

I qualified for the Lexus Car Bonus  
**in the first 90 days.**

We are so confident that anyone who follows the simple system can be driving a Lexus, too.

—Brad D.



Nerium provides that opportunity to **dream big** and achieve any goal you want. —Amy D.

Nerium security beats Social Security any day.

—Brenda G.

# COMPENSATION PLAN

UNITED STATES

Simply use the videos and magazines they give you, share them with people and they sign up. It is that simple. You will be **making money in your sleep.**

—Wendy R.

To belong to a company that believes in **small successes, great rewards** and making things attainable for everyone is a dream come true! —Erica P.

There is no other company out there that rewards their **Brand Partners with *product!*** —Heather R.

**Nerium International** has given us more time with our kids, flexibility in our daily lives, financial security, and a chance to not only dream again, but to see those dreams come to life.

—Brad T.

# 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, innovative way to earn income.

Our Compensation Plan is based upon an easily duplicable business model that leverages relationship marketing.

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

## 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 relationship, or word-of-mouth, marketing the most effective business model available.

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



### Brand Partners Do Two Simple Things:

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

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

# Initial Order Options

## OPTION 1

## Upgrade Packs

### STARTER PACK 3 BOTTLES NIGHT CREAM

Includes Basic Kit Materials

**\$249.95**  
\$330 RETAIL VALUE



**+ BRONZE PACK  
\$250**

Includes:  
4 Bottles Night Cream  
1 Bonus Day Cream\*

**= \$499.95**  
\$825 RETAIL VALUE

**+ SILVER PACK  
\$750**

Includes:  
14 Bottles Night Cream  
2 Bonus Day Creams\*

**= \$999.95**  
\$1980 RETAIL VALUE

**+ GOLD PACK  
\$1500**

Includes:  
30 Bottles Night Cream  
4 Bonus Day Creams\*

**= \$1749.95**  
\$3850 RETAIL VALUE

Our optional upgraded packs (Bronze, Silver and Gold) provide the best value on Nerium Night Cream, as well as free bonus Day Cream.

### By purchasing the optional Starter Pack, you immediately:

- Generate 250 Personal Qualifying Volume (PQV) in your first 30 days
- Begin earning Pack Bonuses
- Gain 30-day access to Nerium Edge\*\* suite of digital tools
- Take the first step to becoming Fast Start Qualified
- Attain the personal requirement portion of the Lexus Car Bonus
- Receive the Basic Kit

## OPTION 2

**BRAND PARTNER BASIC KIT – Includes the marketing materials listed below only. = \$49.95**

### Basic Kit includes:

- Personalized marketing websites
- Training materials
- Marketing materials
- Online Business Center
- *USA Today* bestseller *The Slight Edge* by Nerium Founder and CEO Jeff Olson
- Success Planner
- Compensation Plan



### Auto-Delivery Options

Enroll in the Nerium Auto-Delivery Order (ADO) program. There are multiple ADO options available to you. Each one guarantees that you receive Nerium products at the lowest price. Make sure you have an active ADO set up so that you receive all your purchases at the ADO price, which is the lowest price available.

\*Free Nerium Age-Defying Day Cream bottles are available only if Bronze, Silver or Gold Pack is purchased at the time of enrollment.

\*\*All subscription and ADO charges are processed between the 1st and 23rd of each month. Enrollment after the 23rd will set subscription and ADO date for the 23rd of the following month.

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

# Immediate Focuses

## FOCUS #1

### Qualify for 3UR Free

Nerium makes it easy for you to qualify to receive your monthly product for free through our innovative 3UR Free program!

### What are the rules and regulations?

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

1. You must be enrolled in the Auto-Delivery Order program (ADO) and have an active ADO with at least one Nerium product with a minimum 80 Qualifying Volume (QV).
2. You must have at least three Preferred Customers, each with fully paid ADOs, being shipped each calendar month.
3. You must have a qualifying ADO on which earned credits will be applied next month.

