

Contest Period: November 25, 2013 – December 27, 2015

# \$125,000 USD

## Executive Leadership Pool

*Now Executives can participate in the NEW Executive Leadership Pool.*

### QUALIFY

#### ALL NEW AND EXISTING ASSOCIATES CAN PARTICIPATE:

- Be on Autoship
- Be a Paid-As Executive for at least one full commission week
- Increase your average team bonus Cycles by 2 over the previous month's benchmark

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

### EARN

UP TO \$125,000 USD WILL BE AWARDED EACH MONTH.

### HOW IT WORKS

ONCE YOU HAVE QUALIFIED TO PARTICIPATE IN THE EXECUTIVE LEADERSHIP POOL, YOU WILL NEED TO INCREASE YOUR PERSONAL TEAM BONUS CYCLES BY A MINIMUM OF 2 OVER THE PREVIOUS MONTH.

Week	Week Ending Benchmark	Personal Cycles	Benchmark	Net Cycle Growth
1	11/3/2013	14	7	7
2	11/10/2013	7	7	0
3	11/17/2013	5	7	-2
4	11/24/2013	10	7	3
Personal Monthly Net Cycle Growth:				8

*In this example, your Personal Monthly Net Cycle Growth is 8.*



# Frequently Asked Questions

## Executive Leadership Pool



### What are the criteria for participating in the pool?

- All Associates, regardless of join date, can participate.**
- The pool is open to U.S., Canada, Puerto Rico, Australia and New Zealand Associates only.
- You must be on Autoship.
- You must be Paid-As Executive each day of the week for a minimum of one week in the month.
- You must grow your paid Team Bonus Cycles by at least 2 during the month to qualify.

### How will the pool be paid out?

- We calculate your paid cycles and average these cycles over your previous 4 paid weeks to establish your Net Cycle Benchmark. For example, your Net Cycle Benchmark for the month of May would be your paid cycles for the 4 paid weeks prior to May.
- Each week we'll take the difference of your paid Team Bonus Cycles and your Net Cycle Benchmark. This is your Weekly Net Cycle Growth.
- We add your Weekly Net Cycle Growth for each week in the month to determine your Monthly Net Cycle Growth.
- 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).
- Your share of the pool will be determined by your Net Cycle Growth in relation to the Net Cycle Growth of all Pool participants. If your monthly Net Cycle Growth increased by at least two paid Team Bonus Cycles over your Net Cycle Benchmark, you will be eligible for a share of the pool.

### HELPFUL DEFINITIONS

#### NET CYCLE BENCHMARK

The Net Cycle Benchmark is based on a 4-week average of paid Team Bonus Cycles.

#### QUALIFIED NET CYCLE GROWTH

Your Monthly Net Cycle Growth, divided by weeks in the Reporting Month, multiplied by your number of qualifying weeks in the month.

#### REPORTING MONTH

The four- or five-week period used to determine your Net Cycle Growth for the month. Refer to the Leadership Pool Calendar. (See below)

#### TEAM BONUS CYCLES

The Team Bonus is earned by Paid-As Consultants and Paid-As Executives when their sales teams accumulate 900 points in Group Volume and at least 300 of those points come from one of the sales teams and 600 points come from the other.

#### PERSONAL CYCLES

Personal Cycles are the paid cycles that generate in your position during the month.

### HELPFUL INFORMATION

- Team Bonus Cycles do not include the following:
  - Executive Match
  - PIB Equivalent Cycles
  - Retail Profit Equivalent Cycles
  - Rank Advancement Bonus 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
JANUARY	December 29, 2014	January 25, 2015	4	November 17, 2014	December 14, 2014	February 16, 2015
FEBRUARY	January 26, 2015	February 22, 2015	4	December 15, 2014	January 11, 2015	March 16, 2015
MARCH	February 23, 2015	March 29, 2015	5	January 12, 2015	February 8, 2015	April 13, 2015
APRIL	March 30, 2015	April 26, 2015	4	February 16, 2015	March 15, 2015	May 18, 2015
MAY	April 27, 2015	May 24, 2015	4	March 16, 2015	April 12, 2015	June 15, 2015
JUNE	May 25, 2015	June 28, 2015	5	April 13, 2015	May 10, 2015	July 13, 2015
JULY	June 29, 2015	July 26, 2015	4	May 18, 2015	June 14, 2015	August 17, 2015
AUGUST	July 27, 2015	August 23, 2015	4	June 15, 2015	July 12, 2015	September 14, 2015
SEPTEMBER	August 24, 2015	September 27, 2015	5	July 13, 2015	August 13, 2015	October 12, 2015
OCTOBER	September 28, 2015	October 25, 2015	4	August 17, 2015	September 13, 2015	November 16, 2015
NOVEMBER	October 26, 2015	November 22, 2015	4	September, 2015	October 11, 2015	December 14, 2015
DECEMBER	November 23, 2015	December 27, 2015	5	October 15, 2015	November 8, 2015	January 18, 2015
JANUARY	December 28, 2015	January 24, 2016	4	November 9, 2015	December 6, 2015	February 15, 2015

