

ELOMIR



COMPENSATION PLAN

JUNE 2023 V8

[E L O M I R . C O M](https://elomir.com)



INCOME DISCLOSURE STATEMENT

The Elomir Compensation Plan is an exciting opportunity that rewards you for selling products and services and sponsoring other participants who do the same. Although the opportunity is unlimited, individual results will vary depending on commitment levels and sales skills of each participant. Since Elomir has recently launched, it lacks enough statistical data to prepare reliable income disclosures. There will be certain participants who will earn less while others will earn much more. We're excited about the Elomir Compensation Plan and we're confident it will provide you a solid foundation to help you achieve your financial goals. As with all endeavors, hard work and the time you dedicate impact outcomes.

If income projections were presented to you prior to your enrollment, such projections are not necessarily representative of the income, if any, that you can earn through your participation in the Compensation Plan. These income projections should not be considered as guarantees or projections of your actual earnings or profits. Success with Elomir results only from hard work, dedication, and leadership.

BASIC TERMS TO KNOW

CV (Commissionable Volume): This refers to the assigned volume given to a specific product. Each product has a CV value associated with it, which is used in calculating your potential earnings.

PV (Personal Volume): PV is the volume generated when you or your personal retail customers purchase products. It is tied to the CV value of the products. When you buy products for personal use or when your retail customers make purchases, the PV is accumulated, which affects your overall sales performance and potential rewards.

OV (Organizational Volume): OV represents the total volume generated within a specific period. To maintain balance and prevent excessive volume from a single enrollment leg, OV considers that no more than 50% of the total volume comes from one leg.

Weekly Bonus Period: This is a designated time frame that starts every Tuesday at 12:00 AM Central Time and concludes on Monday night at 11:59:59 PM Central Time. During this period, your sales and performance metrics are measured to determine your eligibility for weekly bonuses or incentives.

Monthly Bonus Period: The monthly bonus period spans from the first day to the last day of each month. It serves as a broader evaluation period compared to the weekly bonus period. Your sales, performance, and qualifications during this time are considered for monthly bonuses and incentives.

Active Brand Partner: To be considered an active brand partner, you need to meet the minimum requirement of purchasing and/or selling products to customers, with a total PV value of 65 or more on a monthly basis.

Active Customer: An active customer is someone who meets the minimum requirement of purchasing products with a total PV value of 45 or more on a monthly basis. This requirement ensures that brand partners who are proactively building and maintaining their business ensures that they are viable to receive certain privileges or benefits as part of their loyalty to the brand.

Retail Customer: A retail customer refers to an individual who purchases Elomir products at the regular retail price. These customers buy products without any special discounts or membership benefits. They are essential for driving direct sales and represent the general consumer base for the brand.

Smartsave Customer: A Smartsave customer is a retail customer who chooses to enroll in the Smartship program. Smartship offers a convenient way to automatically receive products on a recurring basis. Smartsave customers enjoy the added benefit of paying a discounted retail price for their recurring orders through the Brand Partner's online retail store.

Commission Active: To be considered commission active, you need to meet one of two requirements: either place a monthly order of Elomir products for personal use, or have retail customer orders that, when combined, create a minimum PV value of 65 or more. Being commission active is essential for accumulating volume and becoming eligible for commissions and other rewards. As long as your account remains active and meets all requirements, the volume you generate will continue to contribute to your earnings.

60% Cap Rule: Elomir has a rule that limits the total commission payout to no more than 60% of the company's overall volume. This rule ensures that the company can allocate funds responsibly and maintain financial stability while still rewarding its brand partners and distributors.

Waiting Room: When a new Brand Partner enrolls for the first time, they are placed in sponsors "waiting room" for 72 hours. Sponsor has the opportunity to place new Brand Partner into desired existing organization. If placement is not completed in 72 hours of enrollment, new Brand Partner will be placed frontline automatically.

Sponsor Tree: When a new Brand Partner is sponsored, they go into the Sponsor Tree as a Level 1, or frontline, to the Brand Partner who sponsored them. Fast Start Bonuses (FSB) on Enrollment Paks are paid following enrollment tree.

Enrollment Tree: Brand Partner(s) that are enrolled by a personally sponsored Brand Partner that you enrolled.

