

# SAVVI COMPENSATION PLAN

For Independent Brand Partners

4.5.3

ACTIVITY REQUIREMENTS	BRAND PARTNER	ADVANCED BRAND PARTNER	SENIOR BRAND PARTNER	LEADER	ADVANCED LEADER	SENIOR LEADER	EXECUTIVE	ADVANCED EXECUTIVE	SENIOR EXECUTIVE	DIRECTOR	ADVANCED DIRECTOR	SENIOR DIRECTOR	DIAMOND DIRECTOR
Monthly QV				50 QV required, from any combination of personal purchases or personally enrolled customer purchases. Any personal purchase volume above 50 QV each month will be applied as additional L1 commissionable volume.									

## RETAIL SALES COMMISSIONS

As a Savvi Brand Partner, you can earn retail sales commissions on all your personally enrolled customer purchases. Retail Commissions are calculated based on the total amount that is paid over the wholesale price.

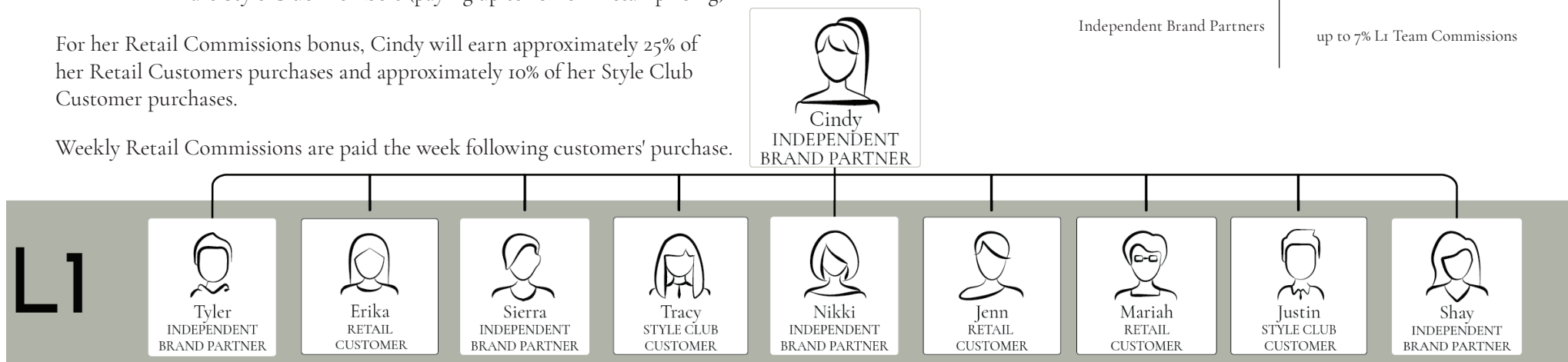
In the diagram below, Cindy has a total of 5 Level 1 customers. All of your personally enrolled customers are on your Level 1 (L1).

- 3 are Retail Customers (paying Retail pricing)
- 2 are Style Club Members (paying up to 15% off Retail pricing)

For her Retail Commissions bonus, Cindy will earn approximately 25% of her Retail Customers purchases and approximately 10% of her Style Club Customer purchases.

Weekly Retail Commissions are paid the week following customers' purchase.

YOUR LEVEL 1 BRAND PARTNERS & CUSTOMERS	YOUR SALES COMMISSION
Retail Customers <i>Retail pricing on all purchases</i>	Approximately 25% Retail Commissions + up to 7% L1 Team Commissions
Style Club Member Customers <i>Style Club Subscribers Preferred pricing on all purchases (approx 15% off retail)</i>	Approximately 10% Retail Commissions + up to 7% L1 Team Commissions
Independent Brand Partners	up to 7% L1 Team Commissions