# Rules

## Executive Leadership Pool



1. Only members in U.S., Canada, Puerto Rico, Australia and New Zealand are eligible to participate in the Leadership Pool.
2. Daily Paid-As Rank and Team Bonus Cycles will be used to determine eligibility. Members must be Paid-As Executive each day during the commission week.
3. For the purpose of this promotion only 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. 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 paid 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 two to be eligible for payment.
9. Members must qualify for a minimum of one week and be a Paid-As Executive (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 calculations.
11. One pool for Paid-As Executives has been established.
12. A minimum of one qualifying week in the month is required to participate in the pool.
13. QNCG is a percentage of Monthly Net Cycle Growth based on the member's number of qualified weeks.
14. The maximum bonus is based on QNCG. QNCG maximum: 1-5 QNCG = \$500 USD/\$555 CAD; 6-10 QNCG = \$1,000 USD/\$1,110 CAD; 11+ QNCG = \$5,000 USD/\$5,550 CAD
15. The per share value of each Pool (1 share = 1 Qualified Net Cycle Growth) will be calculated by taking the maximum monthly disbursement amount for the Pool divided by the total shares participating in the Pool. For example, a \$125,000 USD Executive with a total of 1,000 QNCG shares would create a share value of \$100 USD/\$111 CAD each. The per share value will be based on the number of QNCG shares each month.
16. The 4-4-5 Reporting Calendar will be used. See the FAQs page for the Leadership Pool Calendar containing benchmark dates, weeks in pay period, and payout dates.
17. The Executive Leadership Pool will be open Monday, November 25, 2013 until December 27, 2015.
18. For members who qualify for the 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 used.
19. **All Paid-As Executive, regardless of join date, can participate. However, if you are an Executive and have already participated for the maximum of 6 consecutive months, you are not eligible to participate.**
20. Autoship Associates who qualify for the Executive Pool can participate for a maximum of 6 consecutive months. The first month that an Autoship Associate participates in the Executive Pool will count as month 1. After 6 consecutive months are complete the Associate will no longer be eligible to participate in the Executive Pool.

*Example: Joe participated in the Executive Pool in February 2013 for the first time. Regardless of his participation over the next months, the last month he can participate in the Executive Pool will be July 2013.*
21. All current Autoship Associates who have participated in the Executive Pool prior to September 2012 are no longer eligible.
22. If you have already participated in the previous Executive Pool for the maximum of 6 consecutive months, you are not eligible to participate in the Executive Pool.
23. If an Autoship Associate participates in any of the pools every week during the commission month they will be paid out based on the specific pool that was participated in.

*Example 1: Joe participated in the Executive Pool for 1 week in September. The other 4 weeks of the commission month Joe participated in the 2-3-Pool. Joe will receive a pay out from the Executive Pool and the 2-3-Pool based on the number of shares he earned.*

*Example 2: Jane participated in the Executive Pool for 2 weeks, the 2-3 Star Pool for 1 week, but did not participate at all for 1 week. She will be paid based on 2 weeks of participation in the Executive Pool.*

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, in Isagenix, sole discretion, 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.



Contest Period: December 29, 2013 – December 27, 2015

# Earn Your Share of the Executive Leadership Pools

**NEW! Set share amounts so you  
can predict your next BIG check!**

*(Details regarding Executive pool available in Executive Leadership Pool Flyer)*

## Qualify:

- Be on Autoship
- Be a Paid-As Executive for at least two full commission weeks of the month
- Achieve and maintain Paid-As Executive with 20 or more Team Bonus Cycles
- Grow your personal cycles by a minimum of 10 for 2-3 Star Pool and 20 for 4-6, 7+ Star Pools.
- Help your first four levels of personally enrolled Associates also known as (4PET) grow their team bonus cycles to earn in the pool. Don't know what your 4PET is? Keep reading!

