

# Unicity Distributor

Career Compensation Plan





# Distributor Earnings

## Unicity Distributor

The success of any Distributor depends on the amount of product or services sold through the business. As a Unicity Distributor, you earn income based on the amount of sales generated by you and your extended business team. You may build your business at your own pace, although there are benefits to building your business as quickly as possible. The most successful Distributors focus on expanding their network while adding to their business base over time.

To better understand the Career Plan, it is recommended you turn to the back of this booklet and review the glossary.

## Income Streams

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

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

*Each income stream is earned as you achieve specific volume (sales) levels through your Distributorship.*

### 1 Retail Profit

Simply purchase products at wholesale prices and sell at retail prices. You keep the profit. Retail Customer prices generate a profit margin of 20% to 30%

### 2 Personal Rebate

You are eligible for a monthly 5% Personal Rebate—beginning in your second month as a Distributor—once your Personal Volume (PV) reaches at least 50 points. If your PV reaches or exceeds 500 points in a given month, your Personal Rebate will increase to 25% for that month.

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

# 3 Fast Start Bonus

Fast Start Bonus is paid on a new Distributor's Personal Volume in their first Commission Month.

You may be eligible to receive a Fast Start Bonus when a new Distributor joins your team and you have Qualified for one of the three Fast Start Bonus Levels.

- **Weekly Pay**—First Level FSB is paid on Weekly Basis, Others are added to Monthly Commission
- **Manager Fast Start Bonus**—Available to Managers and higher Ranks. The quickest way to qualify for the Manager FSB is to place an initial product order of 500 PV. You may also qualify for the Manager FSB by expanding your business to at least 500 Team Volume (TV) with 50 PV in a single Month. If you become a Distributor on the 25th of the month or later, you may use PV or TV generated in the subsequent month to reach the 500 TV requirement. If you use the second month, you must also have a 50 PV order for that month.
- **Jr. Manager Fast Start Bonus**—Available to Jr. Managers. To qualify as a Jr. Manager, you must reach at least 250 TV, with 50 PV in a single Month.

Level 1 of the FSB is paid to the Enroller. Level 2 is paid to the Enroller's Sponsor. The eight Infinity Shares of 3% are paid to the Upline from that point, starting with the first Sr. Manager or above.

	DISTRIBUTOR	JR. MANAGER	MANAGER
<b>Level 1</b>	<b>5%</b>	<b>10%</b>	<b>25%</b>
<b>Level 2</b>	<b>3%</b>	<b>3%</b>	<b>3%</b>
Senior Manager	3%	3%	3%
Director	3%	3%	3%
Senior Director	3%	3%	3%
Executive Director	3%	3%	3%
Presidential Director	3%	3%	3%
Presidential Sapphire	3%	3%	3%
Presidential Ruby	3%	3%	3%
Presidential Diamond	3%	3%	3%

Note: The New Distributor will receive the first level FSB on any Personal Volume exceeding 500 points in their first Volume Month, with the Enroller receiving level two FSB on that volume.

## 4 Team Builder Bonus

You will be eligible to receive Team Builder Bonus (TBB) as you expand your business. The Lump Sum Bonus is earned as you meet the requirements for the Rank and confirm that Rank for two consecutive months. The Rank Maintenance Bonuses are earned each month as you achieve or exceed the required Rank—up to 12 times. Below is a table listing the TBB Lump Sum and Monthly amounts:

Rank	EARNINGS IN CV	RANK MAINTENANCE BONUS IN CV	TOTAL EARNINGS IN CV
Sr. Manager	556	-	556
Director	2,000	12 x 222 = 2,664	4,664
Sr. Director	2,778	12 x 333 = 3,996	6,774
Ex. Director	4,444	12 x 444 = 5,328	9,772
<b>TOTAL</b>	<b>9,778</b>		<b>21,766</b>

Note: A Distributor may earn each bonus only once. There is no time limit for achieving the bonuses. All the CV's is worked out to the decimal point

# 5 Infinity Share Bonus

Infinity Share Bonuses are paid beginning with a Distributor’s second Volume Month. Infinity Shares allow you to be paid on Shares of Volume from your expanded Organization. There are nine Infinity Shares of 5% available. These Shares are paid on the monthly volume generated by the Distributors in your Downline, starting with their second month. The higher your Rank, the deeper you are paid Infinity Shares on your Organization. For example, as a Director you are eligible to be paid on the Volume generated on Infinity Share 1, 2, and 3. As a Diamond, you are eligible to be paid on the Volume generated on Infinity Shares 1 through 9.

