



Global Team Compensation Plan Asia Pacific Region

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 nutritional cleansing products, the Isagenix Global 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 substantial income-earning potential.

Associate Qualifications

To become an Associate, submit an Independent Associate Application or complete an Independent Associate Enrolment Form. The purchase of an Associate Support System is required with your initial Application Enrolment.

Associate Benefits

Personalised Associate Web site and Associate Back Office: As an Associate you will receive, for one year, the Associate Support System, which includes your personalised Associate Web site and access to your Associate Back Office.

Additional benefits of being an Associate include:

- Purchase of products at wholesale prices
- Selling retail product to customers and earning retail profits
- Enrolling other Associates
- Earning the Product Introduction Bonus (PIB) on the sale of the optional Product Introduction Paks to your Personally Enrolled Associates

Definition of Terms

Business Volume (BV) - A point value assigned to each commissionable product that is used to calculate the Team 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 - An Associate is considered active on a specific day if they have obtained 100PV in the last 30 days.

Qualifying Order - An order placed by an Associate (or their customer) that has enough QV to satisfy the Associate's QV requirement to be Active.

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 five ranks that you can achieve:

- Associate
- Consultant
- Star Consultant
- Executive
- Crystal Executive

Four Ways to Earn

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

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

Retail Profits

As an Associate you can order products at a 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.

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.

Product Introduction Bonus

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 sign up. Product Introduction Bonuses (PIB) from qualified purchases made by New Associates Enrolled in International Regions are paid monthly.

Note: Except for initial Product Introduction Paks purchased, all reorders and Autoship orders do not qualify for payment of the Product Introduction Bonus (PIB).

Retail Business Centre

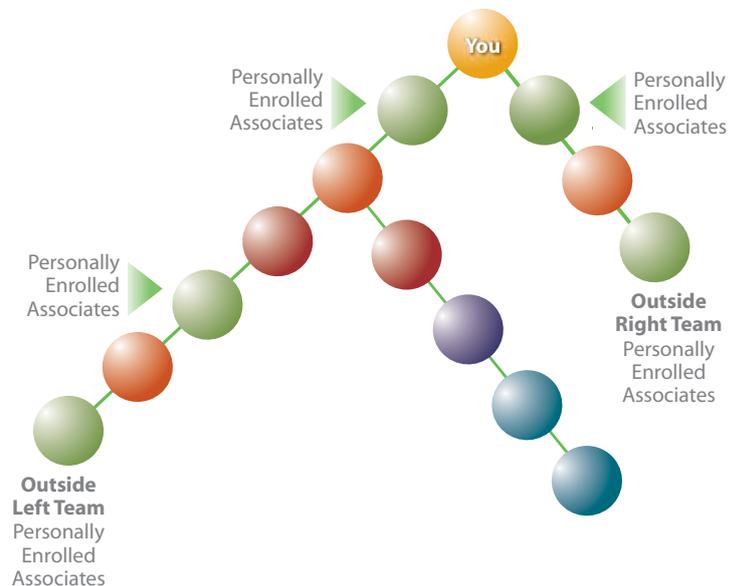


As a new Associate you will be given a Retail Business Centre (RBC) positioned in the Placement Tree used for the purpose of tracking the sales within your Left and Right Sales Teams.

Associates who have not yet achieved Consultant rank will accumulate eligible Group Volume (GV) on their Personally Enrolled Associates. Personal Volume (PV) over 100 BV in a 30 day period will be credited to your minor volume leg at time of order. No other Business Volume (BV) is accumulated towards Group Volume (GV) until the rank of Consultant is earned.

Team Placement Tree

The Team Placement Tree is the Tree in which you place your new Personally Enrolled Associates at the time of enrolment. As both your Sales Teams (Left and Right) grow you personally enrol new Associates and place them on your Left and Right Sales Teams. We recommend you place new Associates at the next available position on the bottom of your outside legs. The Associates you enrol duplicate your actions and start to personally enrol Associates of their own using the same tree.



