



Official Rules

United States, Australia, Canada &
Mexico

2023-2024

Qualification Requirements

The Star Diamond Sales Incentive (“Incentive”) within the Star Diamond Program (“Program”) is open to Diamond Brand Ambassadors that qualified for that year's upcoming Diamond Destination and have earned a minimum of 3 Stars during the annual qualification period to receive incentive rewards. Stars are 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 non-compressed 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.

The Program is open to Diamond Ambassadors in the United States, Australia, Canada, 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 August 1, 2023, through July 31, 2024. Earners are not official until the monthly commission processing is finalized in about a week after the close of the month. Earners will be notified via phone by a member of the Recognition Department.

To be eligible to participate in this Incentive, you must be a “Qualified 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.

Awards are achieved annually as new legs are added and maintained. Star Diamond levels can be maintained for a second year. Beyond that, [the yacht trip is not awarded without additional Star growth.]

Please see FAQs for examples.

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 U.S.: For the purposes of reporting your annual income to the IRS, the value of any 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 USD.

For Australia: For purposes of taxable income, the value of any award, or offer, whether it be 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 Mexico: For purposes of taxable income the value of any 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>

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

How to earn Stars:

Each unique leg of a Diamond's account can only count one Star.

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. Emerald Extravaganza trip is earned by either:

*Being paid-as Emerald or higher for 5 out of 12 months of the program period (August 1, 2023- July 31, 2024) OR

*Being a first-time Emerald, Sapphire, or Diamond during the program period (August 1, 2023 – July 31, 2024)

Star Program recognition and awards begin at 3 Stars and there is no limit to the number of Stars a Star Diamond can earn.

Beginning in the 2023/2024 earning period, qualified unique jewels legs within a Diamond re-entry account will each 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; only unique jewel legs within the re-entry account will qualify as additional stars.

Example of 3-Star Diamond Brand Ambassador:

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

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

Example of 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

Example of 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

Annual Sales Incentive Awards by Star Level:

3-Star Level

3-Star Mastermind Leadership Summit Event in New York City, New York.

- 3-Star Mastermind Leadership Summit Event in New York City, New York. Plexus pays for round trip airfare, up to \$500 USD, to and from a New York airport for the earner, plus a 3-night hotel stay. Guests are not eligible to attend meetings during the Mastermind Leadership Summit Event but are invited to all social functions.
- Complimentary Convention registration and hotel accommodations. (Does not include room upgrades, spa services, food and beverages, or gift shop purchases). For more information, please contact the Plexus Events department at stardiamond@plexusworldwide.com.

4-Star Level

- 4-Night excursion on a luxury yacht for the earner and up to 5 guests, plus transportation and accommodations. Plexus provides economy round trip flights to the earner and up to 5 guests from their home city’s major gateway airport to the airport closest to the port of embarkation. Plexus provides one night hotel stay at a Plexus appointed hotel before embarkation date up to 5 guests based on double occupancy in a standard room. Room upgrades, spa upgrades, food and beverages, or gift shop purchases at the hotel are not included. Transportation from the airport, hotel, and to/from the yacht is provided by Plexus. Meals with a private chef, on board, and activities on board during the yacht excursion will be provided and paid for by Plexus. Plexus is not responsible for the costs of any additional excursions and special requests for food and beverages and other items or services.
- Gold Star awarded and placed into the Plexus Recognition Hall of Fame.
- 3-Star Mastermind Leadership Summit Event in New York City, New York. Plexus pays for round trip airfare, up to \$500 USD, to and from a New York airport for the earner, plus a 3-night hotel stay. Guests are not eligible to attend meetings during the Mastermind Leadership Summit Event but are invited to all social functions.
- Qualification to attend Leader’s Retreat.
- Complimentary Convention registration, travel, and hotel accommodations. (Does not include room upgrades, spa services, food and beverage, or gift shop purchases). Plexus will reimburse \$500 USD for airfare into qualified Brand Ambassador’s back office by June 30, 2025. Qualified Brand Ambassadors must attend Convention in person to receive reimbursement. For more information, please contact the Plexus Events department at stardiamond@plexusworldwide.com

5-Star Level

- 5-Night excursion on a luxury yacht for the earner and up to 7 guests, plus transportation and accommodations. Plexus provides economy round trip flights to the earner and up to 7 guests from their home city's major gateway airport to the airport closest to the port of embarkation. Plexus provides a one-night hotel stay at a Plexus appointed hotel before embarkation date up to 7 guests based on double occupancy in a standard room. Room upgrades, spa upgrades, food and beverages, or gift shop purchases at the hotel are not included. Transportation from the airport, hotel, and to/from the yacht is provided by Plexus. Meals with a private chef and activities on board during the yacht excursion will be provided and paid for by Plexus. Plexus is not responsible for the costs of any additional excursions and special requests for other food and beverages and other items or services.
- Platinum Star awarded and placed into the Plexus Recognition Hall of Fame.
- 3-Star Mastermind Leadership Summit Event in New York City, New York. Plexus pays for round trip airfare, up to \$500 USD, to and from a New York airport for the earner, plus a 3-night hotel stay. Guests are not eligible to attend meetings during the Mastermind Leadership Summit Event but are invited to all social functions.
- Qualification to attend Leader's Retreat.
- Complimentary Convention registration, travel, and hotel accommodations. (Does not include room upgrades, spa services, food and beverage, or gift shop purchases). Plexus will reimburse \$500 USD for airfare into qualified Brand Ambassador's back office by June 30, 2025. Qualified Brand Ambassadors must attend Convention in person to receive reimbursement. For more information, please contact the Plexus Events department at stardiamond@plexusworldwide.com

