

2015 – 2016 Shaklee Incentive Programs

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The Statement of Privileges and Responsibilities of Shaklee Family Members (P&R) is the legal document that outlines the privileges you, as a Shaklee Family Member, can expect from the Company, and the responsibilities the Company expects you to assume. Except as indicated for the Five-Year Rule and the Gold Ambassador Fee, in the event of a conflict between this document and the P&R, the P&R governs. Shaklee reserves the right to modify all or part of this document on notice to distributors by posting in the Member Center as provided in the P&R.

Definitions

All capitalized terms have the meanings set forth in the Statement of Privileges and Responsibilities of Shaklee Family Members (P&R) unless otherwise specified in this document.

Gold Bonuses

Distributors and above who are Gold Ambassadors are eligible to earn Gold Bonuses as follows:

- A Gold Bonus of \$50 will be paid to the Original Sponsor on the purchase of a 250 PV GOLD PAK.
- A Gold Bonus of \$100 will be paid to the Original Sponsor on the purchase of a 500 PV GOLD PLUS PAK.
- A Gold Bonus of \$150 will be paid to the Original Sponsor on the purchase of a 750 PV SUPER GOLD PAK.

A Gold Bonus will be paid only on the first purchase of a GOLD PAK, regardless of whether it is a GOLD, GOLD PLUS or SUPER GOLD PAK, by any Shaklee Family Member.

Gold Bonuses are always paid directly by Shaklee. Shaklee generally pays bonuses monthly, however you can be paid Gold Bonuses weekly if you meet all of the following criteria:

- You are registered for direct deposit¹ of your bonuses
- You are registered for online bonus statements
- You have an email address on file with Shaklee

To be eligible to earn Gold Bonuses, the Original Sponsor must hold the title of Distributor or higher and must be a Gold Ambassador (by purchase of a GOLD, GOLD PLUS or SUPER GOLD PAK or by paying the \$150 Gold Ambassador Fee). In the event the Original Sponsor is not eligible to be paid, the Gold Bonus will be paid to the Original Sponsor of the Original Sponsor if they meet the requirements (or to the Original Sponsor of the Original Sponsor of the Original Sponsor and so forth until an Original Sponsor is reached who meets the requirements).

The Original Sponsor is the first sponsor of a Shaklee Family Member. In the event of a change in sponsor due to Unjust Enrichment, Survivorship, a Purchase/Sale Transaction or formation of a Combined Distributorship, Shaklee will also change the Original Sponsor of the affected Shaklee Family Members if the former sponsor was also the Original Sponsor. Shaklee reserves the right to review and adjust the Original Sponsor of affected Shaklee Family Members in the case of a Reorganization, divorce, dissolution of a Combined Distributorship, resignation or termination.

Power Bonuses

Distributors are eligible to earn a Power Bonus of \$150 for every 15 points they accumulate by personally sponsoring new Members, Distributors and Gold Ambassadors who reach the milestones below:

- 1 point for each new Member or Distributor in the USA or Canada with product orders totaling 50 – 99 PV

¹ If you wish to sign up for direct deposit, the *Electronic Funds Transfer – Direct Deposit Form* is available in the Library at www.myshaklee.com.

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- 2 points for each new Member or Distributor in the USA or Canada with product orders totaling 100 PV or more
- 3 points for each new Member or Distributor in the USA or Canada with the purchase of the Shaklee Life Plan
- 5 points for each new Gold Ambassador in the USA or Canada with the purchase of a 250 PV GOLD PAK
- 10 points for each new Gold Ambassador in the USA or Canada with the purchase of a 500 PV GOLD PLUS PAK
- 15 points for each new Gold Ambassador in the USA or Canada with the purchase of a 750 PV SUPER GOLD PAK
- 1 point for each new Gold Ambassador in Mexico with the purchase of a 1000-peso GOLD PAK
- 2 points for each new Gold Ambassador in Mexico with the purchase of a 2000-peso GOLD PAK

The required order volume or purchase of a GOLD, GOLD PLUS or SUPER GOLD PAK must be on record with Shaklee by the earlier of:

- Within 60 days of the sponsored Member's or sponsored Distributor's application date in Shaklee's records
- The last day of the last month for which the Distributor earning points is eligible for the Power Bonus²

Distributors are eligible to earn Power Bonuses during their first three months as a Distributor (remainder of month in which they became a Distributor plus three full months). There is no limit to the number of Power Bonuses that can be earned in the time frame. Power Bonuses are always paid directly by Shaklee, and are paid weekly provided the Distributor meets the requirements in the Gold Bonuses section to be paid weekly.

Example: Distributor Brian sponsors into Shaklee on April 17, 2015. He has until July 31 to participate in the Power Bonus program. He sponsors Dana on April 29 and Dana places a 100 PV order on June 15. Brian earns two points toward his Power Bonus. He sponsors Eric on June 30. Eric does not place an order until August 15. Brian does not earn points toward his Power Bonus since he is no longer within his eligibility period, which ended July 31.

Example: Member Joan joins Shaklee on April 17, 2015. Joan later becomes interested in the business and becomes a Distributor on September 14, 2015. Joan has until December 31, 2015 (the remainder of September plus three full months) to participate in the Power Bonus program.

Points will be awarded as a sponsored Member or Distributor reaches the milestones above, but the total points awarded for a sponsored Member or Distributor will be for the highest milestone they reach. In all cases, points are awarded to the Original Sponsor of the new Member or Distributor³.

Example: Distributor Lynn, who joined Shaklee on April 15, sponsors new Distributor Ken on May 1. Ken has a 50 PV order on May 1 and Lynn earns one point. Ken decides that his interest in the business warrants the purchase of a GOLD PLUS PAK on May 15. Lynn earns an additional nine points on May 15, for a total of 10 points for sponsoring Ken with a GOLD PLUS PAK.

For each new rank achieved, beginning with Director, Distributors have another three months in which to earn Power Bonuses. The three-month period begins the month of the effective date of the promotion. If a Distributor or Business Leader promotes to a new rank before the three-month period for the previous rank (or ranks) has expired, then the expiration date will be extended by a full three months so that they do not "lose" any time in

² Although one may upgrade to a GOLD, GOLD PLUS or SUPER GOLD PAK at any time, points toward Power Bonuses will only be issued if purchased within the timeframes listed here.

³ No points are awarded if the Original Sponsor is a Member on the date the new Member or Distributor is sponsored.

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which to earn the Power Bonus. (To be considered a new rank for this purpose, the rank achieved must meet the requirements of the Five-Year Rule on page 8 of this booklet.)

Example: Terry promotes from Director to Senior Director effective May 2015 PV month. She is eligible to earn the Power Bonus from May 1, 2015 through July 31, 2015. Terry promotes to Coordinator effective June 2015 PV month. Terry has an additional three months – through October 31, 2015 – in which to earn the Power Bonus.

Any points remaining after a Distributor's eligibility for the Power Bonus has ended will expire and may not be combined with points earned if and when the Distributor increases in rank and becomes eligible for the program again. Once the Distributor increases in rank and becomes eligible for the Power Bonus again, points are earned only on Members or Distributors sponsored since they became eligible.

Example: Sarah joins Shaklee as a Distributor on March 15, 2015. She is eligible for the Power Bonus through June 30, 2015. On March 18 she sponsors a Distributor with a GOLD PLUS PAK and is awarded 10 points. On April 12 she sponsors another Distributor with a GOLD PLUS PAK and is awarded another 10 points, for a total of 20. She earns \$150 Power Bonus and has five points remaining. On June 30, she sponsors a Distributor with a GOLD PAK and is awarded five points, for a total of 10. Sarah sponsors another Distributor with a GOLD PAK on July 3 after her initial Power Bonus eligibility has expired.

Case 1: Sarah promotes to Director effective June PV month and her Power Bonus eligibility is extended through August 31, 2015. Because Sarah promoted to Director before her initial Power Bonus eligibility expired, there is no gap in her eligibility for the bonus, so the 10 points on record as of June 30 do not expire. After her promotion is recorded in Shaklee records on or about July 15, she will be awarded five points for the Distributor sponsored with a GOLD PAK on July 3. She will have a total of 15 points and will earn \$150 Power Bonus.

Case 2: Sarah promotes to Director effective July PV month. Her initial Power Bonus eligibility ended June 30. Her new Power Bonus eligibility begins July 1 and continues through September 30. The 10 points on record as of June 30 expire and no longer count toward Power Bonuses. After her promotion is recorded in Shaklee records on or about August 15, Sarah will be awarded five points for the Distributor sponsored with a GOLD PAK on July 3, because her new Power Bonus eligibility is retroactive to July 1.

Case 3: Sarah promotes to Director effective August PV month. Her new Power Bonus eligibility begins August 1 and continues through October 31. Her initial Power Bonus eligibility ended June 30. The 10 points on record as of June 30 expire and no longer count toward Power Bonuses. No points are awarded for the Distributor sponsored with a GOLD PAK on July 3 because the Distributor was sponsored before Sarah became eligible for the Power Bonus again.

Points Program

Qualification Period: March 1, 2015 – December 31, 2015

The points you earn in the Points Program qualify you for multiple awards. You use the same points to qualify for the Dream Trip, Top Achievers Trip and Recognition. Points required for each of these incentives are shown in their respective sections of this booklet.

You can earn points in a number of different categories tied to the growth and development of your business: Sponsoring, Rank Advancement, Leadership Development (Net Gain – First Generation and Net Gain – Business Group), PGV Growth, and Special Master OV Growth. Plus you can earn extra points for the time you've been in Shaklee and for your donations of Shaklee Cares packs (and for Master Coordinators, for maintaining Paid As Master rank monthly).

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Sponsoring Category

The more you sponsor new Members and Distributors – and the more you work with and motivate them to reach the purchase levels below – the more points you can earn⁴:

Sponsoring Type	Points
New Gold Ambassador in the USA or Canada with purchase of a 750 PV SUPER GOLD PAK	15
New Gold Ambassador in the USA or Canada with purchase of a 500 PV GOLD PLUS PAK	10
New Gold Ambassador in the USA or Canada with purchase of a 250 PV GOLD PAK	5
New Member/Distributor in the USA or Canada with purchase of the Shaklee Life Plan	3
New Member/Distributor in the USA or Canada with product orders totaling 100 PV or more	2
New Member/Distributor in the USA or Canada with product orders totaling 50 -99 PV	1
New Distributor in Mexico with 2000-peso GOLD pack	2
New Distributor in Mexico with 1000-peso GOLD pack	1

The new Member or Distributor must reach the purchase levels above within 60 days of their application date in Shaklee's records. Points will be awarded as each purchase level is reached, but the total points awarded will be for the highest purchase levels reached. Points must be earned by December 31, 2015 in order to count for the March 1, 2015 – December 31, 2015 Qualification Period.

Example 1: Business Leader Ellen sponsors new Member Mary on July 1, 2015. Mary places a 50 PV order at the same time. Ellen earns 1 point. Mary purchases a GOLD PLUS PAK on August 1, 2015. Ellen earns an additional 9 points, for a total of 10.

