

Fast Start Program Official Rules

1. Eligibility

The Fast Start Program (the “Program”) is open only to Brand Ambassadors who are legal residents of the 50 United States (including District of Columbia and Puerto Rico), Australia, New Zealand, and Canada who have reached the legal age of majority in their jurisdiction of residence at the time of entry. See details below. Void where prohibited by law. Employees of sponsor and their immediate families and household members are not eligible and may not participate in this Incentive. The Incentive is subject to all applicable federal, state, provincial, and local laws and regulations. Participation constitutes each participant’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 Incentive to the extent permitted by law. Earning 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, Quebec H9R 0A5, Canada.

Australia: Plexus Australia Pty Ltd, Level 4 / Unit 40 2-26 Park Street Sydney NSW 2000, 2060 Australia; ABN 35 627 543 837.

New Zealand: Plexus Worldwide New Zealand Limited, 80 Queen St., Auckland Central, Auckland, 1140 New Zealand; NZBN 9429048529419.

3. Timing

The Program begins January 1, 2021, at 12:00 a.m. ET and ends December 31, 2025 at 11:59 p.m. ET. (the “**Program Period**”). Sponsor is the official timekeeper for this Program.

4. How to qualify

To qualify for the Fast Start Program, Brand Ambassadors must:

- i) Be commission-qualified¹;
- ii) Be in Good Standing²;
- iii) Have a current Plexus Annual Membership; and
- iv) Have at least 100 PV in the current month.

5. How to earn

The new Brand Ambassador has the opportunity to achieve a Fast Start Bonus within 30 days of achieving Silver and within their 2nd, 3rd, and 5th full calendar months from their enrollment date and month when completing the qualifications (the “rank-up period”).

Brand Ambassadors that rank up to Silver, Sr. Silver, Gold, Sr. Gold, Ruby, and/or Sr. Ruby within the rank-up period time frame or before will earn the following bonus(es) below:

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 “Good Standing” shall be defined as: i) You have acknowledged and agreed to the Brand Ambassador Agreement and Policies and Procedures; and (ii) You are not in violation of your Brand Ambassador Agreement and Policies and Procedures.

Fast Start Rank-Up Achievement Payouts:

Fast Start Rank-Up Achievement Payouts	Brand Ambassador Fast Start Bonus	Qualification Time Period (Rank-Up Period ^{*)})	Brand Ambassador Payouts
30-Day Silver Rank Achievement	100 USD Fast Start Bonus* + 100 UD Rank One-Time Achievement Bonus*	Within 30 days of converting to Brand Ambassador*	Included in weekly commission dependent on when qualifications are achieved and marked as "other income" Note: Sponsor payout will be included in the monthly commission payout as long as qualifications are met in the timeframe
Sr. Silver	150 USD Fast Start Bonus* + 150 USD Rank One-Time Achievement Bonus*	By the end of the 2 nd full calendar month following enrollment	Paid out monthly commission close and marked as "other income"
Gold Rank	250 USD Fast Start Bonus* + 250 USD Rank One-Time Achievement Bonus	By the ned of the 3 rd full calendar month following enrollment	Paid out monthly after commission close and marked as "other income"
Sr. Gold Rank	350 USD Fast Start Bonus* + 350 USD Rank One-Time Achievement Bonus*	By the ned of the 5 th full calendar month following enrollment	Paid out monthly after commission close and marked as "other income"
Ruby Rank	500 USD Fast Start Bonus* + 500 USD Rank One-Time Achievement Bonus*	By the ned of the 5 th full calendar month following enrollment	Paid out monthly after commission close and marked as "other income"
Sr. Ruby Rank	750 USD Fast Start Bonus* + 750 USD Rank One-Time Achievement Bonus	By the ned of the 5 th full calendar month following enrollment	Paid out monthly after commission close and marked as "other income"

*Day one for Fast Start Program is the day after your conversion to Brand Ambassador.

To achieve the 30-Day Silver achievement, you must be: (i) a Qualified Brand Ambassador; and (ii) have at least three personally sponsored, Qualified Brand Ambassadors and/or VIP Customers with the purchase of at least 100 PV in commissionable product purchased. Purchases from personally sponsored Qualified Brand Ambassadors and/or VIP Customers for 7 days prior to conversion date will count towards 30 Day Silver Achievement.

To achieve the rank of Senior Silver, you must be: (i) a Qualified Brand Ambassador; (ii) have at least three personally sponsored, Qualified Brand Ambassadors and/or VIP Customers with the purchase of at least 100 PV in commissionable product purchased; and (iii) have 50 PV total Plexus Points in your organization, with 10 of those points coming from outside your primary leg.

To reach the rank of Gold, you must be: (i) a Qualified Brand Ambassador; (ii) have at least three personally sponsored, Qualified Brand Ambassadors and/or VIP Customers with the purchase of at least 100 PV in commissionable product purchased; and (iii) have 100 PV total Plexus Points in your organization, with 15 of those points coming from outside your primary leg.

To reach the rank of Sr. Gold, you must be: (i) a Qualified Brand Ambassador; (ii) have at least three personally sponsored, Qualified Brand and/or VIP Customers with the purchase of at least 100 PV in commissionable product purchased; and (iii) have 250 total Plexus Points in your organization, with 40 of those points coming from outside your primary leg. All 250 Plexus Points must come from Pay Levels 1-5.

