



## COMMON SENSE WORLDWIDE DETAILED COMPENSATION PLAN

Pay Structure: Uni-level

1. DEFINITIONS. The terms contained in this Section shall have the meaning ascribed to them below. Any capitalized terms not otherwise defined herein shall have the meaning set forth in Common Sense Wellness Worldwide's Policies and Procedures (the "***Policies and Procedures***"). It is recommended that anyone reviewing this Compensation Plan also have the Policies and Procedures immediately available to them to ensure an understanding of all of the terms used in this Compensation Plan. If the reader has any questions or concerns they should immediately contact Common Sense Wellness Worldwide to receive clarification.

(a) "***Applicable Period***" means the period of time for which Compensation is payable to an Independent Business Owner pursuant to this Compensation Plan (e.g. week, month or quarter).

(b) "***Assigned Commission***" or "***AC***" shall have the meaning set forth in the Policies and Procedures and the AC for each Product shall be indicated in the online shopping cart prior to its purchase. AC will also be indicated in each Independent Business Owner's back office. AC will be managed as commission volume ("***CV***") in and stored in the "PV" and "Upline Volume" field for each Product in the Product catalog found in each Independent Business Owner's back office.

(c) "***Compensation***" shall have the meaning set forth in the Policies and Procedures.

(d) "***Compression***" means an Independent Business Owner bypassing inactive or ineligible Independent Business Owners within a Marketing Organization with regard to determining Rank and/or Compensation based upon this Compensation Plan.

(e) "***Dynamic Compression***" is the process whereby Compression skips any Level that does meet the qualification to earn Compensation.

(f) "***Enroll***" and "***Enrolled***" shall have the meanings set forth in the Policies and Procedures.

(g) "***Front Line***" shall have the meaning set forth in the Policies and Procedures.

(h) "***Holding Tank***" means new Independent Business Owners that have not yet received Placement from their Sponsor or Common Sense Wellness Worldwide.

(i) "***Leg***" means a Downline of an Independent Business Owner, as indicated in a Uni-level Tree.

(j) "***Level***" shall have the meaning set forth in the Policies and Procedures.

(k) "***Lifetime Rank***" means the highest Rank that an Independent Business Owner has earned in its lifetime as an Independent Business Owner. This Rank does not affect Compensation payout.

(l) "***Uni-level Tree***" means the multilevel structure that is maintained to represent the Placement relationships.

(m) *"Independent Business Owner"* or *"IBO"* means an individual who is participating in this Compensation Plan via its status as an Active Independent Business Owner, and is eligible to earn Compensation.

(n) *"Non-High Leg(s)"* means the total combination of Legs outside of the single largest Leg in an Independent Business Owner's Sponsorship Tree. This is a balancing factor to maintain a 70/30 split in Organization Volume.

(o) *"Organizational Volume"* or *"OV"* shall have the meaning set forth in the Policies and Procedures.

(p) *"Paid Rank"* means an Independent Business Owner's Rank in which it is paid at in the Applicable Period.

(q) *"Personal Volume"* or *"PV"* shall have the meaning set forth in the Policies and Procedures.

(r) *"Placement"* means the physical position within the Uni-level Tree. This does not change position in the Sponsorship Tree.

(s) *"Product"* shall have the meaning set forth in the Policies and Procedures.

(t) *"Rank"* shall have the meaning set forth in the Policies and Procedures.

(u) *"Retail Customer"* shall have the meaning set forth in the Policies and Procedures.

(v) *"Sponsor"* shall have the meaning set forth in the Policies and Procedures.

(w) *"Sponsorship Tree"* means the multilevel structure that is maintained to represent Sponsor/IBO relationships. This is an infinitely wide and deep structure.

(x) *"Upline"* shall have the meaning set forth in the Policies and Procedures.

(y) *"Volume"* means the aggregate AC of Products sold during the Applicable Period.

