



# The Isagenix® Team Compensation Plan Overview



Effective Date: January 1, 2024

For more than two decades, Isagenix has paid over \$4 billion in commission to Members helping people use our revolutionary products. The Isagenix Team Compensation Plan encourages people to work together to accomplish financial goals. While we pride ourselves on the integrity of this plan, ultimately, your individual results and success are 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. Review our Earnings Disclosure at [IsagenixEarnings.com](https://www.isagenix.com/earnings) for more information. Isagenix may modify or amend this Compensation Plan at any time.*



## STEP 1: SIGN UP AS A PREFERRED CUSTOMER

Whether your goal is to lose weight, build muscle, improve your health, live a healthier 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 15–25 percent off retail prices.

EARN FOR  
SHARING  
PRODUCTS  
YOU LOVE



20% PRODUCT  
INTRODUCTION BONUS



RETAIL &  
RETAIL DIRECT PROFITS



RANK ADVANCEMENT  
BONUSES



INCENTIVES &  
PROMOTIONS



TEAM BONUSES  
(CYCLES)



EXECUTIVE MATCHING  
TEAM BONUSES

## STEP 2: UPGRADE TO ASSOCIATE

In order to participate in the compensation plan, a Customer must upgrade their account to Isagenix Independent Associate by completing the Associate application process in the Back Office (fees may apply).

### SHARE & EARN “RIGHT NOW” MONEY

Upon upgrading, the Associate will receive a personal website where their own Retail Direct Customers can purchase products. Associates are eligible to earn **Retail Profits**, **Retail Direct Profits**, and **20% Product Introduction Bonuses**, and can accumulate Group Volume (GV). You'll learn more about GV in Step 3. The main takeaway here is, by upgrading to Associate, you begin to access different ways to help grow your income opportunities just by sharing the products you love.

### The “Right Now” Money



#### 20% PRODUCT INTRODUCTION BONUS

Enroll a new Customer and earn 20% of the sales price amount on their first order (earn on shippable products after any discounts or coupons, excluding taxes and shipping.)



#### RETAIL PROFITS

Order products directly from Isagenix at discounted prices and resell the products in person at retail pricing.



#### RETAIL DIRECT PROFITS

Have your Customers order products directly from Isagenix through your personal website. Customers order at retail pricing and the difference is your profit.

Full definitions of these terms can be found in the glossary starting on page 12.

## START EARNING FOR SHARING THE PRODUCTS YOU LOVE

20% PIB

RETAIL PROFITS

RETAIL DIRECT PROFITS

### YOU'RE ON YOUR WAY TO BUILDING A TEAM

When setting up an account, new Customers and Associates are assigned a unique placement in their Enrolling Sponsor's marketing organization. This organization 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 Customers (and Associates) in his or her marketing organization. As an Associate's marketing organization grows, more product sales are made, and as more product sales are made, more money can be earned.

## STEP 3: ADVANCE TO CONSULTANT

### SHARE PRODUCT WITH AT LEAST TWO PEOPLE AND RANK ADVANCE TO CONSULTANT.

Become a Consultant by accumulating 100 Qualifying Volume (QV) and maintaining a minimum of 100 QV from a Personally Enrolled Member or Members on each of your Left and Right Sales Teams within the prior 30 days. Qualifying Volume is a point value assigned to each Commissionable Product (including packs).<sup>\*</sup> QV is used to measure active status, paid-as rank, and qualifying enrollments for promotions. BV and QV are stated together at the time of purchase, and where BV may decrease if a product is discounted, QV typically will not.

#### ILLUSTRATION OF CONSULTANT RANK ADVANCEMENT



### MORE WAYS TO EARN

As a promotional incentive, once you qualify as a Consultant, Isagenix rewards you with a one-time US\$50/CA\$55 **Rank Advancement Bonus (RAB)**.<sup>\*\*</sup>

In addition, you gain access to your accumulated GV and are eligible to earn **Team Bonuses (aka Cycles)**, as well as other **promotions and incentives** available to Consultants and above.