## RANK ADVANCEMENT AND BONUS COMMISSIONS

	BRAND PARTNER	ADVANCED BRAND PARTNER	SENIOR BRAND PARTNER	LEADER	ADVANCED LEADER	SENIOR LEADER	EXECUTIVE	ADVANCED EXECUTIVE	SENIOR EXECUTIVE	DIRECTOR	ADVANCED DIRECTOR	SENIOR DIRECTOR	DIAMOND DIRECTOR
Personally Sponsored Active Brand Partners		1 Brand Partner	1 Brand Partner	2 Brand Partners	3 Brand Partners	5 Brand Partners	8 Brand Partners	10 Brand Partners	12 Brand Partners	12 Brand Partners	12 Brand Partners	12 Brand Partners	12 Brand Partners
Minimum Monthly Team QV		300	1,000	2,500	5,000	10,000	20,000	50,000	100,000	250,000	500,000	1,000,000	2,000,000
Max Monthly QV per single leg (Percent of total rank requirement)		80%	70%	60%	50%	40%	40%	40%	40%	35%	30%	25%	20%

### RANK ADVANCEMENT BONUS (RAB)

*Awarded when a Brand Partner holds a rank for 2 consecutive months*

RAB			\$100	\$250	\$500	\$1,000	\$2,000	\$5,000	\$10,000	\$25,000	\$50,000	\$100,000	\$250,000
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### VALUE PACK BONUS (VPB)

VALUE PACK BONUS (VPB)	Earn a Value Pack Purchase Bonus (VPB) on enrollment Value Pack purchases by your Brand Partners made at the time of enrollment. VPB is paid to the first level upline.												
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### TEAM BONUS COMMISSION

*Any personal purchase volume above 50 CV each month will be applied as additional L1 commissionable volume.*

*Team commissions are paid with the percentage of CV up to 4 levels according to your "paid as rank." Your "paid as rank" will reflect the rank achieved during the month your commissions are earned.*

LEVEL 1	2%	3%	4%	5%	7%	7%	7%	7%	7%	7%	7%	7%	7%
LEVEL 2			2%	3%	4%	4%	5%	5%	7%	7%	7%	7%	7%
LEVEL 3					2%	3%	3%	5%	7%	7%	7%	7%	7%
LEVEL 4						2%	3%	5%	7%	7%	7%	7%	7%

