

|                                |  |   | MONTHLY EARNINGS |                         |                        |  |        |   |                    |                    |                    |                    |                    | ADDITIONAL BONUS OPPORTUNITIES |                        |                                     |  |                    |                |                |
|--------------------------------|--|---|------------------|-------------------------|------------------------|--|--------|---|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------------------|------------------------|-------------------------------------|--|--------------------|----------------|----------------|
| TITLE                          | HOW TO ACHIEVE TITLE   | HOW TO MAINTAIN TITLE AND BE PAID   | PERSONAL SALES   |                         | UNIT/TEAM SALES        |  |        | LEADERSHIP COMMISSION ON PROMOTED DIRECTOR TEAM SALES |                    |                    |                    |                    |                    |                                | STEP UP one time Bonus | DIRECTOR DEVELOPMENT one time Bonus | EXECUTIVE MANAGER Monthly Bonus <sup>†</sup> |                    |                |                |
|                                |  |   | RETAINED PROFIT  | VOLUME BONUS*           | UNIT SALES PROFIT PLUS | VANGUARD** SALES   | AMOUNT | TEAM SALES PROFIT PLUS***                             | 1 <sup>ST</sup> GN | 2 <sup>ND</sup> GN | 3 <sup>RD</sup> GN | 4 <sup>TH</sup> GN | 5 <sup>TH</sup> GN | 6 <sup>TH</sup> GN             |                        |                                     |  | 7 <sup>TH</sup> GN |                |                |
| <b>Presidential Director</b>   | <b>PROMOTE</b><br>12 1 <sup>st</sup> Generation Directors, 8 of which are Star Directors in structure  | \$10,000 in Team Sales  | <b>25%</b>       |                         |                        |  |        |   |                    |                    | <b>10%</b>         | <b>10%</b>         | <b>10%</b>         | <b>10%</b>                     | <b>3%</b>              | <b>3%</b>                           | <b>3%</b>                                    |                    | <b>\$2,500</b> |                |
| <b>Star Executive Director</b> | <b>PROMOTE</b><br>9 1 <sup>st</sup> Generation Directors, 6 of which are Star Directors in structure   | \$10,000 in Team Sales  | <b>25%</b>       |                         |                        |  |        |   |                    |                    | <b>9%</b>          | <b>9%</b>          | <b>9%</b>          | <b>9%</b>                      | <b>3%</b>              | <b>3%</b>                           |  |                    | <b>\$2,500</b> |                |
| <b>Executive Director</b>      | <b>PROMOTE</b><br>6 1 <sup>st</sup> Generation Directors, 4 of which are Star Directors in structure   | \$10,000 in Team Sales  | <b>25%</b>       |                         |                        |  |        | \$20,000 + =<br><b>8%</b>                             |                    |                    | <b>8.5%</b>        | <b>8.5%</b>        | <b>8.5%</b>        | <b>3%</b>                      | <b>3%</b>              |                                     |  |                    | <b>\$2,500</b> |                |
| <b>5 Star Director</b>         | <b>PROMOTE</b><br>5 1 <sup>st</sup> Generation Directors   | \$500 in Personal Sales<br>\$10,000 in Team Sales                                 | <b>25%</b>       |                         |                        |  |        | \$15,000–<br>\$19,999 =<br><b>7%</b>                  |                    |                    | <b>8.5%</b>        | <b>8.5%</b>        | <b>3%</b>          | <b>3%</b>                      |                        |                                     |  |                    | <b>\$2,000</b> |                |
| <b>3 Star Director</b>         | <b>PROMOTE</b><br>3 1 <sup>st</sup> Generation Directors   | \$500 in Personal Sales<br>\$10,000 in Team Sales                                 | <b>25%</b>       | \$4,000 =<br><b>10%</b> |                        |  |        | \$10,000–<br>\$14,999 =<br><b>6%</b>                  |                    |                    | <b>8.5%</b>        | <b>8.5%</b>        | <b>3%</b>          |                                |                        |                                     |  |                    | <b>\$2,000</b> |                |