## CONSULTANT EARNING OPPORTUNITIES

20% PIB

RETAIL PROFITS

RETAIL DIRECT PROFITS

US\$50/CA\$55 RAB

CONSULTANT DEVELOPMENT BONUSES  
(PART OF RANK ADVANCEMENT BONUS)

TEAM BONUS (UP TO 100 CYCLES)

**PERSONALLY ENROLLED**—When you help someone open a Membership account with Isagenix—as a Customer or an Associate—they are considered your “Personally Enrolled” Member and they’re assigned a place on your Team Placement Tree (on either your Left Sales Team or your Right Sales Team).



#### PRO-TIP: MAINTAIN ACTIVE STATUS

Your **active status** is assigned each day based on whether 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.

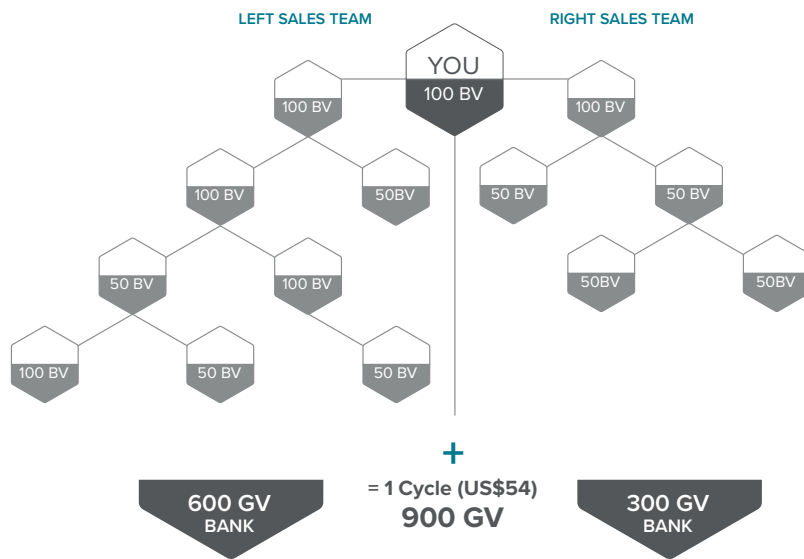
<sup>\*</sup>Qualifying Volume (QV) can be accumulated from personal purchases (for personal use or retail sales) and/or retail direct sales.

<sup>\*\*</sup>Rank Advancement Bonuses are one-time 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.

## UNDERSTANDING CYCLE PAY & LEVERAGED INCOME

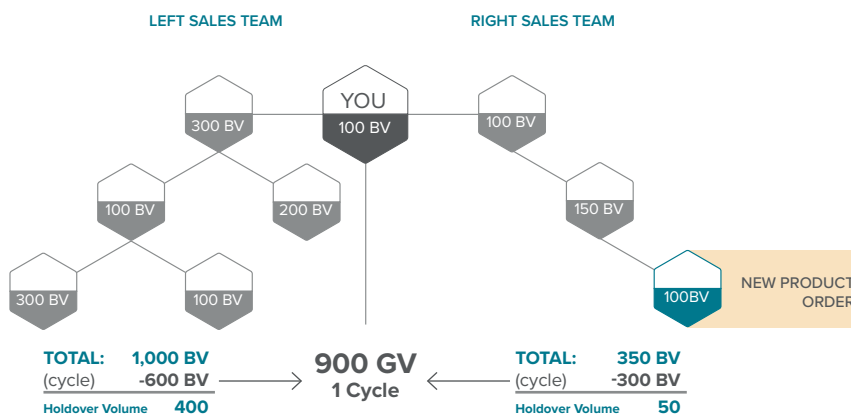
### WHAT DOES A TEAM BONUS (CYCLE) LOOK LIKE?

