

xyngular

# PASSPORT

P R O G R A M

Experience a life of adventure with the Xyngular Passport Program. This one-of-a-kind program lets you celebrate year after year with friends and loved ones in unforgettable destinations! Sure, some companies have sales retreats for their top recruiters, but no one does it quite like Xyngular.





*Xyngular Passport trips always include flights for two, accommodations, and transportation to and from your destination.*



## Headquarter Retreat

Unwind and recharge during a two-night escape with a guest. This experience includes a peek behind the scenes at Xyngular and powerful, personalized insights to help fuel your next stage of growth.

*Volume Requirement: 10,000 QV for two consecutive months.*



## Directors Invitational

Take a well-deserved break during this escape designed just for our rising leaders. Enjoy meaningful connection, a beautiful setting, and time to relax and reflect on your success—all while feeling truly appreciated.

*Volume Requirement: 20,000 QV for two consecutive months.*



## Momentum Getaway

Celebrate your hard work in a sunny destination where memories are made. One curated experience is included for you and your guest—perfect for creating connection and joy.

*Volume Requirement: 50,000 QV for two consecutive months.*



## Executive Escape

Step into a world of luxury and adventure with our most exclusive trip yet. From remarkable meals to jaw-dropping sights, this retreat will leave you inspired, energized, and celebrated.

*Volume Requirement: 100,000 QV for two consecutive months.*



## Rejuvenation Retreat

This experience is the perfect blend of calm and clarity. An exclusive activity and personalized review from our executive team will help you feel both refreshed and refocused.

*Volume Requirement: 150,000 QV for two consecutive months.*





## South Pacific Expedition

Trade the noise for peace and turquoise waters. You and a guest will enjoy stunning beaches, crystal-clear lagoons, and deluxe accommodations that feel like a dream.

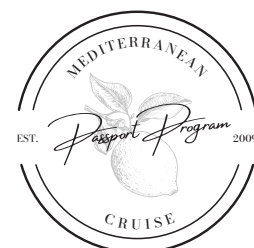
*Volume Requirement: 250,000 QV for two consecutive months.*



## Mediterranean Cruise

Kick off your journey in style before setting sail across sparkling seas. With unforgettable views, flavorful food, and world-famous ports of call, this cruise gives you Europe like never before.

*Volume Requirement: 500,000 QV for two consecutive months.*



## Exclusive Jewelry Experience

Enjoy a VIP shopping experience at Tiffany & Co.—fully covered by Xyngular. Then relax in style with a luxury hotel stay, sunshine, and your favorite guest.

*Volume Requirement: 1,000,000 QV for two consecutive months.*



## Personalized Bucket List Experience

Want to chase the Northern Lights? Book a private concert? Heli-ski? Work with our Recognition Concierge to design the ultimate trip that brings your biggest dreams to life.

*Volume Requirement: 2,000,000 QV for two consecutive months.*



## Luxury European Vacation

Get whisked away through some of the most beautiful destinations in Europe. With incredible food, world-class art, and picture-perfect scenery, this journey is one you'll never forget.

*Volume Requirement: 2,500,000 QV for two consecutive months.*





Personalized Dream Vacation

When your passport is full, the world is yours. Our elite Recognition Concierge will help plan every detail of your perfect getaway—tailored to you and your wildest dreams.



Volume Requirement: 5,000,000 QV for two consecutive months.

	<p><b>Headquarter Retreat</b></p> <p>Sundance, UT</p>	August *
	<p><b>Directors Invitational</b></p> <p>Charelston, SC</p>	September*
	<p><b>Momentum Getaway</b></p> <p>Bahamas</p>	May*
	<p><b>Executive Esape</b></p> <p>Dubai, UAE</p>	November*
	<p><b>Mentor Retreat</b></p> <p>Sedona, AZ</p>	March*
	<p><b>South Pacific Expedition</b></p> <p>Maldives</p>	June*
	<p><b>Mediterranean Cruise</b></p> <p>Europe</p>	August*
	<p><b>Exclusive Jewelry Experience</b></p>	As Earned
	<p><b>Personalized Bucket List</b></p>	As Earned
	<p><b>5-Star Eurpean Vacation.</b></p> <p>Europe</p>	As Earned
	<p><b>Personalized Dream Vacation</b></p>	As Earned

