# Financial Rewards Plan

## 01 CUSTOMER COMMISSIONS (paid daily)

Brand Ambassadors earn a 25% commission on every item their Customers purchase, with payments available as soon as the next business day.* Thanks to our Daily Pay program, you can start enjoying your earnings almost immediately!

Example: If your Customer places an order by Monday at 3:00 PM MST, you'll receive your commission on Tuesday.

## 02 PRODUCT INTRODUCTION BONUS "PIB" (paid weekly)

When a new Brand Ambassador enrolls with an Enrollment Pack, you as the sponsor earn a Product Introduction Bonus (PIB) of 25%–36% of the pack's Commissionable Volume (CV).

The exact percentage depends on the pack selected.

Additional Benefits with Enrollment Packs

- Prepaid SmartShip included with the Business Builder Pack and Pro Collection.
- Paid as 3 Star rank on the Premium Pack, Business Builder Pack, and Pro Collection Pack.

Create-A-Pack:

The Product Introduction Bonus for Create-A-Pack is based on the percentage of the total CV of the package as follows:

1. 20–199 CV = 25% of CV
2. 200–299 CV = 28% of CV
3. 300+ CV = 33% of CV

Example: If your newly sponsored Brand Ambassador places an order for 100 CV (Create-A-Pack), the Sponsor will receive the PIB in an amount of $25 (25% of 100 CV).

**For more details on each pack, please scan the QR code to visit the THREE Wall.**

**Enrollment Fee:** Distributors/Brand Ambassadors pay a $30 enrollment fee which includes access to a personalized back office, replicated website, mobile app AND wholesale pricing. An annual $30 renewal fee will then apply for the duration the account is active.

**25% commission paid on customers' net purchases. Commissions not paid on shipping and tax.*

*†Leadership Matching Bonus Level 1, Level 2, Level 3 for 12 Weeks.*

## 03 TEAM COMMISSIONS (Cycle Commissions, paid weekly)

Minimum Volume Requirements: 300 CV lesser leg and 600 CV greater leg. Active and Qualified Brand Ambassadors will earn a $35 cycle bonus every time their team accumulates 300/600 CV.

Weekly Cycle Cap:
This compensation plan has a cap on how many cycles one can earn in a single week period.

1. The base cap is 500 cycles maximum per week.
2. The cap can be increased to 600 cycles per week if the following four criteria are met:
   a. Paid as a 3 Star or above in the current week.
   b. Have 3 legs of 3 Star Elite in previous 4 rolling weeks (one-3 Star Elite per enroller tree leg).
   c. Reach a maximum 500 cycles in a in a previous week.
   d. Have 10 or more active personally enrolled Customers and/or Brand Ambassadors and generate 1,000 CV from those Customers/Brand Ambassadors (including personal orders, max. 200 CV, in a 4-week rolling period. See example below).

Example: if a Brand Ambassador has 15 Customers/Brand Ambassadors at 60 CV each (total of 900 CV), 100 CV from their back office order will count toward the 1,000 CV.

Note: when the lesser leg accumulates 10 million CV or more, the 1:1 Carry Forward Rule will apply. See official website for details.

## 04 RANK CHART

| | |
|---|---|
| Distributor | Pays enrollment fee, signs Distributor Agreement, can earn PIB, can earn Customer commissions, placed on binary tree, cannot accumulate binary volume. |
| Brand Ambassador | Accumulate 100 PV from personal or Customer orders in last 52 weeks. |
| Qualified Brand Ambassador | Enroll 1 Brand Ambassador on the left and 1 Brand Ambassador on the right. |
| 1 Star | Accumulate 800 PGV (max 200 PGV per enroller tree leg) in last 52 weeks. Minimum 300 PGV on each binary side (max 200 PGV per enroller tree leg) in last 52 weeks. |
| 2 Star | Accumulate 1,200 PGV (max 300 PGV per enroller tree leg) in last 52 weeks. Minimum 400 PGV on each binary side (max 300 PGV per enroller tree leg) in last 52 weeks. |
| 3 Star | Accumulate 3,600 PGV (max 600 PGV per enroller tree leg) in last 52 weeks. Minimum 900 PGV on each binary side (max 600 PGV per enroller tree leg) in last 52 weeks. |
| 3 Star Pro | Generate 50 binary cycles in a 4-week period. |
| 3 Star Elite | Generate 100 binary cycles in a 4-week period. |
| 4 Star Director | Active at 120 PV. Generate 200 binary cycles in a 4-week period. Two 3 Star legs (one 3 Star per enroller tree leg) in last 52 weeks. |
| 5 Star Director | Active at 120 PV. Generate 500 binary cycles in a 4-week period. Four 3 Star legs (one 3 Star per enroller tree leg) in last 52weeks. |
| 6 Star Director | Active at 120 PV. Generate 1,000 binary cycles in a 4-week period. Six 3 Star legs (one 3 Star per enroller tree leg) in last 52 weeks. |
| 7 Star Director | Active at 120 PV. Generate 1,500 binary cycles in a 4-week period. Two 6 Star legs (one 6 Star leg per enroller tree leg) in a 4-week period. |
| Gold Diamond | Active at 120 PV. Generate 4,000,000 PGV in a 4-week period. Four 6 Star Legs (one 6 Star leg per enroller tree leg) in a 4-week period. |
| Crown Diamond | Active at 120 PV. Generate 6,000,000 PGV in 4-week period. Six 6 Star Legs (one 6 Star leg per enroller tree leg) in a 4-week period. |
| Royal Crown Diamond | Active at 120 PV. Generate 8,000,000 PGV in 4-week period. Eight 6 Star legs (one 6 Star leg per enroller tree leg) in a 4-week period. |

