



Compensation Plan

StemTech HealthSciences has developed a 3-part Hybrid Compensation plan that will allow you, the Distributor, to engage in profitable activities right from the very first day. By following the path to “Director” and teaching others how to become “Directors”, you create the duplication that makes network marketing and StemTech the opportunity it is.

Today you can start to build the business and income of your dreams. Work from home, office or car. Anyone can do it. **NO** major investment of money and time. **NO** employees. **NO** collecting sales tax. **NO** office or a storefront. **NO** large product warehousing. **NO** shipping. **NO** or little bookkeeping. We’re keeping it simple for you.

The 3-parts of the plan are:

1. **The FastStart Program** – enrolling, training and helping others succeed pays bonuses, weekly direct deposit if set up. Simple to qualify for. Continues to pay you for your support deep into your downline, when qualified.
2. **The Autoship Unilevel Program** – this unilevel program pays out a full 7% on all Autoship volume up to 7 levels deep, PLUS a 1-2-3% Infinity Bonus if qualified. As Distributors and Customers use and benefit from StemEnhance™, you receive a 7% residual commission on each and every bottle, each and every month.
3. **The StepUp Generation Program** – Pays rebates and bonuses of up to 20% on all of your personal and Personal Group monthly product purchases, which are not on Autoship, both retail and wholesale sales. As your group grows, you can earn generational bonuses of 5% on up to 6 generations of all non-autoship volume. Infinity Bonuses can add up to another 3%, potentially on all levels of your group starting on the 7th generation.

The explanation below is quite detailed and may require support and training to fully understand. As with any compensation plan, following simple steps and rules, and paying attention to qualifications and volumes, will assist in your development and rapid growth. Your income potential at StemTech is limited only by your Actions, Desire, Attitude, Commitment and Persistence, each a hallmark of successful people, in any business venture.

Let’s get started,

Retail and Wholesale pricing:

- Retail ^{US}\$59.95 per bottle, plus tax and shipping/handling.
- Retail AutoShip ^{US}\$49.95 per bottle, plus tax and shipping/handling. Saves \$10 per month, or \$120 per year over retail price. Like getting 2 months FREE product!
- Wholesale ^{US}\$44.95 per single bottle, plus tax and shipping/handling. 40 PV 39.95 BV
- Wholesale AutoShip ^{US}\$39.95 per single bottle, plus tax and shipping/handling. Saves \$5 per month over wholesale purchase price. 50 PV 39.95 BV
- Wholesale Case (6 bottles) @ ^{US}\$39.95 each = ^{US}\$239.70 (Save ^{US}\$30 total off of single bottle wholesale pricing). 240 PV, 239.70 BV
- ProRetailer's Pack (60 bottles) @ ^{US}\$36.67 each = ^{US}\$2200.00 Allows for a max 100% markup for retailers such a health food store or practitioners office. 2500 PV, 2000 BV
- FastStart Pack - \$299 + shipping/handling/tax-see details below. 250 PV 100 BV
- Product orders, retail and wholesale, may be placed online from your website's retail or wholesale (backoffice) shopping carts or use a paper order form and fax to STHS.
- Autoship orders may be placed during distributor signup or from your personal website backoffice. Here you may update or change your orders when desired.
- Order 4 or more bottles on AutoShip and shipping is FREE in the Continental U.S.
- Additional shipping fees apply to Canada, Hawaii, Alaska, and Puerto Rico

How You Can Participate:

Option 1. Become a Wholesale "Associate" Distributor - ^{US}\$25.00 plus tax, s/h

- Registration as distributor with StemTech HealthSciences, Inc.
- Receive a Distributor Kit - forms, brochures and tools required for business.
- Includes a one-year subscription to the STHS newsletter.
- May become qualified to earn all bonuses, commissions and overrides.
- Opportunity to advance to top position in plan.
- Purchase Product, Distributor Business Suite and sales aids separately.
- To register a new distributor, use the online signup application on the company's website..
.or use paper application and fax or mail to STHS.

