



NERIUM™  
INTERNATIONAL

# Compensation Plan

UNITED STATES

# Welcome to the Nerium Family

Nerium International exists for a single purpose: to make people better. Since this translates into improving people's lives both inside and out, we are proud to reward you with a lucrative, innovative way to earn income.

## Your initial goals in starting your Nerium business are:

1. Become 3UR Free Qualified: Sponsor and maintain three Preferred Customers and your next month's Nerium product Auto-Delivery (ADO) is free!
2. Fast Start Qualify (FSQ) in your first 30 days and earn an FSQ Bonus.

On an ongoing basis, you will build your Nerium business by sharing and selling Nerium's exclusive products and building a team of Brand Partners that do the same. Our Compensation Plan is based upon a business model that leverages relationship marketing.

## Relationship Marketing

Whether face-to-face or online, relationship marketing is how business is done in today's world. People work with those they know, like and trust, which makes word-of-mouth, or relationship marketing, the most effective business model available.

Rather than investing in traditional advertising (like TV, radio or billboards), Nerium rewards its Brand Partners for telling others about our products. It's a win-win marketing solution that works!

## Brand Partners Earn Income in Two Ways:

1. Build a customer base and earn up to 10–25% commissions.
2. Build a team of Brand Partners and earn commissions and bonuses based on their product sales to customers and their volume.

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# Immediate Focuses

## Focus #1: Become Fast Start Qualified

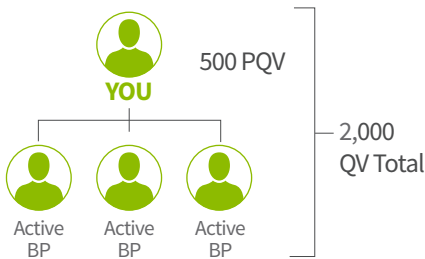
The Fast Start Qualify (FSQ) Bonus is only available during your first 30 days. It is important to take action immediately to start growing your business and earn this bonus!

The FSQ Bonus rewards not only Brand Partners who Fast Start Qualify, but their Personal Sponsor and Senior Director, as well. It is designed to recognize and reward the hard work and effort it takes to Fast Start Qualify and to acknowledge the important role upline team members play in this process.

During your first 30 days, you must meet the criteria in Option 1 or Option 2 in order to Fast Start Qualify:

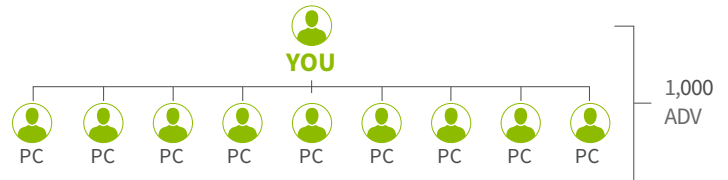
### OPTION 1

1. Must maintain personal volume requirements in order to be Active.
2. Generate 500 in Personal Qualifying Volume (PQV). PQV can be generated by personal product purchases and sales to retail and Preferred Customers.
3. Personally sponsor a minimum of three new, Active Brand Partners and place them in three separate legs.
4. Generate a total of 2,000 Qualifying Volume (QV) from the combination of your PQV and your personally sponsored Brand Partners' PQV. A maximum of 1,000 QV can be generated from PQV and a maximum of 1,000 QV can be generated from each personally sponsored Brand Partner's PQV.



### OPTION 2

1. Must maintain personal volume requirements in order to be Active.
2. Must personally enroll nine new Preferred Customers (PCs).
3. Must generate a total of 1,000 in Auto-Delivery Volume or more.



If upgrading from Preferred Customer to Brand Partner, only PCs enrolled after upgrading will count.

## FSQ Bonus

You will receive the FSQ Bonus if, as a new Brand Partner, you meet all the requirements to Fast Start Qualify in 30 days. You will also then rank up to Senior Brand Partner. You will be paid either \$150 or \$75, depending on which FSQ option you qualify for first.

### IF YOU FSQ'D WITH OPTION 1

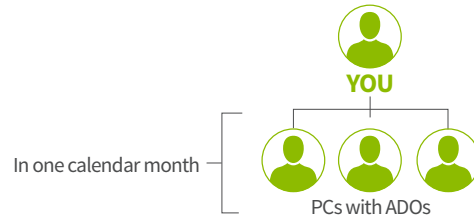
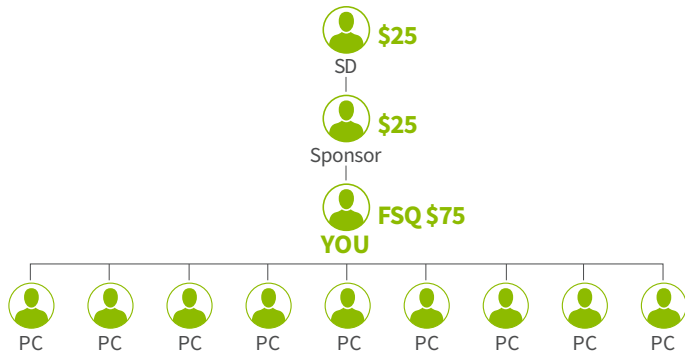
You will receive a \$150 bonus. The FSQ Brand Partner's Personal Sponsor will receive \$50 if they are Active the week the Brand Partner Fast Start Qualifies. The first "Paid As" Senior Director in the Placement Tree will also receive \$50. If the Personal Sponsor is also the first qualified Senior Director above the FSQ Brand Partner, the Personal Sponsor will be paid both upline bonuses for a total of \$100.



