

### ***Comp Plan Definitions:***

**Active IMC:** An IMC who has personally purchased at least 1 case of RhodiGandha in the qualifying month or has personal *Retail Customers* who have combined orders of at least six bottles ordered directly from RhodiGandha in the qualifying month.

**Total Group Bonus Volume (TGBV):** Bonus Volume created downline in the IMC's team, to unlimited depth (does not include Personal Volume).

**40% Balance:** As it pertains to Directors or higher, no more than 40% of Total Group Bonus Volume (TGBV) may be applied from any one Leg for the purpose of meeting the TGBV requirements under this Compensation Plan.

**Regional Executive Director Group Bonus:** Regional Executives receive a 2% Prosperity Bonus on the entire Regional group down to the first Regional Executive Director in any leg.

**National Executive Director Group Bonus:** National Executives receive a 3% Prosperity Bonus on the entire National group down to the first Regional Executive Director in any leg where they receive a Differential Bonus of 1% down to the first National Director.

**Compression:** The term "Compression" is used to describe the temporary condition that occurs when someone fails to meet the maintenance requirements for a particular pay period. Bonuses are earned by and paid to IMC's that are considered Active only. When an IMC fails to meet the minimum Active maintenance requirements for earning bonuses, the Company's computer searches downline until it finds an Active IMC. The volume created by any inactive IMC is combined (compressed) with that of the next active IMC's volume.

**Paid As Rank Rule:** Independent Marketing Consultants who have earned the various title designations, according to their mentoring and sales performance, will retain those titles indefinitely — they retain such title even if they do not meet the specified bonus qualifications in a pay period. However, they will be PAID AS the rank at which they meet bonus qualifications for the pay period.

**Sponsor First Order Bonus:** Requires an IMC to be personally Active and have a minimum 1 case autoship order on file to earn a 20% First Order Bonus on the 1st case order placed by a personally sponsored IMC or Preferred Customer no matter where you place them in your genealogy tree.

**Sponsor Check-Match Bonus:** Executive Directors earn 20% of the total monthly bonus check paid to every personally sponsored Consultant regardless of rank.

**Sponsor Relationship Bonus:** Consultants, in addition to the uni-level compensation, earn a 10% BV Sponsor Relationship Bonus each month on the personal orders of each personally sponsored IMC or PC. The Sponsor Bonus is paid on the personal orders of the enrollee for as long as the sponsoring Consultant remains qualified as a Consultant or higher rank. To earn the Sponsor Relationship Level Bonus Consultants or higher ranking persons needs to:

- Have personal purchase for 2 cases of RhodiGandha in the qualifying month AND have an AutoShip order on file for at least 1 case.
- Have a personal purchase of 1 case RhodiGandha in the qualifying month AND have an AutoShip order on file for at least 1 case combined with at least 1 new enrolled Preferred Customer who purchases 1 case AND has at least a 1 case AutoShip on file.

**Vertical Push Uni-Level Bonuses:** Directors receive an unblockable Level-5 bonus of 4% which extends through unlimited depth only stopping at the Level-5 of another qualified Director in the downline.

**"You" Generation:** Executive Directors or higher receive a 4% override bonus on their entire organization through unlimited depth down to the first Executive Director in any leg.