

Leaders Retreat! 2019

United States Official Rules



The 2019 Leaders Retreat (“Program”) is open to Ambassadors residing in the United States who are of legal age by June 1, 2019. Employees of Plexus Worldwide, LLC (the “Company” or “Plexus”) and its respective subsidiaries, affiliates, and agents, as well as the immediate family (spouse, parents, siblings and children) and household members of each such person are not eligible. The Program is subject to all applicable federal, state, and local laws and regulations and is void where prohibited by law. Program participants are referred to as “you” or “your.”

By participating in the Program, you fully and unconditionally agree to and accept these Official Rules and the Company’s decisions, which are final and binding in all matters related to the Program. Winning a prize (described below) is contingent upon fulfilling all requirements set forth herein.

Program period runs from June 1, 2019 at 12:00 a.m. ET through August 31, 2019 at 11:59 p.m. ET (the “Program Period”).

To be eligible to win a Program prize, you must be a “Qualified Ambassador” in “Good Standing” in accordance with Plexus’ Ambassador Agreement and Policies and Procedures throughout the Program Period and until the prize is awarded. “Qualified Ambassador” is defined as an individual who:

- (i) Has a paid and current Annual Membership;
- (ii) Has at least 100 in Personal Volume (PV), excluding Welcome Pack PV, through the monthly cycle end date. PV is defined as the volume received from each commissionable product that you or your customers purchase (excluding Welcome Pack PV) or must be qualified in the prior month.
- (iii) Has achieved the rank of Senior Ruby Rank or below;
- (iv) Is commission qualified in order to qualify for compression;
- (v) Has earned the Leaders Retreat Trip by August 31, 2019*; and
- (vi) Has completed registration and attend the 2019 Leaders Retreat Trip to be held from October 24, 2019 through October 27, 2019 (October 27 being departure day) at the Manchester Grand Hyatt in San Diego, California.

*If you are eligible to attend the Leaders Retreat in 2019, you must qualify as a paid as Senior Ruby Ambassador or below. If you are a Jewel Ambassador (Emerald, Sapphire, and/or Diamond) who did not earn the 2019 Emerald Extravaganza Trip you are eligible to attend the 2019 Leaders Retreat trip and participate in this Program.

“Good Standing” shall be defined to mean the following:

- (i) You have acknowledged and agreed to the Ambassador Terms and Conditions and Policies and Procedures; and
- (ii) You are not in violation of the Company’s Terms and Conditions and Policies and Procedures.

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Qualified Ambassadors have a chance to earn credits towards 2019 Leaders Retreat Program prizes. In order to earn Leaders Retreat credits, Qualified Ambassadors can do any of the following:

1. Enroll a new Ambassador with a Welcome Pack purchase within their first 30 days, enrollment must be on or after June 1, 2019 to August 31, 2019 (credits are awarded per Qualified Ambassador). A new Ambassador is defined as a person who has never been a Plexus Ambassador.
 - a. New Level 1 Personally Sponsored Ambassadors = 20 Credits with a \$199 Welcome Pack / 10 Credits with a \$99 Welcome Pack
 - b. New Level 2 Ambassadors = 15 Credits with a \$199 Welcome Pack / 7 Credits with a \$99 Welcome Pack
 - c. New Level 3 Ambassadors = 10 credits with a \$199 Welcome Pack / 5 Credits with a \$99 Welcome Pack
 - d. New Level 4 Ambassadors = 5 credits with a \$199 Welcome Pack / 5 Credits with a \$99 Welcome Pack

Ambassadors must: (i) be commission qualified in order to qualify for commission; (ii) have their Annual Membership current; (iii) have at least 100 PV in the current month; or (iv) be qualified in the prior month.

Personally Sponsored Retention Bonus: For each month following the enrollment of your new, Level 1 Ambassador, you can earn an additional 2 credits, per month, when your new, Level 1 Ambassador is commission qualified. Retention Credits will not count in the same calendar month of enrollment.

Existing Retail or Preferred Customers who upgrade within the Program period will be eligible for upgrade credits. New enrollments within the Program period who upgrade will be eligible for upgrade credits.

Refunds and Returns. Credits will be deducted for any initial orders return for each new Level 1– 4 Ambassador who signed up during the Program Period. Credits will be deducted on all 4 levels that were rewarded before the Program Period ends. These credits will reflect in a 0 amount on your Detail Reporting on your Leaders Retreat Dashboard. Contest credits for any terminations during the Program period will not roll up.