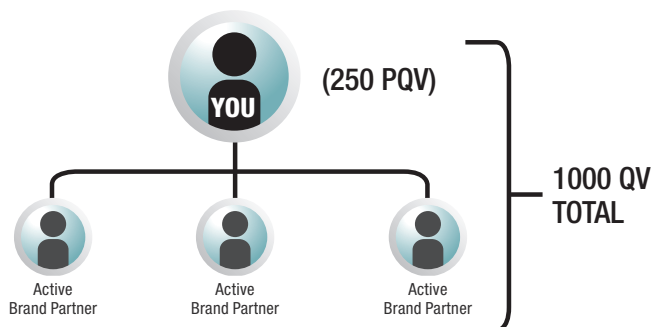


## FOCUS #2

### Become Fast Start Qualified

During your first 30 days, you must complete the following actions in order to Fast Start Qualify (FSQ):

1. Enroll in Auto-Delivery Order program with at least 80 QV.
2. Generate 250 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 with 80 Auto-Delivery Volume (ADV) or 200 PQV and place them in three separate legs.
4. Generate a total of 1000 Qualifying Volume from the combination of your PQV and your personally sponsored Brand Partners' PQV. A maximum of 500 QV can be generated from personal PQV and a maximum of 500 QV can be generated from each personally sponsored Brand Partner's PQV.



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

**FOCUS #3**

**Take Advantage of Nerium Gives Back**

This program will potentially resupply your product inventory so you don't ever have to worry about running out. Here are the ways that Nerium gives back:

1. You will receive a *free bottle* of Nerium Age-Defying Night Cream for each new personally sponsored Brand Partner who you enroll with an Auto-Delivery Order. Your bottle will ship within 14 days after their first Auto-Delivery Order ships.
2. You will receive a *free bottle* of Nerium Age-Defying Night Cream for each new personally sponsored Preferred Customer who you enroll with an Auto-Delivery Order. Your bottle will ship within 14 days after their second Auto-Delivery Order ships.
3. You will receive a *free bottle* of Nerium Age-Defying Night Cream for each new personally sponsored Preferred Customer who enrolls another Preferred Customer with an Auto-Delivery Order. Your bottle will ship within 14 days after their second Auto-Delivery Order ships.

**To qualify, new Brand Partners must:**

- Have an active ADO (Auto-Delivery Order with at least 80 ADV).
- Generate 500 PQV within your first 30 days. Purchasing an optional upgraded pack (Bronze, Silver or Gold) automatically meets this qualification, or you can qualify by being paid as a Director or higher.
- Complete the opt-in form for the Nerium Gives Back program.



**Immediate Ways to Earn**

Qualify to earn income in the Nerium International Compensation Plan simply by 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**

Brand Partners with active ADOs can sell Nerium products online and earn a retail profit. For example: they can sell Age-Defying Night Cream for \$110 and earn a retail profit of \$30 on each bottle. They can also sell the Nerium Night and Day Combo Pack online for \$165 and earn a retail profit of \$45.

**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.

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

**CAB by Rank Advancement**

	Brand Partner	Senior Brand Partner	Director	Senior Director	Executive Director	Regional Marketing Director	National Marketing Director
<b>Single Products</b>							
Night Cream (1 Bottle)	\$16	\$24	\$28	\$32	\$32	\$32	\$32
Body Contour Cream (1 Tube)	\$16	\$24	\$28	\$32	\$32	\$32	\$32
EHT (1 Box)	\$10	\$14	\$17	\$20	\$20	\$20	\$20
<b>Combo Packs</b>							
Night Cream (2 Bottles)	\$30	\$40	\$50	\$60	\$60	\$60	\$60
Night and Day Cream	\$24	\$36	\$42	\$48	\$48	\$48	\$48
EHT (2 Pack)	\$17	\$25	\$29	\$34	\$34	\$34	\$34
<b>Complete Anti-Aging Packs</b>							
Night Cream, Day Cream, Body Contour Cream (1 of Each)	\$33	\$43	\$53	\$64	\$64	\$64	\$64
Night Cream, Day Cream, Body Contour Cream, EHT (1 of Each)	\$37	\$55	\$65	\$74	\$74	\$74	\$74