Example 2: Business Leader Frank sponsors new Member Murray on December 15, 2015. Murray places a 50 PV order on December 15, 2015. Murray places a second 50 PV order on January 10, 2016. Frank will earn 1 point in the March 1, 2015 – December 31, 2015 Qualification Period because the second order was not placed until after December 31, 2015.

Autoship Points

The sponsoring points earned for any new Member, Distributor or Gold Ambassador⁵ will be doubled if they maintain a 100 PV Autoship order for a minimum of 3 months, not necessarily consecutive. The three orders must be in different months and each individual order must be for at least 100 PV. The three Autoship orders must be completed by December 31, 2015 in order for the points to be awarded in the March 1, 2015 – December 31, 2015 Qualification Period.

Example: Business Leader Nancy sponsors Distributor Peter, who purchases a GOLD PLUS PAK, on March 1, 2015. Nancy receives 10 Personal Sponsoring Points. Peter has a 100 PV Autoship Order in each of April, May and June 2015. In June, after Peter has completed his third Autoship order, Nancy receives an additional 10 Personal Sponsoring Points (for a total of 20) for Peter.

Example: Business Leader Nancy sponsors Distributor Rex, who purchases a GOLD PLUS PAK, on October 1, 2015. Rex has a 100 PV Autoship Order in each of November 2015, December 2015 and January 2016. Rex did not complete the third Autoship order until January, so Nancy does not receive Autoship Points for Rex in the March 1, 2015 – December 31, 2015 Qualification Period.

⁴ A maximum of 125 Sponsoring Points, including Autoship Points and Sponsoring Carryover Points, counts toward the Dream and Top Achievers Trips.

⁵ Autoship points are awarded only for new Members, Distributors and Gold Ambassadors in the U.S. and Canada.

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Personal and Group Sponsoring Points

The Original Sponsor of the new Member or Distributor is awarded the Personal Sponsoring points. If the Original Sponsor is not a Business Leader at the time the points are awarded, then Group Sponsoring Points will be awarded to each Member or Distributor upline until a Business Leader is reached⁶. For purposes of awarding points upline, the chain of Original Sponsors will be used (i.e., Original Sponsor of Original Sponsor, Original Sponsor of Original Sponsor of Original Sponsor, and so forth as applicable).

Example: Business Leader Matt sponsors Distributor Drew, who sponsors Distributor Kevin. (Matt is the Original Sponsor of Drew and Drew is the Original Sponsor of Kevin.) Kevin purchases a GOLD PAK when he joins Shaklee. Drew receives 5 Personal Sponsoring Points and Matt receives 5 Group Sponsoring Points.

Example: Continuing the example above, Business Leader Matt sponsors Distributor Chris, who purchases a GOLD PAK, and places him under Kevin. Chris's Original Sponsor is Matt. Matt receives 5 Personal Sponsoring Points. Neither Drew nor Kevin receives Sponsoring Points for Chris.

Example: Continuing the example above, Chris sponsors Becky, who purchases a GOLD PAK. Chris is the Original Sponsor of Becky and receives 5 Personal Sponsoring Points. Matt is the Original Sponsor of Chris and receives 5 Group Sponsoring Points. Neither Drew nor Kevin receives Sponsoring Points for Becky.

Sponsoring Point Carryover

For those who became Distributors during the July 2014 – February 2015 Qualification Period and who did not fully qualify for the Celebrate the Effect Incentive Trip, Sponsoring Points earned from November 1, 2014 through February 28, 2015 will be carried over to the March 1, 2015 – December 31, 2015 Qualification Period.

PGV Growth Category

You will earn five points per month each month that you achieve a 10% growth in Personal Group Volume (PGV) over your base. Your base is your average PGV for the 8-month period from July 2014 through February 2015 PV months, or 2000 PGV, whichever is greater.

Example: Business Leader Judy has an average PGV of 2500 during the past 8-month period from July 2014 – February 2015. In any month from March 2015 through December 2015 that Judy achieves 2750 PGV or more, she will earn five points.

Example: Business Leader Jim did not join Shaklee until December 1, 2014. He had 1000 PGV in December 2014 and 2000 PGV in each of January and February 2015. His 8-month average is 625. Since that is less than 2000, his base will be set at 2000. In any month from March 2015 through December 2015 in which Jim achieves 2200 PGV or more he will earn five points.

⁶ Although a Member may accumulate points, they must become a Distributor or higher in order to earn incentive trips or recognition as specified in the requirements for each of those programs.

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Rank Advancement Category

To earn Rank Advancement Points, you must achieve the new Paid As Rank and maintain for 3 additional consecutive months (for a total of four consecutive months)⁷, without personal use of Volume Grace Months or waivers.

Five-Year Rule⁸

New rank is determined according to the Five-Year Rule, meaning that the rank achieved must meet one of the following criteria:

- A first-time, never before achieved rank, or
- A Paid As Rank that was held only prior to March 2010 PV month, or
- A Paid As Rank that was held for less than four consecutive months from March 2010 through February 2015. (A month in which a Volume Grace Month or waiver was used does not count as a month in which Director rank was held.)

Example: Associate Alan promoted to Director in March 2010 and met all requirements of rank in April and May 2010. In June and July of 2010, Alan took Volume Grace Months and in August 2010, Alan was retitled to Associate. Alan's base rank is Distributor. When he achieves and holds the rank of Director he will earn Rank Advancement Points.

Example: Associate Annie promoted to Director in March 2010 and promoted to Senior Director in April. She maintained as a Senior Director in April, May, and June, but lost her First Generation Leader in July, when she also took a Volume Grace Month. After taking Volume Grace Months in July and August, she was retitled to Associate in September 2010. Annie's base rank is Director. (She was a Paid As Senior Director for only three consecutive months but was a Paid As Director or higher for four consecutive months – March, April, May and June.) When Annie achieves and holds the rank of Senior Director she will earn Rank Advancement Points.

Rank Advancement Points

New Rank Achieved	Points
Director	30
Senior Director	50
Coordinator	75
Senior Coordinator	90
Executive Coordinator	110
Senior Executive Coordinator	145
Key Coordinator	180
Senior Key Coordinator	210
Master Coordinator	250

⁷ For the ranks of Key Coordinator and higher, you must meet the requirements of the rank and hold for two additional consecutive months (total of three consecutive months) before promotion to the appointed title occurs. For purposes of this section, the Car Program section and the *FastTRACK* section, the first month that you meet the requirements to be paid at that rank is the month that your qualification begins. For example, you meet all requirements for the Key Coordinator rank and are paid as a Key Coordinator in March 2015 PV month. You continue to meet the requirements for the Key Coordinator rank in April, May and June PV months. You are promoted to Key Coordinator in May PV month. You earn your Rank Advancement Points for Key Coordinator in June PV month.

⁸ The Five-Year Rule as defined here supersedes the definition in the P&R.

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New Rank Achieved	Points
Senior Master Coordinator	275
Presidential Master Coordinator	300

Rank Advancement Points will be awarded only once for any given rank, and will be awarded at the conclusion of the maintenance period. Points must be earned by December 2015 PV month in order to count for the March 1, 2015 – December 31, 2015 Qualification Period. New Rank Points expire at the end of the Qualification Period and cannot be carried over to the next Qualification Period or incentive trip.

Example: Business Leader Karen promotes to Senior Coordinator in May 2015 PV month. She must maintain as a Paid As Senior Coordinator or higher in each of June 2015, July 2015 and August 2015 PV months and then will be awarded 90 points. The 90 points count for the March 1, 2015 – December 31, 2015 Qualification Period.

Example: Business Leader Kevin achieves Paid As Key Coordinator in December 2014 PV month. He must maintain as a Paid As Key Coordinator or higher in each of January, February and March 2015 PV months and then will be awarded 180 points. The 180 points count for the March 1, 2015 – December 31, 2015 Qualification Period.

Business Leader Development (Net Gain) Category

Earn points as you develop new leaders in your organization. For each Net Gain, you earn points the first month you achieve the Net Gain, and additional points as you maintain the Net Gain for three, five and seven months. The months do not have to be consecutive.

First Generation Net Gains

Months Held	Points
One Month	20
Three Months	25
Five Months	30
Seven Months	35

- Your base for First Generation Net Gains achieved during the March 1, 2015 – December 31, 2015 Qualification Period is the highest number of First Generation Leaders held in any month during the period July 2013 – February 2015 PV month.
- A Net Gain is an increase in the number of First Generation Leaders you have over your base. For example, if your base is 3 First Generation Business Leaders, you will achieve one Net Gain when you have a total of 4 First Generation Business Leaders.
- Points are determined according to the total number of First Generation Leaders, and are not related to the promotion of any particular leader.
 - **Example:** In February 2015, Business Leader Lisa has two First Generation Leaders, Mary and Nancy. She didn't have more than two First Generation Leaders between July 2013 and February 2015, so her base is 2.
 - Lisa promotes another First Generation leader, Patti, in March 2015, and Mary and Nancy both maintain in March; so Lisa has 3 First Generation Leaders which gives her 1 Net Gain (and 20 points for Month 1 of the Net Gain).

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- In April, Patti, Mary and Nancy all maintain as Business Leaders. Nancy takes a Volume Grace Month. Lisa has three First Generation Leaders, so she has maintained her net gain for two months.
- In May, Patti and Mary both maintain as Business Leaders but Patti takes a Volume Grace Month and Nancy reverts. Lisa has two First Generation Leaders, so she has not maintained the net gain for a third month – she would have to have three First Generation leaders.
- In June, Mary maintains as a Business Leader and Patti reverts. Lisa promotes two new First Generation Leaders, Betty and Barb. Lisa again has three First Generation leaders. She has maintained her net gain for a third month and is awarded 25 points for Month 3.

Business Group Net Gains

Months Held	Points
One Month	5
Three Months	10
Five Months	15
Seven Months	20

- Your base for Business Group Net Gains achieved during the March 1, 2015 – December 31, 2015 Qualification Period is the highest number of First, Second, Third, Fourth, Fifth and Sixth Generation leaders (in total) held in any month during the period July 2013 – February 2015 PV month. A Net Gain is an increase in your six-generation Business Group Count over your base. For example, if your base is 10 leaders in your six-generation Business Group, you will achieve one Net Gain when you have a total of 11 leaders in your six-generation Business Group.
- Points are determined according to the total number of First, Second, Third, Fourth, Fifth and Sixth Generation leaders (i.e., your six-generation Business Group), and are not related to the promotion of any particular leader.

Net Gain Details

- No points are awarded in any month in which you personally have a Volume Grace Month or waiver, nor does a month in which you personally have a Volume Grace Month or waiver count as a month in which you maintained a Net Gain. (A downline Business Leader with a Volume Grace Month or waiver still counts as a Business Leader for calculating Net Gains.)
- First Generation and Business Group Net Gain Points are awarded cumulatively – meaning, when you achieve a Net Gain and hold for the full seven months, you are awarded the total value of the points and not just the difference.
 - **Example:** Joe achieves a First Generation Net Gain in March and holds it for seven months without taking any Volume Grace Months or waivers. He accumulates a total of 110 points for his First Generation Net Gain (20 points in Month 1, 25 additional points in Month 3, 30 additional points in Month 5 and 35 additional points in Month 7). Likewise, if Joe achieves a Business Group Net Gain, he will accumulate a total of 50 points (5 points in Month 1, 10 additional points in Month 3, 15 additional points in Month 5 and 20 additional points in Month 7). Points must be earned by December 2015 PV month in order to count in the March 1, 2015 – December 31, 2015 Qualification Period.

