

## **THE LEADERSHIP COUNCIL**

### **VILAVI Leadership Council Provision**

**VILAVI Leadership Council is an advisory body consisting of VILAVI Representatives and managing the network development strategy in cooperation with VILAVI Management.**

#### **1. Tasks and goal of the Leadership Council**

- 1.1. The formation of the strategy and tactics of Company's development.
- 1.2. The increase in sales and growth in the network.
- 1.3. Monitoring compliance Representatives (including members of the Leadership Council) the "Rules and Procedures" of the terms of the Executive Agreements and Ethical standards of the Company. The decision of the questions connected with violations.
- 1.4. Active participation in organizing and conducting all activities of the Company regional and Federal level.
- 1.5. The organization and implementation of Leadership study clubs, webinars, business travel, etc.

#### **2. Conditions of membership in the Leadership Council**

- 2.1. The Leadership Council consists of 6 Executive Agreements.
  - 2.1.1. In case of the family Executive Agreement, both representatives, the parties to the Agreement, are the members of the Council. In this case, the total number of the Council members shall not exceed 9 people.
  - 2.1.2. Each candidate of the family Agreement is considered separately.
  - 2.1.3. Two members of a family Executive Agreement have only one vote.
- 2.2. The Leadership Council includes the holders of the maximum cheques and the highest qualifications on the year results.
- 2.3. The Leadership Council structure is reconsidered annually in January. The decision to amend the structure is made by the Company Management in cooperation with the current members of the Leadership Council.
- 2.4. A new candidate to the Leadership Council shall be recommended by the current members of the Council.
- 2.5. The new candidate to the Leadership Council shall be approved by the Company Management.
- 2.6. Each candidate consents to the membership in the Leadership Council and to this Provision in writing.

#### **3. Rights and obligations**

- 3.1. The Leadership Council member has the right:
  - 3.1.1. To participate in the formation of the Network development strategy and in all events organized by the Company in this direction: the Leadership Council meetings, Flashpoint sessions, brainstorm, etc.  
  
If necessary, to engage the most active and successful Representatives of their structures in these events.

- 3.1.2. To suggest on the network activity improvement: carrying out of Events, Clubs, webinars, campaigns, promotions, training events, etc.
- 3.1.3. To suggest renewing the Leadership Council structure, to suggests candidates and to recommend them.

3.2. The Leadership Council member shall:

- 3.2.1. Be present at all meetings of the Leadership Council in person or online and to participate in every voting of the Council.
- 3.2.2. Make a decision on the violation by the Representatives of the "Rules and Procedures", the terms of the Executive Agreements, and Ethical standards of the Company.
- 3.2.3. Participate in the preparation to the Regional events initiated by VILAVI Management.
- 3.2.4. Organize and hold the Leadership Training: regular Clubs, webinars, meetings, etc. in accordance with the collectively drawn Training Schedule.
- 3.2.5. Observe the "Rules and Procedures", the terms of the Executive Agreements, and Ethical standards of the Company strictly.

3.3. The Leadership Council member can be dismembered for a failure to comply with this Provision. The decision to dismember is made by voting of the Leadership Council and is deemed to be made if more than 50% of the Council members votes for it and if it is approved by the Company Management.