Due to the unique Rank Compression feature of the Compensation Plan, you could qualify to earn Infinity Shares on all the Organizational Volume in your Downline Organization. Please refer to page 12 and 13 for an example.

To Qualify for Infinity Share Bonuses, you need to Qualify for the respective Distributor Rank. All Volume generated by a new Distributor in their first Volume Month is paid through the Fast Start Bonus, not Infinity Shares.

## RANK

Infinity 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%

Note: If a Distributor in your Downline generates 500 PV or more in a specific month, the Infinity Share Bonus for that specific Volume is one Manager Share of 5% and eight infinity Shares of 3%

## 6 President's Club Bonus

You will be eligible to receive the President's Club Bonus as you build your business to specific levels known as President's Club. The Lump Sum Bonus is earned as you meet the requirements for the Rank and confirm the Rank for three consecutive months. The Monthly Bonuses are earned each month as you maintain 80% of Specific Rank requirement up to 6 times. Below is the table listing the PCB Lump Sum and Monthly amounts.

RANK	EARNINGS IN CV	MONTHLY BONUS IN CV	TOTAL EARNINGS IN CV
Presidential Director	3,334	6 X 1,111 = 6,666	10,000
Presidential Sapphire	6,667	6 X 2,222 = 13,333	20,000
Presidential Ruby	10,000	6 X 3,333 = 19,998	30,000
Presidential Diamond	16,667	6 X 5,556 = 33,336	50,000
<b>TOTAL</b>	<b>36,667</b>		<b>1,10,000</b>

# 7 Additional Distributor Position

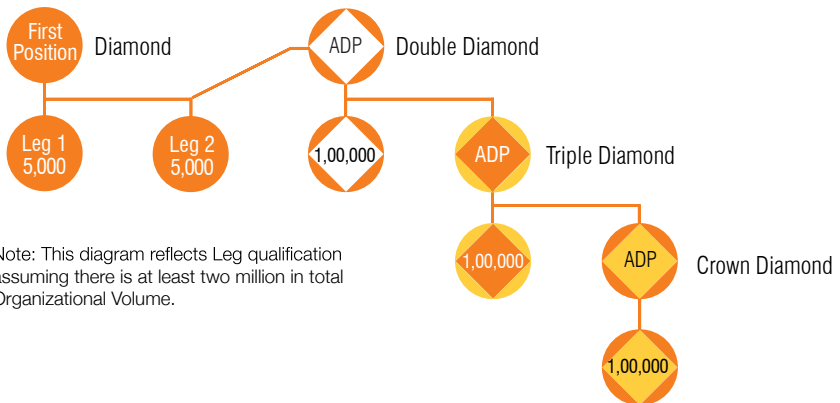
When you achieve the Rank of Presidential Diamond, you will be eligible to start an Additional Distributor Position (ADP). The ADP is placed Frontline to your original Distributorship. This allows you to earn nearly double the percentage on Volume generated in your ADP.

When your Additional Distributor Position reaches at least 1,00,000 OV and your total OV reaches 5,00,000 points for three consecutive months, you are then recognized as a Double Diamond and may begin a third Distributorship—with the goal of becoming a Triple Diamond. This process may be duplicated one additional time to achieve the highest Distributor Rank of Crown Diamond.

The following table shows the Leg, Additional Distributor Position, and Total OV requirement for each of the Chairman’s Club Ranks.

RANK	LEG REQUIREMENT	TOTAL OV
Double Diamond	3 @ 5,000 plus 1 ADP @ 1,00,000	5,00,000
Triple Diamond	3 @ 5,000 plus 2 ADP @ 1,00,000 each	10,00,000
Crown Diamond	3 @ 5,000 plus 3 ADP @ 1,00,000 each	20,00,000

The following diagram depicts the minimum requirements to become a Crown Diamond. The original Diamond Position must maintain Diamond Rank with no more than 25,000 points from the ADP Leg counting toward the Leg balance requirement of the original Distributor Position. No more than 50% of total OV may come from one Leg.



Note: This diagram reflects Leg qualification assuming there is at least two million in total Organizational Volume.



## 8

## Chairman's Club Bonus

As you achieve the Ranks of Double Diamond, Triple Diamond, and Crown Diamond, you become a member of the Chairman's Club and receive Chairman's Club Bonuses.

The following table reflects the general value of each bonus in CV.

RANK	EARNINGS IN CV	MONTHLY BONUS IN CV	TOTAL EARNINGS IN CV
Double Diamond	30,000	$36 \times 3,333 = 1,19,988$	1,50,000
Triple Diamond	1,00,000	$36 \times 11,111 = 3,99,996$	5,00,000
Crown Diamond	2,00,000	$36 \times 22,222 = 7,99,992$	10,00,000
<b>TOTAL</b>	<b>3,30,000</b>		<b>16,50,000</b>

For more details about the Chairman's Club bonuses please check with your respective Country Manager.