Placement Tree: Brand Partner(s) that were sponsored by your upline and personally placed in your organization. You will not earn any Fast Start Bonuses or personal Retails Bonus on any orders that come from a placed line. Organizational Volume (OV) produced in the Placement Tree contributes towards Rank Advancements and earning associated with Rank Advancements.

COMPENSATION & REWARDS

THERE ARE **7 WAYS** TO EARN COMPENSATION AND REWARDS IN THE ELOMIR COMPENSATION PLAN

1. RETAIL BONUS
2. FAST START BONUS
3. GENERATIONAL TEAM BONUS
 - A. THE WAITING ROOM
 - B. SPONSOR TREE
4. RANK ADVANCEMENT BONUS
5. 3X BONUS
6. CUSTOMER LOYALTY POINTS
7. SMARTSAVE LOYALTY BONUS

ENROLLMENT BACK OFFICE FEE \$49 = 1 YEAR WITH \$49 YEARLY RENEWAL.



RETAIL BONUS

When a Retail customer purchases products through the Brand Partner's online retail store, the Enrolling Brand Partner receives a Retail Bonus of 35% of the CV on the order.

Example: When Customer buys \$89 Axis Klarity or Vital Kontrol from the Brand Partner, the Brand Partner will receive 35% (\$15.75) of 45 CV produced from the product order.



*NO INCOME GUARANTEED. SUCCESS REQUIRE WORK AND DETERMINATION

2 FAST START BONUS

When a new Brand Partner first enrolls, they have the option to purchase an initial Enrollment Package of their choice. The Enroller will receive a Fast Start Bonus up to 4 generations deep, based on Rank. A Generation is defined as the first active Brand Partner in the enroller tree. As the Brand Partner rank advances, they unlock new levels. FastStart Bonus will not be paid if the initial Enrollment Package is not purchased during the same transaction as enrollment.

WEEKLY PAYOUT

Rank	Icon
Level 1	15%

MONTHLY TRUE UP PAYOUT

Rank	Icon	Icon 1	Icon 2	Icon 3	Icon 4	Icon 5	Icon 6	Icon 7	Icon 8	Icon 9	Icon 10+
Level 1		5%	5%	5%	5%	5%	5%	5%	5%	5%	5%
Level 2				5%	5%	5%	5%	5%	5%	5%	5%
Level 3									5%	5%	5%
Level 4											5%

* FAST START BONUS WILL NOT BE PAID IF A PAK IS NOT PURCHASED DURING THE SAME TRANSACTION AS ENROLLMENT

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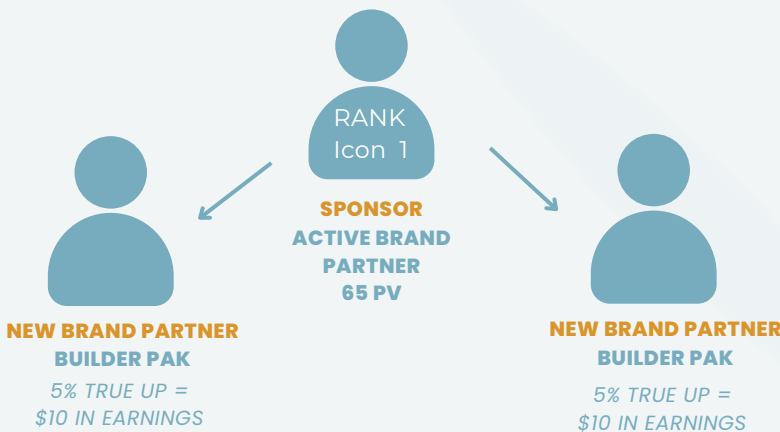
2 FAST START BONUS

As a Brand Partner, you are eligible to earn 15% Fast Start Bonuses weekly even though you are not Active. The requirement for receiving the Monthly True Up Payout is you must be an Active Brand Partner with 65 PV (this includes your personal orders and your personally enrolled customers' orders) and an Icon 1 or higher. This is paid on the Enrollment Pak CV. The payout is weekly and monthly, the first level will be paid out weekly and the monthly will be paid as a True Up based on the paid rank at the end of the month.



The example shows when you personally enroll new brand partners, you earn 15% off any enrollment pak purchased.