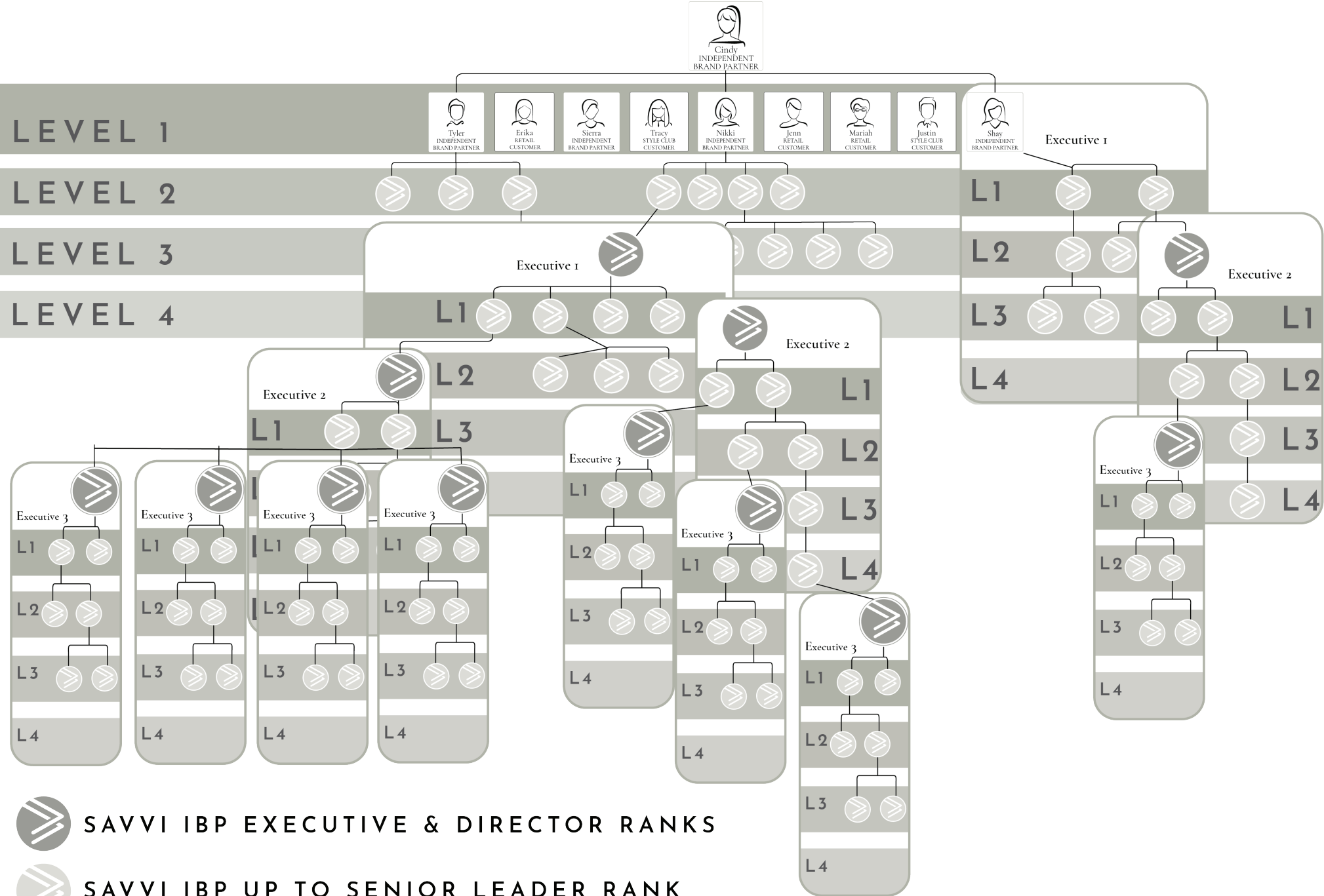
### EXECUTIVE GENERATIONAL BONUS

*4 Levels per Generation beginning with each downline Executive (see Generational Commissions diagram on the following page)*

GENERATION 1							2%	2.5%	3%	3%	3%	3%	3%
GENERATION 2								2.5%	3%	3%	3%	3%	3%
GENERATION 3									3%	3%	3%	3%	3%



# GENERATIONAL COMMISSIONS DIAGRAM



# POOL COMMISSIONS

(MUST BE ACTIVE)

Pools are another way to increase your monthly earnings with Savvi doing what you are already doing. Each Pool has a different set of requirements and each offers the potential to participate in a company wide profit sharing "pool" which is split among those who meet the pool requirements for the month or quarter.

	BRAND PARTNER	ADVANCED BRAND PARTNER	SENIOR BRAND PARTNER	LEADER	ADVANCED LEADER	SENIOR LEADER	EXECUTIVE	ADVANCED EXECUTIVE	SENIOR EXECUTIVE	DIRECTOR	ADVANCED DIRECTOR	SENIOR DIRECTOR	DIAMOND DIRECTOR
NORTH AMERICA POOL (2% of CV)							1 Point (self + each Executive and above in 4 levels)	2 Points (self + each Executive and above in 4 levels)	3 Points (self + each Executive and above in 4 levels)	4 Points (self + each Executive and above in 4 levels)	5 Points (self + each Executive and above in 4 levels)	6 Points (self + each Executive and above in 4 levels)	7 Points (self + each Executive and above in 4 levels)
MONTHLY TOP NEW CUSTOMER VOLUME POOL (2% of in-country CV)	<p>The top 10 Point earners share pool proportionately based on points earned. Maximum pay \$10,000 and minimum pay \$100 per qualified Brand Partner. Points are determined by multiplying the number of new customers for the month by the total QV of those customers. A New Customer is a personally sponsored, unique customer that has not previously purchased. The customer is counted for this pool based on the date of their first purchase. Example: 5 New customers with a combined volume of 325QV. Points earned <math>5 \times 325 = 1,625</math></p>												
MONTHLY TOP ENROLLER VOLUME POOL (2% of in-country CV)	<p>The top 10 Point earners share pool proportionately based on points earned. Maximum pay \$10,000 and minimum pay \$100 per qualified Brand Partner. Points are determined by multiplying the number of new Brand Partners for the month by the total QV of those Brand Partners. A New Brand Partner is a unique Brand Partner that has not previously purchased. The Brand Partner is counted for this pool based on the date of their first purchase. Example: 7 New Brand Partners with a combined volume of 1,590QV. Points earned <math>1,590 \times 7 = 11,130</math></p>												
FOUNDING CLUB POOL (1% of total in-country CV Calculated and paid quarterly)	<p>The first 20 Brand Partners to achieve and maintain the rank of Senior Executive in each country will participate equally in the Founding Members Club Pool. Members must be Active and maintain the paid-as-rank of Senior Executive or above to remain in the pool. If a member of the Founding Member Club does not maintain the required paid-as-rank and active status they are disqualified from the Founding Members Club and the next Brand Partner that would have qualified will become part of the pool.</p>												