**CAB by Preferred Customers**

	3	6	9
<b>Single Products</b>			
Night Cream (1 Bottle)	\$24	\$28	\$32
Body Contour Cream (1 Tube)	\$24	\$28	\$32
EHT (1 Box)	\$14	\$17	\$20
<b>Combo Packs</b>			
Night Cream (2 Bottles)	\$40	\$50	\$60
Night and Day Cream	\$36	\$42	\$48
EHT (2 Pack)	\$25	\$29	\$34
<b>Complete Anti-Aging Packs</b>			
Night Cream, Day Cream, Body Contour Cream (1 of Each)	\$43	\$53	\$64
Night Cream, Day Cream, Body Contour Cream, EHT (1 of Each)	\$55	\$65	\$74

All commissions and bonuses defined in this document are paid in U.S. dollars. No other commissions are paid on initial Preferred Customer orders.

### 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).<sup>\*</sup> This includes sales to Preferred Customers, retail customers and purchases made for yourself.
- 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.

#### How to Generate CCV

Customer Type	CCV	
Retail Customers	Night	72 CCV
	Combo	108 CCV
	Contour Cream	72 CCV
	EHT	50 CCV
Preferred Customers	Night	72 CCV
	Combo	108 CCV
	Contour Cream	72 CCV
	EHT	50 CCV
Preferred Customers 2 Bottles	Night	135 CCV

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

#### CCV Earnings

Customer Commissionable Volume (CCV)	Earning Potential
201–400	10%
401–1000	15%
1001+	25%

**For example:** if you accumulate 1008 CCV in one month, then 1008 CCV - 200 minimum CCV = 808 CCV, and 808 CCV x 25% = \$202 Personal Customer Commissions.

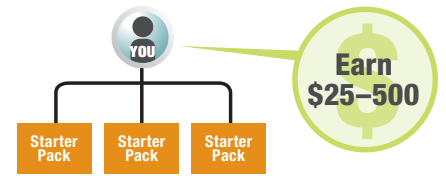
No Personal Customer Commissions are paid on the first 200 CCV of Personal, retail or Preferred Customer orders. All volume up to 200 CCV is credited to upline team commissions at 90% CV.

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 and Differential Bonus

- Earn \$25–500 each time you sell one of the qualifying packs to a new, personally sponsored Brand Partner in their first 30 days.<sup>\*\*</sup>
- This bonus follows the Sponsor Tree and is paid in the Weekly Bonus Period.



	Brand Partner	Senior Brand Partner	Director	Senior Director	Executive Director	Regional Marketing Director	National Marketing Director
Starter Pack	\$25	\$35	\$45	\$55	\$65	\$70	\$75
Bronze Pack	\$25	\$35	\$45	\$55	\$65	\$70	\$100
Silver Pack	\$75	\$115	\$155	\$200	\$215	\$230	\$275
Gold Pack	\$200	\$250	\$300	\$350	\$400	\$450	\$500

### 5. Fast Start Qualified Bonus

Each Brand Partner’s success is built upon the help and motivation of their upline support team. With that in mind, the FSQ Bonus rewards not only Brand Partners who Fast Start Qualify, but also 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 also acknowledge the important role upline team members play in this process.

