

# 2020 LEGACY PROGRAM

## GOAL

Create a pathway for continued income for Retailers who engage in team building after they have reached the point where they are no longer actively selling by waiving Personal Volume and Group Volume requirements.

## PLAN DETAIL

- Retailers accumulate Points for each qualified month (Rank of Trainer or above and an average monthly retail price per Piece of \$30 or more) (Qualified Month Point).

- For each qualified month as a Trainer, Retailers earn 5 Qualified Month Points, up to a total of 100 Qualified Month Points. Retailers who have achieved the Rank of Coach and above earn 10 Qualified Month Points for each qualified month with no limit on the amount of Qualified Month Points they can earn.
- Only Retailers who have achieved the Rank of Coach and above are eligible to elect to enter the Legacy Program (but Legacy Points earned as a Trainer may be used when in the Legacy Program).
- The accumulation of a minimum of 1,200 Qualified Month Points is required to enter the Legacy Program.
- Once in the Legacy Program, Retailer Personal Volume and Group Volume and Piece count requirements are waived on a per month basis. Each monthly waiver requires the use of Legacy Points per below, and reduces the total Legacy Points accumulated by a Retailer by the same amount as described below.
- Each Month in the Legacy Program, a Retailer receives 75% of the calculated compensation the Retailer would have received monthly under the Leadership Compensation Plan if the Retailer had not entered the Legacy Program.
- In addition to Qualified Month Points, Retailers may be eligible to earn Bonus Points which are added to a Retailer's accumulated Legacy Point Account and Legacy Point total for use when Retailers enter the Legacy Program, potentially extending the length of time Retailers can participate in the Legacy Program.
- Accumulated Qualified Month Points and Bonus Points are combined into a single Legacy Point Account (Legacy Points consist of a combination of both Qualified Month Points and Bonus Points).
- The Legacy Point Account is decremented by 10 Legacy Points for each month a Retailer participates in the Legacy Program. Participation in the Legacy Program continues until all Legacy Points in the Legacy Point Account are exhausted and the Legacy Point Account total reaches zero.

## BONUS POINTS

At launch available Bonus Points are:

Team Member Fast Start/Start Now =  
1 Bonus Point per qualified Retailer.

Team member Cruise Fast Start =  
2 Bonus Points per qualified Retailer.

Team Member is defined as any  
Retailer who is not under another  
qualified Leader.

## ONCE IN THE LEGACY PROGRAM

All rights to Retailer Team are waived and belong to Company in exchange for 75% of calculated compensation.

Retailer no longer has the ability to sell or transfer Retailer Team.

Retailer Legacy Point total and Legacy Point Account are frozen.

Retailer no longer receives or accumulates Legacy Points after entering the Legacy Program.