



2016 President's Club Leader's Board
Portfolio Team (n=14)
August 2016



					Q1		Q2		Q3 QTD (August)		Q4 QTD		YTD			
Territory Code	Territory Name	Incumbent TBM	Eligible	Interim Award Status	Target Earnings %	Nation Rank	Target Earnings %	Nation Rank	Target Earnings %	Nation Rank	Target Earnings %	Nation Rank	Target Earnings %	YTD Rank Percentile	Nation Rank	Region Rank
1760841	Santa Barbara, CA	Lisa Shahaden	Yes	Trending PC; Top 1	112.29%	(1)	121.78%	(1)	57.24%	(3)			97.10%	100.00%	1	1
1760340	Anchorage, AK	Bartley McRorie	Yes	Trending BPA; Next 1 Nat	92.51%	(2)	84.83%	(2)	92.44%	(1)			89.93%	90.91%	2	2
1760241	Missoula, MT	Thomas McColly	Yes		78.85%	(5)	68.91%	(4)	86.96%	(2)			78.24%	81.82%	3	3
1760640	Eureka, CA	Gary Starling	Yes		49.43%	(9)	77.50%	(3)	44.54%	(4)			57.16%	72.73%	4	4
1760840	Honolulu, HI	Jessica Perez-Mesa	Yes		79.48%	(4)	51.14%	(6)	20.83%	(10)			50.48%	63.64%	5	5
1760240	Billings, MT	Brady Ryan	Yes		62.49%	(7)	52.01%	(5)	35.82%	(7)			50.10%	54.55%	6	6
1760140	Casper, WY	Jennifer Trupp	Yes		67.86%	(6)	27.62%	(9)	44.44%	(5)			46.64%	45.46%	7	7
1730940	Saint Cloud, MN	Vacant	No		53.17%	(8)	32.15%	(8)	14.25%	(12)			33.19%	36.36%	8	1
1750940	Grand Junction, CO	Kelli Kessell	Yes		43.53%	(379)	14.25%	(12)	40.98%	(6)			32.92%	27.27%	9	1
1740640	San Juan, PR	Osvaldo Fernandez	Yes		41.87%	(11)	24.17%	(10)	32.40%	(9)			32.81%	18.18%	10	1
1730944	Fargo, ND	Mark Rice	Yes		43.39%	(10)	16.88%	(11)	14.81%	(11)			25.02%	9.09%	11	2
1730942	Minneapolis North, MN	Nancy O'Kane	No						14.25%	(12)						
1730943	Minneapolis South, MN	Shawn Gerlach	No						14.25%	(12)						
1760243	Coeur D Alene, ID	Ricky Pegram	No						35.40%	(8)						
1760341	Yakima, WA	Bonnie Pollard	Yes		84.22%	(3)	36.01%	(7)								

Interim Award Status is subject to overall year-end performance and individual eligibility. The company reserves the revise this program based on market conditions.

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