Option 2. Become a Business Builder - Order "The FastStart Pack" and a minimum of 1 bottle of StemEnhance™ on autoship. (Your autoship may start immediately or the following month.) A ^{US}\$400 Value - ^{US}\$299.00 + tax/s+h. (plus AutoShip)

Here's what your FastStart Pack includes:

- Registration with StemTech HealthSciences, Inc.
- 1 Case (6 bottles) StemEnhance™
- Distributor Kit - forms, brochures and tools required for business.
- 10 extra StemEnhance Brochures
- Distributor Business Suite (To activate your Business Suite, you must elect AutoShip order at the time you place your FastStart purchase OR elect to pay the \$9.95 monthly fee in lieu of AutoShip.)
 - Personalized Website
 - Retail Shopping Cart
 - BackOffice Tracking/Mgt Tools/Reports
 - ^{US}\$129.95 One-Time Set-up Fee [waived if you order the FastStart Pack]
 - ^{US}\$9.95/month hosting Fee [waived if you are on AutoShip]
- A ^{US}\$400 value.
- FastStart Pack offer available one time only, at sign up.
- Point Value (PV) - 250 - advances you to Supervisor title.
- Bonus Volume (BV) - 100 - commissionable in StepUp Generational Plan.
- FastStart Enroller & FastStart Director Bonuses - \$100 total (50+25+5+5+5+5+5)
- Enroller must have a personal autoship or personal retail customer AutoShip to qualify to receive FastStart bonuses.

Note: (1.) New enrollees may be "placed" under a downline distributor. The Enroller retains the FastStart Enroller Bonus. (2.) Autoship is required with the FastStart to activate your Business Suite Or elect to pay the \$9.95 monthly fee in lieu of AutoShip.

Hybrid Part I - FastStart Program

The first of three pay plans is designed to create immediate income. Distributors must have a minimum of 1 bottle of StemEnhance™ on AutoShip to remain active and qualify for Fast Start bonuses (Personal retail customer AutoShips count towards this qualifier). The bonuses are direct deposited weekly when a distributor is set up for direct deposit, which can be accomplished in your personal website back office. Otherwise, it is paid out monthly, by check. The weekly FastStart direct deposit has a two-week "lag" time to allow processing of funds and product returns.

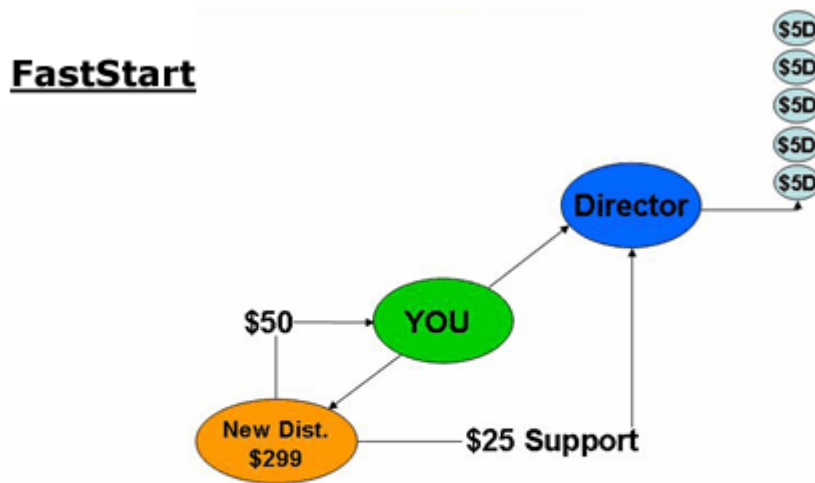
Explanation of weekly direct deposit payout: If a new FastStart (FS) distributor is enrolled by the end of week 1, the FastStart bonuses will be paid out at the beginning of week 4, allowing sufficient time to process and clear funds. If a FS distributor is enrolled in week 2, the FS bonus is paid in week 5, and again, if a FS distributor is enrolled in week 3, the FS bonus would be paid in week 6. Enrolling weekly and teaching your team to enroll weekly will then result in weekly FS bonus direct deposits.

Fast Start Bonus payout:

- Up to ^{US}\$100 in FastStart bonuses are paid out with each ^{US}\$299 Fast Start Pack
- ^{US}\$50 to qualified Enroller (direct enroller/sponsor)
- ^{US}\$25 to the first Active upline Director who has a personal or retail customer AutoShip.
- ^{US}\$5 to 5 generations of Active upline Directors who have a personal or retail customer AutoShip.
- If the Enroller is also an Active Director, enroller receives the ^{US}\$50 enroller bonus and the ^{US}\$25 Director bonus for a total of ^{US}\$75.
- FastStart Bonuses are paid weekly if distributor is set up on direct deposit (otherwise mailed with monthly checks).

NOTE: To qualify for FastStart Enroller Bonuses, you must have a minimum of 1 bottle on Autoship.

Definition: for FastStart Director Bonus payouts, an "Active Director" is a Director who has fully qualified with at least 100 PPV and 1000 GPV in one of the past 3 months.



