

# HOLIDAYS COME EVERY QUARTER WITH THE \$4 MILLION HOLIDAY BONUS POOL



Accruing shares in the Holiday Bonus Pool is as simple as one, two, three!

**Nov. 21, 2016, through Nov. 19, 2017**

## HOW TO QUALIFY:

1. Achieve the Active rank of Manager, Director, or Executive.
2. Maintain the Active rank of Manager, Director, or Executive for at least eight of the 13 weeks each quarter.†
3. Have three or more new, Active Members join with at least 100 BV or more per quarter.\*

## HOW SHARES ARE ACCRUED:

- Isagenix commits up to US\$4 million for the Holiday Bonus Pool with up to US\$1 million available for each program quarter. Quarterly share values are determined by dividing \$1 million by the number of shares accrued in a given quarter.†
- Available weekly shares are based on the Associate's Active rank. See chart for weekly bonus shares available by Active rank.
- The amount of shares you accrue each quarter will be displayed in your Back Office in the left-hand column.
- Fifty percent of the total share value will be payable after each quarter, and the remaining 50 percent will be paid in mid-December of 2017.

 "So thankful for this holiday bonus. Having six kids and eight grandbabies, this is a great nest egg for the holidays!" - Jill K.

<b>Quarter 1:</b>	November 21, 2016-February 19, 2017
<b>Quarter 2:</b>	February 20, 2017-May 21, 2017
<b>Quarter 3:</b>	May 22, 2017-August 20, 2017
<b>Quarter 4:</b>	August 21, 2017-November 19, 2017

Isagenix Active Rank	The higher the rank, the more shares you can accrue!	Weekly Bonus Shares Available
Manager		2
Director		6
Executive		10

\*A new, Active Member is defined as an Associate or Customer who does the following: (a) joins Isagenix from November 21, 2016, through November 19, 2017, and (b) places an initial order of at least 100 BV.

†There is a US\$25 cap per share per quarter. The total payout for a quarter may be less than \$1 million.

The Active rank is the lowest Paid-As rank that an Associate achieves during a given commission week.

‡You must maintain personal Active status. If you fail to do so, you forfeit your right to all accrued shares for that quarter and for all previous closed quarters. You are considered Active on a specific day if you have obtained 100 PV in the prior 30 days.

Re-entry positions will not be combined for share accruals or bonus payouts.

The Holiday Bonus Pool is open to Associates from ALL countries. Rules and requirements may vary by country to meet local needs and laws.

All dollar amounts are shown in U.S. dollars. Local amounts are subject to the Isagenix Foreign Exchange Policy.

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 your specific market. This value is subject to change every quarter based on published exchange rates and will be valid for the following quarter.



## HOLIDAY BONUS POOL FAQ

### WHICH COUNTRIES CAN PARTICIPATE IN THE HOLIDAY BONUS POOL?

U.S., CA, PR, MX, NZ, AU, TW, HK, SG, MY, and CO can all participate.

### HOW ARE VALUES FOR THE HOLIDAY BONUS POOL QUARTERLY SHARES DETERMINED?

Quarterly share values are determined by dividing \$1 million by the number of shares accrued in a given quarter.

### WHAT ARE THE BASIC QUALIFICATIONS TO ACCRUE SHARES IN THE HOLIDAY BONUS POOL?

Associates will be able to accrue shares in the pool by achieving and maintaining the Active rank of Manager or higher for a minimum of eight weeks in the applicable 13-week quarter and sponsoring at least three new, Active Members in the same quarter.

### AN ASSOCIATE MAY ACCRUE WEEKLY SHARES BASED ON ACTIVE RANK AS FOLLOWS:

Isagenix Active Rank	Weekly Shares Available
Manager	2
Director	6
Executive	10

### HOW IS THE WEEKLY ACTIVE RANK DETERMINED?

The Active rank is the lowest Paid-As rank achieved during a given commission week.

### HOW ARE THE HOLIDAY BONUS POOL SHARES PAID OUT?

Associates who qualify in the Holiday Bonus Pool will receive their Holiday Bonus earnings in two payments. Fifty percent of the earned shares will be paid out at the end of each quarter, and the other 50 percent of the earned shares will be paid out mid-December of 2017. In order to receive the Holiday Bonus Pool payout at the end of the quarter, new Members must earn at least US\$50. If new Members do not earn US\$50 in their Holiday Bonus Pool payout, they will receive their payout in the following quarter.

### WILL THERE BE A CAP ON THE SHARE VALUE?

Yes. There will be a US\$25 cap per share each quarter.

### WHAT HAPPENS IF A NEW MEMBER JOINS, AND THERE ARE NOT EIGHT WEEKS LEFT IN THE QUARTER? CAN THE NEW MEMBER STILL QUALIFY FOR THE HOLIDAY BONUS POOL?

An Associate who joins Isagenix and achieves and maintains the Active rank of Manager for the first time with more than four weeks but less than 13 weeks remaining in the quarter may still qualify as follows:

- ▶ **0-4 weeks left in the quarter:** The new Associate can only qualify for the next quarter's shares.
- ▶ **5-9 weeks left in the quarter:** The new Associate must achieve and maintain the Active rank of Manager or higher for a minimum of five weeks plus personally develop at least three new, Active Members.
- ▶ **10-13 weeks left in the quarter:** The new Associate must achieve the Active rank of Manager or higher for a minimum of eight weeks plus personally develop three new, Active Members.

### WHAT ARE THE QUARTER DATES?

Quarter 1: November 21, 2016-February 19, 2017

Quarter 2: February 20, 2017-May 21, 2017

Quarter 3: May 22, 2017-August 20, 2017

Quarter 4: August 21, 2017-November 19, 2017

### WHERE CAN YOU FIND INFORMATION ABOUT THE NUMBER OF YOUR ACCRUED SHARES?

Log in to your Back Office and you will see your information on the left-hand panel.

### HOW DO PLATINUM BUSINESSES QUALIFY FOR THE HOLIDAY BONUS POOL?

Associates with re-entry positions must personally develop at least three new, Active Members per business center per quarter for all business centers to qualify.

You can have all the required new, Active Members join (three per business center) in just one of your business centers, or you can split them among your business centers. (For example, an Associate with two business centers can have the minimum of six required new, Active Members join in either business center; have three new, Active Members join in each business center; or divide the total number in any combination between the two centers.)

If all other requirements are met, the Active rank in each business center will determine the total number of shares that will accrue weekly for that business center.