Any Ambassador Lead(s) received as part of the Plexus Leads Program will not apply towards the enrollment qualifications for the Leaders Retreat Program. Credit for any personal activity after the Leads assignment date

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will count toward their upline. Re-entry accounts will also be eligible for this promotion if the Ambassador did not attend the 2019 Emerald Extravaganza. Upgrades to Ambassador status will count towards this enrollment discount. Ambassadors within 6 months of conversion date from Ambassador to Customer will not count towards qualifications for this promotion. Must be outside of the 6-month period to qualify.

2. Enroll a new Preferred Customer or Retail Customer with an initial order of \$75 or more (credits are awarded per Preferred and Retail Customer)
 - a. New Level 1 Preferred Customer or Retail Customer = 5 credits
 - b. New Level 2 Preferred Customer or Retail Customer = 5 credits
 - c. New Level 3 Preferred Customer or Retail Customer = 5 credits

Ambassadors must: (i) be commission qualified in order to qualify for compression; (ii) must have their Annual Membership current; (iii) have at least 100 PV in the current month; or (iv) be qualified in the prior month.

Personally Sponsored Retention Bonus: For each month following the enrollment of your new, Level 1 Preferred Customer or Retail Customer, you can earn an additional 2 credits, per month, when your new, Level 1 Preferred Customer or Retail Customer places a \$75 order or more. Retention Credits will not count in the same calendar month of enrollment.

Existing Retail or Preferred Customers who upgrade within the Program Period will be eligible for upgrade credits. Downgrades will not count during the Program.

Refunds and Returns. Credits will be deducted for any Welcome Pack returns for each new Level 1–4 Ambassador who signed up during the Program Period. Credits will be deducted on all 4 levels that were rewarded before the Program Period ends. These credits will reflect in a 0 amount on your Detail Reporting on your Leaders Retreat Dashboard. Contest credits for any terminations during the Program period will not roll up.

Any Customer Lead(s) received as part of the Plexus Leads Program will not apply towards the enrollment qualifications for the Leaders Retreat Program. Credit for any personal activity after the Leads assignment date

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will count toward their upline. Re-entry accounts will also be eligible for this promotion if the Ambassador did not attend the 2019 Emerald Extravaganza. Upgrades to Ambassador status will count towards this enrollment discount. Ambassadors within 6 months of conversion date from Ambassador to Customer will not count towards qualifications for this promotion. Must be outside of the 6-month period to qualify.

How Sampling Program order are handled as part of the contests:

If a new Customer signs up with an initial order of \$75 USD or more, with or without items purchased through the Sampling Program link, the order will be counted as their initial order and Contest Credits will be awarded per the current Contest rules.

If a new Customer signs up with an initial order below \$75 USD that includes samples purchased through the Sampling Program, the order will not count as the initial order and they will still have the opportunity to place an initial order of \$75 USD or more to count towards the Contest Credits within the enrollment month during the Contest Period.

If a new Customer or Ambassador purchases samples through the Sampling Program, the PV on the order will count towards PV Contest Credits for the month. These changes are retroactive to the launch date of the Sampling Program of June 19.

3. Personal Volume Achievement credits per month (June 2019 – August 2019)

- a. 200 - 499.99 PV = 20 credits
- b. 500 - 999.99 PV = 75 credits
- c. 1,000 PV and Above = 125 credits

An Ambassador can only earn 125 credits maximum per month based on their PV and 1st Level on their Preferred/Retail Customers.

Any returned orders that generate PV to earn credits, will be deducted before Program Period ends and credits will be subtracted and reflect as a negative credit on their dashboard.

4. Develop new Silver Ambassadors on your team

- a. Develop new Silver Ambassadors on your Level 1 = 75 credits
- b. Develop new Silver Ambassadors on your Level 2 = 50 credits
- c. Develop new Silver Ambassadors on your Level 3 = 25 credits

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Personally Sponsored Retention Bonus: For each month following your personally sponsored, Level 1 Silver Ambassador rank achievement, you can earn an additional 10 credits, per month, when your newly ranked, Level 1 Silver Ambassador maintains their Silver Ambassador pay rank during the Program Period. Retention Credits will not count in the same calendar month of enrollment.