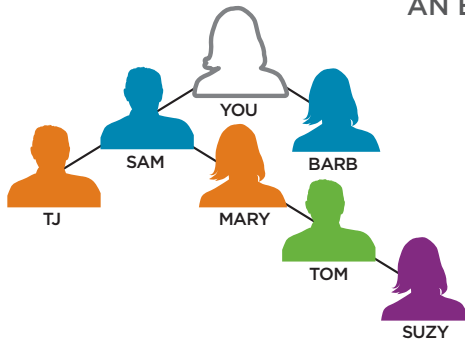
**Visit the “Contests and Promotions” tab  
in your Back Office for more details!**



# How to Earn Shares In the Executive Leadership Pools:

Once you qualify for the Executive Leadership Pools there two key areas you need to know!

## 1. What's my 4PET (4-Level Personally-Enrolled Team)?



AN EXAMPLE OF A TYPICAL LEADER

LEVEL	TEAM MEMBER
First Level	Sam & Barb
Second Level	TJ & Mary
Third Level	Tom
Fourth Level	Suzy

You help Sam and Barb join Isagenix. Sam helps TJ and Mary join Isagenix. Mary helps Tom join and Tom and Tom helps Suzy join.

As a leader, your 4PET may already be large. Refer to your Back Office Reports for details about your Personally-Enrolled Team.

## 2. How do I earn shares in the Executive Leadership Pool?

AN EXAMPLE OF WEEKLY NET CYCLE GROWTH

First, you need to know your benchmark or your 13 week average cycles. This can be found in your Associate Back Office. In this example it's 85 cycles. To earn shares in the pool your 4PET needs to exceed your 85-cycle benchmark.

**BENCHMARK**  
(13 week average of your cycles) **85**

Week	Week Ending	4PET Cycles	Benchmark	Net Cycle Growth
1	2/3/2013	100	85	15
2	2/10/2013	120	85	35
3	2/17/2013	72	85	<b>(-13) DOES NOT QUALIFY</b>
4	2/24/2013	150	85	65

**Monthly Net Cycle Growth: 102**

## Once you have your Monthly Net Cycle Growth, determine how many weeks you qualified in the Executive Leadership Pools.

Using the example from above, assume you qualified to participate in the pool 3 of the 4 weeks that month. The week ending 2/17/2013 you dropped off to Paid-As Director status. Any weeks you do not qualify cannot be counted toward your qualified net cycle growth. That means you have 102 month net cycle growth/4 weeks in the month x 3 week qualified= 76.5 qualified net cycle growth.

As long as you have at least 10 paid cycles of Personal Monthly Net Cycle Growth in the 2-3-Star Pool and 20 Personal Monthly Net Cycle Growth in 4-6-Star Pool for the month, you will be paid 77 shares of the Executive Leadership Pool for that month.

### QUALIFIED NET CYCLE GROWTH (QNCG)

$$\frac{102 \text{ Monthly Net Cycle Growth}}{4 \text{ Weeks}} \times 3 \text{ Weeks Qualified} = 76.5 \Rightarrow 77 \text{ * QUALIFIED NET CYCLE GROWTH}$$

## Your Share Values Chart

**77QNCG x \$6 = \$462 BONUS**

	2-3 POOL	4-6 POOL	7+ POOL
July	\$15 USD/\$16.65 CAD	\$18 USD/\$19.98 CAD	\$30 USD/\$33.30 CAD
August	\$15 USD/\$16.65 CAD	\$18 USD/\$19.98 CAD	\$30 USD/\$33.30 CAD
September	\$15 USD/\$16.65 CAD	\$18 USD/\$19.98 CAD	\$30 USD/\$33.30 CAD



\*\* For more information, see the Leadership Pool Rules and FAQs documents in the Business Training section of your Back Office Library.

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U.S., Canada, Puerto Rico, Australia and New Zealand only.

# Frequently Asked Questions

## 2-Star and Above Golden Circle Leadership Pool



### What are the criteria for participating in the Pool?

1. The Pool is open to U.S., Canada, Puerto Rico, Australia and New Zealand Associates only.
2. You must be on Autoship.
3. You must be a Paid-As Executive each day of the week for two commission weeks in the month.
4. You must be a Paid-As 2-Star Golden Circle or higher and cycle 20 or more times for the same two weeks that you are a Paid-As Executive.
5. You must grow your personal cycles by at least 10 for the 2-3-Star Pool and 20 for the 4-6, 7+ Star pools during the month to qualify.

