



Compensation Plan North America

INTRODUCTION

Welcome to Isagenix! This company can be your vehicle for financial freedom and a lifetime of satisfaction by helping others. In addition to using and sharing the “no-compromise” high-quality cleansing, nutrition and skin care products, the Isagenix Team Compensation Plan provides a logical and rewarding pathway to a better financial future. It rewards your personal efforts and allows you to leverage your time while helping others achieve their success. The plan is generous and provides a substantial income earning potential.

ASSOCIATE QUALIFICATIONS

To become an Associate, submit an Independent Associate Application or complete an Online Enrollment Form. The purchase of a \$39 Annual Associate Support System is required with your initial Application or Online Enrollment.

ASSOCIATE BENEFITS

Personalized Associate Website and Associate Back Office : As an Associate you will receive, for one year, the Associate Support System, which includes your personalized Associate Website and access to your Associate Back Office.

DEFINITION OF TERMS

Business Volume (BV) - A point value assigned to each commissionable product that is used to calculate the Team Bonuses and the Fast Start Bonuses.

Qualifying Volume (QV) - A point value assigned to certain commissionable products that is used to determine an Associate’s Active status.

Personal Volume (PV) - The total BV of your personal orders purchased directly from Isagenix.

Group Volume (GV) - The BV that accumulates in your Left and Right Sales Teams based on your Active status and Paid As status.

Active Status - The status achieved when an Associate has 100 QV in the prior 30 days. You must be Active to accumulate GV.

Qualifying Order – An order with a minimum of 100 QV.

Paid As Rank – Once an Associate reaches a certain rank within the Isagenix Compensation Plan, they will maintain that rank until they advance to the next rank. However, for compensation purposes, the Associate will be “paid as” the rank that their volume and personally sponsored team members volume qualify them for in a given Compensation Period.

Note: Please see Glossary for additional Definition of Terms

RANKS OF ACHIEVEMENT

As an Isagenix Associate there are four ranks that you can achieve:

- Associate
- Consultant
- Star Consultant
- Executive

FIVE WAYS TO EARN

The Isagenix Global Team Compensation Plan offers you five ways to earn:

- Retail Profits
- Product Introduction Bonuses
- Fast Start Bonuses
- Team Bonuses
- Matching Team Bonuses

OPTIONAL PRODUCT INTRODUCTION PAK OFFER

Special value Product Introduction Paks can assist a new Associate in getting the fastest possible exposure to Isagenix products. While there is no product purchase required to be an Associate, your business will probably grow and duplicate more quickly if you're a satisfied product user and have product on hand to share with others. We recommend that you choose Isagenix Product Introduction Paks that best suit the goals and needs for your business. The President's Pak and Business Pak options are only available if ordered at the time of signup or within 60 days of enrollment date.

RETAIL PROFITS

As an Associate you can order products at wholesale cost (generally 33 percent off retail) directly from Isagenix and resell to your customers at retail. This enables you to earn up to 50 percent profit on product sold from your inventory.

RETAIL DIRECT PROFITS

As an Associate, you can also allow Customers to order products directly from the company through your Associate Web site and earn Retail Direct Profits. This profit is calculated and paid weekly by



subtracting the wholesale price, and a \$4.95 USD administration fee from the Suggested Retail Price. The Business Volume (BV) from any Retail Direct Sales of 100 BV or more is treated as Personal Volume (PV). Any

Excess Volume (more than 100 PV) will be credited to the Minor Volume Sales Team at time of purchase, generating additional Team Bonus Volume.

PRODUCT INTRODUCTION BONUSES

You will be eligible to earn a Product Introduction Bonus (PIB) should your Personally Enrolled Associates choose to order one or more of the company's optional Product Introduction Paks directly from Isagenix at time of signup (within 60 days of enrollment for the President's Paks or Business Paks).

Note: All reorders and Autoships do not qualify for the Product Introduction Bonus (PIB).

FAST START BONUSES

Certain Isagenix markets pay out Fast Start Bonuses. If you are an Active Associate eligible to do business in these markets, you will receive Fast Start Bonuses on sales volume for newly enrolled Associates in those markets.

Refer to the Global Team Compensation Plan for Australia and New Zealand for more information about Fast Start Bonuses.

See Global Compensation Plan Details for details.

RETAIL BUSINESS CENTER

New Associates will be given a Retail Business Center (RBC) positioned in the Placement Tree used for the purpose of tracking the sales within your Left and Right Sales Teams.

