INCENTIVES
2020 – 2021

CHOICE REWARDS
REWARDS YOUR WAY

ANNUAL TRIP INCENTIVE PROGRAM
CHOICE REWARDS
REWARDS YOUR WAY
Noon, CT, August 1, 2020 – Noon, CT, August 1, 2021

ANNUAL TRIP INCENTIVE PROGRAM
SUN, SAND AND NORWEX
Noon, CT, July 1, 2020 – Noon, CT, July 1, 2021
Your incentives start here.

And they’re bigger and better than ever! Introducing Choice Rewards, the one-stop rewards center where you decide how and when to be rewarded. Discover all the exciting details on the next few pages.

And then strap on your sandals for our Sun, Sand and Norwex Hard Rock Punta Cana all-inclusive incentive trip! Dive into the details on page 10.
Your rewards await!

Welcome to Norwex Choice Rewards. We’ve consolidated and replaced Norwex Consultant monthly incentives, so you can now earn the rewards you want for activities you’re already doing. Use your Choice Rewards points however and whenever you like!

600 – 999 Points
Choose from home accessories, personal care, gift cards and more.

250 – 599 Points
Redeem your Choice Rewards points for Norwex Shopping Sprees, gift cards and more.

1,000 – 1,999 Points
Earn electronics, jewelry, sports and leisure items, luggage and more.
4,000 + Points
Earn Apple watches, iPads, designer accessories, jewelry, gift cards and much more!

2,000 – 3,999 Points
Redeem for handbags, kitchen accessories, watches, gift cards and more.

Earn points for activities you’re already doing!

Choice Rewards merchandise shown is subject to change based on model changes or availability at time of redemption. For the most up-to-date rewards selection, please visit your Consultant Office > My Business > Incentives Tracker.
Here’s how it works.

The Norwex Choice Rewards Program consolidates and replaces previous Norwex Consultant monthly incentives. It’s easy to earn Choice Rewards points that you can redeem whenever you like. Just keep doing what you’re already doing!

1. **Sales.** For every $250 in Personal Retail Sales you submit, you will earn 25 points.
2. **Parties.** For each Qualified Party* you will earn 25 points.
3. **Engagement.** For each month you are Engaged** you will earn 25 points.
4. **Team Building.** For every Personal New Consultant you add to your team who achieves $400 in Personal Retail Sales in the first 15 days of joining, you will earn 150 points plus a $50 Shopping Spree for this accomplishment.

*Maximum of 750 points per month may be earned on Personal Retail Sales.

**A Consultant who submits $250 in Personal Retail Sales in a month is considered Engaged for that month only.

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## Earn points for selling!

### Personal Retail Sales

<table>
<thead>
<tr>
<th>Total</th>
<th>Points Earned</th>
</tr>
</thead>
<tbody>
<tr>
<td>$250</td>
<td>25</td>
</tr>
<tr>
<td>$500</td>
<td>50</td>
</tr>
<tr>
<td>$750</td>
<td>75</td>
</tr>
<tr>
<td>$1,000</td>
<td>100</td>
</tr>
<tr>
<td>$1,250</td>
<td>125</td>
</tr>
<tr>
<td>$1,500</td>
<td>150</td>
</tr>
<tr>
<td>$1,750</td>
<td>175</td>
</tr>
<tr>
<td>$2,000</td>
<td>200</td>
</tr>
<tr>
<td>Each additional increment of $250*</td>
<td>25</td>
</tr>
</tbody>
</table>

*Maximum of 750 points per month may be earned on Personal Retail Sales.
Earn points for parties, engagement and team building.

By sharing the Norwex Mission and products each month, you will get closer to your next milestone!

<table>
<thead>
<tr>
<th>Activity</th>
<th>Points Earned</th>
</tr>
</thead>
<tbody>
<tr>
<td>Qualified Party</td>
<td>25</td>
</tr>
<tr>
<td>Engaged</td>
<td>25</td>
</tr>
<tr>
<td>Team Building</td>
<td>150</td>
</tr>
</tbody>
</table>

*$350 in Personal Retail Sales, 3 Buying Guests and 1 Booking.

