



Official Rules

United States, Australia, Canada, New Zealand, and Mexico

2025-2026

Program Overview

The Star Diamond Sales Incentive ("Incentive") within the Star Diamond Program ("Program") is open to Diamond Brand Ambassadors who qualified for that year's upcoming Diamond Destination and have earned a minimum of 1 Star during the annual qualification period to receive incentive rewards.

If you have a Diamond re-entry account, both accounts will need to qualify for Diamond Destination in order for re-entry stars to count.

A Star is defined by a Diamond Brand Ambassador's unique Jewel legs in their levels 1-4 that have qualified for Emerald Extravaganza (Qualification for the Emerald Extravaganza is achieved by becoming a first-time Emerald or maintaining the paid-as rank of Emerald for 5 out of 12 months between August and July). A "unique Jewel leg" is defined as a Jewel in a Diamond Ambassador's between levels 1-4 without another Jewel Brand Ambassador in between themselves and the Diamond.

Diamond Brand Ambassadors can continue to earn or lose Stars as they grow or drop unique Jewel legs.

Qualifying for a Curated Travel Experience

Diamond Brand Ambassadors can qualify for one curated travel experience per qualification period by either developing a new Jewel leg in Levels 1 through 4 and/or by ranking up an existing Star in Levels 1 through 4 on your Jewel leg. Please see FAQs for examples.

Once qualified, the value of the travel incentive is determined based on the **highest paid-as rank** for the first qualifying Jewel in each leg between levels 1 – 4. It will be determined based on the number of months paid at the highest rank.

The incentive value by rank developed is as follows:

Diamond: \$20,000
Sapphire: \$15,000
Emerald: \$10,000

Each unique leg of a Diamond’s account can only count as one Star. Please see FAQs for examples.

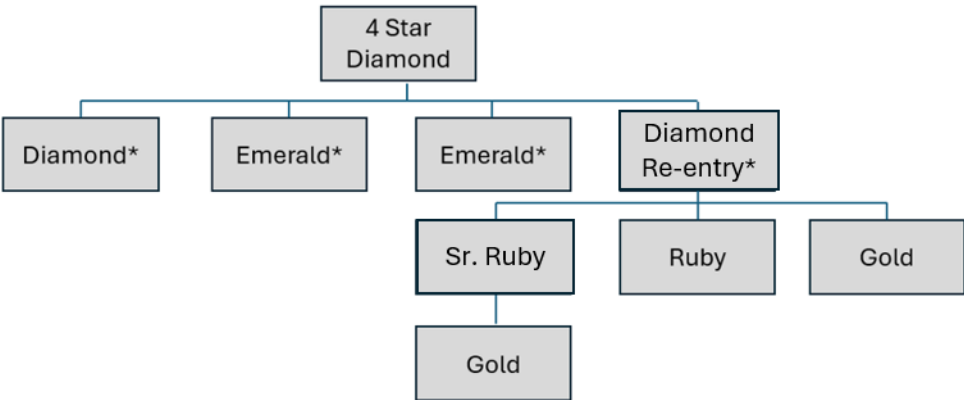
Stars are awarded for each unique leg that contains one or more Brand Ambassadors that have earned the Emerald Extravaganza trip in non-compressed levels 1- 4.

- Being paid as an Emerald Brand Ambassador or higher for 5 out of 12 months of the program period (August 1, 2025- July 31, 2026), OR
- Being a first-time Emerald, Sapphire, or Diamond Brand Ambassador during the program period (August 1, 2025 – July 31, 2026)

Recognition and rewards for the Star Diamond Program begin at 1 Star; and there is no limit to the number of Stars a Star Diamond can earn.

