



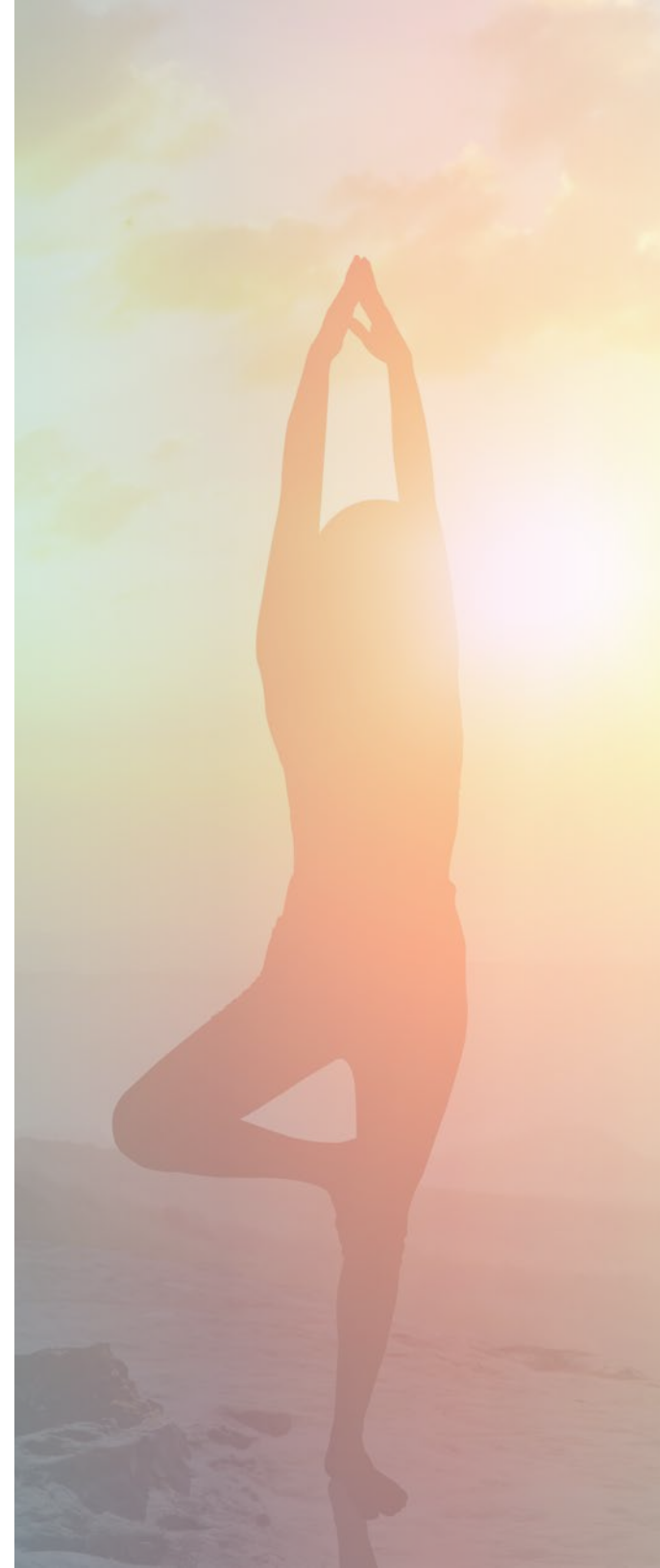


There are **9** ways to earn Compensation and Rewards in the O'SNAP Compensation Plan.

1. Retail Sales
2. Power Pack Bonus
3. Core Four Pay
4. Binary Step Pay
5. Matching Pay
6. Rank Advance Bonuses
7. Generational Pay
8. Profit Sharing Pool (*coming soon*)
9. Trips and Promotional Awards

Yearly \$49 renewal. First annual fee is waived with the purchase on an Initial Enrollment PowerPack*

*Annual fee waiver for a period of 12 months. Ambassador must remain active.





Qualifying for commissions is easy!

Qualifications to earn commissions is achieved by having a retail customer order(s) O'SNAP product(s) or by personally purchasing products for your use that creates at least 20CV.

