

Leaders Retreat Program Official Rules

The 2020 Leaders Retreat (“Program”) is open to Ambassadors residing in the United States, Canada (excluding the Province of Quebec), Australia, New Zealand and Mexico who are of legal age by July 1, 2020. Employees of Plexus Worldwide, LLC, Plexus Canada Limited Partnership, Plexus Australia Pty Ltd and Plexus Worldwide Mexico S. DE R.L. DE C.V. (collectively referred to as the “Company” or “Plexus”) and its respective subsidiaries, affiliates, and agents, as well as the immediate family (spouse, parents, siblings and children) and household members of each such person are not eligible. The Program is subject to all applicable federal, state, and local laws and regulations and is void where prohibited by law. Program participants are referred to as “you” or “your.”

By participating in the Program, you fully and unconditionally agree to and accept these Official Rules and the Company’s decisions, which are final and binding in all matters related to the Program. Winning a prize (described below) is contingent upon fulfilling all requirements set forth herein.

Program period runs from July 1, 2020 at 12:00 a.m. USA ET through October 31, 2020 at 11:59 p.m. USA ET (the “Program Period”).

To be eligible to win a Program prize, you must be a “Qualified Ambassador” in “Good Standing” in accordance with Plexus’ Ambassador Agreement and Policies and Procedures throughout the Program Period and until the prize is awarded. “Qualified Ambassador” is defined as an individual who:

- (i) Has a paid and current Annual Membership;
- (ii) Has at least 100 in Personal Volume (PV), excluding Welcome Pack PV, through the monthly cycle end date. PV is defined as the volume received from each commissionable product that you or your customers purchase (excluding Welcome Pack PV) or must be qualified in the prior month.
- (iii) Is commission qualified in order to qualify for compression;
- (iv) Has earned the Leaders Retreat Trip by October 31, 2020*; and
- (v) Has completed registration and attend the 2021 Leaders Retreat Program Virtual Event to be held from January 8 – 9, 2021

*If you are eligible to attend the Leaders Retreat in 2020 and participate in this Program you must be in good standing.

“Good Standing” shall be defined to mean the following:

- (i) You have acknowledged and agreed to the 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.

Qualified Ambassadors have a chance to earn credits towards 2020 Leaders Retreat Program prizes. In order to earn Leaders Retreat credits, Qualified Ambassadors can do any of the following:

¹Space is limited. In the instance of the event being at maximum capacity before the Program concludes, Ambassadors who earned 800 credits or above will be entered on the event waitlist. When spots on the waitlist open during the Program period, Ambassadors will be notified of the opening.

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Personal Qualifications

To be eligible to participate in the Leaders Retreat Program Ambassadors must meet the following qualifications during the Program Period:

Enroll 4 New Personally Sponsored Level 1 Ambassadors or Customers during the Program Period. This can be a combination of Ambassadors and/or Customers.

1. Enroll New Personally Sponsored Ambassador with any Welcome Pack purchase within their first 30 days. Enrollment must be on or after July 1, 2020 (upgrades will count)
2. Enroll New Personally Sponsored Preferred or Retail Customer with an initial 50 USD or more order

Program Participant must be Commission Qualified in each month of the program (July, August, September, October) and in good standing. Compression will not apply.

Compression will not apply to Personal Qualifications.

How to Earn Credits

New Ambassador Enrollments

Enroll a new Ambassador with any Welcome Pack purchase within their first 30 days, enrollment must be on or after July 1, 2020 to October 31, 2020 (credits are awarded per Qualified Ambassador). A new Ambassador is defined as a person who has never been a Plexus Ambassador.

New Level 1 Personally Sponsored Ambassadors = 30 Credits with any Welcome Pack

New Level 2 Ambassadors = 20 Credits with any Welcome Pack

New Level 3 Ambassadors = 10 credits with any Welcome Pack

New Level 4 Ambassadors = 5 credits with any Welcome Pack

Ambassadors must: (i) be commission qualified in order to qualify for compression; (ii) have their Annual Membership current; (iii) have at least 100 PV in the current month; or (iv) be qualified in the prior month.

