



Nerium

Brand Partner
Compensation Plan

Welcome to the Nerium International Family.

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

Our compensation plan is based upon an easily duplicated business model leveraging relationship marketing.

1. Join Nerium International as a Brand Partner
2. Enroll in the Auto-Delivery Order (ADO) Program
3. Sponsor and maintain 3 Preferred Customers and your next month's product is FREE
4. Fast Start Qualify in your first 30 days
5. Sponsor other Brand Partners and coach them to complete steps 2-5

Relationship Marketing

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

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



Brand Partners Simply Do Two Things:

1. Build a customer base and earn 10-25% commissions.
2. Build a team of Brand Partners and earn commissions and bonuses.

Brand Partner Launch Kit

The Brand Partner Launch Kit Allows You:

- To become an Independent Brand Partner
- To earn Retail and Preferred Customer commissions
- To qualify to purchase products at wholesale
- To sponsor others as Brand Partners

The Brand Partner Launch Kit includes:

- Personalized Marketing Websites
- Nerium Success Planner with Getting Started Training CD
- 2 *Success From Home* Magazines
- 5 *A Real Breakthrough* Disc Brochures
- 25 Product Brochures
- Real Results Flipbook
- Nerium Success Training 3-CD Set by Jeff Olson
- Real Results Party Presentation DVD **\$99.95**
- *The Slight Edge* Book by Jeff Olson
- Jim Rohn & Robert Kiyosaki Business Building CDs
- Additional Marketing Materials
- 30-Day Access to the Nerium Advanced Business Center, which includes the Real Life Library and Email Prospecting System (\$14.95 per month thereafter for ongoing access)

Add an Auto-Delivery Order of NeriumAD (\$80) to ensure that you automatically receive product each month at the lowest price available.

Success Packs

Either of the optional Success Packs immediately qualify you:

- To become “Promoters Pool Qualified”
- To begin earning Success Pack Differential Bonuses
- For the personal requirement portion of the LEXUS Car Bonus
- To begin earning points in the Weekly Promoters Pool
- For the first step to becoming “Fast Start Qualified”

The Success Packs are the best starter value for a new Brand Partner. They include:

- The Brand Partner Launch Kit (\$99.95 value)
- Five (5) bottles of NeriumAD (\$550 value) or twelve (12) bottles of NeriumAD (\$1320 value)
- Extended 90-day access to the Nerium Advance Business Center (\$44.85 value)
- Enrollment in the Nerium Auto-Delivery Order (ADO) program, in which you will automatically receive one (1) bottle of product every month, at the lowest price available.

Success Pack
\$499.95
 (\$695 value)



Five (5) bottles of NeriumAD

Premier Success Pack
\$999.95
 (\$1465 value)



Twelve (12) bottles of NeriumAD

Upgrade your Auto-Delivery Order (ADO) with the NeriumAD 2-Pack. You will save an additional \$5 a bottle, plus you will always have an extra bottle on hand to sample the product. This is also perfect for couples or business partners who need two bottles a month.

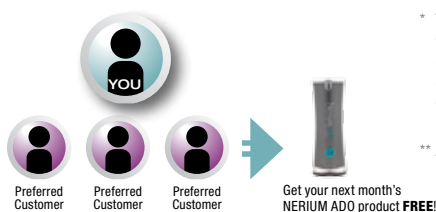
Immediate Goals

GOAL #1

3UR Free

Personally sponsor at least 3 Preferred Customers whose Auto-Delivery Order totals the same amount or more than your Auto-Delivery Order,* and your order is FREE.** If your Preferred Customers refer 3 more Preferred Customers whose Auto-Delivery Order totals the same amount or more than theirs,* then your Preferred Customers' Auto-Delivery Order for the next month is also FREE!

3UR > Free



* The total volume of your 3 or more Preferred Customers' Auto-Delivery Orders must be 3 times your Auto-Delivery Order PQV.
 ** ADO product is free; you pay only S&H.

