

2025 RISING LEADERS RETREAT BAHAMAS CONTEST

Official Rules

1. Eligibility

The 2025 Rising Leaders Retreat Bahamas Contest (the "Contest") is open only to Brand Ambassadors who are legal residents of Canada, Mexico, and the United States (including District of Columbia and Puerto Rico) who have reached the legal age of majority in their jurisdiction of residence at the time of entry. Void where prohibited by law. Employees of sponsor and their immediate families and household members are not eligible and may not participate in this contest. The contest is subject to all applicable federal, state, provincial, and local laws and regulations. Participation constitutes each entrant's full and unconditional agreement to be legally bound by these Official Rules and sponsor's decisions, which are final and binding (without right of appeal) in all matters related to the contest to the extent permitted by law. Winning a prize is contingent upon fulfilling all requirements set forth herein.

2. Sponsor

United States: Plexus Worldwide, LLC, 9145 E. Pima Center Parkway, Scottsdale, AZ 85258.

Canada: Plexus Canada, LP, 6500 Trans-Canadian Highway, Suite 400, Pointe-Claire, Québec H9R 0A5, Canada.

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

3. Timing

The Contest begins September 1, 2024, at 12:00 a.m. USA ET and ends December 31, 2024, at 11:59 p.m. USA ET (the "Contest Period"). Sponsor is the official timekeeper for this Contest.

4. How to Qualify

To qualify for Contest prizes, Brand Ambassadors must:

- i) Be commission-qualified¹ during the months in which they accrue credits;
- ii) Enroll a minimum of 3 new qualifying Level 1 VIP Customers with an initial 100 PV+ order during the Contest Period;
- iii) Have a valid passport to travel to the Bahamas. (Those from Mexico must also have a visa to enter the US). Passport must not expire within 6 months of trip dates and must be valid until at least August 28, 2025

5. How to earn credits

There are 3 ways to earn credits for the 2025 Rising Leaders Retreat Bahamas prizes:

1. ENROLLMENT CREDITS

Level 1: Every new Level 1 Retail or VIP Customer you enroll between September 1, 2024 – December 31, 2024 with combined orders totaling 100–149 PV in their first month before discount, tax, and shipping will earn you **20 Enrollment Credits**. Every new Level 1 Retail or VIP Customer you enroll during this timeframe with combined orders totaling 150 PV or more in their first month before discount, tax, and shipping will earn you **50 Enrollment Credits**.

Level 2: Every new Level 2 Retail or VIP Customer who enrolls during this same timeframe with combined orders totaling 100–149 PV in their first month before discount, tax, and shipping will earn you **10 Enrollment Credits**. Every new Level 2 Retail or VIP Customer who enrolls during this timeframe with combined orders totaling 150 PV or more in their first month before discount, tax, and shipping will earn you **20 Enrollment Credits**.

Enrollment	100-149 PV	150 PV+
Level 1	20 Credits	50 Credits
Level 2	10 Credits	20 Credits

¹ Commission qualified 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.

2. RETENTION CREDITS

Level 1: You will earn **10 Retention Credits** for every second or subsequent monthly subscription or discretionary order of 50–99 PV from each new Level 1 Retail or VIP Customer you enroll between July 1, 2024, and November 30, 2024.

You will earn **20 Retention Credits** for every second or subsequent monthly subscription or discretionary order of 100–149 PV from each new Level 1 Retail or VIP Customer you enroll between July 1, 2024, and November 30, 2024.

You will earn **50 Retention Credits** for every second or subsequent monthly subscription or discretionary order of 150 PV+ from each new Level 1 Retail or VIP Customer you enroll between July 1, 2024, and November 30, 2024.

Level 2: You will earn **5 Retention Credits** for every second or subsequent monthly subscription or discretionary order of 50–99 PV from each new Level 2 Retail or VIP Customer who enrolls between July 1, 2024, and November 30, 2024.