New Ambassador Personally Sponsored Retention Bonus: For each month following the enrollment of your new, Level 1 Ambassador, you can earn an additional 2 credits, per month, when your new, Level 1 Ambassador is commission qualified. Retention Credits will not count in the same calendar month of enrollment.

Existing Retail or Preferred Customers who upgrade within the Program Period will be eligible for upgrade credits. New Customer enrollments within the Program period who upgrade will be eligible for credits when they upgrade to an Ambassador only. Credits for upgrading from Retail Customer to Preferred Customer will not be awarded.

Refunds and Returns. Credits will be deducted for any initial orders return for each new Level 1– 4 Ambassador who signed up during the Program Period. Credits will be deducted on all 4 levels that were rewarded before the Program Period ends. These credits will reflect in a 0 amount on your Detail Reporting on your Leaders

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Retreat Dashboard. Program credits for any terminations during the Program Period will not roll up.

Any Ambassador Lead(s) received as part of the Plexus Leads Program will not apply towards the enrollment qualifications for the Leaders Retreat Program. Credit for any personal activity after the Leads assignment date will count toward their upline. Upgrades to Ambassador status will count. Ambassadors within 6 months of conversion date from Ambassador to Customer will not count towards qualifications for this promotion. Must be outside of the 6-month period to qualify.

New Preferred and Retail Customer Enrollments

Enroll a new Preferred Customer or Retail Customer with an initial order of 50 USD or more (credits are awarded per Preferred and Retail Customer)

New Level 1 Preferred Customer or Retail Customer = 5 credits

New Level 2 Preferred Customer or Retail Customer = 5 credits

New Level 3 Preferred Customer or Retail Customer = 5 credits

Ambassadors must: (i) be commission qualified in order to qualify for commission; (ii) have their Annual Membership current; (iii) have at least 100 PV in the current month; or (iv) be qualified in the prior month.

Personally Sponsored Retention Bonus: For each month following the enrollment of your new, Level 1 Preferred Customer or Retail Customer, you can earn an additional 2 credits, per month, when your new, Level 1 Preferred Customer or Retail Customer places a 50 USD order or more. Retention Credits will not count in the same calendar month of enrollment.

Existing Retail or Preferred Customers who upgrade to Ambassador within the Program Period will be eligible for upgrade credits. Downgrades will not count during the Program. Credits for upgrading from Retail Customer to Preferred Customer will not be awarded.

Refunds and Returns. Credits will be deducted for any returns for each new Level 1– 3 Customers who signed up during the Program Period. Credits will be deducted on all 3 levels that were rewarded before the Program Period ends. These credits will reflect in a 0 amount on your Detail Reporting on your Leaders Retreat Dashboard. Contest credits for any terminations during the Program Period will not roll up.

Any Customer Lead(s) received as part of the Plexus Leads Program will not apply towards the enrollment qualifications for the Leaders Retreat Program. Credit for any personal activity after the Leads assignment date will count toward their upline. Upgrades to Ambassador status will count towards this enrollment discount. Ambassadors within 6 months of conversion date from Ambassador to Customer will not count towards qualifications for this promotion. Must be outside of the 6-month period to qualify.

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Sample, 3-Day Trial Packs and 3-Day Challenge Packs Products:

If a new Customer signs up during the Program Period with an initial order of 50 USD or more, with or without Sample(s), 3-Day Challenge Pack and/or 3-Day Trial Packs, the order will be counted as their initial order and Credits will be awarded per the current Program rules.

If a new Customer signs up with an initial order below 50 USD that includes Sample(s), 3-Day Trial Packs and/or 3-Day Challenge Packs, the order will not count as the initial order and they will still have the opportunity to place an initial order of 50 USD or more to earn Credits during the Program Period.

Team Development Bonus

Develop Ambassadors on your team to Rank Advance (Silver - Diamond) within the Program Period

New Level 1 = 75 credits

New Level 2 = 50 credits

New Level 3 = 25 credits

Personally Sponsored Development Retention Bonus - Receive 15 credits per month when your New Personally Sponsored Ambassador maintains their new Silver – Diamond Pay Rank.