Note: This is an illustration of a weekly payout on a personally enrolled brand partner that purchased a Builder Pak during the same transaction as enrollment.



Note: This is an illustration of a monthly true up. If you rank to ICON1 and above, you start earning monthly true ups. You can earn up to 4 levels of true ups, depending on your rank.

WEEKLY PAYOUT 15% = 30 USD

MONTHLY PAYOUT AS ICON1 IS 5% = 10 USD

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3 MONTHLY GENERATIONAL TEAM BONUS

Volume from your Brand Partners' and their customers' product purchases are paid through the Unilevel Tree. As a Brand Partner progresses further through their career path, they can earn monthly generational team bonus pay based on rank.

Rank	Generational Team Bonus
Icon	\$18
Icon 1	\$36
Icon 2	\$72
Icon 3	\$180
Icon 4	\$540
Icon 5	\$960
Icon 6	\$1,800
Icon 7	\$3,600
Icon 8	\$7,200
Icon 9	\$13,000
Icon 10	\$26,000
Icon 11	\$39,000
Icon 12	\$65,000
Legend	\$104,000

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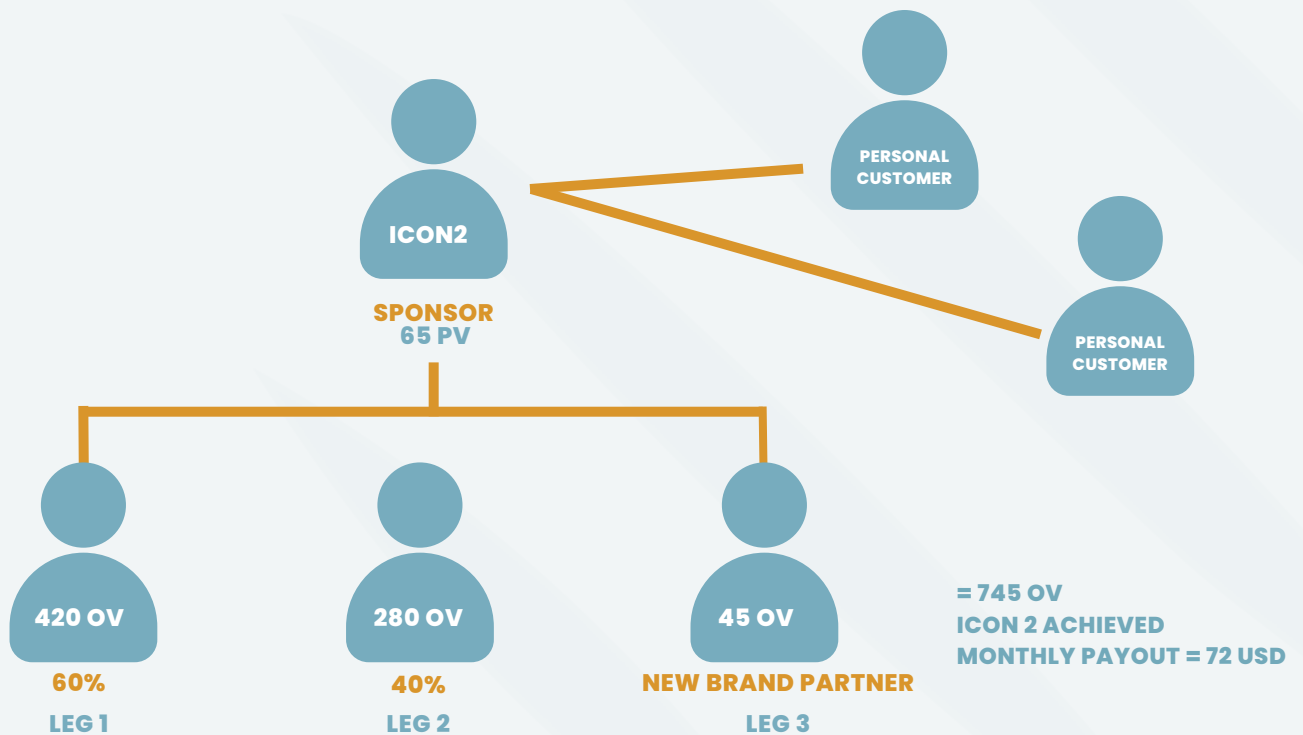
3 MONTHLY GENERATIONAL TEAM BONUS

Volume from your Brand Partner's and their customer's product purchases are paid through the Unilevel Tree. As a Brand Partner progresses further through their career path, they can earn monthly generational team bonus pay based on rank.