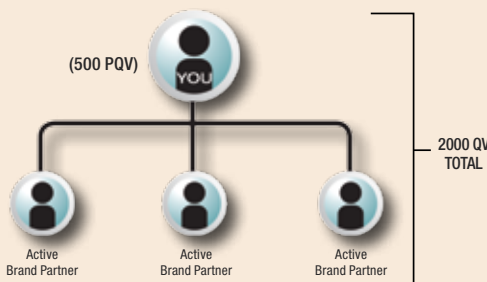
GOAL #2

Become Fast Start Qualified

In your first 30 days, you must complete the following actions:

1. Enroll in the Auto-Delivery Order (ADO) program.
2. Become Promoters Pool Qualified by generating 500 Personal Qualifying Volume* (PQV). PQV can be generated by personal product purchases and sales to Retail Customers and Preferred Customers.
3. Personally sponsor a minimum of three new, active Brand Partners with 80 ADO PQV or more and place them in three separate legs.
4. Generate a total of 2000 Qualifying Volume from the combination of your PQV and your personally sponsored Brand Partner's PQV.

* Note that the Success Pack automatically meets the 500 PQV requirements.



Personal Qualifying Volume Key

My Premier Success Pack Purchase	1000 PQV
My Success Pack Purchase	500 PQV
Preferred Customer Order	80 PQV
Personal Product Purchase	80 PQV
Retail Customer (Through Marketing Website)	100 PQV

GOAL #3

Take Advantage of Nerium Gives Back

This program will potentially resupply your product inventory for the Product Prospecting System, so you don't ever have to worry about running out of product. Ways that Nerium is Giving Back:

1. You will receive a *free bottle* of NeriumAD for every new, personally sponsored Brand Partner who you enroll with an Auto-Delivery Order. Your bottle will ship within 14 days of when their first Auto-Delivery Order ships.
2. You will receive a *free bottle* of NeriumAD for every new, personally sponsored Preferred Customer who you enroll with an Auto-Delivery Order. Your bottle will ship within 14 days of when their second Auto-Delivery Order ships.
3. You will receive a *free bottle* of NeriumAD for every new, personally sponsored Preferred Customer who enrolls another Preferred Customer with an Auto-Delivery Order (ADO). Your bottle will ship within 14 days of when their second Auto-Delivery Order ships.

To qualify, new Brand Partners must:

- Become Promoters Pool Qualified by generating 500 PQV within their first 30 days. Purchasing an optional Success Pack or Premier Success Pack automatically meets this qualification.
- Have an active Auto-Delivery Order
- Complete the opt-in form for the Nerium Gives Back program

Immediate Ways to Earn

Remain Active

Qualify to earn income in the Nerium International Compensation Plan by simply remaining "active" each calendar month. You can remain active by:

- Maintaining 200 PQV in Sales to Personal Customers
- OR
- Maintaining 80 PQV from a Personal Auto-Delivery Order (ADO)

1. Retail Sales

When your Retail Customers order directly from Nerium International under your Brand Partner ID, you earn the difference between the retail price they pay and the wholesale price. Retail Sales Commission is paid weekly.

2. Customer Acquisition Bonus

For each new Auto-Delivery Order sold to a new Preferred Customer, you will earn a Customer Acquisition Bonus (CAB). The CAB will be paid with the weekly commissions, according to the following table:

	Brand Partner	Sr. Brand Partner	Director	Senior Director	Executive Director	Regional Marketing Director	National Marketing Director
1 bottle	\$16	\$24	\$28	\$32	\$32	\$32	\$32
2 bottles	\$30	\$40	\$50	\$60	\$60	\$60	\$60

3. Personal Customer Commissions

- The more you purchase and the more customers you acquire, the more you earn!
- Personal Customer Commissions are paid in addition to Retail Commissions.
- 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 Commissions are 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.

How to Generate CCV

	GQV	CCV
Retail Customers	0 GQV	90 CCV
Preferred Customers 1 Bottle	0 GQV	72 CCV
Preferred Customers 2 Bottles	0 GQV	135 CCV

Customer Commissionable Volume (CCV) goes towards your Personal Customer Commission bucket.

