



2022 – 2023
Shaklee Incentive Booklet
(U.S.)

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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, 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.

Company’s Right to Change/Cancel Incentive Programs and/or Terms

Shaklee may, at its discretion, alter, limit, or modify the Incentive structure or any other feature of any Incentive Program described in this Incentive Booklet. Company reserves the right to change or modify Incentive Program terms and conditions or terminate any Incentive Program at any time, for any reason, without prior notice. Your continued participation in any Incentive Program will confirm your acceptance of such changes. The Company reserves the right to monitor the accounts of all participants, at any time and without notice, for compliance with Incentive Program rules. All interpretations of Incentive Program terms and conditions are at the Company’s sole discretion, and the Company’s decisions will be final. In the event of any discrepancy between the English version and any translated version of any Incentive Program rules, the English language version will govern.

Join Options – Members and Distributors

When someone decides to join our Shaklee Family, they have two options:

1. Become a Member- a customer who wants to receive a 15% discount on products and enjoy other exclusive Member benefits
2. Become a Distributor- someone who wants to share Shaklee with others and potentially build a business and earn bonuses

Members & Member Benefits:

Members are Shaklee customers who can enjoy all of our incredible Member Benefits like:

- 15% off everything! Receive 15% off retail price on every product, every day.
- FREE Standard Shipping on all orders of \$150 or more OR enjoy \$8 Flat-Rate shipping.¹ Unlock access to Loyalty Rewards—With Loyalty Rewards, never run out of your must-haves and earn free products and other rewards while you're at it.²
 - Earn points- Get up to an additional 15% back in points to redeem for free Shaklee products³
 - Enjoy a birthday gift- A gift will be automatically added to your next qualified Loyalty Order during your birthday month⁴
 - Never run out- Always have what you need with easy repeat orders



New Members can get started in one of the following ways:

- Join with a Prove it Challenge™ or Meology™ Prove It Challenge™ for \$159 and receive Free Membership and Free Standard Shipping.
 - Prove It Challenge includes Vitalizer™, 2 canisters of Life Shake™, and a FREE 7-Day Healthy Cleanse
 - Meology Prove It Challenge includes Meology Essentials, 2 canisters of Life Shake, and a FREE 7-Day Healthy Cleanse
- Join with Meology™ and receive Free Membership.
- Spend \$150 and get Free Membership, which includes Free Standard Shipping on all orders of \$150 or more.
- Sign up for Membership and receive a Member Kit for \$19.95. The order will qualify for \$8 Flat-Rate shipping.

¹ Members receive Free Standard Shipping on all orders of \$150 or more OR enjoy \$8 flat-rate shipping in the U.S. (or \$11 flat-rate shipping in Canada) on orders less than \$150—excluding 5- and 30-gallon supplies of Classic Basic-H®. Orders must be at least \$150 or more before shipping, handling, taxes, and discounts are applied in order to receive Free Standard Shipping.

² See below Loyalty Rewards section for full Loyalty Rewards program details and rules.

³ To earn Loyalty Rewards points, your Loyalty Order must be \$100 or more before taxes and shipping are added (or \$150 in Canada).

⁴ A Loyalty Order of \$100 or more at your price tier placed during the birthday month of the primary account member is a qualifying order. Member qualifying orders can be during any time of the month, while Distributor qualifying orders must be placed between the 1st and 15th of the month.

Distributors & Distributor Benefits

A Distributor is someone who joins with a \$49.95 Business Starter Kit and plans to share Shaklee and build a Shaklee Business. Distributors are eligible to earn an income from their Shaklee Business and enjoy Distributor benefits like:



- Money, daily- Get paid every single day for certain bonuses,⁵ plus get paid other earnings monthly. Shaklee Distributors are eligible to earn commissions and bonuses from the Dream Plan and additional bonuses like Star Club, Loyalty Bonus, Pace Setter and the 2022 Rank Up Bonus. To be bonus eligible, you must be a Distributor or higher and have a minimum monthly order of 100 Personal Volume and 250 Group Volume in one month. Volume (PV) is a value associated with every product purchase.
- Access to Loyalty Rewards and Loyalty Shipping Rewards on orders placed between the 1st and 15th of the month:
 - Unlock access to Loyalty Rewards- Never run out of your must-haves and earn free products and other rewards while you're at it⁶
 - Earn points- Get up to an additional 15% back in points to redeem for free Shaklee products⁷
 - Enjoy a birthday gift- A gift will be automatically added to your next qualified Loyalty Order during your birthday month⁸
 - Never run out- Always have what you need with easy repeat orders
- Loyalty Shipping Rewards- Earn 1 point for every \$1 spent on shipping, then redeem your points for Shaklee products.⁹
- Get 30% off (but full PV!) on Business Booster purchases during your first 90 days.¹⁰ No Inventory Required- No need to store product—inventory is on us.
- Digital Tools- In 5 minutes set up your personal online store, get instant access to on-demand training and social tools, send samples to customers, and do it all from your phone. Distributor-exclusive digital tools include:
 - Personal Website (PWS)- Your digital storefront and personal online store that is quick and simple to set up
 - Shaklee Connect® App- Manage your business and place orders from the palm of your hand

⁵ Must be enrolled in Direct Deposit to receive daily bonus payment.

⁶ See below Loyalty Rewards section for full Loyalty Rewards program details and rules.

⁷ To earn Loyalty Rewards points, your Loyalty Order must be \$100 or more before taxes and shipping are added (or \$150 in Canada).

⁸ A Loyalty Order of \$100 or more at your price tier placed during the birthday month of the primary account holder is a qualifying order. Distributor qualifying orders must be placed between the 1st and 15th of the month.

⁹ Shaklee Distributors and Business Leaders can earn up to 25 Shipping Rewards points per month based on dollars spent on shipping: 1 point per \$1 spent on shipping.

¹⁰ The price listed on the website for each Business Booster includes 30% off Suggested Retail Price (SRP). Each available Business Booster can only be purchased once per Shaklee ID.

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- Shaklee Share App- Access new Distributor training, share beautiful graphics and videos on social media, send samples to your customers, and so much more!
- Community- From support to mentorship, the Shaklee community is here to help you find success

The Business Starter Kit includes:

- Three months Personal Website—Your Online Store. The three months of your online store included with your Business Starter Kit begin the date you join or upgrade.
- Samples to try or share.
- Sample credits to share via the Shaklee Share App (expires 30 days from the join or upgrade date).
- A Business Starter Kit \$10 off coupon to share with a potential new Distributor.

A new Distributor can get started in one of the following ways:

- Start with the Prove It Challenge™ or Meology™ Prove It Challenge™ for \$159 + a \$49.95 Business Starter Kit (\$208.95 excluding tax).
 - Prove It Challenge includes Vitalizer™, 2 canisters of Life Shake™, and a FREE 7-Day Healthy Cleanse
 - Meology Prove It Challenge includes Meology Essentials, 2 canisters of Life Shake, and a FREE 7-Day Healthy Cleanse
 - Business Boosters are offered during the Distributor join process and a person joining with a Prove It Challenge or Meology Prove It Challenge will receive Free Standard Shipping on all Business Boosters added to that purchase. Business Boosters are designed to allow new Distributors the chance to experience one or as many product categories as they choose with an up to 30% Discount off SRP in their first 90 days (with full PV).
- Start with the \$49.95 Business Starter Kit. If a Member upgrades to a Distributor, the Business Starter Kit is still \$49.95.

Prove It Challenge™

Begin with a Prove It Challenge™ or Meology™ Prove It Challenge™ and get the special price of \$159—including two canisters of Life Shake™, one box of Vitalizer™ or Meology™, a Free 7-Day Healthy Cleanse, and Free Standard Shipping.¹¹



- Any new Member or Distributor can purchase a Prove It Challenge or Meology Prove It Challenge for \$159 (one-time per Shaklee User ID).
- When a Prove It Challenge is purchased by someone as part of a join order, a \$25 Prove It Bonus will be paid to the Original Sponsor.
- All existing Members and Distributors will have the same one-time opportunity to purchase a Prove It Challenge or Meology Prove It Challenge for \$159, regardless of price tier. A \$25 Prove It Bonus will be paid to the Original Sponsor, but the order will not count toward the additional \$75 Star Club Bonus described below.

¹¹ Prove It Challenge orders that include either the 5-gallon and/or 30-gallon size of Classic Basic-H® are not eligible for Free shipping.



Shaklee Loyalty Rewards

You will automatically receive these benefits once you set up a qualifying Loyalty Order. Here is how you earn up to 15% back in points:

Shaklee Loyalty Rewards

You'll automatically receive these benefits once you set up a Loyalty Order of \$100+. Keep your health on track with consecutive monthly orders and earn up to 15% back in Points.



Quick & Easy to Manage

Always have what you need. Change your order or cancel, anytime.



Earn up to 15% Back in Points

Months 1–3 = 5%
Months 4–6 = 10%
Months 7+ = 15%



Redeem Points for Free Products

One Point is worth \$1, redeemable for free Shaklee products.



Enjoy a Special Birthday Gift

Receive a gift during your birthday month with your Loyalty Order.

*Distributors and above must place an order between the 1st and 15th day of the month to receive loyalty points and the free birthday gift.

Eligibility and Timing

- Loyalty Rewards is available to all Members, Distributors, and Business Leaders.

How to Earn Points

- Earn up to 15% back in points on your consecutive Loyalty Orders of \$100 or more.¹²
- A qualifying order is a Loyalty Order of \$100 or more at your price tier (exclusive of shipping & handling and applicable taxes). You can have multiple qualifying orders per month.
- Make sure you place an order each month to keep your Loyalty Rewards points. If no Loyalty Order is placed, you will revert to 5% earning level. Distributors and above must place their order between the 1st and 15th of the month.
- A minimum order of \$1 or more must be placed during the month to keep previously accrued points. Point balance will reduce to zero if no order is placed during a calendar month.
- Distributors and above can earn points on orders placed between the 1st and 15th of the month, while Members can earn points on qualifying orders the entire month.
- Loyalty Rewards points apply to the first \$500 in qualifying orders, with a maximum of 75 eligible points earned each month.

¹² Minimum Loyalty Order of \$150 is required for participants living in Canada.

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How to Redeem Points

- To redeem points, you must have the full amount of points needed for a product. 1 point = \$1 to redeem toward product.
- A paid order of \$100 or more is required to redeem points.¹³
- You may redeem up to 100 points per order.
- Points can be redeemed on most Shaklee products. Some exclusions apply, such as business tools, Shaklee Style, Shaklee Cares®, join kits, accessories, and Shaklee products with a promotional discount.
- A free birthday product will automatically be added to your order when you place a qualifying order (a Loyalty Order of \$100 or more at your price tier) during the birthday month of the primary account member.¹⁴
- Members can place an order any day of the month. Distributors and above must place an order between the 1st and 15th day of the month to receive the free birthday product.
- New Members and Distributors must wait 30 days from joining to redeem points or receive a free birthday product.