Visualize your organization with a bank account below each of your Left and Right Sales Teams. As product sales occur anywhere in your marketing organization, whether you personally enrolled those people or not, BV accumulates in each of these 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 about US\$54/CA\$60. The total BV that accumulates in an Associate's Left and Right Sales Teams combined is your **Group Volume (GV)**.



### HOW IT WORKS (FOLLOW EXAMPLE GRAPHIC BELOW)

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. This Holdover Volume will continue to accumulate as long as you remain active or until you experience a MegaCycle (see appendix).

**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.

**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 toward the next earned Team Bonus.

Cycles are calculated daily and paid weekly, and because you accumulate sales on your entire marketing organization no matter how much it grows, you could earn multiple Cycles a day. Depending on your rank, you could earn up to 100 Cycles per commission week as a paid-as Consultant, Manager, or Director, and up to 250 Cycles per commission week as a paid-as Executive.

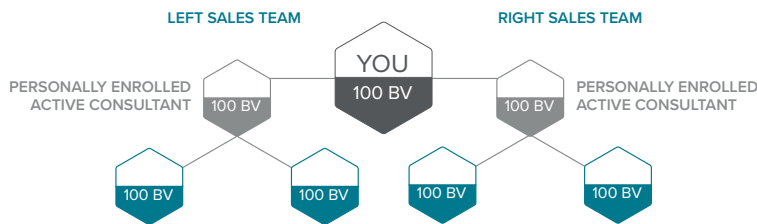
As part of the Rank Advancement Bonus promotion, Isagenix rewards you for achieving milestones in cycle growth when reaching 10, 20, 40, and 60 Cycles while advancing in rank.

# STEP 4: ADVANCE TO MANAGER (TWO WITH TWO)

## YOUR TWO PEOPLE SHARE PRODUCT WITH TWO MORE PEOPLE

You can qualify for Manager by being active with at least two Personally Enrolled Associates who are paid-as Consultants at the same time within the prior 30 days.

If you become a Manager within 60 days of becoming an Associate, you can become a Crystal Manager and earn a one-time US\$250/CA\$277 Crystal Manager promotional bonus.



## MANAGER EARNING OPPORTUNITIES

20% PIB

RETAIL PROFITS

RETAIL DIRECT PROFITS

CRYSTAL MANAGER BONUS  
(US\$250/CA\$277)

10 CYCLE BONUSES  
(PART OF RANK ADVANCEMENT BONUS)

TEAM BONUS (UP TO 100 CYCLES)

### PRO-TIP: GO CRYSTAL

Isagenix offers promotions and incentives like the Rank Advancement Bonus for people who rank advance quickly.

Achieve Manager within 60 days of becoming an Associate, and you can receive a one-time Crystal Bonus along with the title of Crystal Manager.

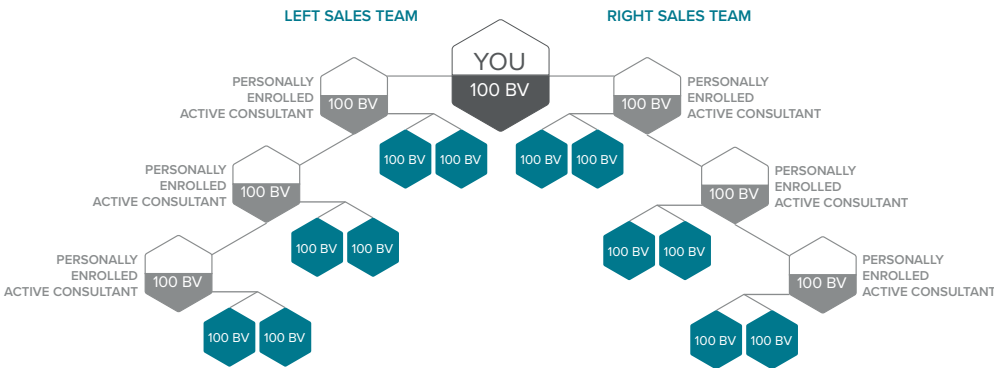
Crystal bonuses are available for Managers, Directors, and Executives. Be sure to review the full Rank Advancement Bonus promotion page on [IsagenixBusiness.com](http://IsagenixBusiness.com).