You will earn **10 Retention Credits** for every second or subsequent monthly subscription or discretionary order of 100–149 PV from each new Level 2 Retail or VIP Customer who enrolls between July 1, 2024, and November 30, 2024.

You will earn **20 Retention Credits** for every second or subsequent monthly subscription or discretionary order of 150 PV+ from each new Level 2 Retail or VIP Customer who enrolls between July 1, 2024, and November 30, 2024.

The qualifying discretionary or subscription monthly orders can be multiple orders before discount, tax, and shipping.

Retained Customer	50-99 PV	100-149 PV	150 PV+
Level 1	10 Credits	20 Credits	50 Credits
Level 2	5 Credits	10 Credits	20 Credits

3. RANK ADVANCEMENT CREDITS

PERSONAL RANK ADVANCEMENT:

You will earn Personal Rank Advancement Credits when you re-achieve or advance beyond your “benchmark rank”, which is your highest paid rank, between May 1, 2024, and August 31, 2024. You will only earn Personal Rank Advancement Credits by ranking up to any given rank or re-achieving a rank once during the Contest Period. You will not earn Personal Rank Advancement Credits if you rank up to the same rank twice in the contest.

Rank	Credits Awarded
Silver	40
Senior Silver	60
Gold	80
Senior Gold	100
Ruby	120
Senior Ruby	140
Emerald	160
Sapphire	180
Diamond	200

TEAM RANK ADVANCEMENT:

You will earn Team Rank Advancement Credits when your Levels 1 and 2 Brand Ambassadors who have enrolled at any point in the history of Plexus re-achieve or advance beyond their “benchmark rank”, which is their highest paid rank, between May 1, 2024 and August 31, 2024. You will only earn Team Rank Advancement Credits for your Levels 1 and 2 Brand Ambassadors who rank advance to any given rank or re-achieve a rank once during the contest. You will not earn Team Rank Advancement Credits if they rank up to the same rank twice in the contest.

Rank	Level 1	Level 2
Silver	20	10
Senior Silver	30	15
Gold	40	20
Senior Gold	50	25
Ruby	60	30
Senior Ruby	70	35
Emerald	80	40
Sapphire	90	45
Diamond	100	50

6.Prize Tiers:

1. **1,250 Credits:** 2025 Rising Leaders Retreat Bahamas Cruise Invitation²
2. **1,500 Credits:** 100 USD Cabin Credit³
3. **2,000 Credits:** 300 USD Cabin Credit⁴
4. **2,500 Credits:** Plexus Curated Gift Box⁵
5. **3,000 Credits:** 2,000 USD Bloomingdales Shopping Package⁶

The 2025 Rising Leaders Retreat will take place from February 24–28, 2025, on a cruise ship sailing to Nassau, Bahamas. Winning Brand Ambassadors and their guests will be required to make their own travel and transportation arrangements.

Celebrity Cruises requires that there must be at least one adult who is 21 years of age or older in every stateroom on the cruise. Either the contest earner or their guest must be a minimum of 21 years old upon boarding the cruise ship.

A guest's age for a sailing is established based on the age of that guest on boarding day. No guest under the age of 21 will be booked in a stateroom unless accompanied by an adult 21 years or older traveling in the same stateroom. The adult 21 years or older does not have to be a parent or guardian. (Connecting staterooms are counted as different staterooms for this policy).

²The first 1,333 qualifying Brand Ambassadors who reach 1,250 Credits are invited to attend the 2025 Rising Leaders Retreat Bahamas Cruise. Cruise invitation includes a cabin accommodation for the Brand Ambassador and one guest for 5 days and 4 nights on the Celebrity Silhouette. The Brand Ambassador and their guest will board the cruise ship in Fort Lauderdale, FL on February 24, 2025, and sail to Key West and Nassau, Bahamas. The ship will return to Fort Lauderdale, FL on February 28, 2025 (ARV 1,200 USD). Any Brand Ambassadors who have earned 1,250 Credits and do not receive a cabin assignment due to full capacity on the ship will receive 500 USD, which will be deposited in their Plexus Commission account on or before March 1, 2025 and will be noted as “other income.”