SAMPLE ILLUSTRATION: SCENARIO 1

ACHIEVE UP TO ICON 2 WITH UP TO 60% OV FROM 1 LEG

Please look at Rank Req and payout summary table for reference

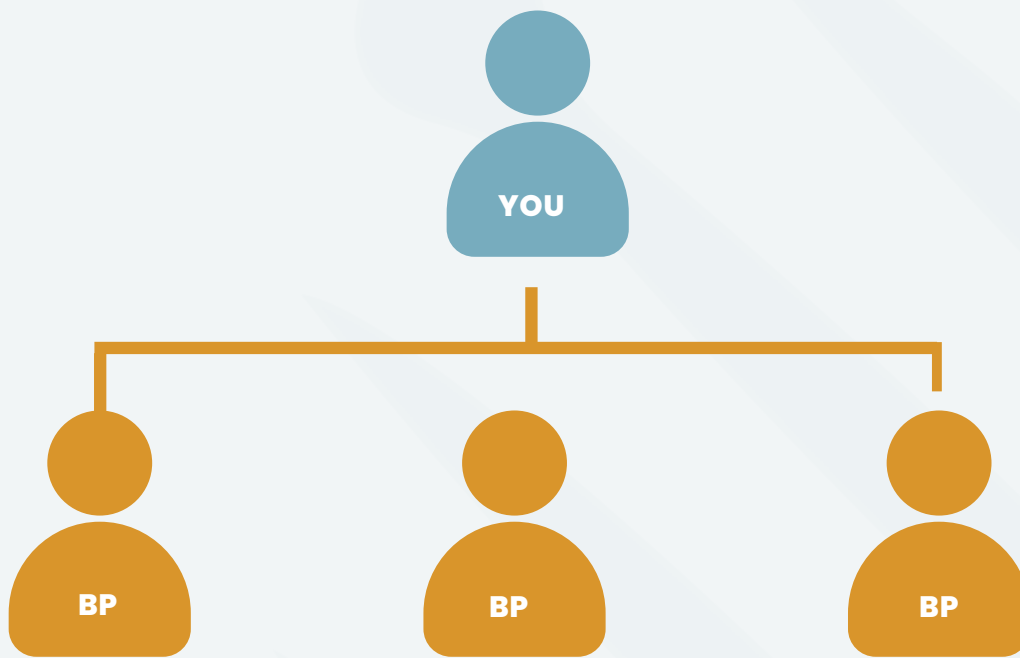


Organizational volume is the sum total of all volume generated from enrollment tree volume and/or placement tree volume.

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3 SPONSOR TREE

When a new Brand Partner is sponsored, they go into the Sponsor Tree as a Level 1, or frontline, to the Brand Partner who sponsored them. Fast Start Bonuses (FSB) on Enrollment Paks are paid following enroller tree.



Personally Sponsored Brand Partners

BP

BP

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RANK ADVANCEMENT BONUS

The Rank Advancement Bonus is paid monthly based on the new rank up of the Brand Partner. To earn Rank Advancement pay, you must have reached the rank of Icon 3.*

To be paid, the Brand Partner must have achieved the rank for the first time and sustain that rank for 2 consecutive months in a row.

Example: the Brand Partner hits Icon 5 in month 1 and Icon 6 in month 2. The payout will be paid on the Icon 5 because that is the rank that was achieved 2 consecutive months.

The bonus will only pay out once per rank achieved. The bonus is also stackable which means if the Brand Partner hits Icon7 for the first time and then Icon8 within the same time period, they will receive the bonus for Icon 7 and the bonus for Icon 8.

Example: An Icon 6 Brand Partner achieves Icon 8 in month 4 and maintains Icon 8 in month 5, the payout will be paid on both Icon 7 and Icon 8 because both were achieved in 2 consecutive months.

