

# Compensation Plan Overview



*No matter how high your goals, our Compensation Plan is designed to reward your achievements at every step of the way.*

<b>Consultant (CO)</b>	<p><b>Benefits</b></p> <ul style="list-style-type: none"> <li>• 30% Retail Profit</li> <li>• 5% Bonus on PWV of personally sponsored consultants in their first full calendar month</li> </ul> <p><b>Maintenance</b></p> <ul style="list-style-type: none"> <li>• Minimum one (1) order per calendar year (sales aids excluded).</li> </ul>												
<b>Unit Leader (UL)</b>	<p><b>Benefits</b></p> <ul style="list-style-type: none"> <li>• 30% Retail Profit</li> <li>• 6% Bonus on PWV</li> <li>• 6% Bonus on 1st Lines' PWV</li> <li>• 4% Bonus on 2nd Lines' PWV</li> </ul> <p><b>Maintenance</b></p> <ul style="list-style-type: none"> <li>• Maintain 3 first-line consultants</li> <li>• \$400 UWV per month</li> </ul>												
<b>Director Qualification</b> <small>(A process, not a level)</small>	<p><b>Qualification*</b></p> <ul style="list-style-type: none"> <li>• Achieve \$2,000 UWV for two consecutive months and sponsor/maintain 10 first-line consultants by the end of the second month.</li> <li>• Achieve \$3,000 UWV in one month and sponsor/maintain 10 first-line consultants within the same month.</li> </ul> <p style="text-align: center;"><i>*In the month of achievement, the consultant is paid as a director.</i></p>												
<b>Unit Director (UD)</b>	<p><b>Benefits</b></p> <ul style="list-style-type: none"> <li>• 30% Retail Profit</li> <li>• 12–15% Unit Volume Bonus</li> <li>• 8% Bonus on 1st Generation Directors</li> <li>• 6% Bonus on 2nd Generation Directors</li> </ul> <p><b>Maintenance</b></p> <ul style="list-style-type: none"> <li>• Maintain 10 first-line consultants</li> <li>• \$2,000 UWV per month</li> </ul>												
<b>Unit Director &amp; Above (UD+)</b>	<p><b>Unit Volume Bonus Structure</b></p> <table border="0" style="width: 100%;"> <tr> <td style="text-align: right;">\$2,000 – \$3,999</td> <td style="text-align: left;">UWV</td> <td style="text-align: right;">12%</td> </tr> <tr> <td style="text-align: right;">\$4,000 – \$7,999</td> <td style="text-align: left;">UWV</td> <td style="text-align: right;">13%</td> </tr> <tr> <td style="text-align: right;">\$8,000 – \$15,999</td> <td style="text-align: left;">UWV</td> <td style="text-align: right;">14%</td> </tr> <tr> <td style="text-align: right;">\$16,000+</td> <td style="text-align: left;">UWV</td> <td style="text-align: right;">15%</td> </tr> </table>	\$2,000 – \$3,999	UWV	12%	\$4,000 – \$7,999	UWV	13%	\$8,000 – \$15,999	UWV	14%	\$16,000+	UWV	15%
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**NOTE: At every level, you must be bonus qualified in order to earn bonus payments. See reverse for Leadership Bonus.**

*Financial freedom is within your grasp as you build your business through this dynamic Compensation Plan.*

<p><b>Unit Director &amp; Above (UD+)</b></p>	<p><b>Receive additional leadership bonuses of 2-10% on the UWV of directors down to the sixth generation.</b></p> <hr/> <table border="1"> <thead> <tr> <th><b>Leadership Bonus</b></th> <th>UD</th> <th>SD</th> <th>ED</th> <th>DD</th> <th>DDD</th> <th>PDD</th> </tr> </thead> <tbody> <tr> <td>Qualified Director Legs</td> <td>0-1</td> <td>2</td> <td>4</td> <td>6</td> <td>8</td> <td>10</td> </tr> <tr> <td>Minimum GWV</td> <td></td> <td></td> <td></td> <td>75K*</td> <td>150K*</td> <td>225K*</td> </tr> <tr> <td>1st Generation Directors</td> <td>8%</td> <td>8%</td> <td>8%</td> <td>10%</td> <td>10%</td> <td>10%</td> </tr> <tr> <td>2nd Generation Directors</td> <td>6%</td> <td>7%</td> <td>7%</td> <td>7%</td> <td>8%</td> <td>9%</td> </tr> <tr> <td>3rd Generation Directors</td> <td></td> <td>4%</td> <td>5%</td> <td>6%</td> <td>7%</td> <td>8%</td> </tr> <tr> <td>4th Generation Directors</td> <td></td> <td></td> <td>2%</td> <td>3%</td> <td>4%</td> <td>5%</td> </tr> <tr> <td>5th Generation Directors</td> <td></td> <td></td> <td></td> <td></td> <td>3%</td> <td>4%</td> </tr> <tr> <td>6th Generation Directors</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td>3%</td> </tr> </tbody> </table> <p style="text-align: right;"><i>*No maximum limit per leg</i></p>	<b>Leadership Bonus</b>	UD	SD	ED	DD	DDD	PDD	Qualified Director Legs	0-1	2	4	6	8	10	Minimum GWV				75K*	150K*	225K*	1st Generation Directors	8%	8%	8%	10%	10%	10%	2nd Generation Directors	6%	7%	7%	7%	8%	9%	3rd Generation Directors		4%	5%	6%	7%	8%	4th Generation Directors			2%	3%	4%	5%	5th Generation Directors					3%	4%	6th Generation Directors						3%
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<p><b>Explanation of Terms</b></p> <p><i>This overview summarizes the Noevir Compensation Plan.</i></p> <p><i>Subject to change without notice.</i></p> <p>Compensation Plan Overview Rev. 9/10</p>	<p><b>Bonus:</b> The commission paid by Noevir to a consultant upon meeting all requirements set forth in the Compensation Plan. Bonus pay periods are calculated on a calendar month basis.</p> <p><b>Bonus Qualification:</b> Occurs when the consultant has generated a minimum of \$120 in PWV (personal wholesale volume), in a calendar month or recruit a new (first-line) consultant with \$120 PWV in the month he/she signs up.</p> <p><b>30% Retail Profit:</b> The profit a consultant earns when selling Noevir products at the SRP (suggested retail price). Consultants are eligible for a 30% savings off the SRP.</p> <p><b>WV (Wholesale Volume):</b> The assigned point value of Noevir products sold, upon which bonuses are calculated. With the exception of Business Aids, all Noevir products have an assigned point value of 70% of the SRP.</p> <p><b>PWV (Personal Wholesale Volume):</b> The total wholesale volume of orders placed by a consultant in a given month (excludes Business Aids).</p> <p><b>UWV (Unit Wholesale Volume):</b> The PWV generated by a consultant plus the combined PWV of each downline consultant within his/her unit.</p> <p><b>GWV (Group Wholesale Volume):</b> The UWV generated by a consultant plus the combined UWV of each downline director within his/her organization.</p> <p><b>Generation:</b> The position one director holds relative to another director in the line of sponsorship.</p> <p><b>First Full Calendar Month:</b> Includes the month in which a new consultant signs up and the entire following month.</p>																																																															