CCV Earnings

Customer Commissionable Volume (CCV)	Earning Potential
201 – 500	10%
501 – 1,000	15%
1,001 – 2,500	20%
2,501+	25%

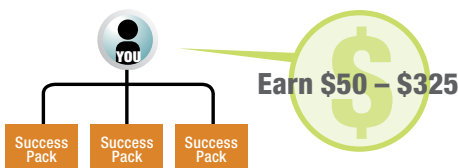
For example: If you accumulate 1,500 CCV in one month, then 1,500 CCV - 201 minimum CCV = 1,299 CCV, and 1,299 CCV x 20% = \$260 Personal Customer Commissions.

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 20% level is reached, the CV credit to upline team commissions is 60%. When the 25% level is reached, the CV credit to upline team commissions is 50%

3. Success Pack Bonus

- Earn \$50–\$325 each time you sell one of the Success Packs to a new personally sponsored Brand Partner in their first 30 days.
- This bonus follows the Sponsor Tree and is paid in the Weekly Bonus Period.



	Brand Partner	Sr. Brand Partner	Director	Senior Director	Executive Director	Regional Marketing Director	National Marketing Director
SP	\$50	\$75	\$100	\$115	\$125	\$135	\$150
PSP	\$100	\$150	\$200	\$250	\$275	\$300	\$325

SP= Success Pack
PSP= Premier Success Pack

4. Weekly Promoters Pool

Two percent (2%) of global commissionable volume from the previous four weeks goes into the Weekly Promoters Pool. One quarter of the pool will be paid out each week. Brand Partners qualify to participate when they:

- Become “Promoters Pool Qualified” in their first 30 days or achieve the rank of Director or higher.
 - Have an active Auto-Delivery Order with at least 80 PQV in the current calendar month.
 - Earn at least three points in the weekly bonus period.
- Weekly Promoters Pool points will be earned as follows:

Activity to Earn	# Of Points Earned	Fast Start Qualified
Personally sell a Success Pack or a Premier Success Pack to a new Brand Partner	1	2*
Personally sponsor a new Preferred Customer with fully paid ADO	1	2*

Become Fast Start Qualified and earn double points for LIFE!

* Minimum of 3 standard points needed to qualify. Points doubled after 3 points are earned after close of week.

5. LEXUS Bonus

Beginning at Senior Director, Nerium International will send you up to \$1,000 each month that you maintain the rank of Senior Director or higher to make the payment on your silver or white LEXUS. This bonus is calculated and paid in the Monthly Bonus Period. Please note that you must qualify monthly to be paid monthly. Weekly rank advancements do not qualify. See LEXUS Bonus Qualifications for complete details.

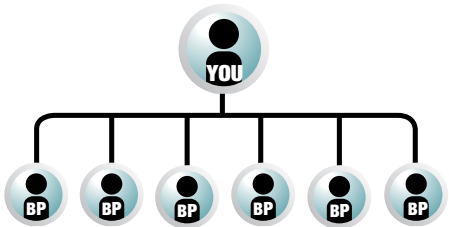


Senior Director	\$500 Car Bonus
Executive Director	\$500 Car Bonus
Regional Marketing Director	\$500 Car Bonus
National Marketing Director	\$750 Car Bonus
1-Star National Marketing Director	\$750 Car Bonus
2-Star National Marketing Director	\$750 Car Bonus
3-Star National Marketing Director	\$1,000 Car Bonus

Leadership Income

Coaching Commissions

Beginning at Director, earn up to a 10% Coaching Commission on Team Commissions, Leadership Development Commissions, and Success Pack Bonus earnings made by each of your personally sponsored Brand Partners. This bonus is paid in the Monthly Bonus Period.



= **10%** Earn Up to 10% on Brand Partners' Earnings

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	\$100	\$2,800	\$280	Your Coaching Commission is 10% of your personally sponsored Brand Partners' earnings.*
Example #2	\$400	\$5,000	\$400	Your Coaching Commission cannot exceed your monthly earnings.
Example #3	\$1,500	\$10,000	\$1,000	Your Coaching Commission is equal to 10% of your personally sponsored Brand Partners' earnings.*

*Earn up to \$300 or 10% of your personally sponsored Brand Partners' earnings, until your monthly earnings exceed \$300.