All commissions and bonuses defined in this document are paid in U.S. dollars.

## IF YOU FSQ'D WITH OPTION 2

You will receive a \$75 bonus. The FSQ Brand Partner's Personal Sponsor will receive \$25 if they are Active the week the Brand Partner Fast Start Qualifies. The first "Paid As" Senior Director in the Placement Tree will also receive \$25. If the Personal Sponsor is also the first qualified Senior Director above the FSQ Brand Partner, the Personal Sponsor will be paid both upline bonuses for a total of \$50.



**3UR** → Free  
GET YOUR NEXT MONTH'S PRODUCT FREE!

## HOW IS THE BONUS PAID?

The FSQ Bonus will be paid in your weekly check. The Brand Partner, Personal Sponsor and Senior Director bonus will each be paid out in the week that the new Brand Partner Fast Start Qualifies. The amount paid will reflect the amount earned under either Option 1 or Option 2.

## Focus #2: Qualify for 3UR Free

Nerium provides an innovative opportunity for you to receive your monthly product for free through our 3UR Free program!\*

## RULES AND REGULATIONS

All Brand Partners can participate in the 3UR Free program and qualify to receive monthly product for free! In order to participate, the following qualifications must be met:

1. Must have an active ADO order of at least 80 QV.
2. Must have at least three Preferred Customers, each with fully paid ADOs (the total price of which must be at least \$175), being shipped each calendar month.
3. Credits are calculated by adding the price of all qualifying PC orders, then dividing by 3. The earned credit will apply toward the next month's ADO order. The maximum 3UR Free credit applied will not exceed \$270.

\*Brand Partner will only pay cost of shipping and handling and all applicable taxes.  
†These qualifications apply to Brand Partner through Director ranks. See page 11 for qualifications for Senior Director and above.  
All commissions and bonuses defined in this document are paid in U.S. dollars.

# Immediate Ways to Earn

To be eligible to earn income in the Nerium International Compensation Plan you simply need to remain Active each calendar month.

You can remain Active by:†

- Maintaining 200 in PQV in product sales to personal customers.
- OR**
- Maintaining 80 in PQV from a personal product ADO.

## 1. Retail Sales

Brand Partners can sell Nerium products online and in person to earn a retail profit. You will earn the difference between the price paid by the customer and the Brand Partner. For example, if a retail order equals \$200 and the Brand Partner price is \$150, then a retail profit of \$50 will be earned.

You can also sell Nerium products at retail value from your personal inventory. You would earn the difference between the price you paid and the suggested retail price. No further commissions are paid out on sales you make from your personal inventory.

## 2. Customer Acquisition Bonus

For each new Preferred Customer who enrolls with an Auto-Delivery Order, you will earn a Customer Acquisition Bonus (CAB) based on the price of their initial order. (Subsequent orders will process in the following months and will pay commissions based on the Commissionable Volume [CV] of those orders.)

You can earn higher levels of Customer Acquisition Bonuses in two ways: You can advance in rank, or you can acquire more Active Preferred Customers. You will receive the higher of the two in your commissions.

### CAB by Rank Advancement (percentage based on price paid)

	Brand Partner	Senior Brand Partner	Director	Senior Director and Above
Percentage Earned	10%	15%	20%	26%

### CAB by Preferred Customer (percentage based on price paid)

	3 Preferred Customers	6 Preferred Customers	9 Preferred Customers
Percentage Earned	15%	20%	26%

## 3. Personal Customer Commissions

Personal Customer Commissions are paid in addition to retail commissions, and are based on all purchases that generate Personal Qualifying Volume (PQV).\* This includes sales to Preferred Customers, retail customers and purchases made for your personal use and sales inventory needs.

When your personal purchases and customer sales exceed 200 in Customer Commissionable Volume (CCV) in a calendar month, you earn 10–25% commission on the total monthly CCV. The first 10% of the Personal Customer Commission is paid in the Weekly Bonus Period, while the balance is paid in the Monthly Bonus Period.

Personal purchases, retail customer sales and Preferred Customer Auto-Delivery Orders, subsequent to their first order, count towards total CCV.