Point Value (PV) and Expiration

- Points are nontransferable and have no cash value or PV.
- Points expire one year from the date earned, regardless of whether they were earned through Loyalty Order Rewards or via Distributor Shipping Rewards.¹⁵
- Points are not applicable toward prior purchases or charges.

Product Returns and Resale

- If a product obtained with points is returned, the points are not returned to your account.
- If a product on which you earned points is returned or the order is cancelled, the corresponding points will be deducted from your balance.

Shipping Rewards Points – For Distributors and Business Leaders only

- Shaklee Distributors and Business leaders can earn up to 25 Shipping Rewards points per month based on dollars spent on shipping.
- 1 point for each \$1 spent on shipping.
- No monthly minimum order is required to keep your Distributor Shipping Rewards points, but make sure to place a monthly order between the 1st and 15th of the month to keep your Loyalty Rewards points.
- Loyalty Rewards and Distributor Shipping Rewards can be combined when redeeming points on eligible orders.
- Products purchased with points are not for resale.



Shaklee reserves the right to change or cancel the Loyalty Rewards program at any time with or without notice.

¹³ Minimum order of \$150 is required to redeem points for participants living in Canada.

¹⁴ Minimum order of \$150 is required to redeem for participants living in Canada.

¹⁵ See separate rules for Canada.

Refer A Friend

Good Health is meant to be shared. Members can refer a friend to shop with Shaklee. Friends will save \$10 on their first purchase of \$100 or more and your new Member will get \$10 to spend on themselves. It's a win-win. The more friends they refer, the more they save, and all this helps grow your team.



How It Works

We do all the work for you! Your Member simply needs to share their Refer a Friend link with their friends, family, work colleagues, or anyone they want to share Shaklee with, and then the magic starts. Every NEW Customer or Member they introduce will receive a \$10 off promo code to use on their first Shaklee purchase of \$100 or more (excluding taxes and shipping). Then, once their order is placed, the new Member will receive a promotion code for \$10 off their next order of \$100 or more as well! They can earn as many \$10 off promotion codes as they like!

Sharing the Refer A Friend Link

Your Members can click on the 'Refer & Get \$10' link at the top of any page or find 'Refer a Friend' in the footer on Shaklee.com to start the process. When they are logged in, they can share their unique link with anyone new to Shaklee via email or social media or copy the link and send it via text. This unique link is how we make sure they get their rewards. Once their friend clicks on their unique link, they will receive their own link to unlock their \$10 off promo code by entering their email. The new Customer or Member simply needs to enter their unique promo code at checkout to receive \$10 off their first order of \$100 or more (excluding taxes and shipping). The reward will expire 30 days from the initial creation or delivery to the new email address. If the referred friend has previously purchased on Shaklee.com or is joining as a Distributor, the referred friend will not qualify for the offer and the Member who made the referral will not earn a promo code.

How does your Member redeem their \$10 off Promotion Code?

The Member will receive an email with a promotion code for \$10 off their \$100 or more purchase after their friend makes a purchase from Shaklee.com and uses their unique promo code. To redeem the promo code, the Member will enter their code into the coupon/promo code box during checkout. Only one promo code can be used per order. The promo code only applies to online purchases of \$100 or more (excluding taxes and shipping). The reward will expire 90 days from initial delivery to the registered email address of the Member making the referral. The reward is nontransferable and is only redeemable by the referring Member.

Terms & Conditions

The Shaklee Refer a Friend Program ("Program") is valid for residents from the 50 U.S. States, Puerto Rico, and Canada. This is a Member referral program. Distributors, Associates, and Business Leaders are excluded from direct participation in this Program. Only one promo code can be used at a time and each unique promo code can only be redeemed once. No program rewards will be given if the referred friend does not make an eligible Refer a Friend purchase of \$100 or more on Shaklee.com within the eligibility period of 30 days from initial creation. Program rewards are subject to verification at Shaklee's sole discretion and only apply to online purchases made through Shaklee.com. All taxes and shipping fees apply. Terms, conditions, features, availability, service, and support options of the Shaklee Refer A Friend Program are subject to change without notice and at any time. By participating in the program, a participant agrees that he or she participates in the program at his or her own risk and, to the fullest extent permitted under U.S. Law, in no event will Shaklee be liable for any direct, indirect, special, incidental, consequential, or any other type of damages related to or arising from the Program or participant's participation in the Program.

In the event a referred person returns a purchased item and their order value decreases below the minimum purchase amount, the referral promotion code awarded to the referring Member may be revoked. Members may not refer anyone who has an existing Shaklee.com account under an alternate email address. The referring Member will be the

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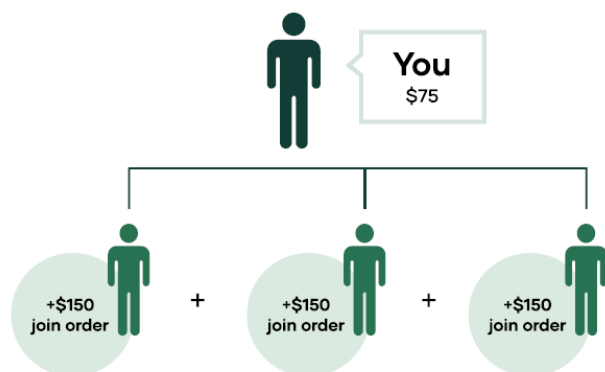
Sponsor and Original Sponsor of the new Guest or Member. Price Differential will be withheld on the first order, when the new referred Member redeems their promotion code. Price Differential will not be affected on future orders. The promo code cannot be applied to previous purchases and is not redeemable for cash.

Shaklee and its Program service providers reserve the right to delay, cancel, or revoke unique promotion codes in any suspected case of fraudulent use or misuse of Shaklee services or this Program. Rewards are subject to verification at Shaklee's sole discretion. Any misuse of the program by Distributors or Business Leaders is strictly prohibited. Please note that this is an ongoing program that may be terminated with or without notice.

Star Club Bonus

Rewarding you for growing loyal teams 3 new people at a time!

- Each month, help 3 new people get started with Shaklee as a Member or Distributor with a \$150 product order and the \$75 Star Club Bonus is yours!
- Do it again in the same month, and you'll earn another \$75. We'll reward you every time!
- Get an extra \$25 for every person that joins with a Prove It Challenge™ or Meology™ Prove It Challenge™! This \$25 Prove It Bonus is part of the Star Club Program.



Pro Tip:

Encourage your 3 new people to place Loyalty Orders to start earning Loyalty Rewards points to redeem for free products. Having all of your Members and Distributors earning Loyalty Rewards will be rewarding for both of you!

Star Club Rules

1. Star Club Bonuses can be earned by a new or existing Distributor, Associate, or Business Leader. You must be the Original Sponsor (at the time of purchase) of the new Member or Distributor.
2. Each new Member or Distributor counts towards Star Club when they join with a \$150+ product purchase (excluding taxes, shipping, Membership fee and/or a Business Starter Kit).
3. When you are the Original Sponsor of 3 eligible new Members or Distributors, in a calendar month, you earn a \$75 Star Club Bonus.
4. As part of the Star Club, you will get a \$25 Prove It Bonus for each Member or Distributor that purchases a Prove It Challenge™ or Meology™ Prove It Challenge™ the first time. Only a Prove It Challenge purchased at the time of joining will count towards the \$75 Star Club Bonus.
5. There is no limit to the bonuses you can earn each month.
6. The count of new Members or Distributors starts over with each calendar month, so try to sponsor at least three new Members or Distributors each month.
7. The month you become a Distributor, you are given the remainder of that month, plus a full calendar month, to sponsor your first three eligible Members or Distributors and earn the \$75 Star Club Bonus.
8. Star Club Bonuses are paid daily (Monday through Friday—with a 3 p.m. PST activity cutoff) for earners on Direct Deposit. All other qualifiers will be paid in their monthly Bonus/Commission check.
9. In the event the Original Sponsor is a Member or is no longer active, the new join order will count for the next eligible Original Sponsor.
10. You do not have to be bonus eligible (with a 100 PV personal order) to earn a Star Club Bonus.
11. Anyone creating fake accounts, placing orders through fake accounts, and/or using the credit card of another without permission will be subject to all remedies for breach of contract set forth in the P & R, up to and including termination. The Company tracks shipping addresses, billing addresses, and credit cards.

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Star Club Bonus Payments

Star Club Bonuses are paid daily on regular business days. Star Club Bonuses are paid the next business day as long as a new Member or Distributor joins by 3:00 p.m. (PST). Orders received after 3:00 p.m. (PST) will be paid on the second business day.

Shaklee generally pays bonuses monthly; however, Star Club Bonuses are paid daily, on regular business days, when you are registered for direct deposit¹⁶ of your bonuses.

Star Club Bonuses are paid daily with the following exceptions:

- The Original Sponsor qualified for a \$25 Prove It Bonus through an existing Member, Distributor, or Business Leader (instead of a join or upgrade order).
- In the event that the Original Sponsor has a closed account.

The Daily Star Club Bonus Pay Schedule is as follows:

DAYS AND TIMES SPONSORED	DAY PAYMENT DEPOSITED*
FRIDAY 3:01 PM THROUGH MONDAY 3:00 PM (PST)	TUESDAY MORNING
MONDAY 3:01 PM THROUGH TUESDAY 3:00 PM (PST)	WEDNESDAY MORNING
TUESDAY 3:01 PM THROUGH WEDNESDAY 3:00 PM (PST)	THURSDAY MORNING
WEDNESDAY 3:01 PM THROUGH THURSDAY 3:00 PM (PST)	FRIDAY MORNING
THURSDAY 3:01 PM THROUGH FRIDAY 3:00 PM (PST)	MONDAY MORNING

Star Club FAQs

What is Star Club?

When you are the Original Sponsor of three new Members or Distributors in a calendar month, with a \$150 product order or more, you qualify for Star Club and earn a \$75 Star Club Bonus!

How does the Star Club work with Prove It Bonuses?

We combined the programs. Now, when you have three new Members or Distributors join with \$150 or more (including Prove It Challenge™ and Meology™ Prove It Challenge™) in a calendar month, you will get a \$75 Star Club Bonus. You will still earn the \$25 Prove It Bonus the first time each Member or Distributor purchases a Meology™ Prove It Challenge™ or a Prove It Challenge™.

Do Distributor upgrades count towards a Star Bonus?

No. Members who become a Distributor do not count for Star Bonus as it is based on their join order, but they do count for the Loyalty Bonus.

¹⁶ If you wish to sign up for direct deposit, go to My Business, under the “Me” tab and follow the instructions in the Income section.

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Does the Membership Kit or Business Starter Kit count towards the \$150 Join Order?

No. Purchases of the Membership Kit or Business Starter Kit do not count toward the \$150 minimum product purchase requirement.

Can a Distributor earn more than one Star Bonus a month?

