



Compensation Plan

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Compensation Plan

Introduction

The Compensation Plan is designed to reward meaningful customer service, consistent sales activity, and long-term business development. Through **seven distinct earning opportunities**, Distributors can earn income by selling products, building customer relationships, developing sales organizations, and advancing in leadership.

As a Distributor grows, additional commissions and bonuses become available by meeting the qualification and rank advancement requirements outlined in this Compensation Plan.

The following sections explain each earning opportunity, how commissions and bonuses are calculated and paid, and the requirements for rank advancement and ongoing qualification.

Commissions

Commissions are monetary payments earned from qualifying activities under this Compensation Plan, including:

- Qualifying Product Sales
- Qualifying Organizational Volume

No compensation is paid merely for recruiting, sponsoring, or enrolling a Distributor. Free Distributor enrollment generates no Personal Volume (PV), Business Volume (BV), commissionable value, commission, or bonus. Sponsorship establishes genealogy and transaction attribution only and does not, by itself, generate compensation.

All commissions and bonuses must result from bona fide product sales or other qualifying sales activity expressly identified in this Compensation Plan. Rank, commissions, and bonuses cannot be purchased or earned solely through recruitment. Personal purchases qualify only when they represent genuine Ultimate User use or consumption and are not made for inventory loading, artificial qualification, or other compensation-driven purposes.

Commissions may include:

- Retail Sales Commissions
- Uni-Level Commissions
- Uni-Level Jumpstart Bonuses
- Matrix Commissions
- Matrix Jumpstart Bonuses
- Rank Achievement Bonuses
- Rank Maintenance Bonuses

All commissions are subject to this Compensation Plan and payable only to Commission Eligible Distributors. Taxes and shipping are excluded from commission calculations.

Commission Eligibility

A Distributor is Commission Eligible for a specific commission or bonus when the Distributor:

- Meets the Active-status requirement stated for that commission or bonus;
- Satisfies only the PV, BV, QV, MPSC, leg-balance, rank, Membership, Matrix-position, transaction, and other requirements expressly stated for that commission or bonus;
- Is in good standing with the Company, including having no applicable suspension or disciplinary restriction;
- Complies with the Company's Policies and Procedures and applicable law.

Meeting these requirements makes a Distributor eligible only for the commissions and bonuses for which the Distributor qualifies. Eligibility does not guarantee payment of any particular commission or bonus.

Compensation is calculated based only on the Distributor's paid rank for the applicable Commission Period.

Affiliate rank does not require a Membership and is eligible only for the compensation expressly available to the Affiliate rank. Affiliate Plus and all higher paid ranks require a current Membership in addition to all other qualification requirements.

If a required Membership is cancelled, lapses, or is not current, the Distributor's paid-rank and compensation eligibility prospectively revert to Affiliate until Membership is restored and all requirements for a higher paid rank are independently satisfied. Restoring Membership does not automatically restore a previously achieved paid rank.

The Company may display a Distributor's highest achieved rank for recognition purposes. Recognition titles do not determine commission or bonus calculations.

A later Membership lapse, paid-rank change, inactivity, suspension, or termination does not affect commissions or bonuses that were properly earned before the change.

Commission Adjustment Rules

Commissions and bonuses are subject to holds, adjustments, and reversals for cancellations, refunds, returns, chargebacks, calculation or duplication errors, and fraudulent, manipulated, or other nonqualifying transactions.

The Company may adjust or reverse compensation only for the specific transaction(s) that caused the adjustment. A Distributor's inactivity, rank change, suspension, or termination does not, by itself, affect commissions or bonuses that were properly earned.

The Company may audit accounts and review transaction activity to investigate suspected fraud, inventory loading, artificial qualification, or other Compensation Plan manipulation. During a documented investigation, the Company may temporarily withhold the affected commission amount. Any final adjustment or reversal will be limited to the specific nonqualifying transaction(s) identified. When appropriate, the Company will provide notice of the adjustment, including the date, reason, and amount, and a reasonable opportunity to dispute the calculation.

Commission Period

The Company operates on both **Weekly** and **Monthly Commission Periods**, each with its own calculation and payout schedule.

Weekly Commission Period

The Weekly Commission Period runs **from Friday through Thursday, starting Friday at 12:00 a.m. Central Time.**

The Weekly Commission Period payout occurs **on the second Friday following the end of the Weekly Commission Period.**

Example: For a May 15–21 Weekly Commission Period, the commission payout occurs on May 29.

Weekly commissions include:

- Retail Sales Commissions
- Uni-Level Commissions
- Uni-Level Jumpstart Bonuses
- Matrix Jumpstart Bonuses

Monthly Commission Period

The Monthly Commission Period runs **from the first calendar day through the last calendar day of each month, starting on the first day of the month at 12:00 a.m. Central Time.**

The Monthly Commission Period payout occurs **on the second Friday following the end of the Monthly Commission Period.**

Example: For a May 1–31 Monthly Commission Period, the commission payout occurs on June 12.

Monthly commissions include:

- Matrix Commissions
- Rank Achievement Bonuses
- Rank Maintenance Bonuses

Commission Payouts

Payout Eligibility, Earned Compensation, and Payment Holds

Earning compensation and receiving payment are separate. A commission, bonus, override, or other compensation earned while a Distributor is Active and Commission Eligible remains earned, subject to the adjustment, reversal, clawback, compliance-review, and legally required withholding provisions of this Compensation Plan.

An earned amount may be placed on **Payment Hold** if:

- The Distributor is inactive when payment is processed;
- Required payout verification or payment information is missing, incomplete, or invalid;
- A documented compliance, fraud, chargeback, or transaction review is pending; or
- Payment is restricted by applicable law or governmental directive.

An amount on Payment Hold remains earned and owed. Inactivity, resignation, termination, or failure to reactivate does not, by itself, forfeit or cancel compensation already earned.