5. Rank to Silver through Emerald Ambassador for the first time during the Program Period and earn the following credits:
 - a. Silver Rank Advancement = 100 credits
 - b. Gold Rank Advancement = 200 credits
 - c. Senior Gold Rank Advancement = 250 credits
 - d. Ruby Rank Advancement = 300 credits
 - e. Senior Ruby Rank Advancement = 300 credits
 - f. Emerald Rank Advancement = 300 credits
 - g. Re-Rank to Gold = 50 Credits
 - h. Re-Rank to Senior Gold = 75 Credits
 - i. Re-Rank to Ruby = 100 Credits
 - j. Re-Rank to Sr. Ruby = 125 Credits
 - k. Re-Rank to Emerald, Sapphire, Diamond = 150 credits

This is a one-time achievement rank bonus that can be earned once per new rank. This is a personal bonus and cannot be earned based on your paid levels. Any Ambassador (Gold, Sr. Gold, Ruby, Sr. Ruby, Emerald, Sapphire, Diamond) who has fallen out of Rank and Re-Ranks to their Highest Achieved Rank during the Program Period, will be eligible to earn a one-time Re-Rank Credit Bonus.

Refunds and Returns. Credits will be deducted for any Welcome Pack returns for each new Level 1 – 4 Ambassador who signed up during the Program Period. Credits will be deducted on all 4 levels that were rewarded before the Program Period ends. Any returned orders that generate PV to earn credits, will need to be deducted before Program Period ends and credits must be subtracted and reflect as a negative credit on their dashboard.

July 15, 2019 Update to the 2019 Leaders Retreat Contest:

Triple Credits are eligible during the following promotional period beginning July 15, 2019 at 12:00 a.m. ET through July 31, 2019 at 11:59 p.m. ET on the 2019 Leaders Retreat Contest. Triple credits will reflect in the Ambassadors Dashboard by July 19. Triple credits will only be eligible during the promotional period. After August 1, credits will revert to the normal rule qualification.

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NEW AMBASSADOR ENROLLMENTS

New Level 1 Personally Sponsored Ambassadors – 60 Credits with a \$199 WP / 30 Credits with a \$99 WP

New Personally Sponsored Retention Bonus: For every month following enrollment, earn an additional 2 Credits per month when your new Ambassador is Commission Qualified.

New Level 2 Ambassadors – 45 Credits with a \$199 WP / 21 Credits with a \$99 WP

New Level 3 Ambassadors – 30 Credits with a \$199 WP / 15 Credits with a \$99 WP

New Level 4 Ambassadors – 15 Credits with a \$199 WP / 15 Credits with a \$99 WP

NEW PREFERRED OR RETAIL CUSTOMER ENROLLMENTS

New Level 1 Personally Sponsored Preferred or Retail Customer – 15 Credits

New Level 2 Preferred or Retail Customer – 15 Credits

New Level 3 Preferred or Retail Customer – 15 Credits

August 1, 2019 Update to the 2019 Leaders Retreat Contest:

Triple Credits are eligible for Development Silver Bonus during the promotional period beginning 1 August 2019 at 12:00 a.m. ET through 31 August 2019 at 11:59 p.m. ET on the 2019 Leaders Retreat Contest. Triple credits will reflect in the Ambassadors Dashboard once August Commissions have been closed. Triple credits will only be eligible during the promotional period for the following category:

Develop new Silver Ambassadors on your team

Develop new Silver Ambassadors on your Level 1 = 225 credits

Develop new Silver Ambassadors on your Level 2 = 150 credits

Develop new Silver Ambassadors on your Level 3 = 75 credits

Personally Sponsored Retention Bonus: For each month following your personally sponsored, Level 1 Silver Ambassador rank achievement, you can earn an additional 10 credits, per month, when your newly ranked, Level 1 Silver Ambassador maintains their Silver Ambassador pay rank during the Program Period. Retention Credits will not count in the same calendar month of enrollment.

Prize Levels: Please note, to earn Leaders Retreat Program Prize(s), all Ambassadors must qualify, complete registration to attend and attend the 2019 Leaders Retreat. If a Qualified Ambassador is unable to attend, does not complete registration for 2019 Leaders Retreat, all prizes will be forfeited, and no alternative prize will be given. If you opt out to not attend Leaders Retreat 2019 registration must be completed to be eligible to qualify for \$500 cash and monetary prizes for \$100 Cash, \$700 Cash. The \$2,000 Shopping Spree Gift Card will be mailed out to earner, in form of a "Gift Card". The \$2,000 Shopping Spree to Bloomingdales will not be deposited in the form of cash. Please note, the prizes are non-transferable; no substitution, exchange or transfer of prize will be allowed.

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Update: ~~1,050 Credits~~ 950 Credits – Earn Your Spot at the 2019 Leaders Retreat for You and a Guest¹

1,350 Credits – \$100 Cash

1,600 Credits – Private Reception

1,800 Credits – VIP Gift Experience

1,900 Credits – \$700 Cash

2,600 Credits – \$2,000 Shopping Spree

Cash will be deposited through Hyperwallet by October 11, 2019 through the weekly commission's payout.

