



CompPlan



UR WORTH IT

September 2022 • V11

Compensation & Rewards

There are **9** ways Champions can earn Compensation and Rewards in the UR Worth It Compensation Plan.

- 1.** Retail Sales
- 2.** Preferred Customer Sales
- 3.** Fast Start Bonus
- 4.** Team Pay
- 5.** MVP Bonus
- 6.** Matching Pay
- 7.** Residual Bonus
- 8.** Rank Bonus
- 9.** Pool Bonus

Enrollment Back Office Fee \$49 = 1 year with \$49 yearly renewal.



Nine Ways to Earn

1. Retail Sales

Retail profits are a set amount as listed in chart below. A Retail Customer is a customer who pays retail price through the Champion's online retail store. When a Retail Customer purchases online, the company will fulfill the order and directly support the 100%, 30-day money-back guarantee.

| Product | Champion Price / CV | Retail Customer Price / CV | Retail Profit |
|----------------------|---------------------|----------------------------|---------------|
| UR Slumber Party | \$49.95 / 35 | \$59.95 / 35 | \$15 |
| UR Energized | \$49.95 / 35 | \$59.95 / 35 | \$15 |
| UR Vitality | \$59.95 / 40 | \$69.95 / 40 | \$15 |
| UR Physique Enhancer | \$59.95 / 40 | \$69.95 / 40 | \$15 |
| UR Zinjaburn | \$60.95 / 45 | \$72.95 / 45 | \$15 |
| UR Illuminating | \$69.95 / 50 | \$84.95 / 50 | \$15 |



Nine Ways to Earn

2. Preferred Customer (PC) Sales

Preferred Customer (PC) profits are a set amount as listed in chart below. A Preferred Customer (PC) is a retail customer on Smartship who pays a discounted retail price through the Champion's online retail store . When a Preferred Customer (PC) purchases online, the company will fulfill the order and directly support the 100%, 30-day money-back guarantee.

| Product | PC Price / CV | Champion Price / CV | PC Profit |
|----------------------|---------------|---------------------|-----------|
| UR Slumber Party | \$54.95 / 35 | \$49.95 / 35 | \$15 |
| UR Energized | \$54.95 / 35 | \$49.95 / 35 | \$15 |
| UR Vitality | \$64.95 / 40 | \$59.95 / 40 | \$15 |
| UR Physique Enhancer | \$64.95 / 40 | \$59.95 / 40 | \$15 |
| UR Zinjaburn | \$66.95 / 45 | \$60.95 / 45 | \$15 |
| UR Illuminating | \$79.95 / 50 | \$69.95 / 50 | \$15 |



Nine Ways to Earn

3. Fast Start Bonus

When a new Champion first enrolls, they have the option to purchase an Initial Enrollment Product Pak of their choice. The Enroller will receive a Fast Start Bonus* (Along with the Enroller's Enroller and up to 2 individual 2 Stars and/or above) with the purchase of one of the Paks on enrollment. The \$49 enrollment fee is included in the Bonus Pak or Ultimate Pak.

| Fast Start Bonus Paks | Wholesale Price | Volume | Bonus |
|-----------------------|-----------------|--------|--|
| Rookie Pak | \$200 | 50CV | \$55 to Enroller; \$10 to Enroller's Enroller; \$10 to First upline 2 Star or Higher |
| Bonus Pak | \$530 | 150CV | \$160 to Enroller; \$20 to Enroller's Enroller; \$10 to First Upline 2 Star or Higher; \$10 to next 3 Star or Higher |
| Ultimate Pak | \$995 | 300CV | \$300 to Enroller; \$30 To Enroller's Enroller; \$10 to First Upline 2 Star or Higher; \$10 to next Upline 3 Star or Higher |

* Fast Start Bonus will not be paid if a Pak is not purchased during the same transaction as enrollment.