Associates who have not yet achieved Consultant will accumulate volume on their Personally Enrolled Associates. Associates do not accumulate or earn Team Bonuses on the 100 PV used to maintain Active status every 30 Days. Any more PV is credited to the Minor Volume Team at time of order. No other BV is accumulated toward GV until the rank of Consultant is achieved.

CONSULTANT QUALIFICATIONS

The first advancement in the Team Compensation Plan is the rank of Consultant. To be eligible to be a Paid As Consultant and accumulate GV on both of your Sales Teams (Left and Right) you must be Active and maintain a minimum of one Active Personally Enrolled Associate on each of your Sales Team (Left and Right) at any time within the prior 30 days.

CONSULTANT BENEFITS

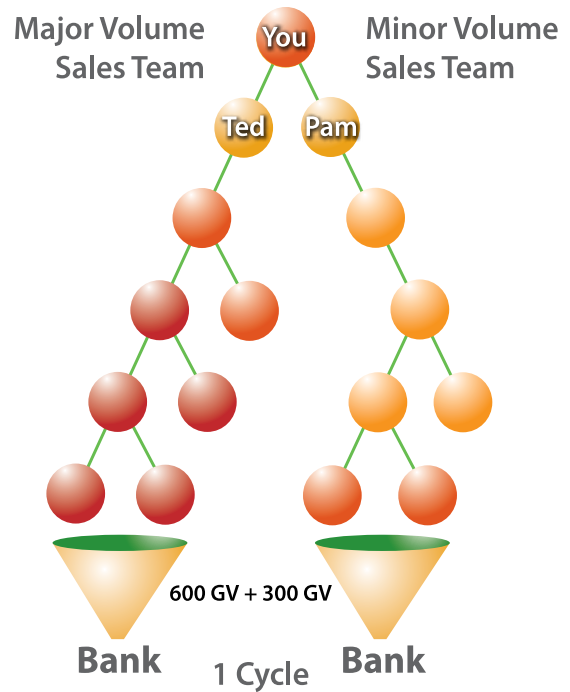
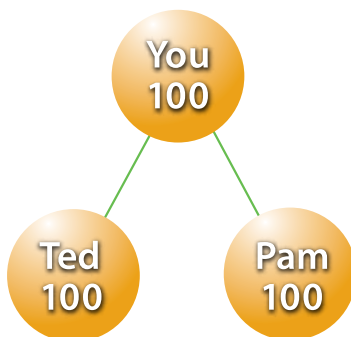
As a Qualified Paid As Consultant, you are eligible to receive Team Bonuses from the Group Volume (GV) generated from your Sales Teams' enrolled Associates and Fast Start Bonuses on the Business Volume (BV) generated from the first four generations of your Internationally Enrolled Associates in markets which pay a Fast Start Bonus. Additionally, as long as you have an active Autoship, you are eligible to accumulate GV and earn Team Bonuses on Associates in your Sales Teams that are in international regions outside your own who are within their Team Bonus Period.

Refer to the Global Team Compensation Plan for Australia and New Zealand for more information about Fast Start Bonuses.

HERE IS HOW IT WORKS

Visualize your organization as having a bank at the bottom of each of the legs, one your Left Sales Team and one your Right Sales Team. As sales occur anywhere from your Sales Teams, regardless of depth, the volumes accumulate in each bank.

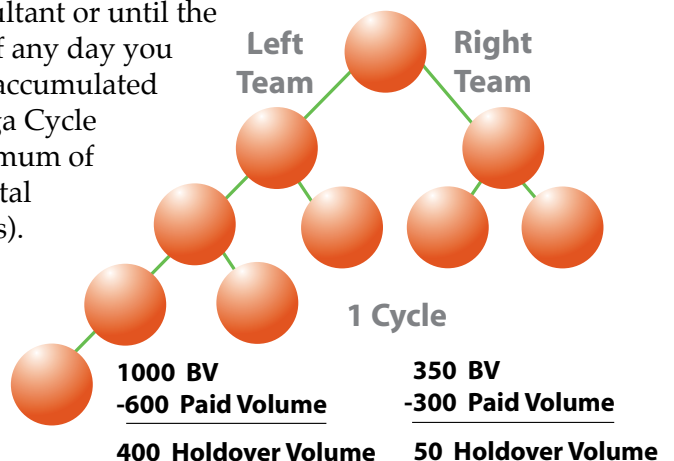
As a Paid As Consultant, each time you accumulate team volume totaling 900 GV with at least 600 GV in one team and 300 GV in the other, you earn a Cycle.