The Company will provide reasonably prompt notice of the Payment Hold and, when applicable, identify the information or action needed to request release. The Distributor may contact the Company to request release of the payment. After valid payment information is confirmed and any applicable compliance or legally required review is completed, the Company will release the earned amount in the next reasonably practicable payout cycle. Reactivation is not required solely to receive compensation earned before inactivity.

If the Payment Hold remains unresolved, the Company may continue holding the funds while making reasonable efforts to provide notice and obtain any required information. Any unclaimed amount will be handled in accordance with applicable unclaimed-property law and will not revert to the Company merely because the Distributor is inactive, has resigned, or has been terminated.

Payment of previously earned compensation does not restore Active status or create eligibility for commissions or bonuses during any later Commission Period.

Funds Availability

Funds are typically available:

- Friday for most financial institutions, or
- The following business day(s) depending on the Distributor's bank.

Payment timing may vary slightly based on banking institutions and processing systems.

A temporary processing delay may occur only because of a documented banking or payment-processor issue, technical failure, fraud or compliance review, legal requirement, or governmental directive. The Company will provide reasonably prompt notice when a material delay affects a Distributor and will disburse the earned amount in the next reasonably practicable payout cycle after the issue is resolved. A processing delay does not cancel, reduce, or forfeit compensation already Earned. Any permanent change to the weekly or monthly payout schedule must be stated in the then-current Compensation Plan before it takes effect.

Commission Hold Following Separation

When a Distributor resigns, is terminated, or otherwise leaves the Company, one hundred percent (100%) of all commissions and bonuses owed to the Distributor will be placed on hold for six (6) months following the effective date of separation.

During the six-month hold period, the Company may apply any commission adjustments, reversals, or clawbacks authorized by this Compensation Plan, including adjustments resulting from cancellations, refunds, returns, chargebacks, calculation errors, duplicate payments, fraud, manipulation, or other nonqualifying transactions.

After the six-month hold period expires, the Company will complete a final account reconciliation and release any remaining commissions and bonuses owed to the former Distributor, less any authorized adjustments, reversals, clawbacks, or amounts lawfully applied against the account.

This policy applies prospectively and is subject to applicable law.

Ranks and Rank Advancement

Rank

Rank is a status level a Distributor achieves by satisfying stated qualification requirements, as described in Rank Requirements and Rank Requirements Schedule. Rank qualification may be recognized in real time for rank display and advancement tracking once all applicable requirements are satisfied.

Rank Title

Rank Title represents **historical recognition of the Distributor's highest achieved rank or an eligible Starter Pack recognition title** expressly identified in this Plan. The Company may display the highest achieved Rank Title by a Distributor. Failing to meet the requirements for a rank does not remove the Distributor's highest achieved Rank Title. Rank Title recognition **does not establish Paid Rank** and it does not control or guarantee commission eligibility, bonus qualification, earnings, or payout calculation for any period.

Paid Rank

Paid Rank is the Distributor's actual qualified rank for the applicable Commission Period, determined solely by the objective requirements set forth in this Plan. Commission eligibility, bonus qualification, earnings, and payout are determined solely by the Distributor's Paid Rank.

Rank qualification may be recognized in real time for rank title display and advancement tracking when the requirements are satisfied.

Starter Pack Selection and Rank Title

Starter Packs are optional product purchases. The Affiliate Starter Pack is free. No purchase is required to enroll or remain a Distributor or qualify as Affiliate. Starter Pack selection **does not assign or establish paid rank, commission depth, payout percentage, bonus eligibility, or a rank floor.**

The following Starter Pack titles may be retained **only as rank titles and historical recognition:**

- Affiliate Starter Pack: Affiliate rank title
- Affiliate Plus Starter Pack: Affiliate Plus rank title
- Basics Starter Pack: Brand Ambassador rank title
- Essentials Starter Pack: Senior Brand Ambassador rank title
- Elite Starter Pack: Executive Brand Ambassador rank title

The Director ranks are earned through the program.

Distributor Ranks

Affiliate (Rank 1)

Affiliate is a distributor, a rank title, and a rank in the compensation plan, shown as Rank 1.

Affiliate rank is a free enrollment rank.

- They participate in the Retail Sales Commission.
- They participate in the Uni-Level Commission.
- They participate in the Uni-Level Jumpstart Bonus.
- They participate in the Matrix Jumpstart Bonus.

Affiliate Plus (Rank 2)

Affiliate Plus is a distributor, a rank title, and a rank in the compensation plan, shown as Rank 2.

- They participate in the Retail Sales Commission.
- They participate in the Uni-Level Commission.
- They participate in the Uni-Level Jumpstart Bonus.
- They participate in the Matrix Commission.
- They participate in the Matrix Jumpstart Bonus.

Brand Ambassador (Rank 3)

Brand Ambassador is a distributor, a rank title, and a rank in the compensation plan, shown as Rank 3.

- They participate in the Retail Sales Commission.
- They participate in the Uni-Level Commission.
- They participate in the Uni-Level Jumpstart Bonus.
- They participate in the Matrix Commission.
- They participate in the Matrix Jumpstart Bonus.

Senior Brand Ambassador (Rank 4)

Senior Brand Ambassador is a distributor, a rank title, and a rank in the compensation plan, shown as Rank 4.

- They participate in the Retail Sales Commission.
- They participate in the Uni-Level Commission.
- They participate in the Uni-Level Jumpstart Bonus.
- They participate in the Matrix Commission.
- They participate in the Matrix Jumpstart Bonus.

Executive Brand Ambassador (Rank 5)

Executive Brand Ambassador is a distributor, a rank title, and a rank in the compensation plan, shown as Rank 5.

