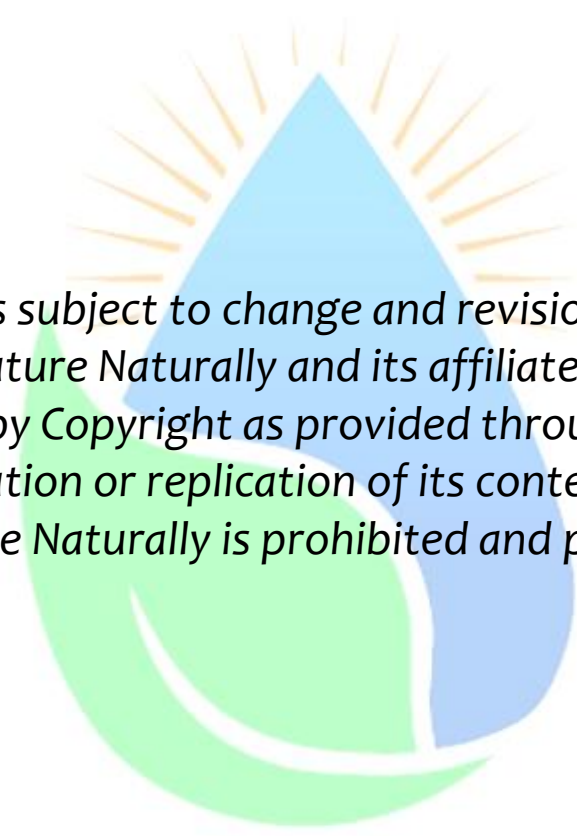




Compensation Plan



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Terminology

- **DTSS** Direct/Tiered Sales System
- **IBO** Independent Business Operator
- **PU** Personal Use (all personal sales for personal use)
- **CV** Customer Volume (all personal sales to customers)
- **GV** Group Volume (all downline sales)
- **BV** Business Volume (PU + CV + GV)
- **PV** Point Value (calculated points based on BV)
- **RPV** Rank Point Value

Types of Users

- Customers
- Professional Customers
- Corporate Customers
- Independent Business Operators (IBO)

Professional Customers*

- 35% discount on retail
- BV/PV credited to sponsoring IBO

**Professional Customers defined as accredited in a field of practice, in business for themselves and authorized to advise of use of appropriate product*



Corporate Customers



Personal Use

Sales at 100% retail
(Sales commissions apply)

Community Pool

- 7% of all IBO-generated retail sales (PU and CV) go into a pool to be paid out as a PV Bonus Pool
- 1% of all Global IBO-generated retail sales (PU and CV) creates a Primary Executive Sponsor Bonus credited to the assigned recipient..
- 60% of gross sales on all unassigned sales (web site generated), as well as 20% of gross Corporate Customer sales go into a pool to pay Rank Advancement Bonus.

Elite Pool

(Diamond and above)

- 20% of gross Corporate Customer sales credited to this pool
- Bonus payouts are outside of the DTSS earnings grid project scope (special recognition payouts or rewards handled at corporate level)

PV Points

- PV points are earned based on BV
- \$12 BV = 1 PV pt (ratio may change over time as needed)
- PV will be assigned and credited to the IBO based on retail selling price for each individual product
 - eg. 1 Bottle Njoi = 2 PV points



Compensation Payouts

Retail Sales Commissions

- Pays on: PU + CV
- Pays to: All IBO levels

30%

Total Payout

Downline Sales Commissions

- Pays on: GV
 - Pays to: All IBO levels
 - Payout:
 - Tier 1: 5%
 - Tier 2: 3%
 - Tier 3: 3%
 - Tier 4: 5%
 - Tier 5: 2%
 - Tier 6: 2%
 - Tier 7: 2%
- 22%**
Total Payout



Rank Advancement Bonus

One-time cash bonus awards paid to IBO for achieving a new rank

- Silver: \$150
- Gold: \$350
- Platinum: \$500
- Ruby: \$1,000
- Sapphire: \$2,000
- Diamond: \$5,000



PV Bonus Pool

- Pays on: PV
- Pays to:
 - Gold 1.5 shares / PV pts earned
 - Platinum 3 shares / PV pts earned
 - Ruby 4 shares / PV pts earned
 - Sapphire 5 shares / PV pts earned
 - Diamond 6.5 shares / PV pts earned
 - Diamond Elite 6.5 shares / PV pts earned
- Payout:
 - 7% of all IBO sales (PU and CV) paid into pool
 - Pool pay out based on PV points earned by IBO
 - Share value (pool value / total shares)

Rank Level Requirements



Progression



Customer

Registered and placed order(s) via web sites
- either Corporate or IBO replicated sites -
and/or personally serviced by an IBO

Representative

- Monthly \$50 PU to be active
- Sign-up kit required
- Retail profit 30% compensation
- When a Rep completes the requirements outlined in Bronze for 1 month they will advance to the Bronze Rank.

Bronze

- \$200 CV + PU
- 3 personally activated customers
- 3 1st tier PS legs of \$500 GV each
- \$1,700 BV minimum
- When a Bronze completes the requirements outlined in Silver for 2 consecutive months they will advance to the Silver Rank.

Silver

- \$250 CV + PU
- 4 personally activated customers
- 4 1st tier PS legs, as follows:
 - 3 legs of \$1,000 GV each
 - 1 leg of \$500 GV
 - \$3,750 BV minimum
 - When a Silver completes the requirements outlined in Gold for 3 consecutive months they will advance to the Gold Rank.