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- Net Gain Points expire at the end of the Qualification Period and cannot be carried forward to the next Qualification Period.
- If you achieve a First Generation Net Gain or Business Group Net Gain during the Qualification Period but have not yet held the Net Gain for three, five or seven months, the maintenance period for the Net Gain will cross into the next Qualification Period, and the points will be awarded, when earned, in the next Qualification Period.
 - If you achieved a Net Gain during the 2013-2014 Qualification Period or 2014-2015 Qualification Period, and did not complete the full seven months' maintenance prior to the end of the 2014-2015 Qualification Period, you will be awarded the points, when earned, in the March 1, 2015 – December 31, 2015 Qualification Period. All points will be awarded according to the Point Schedules above.
 - The maintenance period may cross over into the next two Qualification Periods after the Qualification Period in which the Month 1 points were earned. No points will be issued in the March 1, 2015 – December 31, 2015 Qualification Period for Net Gains where Month 1 was achieved earlier than the 2013-2014 Qualification Period.

Special Master Coordinator OV Growth Category

Master Coordinators are eligible to earn 20 points for OV Growth in each month in which they meet the following requirements:

- Paid as title is Master Coordinator, Senior Master Coordinator or Presidential Master Coordinator
- Monthly OV exceeds the Base OV.⁹

Base OV is the average monthly OV for the period July 2014- February 2015 PV month, or 100,000, whichever is greater.

Example: Master Coordinator Jane had 100,000 OV in each of July, August and September 2014; 120,000 OV in October 2014, November 2014, December 2014, January 2015, and February 2015. Her average OV during that period is 112,500, so that is her base. In any month from March 2015 through December 2015 that Jane is a Paid As Master Coordinator or higher and achieves more than 112,500 OV, she will earn 20 points.

Example: Senior Key Coordinator John achieves Paid As Master Coordinator with 105,000 OV in June 2015. He had 80,000 OV July, August, September, October, November and December 2014 and 90,000 OV in January and February 2015. His 8-month average is 82,500. Since that is less than 100,000, his base will be set at 100,000. John is a Paid As Master Coordinator in June 2015 and his OV of 105,000 exceeds his base of 100,000, so John earns 20 points in June, and will continue to earn 20 points in any month in which he remains a Paid As Master Coordinator or higher and has more than 100,000 OV.

Miscellaneous Category

Longevity Points

You earn one point for every full year you have been in Shaklee¹⁰ through February 28, 2015 plus one point for the coming year.

⁹ In any month in which a Lifetime Master Coordinator is not a Paid As Master Coordinator or higher, they will still be awarded OV Growth Points, when applicable.

¹⁰Based on your application date on file in Shaklee records. Note that due to the change in the dates of the Qualification Period, if your application dates falls between March 1 and June 30 of any year, you will receive the

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Shaklee Cares Points¹¹

You earn one point for your donation of any of the available Shaklee Cares packs. A maximum of 10 points may be earned.

Shaklee Live Registration Points

Distributors attending Shaklee Live 2015 in Cleveland will earn 25 points (per distributorship) by registering for Shaklee Live 2016 while onsite.

Master Maintenance Points

Five points are awarded for each month that you are a Paid As Master Coordinator¹², Senior Master Coordinator, or Presidential Master Coordinator.

Purchase/Sale, Survivorship, Combined Distributorships

If a business is transferred due to Survivorship or to a Purchase/Sale transaction, the Company will adjust the transferee's base Rank, base First Generation Count, base Six Generation Count, base PGV and base OV so that they are the same as those held by the transferor. Points earned by the transferor in those categories prior to the transfer will be reassigned to the transferee.

In the case of the formation or dissolution of a Combined Distributorship, the Company will adjust bases and points on a case by case basis.

Dream Trip

Trip Qualification Period: March 1, 2015 – December 31, 2015

Trip Dates: April 10-15, 2016

Trip Location: Los Cabos, Mexico

How to Qualify:

In addition to accumulating the required points:

- You must have at least 50 points in the Sponsoring Category, at least 10 of which are for Personal Sponsoring.
- You must be a Paid As Coordinator or higher for at least four consecutive months within the Qualification Period.
- Once that requirement is met, your Paid As Rank may not fall below Senior Director in any month (except that you may have one Volume Grace Month or waiver) for the remainder of the Qualification Period and all succeeding months through March 2016.

A maximum of 125 Sponsoring Points may be counted toward trip qualification (including qualification at the 550 and 775 point levels). Any Sponsoring Points carried over from the prior Qualification Period are included in the total Sponsoring Points in determining the 125-point limit.

same number of Longevity Points in the March 1, 2015 – December 31, 2015 Qualification Period as you did in the previous Qualification Period.

¹¹ Shaklee Cares points do not apply for Shaklee Canada.

¹² In any month in which a Lifetime Master Coordinator is not a Paid As Master Coordinator or higher, they will nevertheless be awarded Master Maintenance Points.

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If the requirements above are not met in full, the Company reserves the right to cancel your participation in the Trip and/or to charge your account for costs incurred on your behalf.

In all cases, at least one attendee must be on Shaklee records as a member of the qualifying distributorship. Trip awards are non-transferrable and must be taken in the year earned. Shaklee provides round-trip coach air transportation from an airport near your hometown (the mailing address on file with Shaklee). Attendees are responsible for paying any additional airfare if they embark from another location.

A Business Leader who qualifies for the trip will be assigned only one of the qualification types listed below, which will be based upon their point total. As long as one attendee is on Shaklee records as a member of the qualifying distributorship, they may choose whomever they would like as the additional people to accompany them on the trip.

Points Required

Qualification Type	Required Points
Incentive Trip for Two People/One Room	325
Incentive Trip for Two People/One Room plus One Additional Flight	550
Incentive Trip for Two People/One Room plus Two Additional Flights	775

When you qualify for One or Two Additional Flights, those guests receive the following:

- Round-trip coach air transportation
- Ground transportation in Mexico
- Invitation to all Shaklee-sponsored events in Mexico
- Free hotel accommodation for children four years of age and under.

The qualifying Business Leader will be responsible for an additional per night hotel fee for anyone five years of age or older. The fee is based on age and ranges from \$65 - \$120 per night. The hotel rooms are configured for a maximum of (1) two adults and two children (17 years of age and under) or (2) three adults.

Presidential Master Coordinators

A Presidential Master Coordinator, who is paid as a Presidential Master Coordinator for at least six months during the Qualification Period, and in the month prior to the Dream Trip, automatically qualifies for the trip.

Qualification includes two people (at least one must be on Shaklee records as a member of the qualifying distributorship). Although they are automatically qualified for the Incentive Trip, Presidential Master Coordinators are not automatically awarded 325 points toward additional flights or the Top Achievers Trip. In order to qualify for additional flights they must accumulate 550 or 775 points as shown in the chart above, and in order to qualify for the Top Achievers Trip they must accumulate 1000 points.

Top Achievers Trip

Trip Qualification Period: March 1, 2015 – December 31, 2015

Trip Dates: June 3-8, 2016

Trip Location: Tuscany, Italy

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How to Qualify:

- You must meet all qualifications above for the Dream Trip.
- You must accumulate at least 1000 points.
- You must be a Paid As Executive Coordinator or higher for at least four consecutive months within the Qualification Period.
- Once that requirement is met, your Paid As Rank may not fall below Senior Coordinator in any month (except that you may have one Volume Grace Month or waiver) for the remainder of the Qualification Period and all succeeding months through May 2016.

A maximum of 125 Sponsoring Points may be counted toward trip qualification. Any Sponsoring Points carried over from the prior Qualification Period are included in the total Sponsoring Points in determining the 125-point limit.

If the requirements above are not met in full, the Company reserves the right to cancel your participation in the Trip and/or to charge your account for costs incurred on your behalf.

Business Leaders who qualify for the Top Achievers International Trip also qualify to attend the Dream Incentive Trip with two additional flight and land packages. You do not have to choose one or the other.

Recognition

Build your business, grow your organization ... and be recognized for your achievements as a “Star Achiever”.

2016 Star Achiever

Qualification Period: March 1, 2015 – December 31, 2015

There are five different levels of Star Achiever status, all determined by the same points you earn toward the Dream and Top Achievers Trips (including a maximum of 125 Sponsoring Points):

Star Achiever Status	Required Points	Awards
1 Star	150	2016 Regional Recognition (Spring and Fall): Invitation to VIP reception Special seating Special recognition 2016 Shaklee Live Recognition: Invitation to Star Achiever Reception Special seating at Shaklee Live Special registration area Access to Star Achiever Lounge
2 Star	325	Everything that 1 Star Achiever earns plus Dream 2016 Incentive Trip for Two People in One Deluxe Room (rank and sponsoring requirements for the trip must be met)
3 Star	550	Everything that 1 Star and 2 Star Achievers earn plus One Additional Flight for the Dream 2016 Incentive Trip (rank and sponsoring requirements for the trip must be met)

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Star Achiever Status	Required Points	Awards
4 Star	775	Everything that 1 Star, 2 Star and 3 Star Achievers earn plus One More Additional Flight for the Dream 2016 Incentive Trip (rank and sponsoring requirements for the trip must be met)
5 Star	1000	Everything that 1 Star, 2 Star, 3 Star and 4 Star Achievers earn plus Top Achievers Trip for Two People (rank and sponsoring requirements for the trip must be met)

2016 Shaklee Live Recognition

Qualification Period: July 1, 2015 – June 30, 2016

Wall of Honor

The top 10 Business Leader teams in each of the following categories will be recognized as Wall of Honor Achievers. In addition to 2016 Shaklee Live recognition, all Wall of Honor Achievers in each of the categories will have their name included on the "Wall of Honor" at the Shaklee Global Headquarters in Pleasanton, California.

Leadership Top 10

- The top 10 Business Leader teams that have the highest cumulative ranking in each of the following Business Development categories during the Qualification Period: Rank Advancement, Sponsoring (personal & group sponsoring), percent increase in Organizational Volume, Personal Group Volume Increase and Income.
- The Business Leader team that has the highest cumulative ranking will receive the **Leader of the Year Award**.

Growth Top 10

- The top 10 Business Leader teams that have the greatest percent increase in OV over the prior Qualification Period.
- The Business Leader team that has the greatest percent increase in OV over the prior Qualification Period will receive the **Growth Producer of the Year Award**.

Fortune Top 10 Overall

- The top 10 Leader teams that have earned the highest income during the Qualification Period.
- The Business Leader team that has earned the highest income during the Qualification Period will receive the **Income Earner of the Year Award**.

