

COMPENSATION PLAN SUMMARY

| | Associate | Brand Associate | Sales Associate | Senior Associate | 1 Star Executive | 2 Star Executive | 3 Star Executive | 4 Star Executive | 5 Star Executive | Emerald Ambassador ⁴ | Ruby Ambassador ⁴ | Diamond Ambassador ⁴ | Black Diamond Ambassador ⁴ | |
|-----------------------------------|--|-----------------|--|--|---|---|---|---|---|--|--|--|--|--------------------------|
| QUALIFICATIONS | PQV (Personal Qualifying Volume) | 50 | 100 | 150 | 200 | 250 | 300 | 300 | 300 | 300 | 300 | 300 | 300 | |
| | PQV = Personal wholesale orders plus personal retail customer volume. | | | | | | | | | | | | | |
| | GQV¹ (Group Qualifying Volume) | | | | 1,000 (1st 3 levels) | 5,400 (1st 3 levels) | 7,500 (1st 3 levels) | 10,500 (1st 3 levels) | 27,000 (1st 3 levels) | 43,200 (1st 3 levels) | 75,000 (1st 3 levels) | 75,000 (1st 3 levels) | 75,000 (1st 3 levels) | 75,000 (1st 3 levels) |
| | TGQV (Total Group Qualifying Volume) | | | | | | | | | | 750,000 | 1,500,000 | 3,000,000 | 6,000,000 |
| Team | | | (3) Active Preferred Customers or Associates or above (1st level) | (3) Active Preferred Customers or Brand Associates or above (1st level) | (3) Active Sales Associates or above (1st level) | (3) Individual Active 1 Star Executive legs | (5) Individual Active 1 Star Executive legs | (6) Individual Active 1 Star Executive legs | (9) Individual Active 1 Star Executive legs | (12) Individual Active 1 Star Executive legs | (12) Individual Active 1 Star Executive legs | (12) Individual Active 1 Star Executive legs | (12) Individual Active 1 Star Executive legs | |
| GLOBAL RESIDUAL COMP. PLAN | 1 | 5% | 8% | 8% | 8% | 8% | 8% | 8% | 8% | 8% | 8% | 8% | 8% | |
| | 2 | 5% | 8% | 8% | 8% | 8% | 8% | 8% | 8% | 8% | 8% | 8% | 8% | |
| | 3 | | 7% | 7% | 7% | 7% | 7% | 7% | 7% | 7% | 7% | 7% | 7% | |
| | 4 | | | 6% | 6% | 6% | 6% | 6% | 6% | 6% | 6% | 6% | 6% | |
| | 5 | | | | 6% | 6% | 6% | 6% | 6% | 6% | 6% | 6% | 6% | |
| | 6 | | | | | 8% | 8% | 8% | 8% | 8% | 8% | 8% | 8% | |
| | 7 Infinity Bonus ² | | | | | 2% | 2% | 6% ³ | 6% ³ | 6% ³ | 6% ³ | 6% ³ | 6% ³ | 6% ³ |
| | 8 | | | | | 2% | 2% | 2% | 6% ³ | 6% ³ | 6% ³ | 6% ³ | 6% ³ | 6% ³ |
| | 9+ | | | | | 2% | 2% | 2% | 2% | 2% | 2% | 2% | 2% | 2% |
| CEO QUALIFIED REWARDS | I. Coding Bonus Refer to page 2 for details | | \$15 | up to \$35 | up to \$100 | up to \$140 | up to \$170 | up to \$180 | up to \$190 | up to \$190 | up to \$190 | up to \$190 | up to \$190 | |
| | II. Car Bonus Refer to page 3 for details. Training manual coming soon. | | | | \$300 ^{5,6} | \$600 ⁶ | \$800 ⁶ | \$1,000 ⁶ | \$1,500 or \$2,000 ⁶ | \$1,500 or \$2,000 ⁶ | \$1,500 or \$2,000 ⁶ | \$1,500 or \$2,000 ⁶ | \$1,500 or \$2,000 ⁶ | |
| | III. Global Revenue Share Bonus Pool Qualified 5 Star Executive and up receive proportionate share of company global business volume. | | | | | | | | | YES | YES | YES | YES | YES |
| | IV. Recognition: Rank Advancement, Circle of Honor See training manual for details (coming soon). | | | | | | | | | | | | | |

1 Group Qualifying Volume (GQV) extends through 3 levels of the Global Residual Comp. Plan (including your own) with compression. Compression occurs when volume from a distributor/preferred customer rolls up 1 or more levels due to volume less than 50 PQV in those levels.