- Pays \$50 to Enroller
 - Pays \$25 to First Upline Director
 - Pays \$5 to Five generations of Upline Directors
 - Pays YOU \$75 if you are a Director/Enroller

The Fast Start Bonus program enables the new Distributor to create immediate income, paid weekly if set up on Direct Deposit. A Distributor may enroll as many new distributors as they want, and earn ^{US}\$50 or ^{US}\$75 for each FastStart Pack order, and develop a substantial weekly income.

Note: The ^{US}\$25 and ^{US}\$5 Director Bonuses are paid to upline "Active" Directors who have attained the Director title and generate a personal or retail customer AutoShip order on or before the week the FastStart Pack is purchased. These bonuses are paid to the upline Active Directors for FastStart Pack orders from distributors enrolled in the downline. You can have 10s or 100s of new Distributors being sponsored in your organization each week within these 5 generations. These FastStart Pack orders can account for a substantial income generation for you as the upline "Active" Director. *Remember, "Active" means you have fully qualified in one of the past 3 months with 100 PPV and 1000 GPV.*

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Hybrid: Part II - AutoShip Unilevel Commission Program (Optional)

The AutoShip plan pays up to 7 levels deep, at 7% for all AutoShip BV on each level. Distributor must meet qualifications. Infinity bonuses of up to 1%, 2% and 3% may be earned for AutoShip volume beyond the 7th level. AutoShip PV from retail and wholesale AutoShip orders also counts towards advancement and qualification in **StepUp Generational Plan**. AutoShip offers convenient monthly shipments at the best prices and best shipping/handling rates. (It is not recommended to buy more than 4-6 bottles on AutoShip, as you can receive up to 20% rebates on larger non-AutoShip orders).

- **Qualifications are:**

- **To Earn 7% on 3 levels of BV** - You generate and maintain 1 bottle of StemEnhance on AutoShip, (50 PPV), personally or from a retail customer, and personally enroll one distributor with a personal or retail customer AutoShip.
- **To Earn 7% on 5 levels of BV** - You generate and maintain 2 bottles on AutoShip (100 PPV), personally or from a retail customer, and personally enroll 3 distributors with a personal or retail customer AutoShip, and have 1,000 Organization Point Value (OPV) (no more than 50% from any one leg).
- **To Earn 7% on 7 levels of BV** - You generate and maintain 4 bottles on AutoShip (200 PPV), personally or from a retail customer, and personally enroll 5 distributors with a personal or retail customer AutoShip and have 5,000 OPV (no more than 50% from any one leg).
- Your personally enrolled distributors must maintain a personal or retail customer AutoShip monthly to count as one of your qualifying AutoShip distributors.
- Your qualifying distributors may sign up with the ^{US}\$299 FastStart Pack or ^{US}\$25 Distributor Kit.
- Personally enrolled distributors on AutoShip may be “placed” under a downline distributor. Enroller will keep credit for “personally enrolled”, towards AutoShip qualifications. (Caution: placing distributors downline may result in substantial sales being generated outside of your pay levels.)

Infinity Bonuses:

- **Earn 1% on the 8th level and below** - You maintain 4 personal or retail customer bottles on AutoShip, a total of 200 AutoShip PPV, and personally enroll 7 distributors with a minimum 1 bottle AutoShip (personal or retail), and (you) have 50,000 OPV. Maximum of 25,000 PV from any one leg. (50% rule)
- **Earn 1% on the 8th level, and 2% on the 9th level and below** - You maintain 4 personal or retail customer bottles on AutoShip, a total of 200 AutoShip PPV, and enroll 10 distributors with a minimum 1 bottle AutoShip, and (you) have 100,000 OPV. (50% rule applies).
- **Earn 1% on the 8th level, 2% on the 9th level and 3% on the 10th level and below** - You maintain 4 personal or retail customer bottles on AutoShip, a total of 200 AutoShip PPV, and enroll 10 distributors with a minimum 1 bottle AutoShip (personal or retail), and (you) have 250,000 OPV. (50% rule applies).

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- Full Compression applies. Any distributor without a current month AutoShip is compressed out during the commission run and the first AutoShip qualified distributor volume compresses up.
- **AutoShip Program OPV (Organizational Point Value) counts towards advancement & qualification in StepUp Generational Plan.**
- Personally enrolled first-generation Director AutoShip PPV counts toward GPV requirement in StepUp Plan, up to 200 PPV from each leg.
- No more than 50% of OPV qualification amount can come from any one leg.

