



COMPENSATION PLAN

8 WAYS TO EARN INCOME AS YOU BUILD YOUR PLEXUS BUSINESS

Plexus Compensation Plan

**This unique Compensation Plan will help make your Plexus experience
Discover a Rewarding Opportunity to Share Hope and Happiness!**

Incredible benefits to love about this plan...

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

For purposes of this document, the following terms shall have the following meaning and shall be accepted either in singular and plural:

Plexus Compensation Plan shall mean this document and all its exhibits.

Personal Volume (PV) shall mean the volume received from each commissionable product that you or your customers purchase.

Company or Plexus shall mean Plexus Worldwide Mexico, S. DE R.L. DE C.V.

*Please have in mind that the amounts included in this document are in United States Dollars, thus when the Company requires or decides that the payments of such amounts shall be made in Mexican Pesos, the payment shall be made at the exchange rate established by Plexus at the beginning of the year. The above, except for the amounts included in Section II.3 of this document which are detailed in Mexican Pesos.

How to Qualify for Plexus Ranks of Achievement

These ranks of achievement are listed in advancement order. In order to earn Plexus points, bonuses, and commissions, all Brand Ambassadors must be *Qualified complying with the following requirements*:

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

Note: VIP Customers can receive a product credit for referring other VIP Customers or Retail Customers; however, they will not be able to earn commissions unless they first perform a business building activity and agree to the Brand Ambassador Terms & Conditions.

1. Brand Ambassador

- 1) You are a Qualified Brand Ambassador.

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

2. Senior Brand Ambassador

- 1) You are a Qualified Brand Ambassador.
- 2) You have at least 2 personally sponsored, VIP Customers and/or Brand Ambassadors with 100 PV or more and/or that purchased a Welcome pack that month.

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

3. Silver Brand Ambassador

- 1) You are a Qualified Brand Ambassador.
- 2) You have at least 3 personally sponsored VIP Customers and/or Qualified Brand Ambassadors with 100 PV or more and/or that purchased a Welcome pack that month.

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

4. Senior Silver Brand Ambassador

- 1) You are a Qualified Brand Ambassador.
- 2) You have at least 3 personally sponsored VIP Customers and/or Qualified Brand Ambassadors with 100 PV or more and/or that purchased a Welcome pack that month.
- 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 Brand Ambassador, you are eligible to earn Plexus Points on your Pay Levels 1-5.

5. Gold Brand Ambassador

- 1) You are a Qualified Brand Ambassador.
- 2) You have at least 3 personally sponsored VIP Customers and/or Qualified Brand Ambassadors with 100 PV or more and/or that purchased a Welcome pack that month.
- 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 Brand Ambassador, you are eligible to earn Plexus Points on your Pay Levels 1-5.

6. Senior Gold Brand Ambassador

- 1) You are a Qualified Brand Ambassador.
- 2) You have at least 3 personally sponsored VIP Customers and/or Qualified Brand Ambassadors with 100 PV or more and/or that purchased a Welcome pack that month.
- 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 Brand Ambassador, you are eligible to earn Plexus Points on your Pay Levels 1-6.

7. Ruby Brand Ambassador

- 1) You are a Qualified Brand Ambassador.
- 2) You have at least 4 personally sponsored VIP Customers and/or Qualified Brand Ambassadors with 100 PV or more and/or that purchased a Welcome pack that month.
- 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 Brand Ambassador, you are eligible to earn Plexus Points on your Pay Levels 1-6.

8. Senior Ruby Brand Ambassador

- 1) You are a Qualified Brand Ambassador.
- 2) You have at least 5 personally sponsored VIP Customers and/or Qualified Brand Ambassadors with 100 PV or more and/or that purchased a Welcome pack that month.
- 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 Brand Ambassador, you are eligible to earn Plexus Points on your Pay Levels 1-7.