\*Orders that payout CAB or Pack Bonuses will not be eligible for Personal Customer Commissions.

## CCV Earnings

Customer Commissionable Volume (CCV)	Earning Potential
201–400	10%
401–1,000	15%
1,001+	25%

For example, if you accumulate 1,008 in CCV in one month, then 1,008 CCV - 200 minimum CCV = 808 CCV, and 808 CCV x 25% = \$202 in Personal Customer Commissions.

No Personal Customer Commissions are paid on the first 200 CCV of personal, retail or Preferred Customer orders. All volume up to 200 CCV is credited to upline team commissions at 90% CV.

When the 10% level is reached, the CV credit to upline team commissions is 80%. When the 15% level is reached, the CV credit to upline team commissions is 70%. When the 25% level is reached, the CV credit to upline team commissions is 50%.

## 4. Pack Bonus


Earn 10–30% each time you sell one or more of the qualifying packs to a new, personally sponsored Brand Partner in a single order within their first 30 days.

This bonus follows the Sponsor Tree and is paid out in the Weekly Bonus Period. (Percentages are based on the price paid.)


	Brand Partner	Senior Brand Partner	Director	Senior Director	Executive Director	Regional Marketing Director	National Marketing Director
Enrollment Pack	10%	15%	20%	24%	26%	28%	30%

# Product Rewards

## Qualify for 3UR Free

**3UR**  Nerium provides an innovative opportunity for you to receive your monthly product for free through our innovative 3UR Free program!\*\*\* See page 5 for information on how to qualify.

## Take Advantage of Nerium Gives Back

 Earn free product from Nerium by acquiring loyal Brand Partners and Preferred Customers.\*\*

- 1. Enroll** a new Preferred Customer or Brand Partner with an Auto-Delivery Order.
- 2. Earn** Nerium Gives Back (NGB) Rewards Points for each qualifying enrolled Preferred Customer or Brand Partner. Points are generated when second consecutive monthly ADO processes for a new personally sponsored Brand Partner or new Preferred Customer.
- 3. Choose** any of our Nerium products as an NGB Reward. For example, you will be awarded points by enrolling a new PC with Nerium Firming Body Contour Cream. You can then redeem these points for a Night Cream, EHT or Eye Serum. It's up to you!†
- 4. Redeem** all or some of your points at your discretion. You decide when you want to use your rewards.

Note: NGB Rewards Points expire 180 days from date of earnings. Refer to the NGB Rewards area in your Online Business Center.

### TO QUALIFY, NEW BRAND PARTNERS MUST:

- Maintain personal volume requirements in order to be Active.
- Generate 500 PQV within your first 30 days, or you can qualify by being paid as a Director or higher. Purchasing an optional Starter Pack automatically meets this qualification.

\*\* Brand Partner will only pay cost of shipping and handling and all applicable taxes.  
†You will be awarded points for the highest point value item on the Auto-Delivery Order.

# Incentives and Qualifications

## Director 60 Bonus



Get additional rewards as you lead your team to success. When you complete the following in your first 60 days, you may choose either a new tablet, a \$350 cash bonus or six bottles of Age-Defying Night Cream:

- Maintain personal volume requirements in order to be Active.
- Attain 500 PQV in your first 30 days.
- Earn the rank of Director within your first 60 Days.

## Senior Director Bonus

Beginning at the Senior Director level, you have a wonderful choice to make: receive our monthly Lexus Car Bonus or accept a Cash Bonus, instead. (You'll automatically receive the Cash Bonus until you select the Car Bonus option and purchase your silver, white or granite Lexus.) This bonus is calculated and paid in the Monthly Bonus Period. Please note that you must remain Active and qualify monthly to be paid monthly. Weekly rank advancements and grace periods do not qualify. See Senior Director Bonus Qualifications in your Online Business Center for complete details.



Rank	Car Bonus Amount	Cash Bonus Amount
Senior Director	\$500	\$325
Executive Director	\$500	\$325
Regional Marketing Director	\$500	\$325
National Marketing Director	\$750	\$487.50
1-Star National Marketing Director	\$750	\$487.50
2-Star National Marketing Director	\$750	\$487.50
3-Star National Marketing Director & Above	\$1,000	\$1,000



# Potential Long-Term Income<sup>†</sup>

## Coaching Commissions

Earn up to a 10% Coaching Commission on Team Commissions, Leadership Development Commissions, Pack Bonuses, Customer Acquisition Bonuses and Differential Bonuses made by each of your personally sponsored Brand Partners.



