



UNICITY

COMPENSATION PLAN



Business Earnings

UNICITY DISTRIBUTORSHIP

The success of any business depends on the amount of product or services sold, used, and consumed through the business. As an independent Unicity Distributor, you earn awards and bonuses based on the amount of sales generated by you and your extended team. You may build your business at your own pace, although there are benefits to building as quickly as possible. The most successful Distributors focus on expanding their distribution force while adding to their customer bases over time.

To better understand the terms used in the Compensation Plan, it is recommended you review the glossary at the back of this booklet.

INCOME STREAMS

There are eight different income streams available to each Unicity Distributor:

1. Retail Profit
2. Personal Rebate
3. Fast Start Bonus
4. Director Lifestyle Bonus
5. Infinity Bonus
6. President's Club Bonus
7. Additional Distributor Positions
8. Chairman's Club Bonus

1 RETAIL PROFIT

Simply purchase products at wholesale prices and sell at retail prices. You keep the profit. Unicity's plan includes two customer pricing levels:

- Retail Customer prices have sales margins from 25% to 100%
- Preferred Customer prices have sales margins of up to 40% on select products.

2 PERSONAL REBATE

Personal Rebates are paid starting with your second Volume Month. You are eligible to receive a 5% Personal Rebate on your Personal Volume (PV) each month your Personal Volume is between 100-999 inclusive. If your PV is between 1000-2499 inclusive in a given Calendar Month, your Personal Rebate will increase to 15%. If your PV is 2500 or more in a given Calendar Month, your personal rebate will be 20%.

Note: Earnings for Volume generated in a Distributor's first Volume Month are paid through the Fast Start Bonus.

3**FAST START BONUS**

The Fast Start Bonus is paid on the Personal Volume (PV) of a new Distributor in his or her First Volume Month or PV from Customer Transformation orders.

You may be eligible to receive a Fast Start Bonus when you, or someone in your Downline Organization, enrolls a new Distributor and you have qualified for one of the two Fast Start Bonus levels. The level at which you are eligible to receive the Fast Start Bonus is based upon your Rank at the end of the new Distributors First Volume Month.

The Enroller Fast Start Bonus is paid to the Enroller at the applicable Fast Start Bonus Level. The Enroller's Sponsor and the next six shares are paid at 3% with the Diamond share paid at 5%. After the Enroller, shares 2-9 are paid to the eligible Upline.

	JR. MANAGER (one-time 500 TV)	MANAGER (one-time 1000 TV)
Enroller	15%	30%
Enroller's Sponsor	3%	3%
Director	3%	3%
Senior Director	3%	3%
Executive Director	3%	3%
Presidential Director	3%	3%
Presidential Sapphire	3%	3%
Presidential Ruby	3%	3%
Presidential Diamond	5%	5%

Note: For any Personal Volume over 1,000 PV in a New Distributor's First Volume Month, the New Distributor will receive the Enroller Fast Start Bonus. The Enroller will receive the Enroller's Sponsor's Fast Start Bonus.

4 DIRECTOR LIFESTYLE BONUS

You will be eligible to receive Monthly Bonuses after you achieve the specific Rank.

Monthly bonuses will be paid for each month you Qualify for the specific Rank (or above) up to 6 payments. You can start earning monthly Director Lifestyle bonuses at any time.

Below is a table listing the monthly Director Lifestyle Bonus levels and amounts:

RANK	Monthly Bonus	Total Bonus
Sr. Manager	\$200 x 6	\$1,200
Director	\$500 x 6	\$3,000
Sr. Director	\$1,000 x 6	\$6,000
Ex. Director	\$1,500 x 6	\$9,000
		TOTAL \$19,200

Note: A Distributor may earn up to 6 monthly Lifestyle Bonuses. They are paid for the first month that the Rank is achieved and each time that it is achieved again in the next five months. Bonuses for different Ranks may be earned simultaneously.

5 INFINITY SHARE BONUS

Infinity Share Bonuses are paid on the monthly PV generated by the Distributors in your Downline, starting with their second month. Infinity Share Bonuses allow you to be paid on Shares of Volume from your expanded Distributorship. There are nine Infinity Share Bonuses of 5% available, except as set forth below*. The higher your Rank, the deeper you are paid Infinity Share Bonuses on your Downline Organization. For example, as a Director you are eligible to receive Infinity Share Bonuses 1, 2, and 3 on the applicable PV. As a Diamond, you are eligible to receive Infinity Share Bonuses 1 through 9 on the applicable PV.

Due to the unique Share Compression feature of the Unicity Compensation Plan, you could qualify to earn Infinity Shares deep into your Downline Organization. Please refer to pages 14 and 15 for an example.