## Terms & Conditions

### Eligible Markets:

• United States • U.S. Territories • Canada • Philippines • NFR-Approved Markets

### Qualification Requirements:

- Passport trip qualifiers must meet QV requirements for two consecutive months to be eligible to attend a Passport event or trip.
- Passport trip qualifiers must maintain the required volume metric (see below) until the final Cut-Off Month for each respective trip. Cut-Off Month shall be defined as the end of the fourth month prior to the trip date. If a Brand Partner qualifies following the Cut-Off Month for a respective trip, they are eligible for the subsequent trip date.

### Maintenance Requirements:

- To redeem select Passport trips—including the Headquarter Retreat, Directors Invitational, Momentum Getaway, Executive Escape and Rejuvenation Retreat trips—Brand Partners must be within one rank below the qualification requirement once within three months of the final Cut-Off Month.
- To redeem select Passport trips—including the South Pacific Expedition, Mediterranean Cruise, Exclusive Jewelry Experience, Bucket List Experience, Luxury European Vacation, and Personalized Dream Vacation—Brand Partners must be within 90% of the required volume at least once within three months of the final Cut-Off Month.

### Cash Award Qualifications:

- Cash Event Awards are earned upon qualification and will be celebrated at Xyngular's Annual Convention if the Brand Partner is in attendance. While attendance is not required to receive the cash award, those present will be recognized on stage. The redemption amount will be paid within **10 business days following the award trip date** and will be issued through the Brand Partner's standard commission payment method (e.g., e-wallet).

### Destination Qualifications:

- For passport trips that include a guest, the qualifying Brand Partner may bring a spouse or immediate family member age 18 or older. Children are only invited to the Momentum Getaway. Brand Partners are responsible for the full cost (flights, meals, accommodations, etc.) for these guests, and availability is not guaranteed.
- A Brand Partner may not bring another Brand Partner as their guest on a Passport trip, unless they share a joint account. In the case of a shared account (two Brand Partners operating under one account), the account qualifies for the trip once, and the two individuals may attend together as the qualifier and guest. No additional guests will be permitted.
- Passport trips are limited to one per household and/or partnership.
- Passport trips are non-transferable and cannot be canceled for credit once airfare and accommodations are booked.
- Brand Partners who cancel after standard cancellation deadlines (typically the registration period outlined in each trip invitation) will forfeit their eligibility for the passport trip.
- North American attendees include accommodations for Brand Partner and guest, transportation to/from destination airport, and select meals. If a guest is traveling from outside North America, International Travel Policies below apply.
- All attendees outside of North America receive airfare, meals, and accommodation for one individual. If an attendee outside North America would like to bring a guest, they can do so by covering the airfare and/or travel cost of their guest, including incidentals (this includes, but is not limited to, luggage, airport parking/transfer fees, travel meals, transportation outside of event dates, etc.), if applicable.
- Brand Partners have 12 months from qualifying to redeem their: Headquarter Retreat and Director Invitational. Trips from Momentum Getaway and above may be deferred once (per deferral policies below). After that, if not redeemed, the trip is forfeited.

