

# CORE TEAM (CT) GUIDELINES



## 1.1 Purpose, Foundation and Authority

- The purpose of the Core Team (CT) is to be a practical working body that initiates, supports and drives alignment and team work within market, between executive leaders as well as with the management of Nu Skin, in order to carry out the OTG Mission: To develop OTG leaders by providing a proven global system based on contribution, honesty, accountability, integrity and respect. As well as the OTG Vision: To create a unique Global Organization through teamwork, mentorship and support, empowering individuals to create profitable international Nu Skin businesses.
- CT is founded on the fundamental values and behaviors that are specified in the OTG Code of Conduct (CoC) and Code of Conduct Guide.
- CT is responsible for initiating the practical implementation of OTG System 7 throughout the market, carried out by the Area Leadership Councils (ALCs). These activities include, organizing Workshops, hosting weekly Business Briefings, and using the official OTG presentation materials, etc.
- In some regions of the World multiple countries are grouped together in the OTG structure. In these cases there is a Regional Board of Directors responsible for the Region. Each Country may have its own Core Team or the Region may have a single Core Team. The level of organization depends on the overall development of OTG leadership in each country.
- The Regional environment, each Country CT has a direct connection to the OTG Regional Board of Directors (Board), through CT members who are also members of the Board.
- The Board is responsible for finance and creating a yearly business plan based on discussions carried out in each country CT.
- Material created by OTG will be edited on a regular basis (at least once per year) to ensure consistency in the duplication. CT will decide whether the material should remain identical, slightly modified or created by local leaders.
- CT will appoint task forces within the team who will be responsible for areas such as Finance, Web/Webinar, Material, Events logistics, and Communication/Promotion.

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Within each group there will be one person who is responsible for the task and at least two others who will provide support and will be equally updated and involved. All CT members are encouraged to be part of at least one task force.

## 1.2 Members

- CT consists of Blue Diamonds and Team Elites who live locally and/or have a major part of their business in the market and embrace the OTG CoC.
- In special cases, key leaders with minor businesses in the market, but with a willingness to contribute and develop OTG, may be considered and accepted as CT members.
- A member of a CT will be dismissed from the CT if he/she violates the commitments made in the OTG Code of Conduct or behaves in any way that is not representative of OTG and/or the CT.

## 1.3 Other Resources

- CT is supported by an OTG market Project Manager and an OTG market Web Master appointed by the Board.
- Non-CT members participating in the regular CT conference calls are representatives from Nu Skin Corporate who participate to stay updated on the events and activities on the CT in their markets.

## 1.4 Calls and Meetings

- CT conducts regular conference calls. Time and frequency can be modified by market CT.
- CT meetings will take place in conjunction with major events, such as Conventions, Success Summits and Team Elite Universities. As a rule the CT meeting will be held the day after the end of the event or the day before the start of the event. If that is not possible an alternative day will be decided upon well in advance
- Each member is expected to be an active contributor to the calls/meetings by being well prepared, attentive, constructive and positive.

## 1.5 Responsibilities

- Members are ambassadors of the CT and OTG and shall therefore represent these entities by carrying out the CT Concepts: Supporting, teaching and edifying the duplication of OTG workflow steps and system as well as abiding by the OTG CoC, and other decisions made by the CT.

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- Decisions in the CT will be made by majority vote (one vote per contract), with the exception of financial matters which, until further notice, will be decided by majority vote (one vote per contract) within the Board.
- There is a close link between the CT and the ALCs in each market. The CT will initiate, help, guide, motivate and empower the creation of ALCs all over their Region or Country.. Appointed CT members will participate in country/region wide ALC calls where two members from each ALC will ideally be present.
- The OTG Project Manager is responsible for making and keeping the list of all market ALC members with updated contact information.
- The CT drives, organizes and implements the necessary translation of all Audio, Video or Print projects whether printed or web-based, which have been approved by the Board. The Project Manager co-ordinates the translations and maintains the relevant documentation. All materials of any kind must also be approved by Nu Skin Corporate.
- The CT is responsible for the organization of language teams (with local ALCs) and will appoint a contact person in CT to each language team to ensure each relevant ethnic group has local materials available in their local markets.
- Additional languages will be decided upon by the Board with input from the CT's. Languages spoken outside the region may also be added if approved by the CT.
- To ensure a structured approach to different projects, project planning tools like Google Drive or Dropbox are used by all CT members.

## 1.6 Recognition and Benefits

- CT members will be recognized in a number of ways based on contribution levels. The details are specified in a separate document named CT Member Benefits.
- On the Wall of Fame contributors are listed based on their monthly and aggregated financial contribution.

## 1.7 Financial Contribution

- The contribution guidelines for CT members are based on a yearly structure broken down into regular monthly automatic withdrawals, decided upon by the CT. The recommendations are as follows:

Blue Diamonds: TBD by Market but suggested \$200/Month

Team Elites or Million Dollar Circle Members: TBD by Market but suggested \$400/Month

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- Non CT members who want to financially support the operations may do so as well. No minimum contributions will apply but a monthly automatic withdrawal TBD by Market is recommended.

## 1.8 Closing

- CT has a vital role to play as many market are growing strongly and there is clearly interest for broader co-operation. Due the broad participant group within any given CT there are a variety of needs, cultures and ideas to be understood. Different tasks and projects call for flexible market-driven solutions and yet need to be based on structured duplication programs that create a stable market platform. Therefore, the CT will consist of open- minded, ethical, co-operating leaders, where a focus on personality rather than ego will contribute and attract leaders from all major markets, who collectively represent the market.

Date:\_\_\_\_\_ Signature:\_\_\_\_\_