



2020 TEAM ELITE PROGRAM

EFFECTIVE AS OF JANUARY 1, 2020

The Team Elite Program is intended to promote longterm, sustainable growth through sales to consumers. This program applies to the 2021 Team Elite Trip and is governed by the following rules (“Qualification Rules”). These Qualification Rules are unrelated to our Mainland China business, which does not participate in Nu Skin’s Global Sales Performance Plan and operates under a different business model.

TEAM ELITE BENEFITS

- 2020/2021 Team Elite Recognition at Global, Regional, and Market Events
- Team Elite Pin or Diamond Pin Insert
- All Current Team Elite—Corporate and Regional Wall of Fame Recognition for two years
- New 15-Year Team Elite—Nu Skin Walk of Fame Engraving

TEAM ELITE QUALIFICATION

QUALIFICATION REQUIREMENTS: *6 QUALIFYING MONTHS (QUALIFYING MONTHS DO NOT NEED TO BE CONSECUTIVE)	
New Qualification Period: Rolling 12 months to be finished by March 31, 2021 Re-qualifying Qualification Period: January 1, 2020–December 31, 2020	
Pre-Velocity	Velocity
**15 Qualified G1 Brand Representatives (Breakaway Executives)	6 G1 Brand Representatives 4 Leadership Teams: 1 with 10,000+ Leadership Team Sales Volume 1 with 20,000+ Leadership Team Sales Volume 1 with 30,000+ Leadership Team Sales Volume 1 with 40,000+ Leadership Team Sales Volume

TEAM ELITE TRIP BENEFITS

- 2021 Team Elite Trip
- 2021 Team Elite Trip Gifts

TEAM ELITE TRIP QUALIFICATION

In order to qualify for the Team Elite Trip, you must complete a Maintenance Period in addition to fulfilling the Team Elite Qualification requirements above.

MAINTENANCE PERIOD: JANUARY-MARCH 2021

Pre-Velocity	Velocity
<p align="center">**12 Qualified G1 Brand Representatives (Breakaway Executives)</p>	<p align="center">6 G1 Brand Representatives</p> <p align="center">3 Leadership Teams: 1 with 10,000+ Leadership Team Sales Volume 1 with 20,000+ Leadership Team Sales Volume 1 with 30,000+ Leadership Team Sales Volume</p>

*Each Qualifying Month must be achieved pursuant to whichever Title Determination requirements you are subject to that month. The 6 Qualifying Months may include any combination of Qualifying Months achieved under Pre-Velocity and Velocity requirements. Qualifying Months can only be used for one Team Elite Trip Qualification Period.

**A Qualified G1 Brand Representative (Breakaway Executive) is (1) a G1 Brand Representative (Breakaway Executive) or (2) a G1 Demoting Brand Representative (Executive) who has a Brand Representative (Executive) in their organization, including a Brand Representative (Executive) using Flex Blocks.

TERMS AND CONDITIONS

You acknowledge and agree that your participation in the Team Elite Trip Program constitutes your full and unconditional agreement to and acceptance of the Qualification Rules, including these terms and conditions.

- Any Brand Affiliate in good standing may participate in the Team Elite Trip Program. A Brand Affiliate who violates the terms and conditions of their Brand Affiliate Agreement or these Qualification Rules may be deemed ineligible. Eligibility for all Team Elite Trip benefits is based on meeting all requirements of the applicable Sales Performance Plan, including all monthly customer sales requirements.
- Qualified Team Elite Trip participants ("Participants") will receive two economy class airline tickets per Brand Affiliate Account from their nearest major airport (as determined by the Company) to the selected destination. The Company will determine the maximum allotment price per ticket. Any additional costs are the responsibility of the Participants.
- The Company will pay for all Company-sponsored meals, activities, and events for a maximum of two people per Brand Affiliate Account. Meals, activities, and events outside those sponsored by the Company are the responsibility of the Participants. The total cost of the Team Elite Trip will vary each year. If more than two people from a Brand Affiliate Account elect to participate in a trip, all additional costs will be the responsibility of the Participant. Eligibility of children and immediate family members to attend the trip may be determined by the Company at a later date.
- Airline upgrade requests will be the responsibility of the Participants.
- Participants will receive one room per Brand Affiliate Account for the length of the trip, as determined by the Company.
- Participants may only attend the trip for which they have qualified. The Company will not honor a request to attend a future trip, regardless of circumstances.
- The 2021 Team Elite Trip is not transferable and does not have any cash value.
- Participants will be solely responsible for all obtaining any identification documents, passports, visas, and any other travel documents necessary for domestic and international travel.
- Participants will provide the Company with a designated credit card to cover personal expenses beyond what the Company has agreed to pay for. Participants authorize the Company to charge the designated credit cards for all personal expenses incurred by the Participants and their traveling companions, including all related fees, charges, and applicable taxes.
- The following may participate as a Brand Affiliate Account's second attendee, at the Company's discretion:
 - An immediate family member (child, sibling, parent, or grandparent) or a significant other; and
 - A non-Brand Representative Brand Affiliate who has never achieved the rank of Brand Representative or higher.
- The value of the Team Elite Trip may be considered a benefit in kind by the tax authorities in your market and deemed taxable income to Participants. Nu Skin is legally required to report the total benefit in kind per person to the tax authorities. All taxes are the sole responsibility of the Participants who receive them. Nu Skin advises each Participant to seek advice from his/her tax consultant to determine whether all or any part of the value of the Team Elite Trip needs to be declared to the tax authorities. Nu Skin will provide the exact value of the Team Elite Trip upon request. Participants agree that Nu Skin will not be responsible for the payment of any taxes, fines or penalties incurred by the Participants by attending the Team Elite Trip and/or failing to properly report the trip on their tax returns.
- The Company reserves the right to audit and assess the validity of a Participant's Brand Affiliate Account and their related sales volume. Any Participant's Brand Affiliate Account that was established in violation of the requirements set forth in the Brand Affiliate Agreement and applicable Sales Performance Plan will be considered invalid and may result in disciplinary action. It is strictly prohibited for Brand Affiliates to use false identification numbers, false names, or false accounts; to buy additional product to maintain or achieve a title; to use any other form of manipulation that violates the terms and conditions of the applicable Sales Performance Plan, or its spirit and intent; or to encourage others to perform any prohibited action.
- The Company reserves the right to (i) modify or terminate the Team Elite Trip Program or (ii) modify the Qualification Rules at any time based on performance, participation, or other factors, at the Company's sole discretion.
- In the event the Company determines that any manipulation of the applicable Sales Performance Plan or Qualification Rules has occurred, the Company may, at its discretion, withhold Team Elite Trip benefits, take any actions provided under the Brand Affiliate Agreement, and seek to recover any expenditures or other costs associated with the Team Elite Trip, or any other costs incurred by the Company as a result of the manipulation, including withholding future sales compensation.
- The meaning of capitalized terms not defined in these Qualification Rules may be found in your Brand Affiliate Agreement, applicable Sales Performance Plan, or Policies and Procedures. For the purposes of these Qualification Rules, "Company" refers to Nu Skin International, Inc., and its affiliates.