9. Emerald Brand Ambassador

- 1) You are a Qualified Brand Ambassador.
- 2) You have at least 6 personally sponsored VIP Customers and/or Qualified Brand Ambassadors with 100 PV or more and/or that purchased a Welcome pack that month.
- 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 Brand Ambassador, you are eligible to earn Plexus Points on your Pay Levels 1-7.

10. Sapphire Brand Ambassador

- 1) You are a Qualified Brand Ambassador.
- 2) You have at least 6 personally sponsored VIP Customers and/or Qualified Brand Ambassadors with 100 PV or more and/or that purchased a Welcome pack that month.
- 3) You have 3000 total Plexus Points in your organization, with 750 of those points coming from outside your Primary Leg.

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

11. Diamond Brand Ambassador

- 1) You are a Qualified Brand Ambassador.
- 2) You have at least 7 personally sponsored VIP Customers and/or Qualified Brand Ambassadors with 100 PV or more and/or that purchased a welcome pack that month.
- 3) You have 4500 total Plexus Points in your organization, with 1125 of those points coming from outside your Primary Leg.

As a Qualified Diamond Brand 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 Brand Ambassadors in your upline.

Returns, Refunds, and Exchanges

If you are unsatisfied with a product purchased from the Company, you may return the product for a full refund upon notifying the Brand Ambassador Relations Center within 90 calendar days from the date of your purchase. An Agent will assist you with the proper procedures in order to process your authorization and if applicable your refund. Keep in mind that the return policy was created, in part, to allow Brand Ambassadors to try our products. Therefore, Brand 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 Brand Ambassador's refund. Please ship all returns to the following address: Plexus Worldwide México, Av. Jorge Alvarez del Castillo #1082-2, Chapultepec Country, Guadalajara, Jalisco CP 44620.

For more information, please refer to the Policies and Procedures included in the Plexus Brand Ambassador Agreement.

Ways to Earn Income from the Plexus Compensation Plan

1. Retail Rewards Commissions

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

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

All product purchases made online by you or your Retail Customers that are associated with your Brand Ambassador Number create Personal Volume (PV). **Purchases from VIP Customers will not count towards your 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
101 to 499	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 your retail customers generate purchases for 555 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:

$$\begin{aligned} 555 \text{ PV} - 100 \text{ PV} &= 455 \text{ PV you would earn on.} \\ 455 \text{ PV} \times 25\% &= 113.75 \text{ USD would be your Retail Rewards commission.}^{\text{a}} \end{aligned}$$

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

When you buy 5 Control Maintenance System Combos and resell them for the suggested retail price of \$4,292 MXN each, you will make a profit of \$986 MXN per combo.^a

^aPlexus makes no guarantees on income. Personal earnings will vary. Your success depends on your effort, commitment, skill and leadership abilities. In 2020, the average annual earnings of all Brand Ambassadors were \$597 USD. Please see the Plexus Annual Income Disclosure Statement.

2. One-Time Achievement Bonus

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

Silver Brand Ambassador	\$100.00 USD
Senior Silver Brand Ambassador Gold	\$50.00 USD
Brand Ambassador	\$250.00 USD
Senior Gold Brand Ambassador	\$350.00 USD
Ruby Brand Ambassador	\$500.00 USD
Senior Ruby Brand 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 Brand Ambassador actually reaches designated levels and in accordance with the rules for the commission payment herein.

3. Business Building Bonuses (BBB)

When a new VIP Customer or Brand Ambassador joins the company, they may purchase 1 Welcome Pack, either the Basic Triplex Starter System Welcome Pack, Start Control System Welcome Pack, Couple Control Starting System Welcome Pack, Integral Starting System Welcome Pack, Duo Integral Starting System Welcome Pack (not a required purchase). Welcome Packs can only be purchased once, at a special bargain price, and may be purchased any time within the first 30 calendar days after signing up as a VIP Customer. For the Basic Triplex Starter System and Start Control System Welcome Pack \$25.00 USD is distributed to the Qualified upline Brand Ambassadors as a BBB 2 levels up and Plexus Points are distributed up to 7 Pay Levels in the month of purchase. If the purchaser of the Welcome pack converts to Brand Ambassador the Welcome Pack will qualify them for commissions in the month the Welcome Pack was purchased.