Rank	Rank Advancement Bonus
Icon	
Icon 1	
Icon 2	
Icon 3	\$70
Icon 4	\$200
Icon 5	\$800
Icon 6	\$1,500
Icon 7	\$3,000
Icon 8	\$6,000
Icon 9	\$10,000
Icon 10	\$20,000
Icon 11	\$30,000
Icon 12	\$50,000
Legend	\$80,000

April	May	June
Rank Icon 8	Rank Icon 8	Bonus payout: Icon 7 & 8 9,000 USD

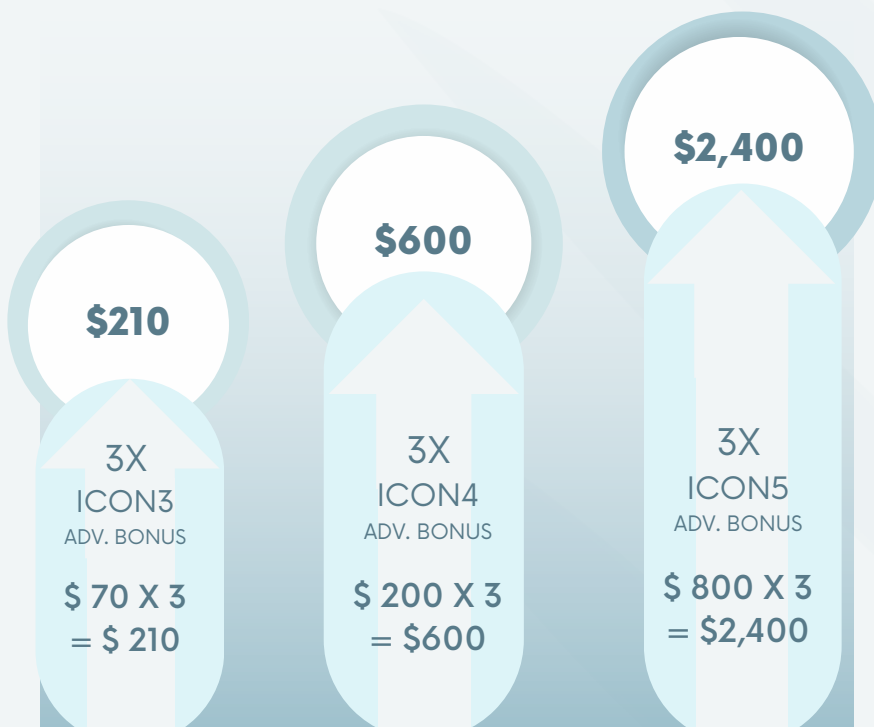
* ICON 12 AND LEGEND RANK ADVANCEMENT BONUS WILL BE BROKEN UP INTO 4 PAYMENTS. IF THEY DE-QUALIFY THEY HAVE 12 MONTHS TO RE-QUALIFY TO CONTINUE PAYMENTS. EACH INSTALLMENT WILL ONLY BE PAID ON A QUALIFIED MONTH.

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5

3X RANK BONUS (PROMOTIONAL)

If you advance to any rank between ICON3 to ICON5 from the day you join until the end of that calendar month, Elomir will triple your Rank Advancement Bonus on your highest achieved Rank. If you did not earn a 3X bonus during your partial month, you have a full calendar month to achieve this bonus. Whichever comes first. This means you can potentially earn up to a \$2,400 Rank Advancement Bonus within your first calendar month. 3X Bonus are not cumulative and all bonuses before achieved rank are forfeited. This bonus is paid at the 15th of the following month. Volume does not carry over to the next month.



SAMPLE ILLUSTRATION: SCENARIO 1

Example, when a BP joins June 10, and achieves Icon 3 to 5 by the end of June, the BP earns a 3x bonus.

SAMPLE ILLUSTRATION: SCENARIO 2

Example, when a BP joins June 10, and achieves Icon 3 to 5 by the end of July, the BP still earns a 3x bonus

You cannot hit 3x bonus again. Once you have earned this achievement, 3x is no longer available.

WHEN THE 3X BONUS IS ACHIEVED, ANY RANK ADVANCEMENT BONUSES PRIOR TO THE HIGHEST 3X BONUS ARE NULLIFIED.