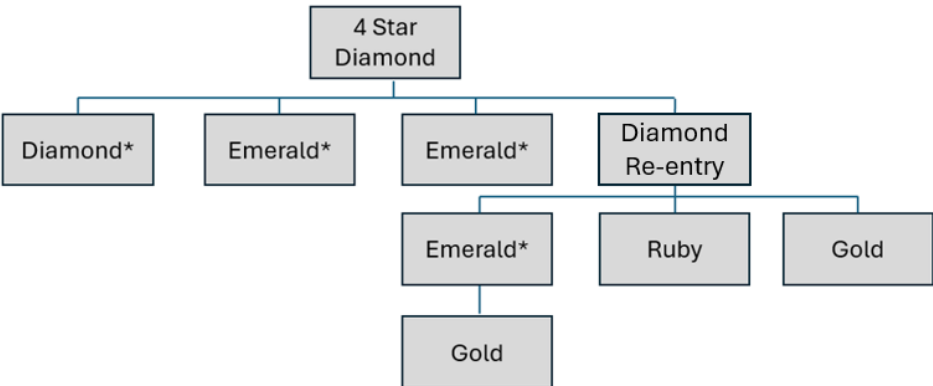
Beginning in the 2025/2026 earning period, qualified unique jewels legs within a Diamond re-entry account will count towards the Brand Ambassador’s annual incentive award star total. The re-entry leg itself will NOT count as a star once there are unique Jewel legs within the account; unique Jewel legs within the re-entry account will qualify as additional stars.

Example of a 4-Star Diamond Brand Ambassador with a Diamond re-entry account. Diamond re-entry account qualifying for EE.



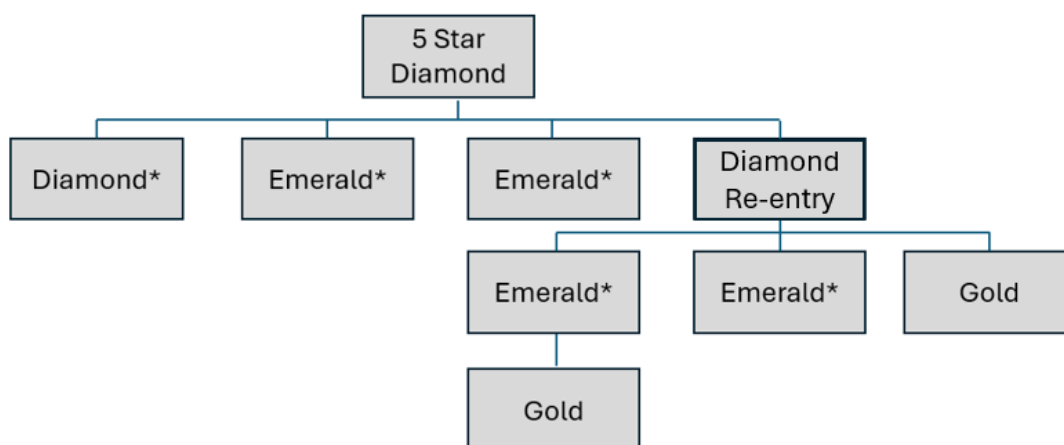
Note: * Count as a STAR

Example of a 4 – Star Diamond Brand Ambassador with an Emerald on their Diamond re-entry account qualifying for DD.



Note: * Count as a STAR

Example of a 5 – Star Diamond Brand Ambassador with two stars under her Diamond re-entry account:



Note: * Count as a STAR

Example of a New 3-Star Diamond Brand Ambassador:

Highest rank	Leg 1	Leg 2	Leg 3	Leg 4	Leg 5	Leg 6	Leg 7
Level 1	Ruby	Diamond *	Gold	Brand Ambassador	Silver	Sr. Gold	Ruby
Level 2	Gold	Emerald --	Silver	Silver	Brand Ambassador	Silver	Sr. Ruby
Level 3	Silver	Emerald --	Silver	Gold	Sapphire *	Sr. Brand Ambassador	Sr. Ruby
Level 4	Silver	Sr. Ruby	Brand Ambassador	Silver	Emerald --	Brand Ambassador	Emerald *
Level 5	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Level 6	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Level 7	N/A	N/A	N/A	N/A	N/A	N/A	N/A

Note: * Count as a STAR -- Not a Star because of other Stars in this leg

Example of a New 4 Star Diamond Brand Ambassador:

Highest rank	Leg 1	Leg 2	Leg 3	Leg 4	Leg 5	Leg 6	Leg 7
Level 1	Ruby	Diamond*	Gold	Sapphire *	Diamond *	Sr. Gold	Ruby
Level 2	Gold	Emerald --	Silver	Emerald --	Brand Ambassador	Silver	Sr. Ruby
Level 3	Silver	Emerald --	Silver	Diamond --	Emerald --	Sr. Brand Ambassador	Sr. Ruby
Level 4	Silver	Sr. Ruby	Brand Ambassador	Emerald --	Emerald --	Brand Ambassador	Emerald*