2 1 Star Executives and above on level 7 and higher earn a 2% Infinity Bonus paid to a potentially unlimited number of levels through 6 generations of Sales Associates.

3 Already Includes 2% Infinity Bonus.

4 To achieve each Ambassador rank, you must achieve the applicable qualifications for three consecutive months, with no more than 60% of Total Group Qualifying Volume (TGQV) coming from any single downline leg.

5 Only 1 Star Executives require a minimum of 12 personally enrolled qualified Preferred Customers and/or Brand Associates or higher, where at least 6 are Paid as Brand Associates or higher and where each have a minimum of 100 PQV during the qualification period.

6 Car bonus earned after 2 consecutive months of qualifying at any Star rank the first time (does not have to be the same Star rank). Once this has been accomplished, the car bonus will be paid out on any month afterwards, as long as the requirements have been met for that Star Rank. Refer to "Car Bonus Payout Breakdown" on page 3 for details.

CEO MEGA PAK BONUS BREAKDOWN

How Coding Works

- A coding bonus generates commissions when a CEO Mega Pak* is purchased.
- Enroller's bonus is determined by their coded rank at the time of enrollment, which starts a new coded group.
- Downline bonuses are determined by the difference between the upline coded rank and the Enroller's coded group.

FAST START BONUS (FSB)

Receive a \$70 Fast Start Bonus (FSB)** for any personally enrolled Distributor who purchases any CEO Mega Pak.*

*Also known as the Business Builder Kit

**Applies to US packs only. International CEO Paks are \$100. Any BellaVita Pak that is \$599 USD pays a \$200 FSB.

Cumulative Payout Details

The cumulative payout received depends on the rank of the enroller on the day the enrollee joins, not the rank of the enroller on the date product is purchased.

EXAMPLE

Michelle enrolls Steve on August 1st and is a 1 Star Executive (1SE). Steve waits to buy his CEO Mega Pak on August 8th. On August 8th, Michelle becomes a 2 Star Executive (2SE). Michelle receives \$100 Cumulative Payout (1SE rate) **not** \$140 Cumulative Payout (2SE rate) because she was a 1 Star Executive (1SE) at the time of Steve's enrollment.

Coding Bonus Qualification

- Become CEO qualified by purchasing any CEO Mega Pak* or by reaching a minimum of 500 PQV (accumulative over the lifetime of your account).
- Must have a lifetime rank of Sales Associate (SA-A) or above.
- Must have a Paid As Rank of Brand Associate or higher within the qualification period.

Fast Start Bonus Qualification

- Must have a Paid as Rank of Brand Associate or higher within the qualification period.

| | Rank | Coding Bonus (Based on time of enrollment) | Cumulative Payout (Paid up to) |
|-------------------------------|--------------------------------------|---|-----------------------------------|
| CODING BONUS PAYOUT BREAKDOWN | Associate | --- | --- |
| | Brand Associate | --- | --- |
| | Sales Associate (SA-A) | \$15 | \$15 |
| | Senior Associate (SR-A) | + | |
| | 1 Star Executive (1SE) | \$20 | \$35 |
| | 2 Star Executive (2SE) | + | |
| | 3 Star Executive (3SE) | \$65 | \$100 |
| | 4 Star Executive (4SE) | + | |
| | 5 Star Executive (5SE) and higher | \$40 | \$140 |
| | | + | |
| | \$30 | \$170 | |
| | + | | |
| | \$10 | \$180 | |
| | + | | |
| | \$10 | \$190 (max group payout) | |

CUMULATIVE PAYOUT EXAMPLE

Week 1 - Michelle Enrolls Steve: Steve's coding is shown below. Michelle has a lifetime rank of 5 Star Executive (5SE) and a Paid As Rank of Brand Associate or higher. Michelle gets \$190 payout + \$70 Fast Start Bonus (FSB) when Steve purchases a CEO pack.