Remaining Active to earn commissions on customer and downline purchases is achieved by retail customer order(s) of O'SNAP product(s) or personal order(s) of O'Snap products that creates at least 20CV within a 4 week rolling period. (current week plus previous 3 weeks) Commissions are paid on the assigned commissionable volume value. Ambassadors will accumulate the volume (CV) created by the sales of products by their team.

As your sales teams grow, so will your volume (CV). Your volume will accumulate and be held so long as an Ambassador remains active. The more sales of products by your team, the greater your volume will grow.

If an account becomes inactive, the account will no longer accumulate new volume. The existing volume on the left and right sales teams will remain available to restart your sales efforts for four weeks before it is no longer available for use.



LET'S GET STARTED!

KEY TERMS

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

PCV » Personal Commissionable Volume, is a volume that is created when products are purchased by you, your personal retail customers that have a CV value tied to it.

LTV » Known as Left Team Volume, is a collection of all the CV on someone's left binary team.

RTV » Known as Right Team Volume, is a collection of all the CV on someone's right binary team.

For more details refer to page

HOW TO QUALIFY FOR COMISSIONS



YOU

20PCV

OR

1. MAKE A PURCHASE

One way to qualify for commissions is to make a purchase that meets the minimum requirement of 20PCV.

Example: Getting on a SmartSave Autoship is a great way to ensure you are commission qualified each month!

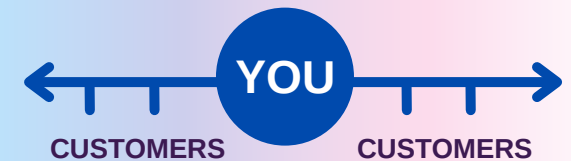
2. INSPIRE OTHERS

Inspire retail sales of O'SNAP Active Lifestyle products to earn PCV.

FAMILY TREE GENEALOGY

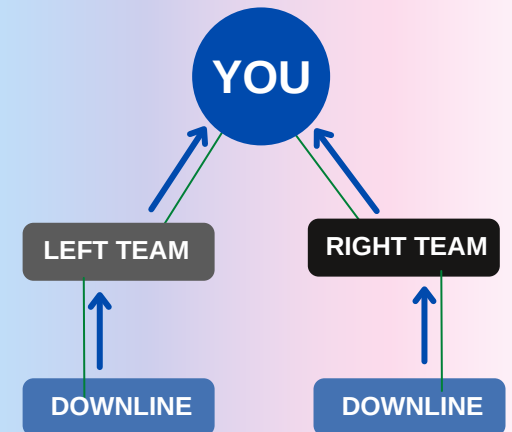
CUSTOMER LIST

Your customer list consists of all customers you have personally enrolled. These customers will not appear in your binary tree.



TEAM TREE

Your team tree consists of all O'SNAP Active Lifestyle ambassadors on your team. This includes ambassadors that you have sponsored and ambassadors that people in your team have sponsored.





6 Pillars to Success

The O'SNAP Active Lifestyle Opportunity is built around 6 key pillars to success - meaning we focus on products that always do exactly what they say they are going to do, leadership that listens and builds with you, and an evolution-centric community dedicated to helping our ambassadors succeed. Our 6 pillars are as follows:

- 1. People**
- 2. Product**
- 3. Process**
- 4. Community**
- 5. Culture**
- 6. Compensation**





9 Ways to Earn

Upon completing the activation, an Ambassador can start to benefit from all the incredibly rewarding and lucrative components of the O'SNAP Compensation plan as described here.

1 Retail Sales

Retail profits are listed in the below chart and are a set amount. A Retail Customer is a customer who orders through the ambassador's retail website.

When a Retail Customer purchases online, the company will fulfill the order and directly support the 100%, 30-day money-back guarantee.