³100 USD Cabin Credit will be added to the Brand Ambassador’s cruise guest account for use while on the cruise ship. (ARV 100 USD)

⁴300 USD Cabin Credit will be added to the Brand Ambassador’s cruise guest account for use while on the cruise ship. (ARV 300 USD)

⁵Plexus Curated Gift Box will be placed in the Brand Ambassador’s cabin during the cruise. (ARV 400 USD)

⁶ Brand Ambassadors who earn 3,000 Credits will receive a 2,000 USD Bloomingdales Shopping Package. This experience includes accommodations for Brand Ambassador and one guest for 2 hotel nights prior to the cruise (February 22-23 ,2025), Bloomingdales 2,000 USD gift card for shopping spree, and private reception at B Ocean Resort Fort Lauderdale Beach on February 23, 2025. (Shopping Spree ARV 2,000 USD, hotel and private reception ARV 400 USD per person)

Celebrity Cruises states that any infants on the ship must be at least 6 months old as of February 24, 2025, which is the first day of the cruise. They will also be counted as the Brand Ambassador's official guest. Infants under 6 months will not be permitted on the cruise ship.

Per Celebrity Cruise policy, if you are more than 23 weeks pregnant at any time during the cruise, you will not be allowed to board the cruise ship. All guests will be required to sign a health questionnaire upon check-in on the ship to confirm their awareness of the pregnancy policy.

Any Cabin Credits earned will be deposited into the qualifying Brand Ambassadors' cruise guest accounts during the cruise.

The first 1,333 qualifying Brand Ambassadors who reach 1,250 Credits will receive a 2025 Rising Leaders Retreat Bahamas Invitation. If Brand Ambassadors register and confirm their attendance but choose not to attend, all contest prizes they would have received while on the cruise will be automatically forfeited if they do not attend. No cash alternatives will be issued, and the prizes and the cruise are non-transferable.

Brand Ambassadors who cannot attend due to extenuating circumstances may submit an exceptions request, which will be reviewed on a case-by-case basis. Extenuating circumstances include military deployment, pregnancy, death in the family, or severe illness. Those who are granted an exception will receive a one-time total payment of 500 USD.

If Brand Ambassadors have achieved the 1,250 Credits for the Cruise Invitation but all cabins have already been filled, they will be placed on a waitlist for an official Cruise Invitation and cabin assignment if it becomes available. At the end of the contest, if those on the waitlist who earned the 1,250 Credits do not receive a Cruise Invitation and cabin assignment due to full capacity on the ship, they will receive 500 USD, which will be deposited in their Plexus Commission account on or before March 1, 2025.

All credit card payments must be in the name of the purchasing Brand Ambassador and VIP Customer and not that of the sponsor or upline. Any welcome pack purchases subject to returns, refunds, and declined eCheck payments will not generate any credits. Brand Ambassadors not in good standing under the Plexus policies and procedures are not eligible to participate in this Contest.

The Released Parties (defined below) take no responsibility and accept no liability for any lost, stolen, delayed, illegible, damaged, misdirected, late, or destroyed entry requests. All Entries are subject to verification at any time. Winner may be required to show proof (in a form acceptable to the Brand Ambassador—including, without limitation, government-issued photo identification) of being the Plexus Ambassador associated with the selected Entry.

Winner notification and acceptance

The winners will be notified by email on a weekly basis starting the first week of October 2024. Inability to reach winner by email or phone after reasonable efforts (as determined solely by sponsor) may result in disqualification of prize. The winner may waive his or her right to receive a prize. No cash equivalent for noncash prizes will be available. The prizes are non-transferable and non-assignable, and no substitutions will be made, except as provided herein at the sponsor's sole discretion. The sponsor reserves the right to substitute the prize or a component thereof for any reason with a prize or a prize component of equal or greater value. Winner is responsible for all taxes and fees in any jurisdiction associated with the prize. The winner may be required to complete an affidavit of eligibility, which must be returned within 14 days of the date it is received by the winner. Failure to sign and return the affidavit or release within 14 days, or to comply with any term or condition of these Official Rules, may, at the sole discretion of sponsor, result in a winner's disqualification and the forfeiture of his or her interest in the prize. Except where prohibited, participation in this contest constitutes participant's consent to the publication of his or her name and image in any media for any commercial or promotional purpose, without limitation or further compensation.

