

COMPENSATION PLAN

9 ways to earn income as you build your Plexus® business



Plexus® Compensation Plan

This unique Compensation Plan will help make your Plexus
experience
PREDICTABLE, PROFITABLE, REWARDING and FUN!!!

Incredible benefits to love about this plan...

- Easy to understand how to increase your income.
- Offers diversified profit opportunities.
- Pays out a guaranteed 50% of the company's commissionable volume every month.
- Rewards you for building a solid base of loyal customers.
- Gives you additional incentives for assuming a leadership role.
- Pays out both weekly and monthly.
- Offers full compression to maximize your earnings.
- Pays up to 7 levels down.
- Offers Ambassadors the opportunity to earn income on the worldwide sales of the company.

How to Qualify for Plexus® Ranks of Achievement:

These ranks of achievement are listed in advancement order. In order to earn points, bonuses, and commissions, all Ambassadors must be *Qualified Ambassadors* as defined below:

- 1) Your Plexus Annual Membership (PAM) of 51.44 CAD must be paid and current.
- 2) You have at least 100 in Personal Volume (PV) through the monthly cycle end date or you are a new Ambassador who purchased a Welcome Pack within the first 30 days of enrollment.

Note: Personal Volume (PV) is defined as the volume received from each commissionable product that you or your customers purchase.

1. Ambassador

- 1) You are a Qualified Ambassador.

As a Qualified Ambassador, you are eligible to earn Plexus Points on your Pay Level 1.

2. Senior Ambassador

- 1) You are a Qualified Ambassador.
- 2) You have at least 2 personally sponsored, Qualified Ambassadors.

As a Qualified Senior Ambassador, you are eligible to earn Plexus Points on your Pay Levels 1-3.

3. Silver Ambassador

- 1) You are a Qualified Ambassador.
- 2) You have at least 3 personally sponsored, Qualified Ambassadors.

As a Qualified Silver Ambassador, you are eligible to earn Plexus Points on your Pay Levels 1-5.

4. Senior Silver Ambassador

- 1) You are a Qualified Ambassador.
- 2) You have at least 3 personally sponsored, Qualified Ambassadors.
- 3) You have 50 total points in your organization, with 10 of those points coming from outside your Primary Leg.

As a Qualified Senior Silver Ambassador, you are eligible to earn Plexus Points on your Pay Levels 1-5.

5. Gold Ambassador

- 1) You are a Qualified Ambassador.
- 2) You have at least 3 personally sponsored, Qualified Ambassadors.
- 3) You have 100 total Plexus Points in your organization, with 15 of those points coming from outside your Primary Leg.

As a Qualified Gold Ambassador, you are eligible to earn Plexus Points on your Pay Levels 1-5.

⚠Plexus makes no guarantees on income. Personal earnings will vary. Your success depends on your effort, commitment, skill and leadership abilities. In 2019, a typical participant in the Plan earned up to 500.00 CAD or less. Please see the Plexus Annual Income Disclosure Statement. All earnings/amounts in USD will be paid in Canadian dollars (CAD) according to the Plexus Foreign Exchange Rate Policy found in the Plexus Canada Policies and Procedures.

6. Senior Gold Ambassador

- 1) You are a Qualified Ambassador.
- 2) You have at least 3 personally sponsored, Qualified Ambassadors.
- 3) You have 250 total Plexus® Points in your organization, with 40 of those points coming from outside your Primary Leg.

As a Qualified Senior Gold Ambassador, you are eligible to earn Plexus Points on your Pay Levels 1-6.

7. Ruby Ambassador

- 1) You are a Qualified Ambassador.
- 2) You have at least 4 personally sponsored, Qualified Ambassadors.
- 3) You have 500 total Plexus Points in your organization, with 100 of those points coming from outside your Primary Leg.

As a Qualified Ruby Ambassador, you are eligible to earn Plexus Points on your Pay Levels 1-6.

8. Senior Ruby Ambassador

- 1) You are a Qualified Ambassador.
- 2) You have at least 5 personally sponsored, Qualified Ambassadors.
- 3) You have 750 total Plexus Points in your organization, with 150 of those points coming from outside your Primary Leg.

As a Qualified Senior Ruby Ambassador, you are eligible to earn Plexus Points on your Pay Levels 1-7.