To reach the rank of Ruby, you must be (i) a Qualified Ambassador; (ii) have at least four personally sponsored, Qualified Brand Ambassadors and/or VIP Customers with the purchase of at least 100 PV in commissionable product purchased; and (iii) have 500 total Plexus Points in your organization, with 100 of those points coming from outside your primary leg.

To reach the rank of Sr. Ruby, you must be (i) a Qualified Ambassador; (ii) have at least five personally sponsored, Qualified Brand Ambassadors and/or VIP Customers with the purchase of at least 100 PV in commissionable product purchased; and (iii) have 750 total Plexus Points in your organization, with 150 of those points coming from outside your primary leg. All 750 Plexus Points must come from Pay Levels 1–6).

Fast Start Rank-Up Achievement Bonuses will be paid out the following qualifying month via Plexus Pay, with the exception of the 30-Day Silver Achievement Fast Start Bonus, which will be paid out when it’s achieved in that weekly commission cycle before the 30-day time period has expired.

Sponsor Bonus: Qualified Upline Level 1, also known as the personal “sponsor,” can also qualify for a Fast Start bonus when their Level 1 achieves a Silver – Sr. Ruby bonus during the Program Period. The sponsor bonus will be earned at the same time that their Level 1 earns a Fast Start Bonus. The sponsor must be commission-qualified at the time of the eligible bonus during the Program Period. There is no limit to how many Fast Start bonuses the sponsor can earn per qualified Level 1 Brand Ambassador. All sponsor bonuses will be paid out after monthly commissions close and marked as “other income.”

Frist-Time Rank-Up Achievement	Brand Ambassador Fast Start Bonus	Sponsor Bonus (Personal Level 1)
3-Day Silver Achievement	100 USD Bonus*	50 USD Bonus*
Sr. Silver Rank	150 USD Bonus*	75 USD Bonus*
Gold Rank	250 USD Bonus*	125 USD Bonus*
Sr. Gold Rank	350 USD Bonus*	175 USD Bonus*
Ruby Rank	500 USD Bonus*	250 USD Bonus*
Sr. Ruby Rank	750 USD Bonus*	375 USD Bonus*

The Fast Start bonus will be paid the following month after commissions close from the previous month.

No exceptions will be made for purchases and enrollments outside the Program Period. The Fast Start Bonus will be based on weekly and monthly commissions. No adjustments will be made outside these dates. All Brand Ambassadors will count as their current status at the end of the month.

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 purchases subject to returns, refunds, and declined eCheck payments will not qualify for this bonus. Anyone achieving the bonus that is non-compliant with your Brand Ambassador Agreement and Policies and Procedures will not receive the bonus. Random audits are at the discretion of Plexus and can be conducted at any time. Re-entry accounts and upgrades will also be eligible for the Program. Leads from the Plexus Leads Program will not be applied toward any of the qualifications within the Program Period.

7. Taxes

Qualified Brand Ambassadors are responsible for any and all applicable federal, state, provincial, and local taxes associated with the bonus.

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

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

9. Qualified Brand Ambassador conditions and release

Each qualified Brand Ambassador 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 Program; (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 qualified Brand Ambassador's acceptance, use, or misuse of bonus.

10. Publicity

Except where prohibited by law, participation in the Program constitutes the qualified Brand Ambassador's consent to sponsor and its agents' use of the qualified Brand Ambassador's name, likeness, photograph, voice, opinions, and/or hometown, state, or province and country for Program purposes in any media, worldwide, without further notice, payment, or consideration, and where required, the qualified Brand Ambassador hereby grants to the sponsor an unlimited, worldwide, royalty-free, non-exhaustive, perpetual, and irrevocable license to use the qualified Brand Ambassador's name, likeness, photograph, voice, opinions, and/or hometown, state, or province and country for Incentive purposes in any media, worldwide, without further notice, payment, or consideration. Where prohibited, the sponsor will request earner's permission to use earner's name, likeness, and/or photograph for Program 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 qualified Brand Ambassador'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 the sponsor's reasonable control impairs the integrity or proper functioning of the Program, as determined by the sponsor in its sole discretion. The sponsor's 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.

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 Program; (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 Program; (d) technical or human error, which may occur in the administration of the Program; or (e) any injury or damage to persons or property, which may be caused, directly or indirectly, in whole or in part, from the qualified Brand Ambassador's participation in the Program or receipt or use or misuse of any bonus.

13. Disputes

Each qualified Brand Ambassador agrees that: (a) any and all disputes, claims, or causes of action arising out of or connected with this Program, or any bonuses 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 the qualified Brand Ambassador 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 Rules, or rights and obligations of the qualifiers and the sponsor in connection with this Program, shall be governed by the laws as described below:

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 QUÉBÉC ONLY:** Any litigation respecting the conduct or organization of a publicity Event 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 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.

14. Qualified Brand Ambassador's personal information

Information collected from qualified Brand Ambassadors are subject to the sponsor's Privacy Policy, which is available at the Privacy Center for the United States at <https://plexusworldwide.com/privacy-center?culture=en-US>. For Canada, <https://plexusworldwide.ca/privacy-center?culture=en-CA>. For Australia, <https://plexusworldwide.com.au/privacy-center?culture=en-AU>. By participating in this Program, each qualified Brand Ambassador expressly consents to the sponsor, its agents and/or representatives, storing, sharing, and using the personal information submitted only for the purpose of administering the Incentive and in accordance with sponsor's privacy policy. This section does not limit any other consent(s) that an individual may provide the sponsor or others in relation to the collection, use, and/or disclosure of their personal information.