To receive Infinity Share Bonuses, you need to Qualify for the respective Rank.

Note: Volume generated by a new Distributor in their first Volume Month is not included in calculating Infinity Shares.

RANK SHARE	Manager	Senior Manager	Director	Senior Director	Executive Director	Presidential Director	Presidential Sapphire	Presidential Ruby	Presidential Diamond
1	5%	5%	5%	5%	5%	5%	5%	5%	5%
2		5%	5%	5%	5%	5%	5%	5%	5%
3			5%	5%	5%	5%	5%	5%	5%
4				5%	5%	5%	5%	5%	5%
5					5%	5%	5%	5%	5%
6						5%	5%	5%	5%
7							5%	5%	5%
8								5%	5%
9									5%

* If a Distributor generates 1000-2499 PV in a specific month, the Infinity Share Bonus for that specific Volume is one Manager Share of 5% and eight Infinity Shares of 4%.

* If a Distributor generates 2500 PV or more in a specific month, the Infinity Share Bonus for that specific Volume is one Manger Share of 5% and eight Infinity Shares of 3%.



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PRESIDENT'S CLUB BONUS AND RECOGNITION

You can receive the Presidential Director, Sapphire and Ruby Club Bonuses for each Rank, up to 6 monthly payments. The Presidential Diamond Bonus is a one-time cash payment. It is paid during the month following the third consecutive month that you achieve the Diamond Rank. After you Qualify for the President's Club Rank for three consecutive months, you become eligible to be publicly recognized as achieving the specific Rank.

RANK	BONUS	TOTAL
Presidential Director	\$2,000 x 6	\$12,000
Presidential Sapphire	\$3,000 x 6	\$18,000
Presidential Ruby	\$4,000 x 6	\$24,000
Presidential Diamond	\$50,000	\$50,000

TOTAL \$104,000

Note: A Distributor may earn up to 6 monthly Presidential Bonuses. They are paid for the first month that the Rank is achieved and each time that it is achieved again in the next five months. Bonuses for different Ranks may be earned simultaneously

7 ADDITIONAL DISTRIBUTOR POSITION

When you achieve the Rank of Presidential Diamond for three consecutive months, you are then eligible to start an Additional Distributor Position (ADP). Likewise, you are eligible to start two more ADPs when you achieve the Ranks of Double Diamond and Triple Diamond, respectively, for a total of three ADPs. Your ADPs will automatically Qualify for the Rank of Presidential Diamond as long as you remain qualified at the Rank of Presidential Diamond (for your first ADP), Double Diamond (for your second ADP), and Triple Diamond (for your third ADP). Qualified ADPs are eligible to receive Personal Rebates, Fast Start Bonuses, and Infinity Share Bonuses, allowing you to earn nearly double, triple, or quadruple the amount of such bonuses for Volume generated in your ADPs.

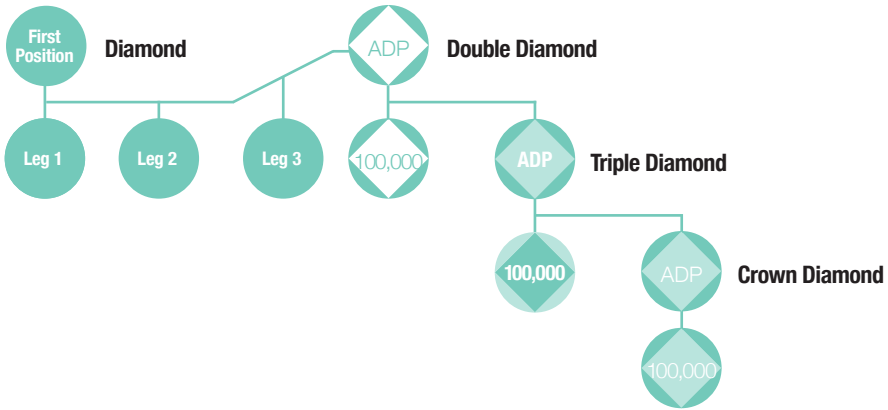
The following table sets forth the Rank, Volume, and Leg Volume requirements necessary to be eligible to start your ADPs, and the requirements necessary to achieve the Rank of Crown Diamond.

RANK	LEG REQUIREMENTS	TOTAL OV
Double Diamond	Main Distributor meets Diamond Qualification plus 1 ADP @ 100,000	500,000
Triple Diamond	Main Distributor meets Diamond Qualification plus 2 ADP @ 100,000	1 Million
Crown Diamond	Main Distributor meets Diamond Qualification plus 3 ADP @ 100,000	2 Million

In addition to the foregoing requirements, a Distributor must maintain each Rank for three consecutive months. There are other details set forth in the Additional Distributor Position Application to ensure you properly structure your ADPs.