Examples	Your Monthly Earnings Before Coaching Commission	Your Personally Sponsored Brand Partner Earnings*	Your Maximum Coaching Commission	How Your Coaching Commission Is Calculated
Example #1 5%	\$100	\$2,800	\$140	You earn 5% Coaching Commission as a non-FSQ Brand Partner or Senior Brand Partner.*
Example #2 10%	\$100	\$2,800	\$280	You earn 10% Coaching Commission as an FSQ Brand Partner, Director or higher.**
Example #3 10%	\$400	\$5,000	\$400	Your Coaching Commission cannot exceed your monthly earnings.
Example #4 10%	\$1,500	\$10,000	\$1,000	Your Coaching Commission is equal to 10% of your personally sponsored Brand Partners' earnings.**

## Team Commissions

Team Commissions are based on the Commissionable Volume (CV) generated from product sales made by your team. Your focus as a Brand Partner is to create a strong retail and Preferred Customer base and to build a team of other Brand Partners who create a strong retail and Preferred Customer base. Team commissions start at the Senior Brand Partner position. As your team builds, your Team Commission earnings will increase.

- The higher the rank you achieve, the more generations from which you can earn commissions.
- Commissions are “compressed” to allow you to earn commissions on sales originating deeper within your Senior Brand Partner or higher legs. Only Active Senior Brand Partners or higher count as a generation in the Team Commissions calculation. Brand Partners’ Commissionable Volume is therefore added to the next qualified generation.
- Any Customer or Brand Partner volume that is not generated from an Active Senior Brand Partner or higher will “compress” and be counted in the volume of the generation.
- This bonus follows the Placement Tree and is paid in the Monthly Bonus Period.

<sup>†</sup>Leadership income, including Coaching Commissions, Differential Bonuses, Team Commissions, Lifestyle Bonus and Leadership Development Bonus, require personal volume requirement to meet Active status.

\*Earn up to \$150 or 5% as a non-FSQ Brand Partner or Senior Brand Partner.

\*\*Earn up to \$300 or 10% on your personally sponsored Brand Partners’ earnings if you have Fast Start Qualified or achieved Director or higher, until your monthly earnings exceed \$300.

All commissions and bonuses defined in this document are paid in U.S. dollars.



## Differential Bonuses

Depending on your rank, earn a Differential Bonus each time one of your downline Brand Partners enrolls a new Preferred Customer or sells one of the qualifying packs to a new Brand Partner.	To qualify for Differential Bonuses, an upline must achieve 500 PQV in their first 30 days or earn the rank of Director or higher.	These bonuses follow the Sponsorship Tree and are paid in the Weekly Bonus Period.
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### CAB Differential Bonuses Example

(percentage based on price paid)



### Pack Differential Bonus Example

(percentage based on price paid)



## Lifestyle Bonus

Achieve the ranks below each month to be paid this Bonus with your Monthly Commissions!

Executive Director	Regional Marketing Director	National Marketing Director <sup>††</sup>	1-Star National Marketing Director <sup>††</sup>	2-Star National Marketing Director <sup>††</sup>	3-Star National Marketing Director <sup>††</sup>	4-Star National Marketing Director <sup>††</sup>
\$300	\$500	\$1,500	\$1,750	\$2,000	\$6,000	\$7,000
5-Star National Marketing Director <sup>††</sup>	International Marketing Director <sup>††</sup>	Gold International Marketing Director <sup>††</sup>	Diamond International Marketing Director <sup>††</sup>	Double Diamond International Marketing Director <sup>††</sup>	Triple Diamond International Marketing Director <sup>††</sup>	
\$10,000	\$15,625	\$31,250	\$60,000	\$80,000	\$110,000	

## Leadership Development Bonus

Nerium rewards our leaders for their dedication to their teams through the Leadership Development Bonus (LDB). Beginning at 1-Star National Marketing Director, you can earn an extra 1–3% of the Commissionable Volume of your entire organization, down to the next equal or higher ranked Brand Partner.

These **BONUSES** are paid in addition to team **COMMISSIONS!**

This bonus follows the Sponsor Tree and is paid in the Monthly Bonus Period.

1-Star National Marketing Director	2-Star National Marketing Director	3-Star National Marketing Director
Leadership Development Bonus	Leadership Development Bonus	Leadership Development Bonus
1% on Organization	2% on Organization	3% on Organization

††Must maintain personal NMD qualifications to maintain rank. Must meet all qualifications to earn a Nerium Lifestyle Bonus. Grace Period does not apply.

# Qualifying Volume Periods

## Commission Payments

### WEEKLY PAYOUT:

Pack Bonus, Personal Customer Commissions (10%), Pack Differentials, Customer Acquisition Bonus, and Fast Start Qualify Bonus.

Weekly bonuses will close every Wednesday at 11:59 p.m. CT. Weekly commissions will be calculated and paid the Wednesday following the end of the bonus period.

### MONTHLY PAYOUT:

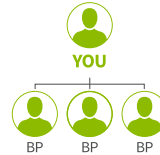
Team Commissions, Coaching Commissions, Leadership Development Bonus, Senior Director Bonus, Personal Customer Commissions (remaining volume not paid weekly), and Nerium Lifestyle Bonus.