*Senior Silver is not an official Plexus Rank.

Personal Rank Advancement

Rank to Silver through Diamond Ambassador for the first time during the Program Period and earn the following credits:

Silver Rank Advancement = 100 credits

Senior Silver Achievement* = 125 credits

Gold Rank Advancement = 150 credits

Senior Gold Rank Advancement = 200 credits

Ruby Rank Advancement = 250 credits

Senior Ruby Rank Advancement = 300 credits

Emerald Rank Advancement = 300 credits

Sapphire Rank Advancement = 300 credits

Diamond Rank Advancement = 300 credits

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This is a one-time achievement rank bonus that can be earned once per new rank. When you rank up more than once in a month during the Leaders Retreat Program, you will collect the credits from each rank you pass on your way up.

Credits will be deducted for any returns for each new Level 1 – 3 Preferred or Retail Customer during the Program Period. Credits will be deducted on all 3 levels that were rewarded before the Program Period ends. Any returned orders that generate PV to earn credits, will need to be deducted before Program Period ends and credits must be subtracted and reflect as a negative credit on their dashboard.

Personal Volume Achievement Per Month

Personal Volume Achievement credits per month (July 2020 – October 2020)

200 - 499.99 PV = 25 credits

500 - 999.99 PV = 75 credits

1,000 PV and Above = 125 credits

An Ambassador can only earn 125 credits maximum per month based on their PV and 1st Level on their Preferred/Retail Customers.

Credits will be deducted for any returns during the Program Period. Any returned orders that generate PV to earn credits, will need to be deducted before Program Period ends and credits must be subtracted and reflect as a negative credit on their dashboard.

Prize Levels

Prize Levels: Please note, to earn Leaders Retreat Program Prize(s), all Ambassadors must qualify, complete registration to attend and attend the 2021 Leaders Retreat. If a Qualified Ambassador is unable to attend, does not complete registration for 2021 Leaders Retreat, all prizes will be forfeited, and no alternative prize will be given.

800 Credits – 500 USD Cash

1,200 Credits – 200 USD Cash

1,500 Credits – Virtual Private Reception

1,800 Credits – Plexus Branded Luggage

2,000 Credits – VIP e-Gift Experience and Reception

2,200 Credits – 600 USD Cash

2,800 Credits – 2,000 USD e-Gift Card Nordstrom Shopping Spree

Cash will be deposited through Hyperwallet.

*The 2,000 USD Shopping Spree to Nordstrom's will not be deposited in the form of cash for Australia, New Zealand, Canada and Mexico markets. Please note, the prizes are non-transferable; no substitution, exchange or transfer of prize will be allowed.

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The Company reserves the right to adjust enrollment, volume and/or awarded credits and prizes based on product returns and/or chargebacks.

In the event of product returns and/or chargebacks, the Company reserves the right to review and adjust the credits and awarded prize(s). If you have not yet received the official email notification that you have qualified to register and attend Leaders Retreat but feel as though you have met the qualifications and choose to move forward in booking travel, please be advised no refunds or reimbursements will be offered for any travel accommodations to include change or cancellation fees/hotel/airfare/car rental should you not meet the qualifications.

You must attend the Leaders Retreat in order to claim your prize(s). No substitution, exchange or transfer of prize by winner. Each prize winner is responsible for all federal, state, provincial and local taxes and fees associated with prize receipt and/or use. If an Ambassador who registers but does not attend the 2021 Leaders Retreat, Plexus will chargeback any Cash Payouts deposited on the Ambassadors Hyperwallet for any monetary prizes earned. The participation of any individual in this contest is solely at his/her own risk and responsibility. By participating, you agree that RULES ARE SUBJECT TO CHANGE WITHOUT NOTICE TO YOU.

All credit card payments for Ambassadors have to be in their own name and not that of their sponsor or upline Ambassador.