Level 5	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Level 6	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Level 7	N/A	N/A	N/A	N/A	N/A	N/A	N/A

Note: * Count as a STAR -- Not a Star because of other Stars in this leg

Example of a 4 Star Diamond Brand Ambassador with opportunities for New Jewel Rank Ups:

Highest rank	Leg 1	Leg 2	Leg 3	Leg 4	Leg 5	Leg 6	Leg 7
Level 1	Ruby	Diamond*	Gold	Sapphire *	Diamond *	Sr. Gold	Ruby
Level 2	Gold	Emerald --	Silver	Emerald --	Brand Ambassador	Silver	Sr. Ruby
Level 3	Silver	Emerald --	Silver	Diamond --	Emerald --	Sr. Brand Ambassador	Sr. Ruby
Level 4	Silver	Sr. Ruby	Brand Ambassador	Emerald --	Emerald --	Brand Ambassador	Emerald*
Level 5	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Level 6	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Level 7	N/A	N/A	N/A	N/A	N/A	N/A	N/A

Note: * Count as a STAR -- Not a Star because of other Stars in this leg

Example of a Return to 4 Star Diamond Brand Ambassador with Jewel Rank up:

Highest rank	Leg 1	Leg 2	Leg 3	Leg 4	Leg 5	Leg 6	Leg 7
Level 1	Ruby	Diamond*	Gold	Sapphire *	Diamond *	Sr. Gold	Ruby
Level 2	Gold	Emerald --	Silver	Emerald --	Brand Ambassador	Silver	Emerald * <input type="checkbox"/>
Level 3	Silver	Emerald --	Silver	Diamond --	Emerald --	Sr. Brand Ambassador	Sr. Ruby
Level 4	Silver	Sr. Ruby	Brand Ambassador	Emerald --	Emerald --	Brand Ambassador	Sr. Ruby <input type="checkbox"/>
Level 5	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Level 6	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Level 7	N/A	N/A	N/A	N/A	N/A	N/A	N/A

Note: * Count as a STAR -- Not a Star because of other Stars in this leg

Example of a Return to 4 Star Diamond Brand Ambassador with New Star Leg earning a trip:

Highest rank	Leg 1	Leg 2	Leg 3	Leg 4	Leg 5	Leg 6	Leg 7
Level 1	Emerald* 	Diamond*	Gold	Sapphire *	Diamond *	Sr. Gold	Ruby
Level 2	Gold	Emerald --	Silver	Emerald --	Brand Ambassador	Silver	Sr. Ruby
Level 3	Silver	Emerald --	Silver	Diamond --	Emerald --	Sr. Brand Ambassador	Sr. Ruby

Level 4	Silver	Sr. Ruby	Brand Ambassador	Emerald --	Emerald --	Brand Ambassador	Sr. Ruby ↓
Level 5	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Level 6	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Level 7	N/A	N/A	N/A	N/A	N/A	N/A	N/A

Note: * Count as a STAR -- Not a Star because of other Stars in this leg

Example of a New 5 Star Diamond Brand Ambassador:

Highest rank	Leg 1	Leg 2	Leg 3	Leg 4	Leg 5	Leg 6	Leg 7
Level 1	Diamond *	Diamond*	Gold	Sapphire *	Diamond *	Sr. Gold	Ruby
Level 2	Gold	Emerald --	Silver	Emerald --	Brand Ambassador	Silver	Sr. Ruby
Level 3	Silver	Emerald --	Silver	Diamond --	Emerald --	Sr. Brand Ambassador	Sr. Ruby
Level 4	Silver	Sr. Ruby	Brand Ambassador	Emerald --	Emerald --	Brand Ambassador	Emerald*
Level 5	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Level 6	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Level 7	N/A	N/A	N/A	N/A	N/A	N/A	N/A

Note: * Count as a STAR -- Not a Star because of other Stars in this leg.

Example from 5 to 4 Star Diamond Brand Ambassador with New Rank up earning a trip:

Highest rank	Leg 1	Leg 2	Leg 3	Leg 4	Leg 5	Leg 6	Leg 7
Level 1	Diamond *	Diamond*	Gold	Sapphire	Diamond *	Sr. Gold	Ruby
Level 2	Gold	Emerald --	Silver	Sapphire * ↑	Brand Ambassador	Silver	Sr. Ruby
Level 3	Silver	Emerald --	Silver	Diamond --	Emerald --	Sr. Brand Ambassador	Sr. Ruby
Level 4	Silver	Sr. Ruby	Brand Ambassador	Emerald --	Emerald --	Brand Ambassador	Sr. Ruby ↓
Level 5	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Level 6	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Level 7	N/A	N/A	N/A	N/A	N/A	N/A	N/A

Note: * Count as a STAR -- Not a Star because of other Stars in this leg.