Monthly commission periods will close the last day of each calendar month. Monthly commissions will be calculated and paid on the 15th of the month following the close of the monthly commission period.

## Rolling Qualifying Volume

### ENROLLMENT DATES

16th–End of Month 3,000 GQV



### NEXT MONTH

You'll start a month with the previous month's 3,000 GQV that rolled over for rank advancements/rank qualifications.

### EXAMPLE

$$\begin{array}{rcccl}
 \text{Rolling Qualifying Volume} & & \text{Current Month's Total GQV} & & \text{Current Month's Total GQV} \\
 3,000 & + & 2,500 & = & 5,500
 \end{array}$$

Rolling Qualifying Volume (RQV) only applies to your first month of enrollment. The 60% rule applies to all qualifying volume for rank advancements.

# Ranks

You begin at the rank of Brand Partner. When you have reached a rank, you will remain at that rank until you advance. This is called “Highest Achieved” rank. How much you earn and what commissions and bonuses you qualify for are determined by the level of qualifications you meet during a given bonus period. This is called the “Paid As” rank.

In each bonus period, the Paid As rank of a Brand Partner is determined by the qualifications below:

- During Weekly Bonus Periods, you may advance in rank, but your Paid As rank will not go down.
- During Monthly Bonus Periods, your Paid As rank may go up or down based on the qualifications you have met.
- Weekly bonuses will be paid based on whichever is higher: the last monthly bonus period Paid As rank or the current weekly period Paid As rank.

Rank	Brand Partner	Senior Brand Partner	Director	Senior Director	Executive Director	Regional Marketing Director	National Marketing Director	1-Star National Marketing Director	2-Star National Marketing Director	3-Star National Marketing Director
Personal Volume Requirements	80 ADV or 200 PQV Retail	80 ADV or 200 PQV Retail	80 ADV or 200 PQV Retail	150 ADV or 300 PQV Retail	150 ADV or 300 PQV Retail	150 ADV or 300 PQV Retail	150 ADV or 300 PQV Retail	150 ADV or 300 PQV Retail	150 ADV or 300 PQV Retail	150 ADV or 300 PQV Retail
Monthly Group Qualifying Volume (GQV)		1,500* (60% Rule Applies)	4,500* (60% Rule Applies)	12,500* (60% Rule Applies)	37,500* (60% Rule Applies)	75,000* (60% Rule Applies)	150,000* (60% Rule Applies)			
Number of Separate Active Personally Sponsored Legs in Placement Tree		3	3	3	3	3	3	3	3	3
Downline Rank Requirements in Separate Personally Sponsored Legs in Placement Tree				3 Senior Brand Partners	3 Senior Brand Partners	3 Directors	3 Directors			
Number of Separate “Paid As” NMDs in Personally Sponsored Legs in Placement Tree								1	2	3

# Advanced Rank Qualifications

To attain any of these ranks, you must meet all of the qualifications for 3-Star National Marketing Director, plus the additional qualifications below:



## 4-STAR NATIONAL MARKETING DIRECTOR:

**In a calendar month:** Must have at least one additional actual-rank National Marketing Director in an Active, personally sponsored Placement Tree leg. At least one of the four actual-rank National Marketing Directors must come from a personally sponsored Placement Tree leg. No more than one National Marketing Director can come from each personally sponsored Enrollment Tree leg.



## 5-STAR NATIONAL MARKETING DIRECTOR:

**In a calendar month:** Must have at least two additional actual-rank National Marketing Directors in your personally sponsored Placement Tree leg. At least two of the five actual-rank National Marketing Directors must come from a personally sponsored Placement Tree leg. No more than one National Marketing Director can come from each personally sponsored Enrollment Tree leg.

To attain the following ranks, you must meet all of the qualifications for a 5-Star National Marketing Director, plus the additional qualifications below:



## INTERNATIONAL MARKETING DIRECTOR:

**In a calendar month:** Must have one actual-rank 3-Star National Marketing Director in each of three separate Active personally sponsored Placement Tree legs.



## GOLD INTERNATIONAL MARKETING DIRECTOR:

**In a calendar month:** Must have one actual-rank 5-Star National Marketing Director in each of three separate Active personally sponsored Placement Tree legs.



## DIAMOND INTERNATIONAL MARKETING DIRECTOR:

Continue to meet the requirements for Gold IMD, but also build a 4th 5-Star in an Open\*\* Active Personally Sponsored Placement Tree leg. Cumulatively from the month you first achieved the rank of Gold IMD, this leg must bring in 1,000,000 QV in new volume.



## DOUBLE DIAMOND INTERNATIONAL MARKETING DIRECTOR:

Continue to meet the requirements for Diamond IMD, but also build a 5th 5-Star in an Open\*\* Active Personally Sponsored Placement Tree leg. Cumulatively from the month you first achieved the rank of Gold IMD, this leg must bring in 1,500,000 QV in new volume.