Customer		SMART SAVE AUTOSHIP 10% discount		Ambassador		SMART SAVE AUTOSHIP 10% discount	
Product	Price / CV	Retail Payout *	Price / CV	Price/CV	Price / CV	Price / CV	Price / CV
Sleep in a Snap	\$59.45 / 20	\$15	\$53.95 / 25	\$59.45 / 25	\$53.95 / 35	\$59.45 / 25	\$53.95 / 35
Surge in a Snap	\$59.45 / 20	\$15	\$53.95 / 25	\$59.45 / 25	\$53.95 / 35	\$59.45 / 25	\$53.95 / 35
Reverse in a Snap	\$74.95 / 30	\$20	\$67.45 / 35	\$74.95 / 35	\$67.45 / 45	\$74.95 / 35	\$67.45 / 45
Complete in a Snap	\$59.45 / 20	\$15	\$53.95 / 25	\$59.45 / 25	\$53.95 / 35	\$59.45 / 25	\$53.95 / 35

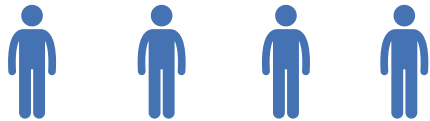
*Retail payouts apply to all orders (including subsequent orders) for CUSTOMERS only, retail payouts do not apply for ambassador orders.

** All first order CV is paid through binary, all subsequent order CV is paid through residual.

ENROLL FOUR PAY NO MORE



Binary qualified ambassadors receive one \$53.95 credit for every 4 customers that they have on a SmartSave AutoShip of any OSNAP Active Lifestyle product. EFPNM Credit is granted after 2 consecutive months of customers on SmartSave AutoShip. Ambassador credit will be made available in the back office on the 3rd month. When you maintain those 4 customers credit will apply every month after that. Add 4 more customers receive an additional \$53.95 after maintaining for 2 consecutive months. Credit on 3rd month. And every month after that as long as the 4 smart save customer requirement is made.



4x Customer on SmartSave

EXAMPLE

you (ambassador) have 200 customers on smartship autosave (a monthly shipment of surge)

200 customers x \$15 retail payout = \$3,000/mo

200 customers x 25CV = 5,000CV

200 customers/4 = 50 x \$53.95 = \$2,697.50 in credit

*credit shows up in your account the following month - credits DO rollover but must use within 90 days.

**There is no limit on how many times you can repeat the Enroll Four, Pay No More process.

*** Enroller must have active personal smartsave autoShip

9 Ways to Earn continued

2 PowerPack Bonus

When a new Ambassador enrolls, they have the option to purchase an Initial Enrollment Product Package. The new Ambassador's Enroller will receive a Power Pack Bonus.* *When an ambassador purchases a PowerPack, Initial \$49 annual membership fee is waived for year one.* All powerpack payouts are paid in binary payout, Including subsequent payouts. (Ex. Ambassador purchases their second or third PowerPack - CV payout will run through binary)

PowerPack 1: \$55 paid to enroller \$15 paid to the next "active" upline enroller, \$5 paid to 3rd level active enroller
 PowerPack 2: \$105 paid to enroller \$25 paid to next "active" upline enroller, \$10 paid to 3rd level active enroller
 PowerPack 3: \$200 paid to enroller \$40 paid to next "active" upline enroller, \$15 paid to 3rd level active enroller

Quick Start Bonus Packs	Wholesale Price	Volume	Bonus	Bonus	Bonus
PowerPack 1	\$300	100CV	\$55 to Enroller	\$15 to Enroller	\$5 to Enroller
PowerPack 2	\$500	150CV	\$105 to Enroller	\$25 to Enroller	\$10 to Enroller
PowerPack 3	\$1,000	300CV	\$200 to Enroller	\$35 to Enroller	\$15 to Enroller