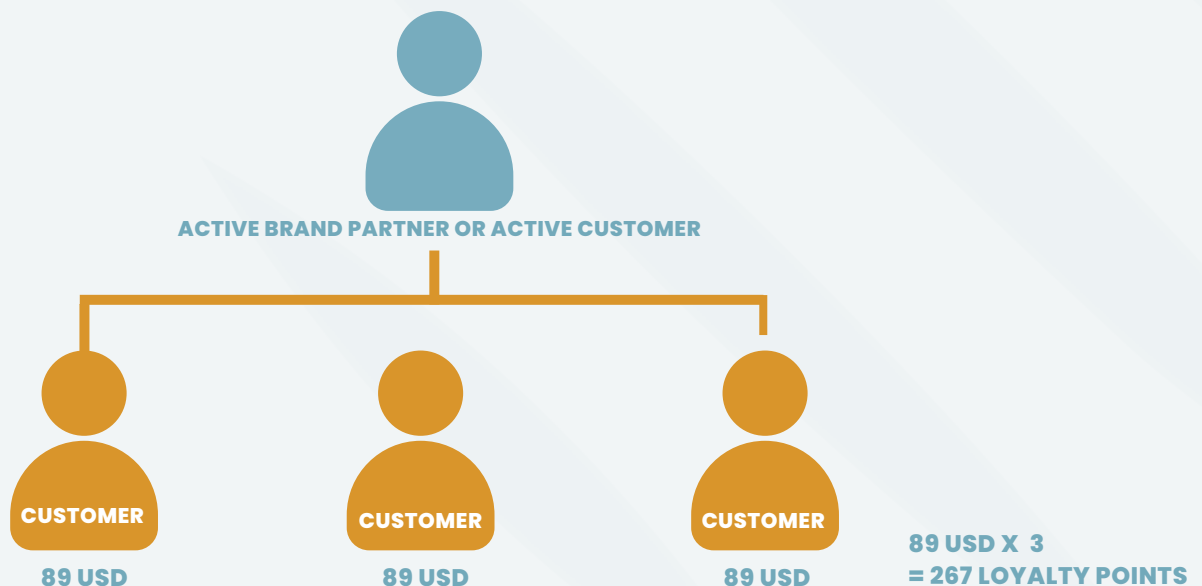
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CUSTOMER LOYALTY POINTS

Brand Partners and Customers can both participate in this program. As an Active Brand Partner or Active Customer, you can personally enroll a customer and receive equivalent points for the purchased amount. In addition, every customer placed on Smartsave on a monthly basis, the enrolling brand partner will receive equivalent points from the purchase as well.

Redeem 2 bonus tri-folds per month. Each Axis Klarity and Vital Control tri-fold requires 750 points each. Bonus products will yield no CV, PV, OV. You cannot use bonus product towards qualifications. You must be considered "Active" the month you are redeeming the bonus product. You can use points towards new products but only on 2nd purchase order at launch if you do not remain active to maintain points. Every month that you go inactive, your points will decline by 10% until it zero's out. If account reaches 10 points or lower, points will be zero'd out. Once you go active again, you will not get back lost points.

Example: Your customer purchases either Axis Klarity or Vital Kontrol at the retail price of \$89. You receive 89 loyalty points.



