2013 – 2014
Shaklee Incentive Programs

FastTRACK Addendum
Revised April 1, 2014
FastTRACK

Eligibility

New Directors

FastTRACK is open to all new Directors who promote by April 30, 2014 or later. 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 and have never earned a FastTRACK Award. (i.e. during the period July 2008 PV month through June 2013 PV month, they held the Paid As Rank of Director or higher for fewer than four consecutive months. Months in which a Volume Grace Month or waiver was taken do not count as months in which the Paid As Rank of Director was held.)

The FastTRACK clock (the time you have in which to meet the FastTRACK requirements) begins in the month you become a new Director.

Before earning any FastTRACK award, you 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 Jan. 15, 2014. She later develops an interest in the business and becomes a Distributor on March 30, 2014. Her FastTRACK clock will not begin until she promotes to Director.

Example: Jim joins Shaklee as a Distributor on Feb. 22, 2014. He promotes to Director in the month of April 2014. His FastTRACK clock begins the first month he promotes to Director: April 2014. He has May, June, and July to begin his four-consecutive-month maintenance to achieve the FastTRACK Director reward.

Example: Cindy joined Shaklee as a Distributor in 2012. She was not interested in growing 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 2014. Her FastTRACK clock begins the first month she promotes to Director, which is May 2014, 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 he has never held the rank of Director for more than three consecutive months. He is considered Five-Year Rule eligible. As of April 2014 any old FastTRACK dates he might have had would be cleared and his FastTRACK clock would not restart until he hit the rank of Director again.

Current Business Leaders

The FastTRACK clock will not change for those who held a Business Leader title in March 2014 PV month, 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.

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1 Five-Year Rule: During the period July 2008 PV month through June 2013 PV month, they held the Paid As Rank of Director or higher for fewer than four consecutive months. Months in which a Volume Grace Month or waiver was taken do not count as months in which the Paid As Rank of Director was held.
**FastTRACK Director**

**Requirements**

- Promote to the rank of Director and maintain Paid As Rank for three additional consecutive months (total of four consecutive months) plus the month prior to Global Conference, with no Volume Grace Months or waivers in those months.

- You have three months following the month in which you promoted as a new Director in which to begin the four-month consecutive month maintenance period.

Example: Zoe promotes as a new Director effective April, 2014 PV month. She maintains rank with no Volume Grace Months or waivers in April, May, June, and July PV months. She has fulfilled the four consecutive month requirement.

Example: Tom promotes as a new Director effective April PV month. He takes Volume Grace Months in May and June and is a fully qualified Director in July. He may fulfill the four consecutive month requirement by meeting all Director requirements in July, August, September, and October PV Months.

**Reward**

- Two Global Conference registrations ($500 value). Registrations must be used by members of the qualifying distributorship.

**FastTRACK Senior Director**

**Requirements**

- Promote to the rank of Senior Director within six full months following the month in which you promote as a new Director, and

- Maintain Paid As Rank for three additional consecutive months (total of four consecutive months including the month of promotion) with no Volume Grace Months or waivers.

First Generation Leaders who count for rank qualification must maintain 2000 Unencumbered Group Volume, without Volume Grace Months or waivers, during each of the four consecutive months. 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.
**Reward**

- $1,000 Bonus

**Matching Bonus**

The Original Sponsor of a FastTRACK participant who earns the FastTRACK Senior Director Bonus may qualify for a 50% matching bonus of $500 by meeting the following requirements:

- Be a Gold Ambassador, and
- Be a Director or above during the same four consecutive months during which the participant is maintaining the newly achieved Senior Director rank (i.e., the month that qualifications are achieved, plus the three months that follow). No Volume Grace Months or waivers may be used during this time.

In the event that the Original Sponsor does not meet the requirements above, the Matching 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).

**FastTRACK Coordinator**

**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 promote as a new Director, and
- Maintain Paid As Rank, including a special qualification for FastTRACK Coordinators of 5000 Organizational Volume (OV), for three additional consecutive months (total of four consecutive months including the month of promotion) with no Volume Grace Months or waivers.

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.

**Rewards**

- $3,000 bonus

**Matching Bonus**

The Original Sponsor of a FastTRACK participant who earns the FastTRACK Coordinator Bonus may qualify for a 50% matching bonus of $1,500 by meeting the following requirements:

- Be a Gold Ambassador, and
- Be a Director or above during the same four consecutive months during which the participant is maintaining the newly achieved Coordinator rank (i.e., the month that qualifications are achieved, plus the three months that follow). No Volume Grace Months or waivers may be used during this time.

In the event that the Original Sponsor does not meet the requirements above, the Matching 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).
**FastTRACK Senior Coordinator**

**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 promote as a new Director and

- Maintain Paid As Rank, including a special qualification for FastTRACK Senior Coordinators of 5000 Organizational Volume Outside the Strongest Leg, for three additional consecutive months (total of four consecutive months including the month of promotion) with no Volume Grace Months or waivers.

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.

**Rewards**

Up to $5,000 in cash bonuses, paid as follows:

- Hold for four consecutive months per the requirements above—$2,500
- Hold for a fifth month (does not need to be consecutive)—$2,500

**Matching Bonus**

The Original Sponsor of a FastTRACK participant who earns the FastTRACK Senior Coordinator Bonus may qualify for a 50% matching bonus of $2,500 when the following requirements are met:

- The Original Sponsor must be a Gold Ambassador, and
- The Original Sponsor must be a Director or above during the same four consecutive months during which the participant is maintaining the newly achieved Senior Coordinator rank (i.e., the month that qualifications are achieved, plus the three months that follow) and in the month that the new Senior Coordinator maintains for their fifth month. No Volume Grace Months or waivers may be used during this time.