Your new ambassador buys a PowerPack 3



You (enroller) receive a \$200 bonus



Next active sponsoring ambassador receives \$35 bonus



3rd level active sponsoring ambassador receives \$15 bonus

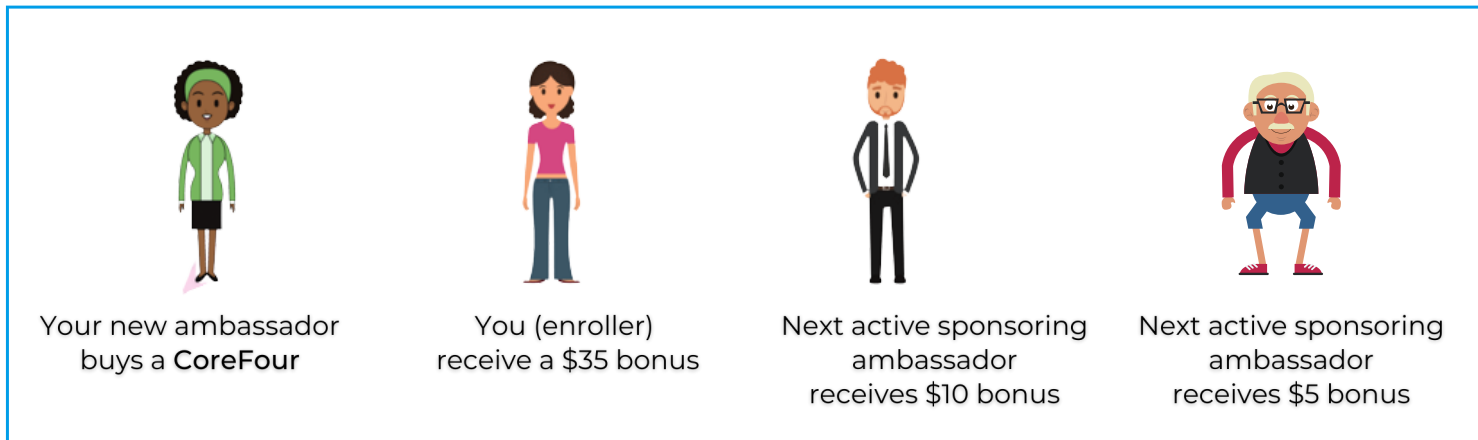
*The Enrollers must be active to receive the PowerPack Bonuses



9 Ways to Earn continued

3 Core Four Payout

When an ambassador or customer purchases our Core Four Package, they receive one box of each O'SNAP Active Lifestyle original - Sleep In a Snap, Reverse In a Snap, Surge In a Snap and Complete In a Snap. All first Core Four orders CV is paid through binary all subsequent orders paid through residual. The CoreFour is NOT a PowerPack, therefore \$49 annual membership fee is not waived.



Product	Customer and Ambassador Price / CV	SMART SAVE AUTOSHIP		Retail Payout	Payout	Payout
		Price / CV *	Increased CV			
Core Four	\$200/75	\$200/100		\$35	\$10	\$5

*The Enrollers must be active to receive commissions.

** All first CoreFour orders CV is paid through binary all subsequent orders paid through residual The CoreFour is NOT a PowerPack, therefore \$49 annual membership fee is not waived.

9 Ways to Earn *continued*

4 Binary Step Pay

To earn binary commissions you must have personally enrolled two Ambassador's who are currently active with 20PCV, one placed in your left team and one in your right team. At the end of each week, your Left Team Volume (LTV) and your Right Team Volume (RTV) will be totaled, and bonuses will be paid based on meeting the left and right volume requirements. This matching left and right team volume will be paired up against the below step chart and you will be paid at the highest step you achieve each week. If you achieve all 5 steps in a single week an extra \$500 bonus will be provided. You can achieve unlimited Steps in a single week. When you max out the 5 steps 4000CV per team will be deducted. Simply start the steps over again and again. The \$500 bonus is only paid one time a week, but can be earned every week.

Step	Total Left LTV	Step Pay	Total Right RTV
1	100	\$25	100
2	500	\$100	500
3	1,000	\$200	1,000
4	2,000	\$400	2,000
5	4,000	\$800	4,000

In this example » Week Ends 12,050 LTV / 16,000 RTV Deduct steps

$4,000CV/4,000CV = \$800$ (Step Pay)