Sponsoring Top 10

- The top 10 Business Leader teams that have the highest combined sponsoring (personal & group sponsoring) during the Qualification Period.
- The Business Leader team that has accumulated the greatest number of Sponsoring Points will receive the **Sponsor of the Year Award**.

Rising Stars Top 10

- The top 10 fastest growing Dream Business Leader teams that have earned the highest income during the Qualification Period.

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- The new Business Leader team that has earned the highest income during the Qualification Period will receive the ***Rookie of the Year Award***.

Volume Top 10

- The top 10 Business Leader teams that have the greatest increase in Personal Group Volume over the prior Qualification Period.
- The Business Leader team that has the greatest increase in Personal Group Volume will receive the ***Volume Producer of the Year Award***.

Rank Advancement

All new rank achievers who are promoted to their highest appointed rank by June 30, 2016 will receive recognition at Shaklee Live in 2016.

You do not need to have held your new rank for four consecutive months to be recognized at Shaklee Live 2016, however you must be paid as the new rank in June 2016 PV month. To be recognized at a new rank of Key Coordinator or higher, you must complete the full three months' maintenance and be appointed to the rank and must be paid as that new rank in June 2016 PV month.

New Director Conference

2015 and 2016 New Director Conference Dates:

June 10-13, 2015

October 12-15, 2016

Conference Location: San Francisco Bay Area

Eligibility: Business Leaders in the Dream Plan who are first time Directors, or who meet the requirements of the Five-Year Rule (as defined on page 8 of this booklet), are eligible to qualify for the New Director Conference.

Qualifications: Earn a total of 18,000 CV¹³ in any six-consecutive month period within your first 12 months as a Director (month of promotion plus eleven months)¹⁴. The entire qualification must be completed by the end of the 12th month. The Business Leader must be a Director or higher, with no Volume Grace Months or waivers, during each month of the qualification period. Once the qualifications are completed, the Business Leader must maintain Director rank or higher each month through the month prior to the event, with no more than one month in which they have a Volume Grace Month or waiver. The qualifications must be completed no later than the PV month that is two months prior to the calendar month of the conference.

"Second Chance" Qualifications: A Dream Plan Business Leader who was eligible to qualify for the New Director Conference at one time - because they were in the Dream Plan and were either a first-time Director or met the requirements of the Five-Year Rule – but who did not accumulate sufficient CV to qualify within their first 12 months as a Business Leader, may qualify by accumulating 48,000 CV within any 12-consecutive month period

¹³ **CV:** A Business Leader's Unencumbered Group Volume (as defined in the Statement of Privileges and Responsibilities of Shaklee Family Members), plus the Personal Group Volume of each First Generation Leader, up to a maximum of 2000 per First Generation Leader. (Same as Car Volume). CV does not include volume from outside the U.S. and Canada.

Unencumbered Group Volume: A Business Leader's Personal Group Volume, excluding the Personal Group Volume of a First Generation Director in the month the First Generation Director promotes.

¹⁴ A Business Leader may qualify by accumulating 18,000 CV in as few as three consecutive months. All other requirements listed above apply.

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beginning April 2015 PV month or later¹⁵. The Business Leader does not have to meet the requirements of the Five-Year Rule in the current qualification period in order to take advantage of this opportunity for a second chance to qualify. The Business Leader must be a Director or higher, with no Volume Grace Months or waivers, during each month of the qualification period. Once the qualifications are completed, the Business Leader must maintain Director rank or higher each month through the month prior to the event, with no more than one month in which they have a Volume Grace Month or waiver. The qualifications must be completed no later than the PV month that is two months prior to the calendar month of the conference.

Deadlines for Qualification: Qualified Business Leaders may attend either the first scheduled conference for which they are eligible, or the one after that, but in either case, once they have completed the qualifications they must continue to maintain Director rank or higher each month through the month prior to the month of the event, with no more than one month in which they have a Volume Grace Month or waiver.

- To attend the June 2015 New Director Conference, a Business Leader must complete the 18,000 CV or 48,000 CV qualification, as applicable, no later than April 2015 PV month. Once the CV qualification is completed, the Business Leader must maintain Director rank or higher, with no more than one Volume Grace Month or waiver, each month through May 2015 PV month.
- To attend the October 2016 New Director Conference, a Business Leader must complete the 18,000 CV or 48,000 CV qualification, as applicable, no later than August 2016 PV month. Once the CV qualification is completed, the Business Leader must maintain Director rank or higher, with no more than one Volume Grace Month or waiver, each month through September 2016 PV month.

Conference: Training and recognition are the key components of the event. Qualification is for two people, each of whom must be on record with Shaklee as a member of the distributorship, and includes airfare, hotel, local transportation, and some meals. Both attendees are required to attend all meetings, events and activities that are a part of the New Director Conference.

New Key Coordinator Hometown Celebration

We are coming to your hometown to host a reception in your honor! We want to tell everyone in your community about your achievements, so we will alert the media and make it known that you are earning cars, money and trips while living the Shaklee dream.

Eligibility: New (first time) Key Coordinators who are in the Dream Plan are eligible for the New Key Coordinator Hometown Celebration.

Qualifications: You must be a fully qualified, Paid As Key Coordinator for three consecutive months and promote to Key Coordinator as per the P&R. Once qualified, your Paid As Rank may not fall below Senior Executive Coordinator in any month up to and including the month prior to the Celebration.

Hometown Celebration Details: Food, fun and friendship with 25 guests selected by the Key Coordinator, with recognition on site and a press release to local media. The date and time for the Celebration will be jointly determined by the new Key Coordinator and Shaklee Sales Representative and will be held in the Key Coordinator's city in Shaklee's records, unless an alternate location is approved by Shaklee.

New Master Coordinator Pinning

Time to pack your bags and head to Shaklee Global Headquarters for a red carpet celebration and ceremony, including an invitation to a once-in-a-lifetime dinner – all in your honor!

¹⁵ A Business Leader may qualify by accumulating 48,000 CV in as few as eight consecutive months. All other qualifications listed above apply.

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Eligibility: New (first time) Master Coordinators are eligible for the New Master Coordinator Pinning.

Qualifications: You must be a fully qualified, Paid As Master Coordinator for three consecutive months and promote to Master Coordinator as per the P&R. In addition, you must be a Paid As Master Coordinator in the month prior to the trip. At least one attendee must be on Shaklee records as a member of the qualifying distributorship.

Master Coordinator Pinning Details: The trip includes airfare for two to San Francisco, private limousine transfers, two nights' hotel, official pinning at Shaklee Global Headquarters, lunch with the Sales team, meetings with Shaklee department heads, dinner with Shaklee executives and a very special dinner with Roger and Sloan Barnett.

Car Bonus Program

General Information

Eligibility

Business Leaders in the Dream Plan are eligible for the Car Bonus Program. Business Leaders must first complete a three-month qualification period, and are then eligible to earn the car bonus for their program when monthly requirements for their program are met. Business Leaders may participate in the Car Bonus Program for each rank only once.

Registration

Once a Business Leader has completed the required three-month qualification period described below, Shaklee will mail a Car Bonus Program packet that includes the options available and next steps.

Business Leaders wishing to participate in the Car Bonus Program must send to Shaklee the completed Car Program Registration Form, along with documentation of car lease or purchase, and a picture of the Business Leader with their car, within six months after the qualification period is completed¹⁶.

The date of purchase or lease inception must be within the last 12 months at the time registration is submitted to Shaklee. The car may be either a new car or certified pre-owned car with model year within the last three years (e.g., If the registration is submitted in 2015, then the model year can be 2012, 2013, 2014 or 2015).

Drive-Off or Down Payment Assistance

Business Leaders may request to have Shaklee reserve up to six months' of Car Bonuses for them, which they may use to pay the "drive-off" charges on a car lease or the down payment on the purchase of a car. Business Leaders who wish to request this option will indicate that on the Car Program Registration form. The remaining period during which monthly car bonuses can be earned will be reduced by the number of months that bonuses have been placed on reserve, and will start in the month after Shaklee receives documentation of the purchase or lease of a car. Once the reserve period has elapsed, a request to receive these funds must be made within 90 days.

Once the check has been issued for the reserved funds, a copy of a purchase or lease agreement must be received by Shaklee within 60 days of the date of the check. If Shaklee does not receive a copy of the Purchase or Lease agreement within the 60 day period, Shaklee may debit your Shaklee account for the amount of the check issued for these reserved funds.

¹⁶ Note that a Business Leader may choose not to register within six months of initially completing the qualifications. So long as the Business Leader registers within six months of the most recently completed three-consecutive month period in which all qualifications are met, the requirements of this section are deemed to have been met.

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Senior Director Car Program

Qualification Period: Hold Paid As Senior Director rank or higher, and have a minimum of 5000 Car Volume¹⁷ for each of 3 consecutive months.

Monthly Car Bonus: Once registration in the program has been accepted by Shaklee, the Business Leader will earn \$225 per month for a non-hybrid car or \$250 per month for a hybrid car for up to 36 months, in each month in which the Business Leader has at least 5000 Car Volume.

If the Business Leader has less than 5000 Car Volume, or uses a Volume Grace Month or waiver, in any given month, no Car Bonus will be paid for that month.

Rank Increases Beyond Senior Director: Senior Directors who achieve the rank of Senior Coordinator or higher during the 36 months they are in the Senior Director Car Program, will earn the Car Bonus amount for the Senior Coordinator (or applicable) Car Program in any month in which they are a fully qualified, Paid As Senior Coordinator or higher and meet the Car Volume requirement for the Car Program corresponding to that rank. This does not impact the Business Leader's eligibility to then participate in the Senior Coordinator Car Program, once the 36 months in the Senior Director Program have passed.

Senior Coordinator Car Program

Qualification Period: Hold Paid As Senior Coordinator rank or higher, and have a minimum of 7000 Car Volume for each of 3 consecutive months.

Monthly Car Bonus: Once registration in the program has been accepted by Shaklee, the Business Leader will earn \$325 per month for a non-hybrid car and \$375 per month for a hybrid car for up to 36 months, in each month in which the following qualifications are met:

- 1) The Business Leader is a fully qualified, Paid As Senior Coordinator or higher, and
- 2) The Business Leader has 7000 Car Volume.

If the Business Leader's Paid As Title falls below Senior Coordinator in any given month, the Business Leader will earn a Car Bonus of \$225 for a non-hybrid car or \$250 for a hybrid if the Business Leader has at least 7000 Car Volume that month.

If the Business Leader's Car Volume falls below 7000, or if a Volume Grace Month or waiver is used, in any given month, no Car Bonus will be paid for that month.

Rank Increases Beyond Senior Coordinator: Senior Coordinators who achieve the rank of Senior Executive Coordinator or higher during the 36 months they are in the Senior Coordinator Car Program, will earn the car bonus amount for the Senior Executive Coordinator (or applicable) Car Program in any month in which they are a fully qualified, Paid As Senior Executive Coordinator or higher and meet the Car Volume requirement for the Car Program corresponding to that rank. This does not impact the Business Leader's eligibility to then participate in the Senior Executive Coordinator Car Program, once the 36 months in the Senior Coordinator Program have passed.