### How will the Pool be paid out?

1. We calculate paid cycles four levels deep in your Personally-Enrolled Team (4PET) and average these cycles over your previous 13 paid weeks to establish your Net Cycle Benchmark. For example, your Net Cycle Benchmark for the month of January would be your 4 PET's average cycles for the 13 paid weeks prior to January.
2. Each week we'll take the difference of your 4PET's paid cycles and your Net Cycle Benchmark. This is your Weekly Net Cycle Growth.
3. We add your Weekly Net Cycle Growth for each week in the Reporting Month to determine your Monthly Net Cycle Growth.
4. This value 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.
5. Your share of the pool will be determined by your Net Cycle Growth multiplied by the set share value.
6. Isagenix will double or triple qualifying members payouts in the 2-3 Star Pool for the first 3 consecutive months of participation in the 2-3 Pools.

### HELPFUL DEFINITIONS

#### 4PET

*The team consisting of all members in the first 4 levels of your Personally Enrolled Team.*

#### NET CYCLE BENCHMARK

*The Net Cycle Benchmark is based on a 13-week average of paid weeks from your 4PET. This value is recalculated each month.*

#### QUALIFIED NET CYCLE GROWTH

*Your Monthly Net Cycle Growth, divided by weeks in the Reporting Month, multiplied by your number of qualifying weeks in the month.*

#### REPORTING MONTH

*The four- or five-week period used to determine your Net Cycle Growth for the month. Refer to the Leadership Pool Calendar in the Leadership Pool Rules document.*

#### TEAM BONUS CYCLES

*The Team Bonus is earned by Paid-As Consultants and Paid-As Executives when their sales teams accumulate 900 points in Group Volume and at least 300 of those points come from one of the sales teams and 600 points come from the other.*

#### PERSONAL CYCLES

*Personal Cycles are the Paid cycles that generate in your position during the month.*

### HELPFUL INFORMATION

- **Paid-As Executives 2-Star Golden Circle or higher may qualify using cumulative Net Team Bonus Cycle Growth of their 4PET.**
- **Team Bonus Cycles do not include the following:**
  - Executive Match
  - PIB Equivalent Cycles
  - Retail Profit Equivalent Cycles
  - RABs or Leadership Pool
- **For details, refer to the BV Summary and Leadership Pool reports in your Back Office for cycle calculations.**



# Frequently Asked Questions

## 2-Star and Above Golden Circle Leadership Pool



### How is cumulative Net Team Bonus Cycle Growth calculated?

We calculate your cumulative Net Team Bonus Cycle Growth by adding paid cycles four levels deep on your Personally-Enrolled Team. All Active Associates in your 4PET will be included, regardless of country. The more Active Associates you recruit and retain, the more you could earn! (Non-renewed Associates will have no effect on your earning potential in the Leadership Pools.)

### What are the five Pools?

Five Pools have been established based on rank. The pools are for Executives, Directors, 2&3-Star Golden Circles, 4-6-Star Golden Circles and a 7+ Star Golden Circles.

### How do I know which Pool I can participate in?

To participate in the 2+ Stars Pool, you must be Paid-As Executive 2-Star Golden Circle or higher and cycle 20 or more times each week for a minimum of two weeks during the Reporting Month and be a Paid-As Executive each day of those two weeks—this is considered a Qualifying Month. The two weeks needed to qualify can be any two weeks during the month. If you are a 2-3 Star Golden Circle Executive for two weeks, you will be able to participate in the 2-3 Pool (Example 1). If you are a 4-6 Star Golden Circle Executive for two weeks in a month, you will be able to participate in the 4-6 Pool (Example 2). If you are a 7+ Star or higher Golden Circle Executive you must have a minimum of 200 cycles per week.

### Can Associates with a Platinum (re-entry) position participate?

Effective March 30, 2015, we will implement the following adjustments:

- Only the most recent re-entry business center will participate in the Executive Leadership Pools
- Personal share growth will be measured only on your latest re-entry position
- The pool you participate in will be dictated by the qualification and cycles of your latest re-entry position only

### Leaders Advancing to Platinum after December 29, 2014:

- You will have a 90-day transition period (beginning when you achieve 250 cycles or six months after opening your re-entry)
- Each re-entry position will work its way through the Executive Leadership Pools just like a primary business center for Director, Executive and above statuses

### Leaders who have personally sponsored Platinum (re-entry) Business Centers

For personally sponsored platinum members, you will continue to receive the benefit of their entire cycle growth for their re-entry business center.