EXAMPLE OF HOLDOVER VOLUME

Another exciting feature of our plan is our Holdover Volume. Let's assume you've accumulated 1,000 in GV from your Left Sales Team and 250 GV from your Right Sales Team, and a new sale of 100 BV occurs from your Right Sales Team. When the new sale is added to your Right Sales Team, you now have 350 GV on your Right. Because you have accumulated 600 GV and 300 GV, a Cycle occurs.

Once this happens, the 600 GV is deducted from the Left and 300 GV is deducted from the Right, leaving you a Holdover Volume of 400 GV on the Left and 50 on the Right. This process will occur as long as you remain an Active Consultant or until the end of any day you have accumulated a Mega Cycle (minimum of 100 total Cycles).



At this point, Isagenix will allow you to “hold over” up to 12,000 GV in your Major Volume Sales Team and keep all remaining volume in your Minor Volume Team as Holdover Volume. This process can repeat itself over and over again as you continue to grow your business and your income.

Because the plan allows you to accumulate GV on both of your Sales Teams (Left and Right) no matter how deep it may grow, you can Cycle multiple times each day.

As a Consultant, you can earn up to 250 Cycles each week from your primary RBC.

STAR CONSULTANT QUALIFICATIONS

The next advancement in the Team Compensation Plan is the rank of Star Consultant.

You may achieve Star Consultant rank by being a Paid As Consultant and having five Personally Enrolled Associates who are Paid As Consultants (at least one on each your left and right team) at the same time within the prior 30 days.

STAR CONSULTANT BENEFITS

As a qualified Paid As Star Consultant you are eligible to earn Fast Start Bonuses on the Business Volume (BV) generated from the first six generations of your Internationally Enrolled Associates in markets which pay a Fast Start Bonus.

In addition to the benefits listed above, you are also eligible to accumulate Group Volume (GV) and earn Team Bonuses on Associates in your Sales Teams that are in international regions outside your own who are within their Team Bonus Period.

Refer to the Global Team Compensation Plan for Australia and New Zealand for more information about Fast Start Bonuses.

See Global Compensation Plan Details for more information about Generation Bonuses.

EXECUTIVE QUALIFICATIONS

Once you qualify your RBC and achieve Star Consultant, your next step is to achieve Executive rank, by being Active and having 10 Personally Enrolled Associates (5 on each of your Left and Right Sales Team), who are Paid As Consultant at the same time within the prior 30 days. If you do this in your first 6 months, you can qualify as a Crystal Executive and earn special award benefits.

EXECUTIVE BENEFITS

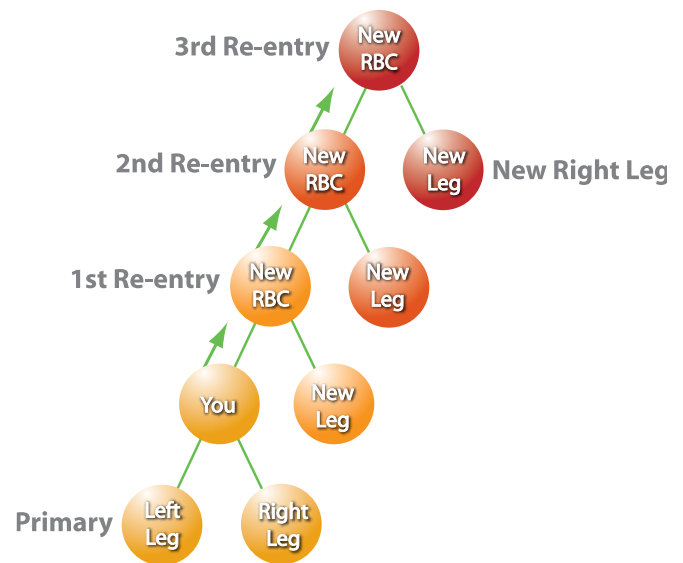
Once you are qualified as an Executive, you are recognized as a leader with Isagenix. Paid As Executives are entitled to the following benefits:

10% Matching Team Bonus – As an Active Paid As Executive, you are eligible to receive a 10% Matching Team Bonus on the weekly Team Bonus income from all Personally Enrolled Paid As Consultants and Executives up to a maximum of 25 Cycles from each.

Here’s an example: One of your Personally Enrolled Consultants earns 100 Cycles in Team Bonuses, you would earn an extra 10 Cycles in Matching Team Bonuses. The 10% Matching Team Bonus is calculated daily and paid weekly. Executives are subject to Personal Volume and maintenance requirements.

Earn up to 500 Cycles per RBC – Qualified Paid As Executives, in addition to 250 Team Bonus Cycles, may earn up to an additional 250 Cycles per week in Matching Team Bonuses from a single RBC.