Yes. A Distributor may earn additional Star Club Bonuses with each additional 3 new Members or Distributors enrolled in the same calendar month, with no limit to Star Club Bonuses earned. And repeat it every month!

When are Star Bonuses paid?

Star Club Bonuses are paid to the qualified Original Sponsor DAILY (Mon-Fri, with a 3 p.m. Pacific Time activity cutoff), so long as the qualified Original Sponsor has registered to receive payment by Electronic Funds Transfer (EFT), also known as Direct Deposit. If the earner is not registered for EFT, payment will be made in the next month's Bonus/Commission check.

Loyalty Bonus

Earn up to \$1,500 each month - Be on Loyalty Rewards, help 3 new Distributors get on Loyalty Rewards, and help them do the same!



1. To qualify for Loyalty Bonus, you must have a monthly \$150 Loyalty Order (formerly “Autoship”) that processes in the current month. All three Distributors you personally enroll must also have a \$150 Loyalty Order process on their second order (or beyond), as do any new Distributors they enroll later on.
2. All new and existing Distributors, Associates, and Business Leaders are eligible to earn bonuses in this program.
3. The Loyalty Bonus can be earned on a monthly basis.
4. There are three Loyalty Bonuses that you can earn: \$50, \$250, or \$1,500.
 - Each bonus is achieved through the structure described below:
 - \$50 – Help three Distributors you’ve personally sponsored place a Loyalty Order of \$150 in the same month.
 - \$250 – Each of the Distributors you’ve sponsored have three Distributors they’ve personally sponsored who place a Loyalty Order of \$150 in the same calendar month
 - \$1,500 – Each of those three directly sponsored Distributors have three personally sponsored Distributors who place a Loyalty Order of \$150 in the same calendar month
5. Once you have this structure in place, the Distributors simply need to continue to place Loyalty Orders of \$150 or more in the same month and you can earn a bonus each month they do. You do not need to repeat with brand new Distributors each month to continue earning.

How to earn:

Earn a \$50 Loyalty Bonus:

1. Place your monthly Loyalty Order of \$150.
2. Help 3 new Distributors also place Loyalty Orders of \$150 in the same month.
3. You just earned a \$50 Loyalty Bonus!

Plus – If you and your 3 Distributors place \$150 Loyalty Orders next month, you earn the \$50 Loyalty Bonus again.



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Earn a \$250 Loyalty Bonus:

1. Help your 3 Distributors earn the \$50 Loyalty Bonus by helping each of them get 3 new Distributors to place Loyalty Orders of \$150 in the same month.
2. You just earned the \$250 Loyalty Bonus!

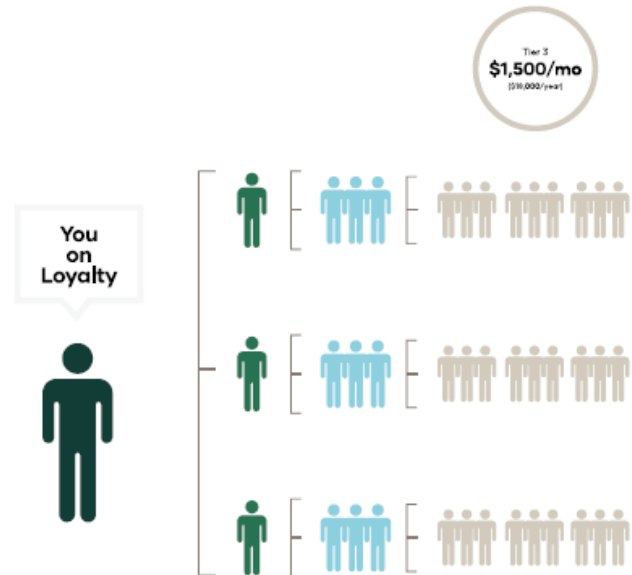
Plus - If you, your 3 Distributors, and each of their 3 Distributors place \$150 Loyalty Orders next month, you earn the \$250 Loyalty Bonus again.



Earn a \$1,500 Loyalty Bonus

1. Help your 3 Distributors earn the \$250 Loyalty Bonus by helping each of their 3 Distributors to get 3 new Distributors to place Loyalty Orders of \$150 in the same month.
2. You just earned the \$1,500 Loyalty Bonus!

Plus – You guessed it, if they all do it again next month, you earn the \$1,500 Loyalty Bonus again.



Loyalty Bonus Rules

1. Any bonus eligible Distributor, Associate or Business Leader with a Loyalty Order (Formerly "Autoship") of \$150 or more that processes during the month, may participate in this bonus.
2. For a Distributor to count in this program, they must join (or upgrade) after September 1, 2020. Any existing Distributors that joined prior to this date are not eligible to be counted in this Program.
3. Loyalty Orders of \$150 or more, processed in the qualifying calendar month, are counted toward the bonus. Join orders are excluded.
3. Qualifying Loyalty Orders must be paid for by the Distributor (credit card in the name of the Distributor listed on the account) and shipped to the primary shipping address listed on the account.
4. Member Loyalty Orders do not count toward this bonus.

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5. A qualifying Loyalty Order that is returned will result in a retraction of any bonus earned based on that Loyalty Order.
6. In order to qualify for the \$50 bonus, you must have three personally sponsored Distributors with a qualified Loyalty Order of \$150 or more in the same month.
7. For this incentive program, Original Sponsor is not relevant. The Placement Sponsor¹⁷ will receive credit for all first level Distributors with a qualified Loyalty Order or \$150 or more.
8. In order to qualify for the \$250 bonus, you must first be qualified for the \$50 Bonus. In order to qualify for the \$1,500 bonus, you must first be qualified for the \$250 bonus.
9. This bonus is not cumulative; one may earn either the \$50, \$250, or \$1,500 bonus, but not all three in the same month.
10. You do not need to repeat with brand new Distributors each month to continue earning. Once you have this structure in place, the Distributors simply need to continue to place Loyalty Orders of \$150 or more in the same calendar month.
11. This bonus is paid monthly and will be added to your bonus/commission payment.
12. As long as all qualifications are met, this bonus may be earned each month.
13. Anyone creating and/or placing product orders through fake Distributor/Business Leader accounts, or using the credit card of another person without their permission, or otherwise attempting to manipulate or game this incentive will be subject to all remedies for breach of contract set forth in the P&R, up to and including termination.

Loyalty Bonus FAQs

What is the Loyalty Bonus Program?

The Loyalty Bonus rewards Distributors and Business Leaders (BLs) who participate in the Shaklee Loyalty Rewards Program for helping others also participate in the Loyalty Rewards Program. A qualifier may earn bonuses of \$50, \$250 or \$1500 each month for completing tiers within a structure of new Distributors/BLs participating in the Loyalty Rewards Program.

How does the Loyalty Bonus program work?

\$50: You must have three personally sponsored Distributors and/or Member to Distributor Upgrades who joined or upgraded September 1, 2020 or later with a minimum \$150 Loyalty Order in the same calendar month.

\$250: Your three personally sponsored Distributors must each have three other qualified, personally sponsored Distributors and/or Member to Distributor Upgrades who joined or upgraded September 1, 2020 or later under them with a minimum \$150 Loyalty Order in the same calendar month.

\$1500: Your nine qualified Distributors also must each have three qualified, personally sponsored Distributors and/or Member to Distributor Upgrades who joined or upgraded September 1, 2020 or later sponsored under them with a minimum \$150 Loyalty Order in the same calendar month.

Bonus amounts will be paid to the Placement Sponsor, not the Original Sponsor.

How does the sponsorship tree work with Loyalty Bonuses?

Unlike the Star Club Bonuses that are paid to the Original Sponsors, the Loyalty Bonuses are determined by the Placement Sponsor. For example, if Cathy sponsors Kevin as a new Distributor and places Kevin under Kelly, Kelly would be the Placement Sponsor and she would count Kevin as one of Kelly's Tier 1 Distributors.

¹⁷ Placement Sponsor is the Distributor directly above you in the sponsorship tree.

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Are Distributors and/or Business Leaders required to have their own Loyalty Order to participate in earning a Loyalty Bonuses?

Yes. A Distributor or Business Leader must have their own Loyalty Order of \$150 or greater processed in the calendar month to be eligible to earn any Loyalty Bonus during that month.

Who is eligible to participate in the Loyalty Bonus program?

Only New Distributor joins or Member to Distributor Upgrades beginning 9/1/2020 or later can occupy a spot in the Loyalty structure and count toward a Loyalty Bonus for their direct (placement) sponsor.

What is considered as a qualifying Loyalty Order?

All Loyalty Orders must be second orders or later (i.e., cannot be Join Orders). If a Distributor in my structure promotes to a Business Leader, do I still get to count them as one of my three?

Yes. All Distributors and Business Leaders will continue to count as one of your three each month as long as they are qualifying with their own \$150 Loyalty Order each month (and they do not need to be consecutive). If a Distributor resigns and re-enrolls as a Member instead, there will be compression within your structure.

If I have completed all three tiers in the Loyalty Bonus structure and one of the qualifying Distributors doesn't place their \$150 Loyalty Order, would I have to start all over?

All you would need to do is replace the one who doesn't place their \$150 Loyalty Order with another Distributor who has joined in a previous month (but after 9/1/20) and is placing their qualifying Loyalty Order of \$150. If no replacement is found, the Distributor will be paid the highest Loyalty Bonus for which they are fully qualified.

Are there any additional volume requirements to earn a Loyalty Bonus?

No. The only requirements are for YOU and each of the Distributors in your Loyalty Bonus structure (joining or upgrading September 1, 2020 or later) to be qualifying with a minimum \$150 Loyalty Order each month a bonus is earned.

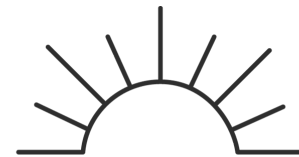
Star Club Trip

Trip Qualification Period

January 1, 2022 – December 31, 2022

Location: Hyatt Ziva Los Cabos

Trip Dates: April 27 – May 3, 2023



SHAKLEE
STAR ☆ CLUB TRIP

Get ready to travel with your Shaklee Family! Shaklee is planning a trip like only Shaklee can, filled with natural beauty, first-class experiences, and memories to last a lifetime. Perched on the tip of the Baja California Peninsula, Hyatt Ziva Los Cabos is a luxurious all-inclusive oasis for all ages. Nestled between desert dunes and ocean rock formations, this magnificent beachfront resort offers spectacular views of the Sea of Cortez and is only minutes from San Jose del Cabo. You will want to join us on this exciting trip, so please review the qualification information and make your plan to qualify!

Points Required

Qualification Type	Required Points
Incentive Trip for One Person/One Room	250
Incentive Trip for Two People/One Room	350

You don't have to worry about keeping track of your own points. Visit your Incentive trackers to see your point total, your targets, and your breakdown of points toward earning this amazing trip!