The diagram at the top of page 9 depicts the minimum Leg requirements, assuming the total OV and Leg Balance OV requirements are met, to become a Crown Diamond.

Note: In calculating an ADP's OV, no OV of another ADP is included. For example, if your second ADP has 100,000 OV, your first ADP must have 100,000 OV in addition to the OV attributable to the second ADP.



8 CHAIRMAN'S CLUB BONUS AND RECOGNITION

As you achieve the Ranks of Double Diamond, Triple Diamond, and Crown Diamond for three consecutive months, you become a member of the Chairman's Club and become eligible to receive Chairman's Club Bonuses. These bonuses are lifestyle bonuses—not cash bonuses—and are tailored to fulfill the individual dreams of the recipient. As such, the exact bonuses may vary by country and by Distributor. The following table reflects the general dollar value of each bonus in USD. After qualifying for the respective Ranks below for three consecutive months, you also become eligible to be publicly recognized as achieving the specific Rank.

RANK		BONUS VALUE
Double Diamond		\$150,000
Triple Diamond		\$500,000
Crown Diamond		\$1,000,000

Note: There are some additional requirements that are necessary in order to receive the Chairman's Club Bonus. For more details about the Chairman's Club bonuses, including these requirements, please check with your respective Country Manager.

DISTRIBUTOR RANK MONTHLY REQUIREMENTS

Rank	Recommended Leg Structure	PV	TV	Leg OV	Total OV	Leg Balance OV
Jr. Manager		100 PV	--	--	--	--
Manager		100 PV	--	--	--	--
Sr. Manager	Mgr	100 PV	500	3 @ 500	2,000	--
Director	SM, SM, Mgr	100 PV	500	3 @ 1,000	5,000	2,000
Sr. Director	D, D, SM	100 PV	500	3 @ 1,000	10,000	4,000
Ex. Director	SD, SD, D	100 PV	500	3 @ 1,000	25,000	10,000
Pres. Director	ED, ED, D	100 PV	500	3 @ 3,000	50,000	20,000
Pres. Sapphire	PD, PD, D	100 PV	500	3 @ 5,000	100,000	40,000
Pres. Ruby	PS, PD, D	100 PV	500	3 @ 5,000	150,000	60,000
Pres. Diamond	PR, PS, D	100 PV	500	3 @ 5,000	250,000	100,000
Double Diamond	N/A	100 PV	500	Presidential Diamond plus 1 ADP @ 100,000	500,000	--
Triple Diamond	N/A	100 PV	500	Presidential Diamond plus 2 ADP @ 100,000	1 Million	--
Crown Diamond	N/A	100 PV	500	Presidential Diamond plus 3 ADP @ 100,000	2 Million	--

Additional Monthly Qualification Requirements

- One-time monthly 500 TV required to Qualify for the Rank of Jr. Manager.
One-time monthly 1,000 TV required to Qualify for the Rank of Manager.

Glossary

The following definitions supplement the definitions in the Unicity Policies & Procedures, and, in the case of conflict, the definitions in the Unicity Policies & Procedures control.

Active Distributor. A Distributor in good standing who has at least 100 PV in the month. A Distributor must be active to be eligible to earn Awards.

Award Plan. The Unicity Award Plan, and any change or amendment thereto, is an incentive program through which a Distributor may earn Awards pursuant to the rules of the Award Plan and may include other incentive programs or plans which are adopted from time to time in writing by Unicity. Also referred to as the Unicity Distributor Career Compensation Plan or the Compensation Plan.

Awards. Any gift, award, premium, benefit, payment, bonus, rebate, or incentive given by Unicity to a Distributor. Awards are based upon qualifications set forth in this Award Plan. Most Awards take the form of Points assigned to an account in the name of a Distributor. Points may be converted into cash payments pursuant to the terms and conditions of the Award Plan.

Distributor. An independent contractor who has signed and completed the official Unicity Distributorship Agreement and whose Distributorship Agreement has been accepted by Unicity and whose relationship is not otherwise terminated. Preferred Customers and Retail Customers are not Distributors.

Downline Organization or Downline. A Distributor's Frontline, each of those Distributors' Frontline, and each successive Frontline.

Enroller. The Distributor who directly recruits and/or refers an applicant to become a Unicity Distributor and is recognized as the Enroller on the Distributor Agreement. May be the same as the Sponsor.