Travel: The dates of the Leaders Retreat Trip are October 24, 2019 through October 27, 2019. All hotel accommodations must be made through Plexus' Events Department.

Ambassadors who qualify for the Leaders Retreat are allowed to bring one guest. A guest can include a family member, spouse, Ambassador or friend. If you choose to bring a Plexus qualified Ambassador as your guest, you both will receive an additional \$150.00 if you room together.

Shopping Spree Winner Travel includes:

One standard room (room bed type based on availability) for check in on October 22, 2019 check out October 27, 2019. Up to \$500 towards airfare for winner only. Airport transfer to the host hotel for you and your guest. You and your guest must be ready for pick up at the same time. If guests arrive at a later date or time, your guest is responsible for transportation. You are allowed to bring one guest to the Shopping Spree.

All accommodations for the Shopping Spree qualifier must be made through the Plexus Events Department. Once you are a confirmed Shopping Spree winner and have completed your registration you will be contacted by the events department to book your flight, car transfer, and hotel.

Ambassadors will not be able to attend the 2019 Leaders Retreat if attended the 2019 Emerald Extravaganza as a qualifier or as a guest, and Re-Entry accounts but will be eligible to earn the monetary prizes. Monetary prizes are considered: \$100 Cash and \$700 Cash; \$2,000 Shopping Spree will be given in the form of a Bloomingdales Gift Card. The \$500 Cash Bonus is not eligible to be claimed/earned by Re-Entry accounts and/or guests who attended Emerald Extravaganza as a "Guest" as it's not considered a "prize".

¹Space is limited. Ambassadors who reach the 950 Credit level before the maximum capacity has been filled, will receive the Prize. All remaining Ambassadors who reach the 950 Credit level will receive \$500.00 deposited into their Virtual Office by October 11, 2019 and will be noted as "additional income".

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Ambassadors who earn the trip with the credits qualification based on New Enrollment Credits and Personal Volume Achievements Credits (also known as "Live Credits") during the Contest Period will receive a registration email to secure their spot based on the event capacity. Other credit categories in the Contest such as Development Bonus for Silvers Credits, Personal Rank Advancement Credits and Re-Rank Bonus Credits earned from August 1-through 31, 2019 will not appear until after August Commissions are closed and finalized during the first or second week of September.

In the instance of the event being at maximum capacity before the Contest concludes on August 31, 2019, qualified Ambassadors who earned 950 credits or above will be entered on the event waitlist. When spots on the waitlist open during June 1, 2019- through August 31, 2019, Ambassadors will be notified of the opening. This will be determined based on the highest number of "Live Credits". Ambassadors will be sent an email to register for the event by a required date to secure their spot.

In the instance of the event being at maximum capacity after August Commissions close, Qualified Ambassadors will be entered on the event waitlist for those who are at the 950-credit level and above. The event waitlist order will be determined based on the following

- First: Most New Ambassador and Customer Enrollment Credits and Personal Volume Achievements Credits.
- Second: Development Bonus for Silvers Credits, Rank Bonus Credits and Re-Rank Bonus Credits.

Qualified Ambassadors will be sent an email to register for the event by a required date to secure their spot. If a Qualified Ambassador does not make it off the event waitlist, the Qualified Ambassador will be offered \$500 in lieu of their attendance and all cash prizes for qualified credit levels earned.

Ambassadors are required to register via the registration link provided in the registration email and confirm or decline their attendance to the event. If the Ambassador does not take any action by September 20th, 2019 the Ambassador will forego their spot at the 2019 Leaders Retreat and will receive \$500.00 deposited into their Virtual Office by October 11, 2019. This entry will be noted as "additional income".

The Company reserves the right to adjust enrollment, volume and/or awarded credits and Contest prizes based on product returns and/or chargebacks.

Qualified Ambassadors will be notified via electronic mail on or before September 27, 2019. In the event of product returns and/or chargebacks, the Company reserves the right to review and adjust the

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credits and awarded Program prize(s). If you have not yet received the official email notification that you have qualified to register and attend Leaders Retreat but feel as though you have met the qualifications and choose to move forward in booking travel, please be advised no refunds or reimbursements will be offered for any travel accommodations to include change or cancellation fees/hotel/airfare/car rental should you not meet the qualifications.