Here are examples of how the BBB is paid out:

A New VIP Customer purchases the Couple Control Starter System Welcome Pack or Integral Starting System Welcome Pack or Duo Integral Starting System Welcome Pack \$50.00 USD is distributed to the first 4 qualified upline Ambassadors as follows.

1st	qualified upline	\$25.00 USD	Pay Level 1	6 Plexus Points
2nd	qualified upline	\$12.50 USD	Pay Level 2-3	5 Plexus Points
3rd	qualified upline	\$7.50 USD	Pay Level 4	4 Plexus Points
4th	qualified upline	\$5.00 USD	Pay Level 5	3 Plexus Points
			Pay Level 6	2 Plexus Points
			Pay Level 7	1 Plexus Point

For a Basic Triplex System Welcome Pack or Starter Control System Welcome Pack \$25.00 USD is distributed to the first 2 Qualified upline Brand Ambassadors and also distributes Plexus Points up to 7 pay levels as follows:

1st	qualified upline	\$ 20.00 USD	Pay Level 1	6 Plexus Points
2nd	qualified upline	\$ 5.00 USD	Pay Level 2-3	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

Note: If the enroller is a VIP Customer who earned a Product Credit on the Welcome Pack then BBBs are paid out on Levels 2 and above only.

Note: In order to Qualify for Weekly Commissions:

- 1) Your Plexus Annual Membership (PAM) must be paid and current.
- 2) You are classified as a Brand Ambassador at the end of the weekly commission cycle (11:59 PM ET on Saturday)
- 3) You have at least 100 PV in the current month by the end of the weekly commission cycle (11:59 PM ET on Saturday), OR
- 4) You were qualified in the prior month, OR
- 5) You are a new Brand Ambassador in your first month.

4. Plexus Points

You can earn Plexus Points from each VIP Customer in your downline that has at least 25 PV or has purchased a Welcome Pack in that month. You also earn Plexus Points on each Brand Ambassador in your downline that has at least 50 PV or has purchased a Welcome Pack in that month. The number of Points you earn from each depends on their PV for the month, their position in your downline, and how many levels you are qualified to earn on based on your Paid Rank. Your Paid Rank will determine your total Plexus Point earning potential, which allows you to earn all the available Plexus Points for that particular Rank up to, but not including, the minimum point requirement of the following rank.

Ex: This means that if your Paid Rank is Gold, you are eligible to earn Plexus Points up to, but not including, the minimum 250-point requirement of Senior Gold (which is the next 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 VIP Customers or Brand Ambassadors, and by assisting existing Brand Ambassadors in your organization to sponsor new VIP Customers or Brand 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>Paid Rank</u>	<u>Levels Paid On</u>
Brand Ambassador	Pay Level 1
Senior Brand Ambassador	Pay Levels 1 – 3
Silver Brand Ambassador	Pay Levels 1 – 5
Senior Silver Brand Ambassador	Pay Levels 1 – 5
Gold Brand Ambassador	Pay Levels 1 – 5
Senior Gold Brand Ambassador	Pay Levels 1 – 6
Ruby Brand Ambassador	Pay Levels 1 – 6
Senior Ruby Brand Ambassador	Pay Levels 1 – 7
Emerald Brand Ambassador	Pay Levels 1 – 7
Sapphire Brand Ambassador	Pay Levels 1 – 7
Diamond Brand Ambassador	Pay Levels 1 – 7

Plexus Point Allocations: For each VIP Customer or Brand Ambassador with at least 100 PV or who has purchased a welcome pack in your organization in that month, the number of Plexus Points you can earn are:

Pay Level 1	6 Plexus Points
Pay Level 2-3	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

For each VIP Customer or Brand Ambassador with 50-99 PV in your organization in that month the number of Plexus Points that you can earn are:

Pay Level 1	4 Plexus Points
Pay Level 2-4	2 Plexus Points
Pay Level 5-7	1 Plexus Point

For each VIP Customer with 25-49 PV in your organization in that month the number of Plexus Points that you can earn are:

Pay Level 1	2 Plexus Points
Pay Level 2-6	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 Brand Ambassadors in a single month into the total amount of money in the Brand 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 Brand Ambassador Pool.