#### FSQ Bonus Qualifications:

You will receive this bonus if:

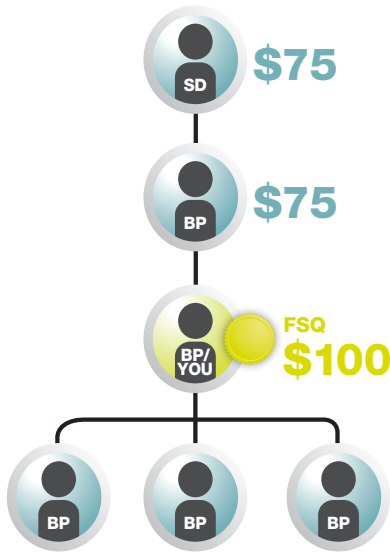
1. As a new Brand Partner, you Fast Start Qualify in 30 days (see FSQ requirements on page 3). You will then promote to Senior Brand Partner and earn \$100.
2. The FSQ Brand Partner’s Personal Sponsor will receive \$75 if they are active the week the Brand Partner Fast Start Qualifies.
3. The first “Paid As” Senior Director in the Placement Tree will also receive \$75.

If the Personal Sponsor is also the first qualified Senior Director above the FSQ Brand Partner, the Personal Sponsor will be paid both bonuses for a total of \$150.

<sup>\*</sup>Orders that pay out CAB or Pack Bonuses will not be eligible for Personal Customer Commissions.  
<sup>\*\*</sup>See Page 7 of the Compensation Plan for additional details on how to qualify for Differential Bonuses.  
 All commissions and bonuses defined in this document are paid in U.S. dollars.

### 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.



Fast Start bonuses will only be paid if the Brand Partner meets all of the FSQ requirements. In order to receive the Fast Start Bonus, you must have an active ADO with at least 80 QV and 80 ADV in the last 30 days.

### 6. Coaching Commissions

Begin earning 5% Coaching Commissions on personally sponsored Brand Partners.

See details on page 7.

### 7. Director 60 Bonus

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, a \$350 cash bonus or six bottles of Age-Defying Night Cream:

- Have an active Auto-Delivery Order with at least 80 QV.
- Attain 250 PQV in your first 30 days.
- Earn the rank of Director within your first 60 Days.



### 8. Lexus Car Bonus

Beginning at Senior Director, you will qualify to earn a Lexus Car Bonus. Nerium will provide your Lexus Car Bonus each month you maintain the rank of Senior Director or higher, with an active qualifying ADO, to make the payment on your silver, white or granite 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 and grace period do not qualify.



See Lexus Bonus Qualifications in your Online Business Center for complete details.

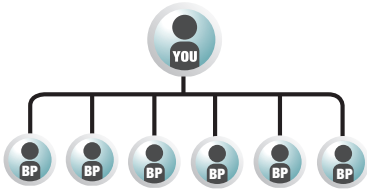
Senior Director	\$500 Car Bonus
Executive Director	\$500 Car Bonus
Regional Marketing Director	\$500 Car Bonus
National Marketing Director	\$750 Car Bonus
1-Star National Marketing Director	\$750 Car Bonus
2-Star National Marketing Director	\$750 Car Bonus
3-Star National Marketing Director and above	\$1000 Car Bonus

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

# Leadership 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.



= **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 5%	\$100	\$2,800	\$150	You earn 5% Coaching Commission as a non-FSQ Brand Partner or Senior Brand Partner.**
Example #2 10%	\$100	\$2,800	\$280	Your Coaching Commission is 10% of your personally sponsored Brand Partners' earnings.*
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.*

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

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

## 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.

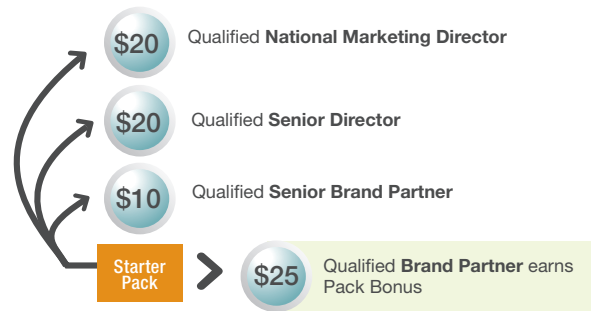
To qualify for the Differential Bonuses, an upline must achieve 250 PQV in their first 30 days or earn the rank of Director or higher.

