

RODAN+FIELDS®

JANUARY CONSULTANT ENROLLMENT OFFER (Global)

January 4, 2021 – January 31, 2021*

TERMS AND CONDITIONS

Section 1: Promotion Eligibility

All new Consultants who enroll from January 4, 2021 – January 31, 2021* will receive a free Active Hydration Bright Eye Complex included in their Business Starter Pack.

Section 2: Promotional Period

In the United States and Canada, the Promotional Period begins on January 4, 2021 at 12:01 a.m. PT and ends on January 31, 2021 at 11:59 p.m. PT

*In Australia, the Promotional Period begins 4 January 2021 at 7:01 p.m. AEDT and ends 1 February, 2021 at 6:59 p.m. AEDT.

Section 3: Promotional Rebate and Qualifications

In order to be eligible for the Consultant enrollment offer, the new Consultant must enroll within the promotional period.

Section 4: Other Terms

- The JANUARY CONSULTANT ENROLLMENT Offer is a free promotion offered in addition to other Commission, Award, and Bonus programs in effect during the qualification period of the promotion. The Offer does not modify or replace the R+F Compensation Plan. For further details and definitions under the R+F Compensation Plan, please see the R+F Policies and Procedures.
- Commissions, Awards, and Performance Bonuses earned through special programs or incentives are considered income. ** Each Consultant is responsible for paying all applicable taxes on such income, whether derived from monetary or non-monetary compensation. Please refer to Section 5m of the Policies and Procedures for additional information.
- This Promotion is subject to all applicable laws and is void where prohibited. If, in R+F's opinion, there is any suspected or actual evidence of fraud, electronic or non-electronic tampering or unauthorized intervention with any portion of this Promotion, or if fraud or technical difficulties of any sort (e.g., computer viruses, bugs) compromise the integrity of the Promotion, R+F reserves the right to terminate the Promotion. Any attempt to deliberately damage the R+F website or undermine the legitimate operation of the Promotion may be in violation of the U.S. criminal and civil laws and will result in disqualification from the Promotion. Should such an attempt be made, R+F reserves the right to seek remedies and damages (including attorney's fees) to the fullest extent of the law, including pursuing criminal prosecution.

FOR GLOBAL USE

RODAN+FIELDS®

- By participating, each participant fully and unconditionally agrees to be bound by and accepts these Terms & Conditions.
- By participating, each participant forever, fully and irrevocably releases and holds harmless R+F and its parents, subsidiaries and affiliates, and all of their respective employees, officers, directors, shareholders and agents from and against all claims, damages or liabilities arising in whole or in part, directly or indirectly, from participation in the Promotion.
- R+F is not responsible for: technical failures of any kind, including but not limited to the malfunctioning of any telephone, computer online systems, computer equipment, website, server provider, network, hardware or software; the unavailability or inaccessibility of any website or service; unauthorized intervention in any part of the entry process or the Promotion; printing, typographical, electronic or human errors, which may occur in the offer or administration of the Promotion or the processing of entries; or any injury or damage to persons or property, including but not limited to participants' computer, which may be caused, directly or indirectly, in whole or in part, from participation in the Promotion.
- Participants in the U.S. and Canada agree that: (a) any and all disputes, claims and causes of action arising out of or connected with this Promotion shall be resolved individually, without resort to any form of class action, and solely and exclusively in a federal or state court located in San Francisco, California; participants submit to sole and exclusive personal jurisdiction to said courts in the State of California for any such dispute and irrevocably waive any and all rights to object to such jurisdiction; (b) any and all claims, judgements, and awards shall be limited to actual out-of-pocket costs incurred, but in no event attorneys' fees; and (c) under no circumstances will participants be permitted to obtain awards for, and participants hereby waive all rights to claim punitive, incidental, consequential, and any other damages, other than for actual out-of-pocket expenses, and any and all rights to have damages multiplied or otherwise increased. SOME JURISDICTIONS DO NOT ALLOW THE LIMITATION OR EXCLUSION OF LIABILITY FOR INCIDENTAL OR CONSEQUENTIAL DAMAGES, SO THE ABOVE MAY NOT APPLY TO YOU. All issues and questions concerning the construction, validity, interpretation and enforceability of these Terms & Conditions, or the rights and obligations of Participants or R+F in connection with the Promotion shall be governed by, and construed in accordance with, the laws of the State of California, United States, without giving effect to any choice of law or conflict of law rules or provisions (whether of the State of California, the United States, Canada or any other jurisdiction), which would cause the application of the laws of any jurisdiction other than the State of California or Canadian law.

In Australia, disputes shall be settled exclusively by confidential, final binding arbitration before a single arbitrator in Sydney, New South Wales, in accordance with the then prevailing Resolution Institute Arbitration Rules.

For further information, contact Sales Support at 415-273-8000 or via e-mail at SalesSupport@rodanandfields.com in the US or 1-855-RFCANADA or via e-mail at

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SalesSupportCA@rodanandfields.com in Canada or 1800 731 860 or via email at SalesSupportAU@rodanandfields.com in Australia.

**For further information regarding potential earnings and income under the Rodan + Fields Compensation Plan, see the U.S. [Income Disclosure Statement](#) or CAN [Income Disclosure Statement](#).