2. PAYMENT OF COMPENSATION. Common Sense Worldwide pays Compensation weekly, monthly and quarterly. Weekly Compensation periods start on Monday at 12:00am CST and end the following Sunday at 11:59pm CST. All weekly Compensation is paid on the Monday following the end of the previous Compensation period. Monthly Compensation is based off a calendar month and paid by the 10<sup>th</sup> of the following calendar month. Quarterly Compensation is calculated by calendar month over a rolling 3-month period and paid out with the monthly Compensation in the 3<sup>rd</sup> month of the quarter. Quarters begin in January, April, July and October.

3. INDEPENDENT BUSINESS OWNER RANKS & REQUIREMENTS. Compensation paid to Independent Business Owners each month is based on their Paid Rank (not their Lifetime Rank). Paid Rank is calculated monthly using a calendar month and determined by the following requirements: Personal Volume, Organization Volume and Non-High Leg Volume. Each Paid Rank below requires a minimum of 22.50 AC to be qualified. Paid Rank requirements for all Ranks below are as follows:



Paid Rank:	Level:	Organization Volume:	Non-High Leg(s) Volume:	Uni-level Tree Commission % (Up to 67.50 AC):	Customer Program Commission % (Anything Over 67.50 AC):	Global Bonus Pool Commissions (Pool % of AC):
IBO	0	-	-	0%	20%/25%/30%	0%
Preferred IBO	1	135	-	5%	10%	0%
Elite IBO	2	405	-	5%	5%	0%
Bronze	3	1,250	375	5%	5%	2%
Silver	4	2,500	750	6%	5%	2%
Gold	5	5,000	1500	7%	5%	2%
Platinum	6	10,000	3,000	8%	5%	2%
Pearl	7	15,000	4,500	10%	5%	2%
Sapphire	8	25,000	7,500	10%	10%	3%
Ruby	9	50,000	15,000	10%	10%	3%
Emerald	10	100,000	30,000			4%
Diamond	11	200,000	60,000			5%
Crown	12	500,000	150,000			2%
Crown Diamond	13	1,000,000	300,000			2%

#### 4. COMMISSIONS & BONUSES

##### 4.1 Referral Pay

(a) Packs that are sold when you Enroll an Independent Business Owner in your Marketing Organization are eligible for Referral Pay. Referral Pay commissions are paid weekly on Monday. The Compensation period for Referral Pay starts on Monday at 12:00am CST and ends the following Sunday at 11:59pm CST. All qualified Referral Pay orders placed during the Compensation period are paid on the Monday following the end of the previous Compensation period.

(b) The Referral Pay commission pays on up to six (6) levels in the Sponsorship Tree (as indicated in the tables below) and utilizes Dynamic Compression. A percentage of the AC from qualified Referral Pay orders is paid in the Referral Pay commission and the remaining percentages totaling 100% are added to the Global Bonus Pools.

(c) To qualify for a Referral Pay commission an Independent Business Owner must have had 22.50 AC in the previous calendar month, or in the current month during the same week, prior of the Referral Pay being paid. If an Independent Business Owner does not qualify, the Compensation will compress up and pay to the next qualified Independent Business Owner.

(d) Referral Pay commissions are paid on qualified Referral Pay orders, and are as follows:

Option 1- \$199.95 Pack/ 100 AC	
Level:	Payout Amount:
1. Any Rank	\$25.00
2. Any Rank	\$10.00
3. Bronze	\$10.00
4. Silver	\$10.00
5. Gold	\$10.00

Option 2- \$499.95 Pack/225 AC	
Level:	Payout Amount:
1. Any Rank	\$100.00
2. Any Rank	\$25.00
3. Bronze	\$25.00
4. Silver	\$25.00
5. Gold	\$25.00



6. Platinum	\$10.00
<b>Global Bonus</b>	\$10.00

6. Platinum	\$25.00
-------------	---------

#### 4.2 *Retail Difference*

(a) When Product is purchased by a Retail Customer, the difference in price between the wholesale and retail price is paid to the Independent Business Owner who directly facilitated the sale to the Retail Customer.