These bonuses follow the Sponsorship Tree and are paid in the Weekly Bonus Period.

### CAB Differential Bonuses Example:



### Pack Differential Bonus Example:



<sup>†</sup>Leadership Income, including Coaching Commissions, Differential Bonuses, Team Commissions, Live Better Bonus and Leadership Development Bonus require an active ADO with at least 80 QV to qualify.

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



*Live Better*  
**BONUS**

National Marketing Director†	3-Star National Marketing Director	5-Star National Marketing Director	International Marketing Director	Gold International Marketing Director
<b>\$50,000</b>	<b>\$150,000</b>	<b>\$375,000</b>	<b>\$750,000</b>	<b>\$1,500,000</b>
Paid over 24 months	Paid over 18 months	Paid over 27 months	Paid over 36 months	Paid over 36 months
150,000 GQV with three qualifying legs	Three personally sponsored NMD legs	Five personally sponsored NMD legs	Five personally sponsored NMD legs with three personally sponsored 3-Star NMD legs	Five personally sponsored NMD legs with three personally sponsored 5-Star NMD legs

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

## Residual Income

Focus on simply building your business in teams of three who sponsor three and get paid up to 10 Senior Brand Partner generations 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. 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.

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

N		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 & Above
Senior Brand Partner GENERATIONS	1	5%	5%	5%	5%	5%	5%	5%	5%	5%
	2	5%	5%	5%	5%	5%	5%	5%	5%	5%
	3	5%	5%	5%	5%	5%	5%	5%	5%	5%
	4		5%	5%	5%	5%	5%	5%	5%	5%
	5			5%	5%	5%	5%	5%	5%	5%
	6				5%	5%	5%	5%	5%	5%
	7					2%	2%	2%	2%	2%
	8					2%	2%	2%	2%	2%
	9						1%	3%	3%	3%
	10						1%	3%	3%	3%

## Leadership Development Bonus (LDB)

Nerium rewards our leaders for their dedication to their teams through the Leadership Development Bonus. 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. This bonus follows the Sponsor Tree and is paid in the monthly bonus period.

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

1-Star National Marketing Director	2-Star National Marketing Director	3-Star National Marketing Director & Above
Leadership Development Bonus	Leadership Development Bonus	Leadership Development Bonus
1% on organization	2% on organization	3% on organization

## 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

ADV = Auto-Delivery Volume  
NMD = National Marketing Director  
PQV = Personal Qualifying Volume

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

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

# 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 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 (1) actual rank 3-Star National Marketing Director in each of three (3) separate active personally sponsored Placement Tree legs.

## Gold International Marketing Director

**In a calendar month:**

Must have one (1) actual rank 5-Star National Marketing Director in each of three (3) separate active personally sponsored Placement Tree legs.

## Qualifying Volume Periods

### Commission Payments

#### Weekly Payout:

- Pack Bonus
- Personal Customer Commissions (10%)
- Pack Differentials
- Customer Acquisition Bonus (CAB)
- FSQ Bonus

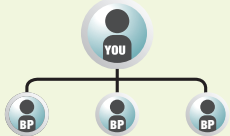
Weekly bonuses will close every Wednesday at 11:59 p.m. CT. Weekly commissions will be calculated and paid the Wednesday following the end of the bonus period.