- They participate in the Retail Sales Commission.
- They participate in the Uni-Level Commission.
- They participate in the Uni-Level Jumpstart Bonus.
- They participate in the Matrix Commission.
- They participate in the Matrix Jumpstart Bonus.

5K Director (Rank 6)

A 5K Director is a distributor, a rank title, and a rank in the compensation plan, shown as Rank 6.

This is a Director-level rank.

- They participate in the Retail Sales Commission.
- They participate in the Uni-Level Commission.
- They participate in the Uni-Level Jumpstart Bonus.
- They participate in the Matrix Commission.
- They participate in the Matrix Jumpstart Bonus.
- They participate in the Rank Achievement Bonus.
- They participate in the Rank Maintenance Bonus.

10K Director (Rank 7)

A 10K Director is a distributor, a rank title, and a rank in the compensation plan, shown as Rank 7.

This is a Director-level rank.

- They participate in the Retail Sales Commission.
- They participate in the Uni-Level Commission.
- They participate in the Uni-Level Jumpstart Bonus.

- They participate in the Matrix Commission.
- They participate in the Matrix Jumpstart Bonus.
- They participate in the Rank Achievement Bonus.
- They participate in the Rank Maintenance Bonus.

25K Director (Rank 8)

A 25K Director is a distributor, a rank title, and a rank in the compensation plan, shown as Rank 8.

This is a Director-level rank.

- They participate in the Retail Sales Commission.
- They participate in the Uni-Level Commission.
- They participate in the Uni-Level Jumpstart Bonus.
- They participate in the Matrix Commission.
- They participate in the Matrix Jumpstart Bonus.
- They participate in the Rank Achievement Bonus.
- They participate in the Rank Maintenance Bonus.

50K Director (Rank 9)

A 50K Director is a distributor, a rank title, and a rank in the compensation plan, shown as Rank 9.

This is a Director-level rank.

- They participate in the Retail Sales Commission.
- They participate in the Uni-Level Commission.
- They participate in the Uni-Level Jumpstart Bonus.
- They participate in the Matrix Commission.
- They participate in the Matrix Jumpstart Bonus.
- They participate in the Rank Achievement Bonus.
- They participate in the Rank Maintenance Bonus.

100K Director (Rank 10)

A 100K Director is a distributor, a rank title, and a rank in the compensation plan, shown as Rank 10.

This is a Director-level rank.

- They participate in the Retail Sales Commission.
- They participate in the Uni-Level Commission.
- They participate in the Uni-Level Jumpstart Bonus.
- They participate in the Matrix Commission.
- They participate in the Matrix Jumpstart Bonus.
- They participate in the Rank Achievement Bonus.
- They participate in the Rank Maintenance Bonus.

250K Director (Rank 11)

A 250K Director is a distributor, a rank title, and a rank in the compensation plan, shown as Rank 11.

This is a Director-level rank.

- They participate in the Retail Sales Commission.
- They participate in the Uni-Level Commission.
- They participate in the Uni-Level Jumpstart Bonus.
- They participate in the Matrix Commission.
- They participate in the Matrix Jumpstart Bonus.
- They participate in the Rank Achievement Bonus.
- They participate in the Rank Maintenance Bonus.

500K Director (Rank 12)

A 500K Director is a distributor, a rank title, and a rank in the compensation plan, shown as Rank 12.

This is a Director-level rank.

- They participate in the Retail Sales Commission.
- They participate in the Uni-Level Commission.
- They participate in the Uni-Level Jumpstart Bonus.
- They participate in the Matrix Commission.
- They participate in the Matrix Jumpstart Bonus.
- They participate in the Rank Achievement Bonus.
- They participate in the Rank Maintenance Bonus.

Rank Requirements

Rank advancement and paid rank are determined only by the objective requirements satisfied for the applicable Commission Period. Starter Pack selection does not establish, purchase, guarantee, preserve, or create a paid-rank floor.

Requirements to be eligible for rank:

- The Distributor must be **Active**.
- The Distributor must meet the **minimum PV requirement** for the applicable rank.
- The Distributor must meet the **minimum BV requirement** for the applicable rank.
- The Distributor must meet the **minimum MPSC requirement** for the applicable rank.
- For Director ranks and above, **no more than 50% of required BV may come from one leg**.
- Affiliate Plus rank and every higher paid rank require a **current Membership** in addition to all other applicable qualifications. Affiliate rank does not require Membership.

Rank qualification is based on Qualifying Volume (QV), not total Business Volume (BV). The BV requirements shown in the Rank Requirements Schedule are satisfied only by Qualifying Volume (QV), which is the portion of BV that remains after all applicable limitations and exclusions are applied.

The Rank Requirements Schedule below reflects the controlling 12-rank structure and objective qualification requirements.

Rank Requirements Schedule

	Rank 1 Affiliate	Rank 2 Affiliate Plus	Rank 3 Brand Ambassa dor	Rank 4 Senior Brand Ambassa dor	Rank 5 Executive Brand Ambassa dor	Rank 6 5K Director	Rank 7 10K Director	Rank 8 25K Director	Rank 9 50K Director	Rank 10 100K Director	Rank 11 250K Director	Rank 12 500K Director
PV	0	20	30	50	80	100	100	100	100	100	100	100
BV	0	0	200	500	1,000	5,000	10,000	25,000	50,000	100,000	250,000	500,000
MPSC	0	1	3	3	3	10	10	10	10	10	10	10

Rank Advancement

Rank Advancement is the process of qualifying for a higher rank by meeting that rank's requirements. "ranked up" and "ranking up" also refer to rank advancement.

Rank advancement may be recognized immediately for title display and advancement tracking. Rank advancement occurs sequentially, one rank at a time. A Distributor must achieve each rank before becoming eligible to advance to the next rank. When a rank's requirements are satisfied, that title may be recognized immediately and the Distributor may begin working toward the next rank. Immediate recognition does not determine paid rank, commission depth, payout percentage, or bonus eligibility; those are determined under the applicable Weekly or Monthly Commission Period rules.