Example from 5 to 4 Star Diamond Brand Ambassador with New Star Leg earning a trip:

Highest rank	Leg 1	Leg 2	Leg 3	Leg 4	Leg 5	Leg 6	Leg 7
Level 1	Diamond *	Diamond*	Gold	Sapphire *	Sr Ruby ↓	Sr. Gold	Ruby
Level 2	Gold	Emerald --	Emerald * ↑	Emerald --	Brand Ambassador	Silver	Sr. Ruby
Level 3	Silver	Emerald --	Silver	Diamond --	Sr Ruby ↓	Sr. Brand Ambassador	Sr. Ruby

Level 4	Silver	Sr. Ruby	Brand Ambassador	Emerald --	Sr Ruby ↓	Brand Ambassador	Sr. Ruby ↓
Level 5	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Level 6	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Level 7	N/A	N/A	N/A	N/A	N/A	N/A	N/A

Note: * Count as a STAR -- Not a Star because of other Stars in this leg.

Example of a New 6 Star Diamond Brand Ambassador:

Highest rank	Leg 1	Leg 2	Leg 3	Leg 4	Leg 5	Leg 6	Leg 7
Level 1	Ruby	Diamond*	Gold	Sapphire*	Diamond*	Brand Ambassador	Ruby
Level 2	Gold	Emerald --	Emerald*	Emerald --	Brand Ambassador	Silver	Sr. Ruby
Level 3	Diamond*	Emerald --	Silver	Diamond --	Emerald --	Sr. Brand Ambassador	Sr. Ruby
Level 4	Diamond --	Sr. Ruby	Silver	Emerald --	Emerald --	Brand Ambassador	Emerald*
Level 5	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Level 6	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Level 7	N/A	N/A	N/A	N/A	N/A	N/A	N/A

Note: * Count as a STAR -- Not a Star because of other Stars in this leg

Example of a 6 Star Diamond Brand Ambassador with new rank up earning a trip:

Highest rank	Leg 1	Leg 2	Leg 3	Leg 4	Leg 5	Leg 6	Leg 7
Level 1	Diamond*	Diamond*	Gold	Diamond*	Diamond*	Diamond*	Diamond*
Level 2	Gold	Silver	Silver	Gold	Brand Ambassador	Silver	Sr. Ruby
Level 3	Silver	Silver	Silver	Gold	Ruby	Sr. Brand Ambassador	Sr. Ruby
Level 4	Silver	Emerald ↑	Brand Ambassador	Sr. Silver	Gold	Brand Ambassador	Ruby
Level 5	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Level 6	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Level 7	N/A	N/A	N/A	N/A	N/A	N/A	N/A

Note: * Count as a STAR -- Not a Star because of other Stars in this leg

Annual Sales Incentive Awards by Star Level:

By achieving 1- and 2-Star Level status, you will receive:

- **Congratulatory email**

13 Brand Ambassadors qualified for the Star Diamond Yacht Trip in 2024, which represents < 0.01% of all Active Ambassadors.

- **Individual social media recognition** after qualification period ends
- **Convention perks** include complimentary registration, recognition signage, special gift, and access to a reserved seating area.

By achieving 3-Star Level status, you will receive:

- **Invitation to our exclusive Mastermind Leadership Summit Event:** The destination will be announced at our Annual Convention. Plexus will cover round-trip airfare up to \$500 USD for the earner, along with a three-night hotel stay for Star Diamond earner and a guest. While guests cannot attend summit meetings, they are invited to participate in all social events during this exclusive trip. Star Diamond Brand Ambassador is responsible for making their own airline reservations. Plexus will reimburse up to \$500 USD after attending the Mastermind Summit Event. For more information, please email at stardiamond@plexusworldwide.com.
- **Exclusive access** to our dedicated Diamond Experience Customer Team.
- **Recognition at the corporate level** with your name featured on our Lifetime Recognition Wall.
- **Recognition** at our annual **Emerald Extravaganza and Diamond Destination / Jewel trip**.
- **Convention perks** include complimentary registration, recognition signage, a special gift, and hotel accommodation for up to 4 nights for the Star Diamond earner and a guest. Plexus will also reimburse 500 USD for airfare into the qualified Brand Ambassador's back office by June 30, 2026. Qualified Brand Ambassadors must attend Convention in person to receive reimbursement. (Does not include room upgrades, spa services, food and beverages, or gift shop purchases). For more information, please email at stardiamond@plexusworldwide.com.
- **Qualification** to attend Rising Leaders Retreat.