¹⁷ **Car Volume:** A Business Leader's Unencumbered Group Volume (as defined in the Statement of Privileges and Responsibilities of Shaklee Family Members), plus the Personal Group Volume of each First Generation Leader, up to a maximum of 2000 per First Generation Leader. Car Volume does not include volume from outside the U.S. and Canada.

Unencumbered Group Volume: A Business Leader's Personal Group Volume, excluding the Personal Group Volume of a First Generation Director in the month the First Generation Director promotes.

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Senior Executive Coordinator Car Program

Qualification Period: Hold Paid As Senior Executive Coordinator rank or higher, and have a minimum of 9000 Car Volume for each of 3 consecutive months.

Monthly Car Bonus: Once registration in the program has been accepted by Shaklee, the Business Leader will earn \$400 per month for a non-hybrid car or \$450 per month for a hybrid car for up to 36 months, in each month in which the following qualifications are met:

- 1) The Business Leader is a fully qualified, Paid As Senior Executive Coordinator or higher, and
- 2) The Business Leader has 9000 Car Volume.

If the Business Leader's Paid As Title falls below Senior Executive Coordinator in any given month, the Business Leader will earn \$325 for a non-hybrid car or \$375 for a hybrid if the Business Leader has at least 9000 Car Volume.

If the Business Leader's Car Volume falls below 9000, or if a Volume Grace Month or waiver is used, in any given month, no Car Bonus will be paid for that month.

Rank Increases Beyond Senior Executive Coordinator: Senior Executive Coordinators who achieve the rank of Senior Key Coordinator or higher during the 36 months they are in the Senior Executive Coordinator Car Program, will earn the Car Bonus amount for the Senior Key Coordinator (or applicable) Car Program in any month in which they are a fully qualified, Paid As Senior Key Coordinator or higher and meet the Car Volume requirement for the Car Program corresponding to that rank. This does not impact the Business Leader's eligibility to then participate in the Senior Key Coordinator Car Program, once the 36 months in the Senior Executive Coordinator Program have passed.

Senior Key Coordinator Car Program

Qualification Period: Hold Paid As Senior Key Coordinator rank or higher, and have a minimum of 13000 Car Volume for each of 3 consecutive months.

Monthly Car Bonus: Once registration in the program has been accepted by Shaklee, the Business Leader will earn \$450 per month for a non-hybrid car or \$500 per month for a hybrid car for up to 36 months, in each month in which the following qualifications are met:

- 1) The Business Leader is a fully qualified, Paid As Senior Key Coordinator or higher, and
- 2) The Business Leader has 13000 Car Volume.

If the Business Leader's Paid As Title falls below Senior Key Coordinator in any given month, the Business Leader will earn a Car Bonus of \$400 for a non-hybrid or \$450 for a hybrid if the Business Leader has at least 13000 Car Volume for the month.

If the Business Leader's Car Volume falls below 13000, or if a Volume Grace Month or waiver is used, in any given month, no Car Bonus will be paid for that month.

Rank Increases Beyond Senior Key Coordinator: Senior Key Coordinators who achieve the rank of Master Coordinator or higher during the 36 months they are in the Senior Key Coordinator Car Program, will earn the Car Bonus amount for the Master Coordinator Car Program in any month in which they are a fully qualified, Paid As Master Coordinator or higher and have at least 15000 Car Volume. This does not impact the Business Leader's eligibility to then participate in the Master Coordinator Car Program, once the 36 months in the Senior Key Coordinator Program have passed.

Master Coordinator Car Program

Qualification Period: Hold Paid As Master Coordinator rank or higher, and have a minimum of 15000 Car Volume for each of 3 consecutive months.

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Monthly Car Bonus: Once registration in the program has been accepted by Shaklee, the Business Leader will earn \$500 per month for a non-hybrid car or \$600 per month for a hybrid car for up to 36 months, in each month in which the following qualifications are met:

- 1) The Business Leader is a fully qualified, Paid As Master Coordinator or higher, and
- 2) The Business Leader has 15000 Car Volume.

If the Business Leader's Paid As Title falls below Master Coordinator in any given month, the Business Leader will earn a Car Bonus of \$450 for a non-hybrid or \$500 for a hybrid if the Business Leader has at least 15000 Car Volume for the month.

If the Business Leader's Car Volume falls below 15000, or if a Volume Grace Month or waiver is used, in any given month, no Car Bonus will be paid for that month.

Presidential Master Coordinator Car

Eligibility: Business Leaders in the Dream Plan.

Qualification Period: Hold Paid As Presidential Master Coordinator title for three consecutive months and promote to the appointed title of Presidential Master Coordinator, then continue to hold as a Paid As Presidential Master Coordinator for an additional three consecutive months (total of six consecutive months).

Presidential Master Coordinators who meet the qualification will be awarded the keys to a luxury car. At that time, participation in and/or eligibility for the Senior Director, Senior Coordinator, Senior Executive, Senior Key or Master Car Program, if any, will end.

FastTRACK

Eligibility

New Directors

FastTRACK is open to all new Directors. A new Director is someone who meets either of the following conditions:

- They have never before held the rank of Director, or
- They meet the requirements of the Five-Year Rule on page 8 of this booklet and have never earned a *FastTRACK* Award¹⁸.

The *FastTRACK* clock (the time you have in which to meet the *FastTRACK* requirements) begins in the month you become a new Director. You cannot be considered a new Director more than once within the March 1, 2015 – December 31, 2015 Qualification Period.

Before earning any *FastTRACK* award, one must become a Gold Ambassador by purchasing a GOLD, GOLD PLUS or SUPER GOLD PAK or by paying the \$150 Gold Ambassador Fee.

- **Example:** Kelly joins Shaklee as a Member on January 15, 2015. She later develops an interest in building a business and becomes a Distributor on March 30, 2015. Her *FastTRACK* clock will not begin until she promotes to Director.
- **Example:** Jim joins Shaklee as a Distributor on February 22, 2015. He promotes to Director in the month of April 2015. Jim's *FastTRACK* clock begins in the month he promotes to Director: April 2015. He has six months (May through October 2015) in which to achieve the rank of Senior Director and begin qualifying for the *FastTRACK* Senior Director Award.

¹⁸ Including a Director Award.

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- **Example:** Cindy joined Shaklee as a Distributor in 2012. She was not interested in building a business until recently and she had never before promoted to a Business Leader rank (Director or above). She promotes to Director in the month of May 2015. Her *FastTRACK* clock begins in May 2015 regardless of whether her *FastTRACK* clock had been started in the past.
- **Example:** Kevin has achieved Director several times over the past five years, but has never held the rank of Director for more than three consecutive months and consequently meets the requirements of the Five-Year Rule. His *FastTRACK* clock will begin once he promotes to Director again.
- **Example:** Sheila promotes to Director for the first time in March 2015 and her *FastTRACK* clock starts. She is unable to maintain her volume requirements and after using her available Volume Grace Months, Sheila is retitled to Associate in June 2015 PV month. After rebuilding her volume, Sheila is reappointed to Director in August PV month. Her *FastTRACK* clock is not re-started.

Current Business Leaders

The *FastTRACK* clock does not change for those who hold a Business Leader title, or for former Business Leaders who have earned one or more *FastTRACK* awards or who do not meet the requirements of the Five-Year Rule. They will continue to be eligible for any *FastTRACK* awards for which they are still in their specified timeframes.

FastTRACK Senior Director

Reward

Earn up to \$1,000 in up to 10 bonus payments of \$100 each.

Requirements

Promote to the rank of Senior Director within six full months following the month in which you become a Director, and maintain Paid As Rank for a second consecutive month with no Volume Grace Months or waivers.

In order to earn any *FastTRACK* bonus payment, a Business Leader must have on record with Shaklee a minimum of five Members, Distributors and/or Associates, at least three of whom do not reside in the household of the Business Leader, and each of whom has placed an order with, and received shipment from, Shaklee in the month the *FastTRACK* bonus was earned.

The first \$100 bonus payment will be earned in the PV month in which the Paid As Rank is maintained for the second consecutive month. Then you have the following 11 consecutive months in order to earn the remaining nine \$100 bonus payments. You must be a Paid As Senior Director or higher to earn the \$100 bonus payment in any given month. After the 11th month following the first payment, eligibility to earn any of the remaining nine payments that have not already been earned expires.

- **Example:** Diane achieves Senior Director on *FastTRACK* in September 2014 PV month and maintains in October PV month. She earns her first *FastTRACK* Senior Director bonus payment of \$100 in October PV month. Diane continues to qualify as a *FastTRACK* Senior Director each month from November 2014 PV month through July 2015 PV month and earns a *FastTRACK* Senior Director bonus payment of \$100 in each of those nine months. Diane has earned the full 10 *FastTRACK* Senior Director bonus payments, for a total of \$1,000.
- **Example:** Ernie also achieves Senior Director on *FastTRACK* in September 2014 PV month and maintains in October PV month. He earns his first *FastTRACK* Senior Director bonus payment of \$100 in October PV month. He qualifies as a *FastTRACK* Senior Director in November and earns the second \$100 bonus payment, but takes a Volume Grace Month in December and his First Generation Leader takes a Volume Grace Month in January. He then qualifies as a *FastTRACK* Senior Director each month from February 2015 PV month through September 2015 PV month, earning a *FastTRACK* Senior Director bonus payment of \$100 in each of those nine months. Ernie has earned the full 10 *FastTRACK* Senior Director bonus payments, for a total of \$1,000.

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- **Example:** Fran also achieves Senior Director on *FastTRACK* in September 2014 PV month and maintains in October PV month. She earns her first *FastTRACK* Senior Director bonus payment of \$100 in October PV month. She continues to qualify as a *FastTRACK* Senior Director in November, earning her second bonus payment of \$100, but takes a Volume Grace Month in December. Her First Generation Leader takes a Volume Grace Month in January and February. Fran qualifies as a *FastTRACK* Senior Director each month from March 2015 PV month through September 2015 PV month, earning a *FastTRACK* Senior Director Bonus payment in each of those months. Fran has earned nine *FastTRACK* Senior Director bonus payments, for a total of \$900. Since September 2015 PV month was the 11th month after her first *FastTRACK* Senior Director bonus payment, her eligibility for the 10th payment expires.
- **Example:** Annie promotes as a new Director in November 2014 PV month, so she has until May 2015 PV month to achieve Senior Director. She actually promotes to Senior Director in February 2015 PV month, but does not maintain in March. She achieves Senior Director again in May 2015 PV month.
 - If she maintains in June 2015, she earns her first *FastTRACK* Senior Director bonus payment of \$100 and has until May 2016 to earn the remaining nine.
 - If she does not maintain in June 2015, her time to qualify for a *FastTRACK* Senior Director Award has expired, but she can still qualify for *FastTRACK* Coordinator and higher.