9. Emerald Ambassador

- 1) You are a Qualified Ambassador.
- 2) You have at least 6 personally sponsored, Qualified Ambassadors.
- 3) You have 1500 total Plexus Points in your organization, with 375 of those points coming from outside your Primary Leg.

As a Qualified Emerald Ambassador, you are eligible to earn Plexus Points on your Pay Levels 1-7.

10. Sapphire Ambassador

- 4) You are a Qualified Ambassador.
- 5) You have at least 6 personally sponsored, Qualified Ambassadors.
- 6) You have 3000 total Plexus Points in your organization, with 750 of those points coming from outside your Primary Leg.

As a Qualified Sapphire Ambassador, you are eligible to earn Plexus Points on your Pay Levels 1-7.

11. Diamond Ambassador

- a. You are a Qualified Ambassador.
- b. You have at least 7 personally sponsored, Qualified Ambassadors.
- c. You have 4500 total Plexus Points in your organization, with 1125 of those points coming from outside your Primary Leg.

As a Qualified Diamond Ambassador, you are eligible to earn Plexus Points on your Pay Levels 1-7.

Other Qualification Details:

Weekly cycles are from 12:00am ET Sunday through 11:59pm ET Saturday.

Monthly cycles are from 12:00am ET on the 1st through 11:59pm ET of the last day of the month.

If you fail to qualify, bonuses and commissions will not be paid out to you. Commissions will compress to Qualified Ambassadors in your upline.

Returns, Refunds, and Exchanges

If you are unsatisfied with a product purchased from Plexus, you may return the product for a full refund upon notifying the Ambassador Relations Center within 60 days from the date of your purchase. An Agent will assist you with the proper procedures in order to process your refund. Keep in mind that the return policy was created, in part, to allow Ambassadors to try Plexus products. Therefore, Ambassadors are limited to one refund request per product, except where a product is received in a damaged or defective condition. Any advancements in the Plexus Compensation Plan, bonuses or awards achieved as a result of these purchases will be reversed and the amount(s) deducted from the Ambassador's refund.

Ways to Earn Income from the Plexus® Compensation Plan

1. Retail Rewards Commissions (Normal Compression)

By becoming a Qualified Plexus Ambassador, you can earn generously through the Retail Rewards program. Building a team is not required. As an Ambassador, you will have your own Plexus replicated website and be able to purchase products at wholesale. You will be able to offer your retail customers two options:

- 1) Purchase directly from inventory you may have on hand, or
- 2) Purchase online through your replicated website using an accepted form of payment.

All product purchases made online that are associated with your Ambassador Number create Personal Volume (PV). As your monthly PV builds, the percentage of your retail sales commissions increases. Commissions are paid on any PV **over** your first 100 PV that month.

How Retail Reward Commissions are Calculated:

Total PV for Pay Period	Percentage Earned
100 to 499.99	15% <i>(on remaining PV after the first 100 PV)</i>
500 and up	25% <i>(on remaining PV after the first 100 PV)</i>

Here is an example to see how this would work:

If you purchased 5 TriPlex Combos, that purchase would generate 550 PV. At the end of the month, having over 500 PV puts you at the 25% earnings level. This applies to any PV after the first 100 PV.

Here's the breakdown:

$$\begin{aligned} 550 \text{ PV} - 100 \text{ PV} &= 450 \text{ PV you would earn on.} \\ 450 \text{ PV} \times 25\% &= 112.50 \text{ USD would be your Retail Rewards commission.}^{\text{a}} \end{aligned}$$

You could also earn retail profit on sales you make directly from inventory you may have on hand.

By purchasing 5 TriPlex Combos for 154.44 CAD each and reselling them for the suggested retail price of 193.07 CAD each, you would make an additional profit of 38.63 CAD per package.^a

$$\text{Retail Profit } 5 \times 38.63 \text{ CAD} = 193.15 \text{ CAD}$$

193.15 CAD from your direct retail sales^a

^aPlexus makes no guarantees on income. Personal earnings will vary. Your success depends on your effort, commitment, skill and leadership abilities. In 2019, a typical participant in the Plan earned up to 500.00 CAD or less. Please see the Plexus Annual Income Disclosure Statement. All earnings/amounts in USD will be paid in Canadian dollars (CAD) according to the Plexus Foreign Exchange Rate Policy found in the Plexus Canada Policies and Procedures.