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 Success Packs to a new Brand Partner.

To qualify for the 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.

CAB Differential Bonuses Example



Success Pack Differential Bonus Example



Volume GLOSSARY

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.

Auto-Delivery Volume (ADV): Volume generated by the sale of product through the Auto-Delivery Program. ADO PQV is Auto-Delivery Order Personal Qualifying Volume.

Commissionable Volume (CV): Is a value assigned to a product that determines the amount of commission paid when the product is sold by a Brand Partner.

Customer Commissionable Volume (CCV): Qualifying volume that is generated from product purchases made directly from the Company by a Brand Partner and their Retail and Preferred Customers.

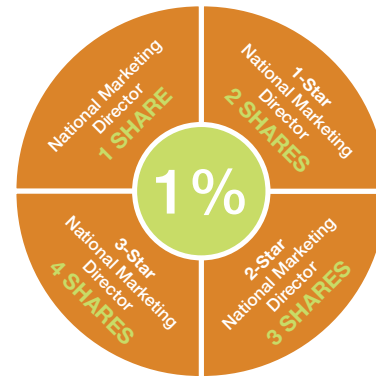
Group Qualifying Volume (GQV): Is the total qualifying volume of a specific group of Brand Partners.

Marketing Director Pool

Nerium International reserves 2% of the total company’s Commissionable Volume for the Regional Marketing Directors Pool and National Marketing Directors Pool. The ranks below can earn shares in the pools. The higher your “paid as” rank, the more shares you earn. Each pool includes 1% of the total company’s Commissionable Volume. This bonus is accrued each month in the Monthly Bonus Period and paid each year at the annual Nerium International Conference.



Regional Marketing Directors Pool



National Marketing Directors Pool

Residual Income

Focus on simply building your business in teams of three who sponsor three and get paid up to 10 levels deep on your team’s sales!

Team Commissions

Team commissions are based on the commissionable volume 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. As your team builds, your Team Commission earnings will increase.

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

Team Commissions

	Brand Partner	Sr. 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
Level 1	5%	5%	5%	5%	5%	5%	5%	5%	5%	5%
Level 2	5%	5%	5%	5%	5%	5%	5%	5%	5%	5%
Level 3		5%	5%	5%	5%	5%	5%	5%	5%	5%
Level 4			5%	5%	5%	5%	5%	5%	5%	5%
Level 5				5%	5%	5%	5%	5%	5%	5%
Level 6					5%	5%	5%	5%	5%	5%
Level 7						2%	2%	2%	2%	2%
Level 8						2%	2%	2%	2%	2%
Level 9							1%	3%	3%	3%
Level 10							1%	3%	3%	3%

Group Volume (GV): Is the total volume of a specific group of Brand Partners.

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 Customer.

Qualifying Volume (QV): Is a value assigned to a product to determine the amount of qualifying volume on a product purchase.

Leadership Development Bonus (LDB)

Nerium International rewards our leaders for their dedication to their team through the Leadership Development Bonus. Beginning at 1-Star National Marketing Director, you can earn 1%–3% of the volume of your entire organization, down to the next equal or higher-ranked Brand Partner. 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		
	TEAM COMMISSIONS	LDB	Total	TEAM COMMISSIONS	LDB	Total	TEAM COMMISSIONS	LDB	Total
Level 1	5%	+1%	6%	5%	+2%	7%	5%	+3%	8%
Level 2	5%	+1%	6%	5%	+2%	7%	5%	+3%	8%
Level 3	5%	+1%	6%	5%	+2%	7%	5%	+3%	8%
Level 4	5%	+1%	6%	5%	+2%	7%	5%	+3%	8%
Level 5	5%	+1%	6%	5%	+2%	7%	5%	+3%	8%
Level 6	5%	+1%	6%	5%	+2%	7%	5%	+3%	8%
Level 7	2%	+1%	3%	2%	+2%	4%	2%	+3%	5%
Level 8	2%	+1%	3%	2%	+2%	4%	2%	+3%	5%
Level 9	3%	+1%	4%	3%	+2%	5%	3%	+3%	6%
Level 10	3%	+1%	4%	3%	+2%	5%	3%	+3%	6%

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Special Promotions

Get additional rewards as you lead your team to success. When you complete the activities below in your first 60 days, you may choose either a new Apple™ iPad 2, a \$350 cash bonus, or seven (7) free bottles of NeriumAD.

