

# Our Compensation Plan

## How it Works

Our rewards structure is fair and designed to benefit partners equally across all levels.

It is a natural evolution from learning and growing a part-time income to eventually, if someone desires, reaching a full-time income. Our plan allows you to start and grow your business at your own pace. You can choose to develop a supplementary, part-time income or you may wish to work towards the eventual goal of reaching a full-time income. The best part? You can do all of this whilst working from home!

Our plan is in depth and flexible, and importantly the more you help others to succeed, the greater the rewards you will potentially receive. Our friendly customer service team at Lifeplus or your sponsor – the person who introduced you to the business – will be able to talk to you about it in detail, but let's have a look at the basics here.

The plan breaks down into three main parts:

- ✓ Referral Bonuses
- ✓ Leadership Bonuses\*
- ✓ Leadership Development Bonuses\*

These bonuses are worked out using International Points (IP) – but what are these, and how do they work?

\*Leadership Bonuses and Leadership Development Bonuses are options that follow on from referral bonuses as your team grows. Please see table on page 11 and refer to your upline sponsor or the Lifeplus website for more details.



## International Points

Bonus payments are based on the Lifeplus products that both you and the people you sponsor order. Lifeplus is a global business – you can sponsor someone in Germany, who in turn sponsors someone in Japan, who then goes on to sponsor someone in the United States.

For this reason we don't calculate bonus based on national currencies. In order to ensure that all our global partners can receive a universally fair bonus we have our own system, called International Points (IP).

Every product has both a sales price and an IP value. The sales price is what you pay when you purchase our products and the IP of each adds up to provide you with an IP total. Think of it as Lifeplus currency!

We then use this to determine your bonus, which is converted to standard currency and paid to you, and also the level you have reached in the Compensation Plan.

This is all automatically worked out for you and once you've completed your direct credit form you will receive your referral bonuses paid directly into your bank account, and a monthly statement via email.

So let's have a look at this in action.

*Remember: Do not be misled by claims that high earnings are easily achieved.*



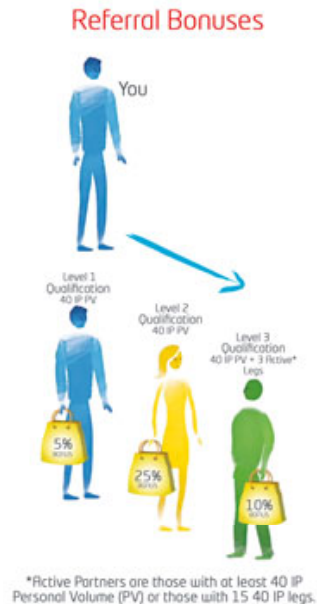
# Referral Bonuses – How They Work

## Lets look at the referral bonuses in more detail.

The initial criteria for qualifying for bonus payments is called your Personal Volume (PV). If within a calendar month you are active in purchasing Lifeplus products, you then begin to qualify for referral bonuses, of which there are two kinds.

All of the partners whom you personally sponsor are your *direct* referrals, otherwise known as your first level.

If you have met the previous qualifying criteria (40 IP), you will then qualify in a given month for 5% of the total IP value of your direct referrals, regardless of whether they are purely product users or become referral partners themselves.



So who are your *indirect* referrals? These are the people who, after speaking with your direct referrals, have also decided to become Lifeplus customers – or even partners. They represent your second level.

For every calendar month you qualify you can earn 25% on the total IP of your second level partners. This second level bonus recognises your active support of your second level.

It naturally follows then that the third level is the direct referrals of your second level. You will receive 10% of the total IP of this level for each calendar month you qualify, with one extra criterion: you must have 3 active legs. An active leg must have someone who is also ordering Lifeplus product to the minimum PV of 40 IP in a given month.

# Leadership Bonus

The great thing about our Compensation Plan is that the more you choose to put in, the more potential for you to develop into a leadership position. When your partners start building their own businesses, the ongoing connections create what we call your “downline” – the network that develops under your guidance. You can potentially find yourself guiding and supporting more and more people in building their own business.

In recognition of this increased responsibility, Lifeplus rewards qualifying partners with Leadership Bonuses.

## Leadership Bonuses and Achievement Levels

Level	Bonus	Qualification
Bronze 100 IP PV	3%	3 Active Legs 3,000 IP GV*
Silver 100 IP PV	6%	6 Active Legs 6,000 IP GV*
Gold 150 IP PV	9%	9 Active Legs 9,000 IP GV*
Diamond 150 IP PV	12%	12 Active Legs 15,000 IP GV*

\*Group volume (GV) is the total of your personal volume plus the volume of your first three levels.

Leadership bonuses introduce two important new qualifying measures, designed to reflect your growing network and scale potential rewards appropriately.

- Active Legs – When a direct referral of yours decides to order Lifeplus products, we call that one of your ‘legs.’ If you have five direct referrals who do this, you have five legs, and so on. For a leg to be “active,” there must be at least one partner within it ordering Lifeplus products to a value of 40 IP or more. You need at least three legs to be active to qualify for the first leadership bonus – Bronze.
- Group Volume – similar in principle to Personal Volume, this is the total of your personal volume combined with the total IP volume of your first three levels. GV targets start at 3,000 for Bronze.

If you have decided to invest the necessary time and effort into developing your business to this level, this means you can start to earn additional leadership bonuses from 3% of the IP of each partner from your fourth level down.

## Dynamic Compression

If there are members of your downline who do not qualify in a given month, the bonuses of those qualifying below them are ‘compressed’ up from the next active partner, ensuring you still earn bonuses. Ask your sponsor for details.

## Monthly Pool Bonus

There is a monthly pool consisting of 1 percent of company sales. This is shared amongst partners who sponsor three or more new partners in one calendar month, whilst supporting their existing partners in remaining active. So if you have three active partners, and sponsor a further three the next month, as long as your original three partners keep ordering you will qualify!