By achieving 4 - Star Level status, you will receive:

- **A personalized, curated trip** that offers a unique experience straight from your wish list based on your stars highest paid as rank during the qualification period. You will work with a luxury travel agency to plan the trip of your dreams, from destination to accommodation, activities, and more.
- **Gold Star Frame**, presented and displayed in the Plexus Recognition Gallery.
- **Invitation to our exclusive Mastermind Leadership Summit Event:** The destination will be announced at our Annual Convention. Plexus will cover round-trip airfare up to \$500 USD for the earner, along with a three-night hotel stay for Star Diamond earner and a guest. While guests cannot attend summit meetings, they are invited to participate in all social events during this exclusive trip. Star Diamond Brand Ambassador is responsible for making their own airline reservations. Plexus will reimburse up to \$500 USD after attending the Mastermind Summit Event. For more information, please email at stardiamond@plexusworldwide.com.
- **Exclusive access** to our dedicated Diamond Experience Customer Team.
- **Recognition at the corporate level** with your name featured on our Lifetime Recognition Wall.
- **Recognition** at our annual **Emerald Extravaganza and Diamond Destination / Jewel trip**.
- **Convention perks** include complimentary registration, recognition signage, a special gift, and hotel accommodation for up to 4 nights for the Star Diamond earner and a guest. Plexus will also reimburse 500 USD for airfare into the qualified Brand Ambassador's back office by June 30, 2026. Qualified Brand Ambassadors must attend Convention in person to receive reimbursement. (Does not include room upgrades, spa services, food and beverages, or gift shop purchases). For more information, please email at stardiamond@plexusworldwide.com.
- **Qualification** to attend Rising Leaders Retreat.

By achieving 5 - Star Level status, you will receive:

- **A personalized, curated trip** that offers a unique experience straight from your wish list based on your stars highest paid as rank during the qualification period. You will work with a luxury travel agency to plan the trip of your dreams, from destination to accommodation, activities, and more.
- **Platinum Star Frame**, presented and displayed in the Plexus Recognition Gallery.
- **Invitation to our exclusive Mastermind Leadership Summit Event:** The destination will be announced at our Annual Convention. Plexus will cover round-trip airfare up to \$500 USD for

the earner, along with a three-night hotel stay for Star Diamond earner and a guest. While guests cannot attend summit meetings, they are invited to participate in all social events during this exclusive trip. Star Diamond Brand Ambassador is responsible for making their own airline reservations. Plexus will reimburse up to \$500 USD after attending the Mastermind Summit Event. For more information, please email at stardiamond@plexusworldwide.com.

- **Exclusive access** to our dedicated Diamond Experience Customer Team.
- **Recognition at the corporate level** with your name featured on our Lifetime Recognition Wall.
- **Recognition** at our annual **Emerald Extravaganza and Diamond Destination / Jewel trip**.
- **Convention perks** include complimentary registration, recognition signage, a special gift, and hotel accommodation for up to 4 nights for the Star Diamond earner and a guest. Plexus will also reimburse 500 USD for airfare into the qualified Brand Ambassador's back office by June 30, 2026. Qualified Brand Ambassadors must attend Convention in person to receive reimbursement. (Does not include room upgrades, spa services, food and beverages, or gift shop purchases). For more information, please email at stardiamond@plexusworldwide.com.
- **Qualification** to attend Rising Leaders Retreat.