30-Day Onboarding Runway

The **30-day onboarding runway** applies to every newly enrolled Distributor. The runway begins at the date and time the individual becomes a Distributor and continues through the thirtieth consecutive day. Normal qualification requirements begin on day 31. During the runway, **PV, BV, QV, MPSC, and leg-balance requirements are waived for commission eligibility and for rank eligibility** below Director. This waiver does not apply to qualification for Director or any higher rank, a Rank Achievement Bonus, or a Rank Maintenance Bonus. The runway does not waive applicable account-status, Membership, valid-transaction, enrollment, or compliance requirements.

Commissions and Bonuses

Eligible Distributors may earn compensation through the seven commissions and bonuses described in this section. Each commission and bonus is independent and includes its own qualification requirements, calculation method, payout schedule, and any applicable limitations.

Retail Sales Commission

The **Retail Sales Commission** is the difference between the **Retail Price** and the **Member Price** on a qualifying product purchased by a **Customer**. Only qualifying **Customer** purchases generate a Retail Sales Commission. Purchases made by Members or Distributors do not qualify.

The commission is paid **weekly**.

- Distributor must be **Active**.
- Payable only to the Customer's personally sponsoring Distributor.
- Commission is not payable through the upline.

Qualifying Customer purchases remain commissionable within the Uni-Level Compensation Plan. The same purchase generates **PV** and **BV** based on the **Member Price**. Retail Sales Commissions do not exclude the purchase from Uni-Level commission calculations. Recurring Customer subscription orders remain attributed to the personally sponsoring Distributor and are evaluated under the same eligibility and commission rules as other qualifying Customer purchases.

In this example, the Distributor earns a **\$20 Retail Sales Commission**. The purchase also generates **40 PV** and **40 BV** (50% of the Member Price), and the **40 BV** is eligible for Uni-Level commissions in accordance with this Plan.

Retail Price	Member Price	Retail Sales Commission	PV	BV
\$100	\$80	\$20	40	40

Uni-Level Commission

The **Rank Advanced Uni-Level Commission** is paid on **Business Volume (BV)** generated from qualifying **Regular Product** purchases within a Distributor's Uni-Level organization.

The Uni-Level structure has **unlimited width** and a **paid depth of 10 levels**. Commission percentages are determined by the Distributor's qualified rank and the applicable Uni-Level level, as shown in the Rank Advanced Uni-Level Schedule.

Business Volume (BV) for Regular Products is calculated as **50% of the Member Price**.

To qualify for Uni-Level Commissions, a Distributor must:

- Be **Active**.
- Meet the applicable **PV**, **MPSC**, and **BV** requirements for the qualified rank.
- For Director Ranks and above, satisfy the **50% maximum leg volume rule**, meaning no more than 50% of the required BV may come from a single leg.

Uni-Level Commissions are paid **weekly**.

Uni-Level Payout Rules

The Company does **not** apply compression for Uni-Level Commissions.

If an upline Distributor is inactive or otherwise ineligible to receive a commission for the applicable period, that Distributor is skipped for payout only. The Distributor remains in the genealogy for level determination, and eligible upline Distributors are paid only according to their actual genealogy depth and the applicable commission level under this Plan.

Uni-Level Qualification Requirements

	Affiliate	Affiliate Plus	Brand Ambassador	Senior Brand	Executive Brand	5K Director	10K Director	25K Director	50K Director	100K Director	250K Director	500K Director
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				Ambassa dor	Ambassa dor							
PV	0	20	30	50	80		100	100	100	100	100	100
BV	0	0	200	500	1,000		5,000	10,000	25,000	50,000	100,000	250,000
MPSC	0	1	3	3	3		10	10	10	10	10	10

Uni-Level Commission Schedule

	Rank 1 Affiliate	Rank 2 Affiliate Plus	Rank 3 Brand Ambassa dor	Rank 4 Senior Brand Ambassa dor	Rank 5 Executive Brand Ambassa dor	Rank 6 5K Director	Rank 7 10K Director	Rank 8 25K Director	Rank 9 50K Director	Rank 10 100K Director	Rank 11 250K Director	Rank 12 500K Director
LEVEL 1	20%	20%	25%	25%	25%	30%	30%	30%	30%	35%	35%	35%
LEVEL 2			10%	10%	10%	20%	20%	20%	20%	20%	20%	20%
LEVEL 3				5%	5%	10%	10%	10%	10%	10%	10%	10%
LEVEL 4					5%	5%	5%	5%	5%	5%	5%	5%
LEVEL 5							5%	5%	5%	5%	5%	5%
LEVEL 6								2%	2%	2%	2%	2%
LEVEL 7									2%	2%	2%	2%
LEVEL 8										1%	1%	1%
LEVEL 9											1%	1%
LEVEL 10												1%

Uni-Level Jumpstart Bonus

The **Uni-Level Jumpstart Bonus** is paid on **Business Volume (BV)** generated from qualifying **Starter Pack** purchases within a Distributor's Uni-Level organization.

The Uni-Level structure has **unlimited width** and a **paid depth of 10 levels**. Bonus percentages are determined by the Distributor's qualified rank and the applicable Uni-Level level, as shown in the Uni-Level Jumpstart Bonus Schedule.

BV is calculated as follows:

- **Starter Packs:** 32% of the Retail Price

To qualify for the Uni-Level Jumpstart Bonus, a Distributor must:

- Be **Active**.
- Meet the applicable **PV, MPSC, and BV** requirements for the qualified rank.
- For Director Ranks and above, satisfy the **50% maximum leg volume rule**, meaning no more than 50% of the required BV may come from a single leg.