Increase Earnings Through Re-Entries – Qualified Paid As Executives, who’ve built their organization to where it’s producing 250 Cycles in a single week, will have the option of applying for an upline Executive Re-entry RBC positioned immediately above their existing Primary RBC.



Example: In the illustration, a primary RBC becomes one Sales Team (i.e. Major Volume Sales Team) of a new Executive Re-Entry RBC. This means you only need to build one more Sales Team as you begin earning additional Team Bonuses on this new RBC. The qualifications for advancement for any new inserted position are the same as for any new Independent Associate RBC (see Letter of Intent for details). Each RBC shall be earning a minimum of 250 Cycles in a single week before any subsequent future RBCs may be inserted. You may repeat this process over and over.

Fast Start Bonus - As a qualified Paid As Executive, you are eligible to earn Fast Start Bonuses on the Business Volume (BV) generated from the first eight generations of your Internationally Enrolled Associates in markets which pay a Fast Start Bonus. Refer to the Global Team Compensation Plan for Australia and New Zealand for more information about Fast Start Bonuses.

International Team Bonus Volume - Earn Group Volume (GV) and Team Bonuses on Associates in your Sales Teams that are in international regions outside your own who are within their Team Bonus Period.

INTERNATIONAL QUALIFICATION

Simply complete and submit your Independent Isagenix Regional Application along with your Annual Regional Associate Fee.

This fee is in addition to your Associate application and includes additional services in your Associate Support System and Personalized Web site.

As an International Associate you become registered and can become eligible to earn Fast Start Bonuses and commissions in International regions.

INTERNATIONAL TEAM BONUS VOLUME

To accumulate GV on Associates in regions outside of your home market (ex. North America home market includes U.S., Canada and Puerto Rico; Asia Pacific home market includes Hong Kong, Taiwan, Australia and New Zealand), you must be registered in that region.

Paid As Consultants with an active Autoship or Active Paid As Star Consultants and above can earn

on activity generated by Associates in your Sales Teams that are in regions outside of your own and who are within their Team Bonus Period. Business Volume (BV) from Associates in other regions flows up the Team Placement Tree and sticks to all eligible qualified Associates at the rank of Paid As Star Consultant or above and Active Paid As Consultants with an active Autoship.

RECOGNITION PROGRAM

Isagenix believes in recognizing Associates and leaders for their achievements. Our Recognition Program gives you special ways to let the world know that you're a real top achiever.

Silver Circle – The Silver Circle Program recognizes Paid As Consultants and Paid As Star Consultants for achieving new milestones in the Team Compensation Plan. As additional stars are earned, you will be awarded a new pin to commemorate your success.

Golden Circle – The Golden Circle Program recognizes our Paid As Executives for reaching new milestones in their Isagenix income. As additional Stars are earned, you are awarded a new pin to commemorate your achievement. This level of recognition is only available once you've entered the Team Bonus Period and is based on the accumulation of Team Bonus and Matching Team Bonus Cycles you earn in a single week.

Here's how it works:

| | | | |
|----------|---------------------------|---|-------------------|
| 1 | Star Silver Circle | ★ | 10 Cycles |
| 2 | Star Silver Circle | ★ | 20 Cycles |
| 3 | Star Silver Circle | ★ | 40 Cycles |
| 4 | Star Silver Circle | ★ | 60 Cycles |
| 5 | Star Silver Circle | ★ | 100 Cycles |
| 6 | Star Silver Circle | ★ | 200 Cycles |

Paid As Executives

| | | | |
|----|--------------------|---|-------------|
| 1 | Star Golden Circle | ★ | 10 Cycles |
| 2 | Star Golden Circle | ★ | 20 Cycles |
| 3 | Star Golden Circle | ★ | 40 Cycles |
| 4 | Star Golden Circle | ★ | 60 Cycles |
| 5 | Star Golden Circle | ★ | 100 Cycles |
| 6 | Star Golden Circle | ★ | 200 Cycles |
| 7 | Star Golden Circle | ★ | 400 Cycles |
| 8 | Star Golden Circle | ★ | 600 Cycles |
| 9 | Star Golden Circle | ★ | 800 Cycles |
| 10 | Star Golden Circle | ★ | 1000 Cycles |

Note: For recognition qualification purposes Isagenix counts all income-generating activities and calculates the equivalent value to determine overall weekly Cycles. Income generated in Retail Profit, Product Introduction Bonuses and Fast Start Bonuses are converted to equivalent Cycle Value in the week they are earned and added to your Team Bonus and Matching Team Bonus Cycles for that week.

