



# 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                                  | 1 JANUARY 2017  | 7                          | 5         | 2                |
| 2                                  | 8 JANUARY 2017  | 6                          | 5         | 1                |
| 3                                  | 15 JANUARY 2017 | 8                          | 5         | 3                |
| 4                                  | 22 JANUARY 2017 | 6                          | 5         | 1                |
| Personal Monthly Net Cycle Growth: |                 |                            |           | 7                |

### QUALIFIED NET CYCLE GROWTH (QNCG)

$$\frac{7}{4} \times 4 = 7 \text{ Shares}$$

Personal Monthly Net Cycle Growth (7) divided by 4 Weeks equals 7 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**

# Frequently Asked Questions



## Director 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 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 an Active Rank of Director **WILL NOT** be eligible to participate in this pool.

### 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

| BONUS POOL MONTH |                  |                  |                     | NET CYCLE BENCHMARK DATES<br>(4 WEEK PERIOD) |                  |                           |
|------------------|------------------|------------------|---------------------|--|------------------|---------------------------|
| MONTH            | Monday Start     | Sunday End       | # of weeks in Month | Monday Start                                 | Sunday End       | Monday Bonus Payment Date |
| JANUARY          | 26 December 2016 | 22 January 2017  | 4                   | 14 November 2016                             | 11 December 2016 | 13 February 2017          |
| FEBRUARY         | 23 January 2017  | 19 February 2017 | 4                   | 12 December 2016                             | 8 January 2017   | 13 March 2017             |
| MARCH            | 20 February 2017 | 26 March 2017    | 5                   | 9 January 2017                               | 5 February 2017  | 17 April 2017             |
| APRIL            | 27 March 2017    | 23 April 2017    | 4                   | 13 February 2017                             | 12 March 2017    | 15 May 2017               |
| MAY              | 24 April 2017    | 21 May 2017      | 4                   | 13 March 2017                                | 9 April 2017     | 12 June 2017              |
| JUNE             | 22 May 2017      | 25 June 2017     | 5                   | 10 April 2017                                | 7 May 2017       | 17 July 2017              |
| JULY             | 26 June 2017     | 23 July 2017     | 4                   | 15 May 2017                                  | 11 June 2017     | 14 August 2017            |
| AUGUST           | 24 July 2017     | 20 August 2017   | 4                   | 12 June 2017                                 | 9 July 2017      | 18 September 2017         |

# Rules



## Director Leadership Pool

1. Only members in Australia, New Zealand, US, Canada and Puerto Rico are eligible to participate in the Director Leadership Pool.
2. 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.
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 paid 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 maintain the Active Rank of Director (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.
11. QNCG is a percentage of Monthly Net Cycle Growth based on the member's number of qualified weeks.
12. The maximum bonus is based on QNCG:

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

13. The 4-4-5 Reporting Calendar will be used. See the previous page for benchmark dates, weeks in pay period, and pay-out dates.
14. The Director Leadership Pool will be open until Sunday 20 August 2017.
15. 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.
16. Once an Associate is recognised as an Executive, they are **no longer** eligible to participate in this pool, regardless of whether the Associate has eligibility remaining.
17. 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 2017 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 2017.*
18. 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. 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.

Australia, New Zealand, US, 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 20 August 2017.

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.