| | Rank | Who's Coded to Enrollee | Coding Bonus Payout (Based on the time of enrollment) | Cumulative Payout (Paid up to) | Fast Start Bonus | Total (Includes Fast Start Bonus) |
|------------|---------------------------------------|-------------------------|--|-----------------------------------|------------------|--------------------------------------|
| EXAMPLE #1 | Sales Associate (SA-A) | Michelle | \$15 | --- | --- | --- |
| | | | + | | | |
| | Senior Associate (SR-A) | Michelle | \$20 | --- | --- | --- |
| | | | + | | | |
| | 1 Star Executive (1SE) | Michelle | \$65 | --- | --- | --- |
| | | | + | | | |
| | 2 Star Executive (2SE) | Michelle | \$40 | --- | --- | --- |
| | | + | | | | |
| | 3 Star Executive (3SE) | Michelle | \$30 | --- | --- | --- |
| | | + | | | | |
| | 4 Star Executive (4SE) | Michelle | \$10 | --- | --- | --- |
| | | + | | | | |
| | 5 Star Executive (5SE) (or higher) | Michelle | \$10 | = \$190 | + \$70 | = \$260 |

Week 2 - Steve Enrolls Dave: Dave's coding is shown below. Now Steve is building and makes 1 Star Executive (1SE) and enrolls Dave. Steve gets \$100 payout + \$70 Fast Start Bonus (FSB) and Michelle gets \$90 payout when Dave purchases a CEO pack.

| | Rank | Who's Coded to Enrollee | Coding Bonus Payout (Based on the time of enrollment) | Cumulative Payout (Paid up to) | Fast Start Bonus | Total (Includes Fast Start Bonus) |
|------------|---------------------------------------|-------------------------|--|-----------------------------------|------------------|--------------------------------------|
| EXAMPLE #2 | Sales Associate (SA-A) | Steve | \$15 | --- | --- | --- |
| | | | + | | | |
| | Senior Associate (SR-A) | Steve | \$20 | --- | --- | --- |
| | | | + | | | |
| | 1 Star Executive (1SE) | Steve | \$65 | = \$100 | + \$70 | = \$170 |
| | | | + | | | |
| | 2 Star Executive (2SE) | Michelle | \$40 | --- | --- | --- |
| | | + | | | | |
| | 3 Star Executive (3SE) | Michelle | \$30 | --- | --- | --- |
| | | + | | | | |
| | 4 Star Executive (4SE) | Michelle | \$10 | --- | --- | --- |
| | | + | | | | |
| | 5 Star Executive (5SE) (or higher) | Michelle | \$10 | = \$90 | + \$0 | = \$90 |

Week 3 - Dave Enrolls Jim: Jim's coding is shown below. Dave is building and achieves Senior Associate (SR-A) and enrolls Jim. Dave gets \$35 payout + \$70 Fast Start Bonus (FSB), Steve receives \$65 payout and Michelle receives \$90 payout.

| | Rank | Who's Coded to Enrollee | Coding Bonus Payout (Based on the time of enrollment) | Cumulative Payout (Paid up to) | Fast Start Bonus | Total (Includes Fast Start Bonus) |
|------------|---------------------------------------|-------------------------|--|-----------------------------------|------------------|--------------------------------------|
| EXAMPLE #3 | Sales Associate (SA-A) | Dave | \$15 | --- | --- | --- |
| | | | + | | | |
| | Senior Associate (SR-A) | Dave | \$20 | = \$35 | + \$70 | = \$105 |
| | | | + | | | |
| | 1 Star Executive (1SE) | Steve | \$65 | = \$65 | + \$0 | = \$65 |
| | | | + | | | |
| | 2 Star Executive (2SE) | Michelle | \$40 | --- | --- | --- |
| | | + | | | | |
| | 3 Star Executive (3SE) | Michelle | \$30 | --- | --- | --- |
| | | + | | | | |
| | 4 Star Executive (4SE) | Michelle | \$10 | --- | --- | --- |
| | | + | | | | |
| | 5 Star Executive (5SE) (or higher) | Michelle | \$10 | = \$90 | + \$0 | = \$90 |

CAR BONUS PAYOUT BREAKDOWN

Start earning a car bonus after 2 consecutive months of qualifying at any Star rank the first time (does not have to be the same Star rank). Once this has been accomplished the car bonus will be paid out on any month afterwards, as long as the requirements have been met for that Star Rank.