The Uni-Level Jumpstart Bonus is paid **weekly**.

Uni-Level Jumpstart Bonus Payout Rules

The Company does **not** apply compression for the Uni-Level Jumpstart Bonus.

If an upline Distributor is inactive or otherwise ineligible to receive the applicable bonus for the period, that Distributor is skipped for payout only. The Distributor remains in the genealogy for level determination, and eligible upline Distributors are paid only according to their actual genealogy depth and the applicable commission level under this Plan.

Uni-Level Jumpstart Qualification Requirements

	Affiliate	Affiliate Plus	Brand Ambassador	Senior Brand Ambassador	Executive Brand Ambassador	5K Director	10K Director	25K Director	50K Director	100K Director	250K Director	500K Director
PV	0	20	30	50	80	100	100	100	100	100	100	100

BV	0	0	200	500	1,000	5,000	10,000	25,000	50,000	100,000	250,000	500,000
MPSC	0	1	3	3	3	10	10	10	10	10	10	10

Uni-Level Jumpstart Bonus Schedule

	Rank 1 Affiliate	Rank 2 Affiliate Plus	Rank 3 Brand Ambassa dor	Rank 4 Senior Brand Ambassa dor	Rank 5 Executive Brand Ambassa dor	Rank 6 5K Director	Rank 7 10K Director	Rank 8 25K Director	Rank 9 50K Director	Rank 10 100K Director	Rank 11 250K Director	Rank 12 500K Director
LEVEL 1	20%	20%	25%	25%	25%	30%	30%	30%	35%	35%	35%	35%
LEVEL 2			10%	10%	10%	20%	20%	20%	20%	20%	20%	20%
LEVEL 3				5%	5%	5%	5%	5%	5%	5%	5%	5%
LEVEL 4					5%	5%	5%	5%	5%	5%	5%	5%
LEVEL 5							3%	3%	3%	3%	3%	3%
LEVEL 6								3%	3%	3%	3%	3%
LEVEL 7									2%	2%	2%	2%
LEVEL 8										2%	2%	2%
LEVEL 9											1%	1%
LEVEL 10												1%

Matrix Commission

The Matrix is a **3×7 forced matrix** with a maximum width of **three (3)** positions per level and a paid depth of **seven (7)** levels, for a maximum of **3,279 physical positions**.

A qualifying Membership enrollment or renewal associated with an active Matrix position initiates a Matrix Commission evaluation. Beginning with the triggering position, the Company evaluates the Matrix ancestors above that position in physical placement order.

Under **Standard Compression**, Members, Affiliates, inactive or otherwise non-qualified Distributors, and any other non-payable positions are bypassed until either:

- Seven payable Matrix levels have been evaluated, or
- No additional qualified ancestors remain.

Each eligible compressed recipient earns a **\$1 Matrix Commission** for the qualifying Membership event.

Matrix Commission Eligibility

To receive Matrix Commissions, a Distributor must:

- Be **Active**.
- Meet the applicable **PV** requirement.
- Maintain a current **Membership**.
- Qualify at **Affiliate Plus** or a higher paid rank.
- Satisfy all other applicable Matrix requirements.

Affiliates who have not activated a paid Membership are not eligible to receive recurring Matrix Commissions.

Matrix Placement

A Participant's first paid Membership creates the Participant's Matrix position within the personally sponsoring Distributor's Matrix organization. A free Affiliate does not receive a Matrix position.

Placement begins in the sponsor's first available frontline position. After the sponsor's three frontline positions are filled, additional Participants are placed in the next available position within that sponsor's Matrix subtree, proceeding level by level from left to right.

Spillover may occur beneath existing Participants but:

- Does not change personal sponsorship.
- Does not affect the Uni-Level organization.
- Is governed solely by the Company's placement rules.

- Does not extend into an unrelated Distributor's Matrix organization.

Matrix-position eligibility is subject to this Compensation Plan.

Member Participation

Members may hold Matrix positions but are not eligible to receive Matrix Commissions. Members are only required to maintain their Membership to retain their Matrix position and are not required to maintain Active status.

Standard Compression

Standard Compression applies only to the Matrix.

Compression:

- Bypasses non-payable Matrix positions.
- Passes commission eligibility to the next qualified Matrix ancestor.
- Does not change sponsorship or genealogy.
- Does not create additional commissions; it only reallocates existing commission eligibility among qualified Distributors.

Matrix Inactivity (Flushing)

A Participant whose paid Membership lapses becomes Matrix-inactive and non-payable.

For the first **30 consecutive days** of Matrix inactivity:

- The Matrix position is retained.
- The position is bypassed under Standard Compression.
- If paid Membership is restored before flushing, the original Matrix position is retained.

This grace period does not create or reserve a Matrix position for a free Affiliate who has never activated a paid Membership.

On the **31st consecutive day** of Matrix inactivity, the position is permanently removed ("flushed") from the Matrix.

After a position is flushed:

- The vacated position is permanently eliminated.
- The Matrix compresses upward to close the vacancy.
- The Participant cannot reclaim the prior Matrix position.
- If the Participant later purchases a paid Membership again, a new Matrix position is assigned under the placement rules then in effect.

Flushing applies only to the Matrix and:

- Does not affect Uni-Level sponsorship.
- Does not create additional commissions.
- Maintains an active and balanced Matrix structure.

Matrix Commission Qualification Timing

A Matrix Commission is generated when a qualifying Membership purchase or subscription renewal occurs. At that time, each potential recipient is evaluated using the recipient's current Active and Commission Eligible status and applicable Matrix qualifications. If eligible, the commission is earned and recorded for the applicable Monthly Commission Period.

Earned Matrix Commissions are assigned to the monthly Commission Period in which the qualifying event occurs and are paid according to the monthly payout schedule. Later qualification changes do not retroactively create or remove that commission.