6-Star Level

- 6-Night excursion on a luxury yacht for the earner and up to 9 guests, plus transportation and accommodations. Plexus provides economy round trip flights to the earner and up to 9 guests from their home city's major gateway airport to the airport closest to the port of embarkation. Plexus provides a one-night hotel stay at a Plexus appointed hotel before embarkation date up to 9 guests based on double occupancy in a standard room. Room upgrades, spa upgrades, food and beverages, or gift shop purchases at the hotel are not included. Transportation from the airport, hotel, and to/from the yacht is provided by Plexus. Meals with a private chef and activities on board during the yacht excursion will be provided and paid for by Plexus. Plexus is not responsible for the costs of any additional excursions and special requests for other food and beverages and other items or services.
- Double-Platinum Star awarded and placed into the Plexus Recognition Hall of Fame.
- 3-Star Mastermind Leadership Summit Event in New York City, New York. Plexus pays for round trip airfare to and from a New York airport for the earner, plus a 3-night hotel stay. Guests are not eligible to attend meetings during the Mastermind Leadership Summit Event but are invited to all social functions.
- Qualification to attend Leader's Retreat.
- Complimentary Convention registration, travel, and hotel accommodations. (Does not include room upgrades, spa services, food and beverage, or gift shop purchases). Plexus will reimburse \$500 USD for airfare into qualified Brand Ambassador's back office by June 30, 2025. Qualified Brand Ambassadors must attend Convention in person to receive reimbursement. For more information, please contact the Plexus Events department at stardiamond@plexusworldwide.com.

7-Star Level and above:

- 7-Night excursion on a luxury yacht for the earner and up to 9 guests, plus transportation and accommodations. Plexus provides economy round trip flights to the earner and up to 9 guests from their home city's major gateway airport to the airport closest to the port of embarkation. Plexus provides a one-night hotel stay at a Plexus appointed hotel before embarkation date up to 9 guests based on double occupancy in a standard room. Room upgrades, spa upgrades, food and beverages, or gift shop purchases at the hotel are not included. Transportation from the airport, hotel, and to/from the yacht is provided by Plexus. Meals with a private chef, and activities during the yacht excursion will be provided and paid for by Plexus. Plexus is not responsible for the costs of any additional excursions and special requests for food and beverages and other items or services.
- 3-Star Mastermind Leadership Summit Event in New York City, New York. Plexus pays for round trip airfare to and from a New York airport for the earner, plus a 3-night hotel stay. Guests are not eligible to attend meetings during the Mastermind Leadership Summit Event but are invited to all social functions.
- Qualification to attend Leader's Retreat.
Complimentary Convention registration, travel, and hotel accommodations. (Does not include room upgrades, spa services, food and beverages, or gift shop purchases). Plexus will reimburse \$500 USD for airfare into qualified Brand Ambassador's back office by June 30, 2025. Qualified Brand Ambassadors must attend Convention in person to receive reimbursement. For more information, please contact the Plexus Events department at stardiamond@plexusworldwide.com

Plexus reserves the right to change and/or postpone travel dates in 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 visa, medical clearances (including Covid tests, vaccinations, or appropriate papers) or travel permits required to participate in any award travel. No cash alternative is available for any award or part of an award.

Earners notification and acceptance

Brand Ambassador Star Diamond earners will be notified after commissions close in August 2024. 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 herein at Plexus' sole discretion. Earner may attend the yacht trip once as an earner and once as a guest per program year. Anyone over the age of 2 counts as a guest on any award travel.

For year one, that Star level must be maintained in the second year in order to achieve the yacht trip again; after the second year, an earner must advance to the next Star level in order to continue earning the yacht trip. Please see FAQs for examples.

For year one, that Star level must be maintained in the second year in order to achieve the yacht trip again; after the second year, an earner must advance to the next Star level in order to continue earning the yacht trip. Please see FAQs for examples.

Earners are responsible for providing a personal credit card at time of check-in to the Mastermind Leadership Summit Event at New York City, New York.

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.

Earner Conditions and Release

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 an participant's participation in the Incentive and/or acceptance, use, or misuse of 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 earner's permission to use 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 incentive, 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 incentive, 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 incentive-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 will be supplied to earners that 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 Incentive, 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 the appropriate United States District Court in Arizona, USA, or the appropriate Arizona State Court located in Maricopa County, Arizona, USA; (c) any and all claims, judgments, and awards shall be limited to actual out-of-pocket costs incurred, including costs associated with this incentive, but in no event attorneys' fees; and (d) under no circumstances will participant be permitted to obtain awards for, and earner 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 issues and questions concerning the construction, validity, interpretation and enforceability of these Official Rules, or the rights and obligations of the earner and Plexus in connection with the Incentive, shall be governed by, and construed in accordance with, 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.

Personal information

Information collected from earners and their guests is subject to Plexus' Privacy Policy, which is available at <https://shop.plexusworldwide.com/privacy-policy> or subdomains of that website.

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 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 Ambassadors.

* .1% of Plexus Brand Ambassadors are eligible to earn the exclusive Plexus Star Diamond Annual Sales Incentive Award. Out of Plexus' 196,849 Brand Ambassadors, approximately 25 hard-working Diamond Brand Ambassadors are expected to qualify for the annual Star Diamond Incentive Awards.