By achieving 6 - Star Level status, you will receive:

- **A personalized, curated trip** that offers a unique experience straight from your wish list based on your stars highest paid as rank during the qualification period. You will work with a luxury travel agency to plan the trip of your dreams, from destination to accommodation, activities, and more.
- **Double Platinum Star Frame**, presented and displayed in the Plexus Recognition Gallery.
- **Invitation to our exclusive Mastermind Leadership Summit Event**: The destination will be announced at our Annual Convention. Plexus will cover round-trip airfare up to \$500 USD for the earner, along with a three-night hotel stay for Star Diamond earner and a guest. While guests cannot attend summit meetings, they are invited to participate in all social events during this exclusive trip. Star Diamond Brand Ambassador is responsible for making their own airline reservations. Plexus will reimburse up to \$500 USD after attending the Mastermind Summit Event. For more information, please email at stardiamond@plexusworldwide.com.
- **Exclusive access** to our dedicated Diamond Experience Customer Team.
- **Recognition at the corporate level** with your name featured on our Lifetime Recognition Wall.
- **Recognition** at our annual **Emerald Extravaganza and Diamond Destination / Jewel trip**.
- **Convention perks** include complimentary registration, recognition signage, a special gift, and hotel accommodation for up to 4 nights for the Star Diamond earner and a guest. Plexus will also reimburse 500 USD for airfare into the qualified Brand Ambassador's back office by June 30, 2026. Qualified Brand Ambassadors must attend Convention in person to receive reimbursement. (Does not include room upgrades, spa services, food and beverages, or gift shop purchases). For more information, please email at stardiamond@plexusworldwide.com.
- **Qualification** to attend Rising Leaders Retreat.

By reaching and consistently maintaining a 7-Star Level or higher, you can unlock up to \$140,000 towards your personalized travel experience and continuously enjoy the following exclusive benefits:

- **A personalized, curated trip** that offers a unique experience straight from your wish list based on your stars highest paid as rank during the qualification period. You will work with a luxury travel agency to plan the trip of your dreams, from destination to accommodation, activities, and more.
- **Double Platinum Star Frame**, presented and displayed in the Plexus Recognition Gallery.
- **Invitation to our exclusive Mastermind Leadership Summit Event**: The destination will be announced at our Annual Convention. Plexus will cover round-trip airfare up to \$500 USD for the earner, along with a three-night hotel stay for Star Diamond earner and a guest. While guests cannot attend summit meetings, they are invited to participate in all social events during this exclusive trip. Star Diamond Brand Ambassador is responsible for making their own airline reservations. Plexus will reimburse up to \$500 USD after attending the Mastermind Summit Event. For more information, please email at stardiamond@plexusworldwide.com.
- **Exclusive access** to our dedicated Diamond Experience Customer Team.
- **Recognition at the corporate level** with your name featured on our Lifetime Recognition Wall.
- **Recognition** at our annual **Emerald Extravaganza and Diamond Destination / Jewel trip**.

- **Convention perks** include complimentary registration, recognition signage, a special gift, and hotel accommodation for up to 4 nights for the Star Diamond earner and a guest. Plexus will also reimburse 500 USD for airfare into the qualified Brand Ambassador's back office by June 30, 2026. Qualified Brand Ambassadors must attend Convention in person to receive reimbursement. (Does not include room upgrades, spa services, food and beverages, or gift shop purchases). For more information, please email at stardiamond@plexusworldwide.com.
- **Qualification** to attend Rising Leaders Retreat.

New Star Diamond Brand Ambassadors are recognized on stage at our Annual Convention and at our Emerald Extravaganza/Diamond Destination trips.

Plexus reserves the right to change and/or postpone travel dates at its discretion to ensure the safety and welfare of earners and guests and to adhere to government advice and international travel restrictions and orders. Earners and guests are responsible for obtaining visas, medical clearances (including COVID tests, vaccinations, or appropriate papers), or travel permits required to participate in any awarded travel. No cash alternative is available for any award or part of an award.

The Program is open to Diamond Brand Ambassadors in the United States, Australia, Canada, New Zealand, and Mexico who have reached the legal age of majority in their jurisdiction of residence at the time of entry.

The qualifying period for the incentive begins annually on August 1, 2025, and ends on July 31, 2026. Earners are not officially announced until the monthly commission processing is finalized about a week after the closing of the month. A member of the Recognition Department will notify earners via phone.

To be eligible to participate in this Incentive, you must be a "Qualified Diamond Brand Ambassador" in "Good Standing" in accordance with Plexus Brand Ambassador Agreement and Policies and Procedures throughout the qualifying period and until the award is made.

All the awards are taxable, as with all Plexus income and awards, a Star Diamond incentive earner is responsible for taxes and fees on awards in accordance with the Plexus Independent Brand Ambassador Agreement.