(b) Retail Difference Compensation is paid weekly on Monday. The Compensation period starts on Monday at 12:00am CST and ends the following Sunday at 11:59pm CST. All Retail Customer orders placed during the Compensation period is paid on the Monday following the end of the previous Compensation period.

(c) Retail Difference Compensation is paid only to the Independent Business Owner who directly facilitated the sale to the Retail Customer, and there is no AC requirement to earn this Compensation.

#### 4.3 *Uni-level Tree Compensation*

(a) All Product orders that do not qualify as a Referral Pay orders are paid through the Uni-level Tree.

(b) The Uni-level Tree is a uni-level structure that utilizes Dynamic Compression.

(c) Uni-level Tree Compensation pays on up to 67.50 AC per IBO Paid Rank, anything over 67.50 AC is paid through the Customer Program Commissions (described below).

(d) If an Independent Business Owner still has Independent Business Owners in its Holding Tank, such Independent Business Owners are considered to be Level 1 to that Independent Business Owner in the Uni-level Tree and pay Upline as they would if they were on that Independent Business Owner's Level 1.

(e) See the table in Section 3 for Paid Rank and Compensation details.

#### 4.4 *Customer Program Commissions*

(a) The Customer Program Commissions are paid when an Independent Business Owner with an IBO Paid Rank has more than 67.50 AC from non-Referral Pay orders AC. An Independent Business Owner with the AC in excess of 67.50 earns 20% on its AC over the minimum AC of 67.50. The remaining AC is then paid Upline an additional nine (9) Levels.

(b) An Independent Business Owner with an IBO Paid Rank may earn an additional 5% on their own AC by successfully having a Loyalty Order for 45 or more AC on or before the 5<sup>th</sup> of the calendar month. An Associate may earn an additional 10% for a total of 30% on its own volume by having a Loyalty Order for 67.50 AC or greater on or before the 5<sup>th</sup> of the month.

(c) Customer Program Commissions utilize Dynamic Compression.

(d) 10% from the Volume of qualified Customer Program Commission Product orders is deposited into the Global Bonus Pools.

(e) See the table in Section 3 for Paid Rank and Compensation details.



#### 4.5 *Global Bonus Pool Compensation*

(a) Global Bonus Pool Compensation (the "*Global Bonus*") is earned monthly over a 3-month period and paid out quarterly. The payout for the Global Bonus Pool will occur with the monthly Compensation payment following the last month of the applicable quarter.

(b) An Independent Business Owner must maintain a Paid Rank that qualifies them for all three (3) months of the Applicable Period in order to qualify for a Global Bonus. If an Independent Business Owner drops to a lower Paid Rank that does not include a Global Bonus, it will forfeit all Global Bonus earnings for that quarter.

(c) A percentage of AC from all Product sales is set aside in a pool for all Independent Business Owners that earn the applicable Paid Rank in a given month. Independent Business Owners from higher Global Bonus Pools do not qualify to receive a portion of the Global Bonus associated with lower Global Bonus Pools; such Independent Business Owners will only receive Compensation from the Global Bonus Pool associated with their Paid Rank.

(d) If an Independent Business Owner drops in Paid Rank during the Applicable Period then it will only qualify to receive a Global Bonus associated with the lowest Paid Rank maintained during the Applicable Period. Example: An Independent Business Owner reaches the Pearl Paid Rank in the first month of a quarter and in the second and third month the Independent Business Owner only reaches the Platinum Paid Rank. Such Independent Business Owner would only be paid a Global Bonus at the Platinum Paid Rank-level for all three (3) months of the quarter.

(e) See the table in Section 3 for Rank and Compensation details.

#### 5. PLACEMENT RULES

(a) When an Independent Business Owner Enrolls a new Independent Business Owner it has thirty (30) days from the date of Enrollment to place that new Independent Business Owner in their Marketing Organization. If after thirty (30) days that Placement has not been done, the new Independent Business Owner will be automatically placed in the Uni-level Tree associated with the Sponsor on their first level.

(b) Placements may only be made by the Sponsor.

(c) Once an Independent Business Owner has been placed, they are no longer in the Holding Tank and cannot be moved again.