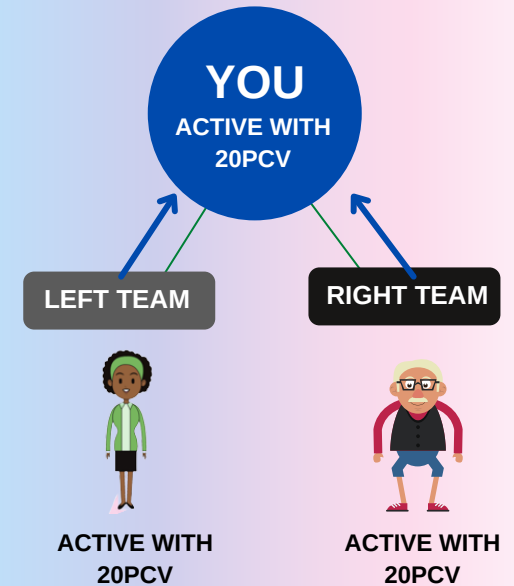
5 step in a week bonus = \$500 (Step Pay Bonus) $4,000CV/4,000CV =$

$\$800$ (Step Pay) $4,000CV/4,000CV = \$800$ (Step Pay)

$12,000CV/12,000CV$ total Step Pay = \$2,900

Carryover to next week 50CV LTV / 4000CV RTV

YOU MUST BE BINARY QUALIFIED TO RECEIVE COMMISSIONS FROM BINARY STEP PAY



*Binary commissions cap at \$25,000 per week



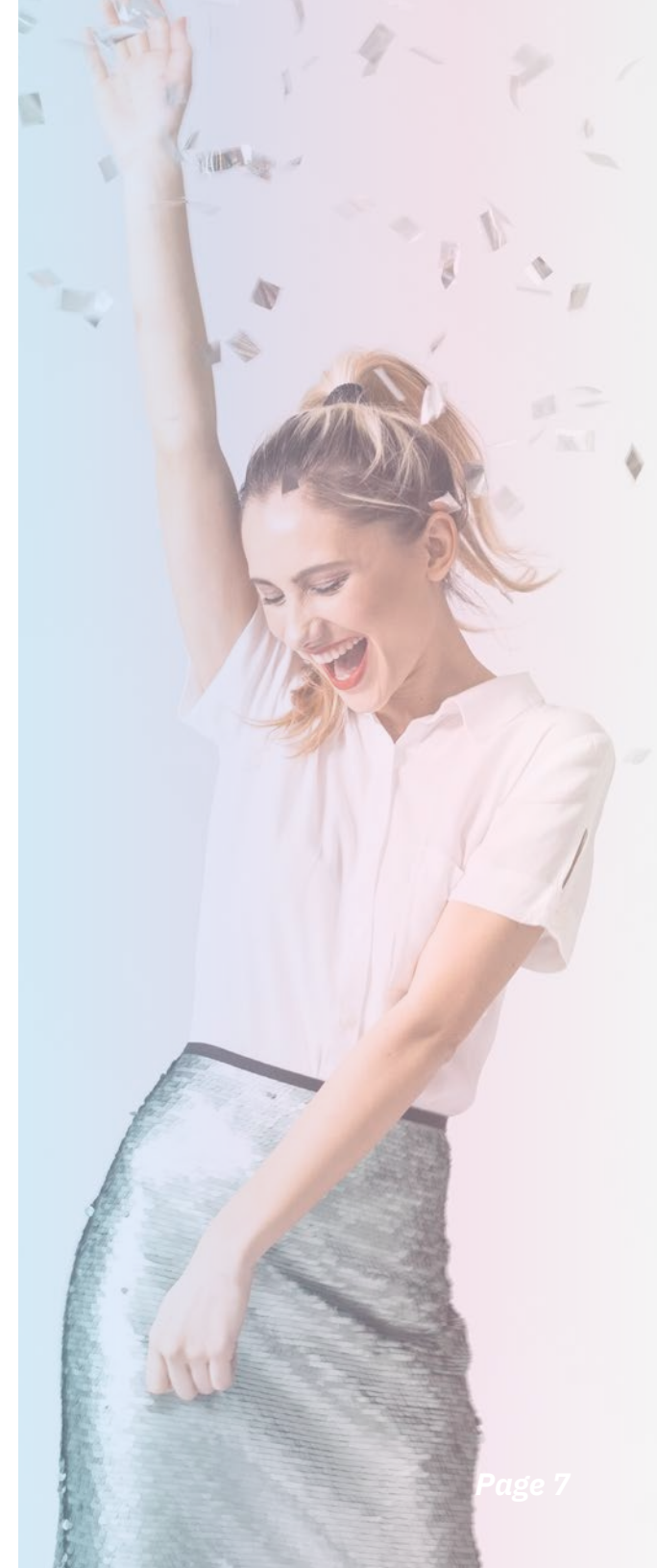
9 Ways to Earn *continued*

5 Matching Pay

As an Ambassador builds two teams and starts to earn Binary Step Pay, they will help those they personally enroll and their team members to do the same. As the teams grow and more members of the team start to earn Binary Step Pay, starting at the rank of Silver you can earn up to 3 levels of Matching Pay on their Personally Sponsored teams. The percent of Matching Pay is based on your rank and the chart below. Rank level requirements are detailed in the rank grid.













**Matching Pay does not pay on the \$500 Binary Step Pay 5 cycle bonus.*

Rank	Match Level 1	Match Level 2	Match Level 3
Silver	10%		
Gold	15%		
Platinum	20%	5%	
Ruby	25%	10%	
Emerald	25%	15%	
Diamond	30%	20%	
Blue Diamond	35%	25%	
Red Diamond	40%	30%	
Crown Diamond	50%	45%	
Crown Royale	50%	50%	15%



9 Ways to Earn continued

6 Rank Advancement Bonuses

 AMBASSADOR 500	\$50
 AMBASSADOR ELITE	\$150
 BRONZE	\$250
 SILVER	\$350
 GOLD	\$500
 PLATINUM	\$700
 RUBY	\$900
 EMERALD	\$1,100
 DIAMOND	\$1,400
 BLUE DIAMOND	\$3,000
 RED DIAMOND	\$6,000