For the U.S.: For the purposes of reporting your annual income to the IRS, the value of any award or offer, whether cash or non-cash, is considered taxable income and will be included in the Form 1099-NEC if your total income from Plexus exceeds 600 USD.

For Australia: For purposes of taxable income, the value of any award or offer, whether cash or non-cash, is considered taxable income and will be treated as described here:

<https://helpcenter.plexusworldwide.com.au/hc/en-au/articles/360040486292-Australia-Recipient-Created-Tax-Invoice-RCTI->

For Canada and New Zealand: Each earner is solely responsible for reporting and paying any income tax that may be payable in connection with receipt of a prize.

For Mexico: For purposes of taxable income, the value of any award or offer, whether cash or non-cash, is considered taxable income and will be treated as described:

<https://www.sat.gob.mx/home>

Star Diamond Brand Ambassadors are recognized at our Annual Convention Event and our Diamond Destination/Emerald Extravaganza trips.

Earner notification and acceptance

Brand Ambassador Star Diamond earners will be notified after commissions close in August 2026. If an earner declines or does not accept their award on a timely basis, the award may be forfeited at Plexus' sole discretion.

Awards are non-transferable and non-assignable, and no substitutions will be made except as provided here at Plexus' sole discretion. Earners must redeem their curated travel experience before the next qualification period ends.

In order to achieve your curated travel experience, you must develop a new star every qualification period.

Earners are responsible for providing a personal credit card at check-in to the Mastermind Leadership Summit Event.

POTENTIAL INCENTIVE EARNERS ARE SUBJECT TO VERIFICATION BY PLEXUS, WHOSE DECISIONS ARE FINAL AND BINDING (WITHOUT RIGHT OF APPEAL) IN ALL MATTERS RELATED TO THE INCENTIVE, PROVIDED THE DECISION IS REASONABLE.

Each earner agrees to: (a) comply with and be bound by these Official Rules and the decisions of Plexus, which are binding and final (without right of appeal) in all matters relating to this Incentive; (b) release and hold harmless Plexus and each of its respective parents, subsidiary and affiliated companies, the award suppliers, and any other organizations responsible for sponsoring, fulfilling, administering, advertising, or promoting the Incentive and all of their respective past and present officers, directors, employees, agents, and representatives (collectively, the "Released Parties") from and against any and all claims, expenses, and liability, including (except where prohibited) but not limited to, negligence and damages of any kind to persons and property, invasion of privacy (under appropriation, intrusion, public disclosure of private facts, false light in the public eye, or other legal theory), defamation, slander, libel, violation of right of publicity, infringement of trademark, copyright, or other intellectual property rights, property damage, or death or personal injury arising out of or relating to a participant's participation in the Incentive, acceptance or use or misuse of award and/or the broadcast, exploitation or use of entry; and (c) indemnify, defend, and hold harmless the Released Parties from and against any and all claims, expenses, and liabilities (including reasonable attorneys' fees) arising out of or relating to a participant's participation in the Incentive and/or acceptance, use, or misuse of the award.

Publicity

Except where prohibited by local laws, participation in the Incentive constitutes earner's consent to Plexus' and its agents' use of earner's name, likeness, photograph, voice, opinions, and/or hometown, state, or province and country for promotional purposes in any media, worldwide, without further notice, payment, or consideration, and where required the earner hereby grants to Plexus an unlimited, worldwide, royalty-free, non-exhaustive, perpetual, irrevocable license to use earner's name, likeness, photograph, voice, opinions, and/or hometown, state, or province and country for promotional purposes in any media, worldwide, without further notice, payment, or consideration. Where prohibited, Plexus will request the earner's permission to use the earner's name, likeness, and/or photograph for promotional purposes.

General conditions

To the extent permitted by law, Plexus reserves the right, in its sole and absolute discretion and in consideration of the participant's interests, to cancel, suspend, and/or modify the program or any part of it (including, without limitation, these Official Rules), if any fraud, technical failures, or any other factor beyond Plexus' reasonable control impairs the integrity or proper functioning of the program, as determined by Plexus in its sole discretion. Plexus' failure to enforce any term of these Official Rules shall not constitute a waiver of that provision. In the event of any discrepancy or inconsistency between the terms and conditions of these Official Rules and disclosures or other statements contained in any program

-related materials, the terms and conditions of these Official Rules shall prevail, govern, and control.