## TERMS and DETAILS:

ACTIVE	To be eligible to earn commissions each month you must be 'Active.' This means you have met the minimum monthly requirement of 50 PV, which can come from either your personal purchases or your personal customer's purchases. These must come from either your OR your customers' purchases, not a combination of the two.
DIRECT ACTIVE LEGS	Active Brand Partners that are on a leader's level 1 who were personally enrolled count as Direct Active Legs. This encourages each leader to develop and maintain a healthy first level in their team.
CLAWBACKS	Any time a purchase is refunded and commissions are paid on a refunded transaction, a Clawback is applied to the paid account which decrements against the next month's commissions. This clawback will apply at each level where commissions were paid as a result of these transactions.
PRODUCT CREDITS	When a Product Credit is applied to an order, any QV, CV or other bonuses on the order are reduced proportionally by the amount of credit applied to the order.
CUSTOMER	A person that purchases Savvi products.
CV (COMMISSIONABLE VOLUME)	CV is assigned to commission eligible products.
QV (QUALIFYING VOLUME)	QV is assigned to commission eligible products. QV is used to determine a Brand Partner's active status and rank requirement qualifications.
FOUNDING CLUB MEMBERS	The first 20 Brand Partners that reach Senior Executive Rank are the Founding Club Members. If a member of the Founding Club does not maintain the required paid-as-rank and active status they are disqualified from the Founding Club Membership and the next Brand Partner that would have qualified will become a member of the club. Only 1 member per household can qualify. Founding Club Members exemplify the highest standards of conduct and ethics for all of Savvi's Brand Partners and Customers.
GENERATIONAL BONUS	The generational bonus is paid on executive generations in a Brand Partner's downline. A generation starts with a brand partner with a paid-as Executive or above rank and continues down for a total of four levels. The bonus is paid as a percent of the CV in each eligible generation. Brand Partners are eligible for the generational bonus when they maintain a paid-as-rank of Executive or above.
NORTH AMERICA POOL	Points in the North America Bonus Pool are earned based on your paid-as-rank and the number of paid-as executive rank Brand Partner or above in the first four levels of your downline. Points are earned in the pool beginning at a paid-as rank of Executive or above. The total amount of the pool is up to 2% of North America CV and is paid out to the members of the pool proportionally based on their points in the pool.

## TERMS and DETAILS:

PERSONALLY ENROLLED CUSTOMER	A customer that was personally enrolled by the Brand Partner they are connected to. Rolled-up or compressed customers do not count as Personally Enrolled.
RAB (RANK ADVANCEMENT BONUS)	This is a one-time bonus paid for achieving and holding a new eligible rank for two consecutive months.
BRAND PARTNER	A Brand Partner is a person or entity that has completed the enrollment process, agreed to the company policies and procedures and has paid the annual Brand Partner Fee. Brand Partners are independent contractors and are engaged in promoting Savvi Products to customers and recruiting additional Brand Partners.
TEAM BONUS	Brand Partners can earn the team bonus based on the CV generated by up to 4 levels of their downline. A Brand Partner's level 1 customers are also included for the purpose of this bonus. The team bonus is paid as a percent of CV based on the Brand Partner's paid-as-rank.
TEAM VOLUME	The total amount of <u>QV</u> within a Brand Partners entire downline organization.