 CROWN DIAMOND	\$15,000



Your First Goal...

FIRST RANK ADVANCEMENT BONUS AMBASSADOR 500

First Steps:

1. Be Active (Either with Smartsave or Customer)
2. Become Binary Qualified
3. Hit 500 In TGV (Total Group Volume)

Earn First \$50 Bonus

RANK ADVANCEMENT BONUS

CROWN ROYALE

\$250,000

**Paid out over 24 months*

**Paid for each crown royale rank qualified month (Example: Crown Royale qualified months 1-3 you would receive monthly payments, If you miss your rank on the fourth month you will not receive that month's payment, but can qualify again the following month.)*



9 Ways to Earn *continued*

7 Generational Pay

As you advance in rank you have the opportunity to earn additional commissions. The Chart below indicates the number of levels you can earn as well as the associated pay rank required to take advantage of this enhanced earning potential. Dynamic Compression, if level is inactive then compression to next active level. Ambassadors and Customer's *first orders* do not contribute to Residual Pay. First orders paid through binary step pay. Pays weekly on subsequent orders. PowerPacks do not pay through residual pay.

Rank	Level 1	Level 2	Level 3	Level 4	Level 5	Level 6	Level 7
Bronze	7%	7%					
Silver	7%	7%	7%				
Gold	7%	7%	7%				
Platinum	7%	7%	7%	7%			
Ruby	7%	7%	7%	7%			
Emerald	7%	7%	7%	7%	7%		
Diamond	7%	7%	7%	7%	7%		
Blue Diamond	7%	7%	7%	7%	7%	7%	
Red Diamond	7%	7%	7%	7%	7%	7%	
Crown Diamond	7%	7%	7%	7%	7%	7%	7%
Crown Royale	7%	7%	7%	7%	7%	7%	7%

