
2023 Immunotec Incentive Trip Rules and Regulations Canada & United States & Dominican Republic

Qualifications:

1. The qualification period for Xventure23 runs from **January 1, 2023, until August 31, 2023**. Canadian Consultants will have the Hard Rock – Punta Cana destination as their default option. For US and Dominican Republic Consultants, there are two destinations available to choose from: Hard Rock Resort – Punta Cana or Marriott New York. All trip achievers must choose their destination before the registration deadline. The deadline for confirming attendance to the incentive trip is September 20, 2023.
2. You can find more details about the qualification criteria and rewards in the Xventure23 brochure, which is available in the Business Center. To access it, go to the Resources Library, select the Events and Incentives category, and then click on Xventure23.
3. Only purchases that have paid in full for during the qualification period will be converted into trip credits, partial payments do not accumulate trip credits.
4. Trip credits are accumulated in the account of the Consultant, and the count is finalized at the official close of each month during the qualification period, which may include adjustments from returned or exchanged products.
5. Consultants qualified for the incentive trip must have an active account at the time of the trip in order to participate. In addition, they must have an active account during September and October in order to participate in the incentive trip.
6. Qualifying Consultants must be in good standing with Immunotec and not be in violation of the Policies & Procedures in order to participate in the trip. Consultants who are directly or indirectly involved in an open compliance investigation are not eligible for the trip.
7. All Immunotec registered Consultants from Canada, United States and Dominican Republic are eligible to participate and attend the incentive trip.
8. The acceptance of the incentive trip by a Consultant grants Immunotec permission to use their name, photos, or videos in further promotional and communication materials of the incentive trip, without this generating any type of benefit in favor of the Consultant.
9. For accounts registered as companies, in which more than one Consultant may be involved, only 1 (one) Consultant may participate in the incentive trip, unless 2 (two) persons qualify for the trip, in which case 2 persons may attend.
10. Immunotec reserves the right to review any account of a qualified Consultant to determine if manipulation or violation of company policies or ethics were used to achieve qualification. Immunotec has the right to deny any account of a qualified Consultant who has committed any type of violation to achieve the trip.
11. While enrollment changes are allowed as per the Policies & Procedures, Compliance reserves the right to monitor any unusual activity related to the number of enrollment changes that are received or assigned to benefit the Incentive qualification. The Compliance department is responsible for removing the qualification of any consultant who is found to have engaged in unusual activity in terms of enrollment changes for the purpose of qualifying for incentives.

12. If, during the qualification period, the enroller of a new Client or new Consultant is changed to a different Consultant, previously awarded trip credits will remain with the initial enroller. Trip credits earned after the month of the change will be awarded to the new Enroller.
13. For the purposes of accumulating trip credits, new personally enrolled Consultants may be placed anywhere in your downline.
14. If it is proven after the incentive trip, that the qualifications were achieved by any means other than those stipulated under the qualification parameters, Immunotec reserves the right, among other means, to deduct the Consultant's commission payments in order to recover the cost of the trip.

Travel and Accommodations:

15. The deadline for confirming attendance to the incentive trip is **September 20, 2023**. An official email will be sent to trip achievers to their email accounts registered with Immunotec.
16. Accommodations for the different trips are as follows:
 - a. **Trip x 1** (90,000 trip credits): Consultants who qualify for this trip will share a room with another Consultant of the same gender who has also earned a trip for one.
 - b. **Trip x 1 VIP** (130,000 trip credits): Consultants who qualify for this trip will have their own private room.
 - c. **Trip x 2** (150,000 trip credits): Consultants who qualify for this trip will share a room with their guest.
17. Immunotec has the exclusive right to implement room assignments. Every effort will be made to ensure that room assignments are favorable to both parties. A Consultant will not be asked to room with someone of the opposite gender or who does not speak the same language.
18. Immunotec will cover the cost of accommodation under the "All Inclusive" modality (food and beverages) at the Hard Rock Punta Cana or will cover the cost of accommodation in the destination under the "All expenses paid" modality in New York (this means that it will cover most meals and some activities).
19. Transportation will be covered by Immunotec through the deposit of a "**Travel Credit**", sufficient for **the Consultant to purchase his or her air or ground ticket to and from the destination of the trip**. The amount of the "Travel Credit" was determined individually for each of the countries.
20. The "Travel Credit" amount is based on a flight in economy class with a personal item considering as the point of departure and return point the country / city in which the Consultant is registered. Therefore, in case the cost of the air ticket exceeds the amount of the "Flight Ticket" this must be assumed by the Consultant. At the end of this document you will find Annex 1, which indicates the amounts of the "Flight Ticket" according to the country of registration of the Immunotec Consultant. In the case of Consultants registered in Dominican Republic, a "Travel Credit" does not apply to the destination of Hard Rock Punta Cana.
21. Ground transportation from the airport (SDQ or PUJ) to the Hard Rock Hotel Punta Cana and return to the airport, will be provided by Immunotec, which is why we require you to fill out your travel itinerary in the registration form no later than October 13, 2023. In the event that the Consultant does not send

- the flight itinerary, it will be understood that the Consultant decided to arrive at the hotel by his own means exempting Immunotec from providing round-trip ground transportation. In the case of the New York destination, the Consultant must be responsible for arriving at the Marriot Marquis – New York Hotel on October 23 and coordinating his return on October 27 (ground transportation amount considered in the “travel credit”).
22. The "Travel credit" will be paid in the same way as commissions, through your hyper wallet account on a different date for easy visibility. As a condition of payment, Consultants must: i) Be officially qualified, ii) Have successfully completed their registration, confirming their attendance to the trip. In some cases, as a third step may apply: (iii) Issue an invoice in the name of Immunotec, depending on your country of registration and type of account as a Consultant.
 23. In the event that, for any reason, the Consultant loses the right to travel, either due to a disqualification, a violation of the Policies and Procedures, or because the Compliance area initiates an investigation against the Consultant, the Consultant must return the amounts that have been paid for "Travel Credit". In this act, the Consultant consents to Immunotec being able to discount these amounts on the next commission payment or by any other means.
 24. Under this new modality, **the Consultant acknowledges that he will be solely responsible for booking and purchasing his flight**, which must be to the **Punta Cana airport (PUJ)** being the closest to the hotel, or to the **Santo Domingo airport (SDQ)**. The arrival date must be November 5 and the return date is November 9, 2023. In the case of being a Trip for 2 achievers, he will also be responsible for booking his guest's flight ticket. If the Consultant decides to book his air tickets on dates other than those established, he will be exempting Immunotec from its responsibility to provide ground transportation airport - hotel - airport. In the case of the New York destination, the Consultant must be responsible for arriving at the **Marriot Marquis – New York Hotel** on October 23 - October 27.
 25. Consultants will be solely responsible for any extra charges related to room preferences, upgrades to their flight itinerary and/or any other additional services that have not been formally offered by Immunotec. If a Consultant causes Immunotec to incur additional expenses, regardless of the reason for them, they hereby consents to Immunotec recovering such expenses through discounts on the payment of their commissions or by some other means.
 26. Consultants who require letters of recommendation from Immunotec in order to request their visa, passport or other travel-related application must request them from Immunotec no later than **August 31st, 2023**, by sending an email to events@immunotec.com. We clarify that these letters do not guarantee the issuance of applications, much less impose any obligation on Immunotec to assume the costs for the processing or issuance of the same.
 27. It is the responsibility of the Consultant to arrive at the airport on time according to his itinerary. Any delay, cancellation, incident, migration issues, etc., regardless of the cause that originates them and

that as a consequence such as land transportation, overnight stays or the entire trip are lost will be the responsibility of the Consultant. Immunotec shall not be liable or charged whatsoever.

28. It is the responsibility of the Consultant to have updated his address and email in his Business Center, or failing that, request that it be updated through Immunotec Customer Service, before the end of the qualification period.
29. Travel or medical insurance is the sole responsibility of the Consultant. Immunotec recommends that each Consultant purchase their own travel insurance.
30. The incentive trip may not be transferred, exchanged, sold and/or traded and may only be used by the qualified Consultant.