For those you personally sponsor that achieve Platinum status after December 29, 2014

- You will receive shares calculated from all positions for a 90-day transition period beginning when the Platinum Leader achieves 250 cycles or six months after opening their re-entry business center.
- After the 90 day transition period, cycle growth from Platinum leaders will be calculated only from his or her most recent re-entry business center.

### Can I participate in all four Pools?

Yes. Please see the Leadership Pools Rules document in the “Business Training” section of your Back Office Library for specific details.

**Example 1**  
How to qualify for 2, 3 Pool.

MONTH	
Week	Golden Circle Level
1	1
2	1
3	2
4	2

Eligible for: 2, 3 Pool

**Example 2**  
How to qualify for both Pools.

MONTH	
Week	Golden Circle Level
1	3
2	3
3	4
4	4

Eligible for: 2, 3 Pool

Eligible for: 4+ Pool

What is the maximum bonus I can

### earn in the 2-Star or higher pools?

The maximum bonus is based on a combination of Qualified Net Cycle Growth and Personal Monthly Net Cycle Growth and cannot exceed the following dollar amounts:

# Frequently Asked Questions

## 2-Star and Above Golden Circle Leadership Pool



### Qualified Net Cycle Growth

Growth of 1-40 cycles: \$10,000 USD/\$11,100 CAD

Growth of 41-100 cycles: \$25,000 USD/\$27,750 CAD

Growth 101+ cycles: \$125,000 USD/\$138,750 CAD

### Personal Monthly Net Cycle Growth

#### 2-3 Star Pool

Growth of 10-30 cycles: \$10,000 USD/\$11,100 CAD

Growth of 31-50 cycles: \$25,000 USD/\$27,750 CAD

Growth of 51+ cycles: \$125,000 USD/\$138,750 CAD

#### 4-6, 7+ Star Pool

Growth of 20-40 cycles: \$10,000 USD/\$11,100 CAD

Growth of 41-60 cycles: \$25,000 USD/\$27,750 CAD

Growth of 61+ cycles: \$125,000 USD/\$138,750 CAD

**Note:** Maximum bonuses apply to the Leadership Pools only and do not apply to the Isagenix Compensation Plan. For compensation plan information, please watch the Compensation Plan video on [IsaMovie.com](http://IsaMovie.com)

### How do I Double or Triple my Executive Leadership Bonus in the 2-3 Star Pools?

Isagenix will double or triple qualifying Associates Executive leadership pools payout for their first 3 consecutive months of participation in the 2-3 Star Pools

- If a members' Personal Cycle Growth for the 2-3 Star Pool in a given month is 15-20 cycles, Isagenix will double their 2-3 Star Pool payout for that month. Maximum bonus payout is \$5,000 USD/\$5,550 CAD.
- If a members' Personal Cycle Growth for the 2-3 Star Pool in a given month is 21+ cycles or greater, Isagenix will triple their 2-3 Star Pool payout for that month. Maximum bonus payout is \$10,000 USD/\$11,100 CAD.

Example: Jane received \$1,000 USD/ \$1,100 earnings in the Executive Leadership Pools for the month of September in the 2-3 Star Pools, and she had 25 cycles of Personal Cycle Growth. Since this is Jane's first thru third consecutive month participating in the 2-3 Pool Jane will be able to triple her shares.

### If share values are published in advance, how does Isagenix know how many shares will be earned/how much the payout will be?

Isagenix has used advanced modeling and prior year experience to approximate the number of shares that will be earned each month. While the exact payout each month is not known, we are confident we can estimate the payout over a 12 month period.

### When will the pool end?

December 27, 2015.