Matrix PV and BV do not count toward rank qualification PV or BV.

Matrix Commissions are paid **monthly**.

3x7 Forced Matrix

Level	Positions Per Level	Commission Per Level	Total Per Level
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LEVEL 1	3	\$1	\$3.00
LEVEL 2	9	\$1	\$9.00
LEVEL 3	27	\$1	\$27.00
LEVEL 4	81	\$1	\$81.00
LEVEL 5	243	\$1	\$243.00
LEVEL 6	729	\$1	\$729.00
LEVEL 7	2,187	\$1	\$2,187.00

This table illustrates the Matrix structure and the \$1 commission paid for each qualifying Membership event. It is provided for explanatory purposes only and is not an earnings claim, guarantee, or representation of typical or expected results.

Matrix Jumpstart Bonus

The Matrix Jumpstart Bonus is a **one-time \$5.00 commission** paid to the enrolling Distributor when a new Participant purchases a **Membership** for the first time. An otherwise eligible free Affiliate may earn this commission.

The commission is generated only from the **original parent order** that creates the purchaser's first Membership subscription, provided the purchaser is successfully placed into a valid Matrix position. It is paid **once per Participant, account, or Matrix position** and only to the enrolling Distributor.

To qualify, the enrolling Distributor must:

- Be **Active**.
- Meet the applicable **PV** requirement.
- Be **Commission Eligible** when the qualifying original parent order is successfully completed.

The purchaser's participant type or enrollment date does not affect eligibility.

The Matrix Jumpstart Bonus:

- Is paid only to the enrolling Distributor.

- Is not shared with any upline or other Participants.
- Is paid in addition to any Matrix Commissions that may be earned from the Participant's Matrix position.

An enrolling Distributor may earn both the **\$5 Matrix Jumpstart Bonus** and any applicable **Matrix Commission** if all requirements for each commission are independently satisfied. A free Affiliate may earn the \$5 Matrix Jumpstart Bonus but is not eligible for the recurring Matrix Commission unless all applicable Matrix Commission requirements are met.

No Matrix Jumpstart Bonus is paid for:

- Reactivation of an existing account.
- Re-enrollment of a previously enrolled Participant.
- Subscription renewals, early renewals, switches, or resubscriptions.
- Placement into the Matrix following a flushed position or similar structural adjustment.

Matrix Jumpstart Commissions are paid **weekly**.

Rank Achievement Bonus

Each Director Rank includes a **one-time** Rank Achievement Bonus. A Distributor may earn each Director Rank Achievement Bonus only once.

To earn a Rank Achievement Bonus, the Distributor must:

- Be **Active**.
- Meet the applicable **PV**, **BV**, and **MPSC** requirements for the Director Rank.
- For Director Ranks and above, satisfy the **50% maximum leg volume rule**, meaning no more than 50% of the required BV may come from a single leg.
- Qualify at the applicable Director Rank for **three consecutive Monthly Commission Periods** and remain qualified during the **immediately following Monthly Commission Period**.

The Monthly Commission Period in which the Director Rank is first achieved counts as the first qualifying month if all requirements for that rank are met during that period. The three qualifying months must be consecutive and immediately precede the confirmation month.

If the Distributor remains qualified during the fourth Monthly Commission Period, the Rank Achievement Bonus is generated during that period and paid according to the monthly payout schedule. If qualification is interrupted before completion, the three-consecutive-month qualification period restarts.

Each Director Rank Achievement Bonus is tracked independently. Qualification periods for different Director Ranks may overlap, and a single Monthly Commission Period may count toward more than one Rank Achievement Bonus if the Distributor independently satisfies the requirements for each applicable rank. Advancing to a higher Director Rank does not replace, reset, or automatically complete a lower-rank qualification period.

Rank Achievement Bonus Amounts

Rank	Rank 6 5K Director	Rank 7 10K Director	Rank 8 25K Director	Rank 9 50K Director	Rank 10 100K Director	Rank 11 250K Director	Rank 12 500K Director
Rank Achievement Bonus	\$500	\$1,000	\$2,500	\$5,000	\$10,000	\$25,000	\$50,000

Rank Maintenance Bonus

The Rank Maintenance Bonus is a monthly bonus available to an **Active** and **Commission-Eligible** Distributor who qualifies at a Director Rank during the applicable Monthly Commission Period.

The bonus is based solely on the **highest Director Rank** for which the Distributor satisfies all applicable qualification requirements during that Monthly Commission Period, including **PV, BV, MPSC, and leg-balance requirements**. A Distributor's highest historical rank does not determine the bonus amount.

Only one Rank Maintenance Bonus may be earned per Monthly Commission Period. If the Distributor does not qualify for at least **5K Director** during the applicable Monthly Commission Period, no Rank Maintenance Bonus is earned.

To qualify, a Distributor must:

- Be **Active**.
- Meet the applicable **PV**, **BV**, and **MPSC** requirements for the qualified Director Rank.
- For Director Ranks and above, satisfy the **50% maximum leg volume rule**, meaning no more than 50% of the required BV may come from a single leg.
- Qualify at the applicable Director Rank during the Monthly Commission Period.

Rank Maintenance Bonuses are paid monthly.

Rank Maintenance Bonus Amounts

Rank	Rank 6 5K Director	Rank 7 10K Director	Rank 8 25K Director	Rank 9 50K Director	Rank 10 100K Director	Rank 11 250K Director	Rank 12 500K Director
Rank Maintenance Bonus	\$100	\$200	\$500	\$1,000	\$2,000	\$5,000	\$10,000

No Inventory Loading Statement

The Company does not require or encourage Distributors to purchase inventory in excess of what can reasonably be sold to or consumed by Ultimate Users. Commissions are earned from bona fide product sales and consumption, not inventory loading.