Consultant Qualifications

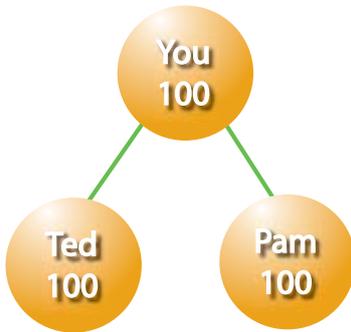
The first advancement in the Team Compensation Plan is the rank of Consultant. To be eligible to be a Paid As Consultant and accumulate Group Volume (GV) on both of your Sales Teams (Left and Right) you must be Active and maintain a minimum of one Active Personally Enrolled Associate on each of your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



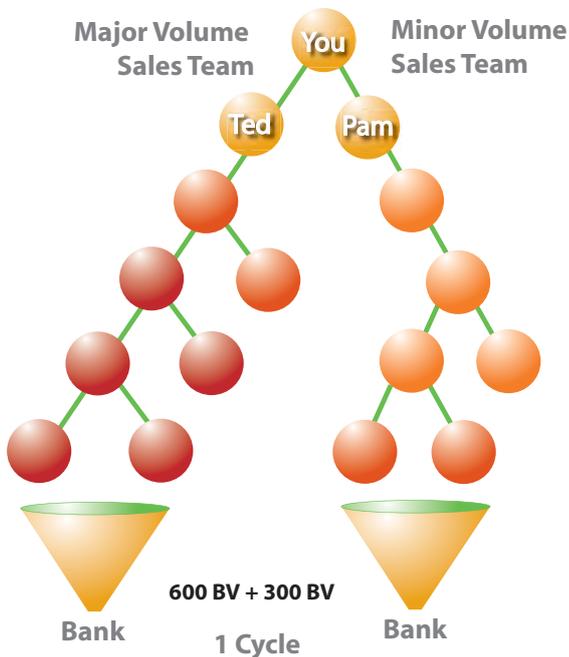
Consultant Benefits

As a qualified Paid As Consultant you are eligible to receive Team Bonuses from the Group Volume (GV) generated from your Sales Teams.

Here's How It Works



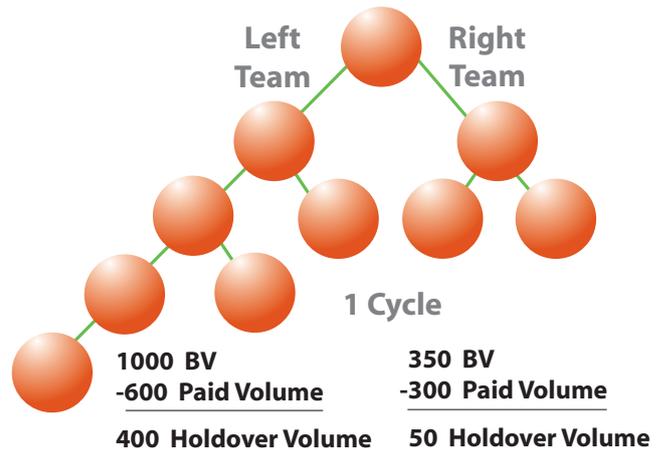
Visualize your organisation as having a bank at the bottom of each of the legs, one your Left Sales Team and one your Right Sales Team. As sales occur anywhere in your Sales Teams, regardless of depth, the volumes accumulate in each bank. As an active Consultant, each time you accumulate team volume totaling 900 GV with at least 600 GV in one team and 300 GV in the other, you earn a Cycle.



Holdover Volume

Another exciting feature of our plan is our Holdover Volume. Let's assume you've accumulated 1,000 GV on your Left Sales Team and 250 GV on your Right Sales Team, and a new sale of 100 BV occurs on 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 GV 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 Group Volume (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 also Paid As Consultants at any time within the prior 30 days.

Star Consultant Benefits

As a qualified Paid As Star Consultant you are eligible to accumulate Group Volume (GV) and earn Team Bonuses on Associates in your Sales Teams.

Executive Qualifications

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

Executive Benefits

Once you are qualified as an Executive you are recognised as a leader with Isagenix. Active Executives are entitled to the following benefits:

10% Matching Team Bonus:

As an Active Paid As Executive, you are also eligible to receive a 10% Matching Team Bonus on the weekly Team Bonus income from all Personally Enrolled Paid As Consultants, Star Consultants and Executives up to a weekly maximum of 250 Cycles from each Personally Enrolled Associate up to a maximum total of 250 Cycles per week.

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.