750 LOYALTY POINTS = 1 30 DAY SUPPLY OF EITHER AXIS KLARITY OR VITAL KONTROL

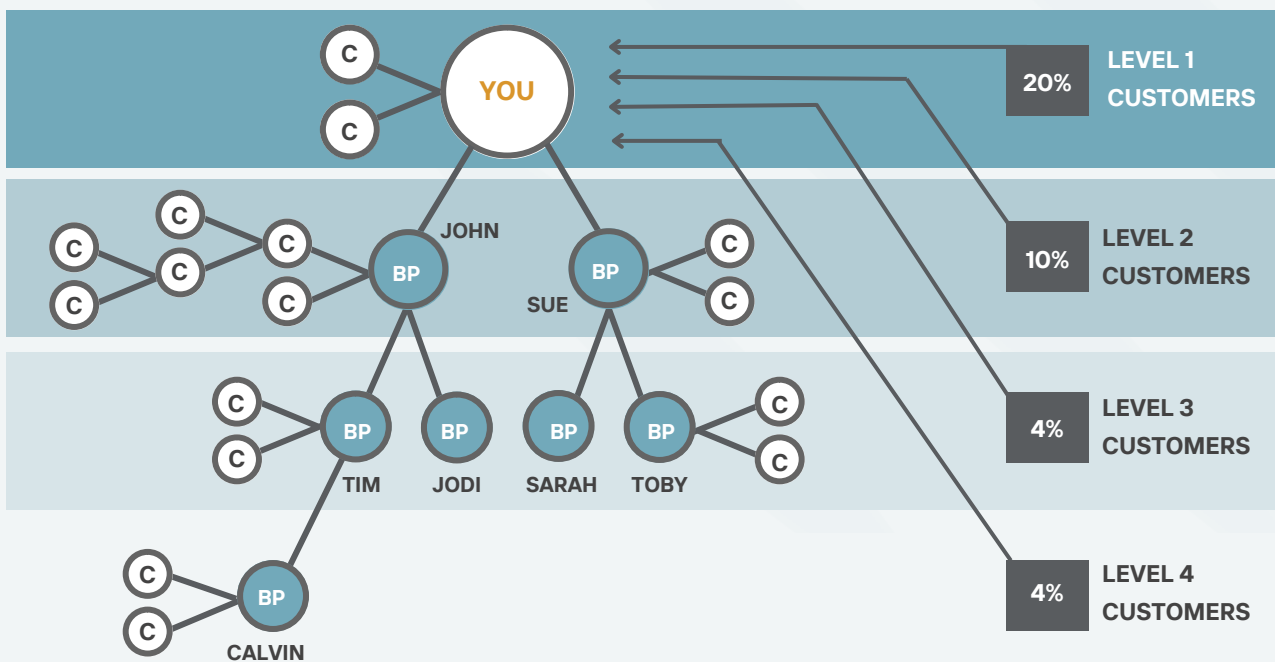
**NO INCOME GUARANTEED. SUCCESS REQUIRE WORK AND DETERMINATION*

**BRAND PARTNER MUST COVER THE COST OF SHIPPING AND TAXES ASSOCIATED. POINTS DO NOT VOID COSTS OF SHIPPING AND TAX.*

SMARTSAVE LOYALTY BONUS

Every Brand Partner can earn 20% on the CV of their personal customers' web orders that opt-in for SmartSave. As an Active Brand Partner, you will also earn a percentage of the Customer web orders generated by Brand Partners in your Sponsorship Tree — a total of 4 levels including your own personal enrollments — helping to build your residual income. While customers also have the opportunity to enroll other customers to earn loyalty points, Brand Partners also can earn SmartSave Loyalty Bonuses on all orders within the 4 levels. In addition, 50% of the OV will be volume placed in the unilevel tree for qualifications towards rank advancement bonuses.

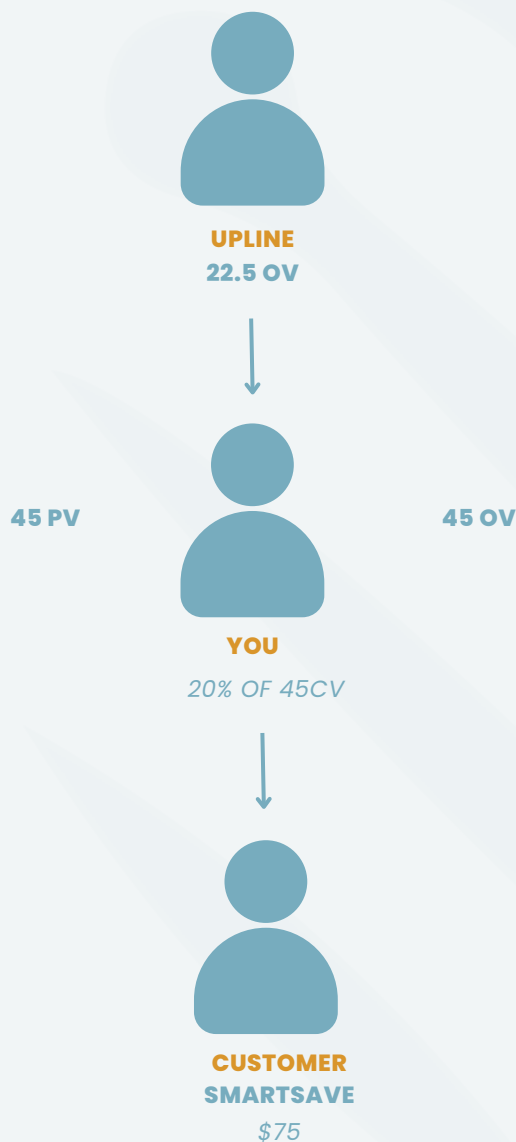
Enrollment Tree	Percentage
Level 1	20%
Level 2	10%
Level 3	4%
Level 4	4%