# Distributor Rank Requirements

RANK	RECOMMENDED STRUCTURE	PV	TV	LEG OV	TOTAL OV	LEG BALANCE OV
Distributor	Self	50 PV	Upto 249	--	--	--
Jr. Manager	Self	50 PV	250	--	--	--
Manager	Self	50 PV	500	--	--	--
Sr. Manager	Mgr, Self	50 PV	200	2 @ 500	2,000	800
Director	SM, SM, Mgr	50 PV	200	2 @ 1,000 1 @ 500	5,000	2,000
Sr. Director	D, D, SM	50 PV	200	3 @ 1,000	10,000	4,000
Ex. Director	SD, SD, D	50 PV	200	3 @ 1,000	25,000	10,000
Pres. Director	ED, ED, D	50 PV	200	3 @ 3,000	50,000	20,000
Pres. Sapphire	PD, PD, D	50 PV	200	3 @ 5,000	1,00,000	40,000
Pres. Ruby	PS, PD, D	50 PV	200	3 @ 5,000	1,50,000	60,000
Pres. Diamond	PR, PS, D	50 PV	200	3 @ 5,000	2,50,000	1,00,000
Double Diamond	N/A	50 PV	200	3 @ 5,000 plus 1 ADP @ 1,00,000	5,00,000	2,50,000
Triple Diamond	N/A	50 PV	200	3 @ 5,000 plus 2 ADPs @ 1,00,000	10,00,000	5,00,000
Crown Diamond	N/A	50 PV	200	3 @ 5,000 plus 3 ADPs @ 1,00,000	20,00,000	10,00,000

## Additional Monthly Qualification Requirements

- 1) 50 PV is required to receive Commissions, Awards and Bonuses.
- 2) One-time 250 TV required for Jr. Manager Rank.
- 3) One-time 500 TV required for Manager Rank.

# Glossary

**Active Distributor.** A Distributor in good standing who has accumulated a minimum of 50 Personal Volume (PV) in a calendar month. A person must be an Active Distributor to be eligible for earnings in the Compensation Plan.

**Commission.** Awards or earnings that are a percentage of your total Personal Volume (PV) and the PV of the Distributors in your Downline Organization for that Calendar Month.

**Downline Organization or Downline.** A Downline Organization consists of all Distributors who are directly or indirectly sponsored by a Distributor or by Distributors in his or her Downline.

**Enroll and Place.** The Enroll and Place feature allows you to Enroll a new Distributor and place him/her Frontline to someone else on your team. This allows leaders to place a new Distributor in natural teams, creating strength, and a higher probability of success.

When you utilize the Enroll and Place 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 Enroller's Upline. The first month's Personal Volume of the new Distributor is credited to the Enroller's Team Volume if the Sponsor or Sponsors Upline is not a Manager. Beginning with the Second month, The Distributor's volume is applied and paid to the Sponsor & Sponsor's Upline.

**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 also be the Sponsor.

**Distributor.** An independent contractor who has signed and completed the official Unicity Distributor Agreement and whose Distributor Agreement has been accepted by Unicity and

whose relationship is not otherwise terminated. Retail Customers are not Distributors.

**Distributor Ranks.** There are fourteen Ranks in the Unicity Career Compensation Plan. Each Rank reflects the size and scope of an individual business. As you extend your business, the amount of sales (Volume) generated through your business will also grow. This will lead you to achieve higher and higher Ranks in the Unicity Career Compensation Plan.

The chart on the opposite page shows the Rank, Name, and Volume structure requirements.

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

**Generation.** A grouping of Downline Distributors, organized for the purpose of calculating Infinity Shares. A Generation may also be referred to as a Share.

**Team Volume (TV).** The total Personal Volume (PV) of a Distributor and his/her Downline Distributors who have not yet achieved Manager, plus the PV points for the first-month orders of new Distributors who you Enroll and the Monthly Volume points of upto 125 PV from orders of Frontline Managers directly sponsored by you.

**First Volume Month.** The first calendar month in which Distributor purchases product from Unicity .

**Team Volume Roll-Over.** Team Volume Roll-Over allows a new Distributor who joins Unicity and places their first Personal Volume order from the 25th to the end of the calendar month, the ability to have their Team Volume roll over into the next calendar month. Payments for all commissions and Fast Start Bonus earnings will be made in the month the points were generated. However, the Team Volume Roll-Over will count toward the Fast Start Bonus qualification, Team

# Glossary

Volume requirement, Organizational Volume requirement, and Team Builder Bonus qualifications in the second month.