- Become Promoter's Pool Qualified within 30 days (500 PQV).
- Have an active Auto-Delivery Order.
- Have at least one (1) Promoter's Pool Qualified Brand Partner in three (3) separate personally enrolled legs in your Placement Tree.
- Earn the rank of Director within your first 60 Days.

Receive an iPad,
a \$350 Bonus,
or free product!



Volume Generated by my Downline Organization's Purchases

		GQV	PQV	CV
Product Purchases	My Brand Partner's Retail Customers	100 GQV	0 PQV	90 CV
	My Brand Partner's Preferred Customers (1 Bottle)	80 GQV	0 PQV	72 CV
	My Brand Partner's Preferred Customers (2 Bottles)	150 GQV	0 PQV	135 CV
	Brand Partner Purchase (with Auto-Delivery)	80 GQV	0 PQV	72 CV
	Brand Partner Purchase (without Auto-Delivery)	100 GQV	0 PQV	90 CV
Enrollment Kits	Brand Partner Launch Kit	0 GQV	0 PQV	0 CV
	Success Pack	500 GQV	0 PQV	100 CV
	Premier Success Pack	1000 GQV	0 PQV	250 CV

You will earn a percent of Commissionable Volume (CV) based on your rank in team commissions.

Ranks

You begin at the rank of Brand Partner. When you have reached a rank, you will remain at that rank until you advance to a higher rank. This is called “Highest Achieved” Rank. Commissions and bonuses you qualify to earn and how much you earn is 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 the higher of the last monthly bonus period “Paid As” Rank or the current weekly period “Paid As” Rank.

Rank	Brand Partner	Sr. 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	4,500*	12,500*	37,500*	75,000*	150,000*			
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 Sr. Brand Partners	3 Sr. Brand Partners	3 Directors	3 Directors			
Paid as NMD with Separate Personally Sponsored Legs, with Paid As NMD in Placement Tree								1	2	3

*No more than 60% of GQV may come from a single Placement Tree leg. NMD = National Marketing Director. ADV = Auto-Delivery Volume. PQV = Personal Qualifying Volume.

Qualifying Volume Periods

Commission Payments

Weekly Payout:

- Success Pack Bonus
- Weekly Promoters Pool
- Personal Customer Commissions (10%)
- Success Pack Differentials

Weekly Bonuses will close every Sunday at 11:59 p.m. CST. Weekly commissions will be calculated and paid 10 days following the close of the bonus period.

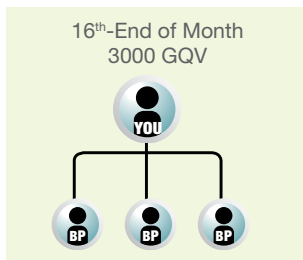
Monthly Payout:

- Team Commissions
- Coaching Commissions
- Leadership Development Bonus
- Personal Customer Commissions (remaining volume not paid weekly)
- LEXUS Car 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 (RQV)

Enrolling Dates



Next Month

You'll start month with previous month's 3000 GQV that rolled over for rank advancements/rank qualifications.