In the event that the Original Sponsor does not meet the requirements above, the Matching 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 Matching Bonus will be paid as follows:

- $1,250 after your new Sr. Coordinator has held for four consecutive months per the requirements above.
- $1,250 after your new Sr. Coordinator has held a fifth month (does not need to be consecutive).

**FastTRACK Executive Coordinator**

**Requirements**

- Promote to the rank of Executive Coordinator, including a special requirement for FastTRACK Executive Coordinators of 10,000 Organizational Volume Outside the Strongest Leg, within 15 full months following the month in which you promote as a new Director, and

- Maintain Paid As Rank, including a special qualification for FastTRACK Executive Coordinators of having 10,000 Organizational Volume Outside the Strongest Leg, for five additional consecutive months (total of six consecutive months including the month of promotion), with no Volume Grace Months or waivers.

Effective April 1, 2014
Shaklee 2013-2014 Incentives

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.

Rewards

Up to $25,000 in cash bonuses, paid as follows:

- Hold for six consecutive months per the requirements above—$5,000
- Hold for a seventh month (does not need to be consecutive)—$5,000
- Hold for an eighth month (does not need to be consecutive)—$5,000
- Hold for a ninth month (does not need to be consecutive)—$5,000
- Hold for a tenth month (does not need to be consecutive)—$5,000

Matching Bonus

The Original Sponsor of a FastTRACK participant who earns the FastTRACK Executive Coordinator Bonus may qualify for a 50% matching bonus of up to $12,500 when the following requirements are met:

- The Original Sponsor must be a Gold Ambassador, and
- The Original Sponsor must be a Director or above during the same six consecutive months during which the participant is maintaining the newly achieved Executive Coordinator rank (i.e., the month that qualifications are achieved, plus the five months that follow) and in the months that the new Executive Coordinator maintains for their seventh, eighth ninth, and tenth month. No Volume Grace Months or waivers may be used during this time.

In the event that the Original Sponsor does not meet the requirements above, the Matching 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 Matching Bonus will be paid as follows:

- $2,500 after your new Executive Coordinator has held for six consecutive months per the requirements above.
- $2,500 after your new Executive Coordinator has held a seventh month (does not need to be consecutive).
- $2,500 after your new Executive Coordinator has held an eighth month (does not need to be consecutive).
- $2,500 after your new Executive Coordinator has held a ninth month (does not need to be consecutive).
- $2,500 after your new Executive Coordinator has held a tenth month (does not need to be consecutive).

FastTRACK Key Coordinator

Requirements

- Reach the Paid As Rank of Key Coordinator within 24 full months following the month in which you promote as a new Director, and
- Maintain paid as rank, including the Dream Plan requirement for Key Coordinators of having 25,000 Organizational Volume Outside the Strongest Leg, for five additional consecutive months (total of six consecutive months including the month you become a Paid As Key Coordinator) with no Volume Grace Months or waivers.
Shaklee 2013-2014 Incentives

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.

Rewards

Up to $25,000 in cash bonuses, paid as follows:

- Hold for six consecutive months per the requirements above—$5,000
- Hold for a seventh month (does not need to be consecutive)—$5,000
- Hold for an eighth month (does not need to be consecutive)—$5,000
- Hold for a ninth month (does not need to be consecutive)—$5,000
- Hold for a tenth month (does not need to be consecutive)—$5,000

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

FastTRACK Master Coordinator

Requirements

- Reach the Paid As Rank of Master Coordinator within 36 full months following the month in which you promote as a new Director, and
- Maintain paid as rank, including the Dream Plan requirement for Master Coordinators of having 50,000 Organizational Volume Outside the Strongest Leg, for an additional five consecutive months (the total of six consecutive months including the month you become a Paid As Master Coordinator) with no Volume Grace Months or waivers.

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.

Rewards

Up to $25,000 in cash bonuses, paid as follows:

- Hold for six consecutive months per the requirements above—$5,000
- Hold for a seventh month (does not need to be consecutive)—$5,000
- Hold for an eighth month (does not need to be consecutive)—$5,000
- Hold for a ninth month (does not need to be consecutive)—$5,000
- Hold for a tenth month (does not need to be consecutive)—$5,000

There are no FastTRACK bonuses paid at the Senior Executive Coordinator or Senior Key Coordinator ranks. Additionally, there are no Matching Bonuses paid to the Original Sponsor at the Key or Master Coordinator ranks.

Effective April 1, 2014
Reorganizations and FastTRACK

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 reorganizations of sponsorship lines.

Accordingly, 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 a FastTRACK award, if Shaklee determines that qualification for the FastTRACK award is substantially due 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.

In the case of a Purchase/Sale or Survivorship transaction, the buyer/transferee will relinquish any FastTRACK eligibility or qualifications related to the sponsorship position they are leaving and any FastTRACK eligibility or qualifications will be determined according to the eligibility of the seller/transferor. If the buyer/transferee obtains the required upline signatures to bring their Personal Group with them, then Shaklee will review their eligibility for FastTRACK on a case by case basis.