How to Qualify

In addition to accumulating the required points:

- You must have a minimum of 40 points in the Star Club Bonus Points Category.
- You must have a minimum of 40 points in the Distributor Sponsoring Category.
- You must be a Paid As Director 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 Director in any month through the month of the trip. A month in which a Volume Grace Month or waiver was used does not count as a month in which Director rank was held.

A maximum of 150 Star Club Bonus Points may be counted toward trip qualification

A maximum of 150 Distributor Sponsoring Points may be counted toward trip qualification.

A maximum of 15 Meology Assessment Points in the Activity Points category may be counted toward trip qualification.

How to Earn Points

You can earn points in six different categories tied to the growth and development of your business: Star Club, Distributor Sponsoring, Business Leader Development, Rank Advancement, Personal Group Volume (PGV) Growth, and Activity Points.

Star Club Bonus Category

Earn points each time you earn a \$75 Star Club bonus. Each \$75 Star Club bonus you receive for personally sponsoring 3 new Members or Distributors with a \$150+ order in a calendar month will also earn you 10 Star Club Trip points.

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The more you personally sponsor new Members and Distributors, the more points you earn¹⁸. Please refer to the Star Club Bonus and Star Club Rules sections of this document for the official rules as to how to earn the \$75 Star Club bonus.

Star Club Bonus	Points
Earn a \$75 Star Club Bonus	10

A maximum of 150 points in this category will count towards the Star Trip. A minimum of 40 points is required in this category to qualify for the Star Club Trip.

Distributor Sponsoring Category

Each time¹⁹ you sponsor a brand-new Distributor, or upgrade an existing Member to Distributor, with a qualifying order of \$150²⁰ or more (excluding taxes, shipping, and/or a Business Starter Kit) will earn you 10 Star Club Trip points. The Original Sponsor of the Distributor is awarded the Star Club Trip points.

Distributor Sponsoring Points	Points
Sponsor a new Distributor	10

If a new Distributor returns their join order or becomes inactivated, the Distributor Sponsoring Points will be removed from this category.

A maximum of 150 points in this category will count towards the Star Trip. A minimum of 40 points is required in this category to qualify for the Star Club Trip.

Rank Advancement Category

To earn Rank Advancement Points, you must achieve the new Paid As Rank and maintain for three additional consecutive months (for a total of four consecutive months)²¹, without personal use of Volume Grace Months or waivers, during this incentive year.

Two-Year Incentive Rule²²

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

- A first-time, never-before-achieved rank, or

¹⁸ A maximum of 150 Star Club Category Points counts toward the Star Club Trip.

¹⁹ A maximum of 150 Distributor Sponsoring Category Points counts toward the Star Club Trip.

²⁰ A qualifying order is an order of \$150 or more in the U.S. or Canada, exclusive of all taxes, fees, shipping and any other promotional discounts applied.

²¹ 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 and the Car Program 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 2021 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.

²² This replaces the Five-Year Rule previously used for trip Rank Advancement points.

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- A Paid As Rank that was held only prior to January 2020 PV month, or
- A Paid As Rank that was held for less than four consecutive months from January 2020 through December 2021. (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 1: Associate Alan promoted to Director in January 2020 and met all requirements of rank in February and March PV months. In April and May, Alan took Volume Grace Months and in June 2020, Alan was retitled to Associate. Since Alan held the rank for less than four consecutive months, his base rank is Distributor. When he achieves and holds the rank of Director for four consecutive months, he will earn Rank Advancement Points.

Example 2: Annie had the Two-Year base rank of Senior Executive Coordinator for the January–December 2021 Incentive Qualification year because she had earned Executive Coordinator and Senior Executive Coordinator Rank Advancement Points in 2018. However, she has not held a Paid As Rank higher than Senior Coordinator in the past two years. With the new Two-Year Incentive Rule, her base rank is reset to Senior Coordinator for the 2022–2023 Incentive Qualification year. Annie promoted to the Paid As Rank of Executive Coordinator in February 2022. She held in March, April, and May PV months. Annie earned 110 Executive Coordinator Rank Advancement Points in May 2022 PV month.

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
Senior Master Coordinator	275
Presidential Master Coordinator	300

Rank Advancement Points will be awarded only once during this Incentive year for any given rank. Rank Advancement Points will start accumulating in January 2022 and will be awarded at the conclusion of the four-consecutive-month period during this incentive year. The first month that anyone can earn Rank Advancement Points will be April 2022. Points must be earned by December 2022 PV month in order to count for the January 1, 2022–December 31, 2022 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 1: Business Leader Karen promotes to Senior Coordinator in May 2022 PV month. She must maintain as a Paid As Senior Coordinator or higher in June, July and August PV months and then will be awarded 90 points. The 90 points count for the January 1, 2022–December 31, 2022 Qualification Period.

Example 2: Business Leader Kevin achieves a new Paid As Rank of Senior Executive Coordinator in December 2021 PV month. With the new Two-Year Incentive Rule, Kevin’s Base Rank is reset to Executive Coordinator.

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Kevin must maintain as a Paid As Rank of Senior Executive Coordinator or higher in January, February, March, and April 2022 PV months and then will be awarded 145 points.

PGV Growth Category

Grow your Personal Group Volume (PGV)²³ over your base by at least 25,000 to qualify for points in this category.

PGV Over Base	Points
25,000	100

Base

Your PGV Base is the greater of:

1. The total of your PGV for each month from January 2021 through December 2021 PV months or
2. 24,000.

Example 1: Business Leader Alan had 3000 PGV each month during the Base Period. His PGV Base is 36,000.

Example 2: Distributor Charlie had 1000 PGV each month during the Base Period. His total PGV is 12,000, but per the minimum above his starting base will be set to 24,000.

New Leaders Category

For every NEW Business Leader you develop during the qualification period, you will earn 50 points. The new Business Leader must be promoted from your personal group and you must be the Original Sponsor in order for you to earn points.

To qualify as a NEW Business Leader, both of the following must be true:

1. They did not hold the rank of Director or higher for 4 consecutive months since January 2020: and
2. They hold the title of Director or higher for 4 consecutive months during the qualification period without the use of any volume grace months

Example 1: Business Leader Karen promotes Melissa to Paid As Director in May 2022 PV month. Melissa maintains Paid As Director status through August 2022 PV month. Karen will earn 50 points in the New Leader Category.

Example 2: Business Leader Kevin promotes Peter to Paid As Director in November 2022 PV month. Kevin will not be eligible to earn points in the New Leader category for Peter in this qualification period, as Peter will not have held the Paid As Director rank for 4 consecutive months by the time the qualification period has ended in December 2022.

²³ Personal Group Volume (PGV) for incentive trip purposes is only your own PGV and no longer includes the PGV of any First Generation Leaders you promote during the Qualification Period. Points will be awarded for Leaders promoted based on the rules outlined in the New Leaders Category section.

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Example 3: Business Leader Anamarie promotes Tom to Paid As Director in October 2021 PV month and he holds the Paid As Rank of Director October, November and December of 2021, as well as January 2022. Anamarie will be eligible to earn points in the New Leader category for Tom because he will complete his 4 consecutive months during this qualification period.

There is no limit to the number of new Business Leaders you may develop and earn points for.

Activity Points Category

Activity points may be offered during the incentive year as a way for you to gain additional Star Club Trip Incentive Points. There are currently 4 different ways for you to earn points in this category: Conference Registration, Meology Assessments, Loyalty Orders and Quarterly Incentives.

Activity Points	Points
Register and attend the 2022 Shaklee Conference	15
30 New Meology Assessments	5
Loyalty Orders	1
Earn all 4 Quarterly Incentives	50

Conference Registration Activity Points

If you register for, and attend, the 2022 Shaklee Conference, you will earn 15 Activity Points toward the Star Club Trip. A maximum of 15 points can be earned for this activity per Shaklee ID.

Meology Assessment Activity Points

For every 30 completed new Meology Assessments you collect during the qualification period, you will earn 5 Activity Points toward the Star Club Trip. Meology Assessments must be taken by someone who has never taken the Meology Assessment before.

The Meology Assessment must be taken from your Personal Website (PWS) or an attributed link from Shaklee Connect or Shaklee Share App by a qualifying person who completes the Assessment and enters a valid email address to receive their personalized recommendation for the assessment to count as one of your 30 Meology Assessments to earn Activity Points for the Star Club Trip. If someone that counted for your Meology Assessment becomes a Member or Distributor through a different Sponsor, the points will be moved to the Original Sponsor.

Meology Kids assessments do not count for this incentive.

A maximum of 15 points can be earned for this activity per Shaklee ID.

Loyalty Order Activity Points

The first Loyalty Order shipped to you each month will earn you 1 Star Club Trip Activity Point. For example, to earn 1 Loyalty Order Activity Point in January, you must schedule a Loyalty Order and the order must ship no later than January 31, 2022. You may only earn 1 Loyalty Order Activity Point per month.

Quarterly Incentive Activity Points

If you earn the Quarterly Incentive prize each quarter in 2022, in addition to automatically earning enough Star Club Incentive Points to qualify for one person on the Star Club Trip, you will also earn 50 additional Star Club Trip Points.

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Purchase/Sale, Survivorship, Combined Distributorships, or Reorganization

If a business is transferred due to Survivorship or to a Purchase/Sale transaction, the Company will adjust the transferee's base Rank and base PGV 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. The transferee will forfeit any prior points earned.

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.

No Shaklee Star Club Trip points may be earned from a reorganization, roll-up, or sponsorship line movement. Shaklee reserves the right to determine in its sole discretion whether an award of points is appropriate.

Additional Requirements (for ALL Qualifiers)

- If you achieve enough trip points to qualify, but the remaining rank maintenance requirements are not fully met, Shaklee 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. As long as one attendee is on Shaklee records as a member of the qualifying distributorship, they may bring whomever they would like as an additional attendee(s) to accompany them on the trip. If for any reason no one from the qualifying distributorship attends, Shaklee reserves the right to charge back any nonrefundable trip expenses incurred by Shaklee on behalf of the distributorship.
- Trip awards are non-transferrable and must be taken in the year earned. Qualifiers will be emailed registration information at the end of the Qualification Period that includes event registration deadlines. If you are unable to register and book your airfare by the deadline, you may incur additional costs and/or be unable to attend this event.
- 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 rewarded with the highest milestone earned. The highest reward you can earn is a trip for two in one room.
- The 2022 Star Club Incentive trip will include round-trip coach class air transportation, group transfers to/from the airport to the hotel in the destination city on set arrival and departure dates, and hotel room, tax and gratuity charges for the specified nights of the Star Club Incentive trip.

Leadership Qualification for Keys and Above

Eligible Key Coordinators and higher may qualify for the Star Club Trip under the alternate Leadership Qualifications in lieu of qualifying by points.

Eligible Key Coordinators and Higher

To be eligible to qualify using the Leadership Qualifications, you must have been a Paid As Key Coordinator or higher in at least four PV months from January–December 2021, not necessarily consecutive.