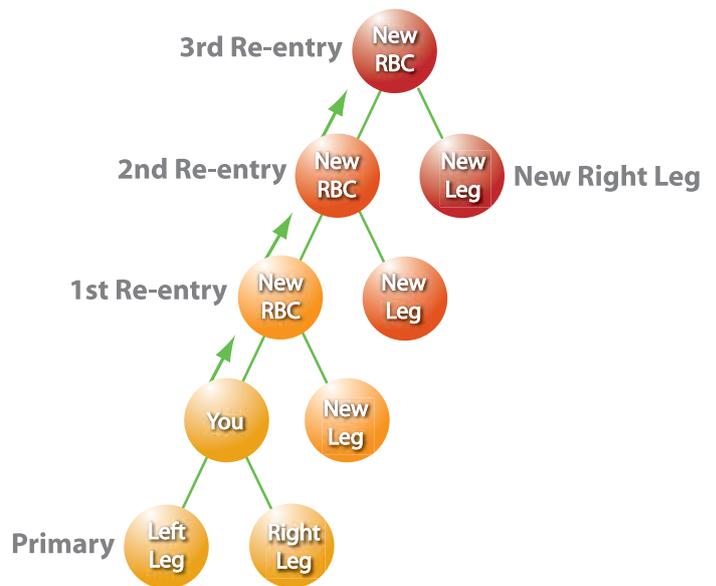
Earn up to 500 Cycles per RBC:

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 organisation 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: A primary RBC becomes one Sales Team (i.e. Major Volume Sales Team) of a new Executive Re-Entry RBC. This means you can leverage all the volume from your primary business centre as one leg of your new re-entry position. 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.



Recognition Program

Isagenix believes in recognising Associates and leaders for their achievements. As you advance in rank from Associate to Consultant, Consultant to Star Consultant and Star Consultant to Executive you are awarded a pin, as you achieve each rank advancement to commemorate your achievement.

Once qualified as a Consultant or Star Consultant, you can qualify for additional recognition through our Silver Circle Programs.

Silver Circle Programs - The Silver Circle is the way of recognising Consultants and 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.

- 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

Star Executive Program - Our Star Executive program recognises 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.

Golden Circle Program - The Golden Circle Program recognises our 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 have 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 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: Isagenix will count Team Bonus Cycles and Matching Team Bonus cycles toward your qualification.

Million Dollar Earner - Executives who have collectively earned US\$1,000,000 or more since they've joined Isagenix are recognised through the Million Dollar Earner program.

Special Features of the Isagenix Team Compensation Plan

Autoship Program

A program of convenience where a pre-selected order is shipped every 30 days. 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 and Product Introduction Bonuses (PIB), regardless of Personal Volume (PV) accumulated in any month.

Note: Any Associate earning compensation of less than USD\$10 equivalent in local currency will have payment held until compensation totals are USD\$10 or more.

Associates achieving a Rank will always be recognised at their highest-achieved 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 that an Associate achieves when they have at least 100 QV in the prior 30 days. You must be Active to accumulate Group Volume (GV).

Associates

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

Consultants

To be eligible to be a Paid As Consultant you must be Active and maintain a minimum of one Active Personally Enrolled Associate on each of your Sales Teams (Left and Right) at any 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 Group Volume (GV) and accumulate additional Group Volume (GV) on the BV of your Personally Enrolled Associates and on your own Personal Volume (PV) that is over 100 BV. No Team Group Volume (GV) beyond your Personally Enrolled Associates will accumulate until you are again a Paid As Consultant.

Star Consultants

To be eligible to be a Paid As a Star Consultant you must be an Active Paid As Consultant and have five (5) Personally Enrolled Paid As Consultants on your sales teams at any time in the prior 30 days.

Executives

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

International Team Bonus Volume

To accumulate Group Volume (GV) on Associates in the North America Region (USA, Canada and Puerto Rico) an Associate must purchase Annual International Sponsorship.

There are two ways to become eligible to accumulate Group Volume (GV) on Associates outside your region. The first way is: As soon as you are a qualified Star Consultant with Paid-As status or above, you can earn on activity generated by Associates in your Sales Teams who are in the North American Region. The second way is: To be Paid-As Consultant and be currently on Autoship. You will also need to have received an Autoship order within the last 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 maintain 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 – Team Bonuses

One of the features of the Team Compensation Plan is its weekly pay feature. A weekly Compensation Period begins at midnight Sunday (New York 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).

Here Is How It Works – Team Bonuses

Each week the total Business Volume (BV) of commissionable 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 amongst 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:

$$\frac{\text{TOTAL REMAINING POOL DOLLARS}}{\text{TOTAL NUMBER OF CYCLES EARNED}} = \text{VALUE FOR EACH CYCLE}$$

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 equal to 50 percent of the BV we receive on commissionable 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.

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 Global Team Compensation Plan.