First Volume Month. The first month a new Distributor has PV and has had their Distributor Agreement accepted by Unicity.

Frontline. A Distributor who is immediately below the Sponsor in the Sponsor's downline.

Horizontal Compression. Unicity's proprietary process of summing a Distributor's Legs' OV—while excluding the two largest Legs—to create a single Leg, in order to Qualify for a Rank of Director or higher.

Infinity Share. An Award paid to Managers and above on the Volume of their non-new Downline Distributors. Infinity Share Bonuses are paid out pursuant to the Share Compression set forth herein.

Leg. An entire Downline organization beginning with a Frontline Distributor.

Leg Balance OV. The required amount of your OV needed outside of your largest Leg.

Leg OV. The total amount of OV in a Leg in a Volume Month.

Manager. To achieve the Rank of Manager, a Distributor must have a minimum of 100 Personal Volume (PV) and 1000 Team Volume (TV). Ongoing requirements are a minimum of 100 PV.

Organization Volume (OV). The total amount of Volume generated by you and your entire Downline in a Volume Month.

Personal Rebates. Awards given to a Distributor in the second Volume Month forward, based on his or her Personal Volume (PV).

Personal Volume (PV). The Volume accumulated from a Distributor's Unicity product purchases and the product purchases made by his or her Customers through Unicity during a Volume

Month.

Placement Program. The Placement Program feature allows you to Enroll a new Distributor and

place him/her Frontline to someone else in your Downline. This allows leaders to place a new Distributor in natural teams, creating strength, and a higher probability of success.

When you utilize the Placement Program feature, you are referred to as the Enroller and the immediate Upline of the new Distributor is referred to as the Sponsor. This feature provides both the Enroller and Sponsor as mentors to the new Distributor. The Fast Start Bonus on the new Distributor's first Volume Month is paid to the Enroller and the Enroller's Upline. The first month's PV of the new Distributor is credited to the Sponsor's Team Volume. Beginning with the second month, the new Distributor's volume and Awards are applied to the Sponsor and the Sponsor's Upline.

Qualify. To meet the requirements to achieve a given Rank or Award under the Award Plan in a Volume Month while the Distributor is in good standing.

Rank or Distributor Rank. A title used in the Unicity Compensation Plan to describe the level of recognition or Awards a Distributor has earned. There are 13 Ranks in the Unicity Compensation Plan. Each Rank reflects the size and scope of an individual Distributorship. As you extend your Distributorship, the amount of sales (Volume) generated through your Distributorship can also grow. This can lead you to achieve higher and higher Ranks in the Unicity Compensation Plan.

The chart on Page 10 shows the Rank, Name, and Volume structure requirements.

Retail Profit. The difference between wholesale price and retail price paid by a Customer.

Share Compression. The method by which Infinity Share Bonuses are awarded to the Upline:

- First Infinity Share Bonus of a Distributor's PV is awarded to the first Upline Distributor

who is at least a Manager

- Second Infinity Share Bonus is awarded to the first Distributor who is at least a Sr. Manager and is Upline to the Distributorship Partner receiving the First Infinity Share Bonus.
- Third Infinity Share Bonus is awarded to the first Distributor who is at least a Director and is Upline to the Distributor receiving the Second Infinity Share Bonus.
- Fourth Infinity Share Bonus is awarded to the Distributor who is at least a Senior Director and is Upline to the Distributor receiving the Third Infinity Share.
- Fifth Infinity Share Bonus is awarded to the Distributor who is at least an Executive Director and is Upline to the Distributor receiving the Fourth Infinity Share Bonus.
- Sixth Infinity Share Bonus is awarded to the Distributor who is at least a Presidential Director and is Upline to the Distributor receiving the Fifth Infinity Share Bonus.
- Seventh Infinity Share Bonus is awarded to the Distributor who is at least a Presidential Sapphire and is Upline to the Distributor receiving the Sixth Infinity Share Bonus.
- Eighth Infinity Share Bonus is awarded to the Distributor who is at least a Presidential Ruby and is Upline to the Distributor receiving the Seventh Infinity Share Bonus.
- Ninth Infinity Share Bonus is awarded to the Distributor who is at least a Presidential Diamond and is Upline to the Distributor receiving the Eighth Infinity Share Bonus.

Sponsor. The Sponsor is the first Upline position to a Distributor. To Sponsor is to be recognized on the Distributorship Agreement as the Sponsor and/or to have the new Distributor placed on the Sponsor's Frontline.

Team Volume (TV). The sum of the monthly PVs of a Distributor and their Frontline Distributors.