In addition, you must be a Paid As Key Coordinator or higher for four months during the Qualification Period (January–December 2022). Once that requirement is met, your Paid As Rank may not fall below your 2022 Incentive Base Rank for the remainder of the Qualification Period and all succeeding months through the month prior to the trip.

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Leadership Qualifications

You must meet the following criteria to qualify:

- 1) Have at least three Business Leaders in your downline (within six generations), down to and including the next eligible Key Coordinator or higher (but not their downline), who have fully qualified for the Dream Trip.
 - a) Fully qualified means that they have at least 250 incentive points, including at least 40 Star Club Points and 40 Distributor Sponsoring Points, and have been a Paid As Director or higher for at least four consecutive months during the Qualification Period. Remember, once those qualifications have been met, they cannot fall below Director through the month prior to the trip.
- 2) You must personally sponsor a minimum of 2 new Members and 2 new Distributors during the qualification period.

Three fully qualified teams with 250+ Points earns a Star Club trip for two people in one room (350-point tier). If you qualify via the Leadership Category and you qualify via Incentive Points, you will only qualify for the highest reward possible, which is the Star Club Incentive Trip for two people in one room. At least one attendee must be on Shaklee records as a member of the qualifying distributorship.

Presidential & Senior Master Coordinators

A Presidential or Senior Master Coordinator who maintains Paid As Presidential or Senior Master Coordinator qualifications for at least nine months during the Qualification Period, and in the month prior to the Star Club Trip, automatically qualifies for the Star Club Trip.

A Presidential or Senior Master who qualifies in this way automatically earns the trip at the 350-point level, which includes two people in one room. If you qualify via the Presidential or Senior Master Coordinator Category and you qualify via Incentive Points, you will only qualify for the highest reward possible, which is the Star Club Incentive Trip for two people in one room. At least one attendee must be on Shaklee records as a member of the qualifying distributorship.

Tracking Points

You don't have to worry about keeping track of your own points. Visit the Star Club Trip Incentive Tracker to see your progress in each category!



Quarterly Incentives

Focus on 2&1— Distributor Sponsoring, Star Club, and sharing Meology™ over the next three months to earn cool prizes and unique experiences with the Quarterly Incentive Program. The Quarterly Incentive Program is a series of four short term incentives that reward you when you accomplish specific goals. Each quarter has a special prize and a virtual celebration experience with other qualifiers that you will earn when you meet those goals. And when you focus on the quarterly activities you will be earning points towards the Star Club Trip, too!

Points Required – Quarter 1: January - March

How to Qualify

1st Quarter Tier 1 Qualifications

To qualify for the 1st quarter prize, you must complete the following activities between January 1 and March 31, 2022.

Complete 30 personal New Meology assessments

Earn 3 Star Club Bonuses

Personally sponsor 3 New Distributors

Complete 1 Loyalty Order

Tier 1 Quarterly Prize - \$200

1st Quarter Tier 2 Qualifications

Double your efforts to earn the Tier 2 Award. Sponsor a minimum of 6 new Distributors, earn a minimum of 6 Star Club Bonuses and promote at least one new Director to qualify.

Complete 30 personal New Meology assessments

Earn 6 Star Club Bonuses

Personally sponsor 6 New Distributors

Complete 1 Loyalty Order

Promote 1 New 1st Generation Director (Joined Shaklee in 2021)

Tier 2 Quarterly Prize - \$1500

You will earn only the prize for the highest price tier you qualify for.

New First Generation Director

The new 1st Generation Paid As Director must promote to Director for the first time in July, August or September PV months and they must have joined Shaklee in 2021.

Meology™ Assessments

You must complete a minimum of 30 New Meology assessments during the qualification period. Meology Assessments must be taken by someone who has never taken the Meology Assessment before. The Meology Assessment must be taken from your Personal Website (PWS) or an attributed link from Shaklee Connect or Shaklee Share App by a qualifying person who completes the assessment and enters a valid email address to receive their personalized recommendation for the assessment to count as one of your 30 Meology Assessments for earning the

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Quarterly Incentive. If someone that counted for your Meology Assessment becomes or Member or Distributor through a different Sponsor, the points will be moved to the Original Sponsor.

Meology Kids assessments are not eligible for this incentive.

Each 30 New Meology assessments completed also earns you 5 Activity Points towards the Star Club Incentive Trip, up to a maximum of 15 points available.

Star Club Bonuses

You must earn a minimum of 3 Star Club bonuses during the qualification period. Each \$75 Star Club bonus you receive for personally sponsoring 3 new Members or Distributors with a \$150+ order in a calendar month will also earn you 10 Star Club Trip points (maximum of 150 points may be earned).

Please refer to the Star Club Bonus and Star Club Rules sections of this document for the official rules as to how to earn the \$75 Star Club bonus.

New Distributors Sponsored

You must personally sponsor a minimum of 3 new Distributors during the qualification period. Each time you sponsor a brand-new Distributor, or upgrade an existing Member to Distributor, with a qualifying order of \$150 or more you will earn 10 Star Club Trip points (maximum of 150 points allowed). The Original Sponsor of the new Distributor is awarded the Star Club Trip points.

A qualifying order is an order of \$150 or more in the U.S. or Canada, exclusive of all taxes, fees, shipping, and any other promotional discounts applied.

Loyalty Order

You must complete a minimum of 1 Loyalty Order during the qualification period. A completed Loyalty Order is one that is placed by the final day of the quarter.

Tracking Progress

You can track your progress towards earning the Quarterly Incentive by visiting the Quarterly Incentive Tracker.

Leadership Category

Shaklee Key Coordinators or above are eligible to earn a Quarterly incentive when they help 5 or more Distributors or associates in their personal groups earn the quarterly incentive. To be eligible for this category a Key Coordinator or above must have been paid as the rank of Key Coordinator or above for 4 months in 2021.

Earn More When You Complete All 4

Earn all 4 Quarterly Incentives and earn 50 Bonus Star Club Trip Points.

Terms and Conditions

Quarterly Awards will be paid the month after the completion of the Quarter 1 Incentive. The Quarterly Incentive bonus will be paid separately from the monthly commission checks, around the 25th of the month (for qualifiers set up for EFT/Direct Deposit). You will earn only the prize for the highest price tier you qualify for.

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Example: A Quarterly Incentive award earned after the completion of March 2022, will be paid via Direct Deposit around April 25, 2022 if the qualifier is set up for EFT/Direct Deposit or with the April 2022 PV commission check around May 15, 2022 if they are not set up on EFT/Direct Deposit.

Anyone creating and/or placing product orders through fake Distributor/Business Leader accounts, or using the credit card of another person without their permission, or otherwise attempting to manipulate or game this incentive will be subject to all remedies for breach of contract set forth in the P&R, up to and including termination.

Company's Right to Change/Cancel Incentive Programs and/or Terms

Shaklee may, at its discretion, alter, limit, or modify the Get Up and Grow Quarterly Incentive program. Company reserves the right to change or modify Incentive Program terms and conditions or terminate any Incentive Program at any time, for any reason, without prior notice. Your continued participation in any Incentive Program will confirm your acceptance of such changes. The Company reserves the right to monitor the accounts of all participants, at any time and without notice, for compliance with Incentive Program rules. All interpretations of Incentive Program terms and conditions are at the Company's sole discretion, and the Company's decisions will be final. In the event of any discrepancy between the English version and any translated version of any Incentive Program rules, the English language version will govern.

Pace Setter Bonus Program

The Pace Setter Bonus Program rewards new Distributors who are committed to building their business quickly with bonuses over and above their regular Shaklee compensation when they achieve specific volume and Active Distributor goals. New Distributors can participate in the program, which provides cash bonuses when they achieve a series of progressively higher sales volume (or Personal Group Volume; PGV) and Active Distributor targets in a time-bound manner.

Eligibility

To be eligible to participate in the program, you must be a new Distributor as of January 1, 2022 or later. This includes existing Members that upgrade to Distributor on January 1, 2022 or later.

New Distributors

The Pace Setter Bonus Program rewards a new Distributor when they hit certain volume and active Distributor targets within their first few months as a Distributor, as outlined in the chart below.

Timeframe*	Month 1	Month 2	Month 3	Month 4
Volume (PGV)	500	1000	1500	2000
Distributor Sponsoring			1 Active Distributor	2 Active Distributors
Pace Setter Bonus	\$50	\$100	\$150	\$200

Timeframe *New Distributors may only earn Pace Setter bonuses during their 4-month qualifying timeframe (Month 1, Month 2, Month 3, and Month 4) after their enrollment. The Month 1 requirement must be met in either their Join Month (the remaining days of the month in which the new Distributor joins as a Distributor) OR the first full calendar month after their Join Month. When the Month 1 requirement is met (in either the Join Month or first full calendar month), the qualifying timeframe starts for the remaining bonuses, which must be achieved in the 3 consecutive months after the month in which the new Distributor achieved Month 1. If a new Distributor does not meet the Month 1 requirement in either the Join Month or first full calendar month, their first full calendar month shall be counted as their Month 1 and the qualifying timeframe will start for the remaining bonuses on the first day of their second full month to achieve Month 2, Month 3, and Month 4 requirements.

- Example: Joe joined Shaklee as a Distributor on January 23. His Join Month would be January. He can achieve 500 PGV to earn the \$50 Pace Setter Bonus in either January (his Join Month) OR February (his Month 1 or first full calendar month). The month he achieves the Month 1 500 PGV requirement in will determine the months in which he is eligible to earn the \$100, \$150, and \$200 Pace Setter Bonuses. Option A and Option B below explain how this works:
 - Option A: COMPLETES MONTH 1 REQUIREMENT IN JOIN MONTH (JANUARY): If Joe achieves 500 PGV (the Month 1 requirement) in January (his Join Month), he earns the Month 1 \$50 Pace Setter Bonus. He would then need to meet the Month 2 requirement in February to earn the \$100 Pace Setter Bonus, Month 3 requirement in March to earn the \$150 Pace Setter Bonus, and Month 4 requirement in April to earn the \$200 Pace Setter Bonus.
 - Option B: COMPLETES MONTH 1 REQUIREMENT IN FIRST FULL CALENDAR MONTH (February): Because Joe joined as a Distributor in January, his Month 1 (or first full calendar month) would be

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February. He would need to meet the requirement for Month 1 in February to earn the \$50 Pace Setter Bonus, Month 2 requirement in March to earn the \$100 Pace Setter Bonus, Month 3 requirement in April to earn the \$150 Pace Setter Bonus, and Month 4 requirement in May to earn the \$200 Pace Setter Bonus.

Pace Setter Bonuses must be earned one at a time and only one Bonus may be earned each month.

To earn the full \$500 in Pace Setter Bonuses²⁴, a NEW Distributor must achieve the following:

- **\$50 Bonus**

During month 1 (either their Join Month OR during the first full month following their Join Month) a NEW Distributor must achieve 500 PGV or greater to earn a \$50 Pace Setter Bonus. The required volume must occur in one calendar month. Volume from their Join Month and their first full month after their Join Month may not be combined.