**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.**

**\*These changes do not impact who is included in your 4 PET. You will continue to receive the benefit of growth from all members in your 4 PET, subject to the adjustment calculations of share value related to any re-entry positions.**

**All dollar amounts are shown in USD. Local amounts may be subject to the Isagenix Foreign Exchange Policy.**



# Rules

## 2-Star and Above Golden Circle Leadership Pool



1. Only members in U.S., Canada, Puerto Rico, Australia and New Zealand are eligible to participate in the Leadership Pool.
2. Daily Paid-As Rank and Team Bonus cycles will be used to determine eligibility. Members must be Paid-As Executive each day during the commissions week.
3. For the purpose of this promotion only 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.
4. Team Bonus cycles are the paid cycles generated during the commission week.
5. The Net Cycle Benchmark is a 13-week average (paid weeks) of the paid Team Bonus cycles four levels deep on the Personally-Enrolled Team. For example, the benchmark for the month of July will be the average from the 13 paid weeks prior to July. This value is recalculated each month. See the Leadership Pool Calendar for dates.
6. Weekly Net Cycle Growth is the total number of weekly paid cycles four levels deep on the Personally-Enrolled Team minus the current 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 positive to be eligible for payment.
9. Members must qualify for a minimum of two weeks and be Paid-As Executive 2-Star Golden Circle or higher (this is a qualifying week) during the month to participate in the Pool (this is a qualifying month). The two weeks needed to qualify can be any two weeks during the month.
10. For members with re-entry positions, the most recent re-entry position is calculated for both Weekly Net Cycle Growth and Monthly Net Cycle Growth determination. The highest Paid-As Rank of the most recent position determines eligibility. Re-entry positions are not combined for rank determination and Pool eligibility.
11. Enrolling Sponsors with Personally-Enrolled Associates that have re-entry positions will be eligible for paid cycles in the most recent re-entry position.
12. Commission caps for paid cycles will be used in Net Cycle Benchmark and Net Cycle Growth calculations.
13. A minimum of two qualifying weeks in the month are required to participate in each Pool. Members with only one qualifying week in the 7+ Pool will have that week qualify for the 4-6 Pool. Weeks that are applied to the 7+ Pool will not be included in the 4-6 Pool.
14. The 4-4-5 Reporting Calendar will be used. A Leadership Pool Calendar containing benchmark dates, weeks in pay period, and payout dates is included in this flyer.
15. Payouts for the Leadership Pool will be paid on the closest Monday to the 15th of the following month.
16. Members who qualify for the Leadership Pool but do not have 13 paid weeks available for use in the Net Cycle Benchmark calculation will have the maximum number of available paid weeks used.

# Rules

## 2-Star and Above Golden Circle Leadership Pool



1. The Personal Net Cycle Benchmark is a 13-week average (paid weeks) of your paid cycles. For example, the benchmark for the month of May will be the average from the 13 paid weeks prior to May. This value is recalculated each month. See the Leadership Pool Calendar for dates.
  2. Personal Monthly Net Cycle Growth is the sum of the Weekly Personal Net Cycle Growth for the month. Each Weekly Personal Net Cycle change for the month (both positive and negative) will be used for calculation regardless of member's weekly Paid-As Rank.
  3. Personal Monthly Net Cycle Growth must be positive to be eligible for payment.
  4. If your shares are double or tripled in the 2-3 Star Pool the payout will be paid at the same time that the regular pool payout is paid. The payout will be labeled on the Commission Statement as "Leadership Pool Bonus", separately from the regular pool payout.
- If a members' Personal Cycle Growth for the 2-3 Star Pool in a given month is 15-20 cycles, Isagenix will double their 2-3 Star Pool payout for that month. Maximum bonus payout is \$5,000 USD/ \$5,500 CAD.
  - If a members' Personal Cycle Growth for the 2-3 Star Pool in a given month is 21+ cycles or greater, we will triple their 2-3 Star Pool payout for that month. Maximum bonus payout is \$10,000 USD/ \$11,100 CAD.
- Isagenix will double or triple qualifying Associates Executive Leadership Pools shares for their first 3 consecutive months of participation in the 2-3 Star Pools.

### LEADERSHIP POOL CALENDAR

BONUS POOL MONTH				NET CYCLE BENCHMARK DATES (13-WEEK PERIOD)		
MONTH	Monday Start	Sunday End	# of Weeks in Month	Monday Start	Sunday End	Monday Bonus Payment Date
JANUARY	December 29, 2014	January 25, 2015	4	September 15, 2014	December 14, 2014	February 16, 2015
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If Isagenix re-purchases any product Isagenix may deduct volume and any resulting compensation as a result of that order.

This promotion/program is based on Isagenix's 4-4-5 commission calendar.

This promotion is based on commissions earned by December 27, 2015.

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