Nine Ways to Earn

4. Team Pay

Team commissions will be paid on all first order's placed. The requirement for earning Team commissions is that you must have personally enrolled two Champions that are currently active with 50PQV, one placed in your left team and one in your right team. (Team Qualified)

At the end of each commission week, the team with the greater Commissionable Volume total is called the Builder Team and the team with the lesser Commissionable Volume total is called the Pay Team. A qualified Champion will earn a 15% bonus on the Pay Team CV. Each week the Amount of the Pay Team Volume used to calculate commissions is deducted from both the Builder Team and Pay Team Volume and the remaining Volume from the Builder Team is carried over to the next week.

In this example:

Week Ends with **12,000 Pay Team Volume** / **16,000 Builder Team Volume**

Pay Team Volume 12,000 X 15% = \$1,800 Team Pay

12,000 deducted from Builder Team Volume of 16,000 = 4,000 Carryover volume to next week



Nine Ways to Earn

5. MVP Bonus

Requirements to qualify for MVP Bonus:

1. Must be a Champion with an active status.
2. Must have **2** or more personally Enrolled Champions in active status, one placed on your left team and one on your right team.
3. Must have a total of **6** Active Champions. Personal and Team enrolled Champions count towards six required.
4. All Champions must be enrolled in our SmartShip program to qualify for MVP.
5. Must be completed within 21 days of the Champion enrollment date.

Bonus: If completed in 21 days **\$250** bonus

Become a MULTIPLE MVP — MVP Enroller Bonus — for every New Champion you PERSONALLY enroll that qualifies for the MVP Bonus, you will receive a \$250 Bonus too!

Example: Enroll two New Champions and help them earn the MVP Bonus and you will receive \$250 for each.

Get Active & Qualified — Enroll 2 personal Champions

1. _____ Fast Start Bonus \$_____
2. _____ Fast Start Bonus \$_____

GROW to a TEAM of SIX — Personal or Team Enrolled

1. _____ Fast Start Bonus \$_____
2. _____ Fast Start Bonus \$_____
3. _____ Fast Start Bonus \$_____
4. _____ Fast Start Bonus \$_____



Nine Ways to Earn

6. Matching Pay

Starting at the rank of Star 2, a Champion can earn up to 3 levels of Matching Pay on their Personally Sponsored teams. To earn matching pay, you must be a Champion with an active status and be Team qualified. The percent of Matching Pay is based on your rank and the chart below.

| Rank | Level 1 | Level 2 | Level 3 |
|----------|---------|---------|---------|
| Champion | N/A | | |
| Star 1 | N/A | | |
| Star 2 | 5% | | |
| Star 3 | 5% | 5% | |
| Star 4 | 5% | 5% | |
| Star 5 | 10% | 8% | 5% |
| Star 6 | 10% | 8% | 5% |
| Star 7 | 10% | 8% | 5% |
| Star 8 | 10% | 8% | 5% |
| Star 9 | 15% | 10% | 8% |
| Star 10 | 15% | 10% | 8% |
| Star 11 | 20% | 12% | 9% |
| All Star | 20% | 12% | 9% |
| Legend | 25% | 15% | 10% |



Nine Ways to Earn

7. Residual Pay (all orders except first orders)

Volume from your Champions and their customers' product purchases are paid through the Unilevel Tree. As a Champion progresses further through their career path, they can earn 8% on a pay level. The Residual Unilevel is paid monthly through the Enrollment Tree Structure.

| Rank | Level 1 | Level 2 | Level 3 | Level 4 | Level 5 | Level 6 | Level 7 |
|----------|---------|---------|---------|---------|---------|---------|---------|
| Star 1 | 5% | | | | | | |
| Star 2 | 8% | | | | | | |
| Star 3 | 8% | 8% | | | | | |
| Star 4 | 8% | 8% | | | | | |
| Star 5 | 8% | 8% | 8% | | | | |
| Star 6 | 8% | 8% | 8% | | | | |
| Star 7 | 8% | 8% | 8% | 8% | | | |
| Star 8 | 8% | 8% | 8% | 8% | | | |
| Star 9 | 8% | 8% | 8% | 8% | 8% | | |
| Star 10 | 8% | 8% | 8% | 8% | 8% | | |
| Star 11 | 8% | 8% | 8% | 8% | 8% | 8% | |
| All Star | 8% | 8% | 8% | 8% | 8% | 8% | |
| Legend | 8% | 8% | 8% | 8% | 8% | 8% | 8% |



