

plexus.

PLEXUS LEXUS *Program*

2024 Guidelines

UNITED STATES

(Alaska, Hawaii, and Puerto Rico — See international)

Program Overview

The Plexus® LEXUS Program is an incentive reward offered to Brand Ambassadors who achieve and maintain the Pay Rank of Emerald, Sapphire, or Diamond per the Plexus Compensation Plan. Independent Brand Ambassadors who qualify for this program, acquire a qualified Plexus LEXUS, and properly communicate the acquisition of their vehicle to Plexus will qualify for monthly bonus payments according to their Pay Rank and adherence to the Plexus LEXUS Program Guidelines.

The Plexus LEXUS Program is designed to reward our top Brand Ambassadors for their continued efforts with a superior luxury vehicle that also serves as a great tool for building their Plexus business.

Qualification Requirements

To qualify for the Plexus LEXUS Program, you must meet the following requirements:

- You must be an active Brand Ambassador in good standing with Plexus.
- You must achieve the rank of Emerald, Sapphire, or Diamond. *

Meeting these requirements is the first step toward becoming eligible to receive a monthly Plexus LEXUS bonus payment.

*Rank advancements are not official until the monthly commission processing is finalized.

Your Welcome Packet

When you first achieve the rank of Emerald, you will receive an Official Welcome Letter via email from Plexus® congratulating you on your recent advancement and inviting you to learn more about your new benefits as a Jewel.

(Please note that the month in which you first advance to Emerald only qualifies you to participate in the program. You are not eligible to begin receiving the bonus payments until the following monthly commission cycle.)

Acquiring Your Qualified Plexus LEXUS

Working with the LEXUS dealer of your choice to find your desired vehicle, you will be responsible for negotiating the terms of your vehicle lease or purchase. As long as it is a new, current-year model LEXUS or a qualified LEXUS Certified Pre-owned, you will be eligible to receive bonuses.

*Plexus reserves the right to refuse any new models or any manufacturer color.

Plexus LEXUS Bonus Payments

Plexus will pay the monthly Plexus LEXUS bonus of Emerald \$600, Sapphire \$750, or Diamond \$1,200, based on your Pay Rank. If you lease a new, current-year model LEXUS, payments will occur for a period of up to 36 months, or the length of your lease, whichever is shortest, with the option of renewing for up to another 36 months. If you purchase a new, current-year model LEXUS, payments will occur for 36 months, with the option to renew for another 36 months. If you purchase a qualified LEXUS Certified Pre-Owned model, payments will occur for a period of up to 36 months, with the option to renew for up to another 36 months or until the vehicle is 6 years old, whichever is shortest. Annual Proof of Possession and maintaining the Pay Rank of Emerald, Sapphire, or Diamond are required**.

Plexus LEXUS payments will be made for a maximum of 2 consecutive 36-month periods on any one vehicle, after which, the lease or purchase of a new LEXUS will be necessary. If your lease expires, or you no longer own the vehicle on record, and you do not lease or purchase another LEXUS, you will no longer be eligible for the respective bonus.

**If you miss qualifying as Emerald or higher for two consecutive months, you will not receive the Plexus LEXUS bonus beginning with month 2, and you will not begin receiving the bonus again until you re-qualify as Emerald or higher. If you rank up from Emerald to Sapphire, you will receive the \$750 (Sapphire level) bonus. If your Pay Rank drops from Sapphire to Emerald for two consecutive months, you will receive the \$600 (Emerald level) bonus beginning with month 2. If your Pay Rank drops from Diamond to Sapphire for 2 consecutive months, you will receive the \$750 (Sapphire level) bonus beginning with month 2. If your Pay Rank drops from Diamond to Emerald for two consecutive months, you will receive the \$600 (Emerald level) bonus beginning with month 2.

Please email a copy of your Closed-End Motor Vehicle Lease Agreement, Retail Installment Sale Contract or purchase agreement, and a signed copy of the Acknowledgement page to plexuslexus@plexusworldwide.com.

Submission of the required Proof of Possession, along with the return of a signed Plexus Lexus Program Acknowledgment page, will trigger your first Plexus LEXUS bonus payment to be paid on the next monthly commission cycle.

