCIATES CAN PARTICIPATE:

- Achieve Director status and maintain the Active Rank of Director every day of the week
- Increase your average Personal Team Bonus Cycles by 2 over previous month's benchmark

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

EARN

UP TO US\$75,000 WILL BE AWARDED EACH MONTH.

HOW IT WORKS

ONCE YOU HAVE QUALIFIED TO PARTICIPATE IN THE DIRECTOR 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	Personal Team Bonus Cycles	Benchmark	Net Cycle Growth
1	30 SEPTEMBER 2018	7	5	2
2	7 OCTOBER 2018	6	5	1
3	14 OCTOBER 2018	8	5	3
4	21 OCTOBER 2018	6	5	1
Personal Monthly Net Cycle Growth:				7

QUALIFIED NET CYCLE GROWTH (QNCG)

$$\frac{7 \text{ Personal Monthly Net Cycle Growth}}{4 \text{ Weeks}} \times 4 \text{ Weeks Qualified} = 7 \text{ Shares}$$

In this example, the individual would earn 7 shares in the Director Leadership Pool. The maximum this individual could earn would be US\$1000.

ASSOCIATES WITH THE ACTIVE RANK OF DIRECTOR CAN PARTICIPATE IN THE DIRECTOR LEADERSHIP POOL FOR UP TO 3 CONSECUTIVE MONTHS.



WHAT IS 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, U.S., Canada and Puerto Rico Associates only.
3. You must maintain the Active Rank of Director 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 over the previous month's benchmark to qualify.

HOW WILL THE POOL BE PAID OUT?

1. Your Net Cycle Benchmark is created by averaging your 4 previous weeks' paid cycles.
2. Each week, we'll take the difference between your Personal Team Bonus Cycles and your Net Cycle Benchmark to determine 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). This determines how many pool shares you will receive.
5. The Director Leadership Pool share value is determined by dividing US\$75,000 by the total number of shares earned by all Associates with an Active Rank of Director for the month.

WHO CAN PARTICIPATE?

1. All Associates with an Active Rank of Director or Crystal Director.

PLEASE NOTE: Associates who have a Recognition Rank of Executive but have not achieved an Active Rank of Executive **WILL** be eligible to participate in this pool. Once an Associate reached the Active Rank of Executive for the first time (Paid As Executive for an entire Commission Week) they will only be eligible to participate in this pool for the remainder of the Commission Month.

HOW LONG CAN I PARTICIPATE?

Associates with the Active Rank of Director can participate in the Director Leadership Pool for up to 3 consecutive months.

HELPFUL INFORMATION

Personal Team Bonus Cycles do not include the following:

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

LEADERSHIP POOL CALENDAR

MONTH	BONUS POOL MONTH			NET CYCLE BENCHMARK DATES (4 WEEK PERIOD)		
	Monday Start	Sunday End	# of weeks in Month	Monday Start	Sunday End	Monday Bonus Payment Date
SEPTEMBER	August 26, 2019	September 29, 2019	5	July 15, 2019	August 11, 2019	October 14, 2019
OCTOBER	September 30, 2019	October 27, 2019	4	August 19, 2019	September 15, 2019	November 18, 2019
NOVEMBER	October 28, 2019	November 24, 2019	4	September 16, 2019	October 13, 2019	December 16, 2019
DECEMBER	November 25, 2019	December 29, 2019	5	October 14, 2019	November 10, 2019	January 13, 2020
JANUARY	December 30, 2019	January 26, 2020	4	November 18, 2019	December 15, 2019	February 17, 2020
FEBRUARY	January 27, 2020	February 23, 2020	4	December 16, 2019	January 12, 2020	March 16, 2020
MARCH	February 24, 2020	March 29, 2020	5	January 13, 2020	February 9, 2020	April 13, 2020
APRIL	March 30, 2020	April 26, 2020	4	February 17, 2020	March 15, 2020	May 18, 2020
MAY	April 27, 2020	May 24, 2020	4	March 16, 2020	April 12, 2020	June 15, 2020
JUNE	May 25, 2020	June 28, 2020	5	April 13, 2020	May 10, 2020	July 13, 2020
JULY	June 29, 2020	July 26, 2020	4	May 18, 2020	June 14, 2020	August 17, 2020
AUGUST	July 27, 2020	August 23, 2020	4	June 15, 2020	July 12, 2020	September 14, 2020



RULES

- Only members in Australia, New Zealand, U.S., Canada and Puerto Rico are eligible to participate in the Director Leadership Pool.
- Daily Active Rank and Personal Team Bonus Cycles will be used to determine eligibility. Members must maintain the Active Rank of Director each day during the commission week.
- 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.
- Personal Team Bonus Cycles are the paid cycles generated during the commission week.
- The Net Cycle Benchmark is a rolling 4 week average (paid weeks) of your Personal Team Bonus Cycles.
- Weekly Net Cycle Growth is the total number of weekly paid cycles minus the Net Cycle Benchmark.
- 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.
- Monthly Net Cycle Growth must be a minimum of 2 to be eligible for payment.
- Members must qualify for a minimum of one week and maintain the Active Rank of Director (this is a qualifying week) during the month to participate in the pool.
- Commission caps for paid cycles will be used in Weekly Net Cycle Growth.
- QNCG is a percentage of Monthly Net Cycle Growth based on the member's number of qualified weeks.
- The maximum bonus is based on QNCG:

QNCG MAXIMUM	
QNCG	AMOUNT
1-5	US\$500
6-10	US\$1,000
11+	US\$2,500

- The 4-4-5 Reporting Calendar will be used. See the previous page for benchmark dates, weeks in pay period, and pay-out dates.
 - The Director Leadership Pool will be open until Sunday 25 August 2019.
 - For members who qualify for the Director 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.
 - If an Associate is recognised as an Executive, they are eligible to participate in this pool until they achieve an Active Rank of Executive by being a Paid-As Executive for an entire Commission Week. Once an Associate achieves an Active Rank of Executive they are eligible to continue to participate in this pool only for the remainder of that Commission Month, regardless of whether the Associate has eligibility remaining.
 - Associates who qualify for the Director Leadership Pool can participate for a maximum of 3 consecutive months. The first month an Associate receives a payment in the Director Leadership Pool will count as month 1. After 3 consecutive months are complete, the Associate will no longer be eligible to participate in the Director Leadership Pool.
- EXAMPLE:** Paul qualified in the Director Leadership Pool in March 2018 for the first time. Regardless of his participation over the next months, the last month he can participate in the Director Pool will be May 2018.
- 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: Sam qualified in the Director Leadership Pool for 1 week in October. The other 3 weeks of the commission month, Sam qualified in the Executive Leadership Pool. Sam will receive a payment from the Director Leadership Pool and the Executive Leadership Pool based on the number of shares he earned.

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 at the sole discretion of Isagenix to be solely for contest advancement may not be counted in the contest. Australia, New Zealand, U.S., Canada and Puerto Rico only.

This promotion/program is based on Isagenix's 4-4-5 commission calendar. This promotion is based on commissions earned by 23 August 2020. 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.