## TRIPLE DIAMOND INTERNATIONAL MARKETING DIRECTOR:

Continue to meet the requirements for Double Diamond IMD, but also build a 6th 5-Star in an Open\*\* Active Personally Sponsored Placement Tree leg. Cumulatively from the month you first achieved the rank of Gold IMD, this leg must bring in 2,000,000 QV in new volume.

ADV = Auto-Delivery Volume | NMD = National Marketing Director | PQV = Personal Qualifying Volume | RQV = Rolling Qualifying Volume | GQV = Group Qualifying Volume

\*No more than 60% of GQV may come from a single Placement Tree leg. No more than 2,000 in PQV can count towards your GQV.

\*\*"Open Leg" is defined as a Placement Tree leg that does not include a 5-Star NMD that is being used for your Gold IMD qualification. If one of your existing 5-Star legs falls to a lower rank, your new leg will be used to qualify you for Gold IMD, and not be counted toward this requirement. However, when your initial 5-Star leg reaches 5-Star again, your new QV in your new leg will resume counting where it was.

# Team Structures

# Glossary

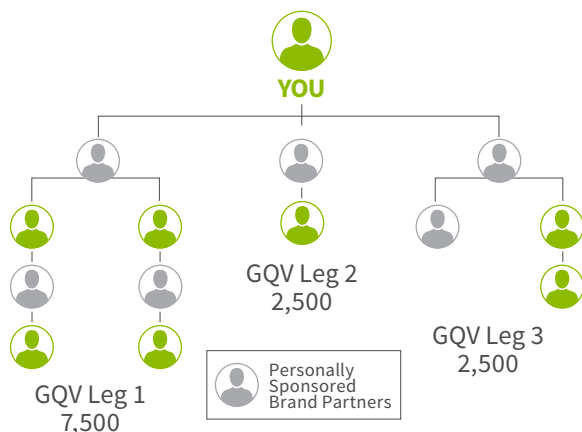
## Sponsor Tree

When a new Brand Partner is sponsored, they go into the Sponsor Tree as a Level 1, or downline, to the Brand Partner who sponsored them. Pack Bonuses, Coaching Commissions and Leadership Bonuses are based on the Sponsor Tree.



## Placement Tree

When a new Brand Partner is sponsored, they are placed in their sponsor's Placement Suite for a period of 60 days. During that time, the sponsor has the option to place the new Brand Partner into an open position in an existing leg in their Placement Tree. Allowing the Brand Partner to place a new Brand Partner in an open position in the Placement Tree provides an opportunity to increase the sales volume in an existing leg and enables the new Brand Partner to gain additional support from a sales organization that is already in place. Rank advancement and team commissions are based on the sales volume in the Placement Tree.



This is a Placement Tree example and does not reflect what your actual organization might look like.

Nerium International reserves the right to implement changes to the Compensation Plan as needed for the benefit of the Brand Partners and the Company. Every effort will be made to give 30 days advance notice of changes. Nerium International does not guarantee any level of income for any Brand Partner. While cross country recruiting is definitely allowed and encouraged, it is possible for a Brand Partner to be paid differently for a different country's orders due to fluctuating exchange rates. The actual income of Nerium Brand Partners varies depending on each Brand Partner's skill, effort and time commitment. Visit [Nerium.com/earnings](http://Nerium.com/earnings) for more information.

**ACTIVE:** Brand Partners are considered Active as long as they maintain the required personal volume from fully paid product orders during a calendar month. This required volume (see volume qualification table on page 11) can come from Auto-Delivery Orders (ADO), personal orders and/or the volume from orders placed by personally sponsored retail or Preferred Customers.

**ACTIVE ADO:** Enrolled in the monthly Automatic-Delivery Order program, with orders scheduled to be created and paid on the same day of every month AND have a fully paid qualified ADO within 31 days of the commission period. An active ADO is a requirement to qualify for some incentive rewards.

**AUTO-DELIVERY ORDER (ADO):** A preselected product order that is scheduled to be created, paid and shipped at a specific time each month. Auto-Delivery Orders allow products to be purchased at a discounted price.

**BRAND PARTNER:** A person or company who has filled out the Nerium International application, had their application approved and is in the genealogy. Brand Partner is the first step in rank advancement.

**COMPRESSION:** Only Active Senior Brand Partners or higher count as a generation in the Team Commissions calculation. Brand Partners' Commissionable Volume is therefore added to the next qualified generation.

**CUSTOMER:** A Customer is associated with a Brand Partner. A customer cannot sign up other Brand Partners and cannot receive commissions. Nerium International currently has two types of non-Brand Partner customers: a retail customer and a Preferred Customer.

**CUSTOMER ACQUISITION BONUS (CAB):** For each new Auto-Delivery Order sold to a new Preferred Customer, you will earn a CAB to be paid with weekly commissions. An order that pays CAB will not pay any other commissions to the Sponsor or Upline.