You expressly agree and consent to the Company's use of your name, likenesses, testimonials, gender, location, and all other information provided to the Company, for any and all purposes, including, but not limited to advertising, trade and/or promotion on behalf of the Company, without further limitation, restriction or compensation, unless prohibited by law. This includes permission for the Company to publish all aspects of your participation in this Program, including in any and all media worldwide, known or unknown, without limitation or additional compensation to you, and to use the submitted information, including for purposes of marketing and promotion, subject to the Company's privacy policies and to the extent permitted by law.

By participating in this Program, Participants agree to release, hold harmless, and agree to not institute any claim (including a class action claim) against the Company, and all co-sponsors of the Program and each of their respective parent companies, affiliates, subsidiaries, and their respective officers, directors, employees, agents, and representatives (collectively "Released Parties") from any and all liability whatsoever for any injuries, losses or damages of any kind from or in connection with, either directly or indirectly; (i) the awarding, acceptance, receipt, possession, use and/or misuse, of any prize awarded herein; and/or (ii) participation in the Program. IN NO EVENT WILL PLEXUS, ITS

AFFILIATES, SUBSIDIARIES AND RELATED COMPANIES, ITS ADVERTISING AND PROMOTIONAL AGENCIES, OR ITS DIRECTORS, OFFICERS, MEMBERS, PARTNERS, EMPLOYEES ATTORNEYS, AGENTS AND REPRESENTATIVES, BE RESPONSIBLE OR LIABLE FOR ANY DAMAGES OR LOSSES OF ANY KIND, WHETHER IN CONTRACT, TORT OR OTHERWISE AND INCLUDING INDIRECT, INCIDENTAL, CONSEQUENTIAL, SPECIAL OR EXEMPLARY DAMAGES (EVEN IF SUCH DAMAGES ARE FORESEEABLE, AND WHETHER OR NOT THE INDEMNIFIED PARTY HAS BEEN ADVISED OF THE POSSIBILITY OF SUCH DAMAGES) ARISING FROM THIS PROGRAM.

All issues and questions regarding the construction, validity, interpretation, and enforceability of these Program

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Leaders Retreat Program Official Rules

Rules, or the rights and obligations of Participants and Company in connection with the Program, shall be governed by, and construed in accordance with the laws of the State of Arizona without regard to conflicts of laws principles. The Participant agrees that all disputes in connection with this Program shall be resolved individually (and not via class action) and resolved exclusively before a court of competent jurisdiction located in Phoenix, Arizona, and Participant hereby agrees to personal jurisdiction of that court.

If the Program is not capable of running as planned due to tampering, unauthorized intervention, fraud, technical limitations or failures, any force majeure event (as described below) or any other cause which, in the sole opinion of the Company, could corrupt, compromise, undermine or otherwise affect the administration, security, fairness, integrity, viability or proper conduct of the Program, the Company reserves the right, in its sole and absolute discretion, to modify these Official Rules and/or to cancel, terminate, modify or suspend all or any part of the Program, and to select a winner from among all eligible Participants. In addition, the Company has the right to take all steps necessary to prevent and/or alleviate potential or actual gaming of the Program, including, but not limited to, suspending or terminating Participants found guilty of such activities, and disqualifying them from participating in the Program.

“Force Majeure” means acts of God, war, sabotage, riot, insurrection, civil commotion, national emergencies (whether in fact or law), strikes, lock outs or other industrial disturbance, accidents, internet failure, server failure, a failure of internet or software platforms provided by third parties, uncontrollable delays in transportation or the effect of any applicable laws, orders, rules or regulations, epidemics, pandemics and quarantines, such as, but not limited to the events connected with COVID-19 and any other matters beyond the reasonable control of the party claiming force majeure, whether similar to matters herein specifically enumerated or not.

We have no special knowledge regarding foreign entry requirements, unsafe conditions, health hazards, weather hazards, supplier bankruptcies, or the suitability for a disabled person of any type of travel. [For foreign entry requirements for U.S. citizens and State Department travel advisories, go to <http://travel.state.gov>.] If you are not a U.S. Citizen, go to your country’s website to find out the requirements for entry into your destination country. US Citizens can check for foreign health requirements and dangers, by going to <http://www.cdc.gov>. Citizens of other countries should seek information in your own country. You assume full and complete responsibility for checking and verifying any and all passport, visa, vaccination, or other entry requirements of your destination(s) and your connecting points, and all conditions regarding health, safety, security, political stability, and labor or civil unrest at such destination(s). You hereby release us from any claims resulting in whole or in part from any problem covered in this paragraph and any other causes not within our control, and to submit all other claims against us within 30 days after the return of your trip.