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# Financial Rewards Plan

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## LEADERSHIP MATCHING BONUS (paid weekly)

Brand Ambassadors who are active at least 60 PV and are paid at the rank of 1 Star to 3 Star Elite.
Brand Ambassadors who are active at least 120 PV and are paid at the rank of 4 Star and above.

Level Matching Bonus:

| LEVEL | REQUIRED RANK | % MATCH ON $35 TEAM COMMISSION CYCLES |
|---|---|---|
| 1 | 1 Star | L1-20% |
| 2 | 2 Star | L1-20% + L2-15% |
| 3 | 3 Star | L1-20% + L2-15% + L3-10% |
| 4 | 4 Star Director | L1-20% + L2-15% + L3-10% + L4-5% |
| 5 | 5 Star Director | L1-20% + L2-15% + L3-10% + L4-5% + L5-5% |
| 6 | 6 Star Director | L1-20% + L2-15% + L3-10% + L4-5% + L5-5% + L6-5% |
| 7 | 7 Star Director | L1-20% + L2-15% + L3-10% + L4-5% + L5-5% + L6-5% + L7-5% |

**The level 1 matching percentage will be increased from 20% to 30% when the following requirement is met:**

1. Have 10 or more active personally enrolled Customers and/or Brand Ambassadors and generate 1,000 CV from these Customers/Brand Ambassadors, including personal orders (max. 200 CV) in a 4-week rolling period.**

Example: If a Brand Ambassador has 15 Customers/Brand Ambassadors at 60 CV each (total of 900 CV), 100 CV from back office order will count toward the 1,000 CV.

Note: All Matching Bonuses are calculated based on $35 per cycle.

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## GLOBAL LEADERSHIP BONUS POOL (3% of Global CV, paid weekly)

**Requirements:**

1. Must be paid at rank 4 Star Director or above and active at 120 PV.
2. Have 5 personally enrolled active Customers and/or Brand Ambassadors and generate a total of 300 CV from these Customers/Brand Ambassadors in a 4-week rolling period.

**Bonus Pool will be based on shares earned as follows:**

1. Earn 1 share for meeting the above two requirements.
2. Your Personal Paid Rank:
   a. 1 share if paid rank is 4 Star Director.
   b. 1 share if paid rank is 5 Star Director.
   c. 1 share if paid rank is 6 Star Director.
   d. 1 share if paid rank is 7 Star Director or above.

   **Example: The shares are cumulative. If a Brand Ambassador is being paid as 7 Star Director, the Brand Ambassador will receive 1 share for 4 Star, 5 Star, 6 Star, and 7 Star for a total of 4 shares.**
3. Your Enroller Tree Paid Ranks: (will take ONE highest paid rank of 4 Star or above per enroller tree leg)
   a. 1 share for each 4 Star Director paid rank leg.
   b. 1 share for each 5 Star Director paid rank leg.
   c. 1 share for each 6 Star Director paid rank leg.
   d. 1 share for each 7 Star Director and above paid rank leg.

   **Example: The shares are cumulative. If a Brand Ambassador has a 7 Star Director or above in their enroller tree leg, they will receive 1 share for 4 Star, 5 Star, 6 Star and 7 Star for a total of 4 shares. Will count ONE highest paid rank (4 Star or above) per enroller tree leg.**
4. Personal Enroller Tree Volume:
   a. Earn 1 share for every 1,000 Personal Group Volume (PGV) up to the depth of the Brand Ambassador's qualified Leadership Matching Bonus level.

