

# US\$125,000 EXECUTIVE & 1-STAR GOLDEN CIRCLE LEADERSHIP POOL



Available through Jan. 28, 2018

## QUALIFY

**ALL NEW EXECUTIVES AND EXISTING EXECUTIVES CAN PARTICIPATE.**

- Be a Paid-As Executive for at least one full commission week during the pool month.
- Increase your personal Team Bonus Cycles by two over the previous month's benchmark.

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

## EARN

**UP TO US\$125,000 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 TWO OVER THE PREVIOUS MONTH.**

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

Week	Week Ending Benchmark	Personal Cycles	Benchmark	Net Cycle Growth
1	1/8/2017	14	7	7
2	1/15/2017	7	7	0
3	1/22/2017	5	7	-2
4	1/29/2017	10	7	3
<b>Personal Monthly Net Cycle Growth:</b>				<b>8</b>

See contest rules for details.

## LEADERSHIP POOL CALENDAR

MONTH	BONUS POOL MONTH			NET CYCLE BENCHMARK DATES (4-WEEK PERIOD)		
	Monday Start	Sunday End	No. of Weeks in Month	Monday Start	Sunday End	Monday Bonus Payment Date
FEB	Jan. 23, 2017	Feb. 19, 2017	4	Dec. 12, 2016	Jan. 8, 2017	March 13, 2017
MAR	Feb. 20, 2017	March 26, 2017	5	Jan. 9, 2017	Feb. 5, 2017	April 17, 2017
APR	March 27, 2017	April 23, 2017	4	Feb. 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
JUN	May 22, 2017	June 25, 2017	5	April 10, 2017	May 7, 2017	July 17, 2017
JUL	June 26, 2017	July 23, 2017	4	May 15, 2017	June 11, 2017	Aug. 14, 2017
AUG	July 24, 2017	Aug. 20, 2017	4	June 12, 2017	July 9, 2017	Sept. 18, 2017
SEP	Aug., 21, 2017	Sept. 24, 2017	5	July 10, 2017	Aug. 6, 2017	Oct. 16, 2017
OCT	Sept. 25, 2017	Oct. 22, 2017	4	Aug. 14, 2017	Sept. 10, 2017	Nov. 13, 2017
NOV	Oct. 23, 2017	Nov. 19, 2017	4	Sept. 11, 2017	Oct. 8, 2017	Dec. 18, 2017
DEC	Nov. 20, 2017	Dec. 31, 2017	6	Oct. 9, 2017	Nov. 5, 2017	Jan. 15, 2018
JAN	Jan. 1, 2018	Jan. 28, 2018	4	Nov. 20, 2017	Dec. 17, 2017	Feb. 12, 2018

# RULES

1. Only Associates in the U.S., Canada, Puerto Rico, Australia and New Zealand are eligible to participate in the Leadership Pool.
2. An Associate must be a Paid-As Executive each day during the commission week for at least one week of the pool month to participate in the pool.
3. Only the weekly paid Team Bonus Cycles generated from BV accumulated in an Associate's team are counted toward qualification. Executive Match, PIB equivalent Cycles and retail profit equivalent Cycles are not included.
4. The Net Cycle Benchmark is a rolling four-week average (paid weeks) of an Associate's paid Team Bonus Cycles.
5. Weekly Net Cycle Growth is the total number of weekly paid Cycles minus the Net Cycle Benchmark.
6. 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 an Associate's weekly Paid-As Rank.
7. Monthly Net Cycle Growth must be a minimum of two to be eligible for payment.
8. Commission caps for paid Cycles will be used in Weekly Net Cycle Growth calculations.
9. The maximum bonus is based on Qualified Net Cycle Growth (QNCG):
10. The per share value of each pool (one share = one 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 US\$125,000 Executive with a total of 1,000 QNCG shares would create a share value of US\$100/CA\$111 each.
11. The 4-4-5 reporting calendar will be used.
12. For Associates who qualify for the Leadership Pool but do not have four paid weeks available for use in the Net Cycle Benchmark calculation, we will use the maximum number of available paid weeks used.
13. Associates who qualify for the Executive Pool can participate for a maximum of six consecutive months. The first month that an Associate participates in the Executive Pool will count as Month 1. After six consecutive months are complete, the Associate will no longer be eligible to participate in the Executive Pool.
14. 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 participated in.

**EXAMPLE 1:** Joe participated in the Executive Pool for one week in September. For the other four weeks of the commission month, Joe participated in the 2-3 Star Pool. Joe will receive a payout from the Executive Pool and the 2-3 Star Pool based on the number of shares he earned.

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

QNCG* MAXIMUM	
QNCG	UP TO
1-5	US\$500
6-10	US\$1,000
11+	US\$5,000

\*QNCG is a percentage of Monthly Net Cycle Growth based on the Associate's number of qualified weeks.

# FAQ

## KEY TERMS YOU SHOULD KNOW

**NET CYCLE BENCHMARK** – The Net Cycle Benchmark is based on a four-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.

**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.

**TEAM BONUS CYCLES DO NOT INCLUDE THE FOLLOWING:**

- Executive Matching Team Bonuses
- Retail profit equivalent Cycles
- PIB equivalent Cycles
- Rank Advancement Bonus or Leadership Pool

**PERSONAL CYCLES** – Personal Cycles are the paid Cycles that generate in your position during the month.

## HOW WILL THE POOL BE PAID OUT?

1. We will calculate your paid Cycles and average these Cycles over your previous four 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 four paid weeks prior to May.
2. Each week, we will take the difference of your paid Team Bonus Cycles and your Net Cycle Benchmark. This is your Weekly Net Cycle Growth.
3. We will then add your Weekly Net Cycle Growth for each week in the month to determine your Monthly Net Cycle Growth.
4. Your 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), also known as shares.
5. 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.

## HOW MANY MONTHS CAN I PARTICIPATE IN THE POOL?

Qualifying Associates can participate for a maximum of six consecutive months.

**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 would be July 2013.