Example

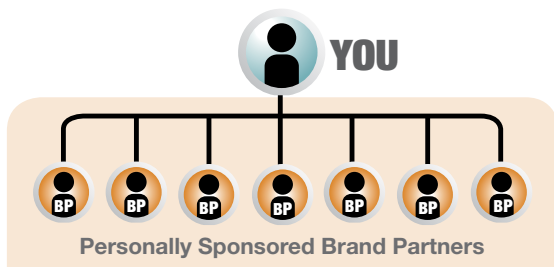
RQV	Current Month's GQV	Current Month's Total GQV
3000	+	2500
		= 5,500

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

Team Structures

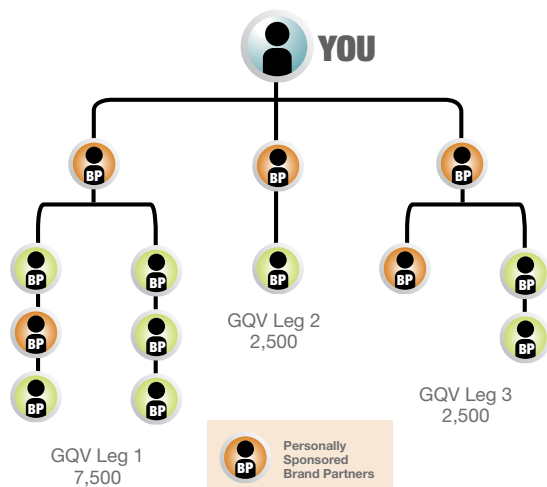
Sponsor Tree

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



Placement Tree

When you sponsor a new Brand Partner, they are placed in your Placement Suite for a period of 60 days. During that time, you have the option to place the new Brand Partner into an open position in an existing leg in your 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.



Glossary of Terms

Active: Brand Partners are considered Active as long as they maintain the required PV (Personal Volume) from fully paid product orders during a calendar month. This required volume (see volume qualification table for volume requirements by rank) can come from Auto-Delivery Orders (ADO), personal orders, and/or the volume from orders placed by personally sponsored Retail or Preferred Customers.

Auto-Delivery Order (ADO): A pre-selected 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 Brand Partners count as a level in the Team Commissions calculation. Inactive Brand Partners' Commissionable Volume is therefore added to the next qualified level.

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.

Downline: This refers to the Brand Partner(s) below a Brand Partner in the Genealogy.

Genealogy Tree: This is the Company's overall structure that indicates how and where Brand Partners are placed. 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. Success Pack Bonuses and Coaching Bonuses will be paid based on the structure 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: Team Commissions and Leadership Development Bonuses are paid based on the structure of your Placement Tree.

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 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.

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.

Auto-Delivery Volume (ADV): Volume generated by the sale of product through the Auto-Delivery Program. ADO PQV is Auto-Delivery Order Personal Qualifying Volume.

Commissionable Volume (CV): Is a value assigned to a product that determines the amount of commission paid when the product is sold by a Brand Partner.

Qualifying Volume (QV): Is a value assigned to a product to determine the amount of qualifying volume on a product purchase.

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 Customer.

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 Customer.

Group Volume (GV): Is the total volume of a specific group of Brand Partners.

Group Qualifying Volume (GQV): Is the total qualifying volume of a specific group of Brand Partners.

Rolling Qualifying Volume (RQV): Any new Brand Partner who enrolls after the 15th of any given month will have all the Qualifying Volume (QV) 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% GQV (Group Qualifying Volume) in a Leg" 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 Senior Director is 12,500. No more than 7,500 of the total GQV can come from any single Placement Tree leg.

Brand Partner Compensation Plan Overview

Immediate Income

PERSONAL CUSTOMER COMMISSIONS

Sell more. Earn more.

Customer Commissionable Volume (CCV)	Earning Potential
201-500	10%
501-1,000	15%
1,001-2,500	20%
2,501+	25%

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

PAID WEEKLY

Success Pack Bonuses

	Brand Partner	Sr. Brand Partner	Director	Senior Director	Executive Director	Regional Marketing Director	National Marketing Director
SP	\$50	\$75	\$100	\$115	\$125	\$135	\$150
PSP	\$100	\$150	\$200	\$250	\$275	\$300	\$325

Sponsor a new Brand Partner, sell them a Success Pack in their first 30 days, and earn a Success Pack Bonus. The higher your rank, the more you earn.

