



2016 President's Club Leader's Board
Transfer Pool (n=21)
August 2016



Geo Code (Original)	Effective Transfer Month	Geo Code (Current)	Geo Name (Current)	Team (Current)	Incumbent	Eligible	Interim Award Status	Q1		Q2		Q3 QTD (August)		Q4 QTD		YTD		
								Rank Percentile	Nation Rank	Rank Percentile	Nation Rank	Rank Percentile	Nation Rank	Rank Percentile	Nation Rank	Average Quarterly Percentile	Rank Percentile	Nation Rank
1740305	7/1/16	1740324	Valdosta, GA	Butrans	Kimberly Hanks	Yes	Trending PC; Top 2 Trending PC; Top 2 Trending BPA; Next 1 Nat	84.05%	(64)	91.88%	(33)	99.02%	(3)			91.65%	100.00%	1
1750801	7/1/16	1730502	St. Louis Metro East Nor	Hysingla ER	Albertus Barber	Yes		87.09%	(52)	79.70%	(81)	66.75%	(128)			77.85%	95.24%	2
1760704	5/2/16	1760121	Provo, UT	Butrans	Brandon Guzzo	Yes		62.03%	(151)	79.80%	(42)	83.25%	(35)			75.03%	90.48%	3
1760341	6/1/16	1760206	Kennewick, WA	Hysingla ER	Bonnie Pollard	Yes		81.82%	(3)	50.00%	(7)	63.35%	(141)			65.06%	85.71%	4
1740206	5/1/16	1740204	Rome, GA	Hysingla ER	Cherilyn Calia	No		19.49%	(319)	77.41%	(90)	58.90%	(158)			51.94%	80.95%	5
1760204	7/1/16	1760243	Coeur D Alene, ID	Portfolio	Ricky Pegram	Yes		49.87%	(199)	55.84%	(175)	50.00%	(8)			51.90%	76.19%	6
1760221	6/1/16	1760207	Spokane, WA	Hysingla ER	Shane Clark	No		52.22%	(98)	42.86%	(117)	45.03%	(211)			46.70%	71.43%	7
1750900	6/15/16	1750300	Dallas, TX	DBM	James Galluccio	No		54.24%	(28)	16.95%	(50)	66.10%	(21)			45.76%	66.67%	8
1760206	6/1/16	1760221	Spokane, WA	Butrans	Manuel Ascencio	Yes		47.85%	(207)	58.88%	(163)	22.66%	(158)			43.13%	61.91%	9
1730121	6/1/16	1730103	Johnson City, TN	Hysingla ER	Robin West	Yes		73.89%	(54)	27.59%	(148)	24.08%	(291)			41.85%	57.14%	10
1730301	5/10/16	1730321	Memphis, TN	Butrans	Naomi Shaner	No		26.58%	(291)	46.80%	(109)	47.29%	(108)			40.22%	52.38%	11
1750902	5/18/16	1750916	Boulder, CO (II)	Hysingla ER	Tracy Jones	No		60.51%	(157)	33.00%	(265)	25.13%	(286)			39.54%	47.62%	12
1760207	6/1/16	1750707	Glendale, AZ	Hysingla ER	Joan Ambriz	No		32.66%	(267)	61.93%	(151)	20.94%	(303)			38.51%	42.86%	13
1730602	7/1/16	1760808	Los Angeles East, CA	Hysingla ER	Lisa St. Aubin	No		81.77%	(73)	7.36%	(366)	23.04%	(295)			37.39%	38.10%	14
1750920	6/15/16	1750900	Denver, CO	DBM	Andrea Buechel	No		40.89%	(121)	49.75%	(103)	15.25%	(51)			35.30%	33.33%	15
1740805	5/1/16	1740723	Mobile, AL	Butrans	Elizabeth Williams	No		54.68%	(180)	34.48%	(134)	14.78%	(174)			34.65%	28.57%	16
1750703	5/2/16	1760700	Las Vegas, NV	DBM	Christopher Hausbeck	No		16.46%	(331)	35.59%	(39)	37.29%	(38)			29.78%	23.81%	17
1730603	6/20/16	1730900	Minneapolis, MN	DBM	Garry Colquitt	No		36.46%	(252)	42.13%	(229)	5.09%	(57)			27.89%	19.05%	18
1730906	7/1/16	1730943	Minneapolis South, MN	Portfolio	Shawn Gerlach	No		45.82%	(215)	2.54%	(381)	7.14%	(12)			18.50%	14.29%	19
1730907	7/1/16	1730942	Minneapolis North, MN	Portfolio	Nancy O'Kane	No		20.25%	(316)	19.04%	(320)	7.14%	(12)			15.48%	9.52%	20
1720701	6/1/2016	1730121	Johnson City, TN	Butrans	Carrie Young	No		7.60%	(366)	2.54%	(381)	11.82%	(180)			7.32%	4.76%	21

