



2016 President's Club Leader's Board  
Account TBM Team (n=20)  
August 2016



Territory Code	Territory Name	Incumbent ATBM	Eligible	Interim Award Status	Q1		Q2		Q3 QTD (August)		Q4 QTD		YTD			
					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
1740550	Florida	Suzanne Birchfield	Yes	Trending PC; Top 2	98.97%	(5)	107.95%	(1)	72.06%	(3)			92.99%	100.00%	1	1
1740950	Louisiana / Mississippi	Sharon Chambers	Yes	Trending PC; Top 2	98.09%	(6)	102.68%	(2)	64.14%	(5)			88.30%	94.44%	2	2
1740750	Florida / S.Georgia - Military	Mitchell Fisher	Yes	Trending BPA; Next 1 Nat	99.09%	(3)	82.00%	(4)	73.37%	(2)			84.82%	88.89%	3	3
1721050	Virginia / North Carolina	Nancy Williams	Yes		108.48%	(1)	83.50%	(3)	59.87%	(7)			83.95%	83.33%	4	1
1720250	Ohio / Michigan	Vacant	No		99.06%	(4)	78.89%	(5)	54.33%	(10)			77.43%	77.78%	5	2
1750350	Dallas and Ft. Worth	Rebecca Colon	Yes		97.89%	(7)	65.88%	(11)	62.52%	(6)			75.43%	72.22%	6	1
1710750	New Jersey / Pennsylvania	Heather Koser	Yes		96.69%	(8)	78.14%	(6)	50.41%	(13)			75.08%	66.67%	7	1
1731150	Nashville	Julie Albertson	No		99.21%	(2)	71.56%	(8)	50.60%	(12)			73.79%	61.11%	8	1
1720650	Washington DC / MD / KY	Ashley Bhalla	Yes		94.63%	(10)	74.33%	(7)	51.10%	(11)			73.35%	55.56%	9	3
1750250	Houston	Carla James	Yes		88.68%	(13)	67.37%	(10)	59.70%	(8)			71.92%	50.00%	10	2
1731151	St. Louis	DeAnn Kenehan	Yes		95.21%	(9)	71.17%	(9)	46.07%	(14)			70.82%	44.44%	11	2
1710350	New York	Kristeen Andronescu	No		93.46%	(11)	64.81%	(13)	44.84%	(15)			67.71%	38.89%	12	2
1731152	Chicago, IL	Lynn Wolfe	No		88.66%	(14)	49.92%	(16)	57.79%	(9)			65.46%	33.33%	13	3
1760150	Salt Lake City / Washington	Max Dahl	Yes		84.85%	(16)	65.61%	(12)	40.70%	(16)			63.72%	27.78%	14	1
1710150	New England	Patrick Gallagher	Yes		89.81%	(12)	60.62%	(14)	39.24%	(18)			63.22%	22.22%	15	3
1760650	Northern California/Oregon	Carol England	Yes		87.15%	(15)	54.20%	(15)	36.54%	(19)			59.30%	16.67%	16	2
1760750	Southern California/Nevada	Miles Ludovice Jr	Yes		82.00%	(18)	49.05%	(17)	40.59%	(17)			57.21%	11.11%	17	3
1750750	Arizona	Jan Kane	Yes		84.13%	(17)	34.41%	(18)	23.61%	(20)			47.38%	5.56%	18	3
1750150	Little Rock, AR	Hope Jones Batts	No						140.42%	(1)						
1750850	Tulsa, OK	Kelly Davidson	No						68.82%	(4)						

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