Upline. A Distributor's Sponsor, the Sponsor's Sponsor, and each successive Sponsor.

Volume. The point value assigned to a Unicity product. Volume may be calculated as Personal Volume, Team Volume, and/or Organizational Volume.

Volume Month. The period of time used to calculate awards and Ranks under the Compensation Plan. Also known as a Calendar Month.

Volume Roll-Over. As a new Distributor who joins Unicity and places your first order from the 25th to the end of the Volume Month in which you join, your first month's Volume rolls over into the next Volume Month for certain purposes. The Roll-Over Volume may count toward the Team Volume requirement, Organizational Volume requirement, and Director Lifestyle Bonus qualifications in the second month. Additionally, the Roll-Over Volume and the second month Volume can determine your Fast Start Bonus qualification. Fast Start Bonuses, however, will only be calculated and paid on the First Volume Month. In order for Volume to roll over, you and your Frontline must have 100 PV in the second month. Your Volume will not Roll-Over if you or anyone in your Downline achieved the Rank of Sr. Manager or higher in the first month.

Weekly Pay Program. Unicity's Weekly Pay Program is designed to pay Fast Start Bonuses quicker. The Enroller Level of the Fast Start Bonus is paid weekly.

- Weekly building period runs from Sunday midnight to Sunday midnight.
- Weekly payment will be credited to your Unicity Paylution Account on the following Friday.

In order to Qualify for any weekly Enroller Level 1 Fast Start Bonus payments, you must have already met your monthly 100 PV requirement.

Infinity Share Bonus Example

On the following page is an example of how Infinity Share Bonuses are awarded to the Upline. In this example, a Manager on a Diamond's 24th Share has 100 PV. The system searches the Manager's Upline for the next qualified person to receive the available Infinity Share Bonus for that 100 PV. The Infinity Share Bonuses are then awarded to the Manager's Upline in the following manner:

- First Infinity Share Bonus is awarded to the first Manager or higher in the Upline (found in Share 23 in the example)
- Second Infinity Share Bonus is awarded to the first Sr. Manager or higher starting from the Distributor who earned the Manager Share Bonus (Share 22)
- Third Infinity Share Bonus is awarded to the first Director or higher starting from the Distributor who earned the Sr. Manager Share Bonus (Share 19)
- Fourth Infinity Share Bonus is awarded to the first Sr. Director or higher starting from the Distributor who earned the Director Share Bonus (Share 17)
- Fifth Infinity Share Bonus is awarded to the first Ex. Director or higher starting from the Distributor who earned the Sr. Director Share Bonus (Share 14)
- Sixth Infinity Share Bonus is awarded to the first Presidential Director or higher starting from the Distributor who earned the Ex. Director Share Bonus (Share 11)
- Seventh Infinity Share Bonus is awarded to the first Presidential Sapphire or higher starting from the Distributor who earned the Presidential Director Share Bonus (Share 9—a Presidential Ruby in the example)
- Eighth Infinity Share Bonus is awarded to the first Presidential Ruby or higher starting from the Distributor who earned the Presidential Sapphire Share Bonus (Share 3—a Presidential Diamond in the example)
- Ninth Infinity Share Bonus is awarded to the first Presidential Diamond or higher starting from the Distributor who earned the Presidential Ruby Share Bonus (Share 0—the top Presidential Diamond in the example)

In this example, the Infinity Share Bonus structure compresses 24 Levels—allowing the Presidential Diamond at the top of the organization to be paid on the 24th Level. This unique compression model allows Distributors to earn Infinity Share Bonuses deep into their Organization depending on their Rank.

Level **Distributor Rank**

0	Presidential Diamond
1	Manager
2	Director
3	Presidential Diamond
4	Executive Director
5	Senior Director
6	Director
7	Presidential Sapphire
8	Manager
9	Presidential Ruby
10	Senior Manager
11	Presidential Director
12	Executive Director
13	Director
14	Executive Director
15	Senior Director
16	Manager
17	Senior Director
18	Senior Manager
19	Director
20	Senior Manager
21	Manager
22	Senior Manager
23	Manager
24	Manager



	Infinity Share Bonus	Bonus %
9	Presidential Diamond	5%
8	Presidential Ruby	5%
7	Presidential Sapphire	5%
6	Presidential Director	5%
5	Executive Director	5%
4	Senior Director	5%
3	Director	5%
2	Senior Manager	5%
1	Manager	5%



The background of the entire page is a repeating teal-colored floral pattern. The pattern consists of stylized, symmetrical floral motifs with intricate scrollwork and leaf-like shapes, creating a dense and decorative texture.

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