Participation of guests:

31. Consultants who qualify for the trip for 2 (two) people may take the guest of their choice with whom they must share a room for the entire duration of the trip. The guest may be anyone of any age, even another Consultant, as long as they do not have an open case with the Compliance area.
32. Consultants who have achieved the trip for two, are committed to ensure that the person they invite is of honorable character and is willing to abide by the standards of behavior established in the Business Guide for the entire duration of the trip. In this regard, the Consultant inviting the guest will be jointly responsible for the conduct and behavior of the guest during the trip.
33. All required information for both the qualifying Consultant and their guest, as well as the required supportive documents, must be received no later than September 20, 2023. It is imperative that the communication regarding both travelers be received at the same time and within the same source of communication.

Purchase option:

34. Consultants who qualify for a trip for one (1) or VIP Trip for one (1) have the option to purchase for a maximum of one guest. Subject to availability. The same conditions and restrictions mentioned in clause 30 apply.
35. If a trip for one (1) achiever wishes to bring a guest to participate in the incentive trip, there is a cost of USD\$2,500.00 (two thousand and five hundred dollars 00/100 legal tender of the United States of America). This cost does not cover airfare or ground transportation to the airport of departure and is subject to availability. Interested consultants can apply for the guest's participation in writing by sending an email to events@immunotec.com
36. If a VIP trip for one (1) achiever wishes to bring a guest to the incentive trip, there is a cost of USD\$1,500.00 (one thousand and five hundred dollars 00/100 legal tender of the United States of America). This cost does not cover airfare or ground transportation to the airport of departure and is subject to availability. Interested consultants can apply for the guest's participation in writing by sending an email to events@immunotec.com

37. Trip for 1 achievers have the option of purchasing a single occupancy room instead of staying in a double occupancy room. The charge to upgrade to a single occupancy room is **\$1,300.00 USD** (one thousand three hundred dollars 00/100) and is subject to availability. The upgrade charge is the sole responsibility of the Consultant.
38. Immunotec must be notified of an option to purchase before September 20, 2023. Subject to availability.

Cancellation and Non-attendance Policy:

39. Consultants who do not confirm their attendance or that of their guest to the trip before September 20, 2023, will lose the right to attend the trip **as well as any possibility of benefits or compensation in substitution**.
40. Consultants who wish to cancel their attendance or that of their guest for reasons of force majeure, must inform Immunotec during the qualification period or no later than September 20, 2023 by the established means of registration and by sending an email to events@immunotec.com including any supporting documentation (such as a medical note). Each case will be evaluated on a case-by-case basis by the "Corporate Evaluation Committee", which will determine if any type of compensation is applicable. The response to the request will be issued within thirty days after the trip concludes. If the Consultant wish to have any type of communication with the "Corporate Evaluation Committee", it may do so through the following e-mail address events@immunotec.com.
41. Consultants who qualify and confirm their attendance in time, but ultimately do not arrive at the departure airport in accordance with the itinerary and do not provide a justification for such absence, lose the right to travel and to any benefits or compensation. The same applies to guests.

Behavior and Ethics Policy:

42. Any conduct that is contrary to morality or decency will result in sanctions, which may range from a verbal warning, expulsion from the trip or termination of the business relationship between Immunotec and Consultant. Consultants shall at all times conduct themselves and adhere to the behavioral guidelines included in the Policies & Procedures itself, whether among Consultants, with Immunotec personnel or with anyone else involved in the trip activities. Since this is a corporate event, non-consultants invited to the trip are also obliged to respect the guidelines set forth in the Policies & Procedures, and the Consultant who has invited them shall also be responsible for any conduct contrary to morals and good customs that may be committed by his or her guests.
43. In the event that any Consultant participating in inappropriate behavior or conduct that causes Immunotec to be charged with fines or additional costs by the hotels, restaurants, parks, shows or places where activities are carried out, such fines or additional costs must be assumed directly by the Consultant involved either at the time of the incident or through future commission payment deductions. In the case of the Consultant's guests, the Consultant shall assume responsibility for the acts committed by its guests, and in the event that any type of sanction or additional charge is established as a result of the guest's conduct, the Consultant shall be responsible for the payment of the fine or charge.