Nine Ways to Earn

8. Rank Bonus

When you reach the Star 7 Rank level, you are eligible to receive our monthly Rank Bonus. This bonus is paid based on your paid rank in the Monthly Bonus Period. Please note that you must remain Active and qualify at the Pay Rank monthly to be paid monthly. This will not pay on any promo rank.

| Rank | Star 7 | Star 8 | Star 9 | Star 10 | Star 11 | All Star | Legend |
|-----------------|--------|--------|--------|---------|---------|----------|---------|
| Monthly Payment | \$100 | \$250 | \$350 | \$500 | \$650 | \$750 | \$1,000 |

9. Pool Bonus

To Be announced at first national event

Beginning March 1, 2022, to qualify for the Profit Sharing Pool (the “Pool”), you must:

1. Enroll as a Champion as of May 1, 2021 and achieve and maintain the rank of “Legend;” and
2. Maintain your Active Status as a “Legend” with 50 PCV or higher each calendar month
(NOTE: Even 1 month of Inactive Status will remove you from the Pool)

Profit Sharing Pool payouts (if any) will be paid annually in March.

Those who originally enrolled as a Founder, between March 16, 2021 and April 30, 2021, that meet the above-listed qualifications are eligible to earn an additional Profit Share payout.



Rank Qualifications

| Ranks | Basic Qualifications | Total Group Volume Requirement* | Active Retail Customer Requirements | Fast Start Bonus | Team Pay | Match Pay | Residual Pay | Rank Bonus |
|-----------------|---|---------------------------------|-------------------------------------|------------------|----------|-------------------------------------|--------------|------------|
| Champion | Meet minimum active requirement of 50PQV | 0 | 0 | Y | N | N | N | N |
| Star 1 | Meet minimum active requirement of 50PQV. Team Qualified: One personally enrolled Champion on the right and left leg; each with a 50PQV | 500 | 0 | Y | Y | N | Y | N |
| Star 2 | Meet minimum active requirement of 50PQV. Team Qualified: One personally enrolled Champion on the right and left leg; each with a 50PQV | 1,000 | 1 | Y | Y | 5% LVL 1 | Y | N |
| Star 3 | Meet minimum active requirement of 50PQV. Team Qualified: One personally enrolled Champion on the right and left leg; each with a 50PQV | 2,500 | 1 | Y | Y | 5% LVL 1 5% LVL 2 | Y | N |
| Star 4 | Meet minimum active requirement of 50PQV. Team Qualified: One personally enrolled Champion on the right and left leg; each with a 50PQV | 5,000 | 2 | Y | Y | 5% LVL 1 5% LVL 2 | Y | N |
| Star 5 | Meet minimum active requirement of 50PQV. Team Qualified: One personally enrolled Champion on the right and left leg; each with a 50PQV | 7,500 | 2 | Y | Y | 10% LVL 1 8% LVL 2 5% LVL 3 | Y | N |
| Star 6 | Meet minimum active requirement of 50PQV. Team Qualified: One personally enrolled Champion on the right and left leg; each with a 50PQV | 10,000 | 2 | Y | Y | 10% LVL 1 8% LVL 2 5% LVL 3 | Y | N |
| Star 7 | Meet minimum active requirement of 50PQV. Team Qualified: One personally enrolled Champion on the right and left leg; each with a 50PQV | 15,000 | 2 | Y | Y | 10% LVL 1 8% LVL 2 5% LVL 3 | Y | Y |
| Star 8 | Meet minimum active requirement of 50PQV. Team Qualified: One personally enrolled Champion on the right and left leg; each with a 50PQV | 25,000 | 3 | Y | Y | 10% LVL 1 8% LVL 2 5% LVL 3 | Y | Y |
| Star 9 | Meet minimum active requirement of 50PQV. Team Qualified: One personally enrolled Champion on the right and left leg; each with a 50PQV | 50,000 | 3 | Y | Y | 15% LVL 1 10% LVL 2 8% LVL 3 | Y | Y |
| Star 10 | Meet minimum active requirement of 100PQV. Team Qualified: One personally enrolled Champion on the right and left leg; each with a 50PQV. At least one, from enrollment tree, active pay rank Star 7 in the current or previous 3 commission weeks | 75,000 | 4 | Y | Y | 15% LVL 1 10% LVL 2 8% LVL 3 | Y | Y |
| Star 11 | Meet minimum active requirement of 100PQV. Team Qualified: One personally enrolled Champion on the right and left leg; each with a 50PQV. At least one, from enrollment tree, active pay rank Star 8 in the current or previous 3 commission weeks | 125,000 | 4 | Y | Y | 20% LVL 1 12% LVL 2 9% LVL 3 | Y | Y |
| All Star | Meet minimum active requirement of 100PQV. Team Qualified: One personally enrolled Champion on the right and left leg; each with a 50PQV. At least one, from enrollment tree, active pay rank Star 9 in the current or previous 3 commission weeks | 250,000 | 4 | Y | Y | 20% LVL 1 12% LVL 2 9% LVL 3 | Y | Y |
| Legend | Meet minimum active requirement of 200PQV. Team Qualified: One personally enrolled Champion on the right and left leg; each with a 50PQV. At least one, from enrollment tree, active pay rank Star 10 in the current or previous 3 commission weeks | 500,00 | 5 | Y | Y | 25% LVL 1 15% LVL 2 10% LVL 3 | Y | Y |