In order for Team Volume to roll over, the new Distributor must have a 50 PV order in their second month. The new Distributor's Volume will not roll over to the second month if:

The new Distributor qualifies for any level of the Team Builder Bonus in the current month—or—

Someone in the new Distributor's Downline qualified for any level of the Team Builder Bonus in the current month.

A minimum of 50 PV is required in your first calendar month for Fast Start Bonus qualifications, regardless of your Team Volume Roll-Over status.

**Horizontal Compression.** Unicity's proprietary process of summing a Distributor's Leg OV—while excluding the two largest Legs—to create a single Leg that may be used to Qualify for a Rank of Senior Manager or higher.

**Infinity Share.** The Award paid to Managers and above on the Volume of non-new Downline Distributors. A Distributor's Volume pays Infinity Share 1 to the first Upline Manager or above. Infinity Share 2 is then paid to the next Upline Sr. Manager or above. Infinity Share 3 is then paid to the next Upline Director or above. This is continued until the Diamond Share is paid.

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

**Leg Balance OV.** Organizational Volume amount needed outside of your largest Leg.

**Leg Volume.** The total number of points in a Leg beginning with a Frontline Distributor in a calendar month (also known as Leg OV).

**Level.** A position in your Downline based on Sponsorship. Distributors who you Sponsor

are on your First Level. Distributors who they Sponsor are on your Second Level, etc.

**Manager.** To achieve the Rank of Manager a Distributor must have a minimum of 50 Personal Volume (PV) and 500 Team Volume (TV) in a Calendar Month. Ongoing monthly qualification at Manager requires 50 PV.

**Organization Volume (OV).** The total number of points generated by you and your entire Distributor downline in a calendar month.

**Personal Rebates.** Awards given to a Distributor in the second Volume Month forward, based on his or her PV, which is based on the Distributor's personal product purchases.

**Personal Volume (PV).** The volume accumulated from a Distributor's Unicity product purchases during a Volume Month.

**Qualify.** To meet the requirements to achieve a given Rank, benefit or award under the Compensation Plan in a Volume Month while the Distributorship is in good standing.

**Qualifying Month.** The Volume Month in which a Distributor meets the requirements for a given Rank or benefit.

**Rank.** Qualification title in Compensation Plan.

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

**Commissionable Volume (CV).** All commissions are calculated using CV. To determine the CV of a box of Bios Life S, you simply multiply the point value of a product by the conversion of 45.

It is important to understand how CV is used to calculate commissions. If you were to earn a 25% Fast Start Bonus on someone you have sponsored who placed a 500 PV start-up order, here is how your commission would be calculated:  $500\text{PV} \times 45$  (Conversion rate) = 22,500 CV  $\times 25\%$  Fast Start Bonus = 5,625.

**Share.** A grouping of Downline Distributors, organized for the purpose of calculating Infinity Bonuses. A Share may also be referred to as a Generation.

**Share Compression.** How Infinity Share Bonuses are awarded to the Upline:

- First Infinity Share of a Distributor's PV is awarded to the first Upline Distributor that is at least a Manager
- Second share is awarded to the first Distributor above the Manager that is at least a Sr. Manager.
- Third share is awarded to the first Distributor above the Sr. Manager that is at least a Director.
- Fourth share is awarded to the Distributor above the Director that is at least a Senior Director.
- Fifth share is awarded to the Distributor above the Senior Director that is at least an Executive Director.
- Sixth share is awarded to the Distributor above the Executive Director that is at least a Presidential Director.
- Seventh share is awarded to the Distributor above the Presidential Director that is at least a Presidential Sapphire.
- Eighth share is awarded to the Distributor above the Presidential Sapphire that is at least a Presidential Ruby.
- Ninth share is awarded to the Distributor above the Presidential Ruby that is at least a Presidential Diamond.

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

**Upline.** A Distributor's Sponsor and successive Sponsors of each upline.

**Volume.** Also known as points. Each Unicity product is assigned a certain point level. The points are used to calculate the amount the Distributor earns on the products that are purchased through their Distributorship or through their expanded team of Distributors. The aggregation of these points at each level of Distributor development impacts your ability to maximize earnings.

**Volume Month.** The period of time used to calculate awards and Ranks under the Compensation Plan. Also referred to as a commission month or calendar month.

