

Pūr30

COMPENSATION PLAN





BONUS PERIODS

Bonus periods will be weekly – Monday 12:00:00 AM to Sunday 11:59:59 PM Mountain Time.

Active status determinations will be determined based on PV purchased in the 4-week period ending with the week being updated (the current week plus the previous 3 weeks). All other rank and payout determinations will be done for orders/volumes placed directly in the weekly period.

RANK REQUIREMENT DETAILS

The **Active Status/PV rank requirement** is a combination of the **Personal Volume** from an Affiliate’s personal orders, and the **orders from personally enrolled Retail & Preferred Customers** that were placed in the bonus period. This same volume is used to determine Active Status eligibility for rank and payouts.

An Affiliate is considered as Active if they have at least **30 PV** or more in the 4-week Active period. Prime and Elite Affiliates will be considered Active if they have at least **60 PV** or more in a 4-week Active period. Affiliates must be considered as Active in the weekly period to count towards their sponsors Qualified status rank requirement.

The **Lesser Leg Volume** requirement is a combination of the volume from all accounts below in the binary tree in each leg – using the leg with less volume in it.

There are 3 Affiliate Types that can earn commissions. The qualification for these 3 types can be seen in the following table. The Affiliates have up to 150 days to upgrade to a higher level.

3 Affiliate Levels	Qualification
Affiliate	Buys the Affiliate Pack
Prime Affiliate	Buys the Prime Pack
Elite Affiliate	Buys the Elite Pack

Affiliates will be Active for 28 days including the date of enrollment. Prime Affiliates will be Active for 56 days including the date of enrollment. Elite Affiliates will be Active for 84 days including the date of enrollment.

Active status makes you eligible for earning commissions. In addition to Active status you will also need to **Qualify** for specific commissions. Qualification for those commissions are on an individual commission type basis. For example, the following table clarifies any additional **Qualifications**:

- **Retail Bonus** - Have a customer purchase product from your replicated site or from you.
 - **Virtual Store** - Have customer and preferred customer sales.
 - **First Order & Autoship Bonus** - To be qualified to earn First Order Bonus, you need to enroll a new affiliate that purchases one of the enrollment kits with a first order bonus amount associated with it. To earn Autoship bonus you need to have personally enrolled Affiliates place an Autoship order.
 - **Level Bonus & Team Commissions** - Have enrollment & Autoship volume on each side of your placement tree.
- Affiliates & Prime Affiliates:** Sponsor 1 affiliate on your left side with an Autoship profile or a Pre-Paid Autoship and sponsor 1 affiliate on your right side with an Autoship profile or a Pre-Paid Autoship. **Elite Affiliates:** Elite Affiliates only need to sponsor 1 on the left leg and 1 on the right leg. To earn Team Commissions you also need greater than 200 CV on your lesser leg.

BINARY & ENROLLMENT TREE VOLUME DETERMINATIONS

Personal Volume (PV) will be used to determine Active Status, Binary Tree Volumes used for rank calculations only.

Commission Volume (CV) will be used to determine the Binary Tree Volumes that will be used for Team Commission, FOB, and Level Bonus payout calculations. Commissionable volume comes from all order types, enrollments, Autoships, and orders.



PAYOUT DETAILS & REQUIREMENTS

Retail Bonus Paid Weekly:

Products sold to **Retail & Preferred Customers** will generate a Retail Bonus payout to the enroller of the Customer. The amount paid will be the difference between what was paid by the Customer and the Wholesale price of the items (if there is any difference). There are no Active status or paid rank requirements to be paid this bonus – though Retail Bonus payouts will not be made to any Customer account.

Virtual Store Bonus Paid Weekly:

Affiliates that have at least \$300 in Customer sales in a bonus period will receive 10% up to 35% of the Customer order dollar amount (depending on the Customer sales level). There are no Active status or paid rank requirements to be paid this bonus – though Virtual Store Bonus payouts will not be made to any Customer account. The volume from Customers will not contribute to the Team Commission payout calculations.