# STEP 5: ADVANCE TO DIRECTOR (SIX WITH TWO)

## YOUR SIX PEOPLE SHARE PRODUCT WITH TWO MORE PEOPLE

You can qualify for Director by being active with at least six Personally Enrolled Associates who are paid-as Consultants at the same time within the prior 30 days.

PLUS: Isagenix offers a promotion that pays a one-time Crystal Director promotional bonus of US\$750/ CA\$832 when you have six Personally Enrolled Consultants on your team within within 120 days of becoming an Associate.



## DIRECTOR EARNING OPPORTUNITIES

20% PIB

RETAIL PROFITS

RETAIL DIRECT PROFITS

CRYSTAL DIRECTOR BONUS  
(US\$750/CA\$832)

20 CYCLE BONUS  
(PART OF RANK ADVANCEMENT BONUS)

TEAM BONUS (UP TO 100 CYCLES)

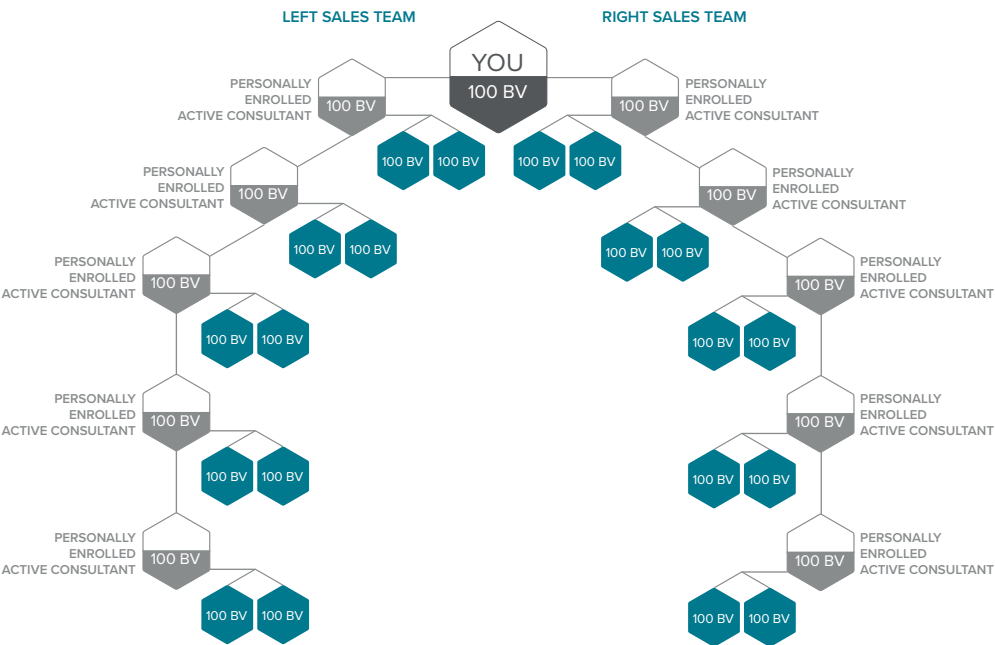
# STEP 6: ELEVATE TO EXECUTIVE (TEN WITH TWO)

## YOUR TEN PEOPLE SHARE PRODUCT WITH TWO MORE PEOPLE

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) one day within the prior 30 days. Maintain Executive by being active with at least 10 personally enrolled Associates who are paid-as Consultants (at least 8 on one Sales Team and 2 on the other) one day within the prior 30 days.