Autoship Unilevel Graph

AutoShip Program		*no more than 50% from any one leg					
		OPV*	OPV*	OPV*	OPV*	OPV*	
Number of Personally Enrolled =		1	3	5	7	10	10
PPV =		50	100	200	200	200	200
Levels	1	7%	7%	7%	7%	7%	7%
	2	7%	7%	7%	7%	7%	7%
	3	7%	7%	7%	7%	7%	7%
	4		7%	7%	7%	7%	7%
	5		7%	7%	7%	7%	7%
	6			7%	7%	7%	7%
	7			7%	7%	7%	7%
	8				1%	1%	1%
	9				Infinity	2%	2%
	10					Infinity	3%
1 bottle =	50 PV	40 BV					
Distributor Pricing	US \$39.95	10% off single ws					
	CA \$49.95						
Retail Membr Pricing	US \$49.95	15% off retail					
	CA \$59.95						

Note: Autoship Unilevel Program PV for a single bottle of StemEnhance is 50, BV=40.

Note: the Autoship Unilevel PPV requirement (50-100-200) MUST be from AutoShip volume, no other PPV applies. Autoship volume includes your personal AutoShip and your personal retail customer AutoShip volume only.

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Hybrid: Part III - StepUp Generation Program

- The StepUp Generation Program is a comprehensive generational pay plan that pays up to 6 generations deep on “qualified” Director Generations. The StepUp Plan also pays generous rebates & bonuses, up to 20%, on all product purchases (BV) not on AutoShip and not under another “qualified” Director.
- The StepUp Generation Program pays rebates, commissions and overrides on all BV not ordered through the AutoShip Unilevel Program. The StepUp Generation program volume includes Retail sales, Wholesale single bottle sales, case (6-pack) orders, ProRetailer (60) Packs and FastStart Pack BV.
- The (OPV) Organizational Point Value from your **AutoShip Unilevel Program** counts for advancement and qualification purposes in the **StepUp Generation Program**. However, only AutoShip Unilevel Program volume (OPV) is used to qualify in the AutoShip Unilevel Program (ie. no StepUp Generation Program OGV counts towards AutoShip qualifications).

There are several revenue streams in the StepUp Generation Program.

Retail profits - the difference between the retail and wholesale price.

- **Example 1:** If you sell a bottle of StemEnhance at retail (online shopping cart), the difference between wholesale, ^{US}\$44.95 and retail ^{US}\$59.95 is ^{US}\$15.00. This amount will be paid to you on your StepUp Program commission check. Since this sale is not on AutoShip, the PV and BV will count towards the StepUp Program qualifications and commission. You can earn higher profits by purchasing by the case (6 bottles) or with the ProRetailer Pack (60 bottles).
- **Example 2:** If you sell a bottle of StemEnhance on a retail AutoShip, the difference between AutoShip wholesale price, ^{US}\$39.95 and retail AutoShip price, ^{US}\$49.95 is ^{US}\$10.00. This retail profit will be paid to you on your StepUp Program commission check. Since this volume is sold as an AutoShip, the PV will count towards qualification in the Unilevel AutoShip and StepUp programs. The BV will be applied to commissions on the AutoShip Unilevel Program.

Wholesale Rebates and Bonuses - up to 20% is paid to distributors in the form of rebates & bonuses. The amount of the rebate or bonus depends on your position or rank. You must have at least 100 PPV in the calendar month to be promoted and to earn rebates and bonuses. Rebates are paid on your personal order BV and your retail customer BV from non-AutoShip orders. Bonuses are paid on the BV from non-AutoShip orders in your Personal Group.

- You can earn higher Rebates and Bonuses by qualifying at higher ranks. By accumulating GPV (Group Point Value) in one or two consecutive months, you can be promoted. You must have 100 PPV to advance and qualify. PPV counts towards GPV. See below,
 - a. 0-249 GPV Associate - 0% rebate or bonus
 - b. 250-999 GPV Supervisor - 5% rebate or bonus
 - c. 1000-2499 GPV Manager - up to 10% rebate or bonus
 - d. 2500-4999 GPV Sr. Manager - up to 15% rebate or bonus
 - e. 5000+ GPV Director - up to 20%

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Examples: Group Point Value (GPV)- Your personal PV, plus the PV of your downline distributors who are not a qualified Director or under one. You must have 100 PPV to earn rebates and bonuses.