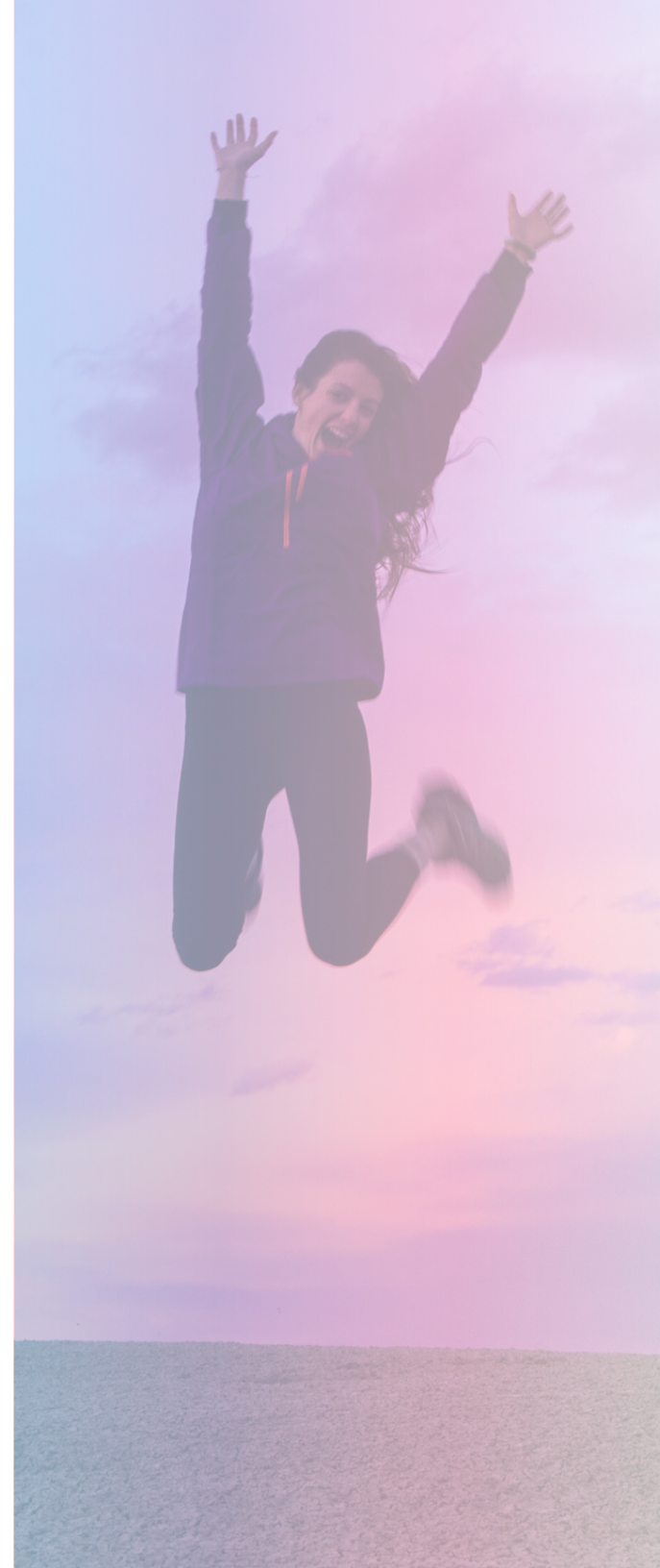
8 Profit Sharing Pools

To be announced

9 O'SNAP Trips and Promotions

TBD at our First National Event

60% Cap Rule » O'SNAP will pay up to 60% of all company volume.