When you achieve Executive, you unlock a new way to earn. As a paid-as Executive, you can now earn a maximum of 250 Cycles per week for each week that you maintain your paid-as Executive rank every day of the commission week. Paid-as Executives can also earn Executive Team Matching Bonuses and become eligible for Re-Entries (see below) in addition to all the benefits and earning options available to Directors.

PLUS: If you achieve this level within 180 days of becoming an Associate, you can earn a one-time promotional US\$1,000/CA\$1,110 bonus and the rank of Crystal Executive (see page 9).



## EXECUTIVE EARNING OPPORTUNITIES

20% PIB

RETAIL PROFITS

RETAIL DIRECT PROFITS

CRYSTAL EXECUTIVE BONUS  
(US\$1,000/CA\$1,110)

40 AND 60 CYCLE BONUSES  
(PART OF RANK ADVANCEMENT BONUS)

TEAM BONUS (UP TO 250 CYCLES)

10% MATCHING TEAM BONUS

RE-ENTRIES

## 10% Matching Team Bonus

Once you are qualified as an Executive, you are recognized 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 Center, 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% of the Personally Enrolled Consultants 100 Cycles) that week. Assuming each Cycle is worth US\$54/CA\$60, that's an extra US\$540/CA\$600 in Matching Team Bonuses for that week alone!

## STEP 7: GO PLATINUM

Another perk of becoming an Executive is the opportunity to qualify for a re-entry position. Opening a re-entry position qualifies the Member for the recognition rank we call Platinum—the top recognition rank!

### Re-Entries

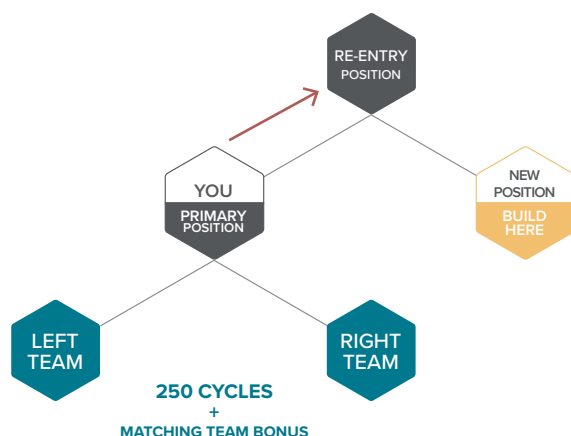
Paid-as Executives for three consecutive months, whose team has produced an average of 225 Cycles within 13 weeks, may apply for a re-entry position. The first re-entry position is located immediately above the Executive's existing primary position. Subsequent re-entry positions are located immediately above the most recent re-entry 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.

### Cycling for Re-Entry Positions

Maintain paid-as Executive in any position with 10 Consultants (any combination with a minimum of 2 on one side and up to 8 on the other) to be eligible to earn up to 250 Cycles in all of your positions. Re-entry provides a way to continue to grow, build, and benefit from all available growth milestones, promotions, and incentives. For more information, refer to the Request for Re-Entry Position form and The Platinum Handbook.

### Executive Match

Earn Executive Match from your re-entry position in addition to your primary position by maintaining paid-as Executive with 10 paid-as Consultants in one position (any combination with a minimum of 2 on one side and up to 8 on the other) and 5 paid-as Consultants in subsequent re-entry positions.



# 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 personalized 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 region. For example, the United States, Canada, and Puerto Rico is one region, so a US Associate can receive GV from Canada and Puerto Rico without an International Sponsorship (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% or more of their volume originating from outside of their region.

## Isagenix 50% Payout Guarantee

Isagenix offers its Associates one of the most distributor-friendly programs 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 program. 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 maximum of 50% of the BV that can be paid out.

## HERE'S HOW IT WORKS:

Each week, the total BV of commissionable product purchases is calculated, and 50% 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.**

Total Remaining  
Pool Dollars

Total Number of  
Cycles Earned

=

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) enrollment 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 when each MegaCycle occurs.