- Example: Mary joins Shaklee as a Distributor on January 12. She must achieve the Month 1 requirement (500 PGV) in the calendar month of January OR the calendar month of February to earn the \$50 bonus.

- **\$100 Bonus**

The NEW Distributor must achieve the Month 2 requirement (1000 PGV or greater) in their next calendar month to earn a \$100 Pace Setter Bonus.

- Example 1 (Month 1 completed in Join Month): Natalie joins as a Shaklee Distributor on January 7 and achieves the Month 1 requirement (500 PGV) to earn the \$50 bonus in January. She must achieve the Month 2 requirement (1000 PGV) in February to earn the \$100 bonus.
- Example 2 (Month 1 completed in first full calendar month): Jane joins as a Shaklee Distributor on January 15 and achieves the Month 1 requirement (500 PGV) to earn the \$50 bonus in February. She must achieve the Month 2 requirement (1000 PGV) in March to earn the \$100 bonus.

If the NEW Distributor's Join Month and first full calendar month have passed and they have not earned a Month 1 \$50 Pace Setter Bonus, then in their second full calendar month, the NEW Distributor must achieve the Month 2 requirement (1000 PGV or greater) to earn a \$100 Pace Setter Bonus.

- Example: Anna joins as a Shaklee Distributor on January 10. She does not achieve the Month 1 requirement in January or February, so she does not earn the Month 1 \$50 bonus. To earn the Month 2 \$100 bonus, she must achieve the Month 2 requirement (1000 PGV) in March.

The required volume must occur in one calendar month. Volume from their Join Month or any of their first two full months after their Join Month may not be combined.

- **\$150 Bonus**

The NEW Distributor must achieve 1,500 PGV or greater in Month 3 AND the NEW Distributor must have a minimum of one Active Distributor in their personal group in that same month to earn a \$150 Pace Setter Bonus. An Active Distributor for the purposes of the Pace Setter Bonus Program is a Distributor who joined on or after January 1, 2022 AND places a minimum 100 PV order in the PV month the bonus is earned.

- Example 1 (Month 1 completed in Join Month): Tom joins Shaklee as a Distributor on January 20. He earns the Month 1 \$50 bonus in January and the Month 2 \$100 bonus in February. He must achieve the Month 3 requirement in March. To earn the Month 3 \$150 bonus, in March he

²⁴ You must be bonus eligible to earn a Pace Setter bonus which requires you to place your own 100 PV personal order in the month you would qualify for the bonus.

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achieves 1500 PGV and personally sponsors Alicia as a new Distributor with a 100 PV order. Alicia counts as his required one Active Distributor.

If the NEW Distributor's Join Month and first two full months following their Join Month have passed and they have not earned a \$100 Pace Setter Bonus, the NEW Distributor must achieve 1,500 PGV or greater in their third full month following their Join Month AND the NEW Distributor must have a minimum of one personally sponsored Active Distributor or higher in that same month to earn a \$150 Pace Setter Bonus.

The required volume and Active Distributor count must occur in one calendar month. Volume and Active Distributor count from their Join Month or any of their first three full months after their Join Month may not be combined.

- **\$200 Bonus**

The NEW Distributor must achieve the Month 4 requirement (2000 PGV or greater AND a minimum of two Active Distributor in that same month) to earn a \$200 Pace Setter Bonus. An Active Distributor for the purposes of the Pace Setter Bonus Program is a Distributor who joined on or after January 1, 2022 AND places a minimum 100 PV order in the PV month the bonus is earned.

- Example 1 (Month 1 completed in first full calendar month): Jackson joins as a Shaklee Distributor on January 5. He earns the Month 1 \$50 bonus in February and the Month 2 \$100 bonus in March. He must achieve the Month 3 requirement in April. To earn the Month 3 \$150 bonus, in April he achieves 1500 PGV and personally sponsors James as a new Distributor (in either January, February or March) and James places a 100 PV order in April. Jackson also sponsors Elara (in either January, February, or March) and Elara places a 100 PV order in April. James and Elara both count towards the two active Distributors requirement.

If the NEW Distributor's Join Month and first three full months following their Join Month have passed and they have not earned any Pace Setter Bonuses, the NEW Distributor must achieve 2,000 PGV or greater in their fourth full month following their Join Month AND the NEW Distributor must have a minimum of two personally sponsored Active Distributors or higher in that same month to earn a \$200 Pace Setter Bonus.

The required volume and Active Distributor count must occur in one calendar month. Volume and Active Distributor count from their Join Month or any of their first three full months after their Join Month may not be combined.

Rules and Examples

1. New Distributors may only earn Pace Setter bonuses during their 4-month qualifying timeframe (Month 1, Month 2, Month 3, and Month 4) after their enrollment. The Month 1 requirement must be met in either their Join Month (the remaining days of the month in which the new Distributor joins as a Distributor) OR the first full calendar month after their Join Month. When the Month 1 requirement is met (in either the Join Month or first full calendar month), the qualifying timeframe starts for the remaining bonuses, which must be achieved in the 3 consecutive months after the month in which the new Distributor achieved Month 1. If a new Distributor does not meet the Month 1 requirement in either the Join Month or first full calendar month, their first full calendar month shall be counted as their Month 1 and the qualifying timeframe will start for the remaining bonuses on the first day of their second full month to achieve Month 2, Month 3, and Month 4 requirements.
 - Example: Joe joined Shaklee as a Distributor on January 23. His Join Month would be January. He can achieve 500 PGV to earn the \$50 Pace Setter Bonus in either January (his Join Month) OR February (his Month 1 or first full calendar month). The month he achieves the Month 1 500 PGV requirement in will determine the months in which he is eligible to earn the \$100, \$150, and \$200 Pace Setter Bonuses. Option A and Option B below explain how this works:
 - Option A: COMPLETES MONTH 1 REQUIREMENT IN JOIN MONTH (JANUARY): If Joe achieves 500 PGV (the Month 1 requirement) in January (his Join Month), he earns the

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Month 1 \$50 Pace Setter Bonus. He would then need to meet the Month 2 requirement in February to earn the \$100 Pace Setter Bonus, Month 3 requirement in March to earn the \$150 Pace Setter Bonus, and Month 4 requirement in April to earn the \$200 Pace Setter Bonus.

- Option B: COMPLETES MONTH 1 REQUIREMENT IN FIRST FULL CALENDAR MONTH (February): Because Joe joined as a Distributor in January, his Month 1 (or first full calendar month) would be February. He would need to meet the requirement for Month 1 in February to earn the \$50 Pace Setter Bonus, Month 2 requirement in March to earn the \$100 Pace Setter Bonus, Month 3 requirement in April to earn the \$150 Pace Setter Bonus, and Month 4 requirement in May to earn the \$200 Pace Setter Bonus. The required volume and active Distributor count must occur in a one calendar month; volume and/or active Distributors from the join month and 4 months after may not be combined.
2. An Active Distributor for the purposes of the Pace Setter Bonus Program is someone the new Distributor personally sponsors as a Distributor on or after January 1, 2022 AND who places a minimum 100 PV order in the calendar month(s) in which there are Active Distributor(s) required to earn a Pace Setter Bonus.
 3. The required volume and Active Distributor count must occur in one calendar month; volume and/or Active Distributors from the Join Month and 4 months after may not be combined.
 - Example: Amy has 300 PGV in her Join Month and 300 PGV in the month after her Join Month. She will not qualify for the Month 1 \$50 Pace Setter Bonus, because she did not achieve 500 PGV in either the calendar month in which she joined or the following full calendar month. The PGV in her Join Month and first full calendar month after may not be combined to qualify for the bonus.
 4. Pace Setter Bonuses will be paid with normal monthly bonus/commissions issued on the 15th of each month in the month following the sales activity (i.e., Jan qualifiers paid on Feb 15th, etc.). Bonuses are paid when achieved, as long as that achievement is within the allowed timeframe for that award.
 5. If a Distributor completes the requirements for a higher award, they will be paid the amount that corresponds to the month they are in during the Pace Setter Bonus Program. A Distributor can only earn one Pace Setter Bonus at a time starting with the lowest award of \$50 so long as they are above the minimum PGV requirement for the month including the active Distributor requirement.
 - Example: If Jim achieves 2000 PGV in his first full month (Join Month + 1 Month) he will earn a \$50 bonus because his PGV is greater than the 500 PGV minimum. If Jim again does 2000 PGV in his 2nd full month (Join Month +2 Months) he will earn a \$100 bonus because his PGV is greater than the 100 PGV minimum for that month. If Jim achieves 2000 PGV or more in his 3rd full month (Join Month + 3 Months) but doesn't have at least one Active Distributor who joined during Jim's Pace Setter qualifying period, then he will not earn the \$150 bonus because he doesn't meet the minimum requirements for that month. If, in his final Pace Setter month, 4th full month (Join Month + 4 Months), Jim will earn a \$200 bonus as long as his PGV is greater than 2000 PGV and he has at least 2 Active Distributors who joined during his Pace Setter period and he places a minimum 100 PV order during his 4th full month.
 6. If a Distributor does NOT qualify for an award within the specified Pace Setter timeframe, they may still qualify for any other Pace Setter award as long as they meet the requirements within the specified timeframe.
 - Example: Susan becomes a new Distributor in April 2022. Her PGV in April is 300 and in May is 400. She did not meet the requirements to earn the \$50 bonus as she did not have PGV of 500 or greater in her join month or one full month after her join month. Because she didn't meet these requirements, she will not be eligible to receive the \$50 Pace Setter Bonus at any time. However, if she has PGV of 1200 in June 2022 (Join Month + 2 Months) she will earn the \$100 bonus as she did

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achieve 1000 PGV within her Join Month or within either of the first two full months after her join month. She will also remain eligible for subsequent bonuses if she completes those requirements within the allotted timeframes.

7. A NEW Distributor will first be evaluated for the Pace Setter incentive during their Join Month plus their first four full months following their Join Month.

2022 RANK UP

Make this your year of growth and earn up to \$20,000 when you increase in rank with the 2022 Rank Up Bonus.

Increase in rank (above your Rank Up Base Rank), hold for a total of four consecutive months, meet all volume requirements, and earn cash bonuses and rewards of up to \$20,000!

Promoting through the ranks quickly? With the 2022 Rank Up Bonus, you can earn up to three Rank Up Bonuses at once! And new Distributors earning Pace Setter Bonuses can earn Rank Up Bonuses simultaneously!

Qualification Period

January 2022—December 2022

Who Is Eligible?

All new and existing Members (who upgrade to Distributor), Distributors, and Business Leaders up to Senior Master Coordinators are eligible to participate.

How Does It Work?

Rank up! Achieve the Paid As Rank above your 2022 Rank Up Base Rank and hold for a total of four consecutive months to earn cash bonuses and rewards—up to a maximum of \$20,000 in 2022!