First Generation Leaders who count for rank qualification must maintain 2000 Unencumbered Group Volume, without Volume Grace Months or waivers, during each of the two consecutive months and in each month in which a \$100 bonus payment is made. If a First Generation Leader who counts for qualification does not have 2000 Unencumbered Group Volume and/or has a Volume Grace Month or waiver, then there must be at least one Business Leader in that Business Leader Leg who has 2000 Unencumbered Volume.

- **Example:** In August, Business Leader Ron promotes Samantha, who in turn promotes Ted. Ron has 1000 Unencumbered Group Volume, Samantha has 1000 Unencumbered Group Volume and Ted has 2000 Unencumbered Group Volume (Ted did not promote anyone this month, so his Unencumbered Group Volume and his Personal Group Volume are the same). Both Ron and Samantha are in their first month of qualification for Senior Director.
- **Example:** Continuing the example above, in September, both Ron and Samantha must have 1250 Personal Group Volume, including 100 Personal Volume, to be a paid as Senior Director.
 - If Ted uses a Volume Grace Month, then neither Samantha nor Ted has 2000 Unencumbered Group Volume. Both Ron and Samantha would fall out of qualification for *FastTRACK* Senior Director.
 - If Ted has 2000 Personal Group Volume including 100 Personal Volume, and doesn't promote anyone, then he also has 2000 Unencumbered Group Volume. Both Ron and Samantha complete their second month of qualification for *FastTRACK* Senior Director.
 - If Ted promotes a First Generation Director, and has 1000 Unencumbered Group Volume and the new Director has 2000 Unencumbered Group Volume, then Ron and Samantha complete their second month of qualification for *FastTRACK* Senior Director and Ted completes his first month.

Matching Bonus

The Original Sponsor of a *FastTRACK* participant who earns the *FastTRACK* Senior Director Bonus may qualify for a 50% matching bonus of up to \$500, in up to 10 equal payments of \$50 each, by meeting the following requirements:

- Be a GOLD Ambassador, and
- Be a Director or above, with no Volume Grace Months or waivers, in the same month in which the participant earns a *FastTRACK* Senior Director bonus payment.

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In the event that the Original Sponsor does not meet the requirements above, the Matching Bonus will be paid to the Sponsor of the *FastTRACK* participant if the Sponsor meets the requirements. In the event the Sponsor does not meet the requirements, the Matching Bonus will be paid to the first upline Business Leader, according to the current line of sponsorship, who does meet the requirements. The Business Leader who will be paid the Matching Bonus will be determined in each month that the underlying *FastTRACK* bonus payment is earned, independently of who may have been paid in other months.

The Business Leader to whom the Matching Bonus will be paid will be determined during monthly bonus processing. In the event that an intervening distributor who was not qualified to be paid the Matching Bonus at the time bonuses were processed later meets the qualifications because of bonus adjustments affecting that month, no adjustments will be made for the Matching Bonus and the leader who was originally paid will keep the Matching Bonus.

Example: Harry earned *FastTRACK* Senior Director bonus payments of \$100 in the months of January through April 2015 PV months. Harry's Original Sponsor is Irene and his Sponsor is Mary. Mary's Sponsor is Nancy, and Nancy's Sponsor is Oliver. Irene, Mary, Nancy and Oliver are Gold Ambassadors.

- In January PV month, Irene is in a Volume Grace month and Mary is a Paid As Senior Director. Irene is not eligible to be paid the Matching Bonus and the \$50 Matching Bonus is paid to Mary.
- In February PV month, Irene is retitled to Associate. Mary takes a Volume Grace Month. Nancy is a Distributor. Oliver is a Paid As Coordinator. Irene, Mary and Nancy are not eligible to be paid the Matching Bonus and the \$50 Matching Bonus is paid to Oliver.
- In March PV month, Irene promotes to Director. Mary is a Paid As Senior Director, Nancy is a Distributor and Oliver is a Paid As Coordinator. The Matching Bonus of \$50 is paid to Irene.
- In April PV month, Irene is retitled to Associate. Mary is retitled to Associate, Nancy is a Paid As Senior Director and Oliver is a Paid As Coordinator. The Matching Bonus of \$50 is paid to Nancy.

FastTRACK Coordinator

Reward

Earn up to \$3,000 in up to 10 payments of \$300 each

Requirements

Promote to the rank of Coordinator, including a special qualification for *FastTRACK* Coordinators of 5000 Organizational Volume (OV), within nine full months following the month in which you become a Director, and maintain Paid As Rank, including 5000 OV, for a second consecutive month with no Volume Grace Months or waivers.

In order to earn any *FastTRACK* bonus payment, a Business Leader must have on record with Shaklee a minimum of five Members, Distributors and/or Associates, at least three of whom do not reside in the household of the Business Leader, and each of whom has placed an order with, and received shipment from, Shaklee in the month the *FastTRACK* bonus was earned.

The first \$300 bonus payment will be earned in the PV month in which the Paid As Rank, including 5000 OV, is maintained for the second consecutive month. Then you have the following 11 consecutive months in order to earn the remaining nine \$300 bonus payments. You must be a Paid As Coordinator or higher, including the 5000 OV requirement, in order to earn the \$300 bonus payment in any given month. After the 11th month following the first payment, eligibility to earn any of the remaining nine payments that have not already been earned expires.

First Generation Leaders who count for rank qualification must maintain 2000 Unencumbered Group Volume, without Volume Grace Months or waivers. If a First Generation Leader who counts for qualification does not have 2000 Unencumbered Group Volume and/or has a Volume Grace Month or waiver, then there must be at least one Business Leader in that Business Leader Leg who has 2000 Unencumbered Volume.

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Matching Bonus

The Original Sponsor of a *FastTRACK* participant who earns the *FastTRACK* Coordinator Bonus may qualify for a 50% Matching Bonus of up to \$1500, in up to 10 equal payments of \$150 each, by meeting the following requirements:

- Be a GOLD Ambassador, and
- Be a Director or above, with no Volume Grace Months or waivers, in the same month in which the participant earns a *FastTRACK* Coordinator bonus payment.

In the event that the Original Sponsor does not meet the requirements above, the Matching Bonus will be paid to the Sponsor of the *FastTRACK* participant if the Sponsor meets the requirements. In the event the Sponsor does not meet the requirements, the Matching Bonus will be paid to the first upline Business Leader, according to the current line of sponsorship, who does meet the requirements. The Business Leader who will be paid the Matching Bonus will be determined in each month that the underlying *FastTRACK* bonus payment is earned, independently of who may have been paid in other months.

The Business Leader to whom the Matching Bonus will be paid will be determined during monthly bonus processing. In the event that an intervening distributor who was not qualified to be paid the Matching Bonus at the time bonuses were processed later meets the qualifications because of bonus adjustments affecting that month, no adjustments will be made for the Matching Bonus and the leader who was originally paid will keep the Matching Bonus.

***FastTRACK* Senior Coordinator**

Reward

Earn up to \$5,000 in up to 10 payments of \$500 each.

Requirements

Promote to the rank of Senior Coordinator, including a special qualification for *FastTRACK* Senior Coordinators of 5000 Organizational Volume Outside the Strongest Leg, within 12 full months following the month in which you become a Director, and maintain Paid As Rank, including 5000 OV Outside the Strongest Leg, for a second consecutive month with no Volume Grace Months or waivers.

In order to earn any *FastTRACK* bonus payment, a Business Leader must have on record with Shaklee a minimum of five Members, Distributors and/or Associates, at least three of whom do not reside in the household of the Business Leader, and each of whom has placed an order with, and received shipment from, Shaklee in the month the *FastTRACK* bonus was earned.

The first \$500 bonus payment will be earned in the PV month in which the Paid As Rank, including 5000 OV Outside the Strongest Leg, is maintained for the second consecutive month. Then you have the following 11 consecutive months in order to earn the remaining nine \$500 bonus payments. You must be a Paid As Senior Coordinator or higher, including the 5000 OV Outside the Strongest Leg requirement, in order to earn the \$500 bonus payment in any given month. After the 11th month following the first payment, eligibility to earn any of the remaining nine payments that have not already been earned expires.

First Generation Leaders who count for rank qualification must maintain 2000 Unencumbered Group Volume, without Volume Grace Months or waivers. If a First Generation leader who counts for qualification does not have 2000 Unencumbered Group Volume and/or has a Volume Grace Month or waiver, then there must be at least one Business Leader in that Business Leader Leg who has 2000 Unencumbered Volume.

Matching Bonus

The Original Sponsor of a *FastTRACK* participant who earns the *FastTRACK* Senior Coordinator Bonus may qualify for a 50% Matching Bonus of up to \$2500, in up to 10 equal payments of \$250 each, by meeting the following requirements:

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- Be a GOLD Ambassador, and
- Be a Director or above, with no Volume Grace Months or waivers, in the same month in which the participant earns a *FastTRACK* Senior Coordinator bonus payment.

In the event that the Original Sponsor does not meet the requirements above, the Matching Bonus will be paid to the Sponsor of the *FastTRACK* participant if the Sponsor meets the requirements. In the event the Sponsor does not meet the requirements, the Matching Bonus will be paid to the first upline Business Leader, according to the current line of sponsorship, who does meet the requirements. The Business Leader who will be paid the Matching Bonus will be determined in each month that the underlying *FastTRACK* bonus payment is earned, independently of who may have been paid in other months.

The Business Leader to whom the Matching Bonus will be paid will be determined during monthly bonus processing. In the event that an intervening distributor who was not qualified to be paid the Matching Bonus at the time bonuses were processed later meets the qualifications because of bonus adjustments affecting that month, no adjustments will be made for the Matching Bonus and the leader who was originally paid will keep the Matching Bonus.

Business Leaders Qualified for FastTRACK Senior Coordinator as of August 2014 PV Month

If a Business Leader earned the first *FastTRACK* Senior Coordinator Award of \$2,500 in August 2014 PV month or earlier (or was in qualification in August and went on to complete four consecutive months under the previous *FastTRACK* rules) but had not yet earned the second award, they have until December 2015 PV month to complete their fifth month of qualification and earn the second payment of \$2,500. Once the Fast Track Senior Coordinator earns the second payment of \$2,500, a 50% Matching Bonus of \$1,250 will be paid according to the previous *FastTRACK* rules.

FastTRACK Executive Coordinator

Reward

Earn up to \$10,000 in up to 10 payments of \$1,000 each.

Requirements

Promote to the rank of Executive Coordinator, including a special qualification for *FastTRACK* Executive Coordinators of 10,000 Organizational Volume Outside the Strongest Leg, within 15 full months following the month in which you become a Director, and maintain Paid As Rank, including 10,000 OV Outside the Strongest Leg, for a second consecutive month with no Volume Grace Months or waivers.

In order to earn any *FastTRACK* bonus payment, a Business Leader must have on record with Shaklee a minimum of five Members, Distributors and/or Associates, at least three of whom do not reside in the household of the Business Leader, and each of whom has placed an order with, and received shipment from, Shaklee in the month the *FastTRACK* bonus was earned.