If each qualified Brand 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 over 100 PV through personal orders and retail sales, Plexus Points will also increase in value.**

Example of Earned Points

Below is an example of how your organization could look:

Level	# of Brand AMB & VIP Customers	Points Per Brand Ambassador	Total Points Awarded
1	2	6	12
2	4	5	20
3	10	5	50
4	22	4	88
5	30	3	150
6	50	2	100
7	90	1	90
Totals:	208		450

If the Plexus Points that month were valued at \$1.80 USD, you would earn \$810 USD (450 x \$1.80 USD) from your Plexus Points if you were qualified to earn on all 7 Pay Levels.

5. Emerald Pool Bonus

Out of 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 Brand Ambassadors.

6. Sapphire Pool Bonus

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

■Plexus makes no guarantees on income. Personal earnings will vary. Your success depends on your effort, commitment, skill and leadership abilities. In 2020, the average annual earnings of all Brand Ambassadors were \$597 USD. Please see the Plexus Annual Income Disclosure Statement.

7. Diamond Pool Bonus

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

8. Earn a Diamond Re-Entry Position

When you achieve the rank of Diamond Brand 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.

9. Plexus Lifestyle Bonus Program Exclusive Benefit for Emerald, Sapphire & Diamond

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

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

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

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

Plexus Lifestyle Bonus Program

Plexus Brand 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 EstiloPlexus@plexusworldwide.com.¹

The monthly lifestyle bonus payment is \$595 USD for Emerald, \$700 USD for Sapphire and \$1,015 USD for Diamond.¹

Your lifestyle bonus will be paid on the next monthly commission run following Plexus Worldwide's receipt signed Acknowledgement documents.

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

¹ If a Brand Ambassador's pay rank falls below Emerald for two consecutive months, they will not receive the lifestyle bonus beginning with month two. A Brand Ambassador will not receive the lifestyle bonus until they re-qualify as an Emerald, Sapphire or Diamond Brand Ambassador.

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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 Brand Ambassador in your first month. <p>To be Qualified for Monthly Commissions:</p> <ol style="list-style-type: none"> 1) To be Qualified for Monthly Commissions: 2) Your Plexus Annual Membership (PAM) must be paid and current. 3) You have at least 100 in Personal Volume (PV) through the monthly cycle end date or you are a new Brand Ambassador who purchased a welcome pack within that month. <p>If you fail to be qualified, bonuses and commissions will not be paid out to you and will compress to qualified upline Brand Ambassadors. You can check your Qualification Status in your Virtual Office.</p>
Commissionable Volume	Total Personal Volume across the entire Company.
Compliance Policies and Procedures	<p>Brand Ambassadors are prohibited from selling Plexus Products via the internet, except through the replicated web sites that the company provides its Brand Ambassadors. For the protection of the Brand Ambassadors and the company, this policy will be strictly enforced. There are also restrictions on how and where a Plexus Brand Ambassador may retail Plexus products.</p> <p>To view a complete copy of Plexus' Policies and Procedures, go to the Resource Library section of the Brand Ambassador Virtual Office.</p>
Compression	<p>If a Brand Ambassador in your organization fails to qualify in a given month, the following will happen:</p> <p>During the commission calculation, the non-qualified Brand Ambassador's position will temporarily disappear, and the next qualified Brand Ambassador will roll up, or "compress", and take that position. Because of this, an unqualified Brand Ambassador and their downline Brand 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 a Brand 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 Brand Ambassador failed to qualify.</p> <p>Compression will also impact those in your downline who are sponsored by VIP Customers since VIP Customers are not commission qualified.</p>