2. Retail Rewards Override Commissions (Normal Compression)

For any of your Pay Level 1 Ambassadors that earn Retail Rewards Commissions, you will receive an Override Commission. The Override commission will be 5% of that Ambassador's Personal Volume (PV) over 100 PV.

Example: If you sponsored an Ambassador who has 2,500 PV worth of product in one month, you would earn an Override Commission of 5% of their PV over 100 PV, or 5% of 2,400 PV = **120.00 USD.**^²

3. Preferred Customer Bonus (No Compression)

Many people that express an interest in Plexus® products may only want to become Retail or Preferred Customers, at least initially. Once they experience personal success with the products, many customers will decide to join your team as an Ambassador. However, you can still earn a Preferred Customer Bonus on products ordered by your Preferred Customers (requires a recurring monthly Subscription Order).

<u>Plexus Products</u>	<u>PC Bonus</u>	<u>Plexus Combos</u>	<u>PC Bonus</u>
Active	4.00 USD	Action Combo	21.00 USD
Bio Cleanse™ 120	4.00 USD	Balance Combo	20.00 USD
Block	5.00 USD	Slim/Active/Ease Combo	19.00 USD
Body Cream	8.00 USD	TriPlex Combo	20.00 USD
Ease Capsules	5.00 USD	Core Health Plus Combo	27.00 USD
Edge	5.00 USD		
Lean Whey (Milk Chocolate/Vanilla)	5.00 USD		
MetaBurn	5.00 USD		
ProBio CA	5.00 USD		
Slim	15.00 USD		
Slim Hunger Control	15.00 USD		
VitalBiome®	5.00 USD		
XFactor Plus	5.00 USD		

Note: The Preferred Customer Program may vary slightly for each country. What is presented above is the Preferred Customer Program for the Canadian Market.

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4. One-Time Achievement Bonus (No Compression)

Plexus® will award you a one-time Achievement Bonus the first time you achieve and are paid at one of the following ranks:

Silver Ambassador	100.00 USD
Senior Silver Ambassador	150.00 USD
Gold Ambassador	250.00 USD
Senior Gold Ambassador	350.00 USD
Ruby Ambassador	500.00 USD
Senior Ruby Ambassador	750.00 USD

Rank levels are determined at the end of the month, regardless of levels reached during the month.

Note: The One-Time Achievement Bonuses are paid with the monthly commission cycle in which the Ambassador actually reaches designated levels.

5. Plexus Points

Each Ambassador in your downline with at least 100 PV entitles you to earn Plexus Points, depending on your rank and pay level. Your Paid Rank will determine your total Pay Point earning potential, which allows you to earn all the available Pay Points for that particular Rank.

At the end of each month, the Plexus Points that you have earned are added up and multiplied by the value of a Plexus Point for that month (see below). By sponsoring new qualified Ambassadors, and by assisting existing Ambassadors in your organization to sponsor new qualified Ambassadors, you will increase the number of Plexus Points you are qualified to earn.

Qualifying for Levels: The higher your level of Achievement each month, the more levels you are entitled to earn Plexus Points. Here is a summary:

<u>Level of Achievement</u>	<u>Levels Paid On</u>
Ambassador	Pay Level 1
Senior Ambassador	Pay Levels 1 – 3
Silver Ambassador	Pay Levels 1 – 5
Senior Silver Ambassador	Pay Levels 1 – 5
Gold Ambassador	Pay Levels 1 – 5
Senior Gold Ambassador	Pay Levels 1 – 6
Ruby Ambassador	Pay Levels 1 – 6
Senior Ruby Ambassador	Pay Levels 1 – 7
Emerald Ambassador	Pay Levels 1 – 7
Sapphire Ambassador	Pay Levels 1 – 7
Diamond Ambassador	Pay Levels 1 – 7

Plexus® Point Allocations: For each Ambassador in your organization with at least 100 PV, or who has purchased a Welcome Pack in that month the number of Plexus Points that you can earn are:

Pay Level 1–3	5 Plexus Points
Pay Level 4	4 Plexus Points
Pay Level 5	3 Plexus Points
Pay Level 6	2 Plexus Points
Pay Level 7	1 Plexus Point

Value of a Plexus Point

The value of a Plexus Point is determined by dividing the total number of Plexus Points earned by all Ambassadors in a single month into the total amount of money in the Ambassador Pool for that month. The value of a Plexus Point will vary slightly each month based on the total number of Plexus Points earned and the amount of money in the Ambassador Pool.