Additional terms imposed by third-party suppliers may apply to all travel awards, and they will be supplied to earners who accept those awards.

Limitations of liability

The Released Parties are not responsible for: (a) any incorrect or inaccurate information, whether caused by participants, printing errors, or by any of the equipment or programming associated with or used in the Incentive; (b) technical failures of any kind (including, but not limited to, malfunctions, interruptions, or disconnections in phone lines or network hardware or software); (c) unauthorized human intervention in any part of the entry process or the Incentive; (d) technical or human error, which may occur in the administration of the Incentive; or any injury or damage to persons or property, which may be caused, directly or indirectly, in whole or in part, from participant's participation in the Incentive or receipt or use or misuse of any award except for residents of Australia where (i) the act has resulted from negligence on the part of Plexus and (ii) the act has resulted in death or personal injury.

Disputes

Each participant agrees that (a) any and all disputes, claims, and causes of action arising out of or connected with this Program, including, but not limited to, the validity, interpretation, and enforceability of these Official Rules, the rights and obligations of the Earner, or any awards awarded, shall be resolved individually, without resort to any form of class action; (b) any and all disputes, claims, and causes of action arising out of or connected with this Incentive, or any awards awarded, shall be resolved exclusively by:

In the United States: The laws of the State of Arizona, USA without giving effect to any choice of law or conflict of law rules (whether of the State of Arizona, USA or any other jurisdiction), which would cause the application of the laws of any jurisdiction other than the State of Arizona, USA.

In Australia: The laws governed by and shall be construed in accordance with the substantive laws of the State of New South Wales without regard to principles of conflicts of law.

In Canada: The applicable laws, statutes, and ordinances, rules and regulations governed by and shall be construed in accordance with the substantive laws of the province of Ontario and the federal laws of Canada applicable therein without regarding to principles of conflicts of law. The parties specifically agree to the venue and jurisdiction being exclusively in the federal and provincial courts situated in Toronto, Ontario, Canada. FOR RESIDENTS OF QUÉBEC ONLY: Any litigation respecting the conduct or organization of a publicity contest may be submitted to the Régie des alcools, des courses et des jeux for a ruling. Any litigation respecting the awarding of a prize may be submitted to the board only for the purpose of helping the parties reach a settlement.

In Mexico: The legislation of the Mexican United States, and particularly to the applicable legislation of Guadalajara, Jalisco, and to the jurisdiction of the courts of Guadalajara, Jalisco, renouncing to any other jurisdiction that could correspond to them in virtue of their legal domicile, either present or future.

SOME JURISDICTIONS DO NOT ALLOW THE LIMITATIONS OR EXCLUSION OF LIABILITY FOR INCIDENTAL OR CONSEQUENTIAL DAMAGES, SO THE ABOVE MAY NOT APPLY TO YOU.

Personal information

By agreeing to program parameters, Qualified Brand Ambassadors may be sharing their personal

information with the Company. Personal information collected by the Company will be used for administering the program and for presenting program Awards. By participating in this program, each participant expressly consents to the Company, its agents and/or representatives, storing, sharing and using the personal information submitted for the purpose of administering the program and in accordance with the Company's privacy policy. In addition, by entering, Qualified Brand Ambassadors agree to the Company using Qualified Brand Ambassadors' personal information as described in the Privacy Policy found at the following website: <https://plexusworldwide.com/privacy-center-full-privacy-policy>. Please refer to the Privacy Policy for important information regarding the collection, use and disclosure of personal information by the Company. The Company is not responsible for disclosures made by any third party.

Qualified Brand Ambassadors may subsequently opt out of receiving further emails as set forth in the Privacy Policy.

BY PARTICIPATING IN THIS INCENTIVE, THE QUALIFIED BRAND AMBASSADORS ACKNOWLEDGE AND AGREE THAT THEY HAVE READ AND CONSENT TO THE COMPANY'S PRIVACY POLICY AND TERMS OF SERVICE.

The purpose of this document is to provide the rules of the Plexus Star Diamond Sales Incentive, and Plexus prohibits its use for any purpose other than explaining the Star Diamond Program and Star Diamond Sales Incentive. Unauthorized use includes reference to this document or its contents in promotion or recruiting Brand Ambassadors since the exciting awards are not typical for the general population of Brand Ambassador.