Miscellaneous:

44. Consultants are solely responsible for any and all taxes associated with their award. Check your local tax laws.
45. Immunotec is an inclusive company, so we will do our best to ensure that qualified participants with special needs are accommodated accordingly, however, costs associated with special equipment or assistance from another person should be assumed by the Consultant directly.
46. Immunotec reserves the right to revoke a Consultant's qualification at any time, including up to the day of the trip, and in the case of a violation in accordance with the Policies & Procedures or in the case of an open compliance investigation against the Consultant, or are involved therein. In addition, during the qualifying period and even up to the date of the trip, Immunotec will reduce trip credits from chargebacks made on orders that have awarded trip credits to the Consultant in question.
47. Immunotec reserves the right to revalidate the Consultant's qualifications at any time, including up to the day of the trip.
48. Identification and the official badge or bracelet provided by Immunotec will be required at all times to enter all functions/spaces reserved by Immunotec. In the case of loss or theft of a badge or bracelet, the Consultant must immediately notify one of the Immunotec trip management team members. In the event a badge is lost it is possible, in some cases, that additional costs for replacement may be incurred and such cost assumed by the Consultant.
49. Immunotec reserves the right at any time to make changes, at its own discretion, to the program, dates, destination, and even the cancellation of the trip, as well as to these rules and regulations.
50. Any Consultant who has experienced symptoms of COVID-19 two weeks prior to the date of the trip, and who does not have a negative test for COVID-19, or who has been exposed in the previous two weeks to anyone who has tested positive of COVID-19, is suspected of having or has experienced symptoms of COVID-19, should not participate in the trip.
51. In the event that any consultant suspects, presumes or has symptoms of the COVID-19 virus, he/she should immediately notify the organizers of the incentive trip.
52. If required by law, all participants of the incentive trip (Consultants and/or guests) must present a negative COVID-19 test that is endorsed by their country of origin. This test must be taken within 72 hours prior to the trip. Furthermore, participants must agree to undergo COVID-19 testing upon arrival at the destination, if required by the protocols.
53. Every Consultant who has qualified to achieve the incentive trip is responsible for being aware of and following any travel restrictions imposed by their local government. Immunotec and the organizers of the incentive trip will not be responsible in the event that, as a result of attending the trip and due to restrictions on entry and exit by their local governments, the Consultants and/or their companions have complications in re-entering their country of origin. Likewise, Immunotec and the organizers of the incentive trip will not be responsible if the achievers of the trip cannot travel outside their country due to restrictions imposed by local governments, in the latter case, Immunotec will review the situation on a case-by-case basis.
54. Every Consultant who has qualified to achieve the incentive trip, as well as his/her guest, will be required to sign and accept the waiver of responsibility, as well as the acceptance of these Rules and Regulations, which is requirement in order to participate in the incentive trip.

ANNEX 1

Travel Credit: net amounts according to the country of registration of the Consultant in local currency:

	Trip for 1 or VIP Trip for 1	Trip for 2
US	Punta Cana: \$700 USD New York: \$450	Punta Cana: \$1,400 USD New York: \$900
Canada	Punta Cana: \$1,000 CAD	Punta Cana: \$2,000 CAD
Dominican Republic	Nueva York: \$24,750 Pesos	Nueva York: \$49,500 Pesos

*If you travel to Xventure Punta Cana, whether you arrive at Punta Cana or Santo Domingo airports, you will have ground transportation from/to the airport, on November 5 and 9 respectively.

*If you travel to Xventure New York, each Consultant must be responsible for moving from the Airport to the Hotel or vice versa on the dates organized for the trip (October 23 to 27).