Leg	The term used to describe each of your personally sponsored VIP Customers or Brand Ambassadors (Level 1) and their downline.
Levels	<p>Levels are determined by who the sponsors are. As the Brand Ambassador, you are Level 0. VIP Customers and Brand Ambassadors that you personally sponsor are considered your Level 1. The VIP Customers and Brand Ambassadors and 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 a Brand Ambassador, and you personally sponsor María López, María López would be on your first Level or Level 1. If María López then sponsored Juan Sánchez, Juan Sánchez would be María López Level 1, but Juan Sánchez 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. The Business Building Bonus pays the Brand Ambassadors 2 and 4 levels up.</p> <p>If the enroller is a VIP Customer who earned a Product Credit on the Welcome Pack then BBBs are paid out on Levels 2 and above only.</p>
Monthly Commission Payouts	Under the Plexus Compensation Plan, commissions for Retail Rewards, Plexus Points, Achievement Bonuses, and Emerald, Sapphire, and Diamond Pool Bonuses will be paid out monthly, with payment made by the 15 th of the following month.
Paid Rank	If a Brand 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.
Pay Level	The level assigned to downline Brand Ambassadors due to compression.
Personal Volume (PV)	The value assigned to each commissionable product that you or your Retail Customers purchase.
Plexus Points	You can earn Plexus Points from each VIP Customer in your downline that has at least 25 PV or has purchased a welcome pack. You also earn Plexus Points on each Brand Ambassador in your downline that has at least 50 PV or has purchased a welcome pack. The number of Points you earn from each depends on their PV for the month, their position in your downline, and how many levels you are qualified to earn based on your Paid Rank.
Primary Leg	The leg in your organization with the most points in a monthly commission cycle.
Qualified Brand Ambassador	A Brand Ambassador that is monthly commissions qualified.
Subscription Order	A convenient way to get the products you love each month.
Weekly Commission Payout	Under the Plexus Compensation Plan, commissions for Business Building Bonus (BBB) will be paid weekly, on the Friday following the week of purchase.



2020 Global Income Disclosure Statement

Plexus Annual Brand Ambassador Income



Plexus is committed to providing our Brand 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 Brand 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 Brand Ambassadors made an average of 39,099 USD annually; 50% of the Top 1% made more than 16,047 USD.
- The Top 10% of Brand Ambassadors made an average of 5,475 USD annually; 50% of the Top 10% made more than 1,247 USD.
- In 2020, an average of 18% of all Brand Ambassadors enrolled at least 1 active Brand Ambassador and earned income (excluding retail profits).
- The average earnings of all Brand Ambassadors was 597 USD.

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:

- **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 90-day money back guarantee for its Customers and Brand Ambassadors. For further details, please see our Refund Policy on plexusworldwide.com.^{**}

In addition to our 90-day money refund, Plexus will buy-back any currently marketable inventory purchased within 12 months of a Brand Ambassador's decision to terminate, less a 15 USD restocking fee. For further details, see the Buy-Back Policy in our Policies and Procedures.

*These figures do not represent a Brand Ambassador's profit or losses, as it does not consider expenses incurred by an Brand 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 Brand Ambassador. Plexus makes no guarantees on your income. Your success depends on your effort, commitment, skill and leadership abilities.

**90-day money back guarantee for the Mexico market. Please see the Refund Policy on mx.plexusworldwide.com.

This Income Disclosure Statement is intended to present the average income of Brand Ambassadors in those jurisdictions where income claims are allowed. Income claims are not allowed in Massachusetts and Wyoming. Please consult with your local authorities for more information regarding income claims.

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Participation in the Plexus Diamond Destination incentive trip is limited to Diamond Brand Ambassadors, who make up less than 1% of all Brand Ambassadors. 147 Diamond Brand Ambassadors qualified for this trip in 2021. Participation in the Plexus Emerald Extravaganza incentive trip is limited to Jewel Brand Ambassadors, who make up less than 1% of all Brand Ambassadors. 471 Jewel Brand Ambassadors qualified for this trip in 2021.