Gold

\$300 CV + PU | 5 personally activated customers

Either:

- 6 PS legs, as follows:
 - 3 x 1st tier legs of \$2,000 GV each
 - 2 x 1st tier legs of \$1,000 GV each
 - 1 x 1st tier leg of \$500 GV

Or:

- 5 PS legs, as follows:
 - 4 x 1st tier legs of \$2,000 GV each
 - 1 x 1st tier leg of \$1,000 GV
 - \$8,800 BV minimum
 - 1 front-line leg must be developed to 7 tiers for either scenario

When a Gold completes the requirements outlined in Platinum for 3 consecutive months they will advance to the Platinum

Platinum

\$300 CV + PU | 5 personally activated customers

Either:

- 7 PS legs, as follows:
 - 3 x 1st tier legs of \$4,500 GV each
 - 2 x 1st tier legs of \$2,500 GV each
 - 1 x 1st tier leg of \$1,000 GV each
 - 1 leg of \$500 GV (personally enrolled, but not necessarily frontline)

Or:

- 7 PS legs, as follows:
 - 4 x 1st tier legs of \$5,000 GV each
 - 2 x 1st tier legs of \$1,000 GV each
 - 1 leg of \$500 GV (personally sponsored, but not necessarily frontline)
 - \$22,500 BV minimum
 - 3 front-line legs must be developed to 7 tiers for either scenario

When a Platinum completes the requirements outlined in Ruby for 3 consecutive months they will advance to the Ruby Rank.



Ruby

\$300 CV + PU | 5 personally activated customers

Either:

- 7 PS legs, as follows:
 - 3 x 1st tier legs of \$9,000 GV each
 - 2 x 1st tier legs of \$5,000 GV each
 - 1 x 1st tier leg of \$2,500 GV each
 - 1 leg of \$1,500 GV

Or:

- 7 PS legs, as follows:
 - 4 x 1st tier legs of \$9,000 GV each
 - 1 x 1st tier legs of \$5,000 GV each
 - 2 leg of \$1,500 GV (personally sponsored, but not necessarily frontline)
 - \$41,300 BV minimum
 - 4 front-line legs must be developed to 7 tiers for either scenario

When a Ruby completes the requirements outlined in Sapphire for 3 consecutive months they will advance to the Sapphire Rank.



Sapphire

\$500 CV + PU | 5 personally activated customers

Either:

- 11 PS legs, as follows:
 - 3 x 1st tier legs of \$15,000 GV each
 - 2 x 1st tier legs of \$10,000 GV each
 - 1 x 1st tier leg of \$5,000 GV each
 - 1 leg of \$2,500 GV each
 - 1 leg of \$1,000 GV
 - 2 legs of \$1,000 GV each*
 - 1 leg of \$500 GV* (**PS but not necessarily frontline*)

Or:

- 8 PS legs, as follows:
 - 4 x 1st tier legs of \$15,000 GV each
 - 2 x 1st tier legs of \$5,000 GV each
 - 2 x 1st tier legs of \$3,000 GV each
 - \$76,000 BV minimum
 - 5 front-line legs must be developed to 7 tiers for either scenario

When a Sapphire completes the requirements outlined in Diamond for 3 consecutive months they will advance to the Diamond Rank.



Diamond

\$500 CV + PU | 5 personally activated customers

Either:

- 18 PS legs, as follows:
 - 3 x 1st tier legs of \$25,000 GV each
 - 3 x 1st tier legs of \$15,000 GV each
 - 3 x 1st tier leg of \$10,000 GV each
 - 3 legs of \$5,000 GV each*
 - 3 legs of \$2,500 GV each*
 - 3 legs of \$1,500 GV each*

(*PS but not necessarily frontline)

Or:

- 11 PS legs, as follows:
 - 5 x 1st tier legs of \$25,000 GV each
 - 2 x 1st tier legs of \$2,500 GV each
 - 2 x 1st tier legs of \$1,000 GV each
 - 2 x 1st tier legs of \$1,000 GV each
 - \$129,500 BV minimum
 - 6 front-line legs must be developed to 7 tiers for either scenario

When a Diamond completes the requirements outlined in Diamond Elite for 3 consecutive months they will advance to the Diamond Elite Rank.



Diamond Elite

\$500 CV + PU | 5 personally activated customers

Either:

- 20 PS legs, as follows:
 - 3 x 1st tier legs of \$40,000 GV each
 - 3 x 1st tier legs of \$30,000 GV each
 - 3 x 1st tier leg of \$15,000 GV each
 - 4 legs of \$5,000 GV each*
 - 4 legs of \$1,500 GV each*
 - 3 legs of \$1,000 GV each*

(*PS but not necessarily frontline)

Or:

- 15 PS legs, as follows:
 - 6 x 1st tier legs of \$35,000 GV each
 - 2 x 1st tier legs of \$15,000 GV each
 - 1 x 1st tier leg of \$10,000 GV each
 - 2 legs of \$10,000 GV each
 - 3 legs of \$5,000 GV each
 - 1 leg of \$2,500 GV each
 - \$285,000 BV minimum
 - 9 front-line legs must be developed to 7 tiers for either scenario

When a Diamond completes the requirements outlined in Diamond Elite for 3 consecutive months they will advance to the Diamond Elite Rank.



Business Block

A Downline...

- consisting of a minimum of 20,000 IBOs
- generating a monthly minimum of \$5,000,000 in GV
- consisting of a minimum of 9 1st tier legs to a depth of 7 tiers

Diamond Elite

A Diamond Elite with a properly developed business block will be eligible to create a brand new business block.

Double Diamond Elite

A Diamond Elite who has developed a second business block to the Diamond Elite level

