

# FREQUENTLY ASKED QUESTIONS *(Internal Only)*

## 2021 GLOBAL LEADERSHIP TEAMS GROWTH INCENTIVE FAQs

**Q: What is the Incentive's effective date?**

A: The extended Global Leadership Teams Growth Incentive will run from January 1, 2021, through December 31, 2021. Please see the specific details about qualifying for each bonus in the official Incentive rules document.

**Q: Does the Global Leadership Teams Growth Incentive apply to all Velocity markets?**

A: This Incentive will be available in all Velocity markets (pending any registration or notice requirements), excluding Vietnam. Please see your local market for details concerning eligibility and qualification. Mainland China operates under a separate and distinct business model and will not participate in this Incentive.

**Q: Are Global Leadership Teams Growth Incentive bonuses taxed differently than regular bonuses?**

A: Please see your local market for tax rules regarding this Incentive and any other Nu Skin bonuses.

**Q: Can I use Flex Blocks with this Incentive?**

A: Yes, all current Title determination rules apply (therefore, Flex Blocks may be used).

## LEADERSHIP ADVANCEMENT BONUS FAQs

**Q: Can I qualify for a Leadership Advancement Bonus if I haven't opted into Velocity Title determination?**

A: No. Only those who are subject to Velocity Title determination can qualify for Leadership Advancement Bonuses.

**Q: Why can't I qualify for this bonus if I am not subject to Velocity Title determination?**

A: The intent of this Incentive is to reward Leadership Team development with associated Leadership Team sales volume.

**Q: If I achieve a new title with pre-Velocity title determination, and then opt into Velocity Title determination the next month, will I qualify for the Leadership Advancement Bonus?**

A: No. Your new recognition title must be achieved through Velocity Title determination, which requires the development of Leadership Teams.

**Q: When will I receive my Leadership Advancement Bonuses?**

A: Leadership Advancement Bonuses will be paid with your other monthly pay, in the month following the completion of applicable requirements.

**Q: If I complete all requirements for a new recognition title mid-month, will that month count toward my bonus?**

A: Qualifying months for recognition title are determined in the monthly commission run and, therefore, only the full results of the completed month are considered and applicable.

**Q: Can I earn multiple Leadership Advancement Bonuses?**

A: Yes! If you achieve multiple new recognition titles during the Incentive period, you will receive a Leadership Advancement Bonus for each new title, according to the terms of this Incentive.

**Q: What if I advance more than one recognition title in a single month?**

A: If you advance more than one recognition title, you will receive a Leadership Advancement Bonus for each title that you successfully maintain, according to the terms of this Incentive.

Ex: If you advance from Brand Director (Emerald Director) to Executive Brand Director (Blue Diamond Director) for the first time in April, and complete your second and third months in May and June, you will receive the Senior Brand Director (Diamond Director) payment in June and the Executive Brand Director (Blue Diamond Director) payment in July.

**Q: I can qualify as a new Team Elite using a rolling 12-month calendar. Can I qualify for the Leadership Advancement Bonus at the same time?**

A: Yes, but you must complete your additional consecutive month (i.e. seventh Qualifying Month) no later than December 2021.

**Q: If I started Team Elite qualification in 2021, can I opt into Velocity Title determination before the end of my qualification and qualify for the Leadership Advancement Bonus?**

A: No. You must be subject to Velocity Title determination in all seven Team Elite Qualifying Months.

**Q: I achieved Team Elite before my account was terminated. Can I come back and qualify for any Leadership Advancement Bonuses?**

A: Yes. If your account was terminated, then you are starting your business over from the beginning. You will need to submit a new LOI and go through Qualification again.

**Q: If I complete my recognition title in December 2021, but have not yet completed my additional consecutive month paid at that new recognition title level, can I still earn the Leadership Advancement Bonus for that title?**

A: No. The additional consecutive month paid at the new recognition title level must be completed no later than December 2021.

**Q: What if I achieve my new recognition title, but not the additional consecutive month paid at that title?**

A: If you do not complete the consecutive month when you first achieve your new recognition title, you will forfeit the ability to earn a Leadership Advancement Bonus for that recognition title going forward.

**Q: What if I achieve one month paid at Executive Brand Director (Blue Diamond Director), but do not achieve my second consecutive month paid at that title to qualify for its recognition? Do I lose the opportunity to receive the Leadership Advancement Bonus?**

A: No, because you did not fully qualify to be recognized at Executive Brand Director (Blue Diamond Director), which requires achieving two consecutive paid months at that title. You can try again to achieve the recognition title and the third consecutive paid month, as long as all requirements are completed within the incentive period.

Please note that this is different from the Brand Director (Emerald Director) and Senior Brand Director (Diamond Director) titles, which only require a single paid month to achieve recognition.

**Q: What are some more examples of how the Leadership Advancement Bonus works?**

A: Please see the following chart:

| LEADERSHIP ADVANCEMENT BONUS                        | QUALIFYING MONTHS | BONUS PAID   |
|---|-------------------|--|
| Brand Director (Emerald Director)                   | March             | \$1,000 paid in May  |
|   | April             |  |
| Brand Director (Emerald Director)                   | April             | \$1,000 paid in June<br>+<br>\$2,000 paid in July  |
| Senior Brand Director (Diamond Director)            | May               |  |
|   | June              |  |
| Brand Director (Emerald Director)                   | April             | \$1,000 paid in June   |
| Senior Brand Director (Diamond Director)            | May               |  |
| Brand Director (Emerald Director)                   | June              |  |
| Senior Brand Director (Diamond Director)            | March             | \$3,000 paid in August   |
| Brand Director (Emerald Director)                   | April             |  |
| Executive Brand Director<br>(Blue Diamond Director) | May               |  |
|   | June              |  |
|   | July              |  |
| Brand Director (Emerald Director)                   | March             | \$1,000 paid in May<br>+<br>\$2,000 paid in June<br>+<br>\$3,000 paid in August<br>+<br>\$4,000 paid in January 2022 |
| Senior Brand Director (Diamond Director)            | April             |  |
| Executive Brand Director<br>(Blue Diamond Director) | May               |  |
| Team Elite  | June              |  |
|   | July              |  |
|   | August            |  |
|   | September         |  |
|   | October           |  |
|   | November          |  |
|   | December          |  |
| Team Elite  | March             | No Bonus (seventh month was not consecutive to sixth)  |
|   | April             |  |
|   | May               |  |
|   | June              |  |
|   | July              |  |
|   | August            |  |
|   | December          |  |

