

US\$15,000 MANAGERS POOL

25 February through 26 May 2019

We're excited to announce a new Managers Bonus Pool, where you can earn a share of US\$15,000!

MEET THE QUALIFICATIONS

Check the boxes as you meet each qualification!

- To participate in the Manager's portion of the pool, must be paid-as Manager for a minimum of one week in the month.* Can only participate in this portion of the pool for 3 consecutive months.*
- Must be an Associate in the UK, Ireland, Belgium, the Netherlands or Spain.
- Enrol at least one new Member per month
- Must have a minimum of one personally enrolled rank advancement per month (Consultant, Manager, Director, Executive)
- Increase monthly net cycles by one or more over 4-week benchmark each month

EARN POINTS

Write down your number of new enrolments, personally enrolled rank advancements, and cycle growth!

New Enrolments	PE Rank Advancements	Cycle Growth
Earn 1 point for each new PE Associate who enrolls with 100BV or more (capped at 5 points per month)	Earn 1 point the first time your PE Associate rank advances (capped at 5 points per month)	Earn 1 point for every "net cycle increase" above your 4-week benchmark.**

CALCULATE YOUR SHARES

Net Cycle Growth (Min. of 1 to qualify) **X**
PE Rank Advancements (Min. of 1 to qualify, max. of 5) **X**
New Enrolments (Min. of 1 per month, max. of 5 per month) **X**
Weeks Active as paid-as Manager (Min. of 1 week to qualify) **=**
Monthly Shares

DETERMINE YOUR PAY

Your payment is based on your Monthly Shares multiplied by the Share Value. The maximum payout for any participant is US\$1,000.

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
March	25 February 2019	31 March 2019	5	14 January 2019	10 February 2019	15 April 2019
April	1 April 2019	28 April 2019	4	18 February 2019	17 March 2019	13 May 2019
May	29 April 2019	26 May 2019	4	18 March 2019	14 April 2019	17 June 2019

* Must be paid as Manager for all seven days of the commission week to participate in the Manager's pool. Must be enrollments with unique payment and contact information to qualify. All payments are subject to compliance checks.

** An Associate's benchmark average is calculated as the average number of paid cycles over a 4-week period prior to the calendar month in which the points were earned. A minimum of one point in growth is required.



United Kingdom/Ireland/Netherlands/Belgium/Spain



FREQUENTLY ASKED QUESTIONS

What are the criteria for participating in the pool?

- All Associates, regardless of join date, can participate.
- The pool is open only to Associates in the UK, Ireland, Belgium, the Netherlands and Spain.
- Must be paid-as Manager each day of the commission week for a minimum of one week.
- Must increase your paid Team Bonus Cycles by at least one over the previous month's benchmark.
- Must enrol one new Member each month with a qualifying order.
- Must have a minimum of one personally enroled member rank advance to either Consultant, Manager, Director or Executive for the first time.

How is cycle growth calculated?

- Your Net Cycle Benchmark is created by averaging your 4 previous weeks' paid cycles.
- Each week, we will take the difference of your paid Team Bonus Cycles and your Net Cycle Benchmark to determine your Weekly Net Cycle Growth.
- Your benchmark average will round down. For example; if you get a benchmark of 3.89, we will set your benchmark to 3.
- We add your Weekly Net Cycle Growth for each week in the month to determine your monthly Net Cycle Growth.

How are the number of shares determined?

Each month, we will calculate the number of shares in the pool you receive based on this formula:

Cycle growth (minimum of 1 to qualify) X Personally Enroled Rank Advancements (minimum of 1 to qualify, maximum of 5) X Weeks active as paid-as Manager (minimum of 1 to qualify) X Personal enrolments (minimum of 1 per month, maximum of 5 per month) = Total Shares

How will the pool be paid out?

We will divide the number of total shares earned by all Associates during the month by US\$15,000 to calculate the value of one share. We will then multiply that value by the number of shares you earned to calculate how much you earn. This will be calculated in USD and paid out in EUR/GBP based on the current exchange rate.

Is there a maximum payout?

Yes, the maximum payout is US\$1,000.

How long can I participate?

Paid-as Manager who qualify for the Managers Pool can participate in the Managers pool for a maximum of three consecutive months.

The first month a Paid-as Manager participates in the Manager's portion of the pool will count as month one. After three consecutive months are complete, the Manager will no longer be eligible to participate in the Manager's portion of the pool. After that, he/she may advance his/her rank to Director and maintain

Paid-as-Director each day during the commission week, to enjoy the Director portion of the pool as long as he/she meet the requirements. If at any point he/she gets to active rank Executive, he/she will only be able to participate as an Executive from that point forward, starting the following month. He/she can no longer participate as an active rank Director, even if he/she didn't finish their three months as Director.

If I currently have a recognition title of Director or above and I have never played in any Leadership Pool, can I play in the Managers Pool?

No, you would only be able to play in the Directors and Above Pool.

What happens if I rank advance from Manager to Director during the competition period?

You'll be able to participate in both pools for 3 consecutive months. Example - In the month of December, Mary has for three weeks the recognition rank of Manager and she rank advances to Director during the same month. She will be eligible to participate in both pools and as such, have the opportunity to potentially earn up to \$US 5,000.

Helpful Information

Team Bonus Cycles are the paid cycles generated during the commission week.

Team Bonus Cycles do not include the following:

- Executive Match
- PIB Equivalent Cycles
- Retail Profit Equivalent Cycles
- Rank Advancement Bonus or Leadership Pool

Example: Paul participated in the Leadership Pool in March 2019 as a Manager for the first time. Regardless of his participation over the next months, the last month he can participate in the Leadership Pool as a Manager will be May 2019.



United Kingdom/Ireland/Netherlands/Belgium/Spain



RULES

- Only Associates in the UK, Ireland Belgium, the Netherlands and Spain are eligible to participate in the Managers Bonus Pool.
- Daily paid-as rank and Team Bonus Cycles will be used to determine eligibility. Members must be paid-as Manager each day during the commission week, for all seven days.
- 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, Retail Profit equivalent cycles are not included. Rank Advancement or Leadership Bonus are not included. Cycle equivalents are also not included.
- You will earn one point for a personally sponsored Consultant, Manager, Director or Executive advancement.
- The Net Cycle Benchmark is a rolling 4-weeks (paid weeks) of your paid Team Bonus Cycles.
- Weekly Net Cycle Growth is the total number of weekly paid cycles minus the Net Cycle Benchmark.
- 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.
- Must increase your paid Team Bonus Cycles by at least one over the previous month's benchmark.
- Commission caps for paid cycles will be used in Weekly Net Cycle Growth.
- The 4-4-5 Reporting Calendar will be used. See the previous page for benchmark dates, weeks in pay period, and payout dates.
- For Associates who qualify for the Managers Pool as a Manager 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.

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 by 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.

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