- **REBATES:** You are eligible once you have accumulated enough GPV to become a Supervisor (250 GPV), or higher. (Purchasing a FastStart Pack at signup immediately qualifies you for Supervisor.) As a Supervisor, you would earn a 5% rebate on any personal non-AutoShip purchases. You qualify to receive rebates by being a Supervisor or higher rank and having 100 PPV during a calendar month.
- **BONUSES:** As above, you are eligible once you have accumulated enough GPV to become a Supervisor (250 GPV), or higher. Any time a new Associate in your Personal Group orders a non-AutoShip product, you receive a 5% bonus on the purchase, provided you have 100 PPV that month.

Examples:

- Your new Distributor is an Associate and purchases or sells two bottles of StemEnhance at 39.95 BV each or 79.90 BV total.
- You (Supervisor) earn 5% of 79.90 BV or a \$4 bonus as a Supervisor.
- If there is a Manager above the Supervisor, he/she would earn 10%, less your 5%, or 5%, a \$4 bonus.
- If there is a Director above the Manager, the Director earns 20%, less the 10% Manager bonus, for a 10% bonus override or \$8.
- The total bonus payout on the new Associate order is up to 20% of the 79.90 BV or \$16.
- If there was a Sr. Manager in between the Director and Manager, he/she would have received 5% or \$4 as well and the Director would have received 5% or \$4.
- If there was no one between the Associate and the Director, the Director would have received the entire 20% bonus or \$16 provided he/she was qualified with 100 PPV.

Note: Any Distributor at the Supervisor rank or higher, with 100 PPV, is qualified to earn Rebates and Bonuses.

The Key to unlocking the Potential of the StepUp Program

Becoming a Director and duplicating yourself - The Director position is the key to advancement and increased earnings in the StepUp Generational Program. By participating in the FastStart Program and Autoship Unilevel, organizational volume will begin to grow quickly, pushing you towards Director. Be sure to start at least two or more separate legs immediately. Here is how to qualify as a Director.

- ***Director Advancement Qualifications*** -
 - Achieve 5,000 Group Point Value (GPV). You can use 2 consecutive months.
 - Must have a minimum of 2,500 PV in qualifying month, when using 2nd month.
 - If using the volume of a leg who is also promoting to Director, a maximum of 4,000 GPV can come from that leg. Thus, a minimum 1000PV must come from yourself and/or other leg(s) in your qualifying month.
 - Personal Point Value (PPV) counts towards your rank qualifications, and you must have a minimum of 100 PPV to advance.

Continued

- When you become a Director, you are eligible for up to 20% rebates and bonuses. Your Director title is retroactive to the beginning of that calendar month.
- When you become a Director, you are eligible to earn \$25 FastStart Director bonuses and will continue receiving them as long as you are "Active". Your Director title is retroactive to the beginning of that weekly FastStart pay period.
- When you become a Director, you are eligible to earn Director generation overrides on your qualified Director legs, up to six generations deep.
- To continue to receive full Director generation overrides each month, you must remain "fully qualified" each month with a minimum of 100 PPV and 1000 GPV and if at higher ranks, (Sapphire and above), OGV requirements apply (see below).

Director Maintenance Qualifications -

100 PPV, 1,000 GPV per month (plus Director leg and Organizational Group Volume (OGV) requirements at higher Director levels).

- You can count up to 200 of your PPV towards your 1000 GPV requirement.
- You can count the AutoShip PPV of personally sponsored first-generation fully-qualified Directors, up to 200 PPV of AutoShip per leg towards the 1000 GPV requirement. (Ex. 5 personally sponsored, first generation fully qualified Directors with 200 AutoShip PPV each = 1,000 GPV).
- Your downline first generation Directors must fully qualify once in every 90 day period to continue to count as one of your Active Director legs.

Note: To earn full Director StepUp Generational Program Override Commissions each month, you must be "fully qualified" with 100 PPV and 1,000 GPV, each month. GPV is PV not including Director legs, also called "Personal Group PV" (ie. comes from your Associate, Supervisor, Manager and Sr Manager legs).

2. **Understanding the Director position is very important to your success.** Becoming a Director and successfully developing personally sponsored, first generation fully qualified Directors in each of your legs is the path to continued promotion and increased earnings. Building a successful business requires understanding these two processes.

1. The promotion process.
2. The maintenance process (to continue to qualify to get paid at that level).

You are a Qualified Director. To achieve the next rank of Sr. Director,

- **Achieve Senior Director:** You create one leg in which a distributor achieves the title of Director. You are then promoted to **Senior Director** and are entitled to a 5% generational override on the new 1st generation Director's Group Point Value or GPV.

Sr. Director Maintenance - you will earn a 5% generational override on your new Director leg as long as he/she remains "active". The definition of "Active Director" is: being "fully qualified with 100 PPV and 1000 GPV at least once in every 3 month period".