## Grace Period

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

## Weekly Pay

Weekly pay is a noteworthy feature of the Isagenix Team Compensation Plan. A commission week begins at 12 a.m. (ET) on Monday and runs through 11:59 p.m. (ET) of the following Sunday. The earned compensation is paid to Associates on Monday of the following week (effectively one week in arrears).

## Nonactive Associates

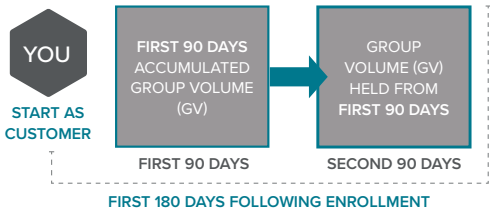
Associates who are not active with 100 QV will not accumulate any GV and will have any holdover volume reset to zero.

## 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 BV that is more than 100.

## Preferred Customers Do Not Participate in the Compensation Plan

Most of our Members are Customers who enjoy our products and don't participate in the Compensation Plan, and that's OK! If a Customer is interested in becoming an Associate, they are eligible to accumulate any Qualifying Volume (QV) over 100 QV in any 30-day period for 180 days from their join date, plus Business Volume (BV) for their first 90 days as an encouragement to become an Associate and build an Isagenix business. To take advantage of any accumulated volume, a Customer is required to open an Associate account within the 180-day period immediately following their enrollment date. If a Customer does not become an active Associate within the first 90 days of their enrollment date, 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 QV within 30 days of transitioning to an Associate in order to continue accumulating the volume. Refer to your online Customer account for additional details.



# At-A-Glance: Ways to Earn

|                                      | ASSOCIATE | CONSULTANT | MANAGER | DIRECTOR | EXECUTIVE |
|--------------------------------------|-----------|------------|---------|----------|-----------|
| <b>"RIGHT NOW" MONEY</b>             |           |            |         |          |           |
| <b>20% PIB</b>                       | Y         | Y          | Y       | Y        | Y         |
| <b>Retail Profits</b>                | Y         | Y          | Y       | Y        | Y         |
| <b>Retail Direct Profits</b>         | Y         | Y          | Y       | Y        | Y         |
| <b>BONUS MONEY</b>                   |           |            |         |          |           |
| <b>Rank Advancement Bonus</b>        |           | Y          | Y       | Y        | Y         |
| <b>Crystal Bonuses</b>               |           |            | Y       | Y        | Y         |
| <b>LEVERAGED INCOME</b>              |           |            |         |          |           |
| <b>Team Bonus (Cycles)</b>           |           | Y (100)    | Y (100) | Y (100)  | Y (250)   |
| <b>Executive Matching Team Bonus</b> |           |            |         |          | Y         |

**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 Qualifying 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 Qualifying Volume. Any volume in excess of 100 QV will be credited to the Minor Volume Sales Team, generating additional Team Business Volume.

**20% PRODUCT INTRODUCTION BONUSES (PIBS)** – Associates can earn a one-time bonus by sharing qualified shippable products or packs with a new Member on their initial order.

**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 in Group Volume (GV), at least 300 GV comes from one side of the Sales Team (the Minor Volume Sales Team), and 600 GV 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 100 Cycles per week. If an Associate achieves and maintains paid-as Executive status for an entire Commission Week, that Associate is eligible to earn a maximum of 250 Cycles in that Commission 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. Visit [IsagenixBusiness.com](http://IsagenixBusiness.com) for current promotions.

# Glossary

**20% PRODUCT INTRODUCTION BONUS (PIB)** – Associates are eligible to earn a one-time 20% Product Introduction Bonus (PIB) whenever a new Personally Enrolled Member makes a qualifying purchase from Isagenix directly at the time they enroll. 20% PIB excludes any discounts, coupons, credits, taxes, and shipping applied to the initial order.

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

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

**ACTIVE STATUS** – Your active status is assigned each day based on if you 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 QV 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.