### Travel Policies:

- If no response is received during the registration period following a passport trip invitation, Xyngular will consider the passport trip declined and forfeited.
- Travel must be booked through Xyngular's designated travel partners, and Brand Partners are required to respond to flight booking emails within 48 hours. Xyngular provides a **set flight budget for each trip** to help ensure that qualified Brand Partners are able to bring a guest. Specific flight requests are not guaranteed and may incur additional costs, which will be the responsibility of the Brand Partner.
- Transportation is provided only within the official passport trip dates.
- All passport trip incidentals (this includes, but is not limited to, luggage, airport parking fees, travel meals, transportation outside of event dates, etc.) are at the Brand Partner's expense.
- Brand Partner must be in attendance to receive any event gifting. No gifts can be picked up for a Brand Partner or guest that could not attend the Passport trip. Gifts cannot be purchased and are not for resale.
- Passport trip upgrades and room assignments are based on availability, must be requested at registration, and any additional costs are the Brand Partner's responsibility.
- All participants must comply with current health or travel entry requirements for the destination.
- Cancellation Policy – All cancellations must be submitted before the close of the designated registration window. Brand Partners who do not cancel within this timeframe will forfeit their passport trip. Exceptions may be considered in the event of a documented emergency.
- Post-Registration Travel Changes – Requests for travel modifications—including flights, accommodations, and transportation—must be made during the registration period. While Xyngular will make every effort to accommodate changes after registration, any additional costs incurred as a result of those changes will be the responsibility of the Brand Partner.
- Driving & Parking Reimbursement – If a Brand Partner elects to drive to the event instead of flying, Xyngular will reimburse up to the equivalent of a round-trip flight from the Brand Partner's home city or the federally established mileage rate—whichever amount is lower. Reimbursements will not include incidental expenses such as tolls, meals, lodging, or parking.

### International Brand Partner Travel Guidelines

- International Terms Applicability
  - All terms listed under the "International Brand Partner" sections apply to any Brand Partner residing **outside of North America** (United States, Canada, and Mexico). This includes, but is not limited to, policies regarding passport trip inclusions, guest travel coordination, visa requirements, documentation timelines, and eligibility for cash redemption or deferral.
  - Brand Partners residing outside of North America are encouraged to review the International Terms carefully to ensure full understanding of program requirements and timelines.
- **Trip Inclusions**
  - International Brand Partners will receive airfare and accommodations for one individual as part of their qualified Passport Trip. You may bring one guest (18 years or older) by covering all additional guest airline or travel expenses, including airport transfers, incidentals, independently.
  - If you plan to bring a guest, you must notify the Events Team and register your guest by the official close of registration. Failure to register your guest by the deadline may result in the guest not being able to attend.
- **Guest Travel Coordination**
  - International Brand Partners are required to use Xyngular's designated travel agency to coordinate guest travel at their own expense, to help ensure your guest's flights align with your schedule and that all travel arrangements meet program standards.

### • Visa & Travel Documentation

- It is the responsibility of the International Brand Partner to secure all necessary travel documents, including visas. Upon invitation, Brand Partners may request official documentation from Xyngular to assist with their visa application process. All associated costs and timelines—including application fees, processing times, and documentation requirements—are the sole responsibility of the Brand Partner.
- Required travel documents must be completed and valid by both the registration deadline and the travel dates. If securing the necessary documentation is not possible, the Brand Partner must notify the Xyngular Events Team in writing before the close of the registration period to either:
  - Request a deferral to the next eligible passport trip (see deferral policy below), or
  - Request a cash redemption of up to 70% of the passport trip value, in accordance with Passport Program policies.

### Deferral Policy

- Brand Partners may request to defer their qualified Passport Trip to the next scheduled trip offering only under the following circumstances:
  - **Qualifying Deferral Requests:**
    - Medical-related reasons (including pregnancy or physician-imposed travel restrictions)
    - International travel visa restrictions
    - Serious events involving immediate family (such as death or childbirth)
  - **Non-Qualifying Deferral Requests:**
    - If a Brand Partner requests a deferral for reasons outside of the approved deferral exceptions (such as medical or visa-related circumstances), they may be granted a one-time deferral at Xyngular's discretion. In these cases, the Brand Partner must attend the next available scheduled trip.
    - If the Brand Partner does not attend the next offered trip, the award will be forfeited in full—including eligibility for a cash redemption.
  - **Deferral Request Requirements:**
    - Deferral requests must be submitted in writing to the Xyngular Events Team.
    - Supporting documentation must be included with the request.
    - Notification must be received either:
      - Immediately upon receiving the official invitation to the passport trip, or
      - Prior to the close of the registration period for the qualified passport trip.