Note that President's Club eligibility, for transfers and promotions, is detailed in Section 8.2 of the “2016 IC Eligibility Sales Bulletin #1 (Amended July 8, 2016)”

The 2016 President’s Club rankings now shows “interim status,” based on current territory trending. Final award winners are dependent on a full 12-months of geography performance and incumbent eligibility.

2016 President’s Club Ranking

Performance Criteria:

- ➡ % of Target Earnings (normalizes for different IC targets for TBM I/TBM II)
 - ⦿ Highest average % of Target Earnings over all four quarters will be ranked #1
- ➡ Ranked within Teams (Hysingla, Butrans, Portfolio, ATBM, District)
- ➡ Territory’s Annual (12 Month) performance is ranked (Associates are eligible in the geography where they are active for 8 or more months in the program year)
 - ⦿ Field associates must also be active in field for 150 business days
 - ⦿ Individual IC Eligibility is not considered in Territory Ranks
 - ⦿ Associate performance rankings are not prorated across transfer assignments
- ➡ IC earnings may include contest earnings (Q2 Summer SURGE Earnings will apply to Award rankings, whereas Spring FORWARD ePoints will not)
- ➡ IC earnings do not include DFT/RFT payments
- ➡ Territory earnings for New Hires are applied to rankings directly. Capitated ranges for new hire periods -- 75% or 125% -- are not considered for rankings.

Eligibility Criteria:

- ➡ Field Associates must be employed and in good standing for the performance year, up to and including the Award trip date (Spring 2017) in order to participate in President’s Club and other Sales Awards
- ➡ Must be hired on or before April 1, 2016 to participate, and active 8 months in winning assignment
- ➡ The transferees must be in top 50% percentile for 1st half 2016 (YTD June) to be eligible
- ➡ Leaves of Absence (LOAs) are not considered active periods in assignments (as defined in Section 6 of 2016 IC Eligibility document)
- ➡ Awards do not cascade, if a winning assignment does not have an eligible associate assigned

2016 President's Club Details

Sales	National Winners	Regional Winners	Total Winners	Business Performance Award (BPA) Next 5% Nationally
Hysingla ER Territory	# 1: Top (1) Hysingla ER Territory Nationally Then, Top (27) Territories Nationally	Then, Top (2) Territories per Region (12)	Up to 40 Territories	Next 3 Hysingla ER Territories per Region
Butrans Territory	# 1: Top (1) Butrans Territory Then, Top (14) Territories Nationally	Then, Top (1) Territories per Region (6)	Up to 21 Territories	Next 2 Butrans Territories per Region
Portfolio Territory	#1: Top (1) Territory Nationally		Up to 1 Territory	Next 1 Portfolio Territory Nationally
Account TBM	Top (2) Nationally		Up to 2 ATBMs	Next 1 ATBM Nationally
Transfer Pool	Top (2) Eligible Transferees, Nationally	--	Up to 2 Nationally Must be in top 50% percentile for 1st half 2016 (YTD June) to be eligible	Next 1 Nationally
District	Top (3) Districts Nationally	Then, Top 1 District per Region (6)	Up to 9 Districts	N/A