For a copy of Official Rules, send a self-addressed, stamped envelope for receipt by December 31, 2020 to the address below for your country of residence:

Plexus Worldwide, LLC, Attn: Mexico Pre-Enrollment Incentive, 9145 E. Pima Center Parkway, Scottsdale, Arizona 85258, USA.

Plexus Australia PTY LTD, Level 6, 100 Walker St., North Sydney, NSW 2060.

Plexus Canada Limited Partnership, 260 Centrum Blvd., Suite 201, Orleans, ON, Canada, K1E 3P4.

Plexus Worldwide Mexico S. DE R.L. DE C.V., Citi Tower, Ave. México 2582, Mezzanine Locales 6 and 7,

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Guadalajara, Jalisco 44600.

These Rules can also be accessed online at <https://d2xz00m0afizja.cloudfront.net/assets/leaders-retreat/2020-leaders-retreat-rules-en-us.pdf>

For US residents:

You have previously consented to Plexus sending you commercial electronic messages. Your personal information will be retained by the Company in the United States and you understand that the United States governments, courts or law enforcement or regulatory agencies will be able to obtain disclosure of your personal information through the laws of the United States. To opt-out of receiving such communications from Plexus, you must notify Plexus at privacy@plexusworldwide.com.

The Company reserves the right, in its sole discretion, to temporarily or permanently terminate, close, suspend, reinstate, modify or amend, in whole or in part, the Incentive 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.

All issues and questions regarding the construction, validity, interpretation, and enforceability of these Rules, or the rights and obligations of Participants and Company in connection with the Incentive Contest, shall be governed by, and construed in accordance with the laws of the State of Arizona without regard to conflicts of laws principles. The Participant agrees that all disputes in connection with this Incentive Contest shall be resolved individually, without resort to any form of class action, and exclusively before a court of competent jurisdiction located in Phoenix, Arizona, and Participant hereby agrees to personal jurisdiction of that court.

For residents of Australia and New Zealand:

NOTHING IN THESE TERMS AND CONDITIONS LIMITS, EXCLUDES OR MODIFIES OR PURPORTS TO LIMIT, EXCLUDE OR MODIFY THE STATUTORY CONSUMER GUARANTEES AS PROVIDED UNDER THE COMPETITION AND CONSUMER ACT 2010 (CTH).

This Incentive may include the collection of personal information which may be used by the Company in accordance with its Privacy Policy which can be viewed at <https://plexusworldwide.com/privacy-policy> and you agree to the collection and use of their information as described in the Company's Privacy Policy and for the purpose of conducting this Incentive and also agree that the Company may use this information, or disclose it to other organizations that may use it in any media for future promotional, marketing and publicity purposes without any further reference or payment to the entrant. If the Company does not collect your information you may not be able to participate in this promotion. This notice should be read in conjunction with our Privacy Policy, which contains information about how we handle your personal information (including personal information collected via our website) and how to contact us if you have any questions about our management of personal information. You have rights of access to and correction of your personal information under applicable privacy laws. The Company's Privacy Policy contains information about how Participants may opt out, access, update or correct their personal information, how Participants may complain about a breach of the Australian Privacy Principles or any other applicable law and how those complaints will be dealt with.

You can contact us at privacy@plexusworldwide.com or by writing to us at: Plexus Australia PTY LTD, Suite 613, 100 Walker St., North Sydney, NSW 2060, Attn: Legal Department, if you have any questions. The Company may

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disclose Participant's personal information to entities which operate outside of Australia and New Zealand, including in countries such as United States.