The first \$1,000 bonus payment will be earned in the PV month in which the Paid As Rank, including 10,000 OV Outside the Strongest Leg, is maintained for the second consecutive month. Then you have the following 11 consecutive months in order to earn the remaining nine \$1,000 bonus payments. You must be a Paid As Executive Coordinator or higher, including the 10,000 OV Outside the Strongest Leg requirement, in order to earn the \$1,000 bonus payment in any given month. After the 11th month following the first payment, eligibility to earn any of the remaining nine payments that have not already been earned expires.

First Generation Leaders who count for rank qualification must maintain 2000 Unencumbered Group Volume, without Volume Grace Months or waivers. If a First Generation leader who counts for qualification does not have 2000 Unencumbered Group Volume and/or has a Volume Grace Month or waiver, then there must be at least one Business Leader in that Business Leader Leg who has 2000 Unencumbered Volume.

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Matching Bonus

The Original Sponsor of a *FastTRACK* participant who earns the *FastTRACK* Executive Coordinator Award may qualify for a 50% Matching Bonus of up to \$5,000, in up to 10 equal payments of \$500 each, by meeting the following requirements:

- Be a GOLD Ambassador, and
- Be a Director or above, with no Volume Grace Months or waivers, in the same month in which the participant earns a *FastTRACK* Executive Coordinator bonus payment.

In the event that the Original Sponsor does not meet the requirements above, the Matching Bonus will be paid to the Sponsor of the *FastTRACK* participant if the Sponsor meets the requirements. In the event the Sponsor does not meet the requirements, the Matching Bonus will be paid to the first upline Business Leader, according to the current line of sponsorship, who does meet the requirements. The Business Leader who will be paid the Matching Bonus will be determined in each month that the underlying *FastTRACK* bonus payment is earned, independently of who may have been paid in other months.

The Business Leader to whom the Matching Bonus will be paid will be determined during monthly bonus processing. In the event that an intervening distributor who was not qualified to be paid the Matching Bonus at the time bonuses were processed later meets the qualifications because of bonus adjustments affecting that month, no adjustments will be made for the Matching Bonus and the leader who was originally paid will keep the Matching Bonus.

Business Leaders Qualified for *FastTRACK* Executive Coordinator as of August 2014 PV Month

If a Business Leader earned the first *FastTRACK* Executive Coordinator Award of \$2,500 in August 2014 PV month or earlier (or was in qualification in August and completed their six consecutive months under the previous *FastTRACK* Rules) but had not yet earned their second, third, fourth or fifth award, they have until **December 2015 PV month** to continue to qualify and be paid those awards under the previous *FastTRACK* Rules. 50% Matching Bonuses will also be paid under the previous *FastTRACK* Rules.

***FastTRACK* Senior Executive Coordinator**

Reward

Earn up to \$15,000 in up to 10 payments of \$1,500 each.

Limitation on Eligibility

Business Leaders who meet any of the following criteria are not eligible for a *FastTRACK* Senior Executive Coordinator Award:

- They have earned a *FastTRACK* Executive Coordinator Award in August 2014 PV month or earlier.
- They were in qualification for a *FastTRACK* Executive Coordinator Award in August 2014 PV month and went on to complete the six-month qualification under the previous *FastTRACK* rules.
- They were a Paid As Senior Executive Coordinator or higher in at least four consecutive months during the period July 2009 PV month – June 2014 PV month.

Lack of eligibility for a *FastTRACK* Senior Executive Coordinator Award does not affect eligibility for *FastTRACK* Awards at Key Coordinator, Senior Key Coordinator or Master Coordinator.

Requirements

Promote to the rank of Senior Executive Coordinator, including a special qualification for *FastTRACK* Senior Executive Coordinators of 15,000 Organizational Volume Outside the Strongest Leg, within 18 full months following the month in which you become a Director, and maintain Paid As Rank, including 15,000 OV Outside the Strongest Leg, for a second consecutive month with no Volume Grace Months or waivers.

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In order to earn any *FastTRACK* bonus payment, a Business Leader must have on record with Shaklee a minimum of five Members, Distributors and/or Associates, at least three of whom do not reside in the household of the Business Leader, and each of whom has placed an order with, and received shipment from, Shaklee in the month the *FastTRACK* bonus was earned.

The first \$1,500 bonus payment will be earned in the PV month in which the Paid As Rank, including 15,000 OV Outside the Strongest Leg, is maintained for the second consecutive month. Then you have the following 11 consecutive months in order to earn the remaining nine \$1,500 bonus payments. You must be a Paid As Senior Executive Coordinator or higher, including the 15,000 OV Outside the Strongest Leg requirement, in order to earn the \$1,500 bonus payment in any given month. After the 11th month following the first payment, eligibility to earn any of the remaining nine payments that have not already been earned expires.

First Generation Leaders who count for rank qualification must maintain 2000 Unencumbered Group Volume, without Volume Grace Months or waivers. If a First Generation leader who counts for qualification does not have 2000 Unencumbered Group Volume and/or has a Volume Grace Month or waiver, then there must be at least one Business Leader in that Business Leader Leg who has 2000 Unencumbered Volume.

Matching Bonus

The Original Sponsor of a *FastTRACK* participant who earns the *FastTRACK* Senior Executive Coordinator Award may qualify for a 50% Matching Bonus of up to \$7,500, in up to 10 equal payments of \$750 each, by meeting the following requirements:

- Be a GOLD Ambassador, and
- Be a Director or above, with no Volume Grace Months or waivers, in the same month in which the participant earns a *FastTRACK* Senior Executive Coordinator bonus payment.

In the event that the Original Sponsor does not meet the requirements above, the Matching Bonus will be paid to the Sponsor of the *FastTRACK* participant if the Sponsor meets the requirements. In the event the Sponsor does not meet the requirements, the Matching Bonus will be paid to the first upline Business Leader, according to the current line of sponsorship, who does meet the requirements. The Business Leader who will be paid the Matching Bonus will be determined in each month that the underlying *FastTRACK* bonus payment is earned, independently of who may have been paid in other months.

The Business Leader to whom the Matching Bonus will be paid will be determined during monthly bonus processing. In the event that an intervening distributor who was not qualified to be paid the Matching Bonus at the time bonuses were processed later meets the qualifications because of bonus adjustments affecting that month, no adjustments will be made for the Matching Bonus and the leader who was originally paid will keep the Matching Bonus.

FastTRACK Key Coordinator

Reward

Earn up to \$15,000 in up to 10 payments of \$1,500 each

Requirements

Reach the Paid As Rank of Key Coordinator within 24 full months following the month in which you become a Director, and maintain Paid As Rank for a second consecutive month with no Volume Grace Months or waivers.

In order to earn any *FastTRACK* bonus payment, a Business Leader must have on record with Shaklee a minimum of five Members, Distributors and/or Associates, at least three of whom do not reside in the household of the Business Leader, and each of whom has placed an order with, and received shipment from, Shaklee in the month the *FastTRACK* bonus was earned.

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The first \$1,500 bonus payment will be earned in the PV month in which the Paid As Rank is maintained for the second consecutive month. Then you have the following 11 consecutive months in order to earn the remaining nine \$1,500 bonus payments. You must be a Paid As Key Coordinator or higher in order to earn the \$1,500 bonus payment in any given month. After the 11th month following the first payment, eligibility to earn any of the remaining nine payments that have not already been earned expires.

First Generation Leaders who count for rank qualification must maintain 2000 Unencumbered Group Volume, without Volume Grace Months or waivers. If a First Generation leader who counts for qualification does not have 2000 Unencumbered Group Volume and/or has a Volume Grace Month or waiver, then there must be at least one Business Leader in that Business Leader Leg who has 2000 Unencumbered Volume.

There are no Matching Bonuses paid at the Key, Senior Key and Master Coordinator ranks.

Business Leaders Qualified for FastTRACK Key Coordinator as of August 2014 PV Month

If a Business Leader earned the first *FastTRACK* Key Coordinator Award of \$5,000 in August 2014 PV month or earlier (or was in qualification in August and completed their six consecutive months under the previous *FastTRACK* Rules) but had not yet earned their second, third, fourth and/or fifth award, they have **until December 2015 PV month** to continue to qualify and be paid those awards under the previous *FastTRACK* Rules.

FastTRACK Senior Key Coordinator

Reward

Earn up to \$15,000 in up to 10 payments of \$1,500 each.

Limitation on Eligibility

Business Leaders who meet any of the following criteria are not eligible for a *FastTRACK* Senior Key Coordinator Award:

- They have earned a *FastTRACK* Key Coordinator Award in August 2014 PV month or earlier.
- They were in qualification for a *FastTRACK* Key Coordinator Award in August 2014 PV month and went on to complete the full six-month qualification under the previous *FastTRACK* rules.
- They were a Paid As Senior Key Coordinator or higher in at least four consecutive months during the period July 2009 PV month – June 2014 PV month.

Lack of eligibility for a *FastTRACK* Senior Key Coordinator Award does not affect eligibility for *FastTRACK* Awards at Master Coordinator.

Requirements

Reach the Paid As Rank of Senior Key Coordinator within 30 full months following the month in which you become a Director, and maintain Paid As Rank for a second consecutive month with no Volume Grace Months or waivers.

In order to earn any *FastTRACK* bonus payment, a Business Leader must have on record with Shaklee a minimum of five Members, Distributors and/or Associates, at least three of whom do not reside in the household of the Business Leader, and each of whom has placed an order with, and received shipment from, Shaklee in the month the *FastTRACK* bonus was earned.

The first \$1,500 bonus payment will be earned in the PV month in which the Paid As Rank is maintained for the second consecutive month. Then you have the following 11 consecutive months in order to earn the remaining nine \$1,500 bonus payments. You must be a Paid As Senior Key Coordinator or higher in order to earn the \$1,500 bonus payment in any given month. After the 11th month following the first payment, eligibility to earn any of the remaining nine payments that have not already been earned expires.

First Generation Leaders who count for rank qualification must maintain 2000 Unencumbered Group Volume, without Volume Grace Months or waivers. If a First Generation leader who counts for qualification does not have

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2000 Unencumbered Group Volume and/or has a Volume Grace Month or waiver, then there must be at least one Business Leader in that Business Leader Leg who has 2000 Unencumbered Volume.

There are no Matching Bonuses paid at the Key, Senior Key and Master Coordinator ranks.

FastTRACK Master Coordinator

Reward

Earn up to \$25,000 in up to 10 payments of \$2,500 each.

Requirements

Reach the Paid As Rank of Master Coordinator within 36 full months following the month in which you become a Director, and maintain Paid As Rank for a second consecutive month with no Volume Grace Months or waivers.

In order to earn any *FastTRACK* bonus payment, a Business Leader must have on record with Shaklee a minimum of five Members, Distributors and/or Associates, at least three of whom do not reside in the household of the Business Leader, and each of whom has placed an order with, and received shipment from, Shaklee in the month the *FastTRACK* bonus was earned.

The first \$2,500 bonus payment will be earned in the PV month in which the Paid As Rank is maintained for the second consecutive month. Then you have the following 11 consecutive months in order to earn the remaining nine \$2,500 bonus payments. You must be a Paid As Master Coordinator or higher in order to earn the \$2,500 bonus payment in any given month. After the 11th month following the first payment, eligibility to earn any of the remaining nine payments that have not already been earned expires.