#### Monthly Payout:

- Team Commissions
- Coaching Commissions
- Leadership Development Bonus
- Lexus Car Bonus
- Personal Customer Commissions (remaining volume not paid weekly)
- Leadership Development Bonus
- Live Better 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)

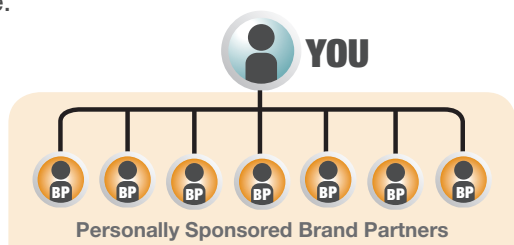
Enrolling Dates	Next Month	Example												
<p>16<sup>th</sup>–End of Month 3000 GQV</p> 	<p>You'll start a month with the previous month's 3000 GQV that rolled over for rank advancements/rank qualifications.</p>	<table border="0"> <tr> <td><b>RQV</b></td> <td><b>Current Month's GQV</b></td> <td><b>Current Month's Total GQV</b></td> </tr> <tr> <td>3000</td> <td>+</td> <td>2500</td> </tr> <tr> <td></td> <td></td> <td>=</td> </tr> <tr> <td></td> <td></td> <td>5500</td> </tr> </table> <p>Rolling Qualifying Volume (RQV) only applies to your first month of enrollment. The 60% rule applies to all qualifying volume for rank advancements.</p>	<b>RQV</b>	<b>Current Month's GQV</b>	<b>Current Month's Total GQV</b>	3000	+	2500			=			5500
<b>RQV</b>	<b>Current Month's GQV</b>	<b>Current Month's Total GQV</b>												
3000	+	2500												
		=												
		5500												

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

# Team Structures

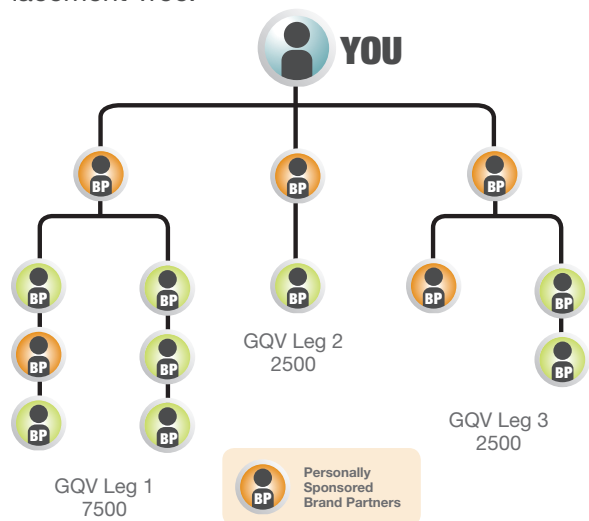
## Sponsor Tree

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. Pack Bonuses, Coaching Commissions and Leadership Development 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.



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. There are no guarantees regarding income, and the success or failure of each Brand Partner, like in any other business, depends upon each Brand Partner's skills and personal effort.

# 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 on page 9) 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 order within 31 days of the commission period. An active ADO is a requirement to qualify for some incentives and bonuses.

**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.

**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. 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 at 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 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. Other forms 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.

**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. 2000 PQV from personal purchases counted towards GQV)

**Group Volume (GV):** 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):** 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 (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%-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 4500. No more than 2700 (60%) of the total GQV can come from any single Placement Tree leg.

**Periodic revisions are made to our Compensation Plan. To find the latest version, please download it from your Online Business Center.**

# Brand Partner Compensation Overview

## Immediate Income

### Personal Customer Commissions | Sell more. Earn more.

Customer Commissionable Volume (CCV)	Earning Potential
201–400	10%
401–1000	15%
1001+	25%

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

### Pack Bonuses

	Brand Partner	Senior Brand Partner	Director	Senior Director	Executive Director	Regional Marketing Director	National Marketing Director
Starter Pack	\$25	\$35	\$45	\$55	\$65	\$70	\$75
Bronze Pack	\$25	\$35	\$45	\$55	\$65	\$70	\$100
Silver Pack	\$75	\$115	\$155	\$200	\$215	\$230	\$275
Gold Pack	\$200	\$250	\$300	\$350	\$400	\$450	\$500

