

2020 Fast Start Program Official Rules

The 2020 Fast Start Program is open to Ambassadors residing in the United States and District Columbia, Canada, Australia, New Zealand and Mexico who are of legal age in their country of residence by July 1, 2020. We will be honoring any activity during June 2020 as an exception. Employees of Plexus Worldwide, LLC (the “Company” or “Plexus”) and its respective subsidiaries, affiliates, and agents, as well as the immediate family (spouse, parents, siblings and children) and the household members of each such person are not eligible. The Program is subject to all applicable federal, state, provincial and local laws and regulations and is void where prohibited by law. Program participants are referred to as “you”, “your” or “Participant”.

The 2020 Fast Start Program is sponsored by:

For residents of the U.S.: Plexus Worldwide, LLC, 9145 E. Pima Center Parkway, Scottsdale, Arizona 85258 U.S.A.

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

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

For residents of Mexico: Plexus Worldwide Mexico S. DE R.L. DE C.V., Plexus Worldwide México S. DE R.L. DE C.V., Ave. Américas 1545 – Piso 23 – 2331, Colonia Providencia, Guadalajara, Jalisco 44630.

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. Earning a cash bonus (described below) is contingent upon fulfilling all requirements set forth herein.

The Program period runs from July 1, 2020 at 12:00 a.m. USA ET. We will be honoring June 2020 activity as an exception.

This Program rewards your activity as an Ambassador. Chance plays no part in determining the results for the bonus.

To be eligible to earn the cash bonus, 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 bonus 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; and
- (iii) Is commissions qualified in order to qualify for compression.
- (iv) Places a Welcome Pack purchase within 30 days from enrollment date

“Good Standing” shall be defined to the meaning of 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.

The new Ambassador has the opportunity to achieve a Fast Start Bonus within 30 days for 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”).

Ambassadors that Rank Up to Silver, Senior Silver**, Gold, Sr. Gold, Ruby, and/or Sr. Ruby within the Rank Up Period time frame will earn the following bonus below:

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Fast Start Rank-Up Achievement Payouts:

First Time Rank Up Achievement	Ambassador Fast Start Bonus	Qualification Time Period ("Rank Up Period")	Bonus Payout for Ambassador & Sponsor
30-Day Silver Achievement	100 USD Cash Bonus + 100 USD Rank One-Time Achievement Bonus	Within 30 days from day one*	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 right timeframe.
Senior Silver Achievement**	150 USD Cash Bonus + 150 USD Senior Silver Program Bonus	By the end of the 2 nd full Calendar month following enrollment	Paid out monthly after commission close and marked as "other income".
Gold Rank	250 USD Cash Bonus + 250 USD Rank One-Time Achievement Bonus	By the end of the 3 rd full Calendar month following enrollment	Paid out monthly after commission close and marked as "other income".
Senior Gold Rank	350 USD Cash Bonus + 350 USD Rank One-Time Achievement Bonus	By the end of the 5 th full Calendar month following enrollment	Paid out monthly after commission close and marked as "other income".
Ruby Rank	500 USD Cash Bonus + 500 USD Rank One-Time Achievement Bonus	By the end of the 5 th full Calendar month following enrollment	Paid out monthly after commission close and marked as "other income".
Senior Ruby Rank	750 USD Cash Bonus + 750 USD Rank One-Time Achievement Bonus	By the end of the 5 th full Calendar month following enrollment	Paid out monthly after commission close and marked as "other income".

*Day one for the Fast Start Program is the day after your enrollment date with Plexus.

**Please note Senior Silver is not an official rank in the Plexus Compensation Plan.

To achieve the 30-Day Silver achievement, you must be: (i) a Qualified Ambassador; and (ii) have at least three personally sponsored Qualified Ambassadors with a purchase of a Welcome Pack and have at least 100 PV in commissionable product.