No more than 60% of volume requirement from any one Enrollment team

Basic Terms to Know

CV — Also known as Commissionable Volume, this volume is assigned to a product.

PQV — Personal Qualification Volume, this is the sum of qualification volume that is created when products are purchased by you, your personal retail or preferred customers that have a CV value assigned to it.

LTV — Left Team Volume, is a collection of all the CV on someone's left team.

RTV — Right Team Volume, is a collection of all the CV on someone's right team.

TGV — Total Group Volume, this is all volume from Team Tree and Unilevel Tree, consists of total volume with no more than 60% generated by one enrollment leg.

Weekly Bonus Period — The weekly Bonus period starts each Monday morning at 12:00 Central Time and ends on Sunday Night at 11:59:59 Central Time.

Monthly Bonus Period — The monthly Bonus period starts on the first day of each month and ends on the last day of each month.

Carry Over Volume (COV) — In the Team plan any commissionable volume (CV) that was not commissioned in the current weekly period will be carried over to the next period. And will continue to carry over as long as the Champion remains Active.

Active Champion — Meet minimum monthly active requirement of 50PQV monthly product purchase.

Active Customer — Meet minimum monthly active requirement of 25PQV monthly product purchase.

Retail Customer — Is a person that buys UR Worth It products at retail cost.

Preferred Customer — A Preferred Customer is a retail customer on Smartship who pays a discounted retail price through the Champion's online retail store.

Team Qualified — The requirement for earning Team commissions is that you must have personally enrolled two Champions that are currently active with 50PQV, one placed in your left team and one in your right team.

Commission Active — Placing an order monthly of UR Worth It products or having retail customer orders that creates a minimum of 50CV. This will start the accumulation of volume and will continue to accumulate as long as your account remains Active.

Grace Period — A Champion has a grace period of 5 weeks before they go inactive, at which time the volume flushes.

60% Cap Rule

UR Worth It will pay up to 60% of all company volume.