For example: Rank achieved in Jan is 1SE so that starts the 2 consecutive months of qualifying at any Star rank. Rank achieved in Feb is 2SE. This completes the requirement of qualifying 2 consecutive months at any Star rank. 3SE is achieved in Mar so the \$800 car bonus will be paid out.

***1 STAR EXECUTIVE (1SE) ONLY** Requires minimum 12 personally enrolled, Paid as Preferred Customer and/or Brand Associates or higher, where at least 6 (six) are Paid as Brand Associates or higher and where each have a minimum of 100 PQV within the qualification period.

5 STAR EXECUTIVE (5SE) ONLY Earn \$1,500 Car bonus if qualified 5SE and not qualified for the 2% Revenue Share Pool (NPQ). Earn \$2,000 if qualified 5SE and 2% Revenue Share Pool qualified (PQ).

EXAMPLE #1

| | Breakdown | Jan | Feb | Mar | Apr | May | Jun | Jul | Aug | Sep | Oct | Nov | Dec |
|-------|---------------|------|-----|-------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| MARIA | RANK | *1SE | 2SE | 3SE | 4SE | 5SE NPQ | 5SE NPQ | 5SE NPQ | 5SE NPQ | 5SE NPQ | 5SE NPQ | 5SE NPQ | 5SE NPQ |
| | PAYOUT | \$0 | \$0 | \$800 | \$1,000 | \$1,500 | \$1,500 | \$1,500 | \$1,500 | \$1,500 | \$1,500 | \$1,500 | \$1,500 |

*1SE (must meet additional bonus requirements, see above) was achieved in Jan and 2SE in Feb, this satisfies the requirement of qualifying at any Star rank the first time (does not have to be the same Star rank). Now the car bonus will be paid out on any month afterwards once the requirements have been met for that Star Rank. 3SE was accomplished in Mar so the car bonus of \$800 was paid out, 4SE was made for Apr, paying the Car bonus of \$1,000 and 5SE (NPR) was achieved for the remaining months, paying the car bonus of \$1,500 for each month.

EXAMPLE #2

| | Breakdown | Jan | Feb | Mar | Apr | May | Jun | Jul | Aug | Sep | Oct | Nov | Dec |
|-------|---------------|------|------|------|-------|-------|-------|------|------|---------|---------|---------|---------|
| PEDRO | RANK | *1SE | *1SE | SR-A | 3SE | *1SE | *1SE | SR-A | SR-A | 5SE NPQ | 5SE NPQ | 5SE NPQ | 5SE NPQ |
| | PAYOUT | \$0 | \$0 | \$0 | \$800 | \$300 | \$300 | \$0 | \$0 | \$1,500 | \$1,500 | \$1,500 | \$1,500 |

*1SE (must meet additional bonus requirements, see above) was achieved in Jan and Feb, This satisfies the requirement of qualifying at any Star rank the first time (does not have to be the same Star rank). Now the car bonus will be paid out on any month afterwards once the requirements have been met for that Star Rank. Car Bonus was not paid in Mar because the rank achieved was only SR-A. 3SE was accomplished in Apr so the car bonus of \$800 was paid out. *1SE (must meet additional bonus requirements, see above) was made for May & Jun so Car bonus of \$300 was paid. Car Bonus was not paid for Jul & Aug because the rank achieved was only SR-A. 5SE (NPR) was made for Sep thru Dec, paying the car bonus of \$1,500 for each month.

EXAMPLE #3:

| | Breakdown | Jan | Feb | Mar | Apr | May | Jun | Jul | Aug | Sep | Oct | Nov | Dec |
|------|---------------|-----|------|-----|-----|-------|-------|------|------|---------|---------|---------|---------|
| JOHN | RANK | 2SE | SR-A | 3SE | 3SE | *1SE | *1SE | SR-A | SR-A | 5SE NPQ | 5SE NPQ | 5SE NPQ | 5SE NPQ |
| | PAYOUT | \$0 | \$0 | \$0 | \$0 | \$300 | \$300 | \$0 | \$0 | \$1,500 | \$1,500 | \$1,500 | \$1,500 |

2SE was achieved in Jan, SR-A in Feb and 3SE in Mar. Since 2SE & 3SE was not consecutive it does not satisfy the requirement of qualifying at any Star rank the first time, 2 consecutive months. 3SE was achieved in Mar and Apr, this satisfies the requirement of qualifying at any Star rank the first time (does not have to be the same Star rank). Now the car bonus will be paid out on any month afterwards once the requirements have been met for that Star Rank. *1SE (must meet additional bonus requirements, see above) was made for May & Jun so Car bonus of \$300 was paid. Car Bonus was not paid for Jul & Aug because the rank achieved was only SR-A. 5SE (NPR) was made for Sep thru Dec paying the car bonus of \$1,500 for each month.