Distributors are responsible for ensuring that the majority of products they purchase are sold to or consumed by Ultimate Users. The Company may require reasonable verification of sales activity and reserves the right to exclude, adjust, or reverse commissions on transactions involving inventory loading, artificial qualification, or other purchases made primarily to qualify for compensation.

Income Disclosure Statement

Before enrolling as a Distributor or making any business-related purchase, review the current **Income Disclosure Statement (IDS)** at:

<https://shopbotanic.co/income-disclosure-statement/>

The Income Disclosure Statement is incorporated into this Compensation Plan by reference and contains the Company's official earnings disclosure information.

Definitions

Active

A Distributor is **Active** for a Commission Period when the Distributor:

- Remains enrolled in the Compensation Plan; and
- Meets the applicable Membership requirement for the rank being evaluated.

Active status is determined separately for each Commission Period.

A Distributor must be Active to qualify for rank, advance in rank, and become Commission Eligible. Active status alone does not guarantee rank advancement or compensation, as all other qualification and program requirements must also be satisfied.

Level

A **Level** refers to the position of a Distributor within a genealogy structure relative to another Distributor.

- In the **Uni-Level**, Levels represent depth from the enrolling Distributor.
- In the **Matrix**, Levels represent fixed positions within the 3×7 structure.

Frontline

In the Uni-Level, Frontline refers to all Distributors personally sponsored by a Distributor (Level 1).

In the Matrix, Frontline refers to the three (3) positions directly beneath a Distributor.

Personally Sponsored / Personally Enrolled

Personally Sponsored or Personally Enrolled refers to a Customer, Member, or Distributor whose account is directly enrolled by and attributed to a sponsoring Distributor. These terms are interchangeable.

Personal Volume (PV)

Personal Volume (PV) is the sum of all qualifying commissionable volume generated by a Distributor's personal product purchases and/or qualifying purchases made by the Distributor's personally sponsored Members and/or personally sponsored Customers during the immediately preceding rolling 30-day period.

PV is used to determine commission eligibility, bonus eligibility, and rank qualification under this Compensation Plan.

PV may be generated from purchases made by Customers, Members, or Distributors. Matrix-generated volume does not count toward PV. Each qualifying purchase generates PV that remains active for 30 days from the transaction date. Additional purchases generate additional PV with their own independent 30-day qualification periods.

PV is calculated as follows:

- **Regular Products:** 50% of the Member Price
- **Starter Packs:** 32% of the Retail Price

PV requirements vary by rank as outlined in the Compensation Plan.

Business Volume (BV)

Business Volume (BV) is the sum of all qualifying commissionable volume generated within a Distributor's organization, including the Distributor's own qualifying Personal Volume (PV).

BV is used to determine commission eligibility, bonus eligibility, and rank qualification under this Compensation Plan.

BV may be generated from purchases made by Customers, Members, or Distributors. Matrix-generated volume does not count toward BV. Each qualifying purchase generates BV that remains active for 30 days from the transaction date. Additional purchases generate additional BV with their own independent 30-day qualification periods.

BV is calculated as follows:

- **Regular Products:** 50% of the Member Price
- **Starter Packs:** 32% of the Retail Price

BV requirements vary by rank as outlined in the Compensation Plan.

Qualifying Volume (QV)

Qualifying Volume (QV) is the portion of Business Volume (BV) that is eligible to be counted toward rank qualification, commissions, and bonuses after the application of all Compensation Plan rules and limitations.

QV may differ from total BV due to:

- Leg concentration limits, including the 50% maximum-per-Leg rule;
- Qualification requirements;
- Compression or structural adjustments; or
- Other restrictions defined in this Compensation Plan.

In all cases, QV represents the final, usable volume applied toward rank advancement, commission eligibility, and bonus qualification.

Leg / Independent Team

A **Leg**, also referred to as an **Independent Team**, is a frontline organization that begins with a personally sponsored Distributor and includes all Distributors beneath them in the Uni-Level structure.

For Director ranks and above, no more than 50% of required BV may come from a single Leg.

Minimum Personally Sponsored Customers (MPSC)

The **Minimum Personally Sponsored Customers (MPSC)** requirement is the minimum number of personally sponsored Customers and/or Members a Distributor must maintain to qualify for rank advancement, commissions, and bonuses under this Compensation Plan.

To satisfy the MPSC requirement, each qualifying Customer or Member must:

- Be personally sponsored by the Distributor.
- Be a bona fide, unique individual with a valid, active account.
- Have completed at least one qualifying product purchase during the immediately preceding rolling 30-day period.

To satisfy MPSC, the Customer or Member must complete a non-refunded purchase of at least one **Qualifying Product** during the immediately preceding rolling 30-day period. No additional minimum dollar amount or PV requirement applies. Memberships, Starter Packs, cancelled or refunded transactions, fraudulent transactions, and purchases made primarily to artificially qualify for compensation do not qualify. The Company may disregard coordinated, token, circular, or other purchase patterns that are not consistent with genuine product use or consumption.

The following do not count toward the MPSC requirement:

- The Distributor's own account.
- Duplicate, inactive, or fraudulent accounts.
- Accounts or purchases created primarily to qualify for compensation rather than genuine product use or consumption.

Customers and Members count equally toward the MPSC requirement when they meet these qualifications.

A Distributor who does not satisfy the MPSC requirement for a Commission Period is not eligible for rank qualification or for commissions and bonuses that require the applicable rank during that period.

The Company reserves the right to audit and validate account activity and to exclude any accounts or transactions that are duplicate, inactive, fraudulent, manipulated, or otherwise inconsistent with the intent of this Compensation Plan.

Ultimate User

An **Ultimate User** is an individual who purchases products for personal use or consumption, including Customers, Members, and Distributors making bona fide personal purchases. Purchases made solely for the purpose of qualifying for compensation, rank advancement, or bonuses do not qualify as Ultimate User consumption.