If each qualified Ambassador sells a minimum of 100 PV per month, it is estimated that the value of each point will never be below 1.80 USD. **As Personal Volumes increase through retail sales and preferred customers, Plexus Points will also increase in value.**

Example of Earned Points

If you sponsored 3 Ambassadors, and everyone in your organization duplicated your efforts, your organization would look like the one below:

Level	# of Ambassadors	Points Per Ambassador	Total Points Awarded
1	3	5	15
2	9	5	45
3	27	5	135
4	81	4	324
5	243	3	729
6	729	2	1,458
7	2,187	1	2,187
Totals:	3,279		4,893

If the Plexus Points that month were valued at 1.80 USD, you would earn 8,807.40 USD (4,893 x 1.80 USD) from your Plexus Points if you were qualified to earn on all 7 Pay Levels.^a

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6. Emerald Pool Bonus

Out of the 50% of the company's commissionable volume, 3% is set aside for the Emerald Pool and is divided equally among qualified Emerald, Sapphire and Diamond Ambassadors.

7. Sapphire Pool Bonus

Out of the 50% of the company's commissionable volume, 1% is set aside for the Sapphire Pool and is divided equally among qualified Sapphire and Diamond Ambassadors. If an Ambassador qualifies for the Sapphire Pool, they would automatically qualify for the Emerald Pool as well.

8. Diamond Pool Bonus

Out of the 50% of the company's commissionable volume, 1% is set aside for the Diamond Pool and is divided equally among qualified Diamond Ambassadors. If an Ambassador qualifies for the Diamond Pool, they would automatically qualify for the Emerald and Sapphire Pools as well.

9. Earn a Diamond Re-Entry Position

When you achieve the rank of Diamond Ambassador, you earn the opportunity to re-enter the program with an additional (second) position that will be placed directly under your original position (Level 1). Your re-entry position operates precisely as your original position, and is subject to all of the same guidelines, qualifications and policies.

The re-entry position is extremely exciting because it allows you double-leverage on the earning power of the network you build below it. You get paid once for the volume under your new position, and you get paid again on the same volume by virtue of your original position.

Note: You must have 6,000 total Plexus Points in your organization in order to qualify for a Diamond Re-Entry Position.

Plexus® Car and Lifestyle Bonus Program Exclusive Benefit for Emerald, Sapphire & Diamond

Qualified Ambassadors who achieve and maintain the position of Emerald, Sapphire, and Diamond in the Plexus Worldwide™ Compensation Plan have an opportunity to participate in either the Plexus Car Program or the Lifestyle Bonus Program.

The Plexus Car and Lifestyle Bonus Program is an incentive designed to reward our top Ambassadors for their continued efforts with a chance to earn a monthly bonus payment towards a luxury car or a monthly lifestyle cash bonus.

In order to qualify for either the Plexus Car or Lifestyle Bonus Program, you must meet the following requirements:

1. You must be an Active Ambassador, in good standing, with Plexus.
2. You must achieve the rank of Emerald, Sapphire, or Diamond.

Plexus Car Bonus Program

Independent Ambassadors who qualify for the Plexus Car Bonus Program can acquire a Qualifying Lexus by properly communicating the acquisition of their purchase or lease to Plexus Worldwide. Qualifying Ambassadors will receive a monthly car bonus payment according to their rank and adherence to the Plexus Car Bonus Program guidelines, which can be obtained by contacting plexuslexus@plexusworldwide.com.

Qualifying Lexus Vehicles:

Emerald/Sapphire Lexus Options (White only): ES, GS, NX, RX and
GX Diamond Lexus Options (Black only): LS, GX, LX, RC and LC

The monthly car bonus payment is 850.00 USD for Emerald, 1,000 USD for Sapphire and 1,450 USD for Diamond a month (up to 36 months) for as long as you maintain possession of a qualifying Lexus, submit yearly Proof of Possession and maintain the rank of Emerald, Sapphire, or Diamond. ¹

Plexus Lifestyle Bonus Program

Independent Ambassadors who qualify for the Plexus Lifestyle Bonus Program will receive a monthly lifestyle bonus according to their rank and adherence to the Plexus Lifestyle Bonus Program, which can be obtained by contacting plexuslexus@plexusworldwide.com. ^{1 2}

The monthly lifestyle bonus payment is 595.00 USD for Emerald, 700.00 USD for Sapphire and 1,015 USD for Diamond. ^{1 2}

Your first car or lifestyle bonus will be paid on the next monthly commission run following Plexus Worldwide's receipt of your Proof of Possession and/or signed Acknowledgement documents.

