



Official Rules

United States, Australia, Mexico & New Zealand

Qualification Requirements

The Leaders Growing Leaders program is open to Emerald, Sapphire, Diamond Brand Ambassadors who develop the most new first-time Ruby Brand Ambassadors on their level 1-4 unique legs during the qualification period. New first-time Ruby Brand Ambassadors are defined as those who rank advance to Ruby or above during the qualification period.¹ Only one qualifying new first time Ruby per unique leg counts. Please see the [Plexus Compensation Plan](#) for more details on how to achieve Brand Ambassador ranks.

In the event of a tie, the Brand Ambassador with the most Plexus points follow by most PV during the qualifying period will win.

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

The qualifying period for the program begins April 1, 2023, through March 31, 2024. Earners are not official until the March 2024 monthly commission processing finalized by April 15th, 2024. Earners will be notified via phone or email by a member of the Recognition Department by May 1, 2024.

To be eligible to participate in this program, you must be a “Qualified Brand Ambassador²” in “Good Standing³” in accordance with Plexus Brand Ambassador Agreement and Policies and Procedures throughout the qualifying period and until the prize is awarded. Awards are achieved annually as new legs are added and maintained.

¹ A “Ruby Brand Ambassador” is defined as: i) being a Qualified Brand Ambassador (as defined in footnote 2); ii) having at least 4 personally sponsored VIP Customers and/or Qualified Brand Ambassadors with 100 PV or more and/or that purchased a Welcome Pack that month; and iii) having 500 total Plexus Points in your organization, with 100 of those points coming from outside your Primary Leg.

² A “Qualified Brand Ambassador” is defined as: i) having your Plexus Annual Membership paid and current; ii) having at least 100 Personal Volume (PV) through the monthly cycle end date or being a new Brand Ambassador who purchased a Welcome Pack within that month.

³ Good Standing is defined to mean the following: 1) you have acknowledged and agreed to the Brand Ambassador Terms and Conditions and Policies and Procedures; and ii) you are not in violation of the Company’s Terms and Conditions and Policies and Procedures.

Leaders Growing Leaders recognition

Leaders Growing Leaders are recognized on stage at our Annual Convention event. They will receive an award gift at an approximate value of \$400 USD. In order to be a recognized earner, the Brand Ambassador must attend the Plexus Annual Convention.

For the United States, for the purposes of reporting your annual income to the IRS the value of any prize, award or offer, whether it be 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.

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

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

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

Those with the most first time Ruby Brand Ambassadors would be selected by markets as shown below:

Market	Brand Ambassadors to be select
The United States	Top 25
Australia and New Zealand (combined)	Top 3
Mexico	Top 3

These Rules can also be accessed online at: <https://recognition.plexusworldwide.com/spotlights>

The Company reserves the right, in its sole discretion, to terminate temporarily or permanently, close, suspend, reinstate, modify, or amend, in whole or in part, the program at any time with or without prior notice for any reason whatsoever. The decision of the Company in all matters under its control is final and binding, and no correspondence will be entered into regarding same.

Each participant agrees that: (a) any and all disputes, claims and causes of action arising out of or connected with this Program, or any prizes awarded shall be resolved individually, without resort

to any form of class action; (b) any and all claims, judgments and awards shall be limited to actual out-of-pocket costs incurred, including costs associated with entering this Program, but in no event attorneys' fees; and (c) under no circumstances will participant be permitted to obtain awards for, and participant hereby waives all rights to claim proven, punitive, incidental and consequential damages and any other damages, other than for actual out-of-pocket expenses, and any and all rights to have damages multiplied or otherwise increased. SOME JURISDICTIONS DO NOT ALLOW THE LIMITATIONS OR EXCLUSION OF LIABILITY FOR INCIDENTAL OR CONSEQUENTIAL DAMAGES, SO THE ABOVE MAY NOT APPLY TO YOU.

All disputes, claims and causes of action arising out of or connected with this Program, or any prizes awarded, and all issues and questions concerning the construction, validity, interpretation and enforceability of these Official, or rights and obligations of the qualifiers and the Sponsor in connection with this Program, shall be governed by the following jurisdictions:

In the United States/New Zealand: 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 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.

Except where prohibited by local laws, participation in the Program constitutes the qualifier's consent to the Sponsor's and its agents' use of qualifier'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 participant hereby grants to the Sponsor an unlimited, worldwide, royalty-free, non-exhaustive, perpetual, irrevocable license to use qualifier'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 the Sponsor will request

qualifier's permission to use qualifier's name, likeness and/or photograph for promotional purposes.

Information collected from participants is subject to the Sponsor's Privacy Policy, which is available at <https://shop.plexusworldwide.com/privacy-policy> or subdomains of that website.

Sponsor:

USA/New Zealand: Plexus Worldwide, LLC, 9145 E. Pima Center Parkway, Scottsdale, AZ 85258

Australia: Plexus Australia Suite 401 Level 4 / 157 Walker Street North Sydney NSW 2060 Australia.

Mexico: Plexus Worldwide México, S. de R.L. de C.V., Ave. Jorge Alvarez del Castillo 1082-1, Mezquitán Country, Guadalajara, Jalisco, C.P. 44620, MEXICO