Participant

A **Participant** is any individual engaged with the Company, including:

- Customers
- Members
- Distributors

Participants may have different rights, privileges, and eligibility depending on their classification.

Customer

A **Customer** is an individual who:

- Purchases regular products at Retail Price;
- Does not pay for Membership; and
- Does not participate in the Compensation Plan.

Customers may be counted toward MPSC requirements, subject to qualification rules.

Member

A **Member** is a Customer currently enrolled in Membership. Membership is optional for Customers and is not required to purchase products at Retail Price. A Member has access to the benefits of Membership.

Members do not participate in the Compensation Plan opportunity and do not earn commissions or bonuses.

Members do not become Distributors by purchasing or maintaining Membership. A Member becomes a Distributor only by separately enrolling in the Compensation Plan and accepting the Distributor Agreement.

A Member may be placed into and may hold a position in the 3×7 Forced Matrix, with the position subject to the applicable 3×7 Forced Matrix retention and flushing rules. However, a Member's Matrix position is non-commissionable. Members do not earn Matrix commissions, Matrix bonuses, or any other Matrix-based payout by virtue of holding a Matrix position. A Member's right to retain a Matrix position is based on the Member's Membership remaining current. Member Matrix retention is not based on Distributor Active status requirements.

Distributor

A **Distributor** is an independent contractor who has enrolled in the Compensation Plan opportunity and accepted the Distributor Agreement.

No product or Starter Pack purchase is required to become or remain a Distributor.

Distributor status does not guarantee earnings. A Distributor is eligible to earn compensation only when the Distributor satisfies the applicable requirements of this Compensation Plan. Distributors are eligible to:

- Sell products;
- Sponsor Customers, Members, and other Distributors; and
- Earn commissions and bonuses, subject to qualification requirements.

All rank titles are Distributors.

Once a Customer or Member enrolls as a Distributor, all future purchases made through that account will be treated solely as Distributor purchases for purposes of commission calculations, qualification requirements, and commission eligibility. Purchases made by Distributors do not count toward MPSC qualification once an account has converted to a Distributor account.

A Distributor is not an employee, agent, partner, joint venturer, franchisee, or legal representative of the Company and has no authority to bind the Company, enter into any agreement on the Company's behalf, or make commitments or representations on the Company's behalf except as expressly authorized in writing. Each Distributor is responsible for the Distributor's own business expenses, taxes, licenses, permits, insurance, and compliance with applicable law and Company policies.

Retail Price

Retail Price is the full retail price paid by Customers.

Member Price

Member Price is the discounted retail price paid by Members and Distributors. This price is used to calculate Personal Volume (PV) and Business Volume (BV).

Regular Product

A Regular Product is a product that is not a Starter Pack or Membership. Regular Products generate PV and BV under the Regular Products PV and BV rules.

Qualifying Product

A Qualifying Product is an eligible Regular Product purchased in a completed transaction for which payment greater than \$0 is received. Free promotional items, samples, gifts, zero-price products, and products provided without payment are not Qualifying Products and do not satisfy MPSC, even if operationally classified as Regular Products. No additional minimum dollar amount or PV requirement applies to the purchase of an otherwise Qualifying Product.

Starter Pack

A Starter Pack is a Distributor enrollment pack that enrolls a participant into the Compensation Plan opportunity. There is no purchase required to enroll in the Compensation Plan opportunity to become a Distributor. The Affiliate Starter Pack enrollment is free. Affiliate Plus, Basics, Essentials, and Elite Starter Packs are optional enrollment packs that include Starter Bundles.

Starter Packs do **not** assign, guarantee, or preserve **paid** rank. Starter Packs assign **historical** rank recognition titles:

- Affiliate Starter Pack → Affiliate
- Affiliate Plus Starter Pack → Affiliate Plus
- Basics Starter Pack → Brand Ambassador
- Essentials Starter Pack → Senior Brand Ambassador
- Elite Starter Pack → Executive Brand Ambassador

Starter Packs generate PV and BV under the Starter Pack PV and BV rules.

Membership

Membership is a **recurring subscription product** that provides:

- Member Pricing Discount
- Membership Savings Dashboard
- Sage AI

- Educational Resources
- Community Resources
- Member Account Tools

Membership does not make someone a Distributor or guarantee compensation. Membership purchases do **not** count toward Minimum Personally Sponsored Customer (MPSC) requirements and do **not** generate Personal Volume (PV), Business Volume (BV), or Qualifying Volume (QV).

Successfully processed initial and recurring Membership subscription payments may trigger applicable Matrix Commissions and Matrix Jumpstart Bonuses for eligible Matrix recipients when all applicable eligibility, placement, compression, and transaction requirements are satisfied.

Membership purchases, renewals, and cancellations are governed by the Membership Terms and the disclosures provided at checkout. Refunds are governed by the Refund and Return Policy. Membership fees are non-refundable except as required by applicable law or as expressly provided in the Refund and Return Policy.

Errors and Omissions

The Company may correct typographical, clerical, drafting, data-entry, calculation, duplication, system, or administrative errors and may address inadvertent omissions in this Compensation Plan or its administration.

A correction does not create a right to compensation based on an obvious error or omission. If a correction affects compensation, the Company will limit the adjustment to the affected transaction, Distributor, or Commission Period and will provide reasonably prompt notice when the correction materially affects the Distributor's compensation.

No correction will retroactively forfeit or reduce compensation properly earned under the Compensation Plan terms and accurate transaction information in effect during the applicable Commission Period, except as expressly permitted by the adjustment, reversal, clawback, fraud, compliance-review, or legally required withholding provisions of this Plan.

Any material change to the Compensation Plan that is not the correction of an error or omission will apply prospectively from its stated effective date.