Promote to the new Paid As Rank and maintain for three additional consecutive months (for a total of four consecutive months) without personal use of Volume Grace Months or waivers. Minimum QOV (Volume Outside the Largest Leg) requirements at the rank of Senior Coordinator and higher.

You can earn up to three Rank Up Bonuses at once!

And new Distributors earning Pace Setter Bonuses can earn Rank Up Bonuses simultaneously!

The last month to start the qualification for a 2022 Rank Up Bonus is December 2022 PV month.

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2022 Rank Up Bonuses

Achieve the Paid As Rank above your 2022 Rank Up Base Rank and hold for a total of four consecutive months to earn these cash bonuses and rewards—up to a maximum of \$20,000 in 2022!

Rank	Minimum QOV Requirement	Award Earned
Director		Global Conference Registration and One Night Hotel
Senior Director		\$1,000
Coordinator		\$2,000
Senior Coordinator*	5000	\$2,500
Executive Coordinator*	10,000	\$4,000
Senior Executive Coordinator*	15,000	\$5,000
Key Coordinator*	25,000	\$7,500
Senior Key Coordinator*	37,500	\$10,000
Master Coordinator*	50,000	\$20,000
Senior Master Coordinator*	100,000	\$20,000
Presidential Master Coordinator*	250,000	\$20,000

*Payment of bonuses at this rank requires a minimum QOV (Volume Outside the Largest Leg) to be achieved and maintained (as outlined above), in addition to all other rank requirements.

What Is Your Base Rank?

Your 2022 Rank Up Base Rank is:

- The highest Paid As Rank that was held for any three months or more since December 2019 PV month (not necessarily consecutive). OR
- It is the base rank of Distributor (if you are new or have not been a Director or higher since December 2019.)

Example 1: Patrick became a new Distributor in January 2022. His 2022 Rank Up Base Rank is Distributor. If he promotes to at least the Paid As Rank of Director by December 31, 2022 and holds it for a total of four consecutive months, he will be eligible to start earning 2022 Rank Up Bonuses. Patrick is eligible to earn Pace Setter Bonuses and Rank Up Bonuses simultaneously.

Example 2: Elle became a Director for the first time in November 2021. She held the Paid As Rank of Director in November and December 2021. Since she held the Paid As Rank of Director for less than three months, her 2022 Rank Up Base Rank is Distributor. In January 2022 Elle becomes a Senior Coordinator. She holds the Paid As Rank of Senior Coordinator (with at least 5000 QOV) in January, February, March, and April 2022. She qualifies for the Director Rank Up reward and she

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earns an additional three Rank Up Bonuses—Senior Director, Coordinator, and Senior Coordinator for a total of \$5,500 in Rank Up Bonuses. Elle does not stop there and qualifies for more 2022 Rank Up Bonuses as she promotes in rank in 2022.

Example 3: The highest Paid As Rank Max held was Executive Coordinator in January 2020, February 2020, and March 2021. He was a Senior Coordinator every other month in 2020 and 2021. Since he held the Paid As Rank of Executive Coordinator for three months, his 2022 Rank Up Base Rank is Executive Coordinator. He must promote to at least the Paid As Rank of Senior Executive Coordinator (with at least 15,000 QOV) by December 31, 2022 and hold it for a total of four consecutive months to earn any 2022 Rank Up Bonus.

What does “you can earn 3 Rank Up Bonuses at once” mean?

You can be in qualification for 3 Rank Up bonuses at a time. If you advance in Rank more than three Paid As Ranks at a time, you will need to complete the first three Rank Up Bonus qualifications before you can start the qualification for the higher Rank Up Bonuses.

For new Distributors or those with the 2022 Rank Up Base Rank of Distributor, the Director Rank Up reward does not count as one of the 3 Rank Up Cash Bonuses you can earn at a time. And new Distributors earning Pace Setter Bonuses can earn Rank Up Bonuses simultaneously!

Example 1: A new Distributor jumps to the Paid As Rank of Senior Coordinator and earns the Director, Senior Director, Coordinator and Senior Coordinator rewards after four consecutive months. They keep going earning more bonuses in 2022 as they advance in rank, meet all the qualification requirements, and maintain for 4 consecutive months.

Example 2: Bruce has the 2022 Base Rank of Senior Director. He has huge growth in his business and in March 2022 he achieves the Paid As Rank of Key Coordinator and maintains it for the remainder of 2022 (including all other Rank Up Bonus requirements). Bruce earns the Coordinator, Senior Coordinator and Executive Coordinator Rank Up Bonuses, a total of \$8,500, after June PV month. In July he starts the qualification for Senior Executive Coordinator, and Key Coordinator. He completes these qualifications in October and earns another \$11,500. He earns the maximum 2022 Rank Up total possible of \$20,000.

When Are Rank Up Bonuses Paid?

All earned awards will be paid the month after the completion of all four consecutive months of qualification. Rank Up Bonuses will be paid separately from the monthly commission checks, around the 25th of the month (for qualifiers set up for EFT/Direct Deposit).

Example: A Rank Up Bonus award earned in April 2022 (the Paid As Rank was held January, February, March, and April) will be paid via Direct Deposit around May 25, 2022 if the qualifier is set up for EFT/Direct Deposit or with the May 2022 PV commission check around June 15, 2022 if they are not set up on EFT/Direct Deposit.

Business Leaders earning 2022 Rank Up Bonuses must all have separate bank accounts. They cannot share a bank account with another Business Leader or Distributor.

Additional Requirements

1. Don't let your Organization Volume (OV) drop. When you advance in rank above your Rank Up Base Rank, you must increase and hold your Organizational Volume (OV) each month after the rank advancement. Your OV must be higher than your OV in the month prior to your rank advancement.

Example 1: Leader Janice, who has a Rank Up Base Rank of Executive Coordinator, advances in Paid As Rank from Executive Coordinator to Senior Executive Coordinator. Janice's Organizational Volume in the month prior to her rank advancement was 27,000 and grew to 32,500 in the month of her advancement. Janice must maintain her new Paid As Rank for three additional consecutive months and her OV must remain above 27,000 in each month of her maintenance to be eligible to receive the 2022 Rank Up Bonus for Senior Executive Coordinator.

Example 2: Leader Robert, whose Rank Up Base Rank is Senior Coordinator, advances in Paid As Rank from Senior Coordinator to Executive Coordinator. In the month prior to his rank advancement, Robert had 24,500 Organizational Volume but was missing his third First-Generation Leader leg to qualify for Executive Coordinator. In the month of his rank advancement, Robert acquires his third First-Generation Leader leg; however, his Organizational Volume falls to 20,300, lower than his OV in the month prior to his rank advancement. This month will not count as his first month at the new higher Paid As Rank, because his OV is not higher than his OV in the month prior to his rank advancement. If, in the next month, Robert remains at the new higher Paid-As Rank and increases his OV to a level above 24,500, that month may count as his first month at the new higher Paid-As Rank.

2. No more than two persons advancing to any new Paid As Rank within a given leg may earn any award at the same time, on the same underlying downline volume. The two persons who are lower in the downline genealogy, who are advancing to any new Paid As Rank, will be eligible for the award.

Under this rule, Senior Director and above rank promotions will be evaluated separately from Director rank promotions, meaning that a Director promotion below a Senior Director or above will not be considered a stacked rank promotion for determining the lowest two in the genealogy.

Example: If Tom promotes to the rank of Senior Coordinator in May 2022, his First-Generation Business Leader Kevin promotes to the rank of Coordinator in May 2022, and Kevin's First-Generation Business Leader Joe promotes to Senior Director in May 2022, then Kevin and Joe will need to complete their maintenance period through August 2022. Tom can begin his Rank Up Bonus qualification starting in September, after Kevin and Joe have completed and earned their Rank Up Bonuses.

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3. To grow a healthy Shaklee business, you need customers (Guests and Members), in addition to Business Builders (Distributors and Business Leaders). Each month during your Rank Up qualification, you must have the following:
 - a. 67% of your Personal Group Volume (PGV) must be from Guests and Members that ordered through Shaklee.com. A maximum of 250 PV will count per Guest and Member. For instance, if you have 2000 PGV, you will need to have at least 6 Guests or Members ordering at least 225 PV each month.
 - b. Guests and Member orders must be from unique customers with separate shipping addresses.
 - c. Guests and Members must use unique credit cards. Orders paid through prepaid credit cards will not be permitted to count toward any Rank Up qualifications.

4. Any return of product that counted toward qualification of any award will disqualify that award and will result in the forfeiture/deduction of any award(s) paid from the qualifier and/or their upline Business Leader(s).

Terms and Conditions (the legal stuff)

2022 Rank Up and Reorganizations

The Company will not approve 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 2022 Rank Up Bonus or is still within the timeframe where they could be in qualification for a 2022 Rank Up incentive, unless the new Sponsor, new Business Leader, any intervening Distributors, and the six upline Business Leaders relinquish their eligibility to participate in the 2022 Rank Up incentive, 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 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 2022 Rank Up eligibility of the uplines of the Original Sponsor 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 whom they promote to any Business Leader rank that assists in qualifying for any 2022 Rank Up Bonus, if Shaklee determines that qualification for the 2022 Rank Up 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 the 2022 Rank Up incentive.

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 the 2022 Rank Up incentive, 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 eligibility for participating in the 2022 Rank Up incentive.

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Rank Up bonuses may not be earned from a reorganization, roll-up, or sponsorship line movement. Shaklee reserves the right to determine in its sole discretion whether an award is appropriate.

2022 Rank Up and Purchase/Sale or Survivorship Transactions

In the case of a Purchase/Sale or Survivorship transaction, the buyer/transferee may no longer participate in the 2022 Rank Up incentive.

- The 2022 Rank Up eligibility and qualifications, if any, of the seller/transferor are considered personal to the seller/transferor and do not transfer to the buyer/transferee.
- In addition, the buyer/transferee relinquishes any 2022 Rank Up eligibility or qualifications related to the sponsorship position they are leaving.

P&R Provisions

In order to participate in the 2022 Rank Up Incentive, 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.

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.

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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.

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

The products of Shaklee Canada Inc. have been formulated, manufactured, and labeled to comply with Canadian regulatory requirements. The Shaklee products formulated, manufactured, and labeled 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 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.

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

Shaklee products may not be marketed on Amazon, eBay, TaoBao, 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.

Company's Right to Change/Cancel Incentive Programs and/or Terms

Shaklee may, at its discretion, alter, limit, or modify the 2022 Rank Up program. Company reserves the right to change or modify Incentive Program terms and conditions or terminate any Incentive Program at any time, for any reason, without prior notice. Your continued participation in any Incentive Program will confirm your acceptance of such changes. The Company reserves the right to monitor the accounts of all participants, at any time and without notice, for compliance with Incentive Program rules. All interpretations of Incentive Program terms and conditions are at the Company's sole discretion, and the Company's decisions will be final. In the event of any discrepancy between the English version and any translated version of any Incentive Program rules, the English language version will govern.