- **Achieve Executive Director:** Create two legs with a fully qualified first-generation Director in each; you are promoted to **Executive Director**.
Maintenance: earn 5% on two generations of Active Directors by maintaining two “Active” Director legs.
- **Achieve Sapphire Director:** Create three legs with a fully qualified first-generation Director in each, and 5,000 OGV you are promoted to the **Sapphire Director**. (50% rule applies)
Maintenance: earn 5% on three generations of Active Directors by maintaining three “Active” Director legs and 5000 OGV. (50% rule applies)
- **Achieve Ruby Director:** Create four legs with a fully qualified first-generation Director in each, and 10,000 OGV you are promoted to the **Ruby Director**. (50% rule applies)
Maintenance: earn 5% on four generations of Active Directors by maintaining four “Active” Director legs and 10,000 OGV. (50% rule applies)
- **Achieve Diamond Director:** Create five legs with a fully qualified first-generation Director in each, and 15,000 OGV, you are promoted to the **Diamond Director**. (50% rule applies)
Maintenance: earn 5% on five generations of Active Directors by maintaining five “Active” Director legs and 15,000 OGV. (50% rule applies)
- **Achieve Double Diamond Director:** Create five legs with a qualified first-generation Director in each, and 25,000 OGV, you are promoted to **Double Diamond Director**. (50% rule)
Maintenance: earn 5% on six generations of Active Directors with five “Active” Director legs and 25,000 OGV. (50% rule applies)
- **Achieve Triple Diamond Director:** Create seven legs with a qualified first-generation Director in each and 50,000 OGV, you are promoted to the **Triple Diamond Director**. (50% rule)
Maintenance: earn 5% on six generations of Active Directors, and 1% from the 7th Active Director generation down when you have seven “Active” Director legs and 50,000 OGV. (50% rule applies)

President’s and Chairman’s Club

- **Achieve President’s Club Member:** Create at least ten legs, with a fully qualified first-generation Director in each, including 3 fully qualified, first-generation Triple Diamond Directors, you are promoted to the **President’s Club**.
Maintenance: earn 5% on six generations of Active Director, and a 1% Infinity Bonus starting on generation 7, and an additional 1% Infinity Bonus starting on generation 8, by maintaining 10 Active Director legs, including 3 Triple Diamond legs. (50% rule applies)
- **Achieve Chairman’s Club Member:** Create a least ten legs, with a fully qualified first-generation Director in each, including 5 fully qualified, first-generation Triple Diamond Directors, and you are promoted to the **Chairman’s Club**.
Maintenance: earn 5% on six generations of Active Directors, and a 1% Infinity Bonus starting on generation 7, an additional 1% Infinity Bonus starting on generation 8, and an additional 1% Infinity Bonus starting on generation 9, by maintaining 10 Active Director legs, including 5 Triple Diamond legs. (50% rule applies)

Note: all promotion qualifications must be met within the calendar month closing date.

	Price	PV	Shipping: 5% or ^{US} \$5.95 min extra for Can/AK/HI/PR							
Wholesale	\$ 44.95	40								
Retail	\$ 59.95	40								
Case (6)	\$239.70	240								
Rebate/Commiss			0%	5%	10%	15%	20%			
PPV min	100	Associate Supervisor Manager Sr. Mgr Director								
GPV min	1000	0 250 1000 2500 5000* *min 2500 in qualifying month								
(incl max 200 ppv)		min cumulative volume during 1 or 2 consecutive mos.							Pres Club	Chairman's Club
OGV	Director	Sr. Dir	Exec Dir	Sapphire	Ruby	Diamond	DD	TD	includes 3 TD legs	5 TD Legs
Dir legs	0	0	0	5000**	10000**	15000**	25000**	50000**	10	10
1	2.5%	5%	5%	5%	5%	5%	5%	5%	5%	5%
2			5%	5%	5%	5%	5%	5%	5%	5%
3				5%	5%	5%	5%	5%	5%	5%
4					5%	5%	5%	5%	5%	5%
5						5%	5%	5%	5%	5%
6							5%	5%	5%	5%
7								1%	1%	1%
8								Infinity	2%	2%
9								↓	Infinity	3%
									↓	Infinity

Note: While the Autoship Unilevel Program gives PV=50 and BV=40 for a single bottle of StemEnhance, in the above StepUp Program, single bottle PV=40 and BV=40. This is important to keep in mind when meeting your PV requirements.

Director level Override : If you only have one Director below you, and that Director is not Active, you will earn a 2.5% override commission on that Director's volume.