Virtual Store Chart

- \$ 300 - \$599.99 = 10%
- \$ 600 - \$999.99 = 15%
- \$1,000 - \$1,499.99 = 25%
- > \$1,500.00 = 35%

First Order Product Sales Bonus and Autoship Sales Bonus Paid Weekly:

Affiliates are eligible for up to 40% of the Volume on first order product sales items and Autoship items that are purchased by personally enrolled Affiliates. Purchases made by Customers (non-Affiliates) are not eligible for this payout. Affiliates must be Active to receive this bonus, but there are no paid rank requirements for this other than being an Affiliate account (no Customers will be paid this bonus).

YOUR STATUS	ENROLLED	AFFILIATE	PRIME/AFFILIATE	ELITE/AFFILIATE
Affiliate		20%	20%	20%
Prime Affiliate		20%	30%	30%
Elite Affiliate		20%	30%	40%

Level Commissions Paid Weekly

The Level Bonus is paid according to matching enrollment volume on each side of the placement tree. The way the level bonus pays out is with 1 matching enrollment bonus on both the left and right leg at the same level. For example, if you have one enrollment on the lesser leg and no enrollments on the greater leg, then no level bonus would be paid out. If you have 2 enrollments, one on each leg, on your level 1, then your level 1 bonus would be **48%** of the volume of the lesser leg enrollment. If you have 2 enrollments on the greater leg and 1 enrollment on the lesser leg, then you would earn **48%** for level 1 on the 1 lesser leg enrollment only.

Level Bonus Percents:

- Level 1 = 48%
- Level 2 = 18%
- Level 3+ = 18%



PAYOUT DETAILS & REQUIREMENTS

Level Commissions Paid Weekly (Cont.)

Qualifications

1. Paid on Lesser Leg enrollments and Autoship.
2. Only 48% on level 1 for all distributor types.
3. Only 18% on all other levels for all distributor types.
4. Minimum matching volume on each leg. For example, if the greater leg has 1,000 CV from enrollment and the lesser leg has 100, then 48/18% of the 100 will be paid.

Team Commissions Paid Weekly:

Affiliates must be **Active & Qualified** to be paid Team Commissions. Affiliates can earn **6%** to **15%** Team Commissions of the volume in their lesser leg for each bonus period. All eligible Affiliates earn **15%** of the first 1,000 CV in their lesser leg, then either **6%, 8%, or 10%** of the volume above 1,000 CV for EA's, 500 for PA's, and 250 for Affiliates in their lesser leg. The **6%, 8%, or 10%** payout level is determined by the amount of products the Affiliate has purchased on their first order.

Elite Affiliate = 10% Team Commission payout

Prime Affiliate = 8% Team Commission payout

Affiliate = 6% Team Commission payout

All commission volume in the lesser leg is eligible to be paid if the Affiliate is eligible for payouts. The volume that isn't paid against will be counted for carry forward to future bonus periods.

You need at least 200 CV in the lesser leg to be qualified to earn Team Commissions.

The cap means that no more than X amount can be earned that day on that commission by a single distributor.

PAYOUT CAP/LIMITATION

1. Team Commissions Caps – This will be limited to a payout according to the following distributor types:

- a. Affiliate - \$300 USD per day
- b. Prime Affiliate - \$1,500 USD per day
- c. Elite Affiliate - \$8,000 USD per day

2. Level Bonus Caps – There are two different caps for Level Bonus.

- a. First, there is a "Per Level" cap, which is set at 48% on level 1 and 18% on all other levels.

Examples:

- i. Affiliate (100 CV) level 1 - \$48 USD cap
- ii. Affiliate (100 CV) level 2+ - \$18 USD cap
- iii. Prime (400 CV) level 1 - \$192 USD cap
- iv. Prime (400 CV) level 2+ - \$72 USD cap
- v. Elite Affiliate (1000 CV) level 1 - \$480 cap
- vi. Elite Affiliate (1000 CV) level 2+ - \$180 cap

- b. Second, there is a "Per Day" cap of \$48 (Affiliate), \$192 (Prime Affiliate) and \$480 (Elite Affiliate).