QUICK START BONUS

- **26% PAID WEEKLY**
- **½ NORMAL RESIDUAL PAID MONTHLY**

Effective January 1, 2018, enjoy up to 30% Quick Start Bonus (26% actual QSB paid weekly & ½ of the normal residual paid on the 15th of the following month) on the BV of newly enrolled Distributor's (or customer's) purchases within 30 days from the join date. Prior to January 1, the Quick Start Bonus will be paid on purchases within 30 days from the first order. These bonuses are paid on purchases up to 750 BV total per new enrollee. Any BV in excess of 750 within the month will be paid out in the regular upline unilevel commissions.

Requirements

- 1 Must be the Enroller
- 2 Must be paid at BR-A or higher

Quick Start Bonus Example

- Enrollee (frontline placement to Enroller) enrolled: 08/01
- Enroller enrolls Enrollee on Aug 1st. Enroller is qualified to earn up to 30% QSB (26% actual QSB and ½ of normal residual payout, depending on placement) for the first 30 days from Enrollee join date.

Quick Start Restart

A Quick Start Restart will trigger for Enrollees who has NOT placed an order in the Past 12 months from the end of the last month an order was placed. This Bonus only pays out Once in the Enrollees lifetime.

Quick Start Bonus Payout Example

Enrollee places his initial order for 250 BV on Aug 1st. The week the order is placed is called the Qualification week. There is a 2 week waiting period after the Qualification Week to ensure that the Enroller meets all the requirements (See Requirements Above) to be paid out.

If all the requirements are met then the Quick Start Bonus of 26% will be out paid out as a weekly bonus the Monday after the 2 week waiting period.

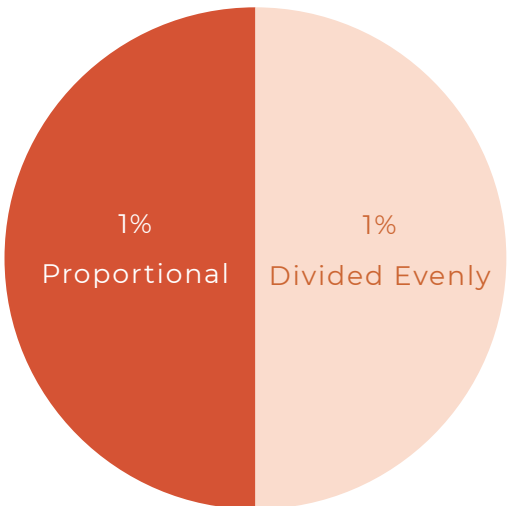
26% QSB paid to Enroller on Enrollee's order = 250 BV X 26% = \$65.00

Enroller will also be paid out ½ of the normal residual payout on Enrollee on the 15th of the next month.

½ of the normal residual based on Enrollee's frontline placement = 250 BV X 4% = \$10

To fund the Quick Start Bonus Program, the upline up to 8 levels above the enrollee will earn ½ of the normal commissions earned during qualification period. So if they were to schedule to earn 8% Uni-level Bonus Commissions they will now earn 4% Quick Start Uni-level Bonus Commissions, 7% will earn 3.5% and so on.

GLOBAL REVENUE SHARE BONUS POOL*



Commission

- 1 1% is paid in proportion to each qualifier's Team BV
- 2 1% is evenly divided among all qualifiers
- 3 Count 100% of your BV not under another pool qualifier
- 4 Plus 50% of BV under other pool qualifiers who are in your downline

Example

Anyone who achieved 5SE or more in 9 of the past 12 months ending January 2020 will earn in 5SE pool.

*Eligibility to share in 2% of company BV each month requires you to reach 5 star or above and achieve 500,000 OGV for 9 out of the last 12 months.