### • Please note:

- Deferred trips must be used for the **next available qualifying trip offering**.
- If your deferral request meets the requirements above, you may elect, instead, to take a cash redemption of **up to 70%** of the value of the trip. OR you may defer until the next trip. If you elect to defer until the next trip, the passport maintenance requirements shall apply.

### Cash Redemption Policy

- Brand Partners may opt to receive a **cash redemption of up to 70% of the passport trip value** in lieu of attending the earned passport trip.

### • Eligibility Requirements:

To be eligible for this cash redemption option, the following conditions must be met:

- The Brand Partner must qualify for deferral under the current Passport Program Deferral Policy.
- The Brand Partner must notify the Xyngular Events Team in writing **prior to the close of the registration period** for the qualified trip.
- The Brand Partner must submit supporting documentation for Qualifying Deferral Requests along with the written request.
- The Brand Partner must clearly state that they are opting for the cash redemption in lieu of passport trip deferral.
- **Please note:**
  - The redemption amount will not exceed 70% of the total estimated value of the earned trip.
  - The redemption amount will be paid within 10 business days following the award trip date and will be paid to them via the normal commission payment mechanism (i.e. e-wallet).
  - The redemption amount may not be transferred, gifted, or applied as a credit toward future trips or events.
  - Once the cash redemption has been issued, the trip is considered fulfilled and may not be re-earned or deferred.

### Consent to Capture:

- By attending any Xyngular-sponsored incentive trip, you grant Xyngular the right to:
  - Record and photograph you during the event.
  - Use your name, image, voice, and likeness in photos, videos, and audio recordings for marketing, promotions, and recaps.

### Brand Partner Code of Conduct:

- Xyngular events are a celebration of our shared values—positivity, integrity, and respect.
- By attending, you agree to represent the company in a professional and uplifting manner.
- If a Brand Partner's behavior does not reflect these values, they may be disqualified from attending future events or passport trips.
- Any behavior violations during the passport trip may result in removal from the event and loss of future passport trip eligibility.

### Force Majeure:

- Xyngular reserves the right to cancel, postpone, modify, and/or offer a cash redemption for any incentive trip due to circumstances beyond our control. This includes, but is not limited to, natural disasters, pandemics, travel restrictions, or acts of government.

### General:

- Open to all active **Xyngular Partners**.
- Partners must be 120 PV qualified in the months of meeting volume requirements.
- Passport trips can only be re-earned or earned at a reduced volume requirement during the promotional period.
- All Brand Partners must be active and in good standing with Xyngular at the time of the passport trips to maintain eligibility.
- Xyngular reserves the right to audit qualifications and **deny or revoke bonuses** if fraud or manipulation is suspected or cancel the promotion at any time.
- Xyngular reserves the right to modify, extend, or terminate this promotion at any time without prior notice.
- This promo **does not replace or alter** any existing compensation plan rules.
- The market value of any passport trip attended will be reported on your annual tax documents as earnings. The Brand Partner is responsible for all applicable taxes, as outlined in the Xyngular Brand Partner Policies & Procedures.
- Passport trip value includes airfare, hotels, meals, excursions, and more. Upon request, we'll share an estimated passport trip value when you qualify to help with tax planning.
- Xyngular reserves the right to audit how volume was earned towards the Passport Program. If it is determined that volume was earned due to volume rolling up, that volume may be deemed as ineligible to count towards Passport Program volume qualifications.
- If Xyngular cancels a trip for any reason, including Force Majeure, Xyngular shall have the right to offer a cash redemption option of up to 70% of the value of the earned trip. Brand Partner has the right to either accept the cash redemption value **OR** defer until the next trip date. If Partner defers to the next trip date, all applicable maintenance requirements shall apply to that trip.
- All rules and awards are subject to change.