**A Consultant who submits $250 in Personal Retail Sales in a month is considered Engaged for that month only.

***For every Personal New Consultant you add to your team who achieves $400 in Personal Retail Sales in their first 15 days of joining, you will earn 150 points plus a $50 Shopping Spree for this accomplishment.

Points add up fast by partying and team building each month!

4 + 2 + 2 Party Formula for Success example:

<table>
<thead>
<tr>
<th>Activity</th>
<th>Points Earned</th>
</tr>
</thead>
<tbody>
<tr>
<td>Personal Retail Sales $2,000</td>
<td>200</td>
</tr>
<tr>
<td>4 Parties at $500 each</td>
<td>100</td>
</tr>
<tr>
<td>Engaged</td>
<td>25</td>
</tr>
<tr>
<td>Team Builders will earn points when your New Consultant achieves $400 Personal Retail Sales within their first 15 days</td>
<td>150</td>
</tr>
<tr>
<td>Total Points</td>
<td>475</td>
</tr>
</tbody>
</table>
Four simple steps to earn!

1. Sales
2. Parties
3. Engagement
4. Team Building
Choice Rewards Program Rules

1. Program dates: Noon, CT, August 1, 2020 – Noon, CT, August 1, 2021.

2. Only Norwex Consultants in good standing throughout the Norwex Choice Rewards Program period are eligible to participate. Good standing is defined as a Consultant who is compliant with all Norwex Policies and Procedures.

3. Norwex Consultants who resign or are terminated, up to and during the Norwex Choice Rewards Program period, will forfeit all points.

4. Norwex may modify program or rewards or provide substitute rewards for similar items of same or equal value throughout the program.

5. To be considered an Engaged Consultant for any given month, you must submit $250 in Personal Retail Sales in that month.

6. Sales points are based on Personal Retail Sales.

7. Maximum points for Personal Retail Sales each month is capped at 750 points.

8. Team Builder points are earned when the Personal New Consultant achieves $400 Personal Retail Sales in their first 15 days.

9. Party points are based on Qualified Parties: $350 in Personal Retail Sales, 3 Buying Guests and 1 Booking.

10. Shopping Sprees earned through Choice Rewards must be redeemed within 90 days once the reward is selected and available to redeem on the Consultant Office. You can see expiration dates by going to My Business > Shopping Spree Balance. You have until midnight Central Time on your expiration date to use your spree.

11. Points cannot be purchased to reach a new point level.

12. Points are not transferable.

13. To verify points earned, visit your Consultant Office > My Business > Incentives Tracker.

14. To review points earned by your team members, visit your Consultant Office > Team Relationship Manager and select Incentive View.

Apple Watch
4000+ points

For more information or to see FAQs, visit your Consultant Office > Consultant Incentives. To redeem Choice Rewards points, visit your Consultant Office and click the Choice Rewards icon. Note: Norwex reserves the right to modify or replace any part of the terms and conditions, including, without limitation, Choice Rewards incentive and rewards, without notice.
SUN, SAND AND NORWEX

WHEN YOU TAKE NORWEX EVERYWHERE YOU GO, NORWEX WILL TAKE YOU WHERE YOU WANT TO GO.

Noon, CT, July 1, 2020 – Noon, CT, July 1, 2021
Destination: Punta Cana, Dominican Republic – Hard Rock Hotel & Casino All-Inclusive Experience

Travel Dates: February 3 – 7, 2022

Qualification Requirements:

- Trip for One, No Airfare
  Goal: 55,000 Trip Miles
  Minimum: 3 Personal New Consultants who each achieve $400 in Personal Retail Sales in their first 15 days.

- Trip for One, Airfare for One
  Goal: 70,000 Trip Miles
  Minimum: 4 Personal New Consultants who each achieve $400 in Personal Retail Sales in their first 15 days.

- Trip for Two, Airfare for One
  Goal: 85,000 Trip Miles
  Minimum: 6 Personal New Consultants who each achieve $400 in Personal Retail Sales in their first 15 days.

- Trip for Two, Airfare for Two
  Goal: 100,000 Trip Miles
  Minimum: 8 Personal New Consultants who each achieve $400 in Personal Retail Sales in their first 15 days.

