

## Executive Leadership Apprentice Program

# Primary Influencer & Candidate Agreement

This Executive Leadership Apprentice Program (hereinafter "Program") and Primary Influencer & Candidate Agreement (hereinafter "Agreement") is entered into, and between Anovite and the undersigned. The purpose of the agreement is two fold. FIRST... to set out a strategic plan for rising stars of Anovite to become Primary Influencers **before they achieve the Executive Rank**, and SECOND... to bind Anovite and the undersigned to the contractual commitments set forth herein.

Based upon the foregoing, for good and valuable consideration received, Anovite and the undersigned agree and intend to be bound to the following:

- 1) **Overview:** Anovite is offering an official and exclusive invitation only... Executive Leadership Apprentice Program for rising stars striving toward the Executive rank allowing them to receive special benefits (see below) and share in the 3% Global Primary Influencer Pool **BEFORE** achieving the Executive rank. Requirements and conditions apply therefore the need for an agreement.

*NOTE: Once an Associate achieves the Executive Rank they are considered a Primary Influencer allowing them to earn from the 3% Global Primary Influencer Pool. In addition... Executives and higher ranks may be invited to participate in the Leadership Advisory Board. Executive and higher ranks (as Primary Influencers) may also be invited to participate in special Primary Influencer calls, meetings, events, and trips.*

- 2) **Primary Influencer Candidates:** The program is designed and put in place to develop and reward the undersigned who shall be identified as candidates and must perform per this agreement during the time period set below. Candidates must be nominated by an Anovite independent associate in good standing and vetted and approved by Anovite. Once qualified (see below) and meet on-going qualifications (see below) Candidates are referred to and recognized as **Primary Influencers**.
- 3) **Agreement Use:** Anovite associates can use this program as a tool to help identify, develop leadership, and reward rising stars in their organization.

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**4) Primary Influencer Candidate Benefits:**

- a) During the qualification period... Five [5] Sample packs can be sent at no charge, if packs are successful, meaning 2 or more of the 5 purchase products are successful in obtaining customers and/or distributors; Anovite will continue to send out up to 5 prospect sample packs per month provided both parties agree that adequate success is coming from the said sample packs.
- b) Leadership development and mentorship from other Primary Influencers.

**5) Primary Influencer Benefits:**

- a) Share in 3% Global Weekly BV Pool per compensation plan, Primary Influencer Pool.
- b) Customer and Associate orphans may be assigned.
- c) If qualified may be invited on an exclusive once-a-year trip (to be determined by Anovite) with company executives.
- d) Up to 15 Sample Packs per month can be sent out at no charge.
- e) Recognition as a Primary Influencer at all events;
- f) Use Primary Influencer title on all marketing materials, and signature line of emails;
- g) Individual picture on the Anovite website;
- h) Continued Leadership development and mentorship from other Primary Influencers.
- i) Primary Influencers (by vote) make up to 50% of the distributor advisory board.

**6) Primary Influencer Candidate Qualifications:**

- a) Must become BRONZE (per the comp plan) or achieve 20,000 uncapped enrollment tree Total GV (QV) last 5 weeks and maintain for 90 days. If rank or volume drops for two weeks in a row clock starts over. Only one requalification attempt is allowed.
- b) Participate and/or conduct trainings to downline associates and participate in company conference calls/webinars and attend all PI/PIC calls.
- c) Weekly self-reporting via form (and eventually a PI/PIC Portal).**
- d) Having met the requirements above candidate is now a **PRIMARY INFLUENCER**.

See Chart next page...

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**Weekly Requirements - Self Reporting via form (eventually PI/PIC Portal)**

	<b>Rank or Total GV*</b> (QV) (last 5 weeks)	<b>Minimum Packs Sold Personally Within Last 90 Days</b>	<b>PQV</b>	<b>Cust QV</b>	<b>Months From Start</b>	<b>Orphan Assign</b>	<b>PI Pool</b>
PIC	Bronze or 20,000*	3	100	50	3	-	-
PI	Bronze or 25,000*	3	200	100	4-6	YES**	YES
PI	Silver or 30,000*	2	200	100	7-12	YES**	YES
PI	Gold or 50,000*	2	300	200	13-17	YES**	YES
PI	100,000*	1	300	200	18	YES**	YES

*\*Total GV - Uncapped Enrollment Tree Group Sales Volume (QV) last 5 weeks can be used to meet requirements.*

*\*\*Orphans who are found later to belong to another associate will be reassigned and replaced.*

**7) Primary Influencer Qualifications** (see chart above):

- a) 4-6 months from start date maintain Bronze or higher rank or 25,000 uncapped enrollment tree Total GV (QV) last 5 weeks.
- b) 7-12 months from start date achieve and maintain Silver or higher rank or 30,000 uncapped enrollment tree Total GV (QV) last 5 weeks.
- c) 13-17 months from start date achieve and maintain Gold or higher rank or 50,000 uncapped enrollment tree Total GV (QV) last 5 weeks.
- d) 18th month onward from start date maintain 100,000 or more last 5 weeks uncapped enrollment tree Total GV (QV).
- e) Participate and/or conduct trainings to downline associates and participate in company conference calls/webinars and attend all PI calls.

**f) Weekly self-reporting via form (and eventually a PI/PIC Portal).**

*If you don't report you don't get orphans or pool that week.*

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- 8) **Grace Period Rules:** In the event a Primary Influencer falls off of qualification benefits of Primary Influencer could be temporarily suspended (subject to growth statistics). Primary Influencers have 60 days to re-qualify before benefits under this Agreement are ended.
- 9) **Governing Law and Jurisdiction:** This Letter of Intent and Agreement shall be governed by the laws of the State of Utah and jurisdiction concerning any litigation surrounding the terms and conditions of this Agreement shall be in the Fourth Judicial District Court of Utah County.
- 10) **Entire Agreement:** It is expressly understood and agreed that this Agreement may not be altered, amended, modified or otherwise changed in any respect whatsoever except in writing executed by duly authorized representatives of the Parties thereto. It is further expressly understood and agreed that this Agreement is subordinate and subject to Anovite's policies and procedures.

DATED: \_\_\_\_\_, 2020

DATED: \_\_\_\_\_, 2020

\_\_\_\_\_  
Signature  
Dr. Anthony Kleinsmith, Anovite

\_\_\_\_\_  
Signature - Candidate

\_\_\_\_\_  
Print Name - Candidate