First Generation Leaders who count for rank qualification must maintain 2000 Unencumbered Group Volume, without Volume Grace Months or waivers. If a First Generation leader who counts for qualification does not have 2000 Unencumbered Group Volume and/or has a Volume Grace Month or waiver, then there must be at least one Business Leader in that Business Leader Leg who has 2000 Unencumbered Volume.

There are no Matching Bonuses paid at the Key, Senior Key or Master Coordinator ranks.

Business Leaders Qualified for FastTRACK Master Coordinator as of August 2014 PV Month

If a Business Leader earned the first *FastTRACK* Master Coordinator Award of \$5,000 in August 2014 PV month or earlier (or was in qualification in August and completed their six consecutive months under the previous *FastTRACK* Rules) but had not yet earned their second, third, fourth and/or fifth award, they have until December 2015 PV month to continue to qualify and be paid those awards under the previous *FastTRACK* Rules.

P&R Provisions

In order to earn a FastTRACK or Matching Bonus Award, you must be in compliance with all provisions of the *Statement of Privileges and Responsibilities of Shaklee Family Members* (P&R), including, but not limited to, the following:

Chapter 1, Other Director Requirements Section

Although Business Leaders may share the expense of office space and one Business Leader may help another through temporary difficulties (but not on a continuing or indeterminate basis), Business Leaders may not prop up a sham or “paper” Business Leader through diverted orders or other devices. “Paper” Business Leaders are those who are Business Leaders in name only and do not actively operate their Shaklee businesses but allow other Business Leaders to sustain and direct their sales leadership functions. This prohibition applies to all Business Leader ranks.

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Chapter 3, PV Transfers Section

Business Leaders may not transfer any PV amounts out of their account in any given month that would bring their volume below the level required for them to maintain rank.

A Legacy Business Leader may make a PV Transfer to a Dream Plan Business Leader. To cover the Company's costs, including equalizing the difference in bonuses and price tiers between the Dream Plan and the Legacy Plan, Shaklee will charge the Legacy Business Leader's account an amount equal to 15% of the PV transferred and the charge will be deducted on the Legacy Business Leader's Bonus Statement. For example, if a Legacy Business Leader transfers 100 PV to a Dream Plan Business Leader, \$15 will be deducted on the Legacy Business Leader's Bonus Statement.

No PV Transfers may be made from anyone in the Dream Plan to anyone in the Legacy Plan.

No Shaklee Family Member may transfer more than 250 PV total to any other Shaklee Family Member in a given month.

No Shaklee Family Member may receive, whether directly or indirectly (including by transfers to Members, Distributors or Associates in the Shaklee Family Member's Personal Group) more than 250 PV transferred from all sources combined in any given month.

Transfers from non-Business Leaders to Business Leaders are not permitted, except in exceptional situations and with Home Office approval.

Distributors and Associates who have sufficient Personal Volume may transfer PV to another Shaklee Family Member in their Personal Group if their Business Leader of record participates in the PDD Program, and if the Distributor or Associate has sufficient Personal Volume, subject to the foregoing 250 PV limits on transfers and receipts.

Any misuse of the PV transfer to circumvent sponsorship or leadership requirements, such as maintaining "paper" Business Leaders, is a breach of the P&R.

PV credits for all sales in any given month to a Shaklee Family Member in another Business Leader's Personal Group must be transferred to the purchasing Shaklee Family Member if their Business Leader of record participates in the PDD Program, or to the Shaklee Family Member's Business Leader of record if not. Any transfers to a Shaklee Family Member in another Business Leader's Personal Group will be included in the 250 PV maximum of that Shaklee Family Member, of the Shaklee Family Member's Business Leader of record and of any Shaklee Family Members who intervene in the sponsorship line between the Shaklee Family Member and the Business Leader of record.

Chapter 3, Export/Import Policy Section (applicable to U.S. Shaklee Family Members)

The products of Shaklee U.S., LLC have been formulated, manufactured and labeled to comply with U.S. regulatory requirements. The Shaklee products formulated, manufactured and labeled to comply with the laws of other countries, including Canada, do not necessarily comply with U.S. regulatory requirements. Therefore, Shaklee Independent Distributors may not, directly or indirectly, export the products of Shaklee U.S., LLC for resale in another country, nor may a Shaklee Independent Distributor directly or indirectly import Shaklee products from another country for resale within the United States. Shaklee U.S., LLC will not honor any product guarantee or warranty for products sold in violation of this provision, and any Shaklee Family Member or Shaklee Independent Distributor engaging in such sales will be solely responsible for the products and any related claims or complaints.

Shaklee Independent Distributors may, however, sell and ship Shaklee products to purchasers in other countries where Shaklee does not do business for the purchaser's personal use only, and not for resale to others. If Shaklee operates a business in any market, products of another country may not be shipped to that market for any purpose whatsoever.

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Chapter 3, Export/Import Policy Section (applicable to Canadian Shaklee Family Members)

The products of Shaklee Canada Inc. have been formulated, manufactured, and labelled to comply with Canadian regulatory requirements. The Shaklee products formulated, manufactured, and labelled to comply with the laws of other countries, including the United States, do not necessarily comply with Canadian regulatory requirements. Therefore, Shaklee Independent Distributors may not, directly or indirectly, export the products of Shaklee Canada Inc. for resale in another country, nor may a Shaklee Independent Distributor directly or indirectly import Shaklee products from another country for resale within Canada. Shaklee Canada Inc. will not honour any product guarantee or warranty for products sold in violation of this provision, and any Shaklee Family Member or Shaklee Independent Distributor engaging in such sales will be solely responsible for the products and any related claims or complaints.

Shaklee Independent Distributors may, however, sell and ship Shaklee products to purchasers in other countries where Shaklee does not do business for the purchaser's personal use only, and not for resale to others. If Shaklee operates a business in any market, products of another country may not be shipped to that market for any purpose whatsoever.

Chapter 3, Inventory Returns Section

To obtain refunds for inventory returns (as opposed to consumer refunds under the Shaklee Guarantee), Shaklee Independent Distributors must resign their distributorships. Inventory returns consist of products purchased for resale or in quantities that could be construed to be greater than an individual or individual family could be reasonably expected to consume. In addition, returns of GOLD, GOLD Plus and Super GOLD packs, as well as Distributor Kits, are considered Inventory Returns for purposes of this policy.

The Company will accept returns of product inventory so long as the products:

- Are in good, salable condition. Products for return must not be past their expiration date, if applicable, or the shelf life of the products. They must have been purchased less than one (1) year before the date of return. (In the states of Georgia, Louisiana, Massachusetts and Wyoming, there is no time limitation on the return, but the products returned must be in good, salable condition.)
- Are unopened, with seals and labels intact, except in the case of GOLD, GOLD Plus and Super GOLD packs and Distributor Kits.
- Show a printed expiration date on the label (if applicable) that is three or more months after the date of return.

The resigning distributor is responsible for the cost of shipping the returned products to Shaklee.

Shaklee will make the refund at the purchase price and will deduct from the refund the bonuses paid to the resigned Shaklee Independent Distributor on the returned inventory, as well as a 10% handling charge. Shaklee reserves the right to recapture bonuses and Price Differential from the upline Shaklee Independent Distributors and Business Leaders who were paid those bonuses on the products returned. In the case of GOLD, GOLD Plus and Super GOLD PAKs, Shaklee will recapture all bonuses, including but not limited to Leadership Bonuses, Infinity Bonuses and GOLD bonuses, from the upline Shaklee Independent Distributors and Business Leaders who were paid those bonuses on the returned packs. Shaklee reserves the right to recapture *FastTRACK* Bonuses and *FastTRACK* Matching Bonuses in circumstances where Shaklee determines that the volume used to qualify for the bonuses was due in whole or in part to GOLD, GOLD Plus or Super GOLD PAKs or any other products that were later returned.

Chapter 3, Doing Business on the Internet Section, Prohibited Online Business Practices

12. Shaklee products may not be marketed or sold on eBay, Craigslist, Backpage, Kijiji, other online auction websites, or any e-commerce sites or price-comparison websites that list other products. Distributors may not market directly on these sites, or through the use of any other individuals or agents.

***FastTRACK* and Director Promotions**

The *FastTRACK* Program is designed to reward Business Leaders for developing organizations and increasing in rank through the recruitment, motivation and retention of Distributors and Business Leaders and the productive development of a Member base, in an accelerated timeframe. It is not consistent with the spirit of the program to allow people to earn *FastTRACK* awards as a result of delaying the start of their *FastTRACK* clock or of reorganizing sponsorship lines.

Accordingly, Distributors may not defer the start of their *FastTRACK* clock by delaying to promote to Director even though all requirements for promotion have been met. If a Distributor promotes to Director later than the first month in which they were eligible to do so, Shaklee will adjust their *FastTRACK* clock to start with the earliest date that the Distributor actually met the requirements.

***FastTRACK* and Reorganizations**

The Company will not permit any reorganization or sponsorship line movement where the new Sponsor, new Business Leader, any intervening Distributor between the new Sponsor and new Business Leader, or any upline Business Leader within six generations is in qualification for a *FastTRACK* award or is still within the timeframe where they could be in qualification for a *FastTRACK* award, unless the new Sponsor, new Business Leader, any intervening Distributors and the six upline Business Leaders relinquish their eligibility to participate in *FastTRACK*, as evidenced by their signatures on the Reorganization Form.

From time to time a new prospect may accidentally sign up on the wrong Personal Website, or under the wrong sponsor, through no fault of the website owner. In those cases, the new Member/Distributor and/or their current Business Leader of record may contact Shaklee by fax with the Reorganization Application within 30 days of signing up online to be transferred to the correct sponsor. In such cases, the Original Sponsor will be changed as well and the *FastTRACK* eligibility of anyone upline will not be affected.

In addition, the Company reserves the right to review, to disallow and/or to rescind any reorganization into or within the downline of anyone prior to the time that they promote to Director and begin qualifying for any *FastTRACK* award, if Shaklee determines that qualification for the *FastTRACK* award is due in whole or in part to the reorganization. Alternatively, the Company reserves the right to exclude any of the uplines involved, regardless of rank, from participation in *FastTRACK*.

In the case of a separation, divorce, or full or partial dissolution of a Combined Distributorship, if any first level Shaklee Family Member is moved with the departing member, then for purposes of *FastTRACK* the Company will treat the transaction as a reorganization subject to the rules above. If there is a court order specifying how the first levels are to be divided, then Shaklee will determine on a case-by-case basis whether the departing members are eligible for *FastTRACK*.

***FastTRACK* and Purchase/Sale or Survivorship Transactions**

In the case of a Purchase/Sale or Survivorship transaction, the buyer/transferee may no longer participate in *FastTRACK*:

- The *FastTRACK* eligibility and qualifications, if any, of the seller/transferor are considered personal to the seller/transferor and do not convey to the buyer/transferee.
- In addition, the buyer/transferee relinquishes any *FastTRACK* eligibility or qualifications related to the sponsorship position they are leaving.