For U.S.: 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 USD.

For Canada: 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 prize, award, or offer, whether it be cash or non-cash, is considered taxable income and will be treated as described at <https://www.sat.gob.mx/home>.

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

8. Entry conditions and release

Each entrant agrees to: (a) comply with and be bound by these Official Rules and the decisions of the sponsor, which are binding and final (without right of appeal) in all matters relating to this Contest; (b) release and hold harmless the sponsor and each of its respective partners, subsidiary and affiliated companies, the prize suppliers, and any other organizations responsible for sponsoring, fulfilling, administering, advertising, or promoting the contest 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 entry, creation of an entry, or submission of an entry, participation in the contest, acceptance or use or misuse of prize 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 entrant's participation in the contest and/or entrant's acceptance, use, or misuse of prize.

9. Participant conditions and release

Each participant agrees to: (a) comply with and be bound by these Official Rules and the decisions of the sponsor, which are binding and final (without right of appeal) in all matters relating to this Incentive; (b) release and hold harmless the sponsor and each of its respective parents, subsidiary and affiliated companies, the prize 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 earning, creation, or submission of an earning, participation in the Incentive, acceptance or use or misuse of prize 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 participant's acceptance, use, or misuse of prize.

10. Publicity

Except where prohibited by local laws, participation in the contest constitutes winner's consent to the sponsor's and its agents' use of winner'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 entrant hereby grants to the sponsor an unlimited, worldwide, royalty-free, non-exhaustive, perpetual, and irrevocable license to use winner'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 winner's permission to use winner's name, likeness, and/or photograph for promotional purposes.

11. General conditions

To the extent permitted by law, the sponsor reserves the right, in its sole and absolute discretion and in consideration of the entrant's interests, to cancel, suspend, and/or modify the contest, or any part of it (including, without limitation, these Official Rules), if any fraud, technical failures, or any other factor beyond the sponsor's reasonable control impairs the integrity or proper functioning of the contest, as determined by the sponsor in its sole discretion. The sponsor's failure to enforce any terms 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 contest-related materials, the terms and conditions of these Official Rules shall prevail, govern, and control.

12. Limitations of liability

The Released Parties are not responsible for: (a) any incorrect or inaccurate information, whether caused by entrants, printing errors, or by any of the equipment or programming associated with or used in the contest; (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 contest; (d) technical or human error, which may occur in the administration of the contest or the processing of Entries; or (e) any injury or damage to persons or property, which may be caused, directly or indirectly, in whole or in part, from entrant's participation in the contest or receipt or use or misuse of any prize.

13. Disputes

Each entrant agrees that any and all disputes, claims, and causes of action arising out of or connected with this contest, or any prizes awarded, shall be resolved individually, without resort to any form of class action any and all disputes, claims, and causes of action arising out of or connected with this contest, or any prizes 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 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: All issues and questions concerning the construction, validity, interpretation and enforceability of these Official Rules, or the rights and obligations of the entrant and the Sponsor in connection with the Incentive, shall be governed by, and construed in accordance with, the laws of 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.

All issues and questions concerning the construction, validity, interpretation, and enforceability of these Official Rules, or the rights and obligations of the entrant and the sponsor in connection with the contest, 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.

14. Participant's personal information

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

15. Contest results

Alternatively, for Contest results, send a hand-printed, self-addressed, stamped envelope to Winners List — 2025 Rising Leaders Retreat Bahamas Contest, Plexus Worldwide, LLC, 9145 E. Pima Center Parkway, Scottsdale, AZ 85258. Requests for the winner list must be received by January 31, 2025. Canadian residents may omit return postage.