To reach the achievement of Senior Silver**, you must be a Qualified Ambassador and meet the following qualifications:

- Enrolled 3 Personally Sponsored Qualified Ambassadors (New or Existing) with a Welcome Pack purchase
- Achieved 50 points in your total Organization
- Achieved 10 points Outside your Primary Leg

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

To reach the rank of Sr. Gold, you must be (i) a Qualified Ambassador; (ii) have at least three personally sponsored Qualified Ambassadors with a Welcome Pack purchase and have at least 100 PV in commissionable product; and (iii) have 250 total Plexus Points in your organization, with 40 of those points coming from outside the Ambassadors primary leg. All 250 Plexus Points must come from the Ambassador's 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 Ambassadors with a Welcome Pack purchase and have at least 100 PV in commissionable product purchase; and (iii) have 500 total Plexus Points in your organization, with 100 of those points coming from outside the Ambassador's primary leg.

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

Fast Start Rank Up Achievement Bonuses will be paid out the following qualifying month via HyperWallet, 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. In order for the Sponsor to receive the \$50 Silver Sponsor Bonus, the new Ambassador must achieve the required qualifications within their first 30 days and officially Rank up to Silver by the end of the month in which their 30 days ends. 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 Sponsors earns per qualified Level 1 Ambassador. All Sponsor bonuses will be paid out after monthly commissions close and marked as "other income".

First Time Rank Up Achievement	Ambassador Incentive Cash Bonus	Sponsor Cash Bonus (Personal Level 1)
30-Day Silver Achievement	100 USD Cash Bonus	50 USD Cash Bonus
Senior Silver Achievement*	150 USD Cash Bonus	75 USD Cash Bonus
Gold Rank	250 USD Cash Bonus	125 USD Cash Bonus
Sr. Gold Rank	350 USD Cash Bonus	175 USD Cash Bonus
Ruby Rank	500 USD Cash Bonus	250 USD Cash Bonus
Sr. Ruby Rank	750 USD Cash Bonus	375 USD Cash Bonus

*Please note Senior Silver is not an official rank in the Plexus Compensation Plan.

The Fast Start bonus will be paid the following month after commissions close from the previous month. Qualified Ambassadors will be notified via the email address on file with the Company from the following month after you have qualified to earn the bonus.

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 Ambassadors will count as their current status at the end of the month.

Any returns, refunds and declined eCheck payments will count against the Ambassador qualifying for this Program. All credit card payments for Ambassadors must be in their own name and not that of the sponsor or upline. Anyone achieving the bonus that is non-compliant with the Plexus policies and procedures will not receive the payout. Random audits are at the discretion of Plexus Worldwide 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 towards any of the qualifications within the Program Period.

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Each Qualified Ambassador who earns the bonus is responsible for all federal, state, provincial and local taxes and fees associated with the bonus. The participation of any individual in this Program is solely at your own risk and responsibility. By participating, you agree that RULES ARE SUBJECT TO CHANGE WITHOUT NOTICE TO YOU.

By participating in this Program, you agree to be bound by these Official Rules and the decisions of the Company, which shall be final and binding in all respects.

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, you agree, to the maximum extent permitted by law, 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 bonus awarded herein; and/or (ii) participation in the Program. TO THE MAXIMUM EXTENT PERMITTED BY LAW, 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 CONTESTPROGRAM.

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

For U.S. 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.

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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 Program 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 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, 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 Program 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 Program 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 if you have any questions. The Company may 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 Program, 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 Program 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 Program you may be sharing personal information with the Company. Personal information collected by the Company will be used for administering the Program 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 PROGRAM ACKNOWLEDGE AND AGREE THAT THEY HAVE READ AND CONSENT TO THE COMPANY'S PRIVACY POLICY AND TERMS OF SERVICE.

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This Program 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 Program 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 Program 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 Program, 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.

For residents of Mexico:

Privacy. During this Program you may be sharing personal information with the Company. Personal information collected by the Company will be used for administering the Program 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.

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 Program 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 Program 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.

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: Fast Start 2020 Program, 9145 E. Pima Center Parkway, Scottsdale, Arizona 85258, USA.

Plexus Australia PTY LTD, Suite 613, 100 Walker St., North Sydney, NSW 2060.

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

For residents of Mexico: Plexus Worldwide México S. DE R.L. DE C.V., Ave. Américas 1545 – Piso 23 – 2331, Colonia Providencia, Guadalajara, Jalisco 44630.

These Rules can also be accessed online at <https://helpcenter.plexusworldwide.com/hc/en-us/articles/360044507472-Fast-Start-2020>