All issues and questions regarding the construction, validity, interpretation, and enforceability of these Rules, or the rights and obligations of Participants and Company in connection with the Incentive, shall be governed by, and construed in accordance with the laws of the State of New South Wales excluding that state's choice of law principles without regard to conflicts of laws principles. The Participant agrees that all disputes in connection with this Incentive shall be resolved individually (and not via class action) and resolved exclusively before a court of competent jurisdiction located in Sydney, New South Wales, and you hereby agree to personal jurisdiction of that court.

For residents of Canada:

Privacy. During this Incentive you may be sharing personal information with the Company. Personal information collected by the Company will be used for administering the Incentive and for awarding Offers. In addition, you agree to the Company using your personal information as described in the Privacy Policy found at the following website: <https://www.plexusworldwide.com/privacy-policy>. Please refer to the said Privacy Policy for important information regarding the collection, use and disclosure of personal information by the Company. The Company is not responsible for disclosures made by any third party. You may subsequently opt-out of receiving further emails as set forth in the Privacy Policy. PARTICIPANTS IN THIS INCENTIVE ACKNOWLEDGE AND AGREE THAT THEY HAVE READ AND CONSENT TO THE COMPANYS' PRIVACY POLICY AND TERMS OF SERVICE.

This Incentive is subject to all applicable federal, provincial, territorial and municipal laws of Canada and is void outside Canada or where prohibited by law.

Any and all disputes, claims and causes of action arising out of or connected with the Incentive or any Offers to be awarded, shall be resolved individually, without resort to any form of class action, and exclusively by the courts in York County, Ontario Canada; and any and all claims, judgments and awards shall be limited to actual out-of-pocket costs incurred, including costs associated with participating in the Incentive but in no event attorneys' fees. All issues and questions concerning the construction, validity, interpretation and enforceability of these official rules, or your rights and obligations and those of the Company and their agents in connection with the Incentive, shall be governed by, and construed in accordance with, the laws of Ontario Canada, without giving effect to any choice of law or conflict of law rules, which would cause the application of the laws of any jurisdiction other than Ontario Canada.

If any provision of these Rules or the application thereof to any person or circumstance shall, to any extent, be invalid or unenforceable, the remainder of these Rules, or the application of such provision to persons or circumstances other than those as to which it is held invalid or unenforceable, shall not be affected thereby and each provision of these Rules shall be valid and enforced to the fullest extent permitted by law and be independent of every other provision of these Rules.

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For residents of Mexico:

Privacy. During this Incentive you may be sharing personal information with the Company. Personal information collected by the Company will be used for administering the Incentive and for awarding Offers. In addition, you agree to the Company using your personal information as described in the Privacy Policy found at the following website: <https://www.plexusworldwide.com.mx/privacy-policy>. Please refer to the said Privacy Policy for important information regarding the collection, use and disclosure of personal information by the Company. The Company is not responsible for disclosures made by any third party. You may subsequently opt-out of receiving further emails as set forth in the Privacy Policy.

All issues and questions regarding the construction, validity, interpretation, and enforceability of these Rules, or the rights and obligations of Participants and Company in connection with the Incentive shall be governed by, and construed in accordance with the laws of Mexico without regard to conflicts of laws principles. The Participant agrees that all disputes in connection with this Incentive shall be resolved individually (and not via class action) and resolved exclusively before a court of competent jurisdiction located in Guadalajara, Mexico, and you hereby agree to personal jurisdiction of that court.

The Plexus 2020 Leaders Retreat is sponsored by:

For US residents: Plexus Worldwide, LLC, 9145 E. Pima Center Parkway, Scottsdale, Arizona 85258, USA.

For residents of Australia and New Zealand: Plexus Australia PTY LTD, Suite 613, 100 Walker St., North Sydney, NSW 2060.

For residents of Canada: Plexus Canada Limited Partnership, 260 Centrum Blvd., Suite 201, Orleans, ON, Canada, K1E 3P4 .

For residents of Mexico: Plexus Worldwide Mexico S. DE R.L. DE C.V., Citi Tower, Ave. México 2582, Mezzanine Locales 6 and 7, Guadalajara, Jalisco 44600.