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

### Customer Acquisition Bonus | For each new Preferred Customer, you will earn a Customer Acquisition Bonus.

#### CAB by Rank Advancement

	Brand Partner	Senior Brand Partner	Director	Senior Director	Executive Director	Regional Marketing Director	National Marketing Director
<b>Single Products</b>							
Night Cream (1 Bottle)	\$16	\$24	\$28	\$32	\$32	\$32	\$32
Body Contour Cream (1 Tube)	\$16	\$24	\$28	\$32	\$32	\$32	\$32
EHT (1 Box)	\$10	\$14	\$17	\$20	\$20	\$20	\$20
<b>Combo Packs</b>							
Night Cream (2 Bottles)	\$30	\$40	\$50	\$60	\$60	\$60	\$60
Night and Day Cream	\$24	\$36	\$42	\$48	\$48	\$48	\$48
EHT (2 Pack)	\$17	\$25	\$29	\$34	\$34	\$34	\$34
<b>Complete Anti-Aging Packs</b>							
Night Cream, Day Cream, Body Contour Cream (1 of Each)	\$33	\$43	\$53	\$64	\$64	\$64	\$64
Night Cream, Day Cream, Body Contour Cream, EHT (1 of Each)	\$37	\$55	\$65	\$74	\$74	\$74	\$74

#### CAB by Preferred Customers

	3	6	9
<b>Single Products</b>			
Night Cream (1 Bottle)	\$24	\$28	\$32
Body Contour Cream (1 Tube)	\$24	\$28	\$32
EHT (1 Box)	\$14	\$17	\$20
<b>Combo Packs</b>			
Night Cream (2 Bottles)	\$40	\$50	\$60
Night and Day Cream	\$36	\$42	\$48
EHT (2 Pack)	\$25	\$29	\$34
<b>Complete Anti-Aging Packs</b>			
Night Cream, Day Cream, Body Contour Cream (1 of Each)	\$43	\$53	\$64
Night Cream, Day Cream, Body Contour Cream, EHT (1 of Each)	\$55	\$65	\$74

**Fast Start Qualify** in your first 30 days to start earning your 10% Coaching Commission and FSQ Bonus.

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

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PAID WEEKLY

# Residual 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.

Rank	Senior Brand Partner	Director	Senior Director	Executive Director	Regional Marketing Director	National Marketing Director	
<b>Personal Volume (PV) Requirements</b>	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	
<b>Monthly Group Qualifying Volume (GQV)</b>	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	
<b>Senior Brand Partner Generations</b>	1	5%	5%	5%	5%	5%	
	2	5%	5%	5%	5%	5%	
	3	5%	5%	5%	5%	5%	
	4		5%	5%	5%	5%	
	5			5%	5%	5%	
	6				5%	5%	
	7					2%	
	8					2%	
	9						1%
	10						1%

PAID MONTHLY

## Live Better Bonuses

Live Better **BONUS**

National Marketing Director	\$50,000
3-Star National Marketing Director	\$150,000
5-Star National Marketing Director	\$375,000
International Marketing Director	\$750,000
Gold International Marketing Director	\$1,500,000

## 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.

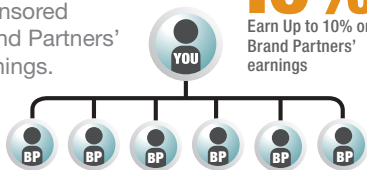
1-Star National Marketing Director	2-Star National Marketing Director	3-Star National Marketing Director
Leadership Development Bonus	Leadership Development Bonus	Leadership Development Bonus
1% on organization	2% on organization	3% on organization

## Leadership Income

### Coaching Commissions

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

**10%**  
Earn Up to 10% on Brand Partners' earnings



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 250 PQV in your first 30 days or earn the rank of Director or higher.

Customer Acquisition Bonus	\$4-30
Starter Pack Bonus	\$5-50
Bronze Pack Bonus	\$5-75
Silver Pack Bonus	\$15-200
Gold Pack Bonus	\$50-300

PAID WEEKLY

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