- Trip for Two, Airfare for Two PLUS $100 Trip Cash
  Goal: 125,000 Trip Miles
  Minimum: 10 Personal New Consultants who each achieve $400 in Personal Retail Sales in their first 15 days.

- Trip for Two, Airfare for Two PLUS $150 Trip Cash
  Goal: 140,000 Trip Miles
  Minimum: 12 Personal New Consultants who each achieve $400 in Personal Retail Sales in their first 15 days.
Top 20 Achievers

with the highest Trip Miles
(Top 10 in Canada and Top 10 in U.S.)
will be upgraded to Caribbean Diamond Suites.
How to earn Trip Miles:

Personal Retail Sales Trip Miles

- Earn 1 Trip Mile for every Personal Retail Sales dollar.

Qualified Personal New Consultants’ Trip Miles

- Earn 500 Trip Miles for every Qualified Personal New Consultant.* A Qualified Personal New Consultant is a Consultant you personally add to your team who meets the required sales threshold.*

Leadership Development Trip Miles

- Earn 750 Trip Miles for every Personal Consultant you promote to a new Leadership title.
  - Personal Consultant must promote to a new title during the official Earning Period.
  - Only first-time promotions to a new title are eligible to qualify for 750 Trip Miles.
- Earn 750 Trip Miles when you personally promote to a new Leadership title.
  - Must promote to a new title during the official Earning Period.
  - Only first-time personal promotions to a new title are eligible to qualify for 750 Trip Miles.

Conference Attendance Trip Miles

- Earn 1,000 Trip Miles by attending National Conference 2020.
- Earn 1,000 Trip miles by attending Leadership Conference 2021.

To verify total Trip Miles earned to date, visit your Consultant Office > My Business > Incentives Tracker.
*Sales threshold is based on Starter Kit selection.
Trip Miles will apply to the Annual Trip Incentive running at the time of qualification.
Punta Cana Trip Rules

1. All Consultant participants must be 18 years of age or older as of July 1, 2020, or when they join Norwex during the Earning Period to participate.

2. Air travel will be arranged from a major Canadian or U.S. gateway city through a Norwex-chosen travel agency. Expenses to and from the airport are the responsibility of the Consultant. Norwex will determine the major Canadian or U.S. gateway city.

3. Accommodations are based on double occupancy for all Consultants. (For example, someone who earns a trip for one with/without air will share a room with another achiever of a trip for one with/without air.)

4. Buy-ins for guests to Punta Cana will be available based on availability and capacity requirements. To be considered a guest, the individual may not be a Norwex Consultant.

5. The cost of buy-ins for Punta Cana will be published at a later date. Children’s buy-ins may necessitate additional fees and/or a second room.

6. Only Norwex Consultants in good standing throughout the official Earning Period, up to and including the time of travel, are eligible to participate in the Annual 2020 – 2021 Incentive Trip. Good standing is defined as a Consultant who is compliant with all Norwex Policies and Procedures.

7. Norwex Consultants who resign or are terminated, up to and including time of travel, will forfeit all incentive Trip Miles.

8. The travel dates to Punta Cana are February 3 – 7, 2022.

9. Achievers must notify their Home Office in writing should they choose to decline the trip award. Norwex will consider that notification final and no further changes will be accepted.

10. For the 2020 – 2021 Incentive Trip, if you had a Personal New Consultant sign up in June of 2020 who qualified in August of 2020, the Trip Miles will count toward the 2020 – 2021 Incentive Trip.

11. “Trip Miles” are redeemable only as part of this program and are not associated with or redeemable in any other offer or program.

For more information, visit: www.mcisemi.com/norwexpuntacana2021.
Picture yourself in paradise!

CAN YOU SEE YOURSELF HERE? WE CAN, TOO.
YOU HAVE EVERYTHING YOU NEED TO EARN YOUR SPOT IN THE SUN,
AND WE’RE HERE TO SUPPORT YOU EVERY STEP OF THE WAY.
FILL YOUR CALENDAR AND PARTY YOUR WAY
TO PARADISE STARTING TODAY!