## Infinity Share Bonus Example

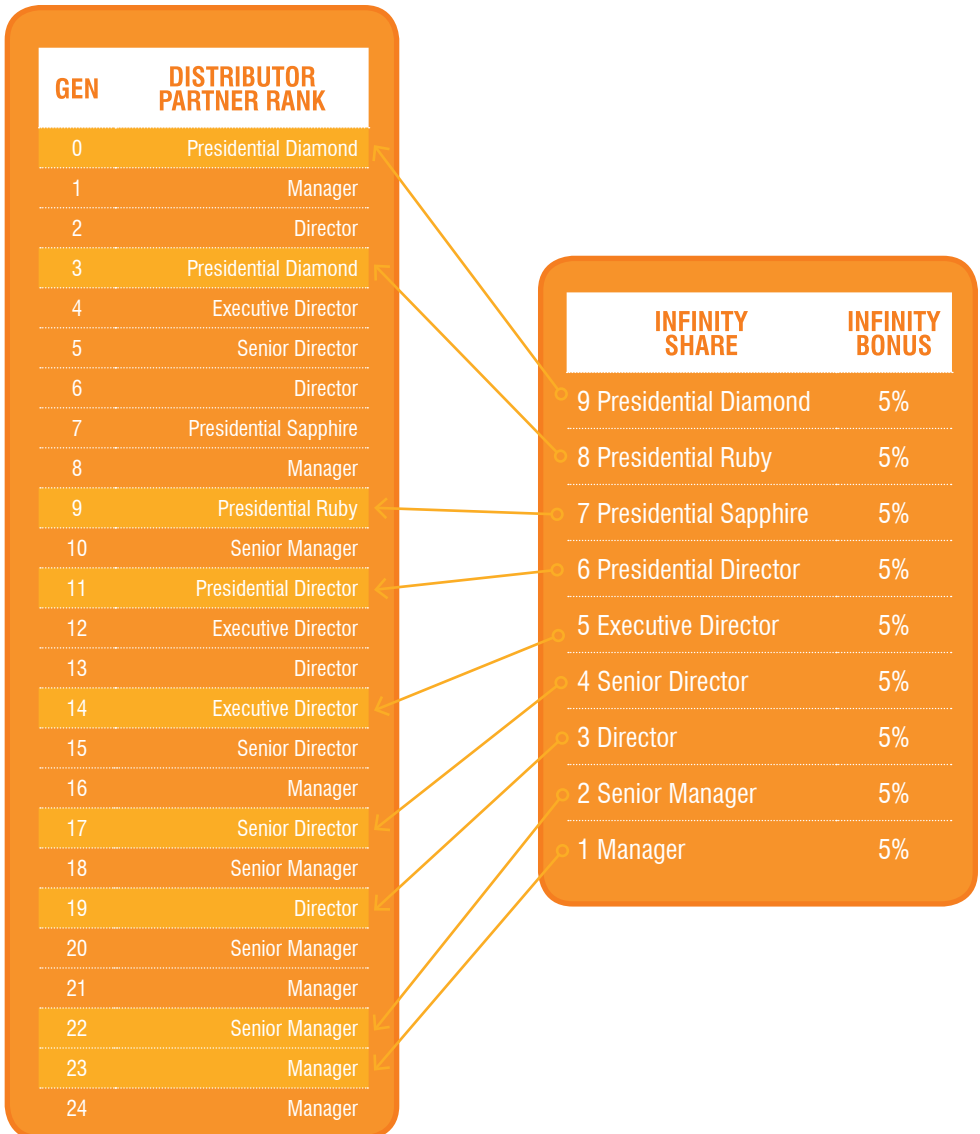
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On the following page is an example of how Infinity Share Bonuses are awarded to the Upline. In this example a Manager on a Diamond's 24th generation has placed a monthly order for 50 PV. The system searches Upline for the next qualified person to receive the available Infinity Share for that Rank or higher on that 50 PV. The Infinity Share Bonuses are awarded Upline in the following manner:

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

to be paid a minimum of nine Infinity Shares, the Infinity Share Bonus structure

Although the Presidential Diamond at the top of the organization is guaranteed to be paid a minimum of nine Infinity Shares, the Infinity Share Bonus structure compresses those generations by Rank—allowing the Presidential Diamond to be paid on the 24th Generation. This unique compression model allows all Distributors to earn as deep as possible in their Organization depending on their Rank.



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All products/programs are not available in all markets.

All Awards and Bonuses are paid in INR.

A Distributor is not guaranteed any specific Award, income or assured level of profit or success through Unicity. A Distributor's profit and success can only come through the successful customer sale, use, and consumption of Unicity products by other Distributors within the Distributor's Downline. Distributors are encouraged to continuously recruit, train, support and build their own Distributor sales organizations and create their own success.