Plexus LEXUS bonus payments will be included in the Brand Ambassador's year-end

earnings total.

Plexus LEXUS Gift Set

Once you submit your completed paperwork, Plexus will send you your Plexus LEXUS Gift designed to help market your Plexus business.

Credit and Accrued Payments

The decision to lease or purchase a Qualified Plexus LEXUS is the sole responsibility of the Brand Ambassador. Any contract signed by the Brand Ambassador is exclusively between said Brand Ambassador and LEXUS. Plexus will not guarantee any lease payments and cannot offer any advice as to the Brand Ambassador's ability to finance said vehicle.

Proof of Possession Requirements

Every 12 months, you will be required to provide Plexus Proof of Possession for your Qualified Plexus LEXUS as outlined below.

- Updated registration in your name
- Recent photograph of you with your Plexus LEXUS
- Proof of insurance

Email to plexuslexus@plexusworldwide.com

Termination of Plexus LEXUS Bonuses

You will no longer be eligible to receive the \$600/\$750 or \$1,200 Plexus LEXUS bonus in the event of any of the following circumstances:

- You no longer lease or own the vehicle which was acquired in accordance with the program.
- The length of your Plexus LEXUS term has expired.
- You are no longer an active Independent Brand Ambassador of Plexus, or you sell

your Plexus Brand Ambassadorship.

(See **Acknowledgment Form** on next page.)

Plexus does not provide income guarantees. Personal earnings will vary based on individual effort, commitment, sales, skill, leadership abilities, and business expenses. In 2023, the average annual earnings for all Ambassadors were \$531. For more details, please refer to the Plexus Annual Income Disclosure Statement.

Acknowledgment

The undersigned Plexus Independent Brand Ambassador (“Participant”) is eligible to participate in the Plexus LEXUS Program. Participant acknowledges and agrees that he/she has received the Plexus LEXUS Program Guidelines, and by signing below, Participant further acknowledges and agrees as follows:

- 1.** The Participant’s lease or purchase of a Qualified Plexus LEXUS vehicle (per the terms and conditions of the Plexus LEXUS Program Guidelines) is a condition for the Participant’s receipt of the bonus payments described in the Plexus LEXUS Program Guidelines. In the event the Participant does not lease or purchase a Qualified Plexus LEXUS vehicle in accordance with the terms and conditions of the Plexus LEXUS Program Guidelines, the Participant shall not be entitled to receive the bonus payments described in the Plexus LEXUS Program Guidelines. In addition, if the Participant does lease or purchase a Qualified Plexus LEXUS vehicle, but the Participant’s lease agreement terminates, or the Participant no longer owns the Qualified Plexus LEXUS vehicle for any reason, or the Participant fails to comply with any other requirements described in the Plexus LEXUS Program Guidelines, Participant’s right to receive such bonus payments will automatically terminate.
- 2.** If a Participant does lease or purchase a Qualified Plexus LEXUS vehicle, the Participant acknowledges that he/she will always be personally and solely responsible for the payment to LEXUS of all lease or purchase amounts and/or any other amounts relating to such lease or purchase of a LEXUS vehicle. Participant further understands that Plexus will not: (a) participate in any negotiations regarding Participant’s lease or purchase of a LEXUS vehicle; (b) sign (in any capacity whatsoever) the lease or purchase agreement, or any other documents, relating to Participant’s lease or purchase of a LEXUS vehicle; or (c) be liable in any way whatsoever to LEXUS (or any LEXUS affiliate) for any financial or other obligations relating to Participant’s lease or purchase of a LEXUS vehicle. The only obligation Plexus has with respect to the Participant’s lease or purchase of a LEXUS vehicle will be to pay Participant’s Plexus LEXUS bonus directly to Participant in such amounts and for such periods of time as described in the Plexus LEXUS Program Guidelines.
- 3.** Participant has read and fully understands the meaning and consequences of the Plexus LEXUS Program Guidelines and this Acknowledgment and has consulted with Participant’s legal and tax advisors regarding any questions Participant has with respect to the Plexus LEXUS Program Guidelines, this Acknowledgment, and/or the economic, legal, and tax consequences of the foregoing.

Name: _____ Plexus ID#: _____

Signature: _____ Date: _____