



# US \$75,000

## NEW Director Leadership Pool!

*Grow your business by achieving Director status, and you can score in the leadership pools.*

### QUALIFY

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

- Achieve Director status, and remain Paid-As Director every day of the week
- Increase your average personal cycle by 2 over previous month's benchmark

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

### EARN

#### UP TO \$75,000 USD 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 BONUS CYCLES BY A MINIMUM OF 2 OVER THE PREVIOUS MONTH.

Week	Week Ending Benchmark	Personal Cycles	Benchmark	Net Cycle Growth
1	1/8/2017	7	5	2
2	1/15/2017	6	5	1
3	1/22/2017	8	5	3
4	1/29/2017	6	5	1
Personal Monthly Net Cycle Growth:				7

#### PAID-AS DIRECTORS CAN PARTICIPATE IN THE DIRECTOR LEADERSHIP POOL FOR UP TO 3 CONSECUTIVE MONTHS

*In this example, the individual would earn 7 shares in the Director Leadership Pool. The maximum this individual could earn would be \$1,000 USD.*



# 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 U.S., Canada, Puerto Rico, Australia and New Zealand Associates only.
3. You must be Paid-As Director each day of the week for a minimum of one week in the month.
4. You must grow your paid 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 of your Paid 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. 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 Paid-As Directors for the month.

### Who can participate?

1. All Paid-As Directors or Crystal Directors.

**PLEASE NOTE:** Associates who have a Recognition rank of Executive but are currently Paid-As Director **WILL NOT** be eligible to participate in this pool.

### HOW LONG CAN I PARTICIPATE?

Paid-As Directors can participate in the Director Pool for up to 3 consecutive months.

### HELPFUL INFORMATION

- 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 (4-WEEK PERIOD)		
MONTH	Monday Start	Sunday End	# of Weeks in Month	Monday Start	Sunday End	Monday Bonus Payment Date
FEBRUARY	January 23, 2017	February 19, 2017	4	December 12, 2016	January 8, 2017	March 13, 2017
MARCH	February 20, 2017	March 26, 2017	5	January 9, 2017	February 5, 2017	April 17, 2017
APRIL	March 27, 2017	April 23, 2017	4	February 13, 2017	March 12, 2017	May 15, 2017
MAY	April 24, 2017	May 21, 2017	4	March 13, 2017	April 9, 2017	June 12, 2017
JUNE	May 22, 2017	June 25, 2017	5	April 10, 2017	May 7, 2017	July 17, 2017
JULY	June 26, 2017	July 23, 2017	4	May 15, 2017	June 11, 2017	August 14, 2017
AUGUST	July 24, 2017	August 20, 2017	4	June 12, 2017	July 9, 2017	September 18, 2017
SEPTEMBER	August 21, 2017	September 24, 2017	5	July 10, 2017	August 6, 2017	October 16, 2017
OCTOBER	September 25, 2017	October 22, 2017	4	August 14, 2017	September 6, 2017	November 13, 2017
NOVEMBER	October 23, 2017	November 19, 2017	4	September 11, 2017	October 8, 2017	December 18, 2017
DECEMBER	November 20, 2017	December 31, 2017	6	October 9, 2017	November 5, 2017	January 15, 2018
JANUARY	January 1, 2018	January 28, 2018	4	November 20, 2017	December 17, 2017	February 12, 2018

# Rules



## Director Leadership Pool

1. Only Associates in US, Canada, Puerto Rico, Australia and New Zealand are eligible to participate in the Director Pool.
2. Daily Paid-As Rank and Team Bonus Cycles will be used to determine eligibility. Members must be Paid-As Director 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 2 to be eligible for payment.
9. Associates must qualify for a minimum of one week and be Paid-As 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	UP TO
1-5	US \$500
6-10	US \$1000
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 Pool will end Sunday, January 28, 2018.
15. For Associates who qualify for the Director 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.
16. Once and Associate participates in the Executive Pool for a minimum of 1 week, they are no longer eligible to participate in the Director's Pool even if the Associate has eligibility left.
17. Associates who qualify for the Director Pool can participate for a maximum of 3 consecutive months. The first month an Associate participates in the Director Pool will count as month 1. After 3 consecutive months are complete, the Associate will no longer be eligible to participate in the Director Pool.

**Example: Paul participated in the Director Pool in December 2016 for the first time. Regardless of his participation over the next months, the last month he can participate in the Director Pool will be February 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 was participated in.

**Example: Sam participated in the Director Pool for 1 week in December. The other 3 weeks of the commission month, Sam participated in the Executive Pool. Sam will receive a payout from the Director Leadership Pool and the Executive Pool based on the number of shares he earned.**

Promotion 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 by the sole discretion of Isagenix to be solely for promotion advancement may not be counted in the promotion. If Isagenix re-purchases any product, Isagenix may deduct volume and any resulting compensation as a result of that order.

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

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

This promotion is based on commissions earned by January 28, 2018.

All dollar amounts are shown in USD/CAD.

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