**DOWNLINE:** This refers to the Brand Partner(s) below another Brand Partner in the genealogy.

**GENEALOGY TREE:** This is the Company's overall structure that indicates how and where Brand Partners are placed. The Company supports both a sponsor and placement unilevel/generational genealogy tree structures.

**SPONSOR TREE:** Your personally sponsored Brand Partners will always be on Level 1 of your Sponsor Tree. The Brand Partners whom they sponsor will always be on Level 2 of your Sponsor Tree.

**PLACEMENT TREE:** Personally sponsored Brand Partners may be placed in the downline of your Placement Tree in order to increase the volume in a leg. Rank advancements are based on the total volume generated in each leg of the Placement Tree.

**GRACE PERIOD:** When a Brand Partner qualifies as Senior Director or higher for the first time, he or she will be paid at that rank for two months: the month the higher rank is achieved and the next consecutive month. The Brand Partner must remain Active to qualify for the Grace Period.

**LEG:** A leg is a portion of a Brand Partner's organization, starting at one of their first-level Brand Partners and encompassing their entire organization. If a Brand Partner has 10 first-level Brand Partners, they have 10 legs in the Sponsor Tree. If a personally sponsored Brand Partner is placed below an existing leg in the Placement Tree, that newly sponsored Brand Partner becomes part of the Placement Tree leg but remains a separate leg for the sponsor in the Sponsor Tree.

**PERSONAL SPONSOR:** A Brand Partner who personally sponsors a new Brand Partner into the Nerium International business. Sponsor is also the term referring to a Brand Partner who personally sponsors a Customer.

**PLACEMENT SPONSOR:** A Brand Partner who is directly above another Brand Partner in the Placement Tree. The Placement Sponsor may not always be the Brand Partner who personally sponsored them.

**PLACEMENT SUITE:** When a Brand Partner personally sponsors another Brand Partner, the new Brand Partner can go into the Placement Suite for a period of 60 days. During that time, the sponsoring Brand Partner will have an opportunity to move the new Brand Partner one time under an existing leg in the Placement Tree. The new Brand Partner will remain a separate leg in the Sponsor Tree and be personally sponsored by his original sponsor; however, the Brand Partner under whom he is placed in the Placement Tree will be his Placement upline. The new Brand Partner will become part of the total leg volume in the leg in which he was placed. If the new Brand Partner is not moved within the allotted time, he will remain a new leg in the Placement Tree for the sponsoring Brand Partner.

**PREFERRED CUSTOMER:** A retail customer who is enrolled in the Auto-Delivery Order (ADO) program.

**RANK:** The level of achievement in the Compensation Plan that determines how much commission is paid and the specific commission bonuses the Brand Partner is eligible to earn. Rank is determined by personal and group sales volume, as well as the personal and group volume of the Brand Partners in your group.

**SENIOR BRAND PARTNER GENERATIONS:** All Active Brand Partners up to and including the next qualified Senior Brand Partner or higher in your Placement Tree downline are a Senior Brand Partner generation. Team Commissions are paid based on Senior Brand Partner generations.

**UPLINE:** This refers to the Brand Partner(s) above a new or existing Brand Partner in the genealogy.

**VOLUME:** The value assigned to a product that is used to determine a Brand Partner's rank qualifications in the Compensation Plan (Qualifying Volume or QV), or to determine the amount of commissions being paid on a product purchase (Commissionable Volume or CV). Qualifying Volume and Commissionable Volume may not be the same value. Types of volume include:

**AUTO-DELIVERY VOLUME (ADV):** Volume generated by the sale of product through the Auto-Delivery Order program. ADO PQV is Auto-Delivery Order Personal Qualifying Volume.

**COMMISSIONABLE VOLUME (CV):** The value assigned to a product that determines the amount of commission paid when the product is sold by a Brand Partner. CV can be discounted based on applicable order discounts.

**CUSTOMER COMMISSIONABLE VOLUME (CCV):** Qualifying Volume that is generated from product purchases made directly from the Company by a Brand Partner's retail and Preferred Customers.

**GROUP QUALIFYING VOLUME (GQV):** The total Qualifying Volume of a specific group of Brand Partners. Includes Brand Partners' PQV (max. 2,000 PQV from personal purchases counted toward GQV).

**GROUP VOLUME (GV):** The total volume of a specific group of Brand Partners.

**OPEN LEG:** A leg that does not include a 5-Star NMD that is being used for your Gold IMD qualification.

**PERSONAL QUALIFYING VOLUME (PQV):** Qualifying Volume that is generated through a Brand Partner's personal product purchases. It also includes volume from product purchases made directly from the Company by a Brand Partner's retail and Preferred Customers.

**QUALIFYING VOLUME (QV):** The value assigned to a product to determine the amount of Qualifying Volume on a product purchase.