Remember:

- To earn StepUp Plan Rebates and Bonuses, you must have a minimum of 100 PPV each month.
- To be paid as a fully qualified Director and earn Director StepUp Generational override commissions, you must have a minimum 100 PPV and 1,000 GPV each month.
- To be promoted to a Senior Director or higher, your first generation Directors in each leg must be fully qualified in the qualifying month. A new Director leg is always considered qualified in the month he/she is promoted to the Director title.
- Once you become a Senior Director or higher, to be paid at that level each month, you must have the required number of active Director Legs, qualifying OGV, 1,000 GPV and a minimum 100 PPV to fully qualify for all Director income at that particular rank or title.
- The 50% OGV rule always applies for qualifying. This means you may satisfy no more than 50% of qualification from any one leg. Example: Sapphire Director must have 5,000 OGV, only 2,500 may come from any one leg.

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Partial Qualifying -

A Director may in any given month fall short of their 1000 GPV requirements for receiving fully qualified Director pay. If this should happen, you may still be able to receive 25% and up to 50% of your StepUp Generation overrides. Here is how this applies.

- Partial qualification of 100 PPV and 500 GPV pays 50% of override commissions if you have at least 1 fully-qualified Director leg.
- Partial qualification of 100 PPV and 250 GPV pays 25% of override commissions if you have at least 3 fully-qualified Director legs.

Terms and Definitions

- **Autoshop Unilevel Program** - a unilevel which pays out 7% on all **autoshop volume** (retail and wholesale) through 7 levels when distributor is qualified. Infinity bonuses are paid on autoshop volume on level 8 and below when distributor is qualified.
- **Autoshop Unilevel Point Value (PV) & Bonus Value (BV)** - All autoshop unilevel volume is based on the single bottle autoshop wholesale price of 39.95. PV= 50 BV= 40
- **StepUp Generational Program** - a generational pay program that includes rebates and bonuses on open group (GPV) product purchases and 5% generational overrides on up to 6 generations when qualified, PLUS infinity bonuses on deeper generations when qualified.
- **StepUp Program Point Value (PV) & Bonus Value (BV)** includes retail sales, wholesale sales, wholesale case (6 bottles) sales, Pro-retailer packs (60 bottles) and FastStart Pack sales.

Retail bottle-	\$59.95,	PV= 40	BV= 39.95.
Wholesale bottle-	\$49.95,	PV= 40	BV=39.95.
Wholesale case-	\$239.70,	PV= 240	BV= 239.70.
Pro-retailer Pack-	\$2200,	PV= 2500	BV= 2000.
FastStart Pack-	\$299,	PV= 250	BV= 100.
- **PV - Point Value:** the value assigned to each product purchased used to meet qualification criteria to earn commissions. PV is the same in all countries.
- **PPV - Personal Point Value:** the PV from your personal orders and the orders of your retail-direct customers. These sales include Personal wholesale purchases, personal AutoShip and your direct customers retail purchase and retail AutoShip. Note: Only AutoShip PPV will count towards AutoShip PPV qualification requirements. However, AutoShip PPV, FastStart PPV and StepUp Plan PPV all count towards StepUp Plan qualification requirements.
- **GPV - (StepUp Program) Group Point Value:** your personal PV, plus the PV of your downline distributors who are not under a qualified Director or higher. (Includes FastStart, StepUp and AutoShip PV)