Bonus payments will be included in the Ambassador's year-end earnings total.

¹ If an Ambassador's pay rank falls below Emerald for two consecutive months, they will not receive the car or lifestyle bonus beginning with month two. For example, if an Ambassador has a Qualified Diamond Lexus and their pay rank drops from Diamond to Sapphire for two consecutive months, they will receive the 1,000 USD car bonus (Sapphire level) beginning with month two. If an Ambassador's pay rank drops from Diamond/Sapphire to Emerald for two consecutive months, they will receive the 850.00 USD car bonus (Emerald level) beginning with month two. An Ambassador will not receive the car or lifestyle bonus until they re-qualify as an Emerald, Sapphire or Diamond.

Important Things to Remember about the Plexus® Compensation Plan

Commission Qualified	<p>In order to earn commissions and bonuses, you must remain qualified until commissions have been finalized.</p> <p>To be qualified for Weekly Commissions:</p> <ol style="list-style-type: none"> 1) Your Plexus Annual Membership (PAM) must be paid and current. 2) You have at least 100 PV in the current month, OR 3) You were qualified in the prior month, OR 4) You are a new Ambassador in your first month. <p>To be Qualified for Monthly Commissions:</p> <ol style="list-style-type: none"> 1) Your Plexus Annual Membership (PAM) of 51.44 CAD must be paid and current. 2) You have at least 100 in Personal Volume (PV) through the monthly cycle end date or you are a new Ambassador who purchased a Welcome Pack within the first 30 days of enrollment. <p>If you fail to be qualified, bonuses and commissions will not be paid out to you and will compress to qualified upline Ambassadors. You can check your Qualification Status in your Virtual Office.</p>
Commissionable Volume	Total Personal Volume (PV), minus 100 PV.
Compliance Policies and Procedures	<p>Ambassadors are prohibited from selling Plexus Products via the internet, except through the replicated web sites that the company provides for its Ambassadors. For the protection of the Ambassadors and the company, this policy will be strictly enforced. There are also restrictions on how and where a Plexus Ambassador may retail Plexus products.</p> <p>To view a complete copy of Plexus' Policies and Procedures, go to the Library section of the Ambassador Virtual Office.</p>
Compression	<p>If an Ambassador in your organization fails to qualify in a given month, the following will happen:</p> <p>During the commission calculation, the non-qualified ambassador's position will temporarily disappear, and the next qualified Ambassador will roll up, or "compress", and take that position. Because of this, an unqualified Ambassador and their downline Ambassador's initial Level will remain the same, but their <i>Pay Level</i> will change and thus the Points assigned will adjust based on their new Pay Level.</p> <p>This ensures that you don't lose income because an Ambassador in your organization has failed to qualify for that month.</p> <p>Compression is designed to pay you more money by eliminating positions in your organization where there has been no activity for the month, or where the Ambassador failed to qualify.</p>