Ranks	Basic Qualifications	Retail Customer Requirements	Total Group Volume Enrollment Tree*	Quick Start Bonus	Binary Step Pay	Matching Pay	Residual Pay	Profit Sharing Pool
Ambassador	» Meet minimum active requirement of 20PCV	0	0	Y	N	N	N	N
Ambassador Elite	» Meet minimum active requirement of 20PCV. Binary Qualified: One personally enrolled Ambassador on the right and left leg; each with 20PCV	0	1,000	Y	Y	N	N	N
Bronze	» Meet minimum active requirement of 20PCV. Binary Qualified: One personally enrolled Ambassador on the right and left leg; each with a 20PCV	1	2,500	Y	Y	N	Y	N
Silver	» Meet minimum active requirement of 20PCV. Binary Qualified: One personally enrolled Ambassador on the right and left leg; each with a 20PCV	1	5,000	Y	Y	10% LVL 1	Y	N
Gold	» Meet minimum active requirement of 20PCV. Binary Qualified: One personally enrolled Ambassador on the right and left leg; each with a 20PCV	2	10,000	Y	Y	15% LVL 1	Y	N
Platinum	» Meet minimum active requirement of 20PCV. Binary Qualified: One personally enrolled Ambassador on the right and left leg; each with a 20PCV	2	15,000	Y	Y	20% LVL 1	Y	N
Ruby	» Meet minimum active requirement of 40PCV. Binary Qualified: One personally enrolled Ambassador on the right and left leg; each with a 20PCV	2	30,000	Y	Y	25% LVL 1 10% LVL 2	Y	N
Emerald	» Meet minimum active requirement of 40PCV. Binary Qualified: One personally enrolled Ambassador on the right and left leg; each with a 20PCV » At least one, from enrollment tree, active pay rank Ruby in the current or previous 3 commission weeks	3	50,000	Y	Y	25% LVL 1 15% LVL 2	Y	N
Diamond	» Meet minimum active requirement of 40PCV. Binary Qualified: One personally enrolled Ambassador on the right and left leg; each with a 20PCV » At least one, from enrollment tree, active pay rank Emerald in the current or previous 3 commission weeks	3	100,000	Y	Y	30% LVL 1 20% LVL 2	Y	N
Blue Diamond	» Meet minimum active requirement of 80PCV. Binary Qualified: One personally enrolled Ambassador on the right and left leg; each with a 20PCV » At least one, from enrollment tree, active pay rank Diamond in the current or previous 3 commission weeks	4	150,000	Y	Y	35% LVL 1 25% LVL 2	Y	Y
Red Diamond	» Meet minimum active requirement of 80PCV. Binary Qualified: One personally enrolled Ambassador on the right and left leg; each with a 20PCV » At least one, from enrollment tree, active pay rank Blue Diamond in the current or previous 3 commission weeks	4	250,000	Y	Y	40% LVL 1 30% LVL 2	Y	Y
Crown Diamond	» Meet minimum active requirement of 80PCV. Binary Qualified: One personally enrolled Ambassador on the right and left leg; each with a 20PCV » At least one, from enrollment tree, active pay rank Red Diamond in the current or previous 3 commission weeks	4	500,000	Y	Y	50% LVL 1 45% LVL 2	Y	Y
Crown Royal	» Meet minimum active requirement of 80PCV. Binary Qualified: One personally enrolled Ambassador on the right and left leg; each with a 20PCV » At least one, from enrollment tree, active pay rank Crown Diamond in the current or previous 3 commission weeks	4	750,000	Y	Y	50% LVL 1 50% LVL 2 15% 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.

PV » Personal Volume. PV and PCV are interchangeable in understanding. PV or PCV is the volume generated by the individual's personal order.

PCV » Personal Commissionable Volume, is a volume that is created when products are purchased by you, your personal retail customers that have a CV value tied to it.

PQV = Personal Qualifying Volume is the calculation of all orders from the individual and the individual's personally enrolled customers. For each customer that you introduce to the company, that places a volume creating order, plus the enroller's personal orders, are added together to create, Personal Qualifying Volume. This volume is then used, based on the compensation plan, to calculate ranking level if all other requirements are successfully met.

LTV » Known as Left Team Volume, is a collection of all the CV on someone's left binary team.

RTV » Known as Right Team Volume, is a collection of all the CV on someone's right binary team.

Weekly Bonus Period » The weekly Bonus period starts each Friday morning at 12:00 Central Time and ends on Thursday Night at 11:59:59 Central Time.

Carry Over Volume (COV) » 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 Ambassador remains Active.

Active Ambassador » Meet minimum monthly active requirement of 20CV product purchase within a rolling 31 day cycle.

Active Customer » Meet minimum monthly active requirement of 20CV product purchase within a rolling 31 day cycle.

Retail Customer » As a person that buys O'SNAP products either directly from a O'SNAP Ambassador or from a O'SNAP Ambassador's Retail online store.

TGV » Known as Total Group Volume, is the sum of All Volume in a given period. No more than 60% of volume can come from a single enrollment leg.