Earnings

Shaklee makes no promises or guarantees regarding income, and the success or failure of each Shaklee Distributor, like any other business, depends on your own skills and personal effort. Actual financial results of all Shaklee Distributors for the preceding year are contained in the Average Earnings Chart <https://images.shaklee.com/2020AverageEarningsChart-ENG.pdf>, which does not include Distributor costs.

Audit Rights

Shaklee reserves the right to audit any activity, for any reason. If there appears to be deception and/or unethical business practices by those in qualification for any Incentive, they will be disqualified, and further action may be taken for breach of the P&R. Examples include but are not limited to shared addresses, forms of payments and shared bank accounts.

Shaklee Recognition & VIP Status

We love to celebrate you and this year we have some exciting ways to recognize your accomplishments! One of the best things we do at Shaklee is celebrate each other’s successes, and we’re bringing you new celebrations in 2022!

VIP Status Program

Qualification Period: January 2022 - December 2022

By working towards our Quarterly Incentives and the Star Club Trip you are also working towards earning a VIP Status that will get you a VIP treatment and experience at Shaklee Events you attend in 2023.

The more you qualify for in 2022, the better your exclusive VIP Experience will be in 2023! You can earn one of 5 VIP Statuses through your activity in 2022: VIP One, VIP Two, VIP Three, VIP Four, or VIP Elite.

How to Qualify:

Here is how you can qualify for each VIP Status:

- VIP One – earn one Quarterly Incentive
- VIP Two – earn two Quarterly Incentives
- VIP Three – earn three Quarterly Incentives OR qualify for the Star Club Trip for 1
- VIP Four – earn four Quarterly Incentives OR qualify for the Star Club Trip for 2
- VIP ELITE – earn four Quarterly Incentives AND qualify for the Star Club Trip for 2

VIP Status Perks:

For those who qualify as a Shaklee VIP in 2022, you can expect to enjoy the following experiences at Shaklee Events in 2023 as a reward for your hard work:

VIP Experiences and Gifts (experiences apply to attendees of 2023 Conference & Star Club Trip)

	VIP 1	VIP 2	VIP 3	VIP 4	VIP ELITE
VIP Entrances	✓	✓	✓	✓	✓
VIP Seating		✓	✓	✓	✓
VIP Registration			✓	✓	✓
VIP Swag				✓	✓
Backstage Access					✓
Meet & Greets					✓
Event Concierge					✓
Car Service Door to Door					Star Club Trip & Conference
ELITE Experience at Roger’s Casa					Star Club Trip

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Make Up Qualifications:

If a Distributor misses one or more Quarterly Incentive qualifications because they enroll after one or more Quarterly Incentive qualification periods have passed, they can “make-up” for one Quarterly Incentive to earn a VIP Status during the VIP Status & Recognition Program Qualification Period. To “make-up” for one Quarterly Incentive to earn a VIP Status, the Distributor must complete Star Club 3 times, enroll 3 new Distributors, help 30 new people take the Meology Assessments, and place their own Loyalty Order during the final quarter (October-December 2021). To count as a “make-up” quarter for the VIP Status Program, the activity must be additional to any required activity for the October-December Quarterly Incentive. Activity cannot double count. The “make-up” activity will apply to the VIP Status Program qualification and will NOT qualify you for the prize or any other incentive from a missed Quarterly Incentive.

2022 Conference Recognition

Qualification Period: August 2021 – June 2022

Qualify for any of the below for special recognition. Please note, you must be registered for Conference no later than June 30, 2022 to be recognized during the 2022 Conference.

- New Rank Promotions – Promote to a new rank (per the 5-year rule²⁵) and maintain that rank in the month of June 2022
- 2021 VIP Status Qualifiers – Those who earned a VIP Status during the 2021 Qualification Period will receive the corresponding recognition experience
- 2022 Wall of Honor
 - Top Distributor Enrollers – the top Distributor enroller in each of the eight regions will receive a \$1,000 Luxury Shopping Experience. The #1 qualifier will receive an additional \$1,000 for the shopping experience.
 - Top Star Club Bonus – the top Star Club Bonus earner in each of the eight regions will receive a \$1,000 Luxury Shopping Experience. The #1 qualifier will receive an additional \$1,000 for the shopping experience.
 - Spirit of Shaklee – Nominated and voted on by Shaklee Business Leaders, three people will be awarded the 2022 Spirit of Shaklee Award. The Spirit of Shaklee celebrates people who embody the heart, the generosity and the love of nature and humankind that Shaklee represents. Each award earner will receive a \$1,000 Luxury Shopping Experience.
 - Shaklee True Leadership – Nominated by Shaklee Business Leaders and Home Office Staff and chosen by a committee of Home Office Staff. The Leadership category encompasses the leadership and support that is offered through private & public events, trainings and other intangible support given to the Shaklee Family. Three people will be selected for showing extraordinary leadership throughout the qualification period. Each award earner will receive a \$1,000 Luxury Shopping Experience.

²⁵ Five-Year Rule – New rank is determined according to the Five-Year Rule , meaning that the rank achieved must meet one of the following criteria: 1. A first-time, never-before-achieved rank, or 2. A Paid As Rank that was held only prior to January 2016 PV month, or 3. A Paid As Rank that was held for less than four consecutive months from January 2016 through December 2021 (a month in which a Volume Grace Month or waiver was used does not count as a month in which Director rank was held.)

Shaklee 2022–2023 Incentives

New Key Coordinator Hometown Celebration



Qualification Period: January 2022 - December 2022

Achieving Shaklee Key Coordinator is a huge milestone and we would like to celebrate the occasion with your friends and family by having a reception in your honor in your hometown!

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 a private guest list selected by the Key Coordinator. The date and time for the Celebration will be jointly determined by the new Key Coordinator and a Shaklee Sales Representative and will be held in the Key Coordinator's city in Shaklee records, unless an alternate location is approved by Shaklee.

New Master Coordinator Ceremony

Qualification Period: January 2022 - December 2022

Time to pack your bags for an exclusive celebration and ceremony, including an invitation to a once-in-a-lifetime dinner—all in your honor!



Eligibility

New (first-time) Master Coordinators are eligible for the New Master Coordinator Ceremony.

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.

Master Coordinator Ceremony Details

The trip includes airfare for up to two people who are on record with the qualifying Shaklee ID number, VIP transfers, two nights' hotel and a very special dinner with Roger Barnett. Qualification is for up to two people, each of whom must be on record with Shaklee as a member of the qualifying Shaklee ID number.

New Leader Conference

Conference Location: Virtual

Qualification Period: January 2022 – December 2022

The New Leader Conference is a unique, exclusive virtual experience that includes a special celebration, surprise gifts, and a 90-minute training session. The conference will be held quarterly (every 3 months).

The New Leader Conference is an exclusive opportunity to:

- Celebrate an important milestone in your Shaklee journey
- Hear from your Shaklee Home Office including Jeff Pearson, Chief Sales Officer, and Jeff Hill, President of Global Sales
- Learn from successful Business Leaders as they share tips and best practices for social media, mindset, and getting into action
- Take your business to the next level through tools that we are making available just for our New Leaders!
- Receive Shaklee swag

For the next upcoming new leader conference, please visit <https://events.shaklee.com/new-leader-conf-2022-2023>.

Eligibility

Business Leaders who are first-time Directors, or who meet the requirements of the Two-Year Rule (as defined on page 21), are eligible to qualify for the New Leader Conference.

How to Qualify

- Achieve the Paid As Rank of Director for the first time.
- Once you have achieved the Paid As Rank of Director, you are qualified. There are no maintenance requirements.
- You must achieve the Paid As Rank of Director one full PV month prior to the calendar month of the quarterly New Leader Conference to participate. If not, you will be invited to the next quarterly New Leader Conference.

Example: To attend New Leader Conference taking place in May 2022, a Business Leader must achieve the Paid As Rank of Director no later than the March 2022 PV month.

Additional Requirements (For ALL Qualifiers)

- Qualifiers will be emailed registration information at the end of the Qualification Period that includes event registration deadlines. If you are unable to register by the deadline, you may be unable to attend this event. At the time of registration please ensure that we have your correct shipping address on file.
- In the case that you are unable to attend the event the quarter that you qualified, you are able to request one exception to attend the following quarterly New Leader Conference. Simply email conventions@shaklee.com prior to your scheduled New Leader Conference.

Car Bonus Program



Are you driving the car of your dreams? It is possible with Shaklee! When you build a Shaklee business and grow to higher levels of Leadership while accumulating higher volumes of product sales, Shaklee will reward you with progressively larger car payments toward your very own new car!

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 email the 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 completed²⁶. The car may be either a new car or certified pre-owned car with model year within the last five years (e.g., If the registration is submitted in 2022, then the model year can be 2018, 2019, 2020, 2021 or 2022).

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 Drive-Off/Down Payment Assistance Agreement 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 (about 3 months).

Once the reserved funds have been issued, a copy of a purchase or lease agreement along with the Car Program Registration form must be received by Shaklee within 60 days (about 2 months) of the issue date of the funds. 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 issued for these reserved funds.

²⁶ 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.

Shaklee 2022–2023 Incentives

Senior Director Car Program

Qualification Period: Hold Paid As Senior Director rank or higher, and have a minimum of 5000 Car Volume²⁷ for each of three 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 (about 3 years), 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 (about 3 years) 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 three 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 (about 3 years), 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 (about 3 years) 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.

²⁷**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.

Shaklee 2022–2023 Incentives

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 three 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 (about 3 years), 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 (about 3 years) 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 13,000 Car Volume for each of three 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 (about 3 years), 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 13,000 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 13,000, 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 (about 3 years) 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 15,000 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 15,000 Car Volume for each of three consecutive months.

Shaklee 2022–2023 Incentives

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 (about 3 years), 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 15,000 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 15,000 Car Volume for the month.

If the Business Leader's Car Volume falls below 15,000, 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

Qualification Period: Hold Paid As Presidential Master Coordinator rank or higher and have a minimum of 23,000 Car Volume for each of three consecutive months.

Monthly Car Bonus: Once registration in the program has been accepted by Shaklee, the Business Leader will earn \$1400 per month for a non-hybrid car or \$1500 per month for a hybrid or electric car for up to 36 months (about 3 years), in each month in which the following qualifications are met:

- 1) The Business Leader is a fully qualified Paid As Presidential Master Coordinator, and
- 2) The Business Leader has 23,000 Car Volume.

If the Business Leader's Paid As Title falls below Presidential Master Coordinator in any given month, the Business Leader will earn a Car Bonus of \$500 for a non-hybrid or \$600 for a hybrid or electric car if the Business Leader has at least 23,000 Car Volume for the month.

If the Business Leader's Car Volume falls below 23,000, or if a Volume Grace Month or waiver is used, in any given month, no Car Bonus will be paid for that month.