Leg	The term used to describe each of your personally sponsored Ambassadors (Level 1) and their downline.
Levels	<p>Levels are determined by who the sponsors are. As the Ambassador, you are Level 0. Ambassadors that you personally sponsor are considered your Level 1 Ambassadors. The Ambassadors that your Level 1's sponsor would be your Level 2's. Consequently, this continues for many levels down.</p> <p>For example: If you are an Ambassador, and you personally sponsor Mary Jones, Mary Jones would be on your first Level or Level 1. If Mary Jones then sponsored John Smith, John Smith would be Mary Jones' Level 1, but John Smith would be your Level 2.</p> <p>The Plexus® Compensation Plan pays you Plexus Points up to 7 Pay Levels down (including those normally below level 7 if compression(s) occurred) from your position, depending on your Rank.</p>
Monthly Commission Payouts	Under the Plexus Compensation Plan, commissions for Retail Rewards, Retail Rewards Override, Preferred Customer Bonuses, Plexus Points, Achievement Bonuses, and Emerald, Sapphire, and Diamond Pool Bonuses will be paid out monthly, with payment made on the 15 th of the following month.
Pay Level	The level assigned to downline Ambassadors due to compression.
Personal Volume (PV)	The value assigned to each commissionable product that you or your customers purchase.
Plexus® Points	Plexus Points are awarded to you for anyone in your organization with at least 100 PV within the levels that you are qualified to earn points on.
Primary Leg	The leg in your organization with the most points in a monthly commission cycle.
Qualified Ambassador	An Ambassador that is monthly commissions qualified.
Paid Rank	If an Ambassador fails to qualify for their highest level of Achievement for any reason in a given month, they will retain their title, but will be paid at the level they are now qualified for.
Subscription Order	A convenient way to get the products you love each month.
Weekly Commission Payout	Under the Plexus Compensation Plan, commissions will be paid weekly, on the Friday following the week of purchase.



2019 CANADA INCOME DISCLOSURE STATEMENT

Plexus® Annual Ambassador Income

Plexus is committed to providing our Ambassadors with life-changing products and a rewarding opportunity. The combination of our products and opportunity can help open the door to personal success and their financial potential.

Our Compensation Plan is designed to provide our Plexus Ambassadors an opportunity to earn commissions from products sold either directly to a customer or through their replicated website.

How Much Can You Earn?*

- The Top 1% of Ambassadors made an average of 57,759.84 CAD annually; 50% of the Top 1% made more than 32,920.10 CAD.
- The Top 10% of Ambassadors made an average of 9,194.81 CAD annually; 50% of the Top 10% made more than 2,572.30 CAD.
- In 2019, an average of 13% of all Ambassadors enrolled at least 1 active Ambassador and earned income (excluding retail profits).
- Typical participants are representative of the smallest range of compensation earned by over 50% of the participants in the Plan. For purposes of this calculation, it excludes Ambassadors who have been participants for less than one year. In 2019, a typical participant in the Plan earned up to 500.00 CAD or less.

What Bonuses Can I Earn?

Plexus has several ways to earn bonuses through its generous Compensation Plan. Below are a few examples of the bonuses you can earn:

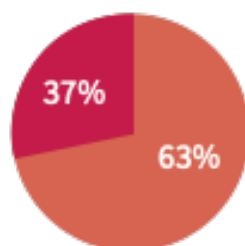
- Preferred Customer Bonus: You can earn bonuses on purchases by your Preferred Customers.
- Commissions and Bonuses: You can earn commissions and bonuses based upon the sales volume in your sales organization and the rank you achieve (see details in the [Plexus Compensation Plan](#)).
- Plexus Pools and Bonuses: If you progress through the achievement ranks, you can earn bonuses and participate in various bonus pools (see details in the [Plexus Compensation Plan](#)).



Can I Get a Refund?

Plexus has a 60-day money back guarantee for its Customers and Ambassadors. For further details, please see our Refund Policy on plexusworldwide.com.

In addition to our 60-day money refund, Plexus will buy-back any currently marketable inventory purchased within 12 months of an Ambassador's decision to terminate, less a \$15 restocking fee. For further details, see the Buy-Back Policy in our Policies and Procedures.

**2019
Ambassador
vs.
Customer
Ratio***



 All Customers
 All Ambassadors

*The percentages are based on "new" Ambassadors and Customers who enrolled between January 1, 2019 through December 31, 2019.

**These figures do not represent an Ambassador's profit or losses, as it does not consider expenses incurred by an Ambassador in the operation or promotion of his/her business. Estimated expenses, may include, but are not limited to, the Plexus Annual Membership fee, payment of renewal fees, purchase of products for personal consumption, purchases of product samples, shipping costs, transportation costs, training and educational expenses, business equipment, travel expenses, and miscellaneous costs. In some cases, these costs may exceed the amounts earned by an Ambassador. Plexus makes no guarantees on your income. Your success depends on your effort, commitment, skill and leadership abilities.

This Income Disclosure Statement is intended to present the average income of Ambassadors in those jurisdictions where income claims are allowed. Please consult with your local authorities for more information regarding income claims.

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