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SMARTSAVE LOYALTY BONUS

When a customer chooses a SmartSave order worth \$75, you'll receive 20% of 45cv, while your upline will earn 22.5 OV, which contributes towards their rank advancement too.



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RANK REQUIREMENTS AND PAYOUT SUMMARY



Rank	PV	Personal Active Brand Partner	Personal Active Customer	Qualified OV	Max % from One Leg	Max OV from One Leg	Retail Bonus (Weekly)	Fast Start Bonus (Weekly)	Generational Team Bonus Pay (Monthly)	Rank Advancement Bonus (Monthly)	Smart Save Bonus
Icon	65	1	1	300	60%	180	35%	15% LVL1	\$18		20% LVL1 10% LVL2 4% LVL3 4% LVL4
Icon 1	65	1	1	500	60%	300	35%	15% LVL1 5% LVL1	\$36		20% LVL1 10% LVL2 4% LVL3 4% LVL4
Icon 2	65	1	1	700	60%	420	35%	15% LVL1 5% LVL1	\$72		20% LVL1 10% LVL2 4% LVL3 4% LVL4
Icon 3	65	2	1	1,500	50%	750	35%	15% LVL1 5% LVL1 5% LVL2	\$180	\$70	20% LVL1 10% LVL2 4% LVL3 4% LVL4
Icon 4	65	2	1	4,500	50%	2,250	35%	15% LVL1 5% LVL1 5% LVL2	\$540	\$200	20% LVL1 10% LVL2 4% LVL3 4% LVL4
Icon 5	65	3	3	8,000	50%	4,000	35%	15% LVL1 5% LVL1 5% LVL2	\$960	\$800	20% LVL1 10% LVL2 4% LVL3 4% LVL4
Icon 6	65	3	3	15,000	50%	7,500	35%	15% LVL1 5% LVL1 5% LVL2	\$1,800	\$1,500	20% LVL1 10% LVL2 4% LVL3 4% LVL4
Icon 7	65	3	3	30,000	50%	15,000	35%	15% LVL1 5% LVL1 5% LVL2	\$3,600	\$3,000	20% LVL1 10% LVL2 4% LVL3 4% LVL4
Icon 8	65	3	3	60,000	50%	30,000	35%	15% LVL1 5% LVL1 5% LVL2 5% LVL3	\$7,200	\$6,000	20% LVL1 10% LVL2 4% LVL3 4% LVL4
Icon 9	65	3	3	100,000	50%	50,000	35%	15% LVL1 5% LVL1 5% LVL2 5% LVL3	\$13,000	\$10,000	20% LVL1 10% LVL2 4% LVL3 4% LVL4
Icon 10	65	3	3	200,000	40%	80,000	35%	15% LVL1 5% LVL1 5% LVL2 5% LVL3 5% LVL4	\$26,000	\$20,000	20% LVL1 10% LVL2 4% LVL3 4% LVL4
Icon 11	65	3	3	300,000	40%	120,000	35%	15% LVL1 5% LVL1 5% LVL2 5% LVL3 5% LVL4	\$39,000	\$30,000	20% LVL1 10% LVL2 4% LVL3 4% LVL4
Icon 12	65	3	3	500,000	40%	200,000	35%	15% LVL1 5% LVL1 5% LVL2 5% LVL3 5% LVL4	\$65,000	\$50,000	20% LVL1 10% LVL2 4% LVL3 4% LVL4
Legend	65	4	3	800,000	40%	320,000	35%	15% LVL1 5% LVL1 5% LVL2 5% LVL3 5% LVL4	\$104,000	\$80,000	20% LVL1 10% LVL2 4% LVL3 4% LVL4

NO MORE THAN UP TO 60% OF VOLUME DEPENDING ON RANK AND REQUIREMENT FROM ANY ONE ENROLLMENT TEAM.

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