Star Executive – Our Star Executive Program recognizes Executives who are able to help their Personally Enrolled Associates to become Executives. For each Personally Enrolled Executive you promote, you receive another star and an award pin to commemorate your achievement. When you promote your first Personally Enrolled Executive, you will receive a certificate welcoming you into the Star Executive Program. For each Executive you promote, you will receive another star and a new gold seal to commemorate your achievement. Earn up to 10 stars!

Million Dollar Earner – Executives who have collectively earned \$1,000,000 or more since they've joined Isagenix are recognized with an elegant pin.

SPECIAL FEATURES OF THE ISAGENIX TEAM COMPENSATION PLAN

AUTOSHIP PROGRAM

A program of convenience where a pre-selected order is shipped each month. Autoship orders provide additional savings and convenience to Associates and Customers.

ONGOING PERSONAL VOLUME (PV) AND MAINTENANCE REQUIREMENTS

All Associates, regardless of achieved rank, are eligible to earn retail profits, retail direct profits and product introduction bonuses (PIB), regardless of PV accumulated in any month. Note: Any Associate earning compensation of less than \$10.00 will have payment held until compensation totals are \$10.00 or more.

Associates achieving a Rank will always be recognized at their highest-achieved rank, known as their Recognition Rank, but will be "paid as" their Paid As rank, depending on what their current activity for an earned commission period warrants.

ACTIVE STATUS

The status when an Associate has 100 QV in the prior 30 days. You must be Active to accumulate BV.

ASSOCIATES

Associates who are Active are eligible to accumulate GV on the BV of Personally Enrolled Associates and on their own PV that is more than 100 BV in the prior 30 days. Associates who are not Active will not accumulate any GV and will have any Holdover Volume reset to zero.

CONSULTANTS

To be eligible to be a Paid As Consultant and accumulate GV on both your Sales Teams (Left and Right), you must be Active and maintain a minimum of one Active Personally Enrolled Associate on each of your Sales Teams (Left and Right) at the same time within the prior 30 days.

If you are Active but fail to maintain a minimum of one Active Personally Enrolled Associate on each Sales Team, you will hold existing GV and accumulate additional GV on the BV of your Personally Enrolled Associates and on your own PV that is more than 100 BV. No Team GV beyond your Personally Enrolled Associates will accumulate until you are a Paid As Consultant.

EXECUTIVES

To be eligible to be a Paid As Executive and be eligible for Matching Team Bonuses you must be an Active Consultant and have a minimum of 10 Personally Enrolled Paid As Consultants (a minimum of five on each side) at the same time within the prior 30 days.

MEGA CYCLE

A Mega Cycle occurs whenever an Associate has accumulated GV and is paid an accumulated total of 100 Cycles. At the end of that business day, the Associate will have earned a Mega Cycle and maintain Holdover Volume of up to 12,000 BV in their Major Volume Sales Team and all Holdover Volume from their Minor Volume Sales Team.

GRACE PERIOD

For the purpose of calculating the Team Bonuses, a five-day grace period is added to the “prior 30 days” requirement in determining Active status.

WEEKLY PAY

One of the great features of the Team Compensation Plan is its weekly pay feature. A weekly Compensation Period begins at midnight Sunday (Eastern Time) and runs through the following Sunday at midnight. The earned Team Bonus compensation is then paid to Associates on the Monday of the following week (effectively one week in arrears of Compensation Period).

ISAGENIX 50% PAYOUT GUARANTEE

Isagenix offers its Associates one of the most distributor-friendly programs in existence and has one of the strongest payouts in the network marketing industry. We pay compensation out to the field of 50 percent of the BV we receive on bonus-eligible product purchases over the lifetime of our program. Any pay period in which the payout is less than 50 percent, we escrow the balance in our compensation account to supplement future payouts when necessary. To further protect the opportunity of all Independent Associates and Isagenix, the company has a cap of 50 percent of the BV that can be paid out.

HERE IS HOW IT WORKS

Each week the total BV of bonus-eligible sales are calculated and 50 percent of this value is available to be paid out in the Team Compensation Plan. The company first pays all applicable PIBs. The remaining funds form a pool, which is divided out to all Associates earning Team Bonuses (Cycles) and 10% Matching Team Bonuses.

The Cycle Value is determined by dividing the remaining pool by the total number of Cycles:

$$\frac{\text{Total remaining pool dollars}}{\text{Total number of cycles earned}} = \text{Value for each cycle}$$

Outstanding results around the world

People around the world are aligning with the Isagenix Vision because of the outstanding results of our products, the support and training systems Isagenix provides to its Associates, and the record-breaking success of our Team Compensation Plan.