   **Example: If a Brand Ambassador qualifies to earn level 5 of the Leadership Matching Bonus, the Brand Ambassador will earn 1 share for every 1,000 PGV within levels 1–5 from the current week's PGV.**

***Please note that your minimum active requirement of 60 CV or 120 CV (Smart Ship Order) will NOT count toward your max. 200 CV. Your sponsor can only count the volume from your initial order or Smart Ship orders. For the max. 200 CV used to complete the 1,000 CV, the sponsor will not be able to use the same 200 CV towards their 1,000 CV qualification.*

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## RANK ADVANCEMENT BONUS (paid weekly)

Brand Ambassadors will receive a one-time rank advancement reward as follows:

| RANK | REWARD CERTIFICATES[1] | TOKEN AMOUNT[2] | ONE TIME CASH BONUS |
|---|---|---|---|
| 1 Star | $100 | | |
| 2 Star | $200 | | |
| 3 Star | $300 | | |
| 3 Star Pro | $300 | $100 | |
| 3 Star Elite | | $500 | |
| 4 Star Director | | $1,000 | |
| 5 Star Director | | $2,000 | |
| 6 Star Director | | $4,000 | |
| 7 Star Director | | $5,000 | |
| Gold Diamond | | | $50,000 |
| Crown Diamond | | | $100,000 |
| Royal Crown Diamond | | | $250,000 |

*[1] The Reward Certificate is non-commissionable, non-CV, and valid for 6 months.*
*[2] The Token can be used for up to 50% of the order subtotal on each order and is valid for 6 months.*

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## INCENTIVES

**Happy 10:**

For every 10 combinations of new Customers/Distributors who purchase product, the sponsor will receive a $100 non-commissionable Reward Certificate. Repeat every 10.

**Loyalty Program/Brand Ambassadors:**

1. Brand Ambassadors who process 6 consecutive Smart Ship orders at a minimum of 60 CV will receive a $100 non-commissionable Reward Certificate. Repeat every 6 consecutive Smart Ship orders.

**Loyalty Program/Customers:**

1. For every $300.00 spent (before tax and shipping), Customers will receive a $33.00 reward certificate. These certificates can be applied to individual items, providing great savings on future purchases.
2. Earn with Referrals: Share the benefits with others and get rewarded! Every time a Customer refers a new Customer who makes a purchase, you'll receive a $10.00 reward certificate when they place their first order.

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## GLOSSARY OF TERMS

**Personal Volume (PV)** is generated through personal and Customer purchases. PV is used for active status determinations.

**Personal Group Volume (PGV)** is the CV that is generated through your Lines of Sponsorship and from sales to your Customers.

**Binary Volume (BV)** is the sum of all Binary Left and Right CV within a given period from both left and right legs.

**Commissionable Volume (CV)** is the decimal value assigned to each product, the sum of which is added together for each order placed.

**Lesser Leg Volume (LLV)** is the sum of all Binary CV within a given period from the lesser leg (the leg with less volume).

**Greater Leg Volume (GLV)** is the sum of all Binary CV within a given period from the greater leg (the leg with greater volume).

**Spillover** describes the Brand Ambassadors placed in the team tree by those who share the same binary leg. The sales from these Brand Ambassadors are included in GV.

**Highest Achieved Rank** is the highest rank a Brand Ambassador has been paid over any bonus period.

**Paid-as Rank** is the rank a Brand Ambassador is paid at for a given bonus period.

**Enroller Tree:** Brand Ambassadors in each of the Lines of Sponsorship are what make up the Enroller Tree.

**Bonus Period** begins weekly at 12 am MT on Monday and ends at 11:59 pm MT on Sunday.

**Active:** To be active a Brand Ambassador must have minimum of 60PV every 28 days.

**Active Status Timeline** is defined as four complete bonus periods–the current bonus period PLUS the previous three full bonus periods. PV from orders placed during this timeline is added to determine the Brand Ambassador's active status levels for rank and payout calculation determinations.

**Smart Ship** is an order that automatically process every 28 days and helps maintain active status.

**Customer CV Policy:** Customers are placed on the Binary Tree. The commissionable volume (CV) of the Customer's order will be reduced. CV from Customer orders will count towards the sponsor's active status.

*Commission Cap: The maximum payout in the company payout is capped at 60% of Global CV. All commissions, bonuses, and payments will be adjusted to reflect the cap.*