- **OPV - (AutoShip) Organization Point Value:** your PPV, plus the PPV of your entire 7-level AutoShip Unilevel Program organization. This is the total Point Value of your AutoShip organization, through 7 levels. Calendar month OPV is used to meet promotion and qualification requirements in the AutoShip Unilevel Program. OPV is also added to OGV in the StepUp Program for promotion and qualification purposes in the StepUp Plan.
- **OGV - (StepUp Program) Organizational Group Value:** your GPV and the GPV of your StepUp Program organization through 6 generations of qualified Directors, and includes all Retail sales PV, wholesale sales PV and FastStart sales PV. OGV includes OPV from the AutoShip unilevel program. Calendar month OGV is used to meet promotion and qualification requirements in the StepUp Generation Program.
- **BV - Bonus Value:** the value assigned to each product purchased for purposes of calculating commission payments.
- **Active Distributor** - any distributor who has placed an order in the last six months and has paid their annual renewal fee on time.
- **Enroller** - the Distributor who is responsible for recruiting and signing up the new Distributor (enrollee). The Enroller receives the Enroller FastStart Bonus, if qualified. The Enroller also maintains credit for a personally-enrolled AutoShip distributor. The Enroller may also be referred to as the Direct Sponsor.
- **Placement** - an Enroller may "place" a new distributor (Enrollee) under another downline Distributor as part of organization structure strategy. All parties have the potential to benefit when this is chosen in the right circumstances. Caution should be applied to placing distributors in their downline as income may be generated in the future that is outside of the enrollers paylevels or generations.
- **Placement Sponsor** - The downline Distributor, who the new distributor (enrollee) is placed directly under, is referred to as the "placement sponsor". The placement sponsor benefits from the new distributors PV and BV as the compensation plan allows. The Placement Sponsor does not receive the FastStart Bonus.
- **Promotion or Advancement** - a distributor may advance to or be promoted to a higher title or rank when they meet the qualifications as set forth in the compensation plan. When a distributor advances or is promoted in rank or title, they always retain the highest title or rank name achieved. Regardless of title or rank name, monthly commissions will be paid out at the title or rank the distributor is fully qualified at each month. Example: a distributor may attain the position of Diamond Director and be paid at the Sapphire Director level in the StepUp Program.
- **Qualified** - to earn compensation for any position or title, from Associate through Chairman's Club, the distributor must be personally "qualified" at that rank, each month. These qualifications are met during each calendar month, without exception. The minimum qualifier to earn rebates and commissions in the StepUp Plan is 100 PPV.
- **"Fully Qualified" Director** - a Director who has met the 100 PPV and 1000 GPV requirements in the current month. Higher Director-level Titles also have "Active Director Leg" and OGV requirements.

- **“Partially-Qualified” Director** - A Director with a least 100 PPV and at least 250 GPV, but less than 500 GPV, who also has at least three fully-qualified Director leg; or a Director with at least 100 PPV and at least 500 GPV, but less than 1,000 GPV, who also has at least one fully-qualified Director leg.
- **“Active” Director** - a Director who has “fully qualified” in one of the past 3 months. Active Directors (if not fully or partially qualified in the current month) can still earn rebates and bonuses, if they have qualified with 100 PPV. An Active Director also earns FastStart Director bonuses providing he/she has a minimum 1 bottle autoship. **Active Directors do not earn StepUp Generation Bonuses, except in the month(s) they are fully or partially qualified.**
- **Director Leg** - a Director leg is one in which you have a qualified Director. Only the first-generation Director in a leg will count towards Director leg qualifications.
- **Active Director Leg** - A leg of your organization that has a first-generation Active Director in it. Active Director legs help you maintain the Title you are being paid at.
- **FastStart Bonus Qualified** - a distributor is qualified to receive FastStart Bonuses as long as they are an Active Distributor and have generated a personal or retail customer AutoShip order that month. You begin to qualify for FastStart Bonuses in a given week provided you had a personal or retail customer AutoShip by the end of that week.
- **Compression** - when BV from an order emanating from a level or generation moves up one or more levels or generations due to downline distributors failing to qualify for any commissions on that order.
- **Roll Up** - when a level or generation of distributors move up one or more levels or generations when their direct upline is inactive. If one or more Directors roll up to your first generation, only one will count towards Title advancement, provided they are fully-qualified.
- **PPV Rebates** - a percentage of Bonus Value on personal or retail customer orders that is paid back to you, when you qualify with 100 PPV.
- **GPV Bonuses** - a percentage of Bonus Value on downline Personal Group distributors PV that is paid to you when you qualify with 100 PPV and attain an eligible Title.
- **Override Commissions** - a percentage of Bonus Value on downline Director GPV that is paid to you when you qualify.
- **AutoShip commissions** - a percentage of Bonus Value on downline distributors **AutoShip** PPV that is paid to you when you qualify.
- **FastStart Bonuses** - a flat dollar amount, calculated weekly, on downline distributors FastStart Pack purchases, paid to you, when you qualify. These bonuses include Enroller (or Direct Sponsor) bonuses and Director Bonuses. These bonuses are paid weekly if you are set up for direct deposit, and have a two-week lag time to allow checks to clear and returns to be credited. Director Title promotion is retroactive back to the beginning of the week a person achieves the Title for purposes of qualifying for Director FastStart Bonuses.

- **Infinity Bonuses** - a percentage of Bonus Value on downline distributors that are beyond the 7th level in the Autoship Unilevel Program and beyond the 6th generation in the StepUp Program, paid to you when you qualify. This bonus has the potential to pay you on orders placed by your entire organization down to the very last level or generation. If someone else in your organization also qualifies for a certain Infinity Bonus level, they will reduce the number of levels or generations you will earn on.