INTERNATIONAL EXCEPTIONS

There may be exceptions/changes necessary to certain parts of the plan for countries like Korea, Canada, the UK, so on.

TERMS AND DEFINITIONS

TERM	DESCRIPTION
ACTIVE	<p>Affiliates that maintain a minimum amount of Personal Volume are Active. The minimum amount of Personal Volume to be considered Active is 30 PV or more for the Affiliate level and 60 PV or more for Prime Affiliates and Elite Affiliates. This Personal Volume requirement can come from the Personal Volume from their own personal orders, and personally enrolled Retail & Preferred Customer orders. This volume is a total of all orders within the calendar month.</p> <p>See definitions for Personal Volume (PV) and Active Status Timeline for more information.</p>
QUALIFIED	<p>In addition to Active status, some bonuses require additional qualifications to earn those bonuses.</p> <ul style="list-style-type: none"> • Retail Bonus - Have a customer purchase product from your replicated site or from you. • Virtual Store - Have customer and preferred customer sales. • First Order Bonus - To be qualified to earn First Order Bonus, you need to enroll a new affiliate that purchases one of the enrollment kits that has a first order bonus amount associated with it. • Level Bonus & Team Commissions - Have enrollment volume on each side of your placement tree. Sponsor 1 affiliate on your left side with an Autoship profile or a Pre-Paid Autoship and sponsor 1 affiliate on your right side with an Autoship profile or a Pre-Paid Autoship. You also need greater than 200 CV on your lesser leg. Elite Affiliates only need to sponsor 1 on the left leg and 1 on the right leg.
PERSONAL VOLUME (PV)	<p>This is the 1st of 2 volumes assigned to all orders.</p> <p>This volume is used solely for determine Active status volumes and rank requirement volumes for Affiliates.</p> <p>Personal Volume may be set differently than the Commission Volume for individual inventory items.</p>
COMMISSION VOLUME (CV)	<p>This is the 2nd of 2 volumes assigned to all orders.</p> <p>This volume is used to determine payout calculations.</p>
BINARY TREE	<p>This is the tree that is used for determinations of Binary Volume, Team Commissions.</p>
ENROLLMENT TREE	<p>The enrollment tree contains Affiliates that are directly related to a specific position and is unlimited in width.</p> <p>The 1st level is personally enrolled Affiliates; the 2nd level is Affiliates that are enrolled by 1st level Affiliates, so on.</p>
PERSONAL UPLINE	<p>This is the Affiliate placed immediately above you in the Binary Tree</p>
PERSONAL ENROLLER	<p>This is the Affiliate placed immediately above you in the Enrollment Tree</p>



TERMS AND DEFINITIONS

TERM	DESCRIPTION
AFFILIATE TYPES	<p>3 Affiliate Types</p> <p>Affiliate = Buys the Affiliate Pack on first order</p> <p>Prime Affiliate = Buys the Prime Affiliate Pack on first order</p> <p>Elite Affiliate = Buys the Elite Affiliate Pack on first order</p>
BONUS PERIOD	The Bonus Period is a weekly period that runs from Monday to Sunday at mid-night.
RETAIL CUSTOMER	<p>This is a Customer that purchases product generally at full Retail price either directly from an Affiliate or through a replicated website.</p> <p>A Retail Customer does not retain a position in the Binary Tree and can't enroll other customers or Affiliates.</p> <p>Volume from Retail Customer orders is treated like the enrolling Affiliate placed it.</p>
PREFERRED CUSTOMER	<p>This is a Customer that purchases product through an Autoship program or directly through their website.</p> <p>Volume from Preferred Customer orders is treated like the enrolling Affiliate placed it only in the case that they are not placed directly in the binary tree.</p>

All references to income, implied or stated, through this Compensation Plan are for illustration purposes only.

There are no guarantees of any level of income or earnings to any Affiliate.

Earnings from this Compensation Plan solely depend on sales and each Affiliates skill, ability, and personal application.