**ROLLING QUALIFYING VOLUME (RQV):** Any new Brand Partner who enrolls after the 15th of any given month will have all the Qualifying Volume generated within the remainder of their first Monthly Bonus Period roll forward into the next full monthly bonus period. All commissions and bonuses are paid on the bonus volume generated by product purchases in the bonus period in which the sale occurred. RQV does not apply to upline GQV. Only volume from within the month the new Brand Partner enrolls can be applied to RQV.

**60%-GROUP-QUALIFYING-VOLUME-IN-A-LEG (GQV) RULE:** Beginning at Senior Brand Partner, when determining the Group Qualifying Volume qualification requirement, no more than 60% of the required volume may come from a single Placement Tree leg. Example: the GQV qualification for a Director is 4,500. No more than 2,700 (60%) of the total GQV can come from any single Placement Tree leg.

# Immediate Ways to Earn

## PERSONAL CUSTOMER COMMISSIONS | Sell more. Earn more.

Customer Commissionable Volume (CCV)	Earning Potential
201–400	10%
401–1,000	15%
1,001+	25%

First 10% paid weekly. The balance of the percentage earned in a calendar month is paid monthly.

## PACK BONUSES | For each pack you sell, you will earn a Pack Bonus. (Percentage is based on the price paid.)

	Brand Partner	Senior Brand Partner	Director	Senior Director	Executive Director	Regional Marketing Director	National Marketing Director
Enrollment Packs	10%	15%	20%	24%	26%	28%	30%

Sponsor a new Brand Partner, sell them a qualifying enrollment pack in their first 30 days and earn a Pack Bonus based on the price they paid for their order.

## CUSTOMER ACQUISITION BONUS | For each new Active Preferred Customer, you will earn a Customer Acquisition Bonus (CAB). CAB by Rank Advancement (percentage based on price paid)

	Brand Partner	Senior Brand Partner	Director	Senior Director and Above
Percentage Earned	10%	15%	20%	26%

## CAB by Preferred Customers (percentage based on price paid)

	3 Preferred Customers	6 Preferred Customers	9 Preferred Customers
Percentage Earned	15%	20%	26%

**FAST START QUALIFY** in your first 30 days to start earning your 10% Coaching Commission and FSQ Bonus.

PAID WEEKLY

All commissions and bonuses defined in this document are paid in U.S. dollars. Periodic revisions are made to our Compensation Plan. To find the latest version, please download it from your Online Business Center.

# Potential Long-Term Income

## TEAM COMMISSIONS

Earn up to 10 generations of your Senior Brand Partners' commissionable volume within your organization. The higher the rank you achieve, the more levels from which you can earn.

		Senior Brand Partner	Director	Senior Director	Executive Director	Regional Marketing Director	National Marketing Director	1-Star National Marketing Director and Above
Senior Brand Partner Generations	1	5%	5%	5%	5%	5%	5%	5%
	2	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					2%	2%	2%
	8					2%	2%	2%
	9						1%	3%
	10						1%	3%

PAID MONTHLY

## NERIUM LIFESTYLE BONUS

The higher you rank, the more you earn.

ED	\$300	5-Star	\$10,000
RMD	\$500	IMD	\$15,625
NMD	\$1,500	Gold	\$31,250
1-Star	\$1,750	Diamond	\$60,000
2-Star	\$2,000	Double Diamond	\$80,000
3-Star	\$6,000	Triple Diamond	\$110,000
4-Star	\$7,000		

## LEADERSHIP DEVELOPMENT BONUSES

Earn an extra 1-3% of the volume of your entire organization down to the next equal or higher ranked Brand Partner.

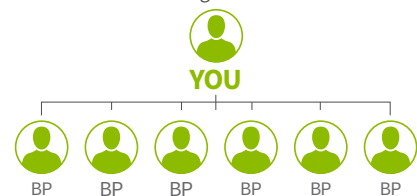
1-Star National Marketing Director	2-Star National Marketing Director	3-Star National Marketing Director
Leadership Development Bonus	Leadership Development Bonus	Leadership Development Bonus
1% on Organization	2% on Organization	3% on Organization

# Leadership Income

## COACHING COMMISSIONS

Based on your rank, earn up to a 10% bonus on your personally sponsored Brand Partners' earnings.

**10%**



PAID MONTHLY

## DIFFERENTIAL BONUSES

Based on your rank, earn Differential Bonuses on sales made by your team. You can earn the difference between your downline's bonus and the bonus you qualify for at your rank. To qualify for the Differential Bonus, you must achieve 500 PQV in your first 30 days or earn the rank of Director or higher.

Customer Acquisition Bonus (percentage based on price paid for initial order)	Enrollment Packs (percentage based on price paid for qualifying Enrollment Pack)
5-16%	2-20%

PAID WEEKLY