Customer Acquisition Bonuses

	Brand Partner	Sr. Brand Partner	Director	Senior Director	Executive Director	Regional Marketing Director	National Marketing Director
1 bottle	\$16	\$24	\$28	\$32	\$32	\$32	\$32
2 bottles	\$30	\$40	\$50	\$60	\$60	\$60	\$60

For each new Auto-Delivery Order sold to a new Preferred Customer, you will earn a Customer Acquisition Bonus.

PAID WEEKLY

2% Weekly Promoter's Pool

Active Brand Partners who have 500 PV in their first 30 days or achieve Director and have an Auto-Delivery Order may participate in this pool. Minimum of 3 points within a weekly bonus period are required to earn shares in the pool.

Activity to Earn

Personally sell a Success Pack or a Premier Success Pack to a new Brand Partner

Of Points Earned

1

Fast Start Qualified

2

Fast Start Qualify

in your first 30 days and earn DOUBLE points for life!

Personally sponsor a new Preferred Customer with fully paid ADO.

1

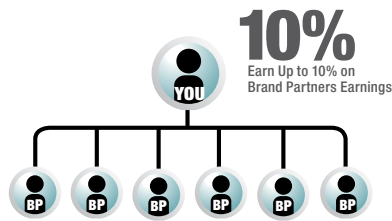
2

PAID WEEKLY

Leadership Income

Coaching Commissions

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



PAID MONTHLY

Residual Income

Team Commissions

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

Rank	Brand Partner	Sr. Brand Partner	Director	Senior Director	Executive Director	Regional Marketing Director	National Marketing Director
PV 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
Monthly Group Qualifying Volume (GQV)		1,500 GQV and 3** active legs	4,500* GQV and 3** active legs	12,500* GQV and 3** active Senior Brand Partner legs	37,500* GQV and 3** active Senior Brand Partner legs	75,000* GQV and 3** active Director legs	150,000* GQV and 3** active Director legs
Level 1	5%	5%	5%	5%	5%	5%	5%
Level 2	5%	5%	5%	5%	5%	5%	5%
Level 3		5%	5%	5%	5%	5%	5%
Level 4			5%	5%	5%	5%	5%
Level 5				5%	5%	5%	5%
Level 6					5%	5%	5%
Level 7						2%	2%
Level 8						2%	2%
Level 9							1%
Level 10							1%

* No more than 60% of GQV may come from a single Placement Tree Legs

** Personally sponsored Legs in Placement Tree

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 \$8 – \$30

Success Pack Bonus \$25 – \$100

Premier Success Pack Bonus \$50 – \$225

PAID WEEKLY

Marketing Directors Pool

Marketing Directors and above can earn shares in 2% of Nerium's global commissionable sales.



Regional Marketing Directors Pool

National Marketing Directors Pool

Leadership Development Bonuses

Earn 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		
	TEAM COMMISSIONS	LDB	Total	TEAM COMMISSIONS	LDB	Total	TEAM COMMISSIONS	LDB	Total
Level 1	5%	+1%	6%	5%	+2%	7%	5%	+3%	8%
Level 2	5%	+1%	6%	5%	+2%	7%	5%	+3%	8%
Level 3	5%	+1%	6%	5%	+2%	7%	5%	+3%	8%
Level 4	5%	+1%	6%	5%	+2%	7%	5%	+3%	8%
Level 5	5%	+1%	6%	5%	+2%	7%	5%	+3%	8%
Level 6	5%	+1%	6%	5%	+2%	7%	5%	+3%	8%
Level 7	2%	+1%	3%	2%	+2%	4%	2%	+3%	5%
Level 8	2%	+1%	3%	2%	+2%	4%	2%	+3%	5%
Level 9	3%	+1%	4%	3%	+2%	5%	3%	+3%	6%
Level 10	3%	+1%	4%	3%	+2%	5%	3%	+3%	6%

PAID MONTHLY

GRACE PERIOD:

When a Brand Partner qualifies at Senior Director or higher for the first time, he or she will be paid at that rank for two (2) months: the month the higher rank is achieved, plus the next consecutive month. The Brand Partner must remain active to qualify for the grace period.