**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 Isagenix 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 SUPPORT SYSTEM** – The online support system available to each Isagenix Associate at enrollment. 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 enroll new Customers and Associates. It also includes access to the Back Office and training materials.

**BACK OFFICE** – The online portal through which Associates have access to information and tools to operate their Isagenix businesses.

**BUSINESS CENTER** – A position in 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 Isagenix Commissionable Product (including packs). BV is used to track and measure product sales and to calculate commissions.

**COMMISSION WEEK** – From 12 a.m. (ET) Monday to the following Sunday night at 11:59 p.m. (ET).

**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 considerations 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** – A rank of the Compensation Plan achieved by any Member who has two active Associates with 100 QV, one on the Left Sales Team and one on the Right Sales Team.

**CYCLE (AKA TEAM BONUS)** – When an active Consultant or above accumulates 900 points in Group Volume, and at least 300 of those points come from the Minor Volume Sales Team, and 600 points come from the Major Volume Sales Team, the Associate earns a Team Bonus. A Team Bonus is also referred to as a Cycle.

**DAY** – From 12 a.m. (ET) to 11:59 p.m. (ET).

**DIRECTOR** – A rank of the Compensation Plan achieved by any Member who has at least six Personally Enrolled Associates who are paid-as Consultants at the same time, within the prior 30 days.

**ENROLLING SPONSOR** – The person who is credited for personally enrolling an Associate or Customer.

**EXECUTIVE** – A rank of the Compensation Plan achieved by any Member who has 10 active Consultants with 100 QV, five on the left and five on the right to advance. After advancing to Executive, an Executive can maintain status by having 10 active Consultants, with at least two on one team and eight on the other.

**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 Business Volume that accumulates in an Associate's marketing organization.

**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 unused Group Volume at any given time.

**MANAGER** – A rank of the Compensation Plan achieved by any Member who has at least two Personally Enrolled Associates who are paid-as Consultants at the same time, within the prior 30 days.

**MARKETING ORGANIZATION** – 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** – A MegaCycle occurs at the end of any day that a minimum of 100 Cycles has been accumulated since the Associate's (1) enrollment 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.

**MEMBER** – Includes Customers and Associates who create an account and an account with Isagenix.

**MINOR VOLUME SALES TEAM** – The Sales Team holding the least unpaid, unused Group Volume at any given time.

**PAID-AS RANK** – The rank that an Associate qualifies for on a given day based on the Associate's QV and/or his or her Personally Enrolled Team Members' QV, 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 (either on your Left Sales Team or your Rights Sales Team).

**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.

**PLATINUM** – The top recognition level at Isagenix, awarded to Associates who achieve paid-as Executive status and are granted a re-entry position.

**POSITION** – Is the placement location of Customers and Associates in the Enrolling Sponsor's Team Placement Tree.

**QUALIFYING VOLUME (QV)** – A point value assigned to each Commissionable Product (including packs). QV is used to measure active status, paid-as rank, and qualifying enrollments for promotions. BV and QV are stated together at the time of purchase, and where BV may decrease if a product is discounted, QV typically will not.

**QUALIFYING VOLUME HOLDING (QVH)** – QV over 100 that is held until an Associate becomes a Consultant. Once Consultant status is achieved, QVH is applied to the Minor Volume Sales Team.

**RANK(S)** – The title or status an Associate has achieved within the Compensation Plan. The five Compensation Plan ranks are Associate, Consultant, Manager, Director, and Executive.

**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 suggested retail prices through an Associate's personal website. Retail Customers are not Members.

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

**RETAIL PROFITS** – A person who purchases Isagenix products directly from an Associate, not through their 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.

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

**TEAM PLACEMENT TREE** - The organization structure that is used by Isagenix to track enrollments 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 ranks within the Isagenix Team Compensation Plan.

**WEEK** – From 12 a.m. (ET) Monday to the following Sunday at 11:59 p.m. (ET).