## TEAM ELITE MILESTONE BONUS FAQs

### Q: What do I have to do to receive Team Elite Milestone Bonuses?

A: To receive 2021 Team Elite Milestone Bonuses, you must complete six Team Elite Qualifying Months in 2021 for the 2022 Team Elite Trip, and complete all other Team Elite Milestone Bonus requirements, as seen in the official Incentive rules document.

### Q: How do I earn Team Elite Milestone Points?

A: You accumulate Team Elite Milestone Points for every new Leadership Advancement Bonus achieved in your G1–G6, your Business Builder Position G6, and your Presidential Director Business Builder Position G6.

### Q: Will I accumulate Team Elite Milestone Points all 12 calendar months of 2021 or only the months I'm paid as a Presidential Director?

A: You'll accumulate Team Elite Milestone Points every month that you are paid as a Brand Partner (Gold Partner) or above, from January 2021 through December 2021.

### Q: What is the final date I can start qualifying for Team Elite Milestone Bonuses?

A: July 2021 is the final month to start your Team Elite qualification to receive Team Elite Milestone Bonuses.

### Q: Will my Team Elite Milestone Points that I earned in 2020 roll over to the 2021 qualification period?

A: No. Team Elite Milestone Points accumulated in 2020 will not be carried forward to 2021.

### Q: In months when I'm not paid as an Executive Brand Director (Blue Diamond Director) or Presidential Director, do I still accumulate Team Elite Milestone Points from my Business Builder and Presidential Director Business Builder Positions?

A: Yes, during any months that you are still paid as a Brand Partner (Gold Partner) or above.

### Q: How can I check my Team Elite Milestone Points? Will there be a tracker page on Volumes & Genealogy (V&G)?

A: Team Elite Milestone Points are viewable on V&G.

### Q: If someone rolls up to my G1–G6, do I get to accumulate the Team Elite Milestone Points that they earned before they rolled up?

A: No. Team Elite Milestone Points earned previously; outside of your G1–G6, your Business Builder G6, and your Presidential Director Business Builder G6; will never be accumulated to you.

### Q: Do I get to keep Team Elite Milestone Points earned from an account if they then fall below their new recognition title?

A: Yes.

### Q: How do Team Elite Milestone Points accumulate from Business Builder Positions or Presidential Director Business Builder Positions?

A: You accumulate Team Elite Milestone Points for every new Leadership Advancement Bonus achieved in your G1–G6, your Business Builder Position G6, and your Presidential Director Business Builder Position G6. Business Builder Positions or Presidential Director Business Builder Positions do not accumulate Team Elite

Milestone Points. Any points you earn from Leadership Advancement Bonus achieved under your Business Builder and Presidential Director Business Builder Positions will accumulate to your Brand Affiliate Account.

**Q: Can I qualify for a Team Elite Milestone Bonus if I haven't opted into Velocity Title determination?**

A: The Team Elite Milestone Bonus is available to all Team Elites, regardless of whether you are subject to Velocity Title determination or pre-Velocity title determination.

**Q: When will I receive my Team Elite Milestone Bonuses?**

A: Team Elite Milestone Bonuses will be paid in January 2022 for the 2021 qualification period.

**Q: If I have G1–G6 Brand Representatives based in Vietnam, will their advancements in recognition titles accumulate me Team Elite Milestone Points?**

A: No, Nu Skin Brand Affiliates based in Vietnam are not eligible to earn any rewards nor count toward any requirements in regard to this Incentive.

**Q: Can more than one Team Elite receive Team Elite Milestone Points from the same Leadership Advancement Bonus achieved?**

A: Yes.

**Q: Will OSV be counted each month from my G1–G6, regardless of my Title that month?**

A: Yes.

**Q: Are there any encumbering rules for this OSV?**

A: No.

**Q: Will I be able to see my 2020 annual sales volume?**

A: Yes. Your 2021 vs 2020 comparison will appear in V&G.

**Q: When will I accumulate Team Elite Milestone Points for a new Executive Brand Director (Blue Diamond Director)?**

A: After their third consecutive month.

**Q: When will I accumulate Team Elite Milestone Points for a new Team Elite?**

A: After their seventh Qualifying Month (which must be consecutive with their sixth Qualifying Month).

**Q: In the months that I'm not paid as a Presidential Director, will I still accumulate Team Elite Milestone Points for my G1–G6, or just through my paid Generations?**

A: So long as you're paid as a Brand Partner (Gold Partner) or above, you'll accumulate Team Elite Milestone points all the way through your G1–G6.

**Q: If a leader in my G6 achieves new Brand Director (Emerald Director) in May, then in June they move to my G7, will I still earn Team Elite Milestone Points from their Leadership Advancement Bonus that month?**

A: No. You are only attributed Team Elite Milestone Points for those Leadership Advancement Bonuses achieved in your G1–G6, regardless of where a leader is when they start qualifying for said bonuses.