| <b>2 Star Director</b>         | <b>PROMOTE</b><br>2 1 <sup>st</sup> Generation Directors   | \$500 in Personal Sales<br>\$10,000 in Team Sales                                 | <b>25%</b>       | \$1,500 =<br><b>5%</b>  |                        |  |        |   |                    |                    | <b>8.5%</b>        | <b>3%</b>          |                    |                                |                        |                                     |  |                    | <b>\$2,000</b> |                |
| <b>Star Director</b>           | <b>PROMOTE</b><br>1 1 <sup>st</sup> Generation Director  | \$500 in Personal Sales<br>\$10,000 in Team Sales                                 | <b>25%</b>       |                         |                        |  |        |   |                    |                    | <b>8.5%</b>        |                    |                    |                                |                        |                                     |  |                    | <b>\$1,500</b> |                |
| <b>Director</b>                | Complete the DIQ Program by achieving \$30,000 3 month Cumulative Team Sales 2 paid as Managers in your Dream Team in your last qualifying month | \$500 in Personal Sales<br>\$10,000 in Team Sales                                 | <b>25%</b>       |                         |                        |  |        |   |                    |                    |                    |                    |                    |                                |                        |                                     |  |                    | <b>\$1,000</b> | <b>\$1,500</b> |
| <b>Executive Manager</b>       | \$500 in Personal Sales<br>\$7,500 in Unit Sales<br>9 Active Personally Recruited Unit Members   | \$500 in Personal Sales<br>\$7,500 in Unit Sales<br>9 Active Level 1 Unit Members | <b>25%</b>       |                         | <b>4%</b>              | \$16,000 \$210**<br>\$14,000 \$185<br>\$12,000 \$160<br>\$10,500 \$140 |        |   |                    |                    |                    |                    |                    |                                |                        |                                     |  | <b>\$200</b>       | <b>\$150</b>   |                |
| <b>Star Manager</b>            | \$500 in Personal Sales<br>\$5,000 in Unit Sales<br>6 Active Personally Recruited Unit Members   | \$500 in Personal Sales<br>\$5,000 in Unit Sales<br>6 Active Level 1 Unit Members | <b>25%</b>       |                         | <b>3%</b>              | \$9,000 \$120<br>\$7,500 \$105<br>\$6,000 \$90<br>\$5,000 \$80         |        |   |                    |                    |                    |                    |                    |                                |                        |                                     |  | <b>\$150</b>       |                |                |
| <b>Manager</b>                 | \$500 in Personal Sales<br>\$2,500 in Unit Sales<br>3 Active Personally Recruited Unit Members   | \$500 in Personal Sales<br>\$2,500 in Unit Sales<br>3 Active Level 1 Unit Members | <b>25%</b>       |                         | <b>2%</b>              | \$4,000 \$70<br>\$3,000 \$60<br>\$2,500 \$50                           |        |   |                    |                    |                    |                    |                    |                                |                        |                                     |  | <b>\$100</b>       |                |                |
| <b>Consultant</b>              | Purchase Business Kit  | To stay active achieve \$250 in 4 months  | <b>25%</b>       |                         |                        |  |        |   |                    |                    |                    |                    |                    |                                |                        |                                     |  |                    |                |                |

Note: All Profit Plus, bonuses and Leadership Commission are paid on commissionable volume, not retail. Commissionable volume (CV) is 75% of retail sales (as 25% is the initially retained profit).

\*See Appendix page 10 for more information.

\*\*The Manager Vanguard Bonus has no cap. Add \$25 for every \$2,000 over \$16,000.

\*\*\*Team Sales Profit Plus percentage (paid on commissionable volume of team sales) varies based on your monthly Director team sales volume.

<sup>†</sup>When a Sales Force Member becomes an Executive Manager and has \$7,500 or more in unit retail sales for any two consecutive months, they qualify to receive a \$150 monthly bonus each month they achieve \$7,500 or more in sales.