You must attend the Leaders Retreat in order to claim your prize(s). No substitution, exchange or transfer of prize by winner. Each prize winner is responsible for all federal, state, provincial and local taxes and fees associated with prize receipt and/or use. Ambassadors who register but do not attend the 2019 Leaders Retreat, Plexus will chargeback any Cash Payouts deposited on the Ambassadors Hyperwallet for any monetary prizes earned. The participation of any individual in this contest is solely at his/her own risk and responsibility. By participating, you agree that RULES ARE SUBJECT TO CHANGE WITHOUT NOTICE TO YOU.

All credit card payments for Ambassadors have to be in their own name and not that of their sponsor or upline Ambassador.

No substitution, exchange or transfer of prize by winner. Each prize winner is responsible for all federal, state, and local taxes and fees associated with prize receipt and/or use. The participation of any individual in this Program is solely at his/her own risk and responsibility. By participating, you agree that RULES ARE SUBJECT TO CHANGE WITHOUT NOTICE TO YOU.

By participating in this Program, Participants agree to be bound by these Official Rules and the decisions of the Company, which shall be final and binding in all respects.

You expressly agree and consent to the Company's use of your name, likenesses, testimonials, gender, location, and all other information provided to the Company, for any and all purposes, including, but not limited to advertising, trade and/or promotion on behalf of the Company, without further limitation, restriction or compensation, unless prohibited by law. This includes permission for the Company to publish all aspects of your participation in this Program, including in any and all media worldwide, known or unknown, without limitation or additional compensation to you, and to use the submitted information, including for purposes of marketing and promotion, subject to the Company's privacy policies and to the extent permitted by law.

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By participating in this Program, Participants agree to release, hold harmless, and agree to not institute any claim (including a class action claim) against the Company, and all co-sponsors of the Program and each of their respective parent companies, affiliates, subsidiaries, and their respective officers, directors, employees, agents, and representatives (collectively "Released Parties") from any and all liability whatsoever for any injuries, losses or damages of any kind from or in connection with, either directly or indirectly; (i) the awarding, acceptance, receipt, possession, use and/or misuse, of any prize awarded herein; and/or (ii) participation in the Program. IN NO EVENT WILL PLEXUS, ITS

AFFILIATES, SUBSIDIARIES AND RELATED COMPANIES, ITS ADVERTISING AND PROMOTIONAL AGENCIES, OR ITS DIRECTORS, OFFICERS, MEMBERS, PARTNERS, EMPLOYEES ATTORNEYS, AGENTS AND REPRESENTATIVES, BE RESPONSIBLE OR LIABLE FOR ANY DAMAGES OR LOSSES OF ANY KIND, WHETHER IN CONTRACT, TORT OR OTHERWISE AND INCLUDING INDIRECT, INCIDENTAL, CONSEQUENTIAL, SPECIAL OR EXEMPLARY DAMAGES (EVEN IF SUCH DAMAGES ARE FORESEEABLE, AND WHETHER OR NOT THE INDEMNIFIED PARTY HAS BEEN ADVISED OF THE POSSIBILITY OF SUCH DAMAGES) ARISING FROM THIS PROGRAM.

All issues and questions regarding the construction, validity, interpretation, and enforceability of these Program Rules, or the rights and obligations of Participants and Company in connection with the Program, shall be governed by, and construed in accordance with the laws of the State of Arizona without regard to conflicts of laws principles. The Participant agrees that all disputes in connection with this Program shall be resolved individually (and not via class action) and resolved exclusively before a court of competent jurisdiction located in Phoenix, Arizona, and Participant hereby agrees to personal jurisdiction of that court.

If the Program is not capable of running as planned due to tampering, unauthorized intervention, fraud, technical limitations or failures, any force majeure event or any other cause which, in the sole opinion of the Company, could corrupt, compromise, undermine or otherwise affect the administration, security, fairness, integrity, viability or proper conduct of the Program, the Company reserves the right, in its sole and absolute discretion, to modify these Official Rules and/or to cancel, terminate, modify or suspend all or any part of the Program, and to select a winner from among all eligible Participants. In addition, the Company has the right to take all steps necessary to prevent and/or alleviate potential or actual gaming of the Program, including, but not limited to, suspending or terminating Participants found guilty of such activities, and disqualifying them from participating in the Program. By entering this Program, the Participant agrees to Plexus sending commercial electronic messages. To opt-out of receiving such communications from Plexus, you must notify Plexus at privacy@plexusworldwide.com.

The Plexus 2019 Leaders Retreat is sponsored by Plexus Worldwide, LLC, 9145 E. Pima Center Parkway, Scottsdale, Arizona 85258, USA.