## WAYS TO EARN

At Plexus®, we know in order to be a successful entrepreneur you need a modern business model with multiple ways to earn to advance your dreams. That's why there are 7 beneficial ways to earn from the sales of Plexus products that encourage the culture of teamwork. Fifty percent of company's commissionable volume is paid out monthly to its Brand Ambassadors.

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# HELPFUL TERMS

### PV

Personal volume is a value assigned to Plexus products (excluding welcome packs). Brand Ambassadors earn PV through their personal and Retail Customer orders.

### Qualified Brand Ambassador

A Brand Ambassador with 100 PV or a welcome packpurchase in the current pay period.

### Plexus Points

Plexus Points is a payment system based on PV. Each point has a dollar value. You earn points on VIP Customers and Brand Ambassadors in your team. The number of points you earn from each depends on their PV amount and their position in your downline.

### Paid Level

The level assigned to team VIP Customers and Brand Ambassadors due to compression.

### Organization

Your entire team, regardless of depth within your team.

### Primary Leg

The level 1 Brand Ambassador whose downline contributes the most points to your Plexus Points for the month.

### 1. RETAIL REWARDS COMMISSION

Earn up to 25% in commissions for your own and your Retail Customer purchases. This chart explains how you are paid on Personal Volume that exceeds 100 PV.

| Personal Volume | % Commission |
|---|---|
| 0 – 100 | 0% |
| 101 – 499.99 | 15% |
| 500 and up | 25% |

### 2. PLEXUS POINTS

You earn Plexus Points for each Brand Ambassador with 50 PV or more and VIP Customer with 25 PV or more in your downline. The number of Points earned on each depends on their PV for the month and their position in your downline (up to 7 pay levels down, depending on your rank). Each point has a dollar value (Pay Points Value) based on the total commissions pool amount. Your Plexus points earnings is determined by the number of points you've earned for the month multiplied by the pay point value.

| Level | 25-49 PV (VIP ONLY) | 50-99 PV | 100+ PV |
|---|---|---|---|
| 1 | 2 | 4 | 6 |
| 2 | 1 | 2 | 5 |
| 3 | 1 | 2 | 5 |
| 4 | 1 | 2 | 4 |
| 5 | 1 | 1 | 3 |
| 6 | 1 | 1 | 2 |
| 7 | --- | 1 | 1 |

### 3. ACHIEVEMENT BONUS

Earn one-time bonuses when you reach a new rank of Silver to Sr. Ruby for the first time. The amount increases at each level.

| | |
|---|---|
| Silver | 100.00 USD |
| Senior Silver | 150.00 USD |
| Gold | 250.00 USD |
| Senior Gold | 350.00 USD |
| Ruby | 500.00 USD |
| Senior Ruby | 750.00 USD |

### 4. EMERALD POOL BONUS

Every month, each Brand Ambassador qualified at the rank of Emerald, Sapphire, and Diamond for the month receives a share of the Emerald Bonus Pool. This pool consists of 3% of the company's total commissions pool for the month.

### 5. SAPPHIRE POOL BONUS

Every month, each Brand Ambassador qualified at the rank of Sapphire or Diamond for the month receives a share of the Sapphire Bonus Pool. This pool consists of 1% of the company's total commissions pool for the month.

### 6. DIAMOND POOL BONUS

Every month, each Brand Ambassador qualified at the rank of Diamond for the month receives a share of the Diamond Bonus Pool. This pool consists of 1% of the company's total commissions pool for the month.

### 7. DIAMOND RE-ENTRY

Once you've reached 6,000 points for a month, you can re-enter under your Diamond position and start a whole new business. This means earning twice on points, and other bonuses.

¤Plexus makes no guarantees on income. Personal earnings will vary. Your success depends on your effort, commitment, skill and leadership abilities. In 2020, a typical participant in the plan earned up to 500.00 CAD or less. Please see the Plexus Annual Income Disclosure Statement.

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# Compensation Plan Highlights

| REQUIREMENTS | Brand Ambassador | Senior Brand Ambassador | Silver Brand Ambassador | Senior Silver Brand Ambassador | Gold Brand Ambassador | Senior Gold Brand Ambassador | Ruby Brand Ambassador | Senior Ruby Brand Ambassador | Emerald Brand Ambassador | Sapphire Brand Ambassador | Diamond Brand Ambassador |
|---|---|---|---|---|---|---|---|---|---|---|---|
| Annual Membership and Commission Qualified* | • | • | • | • | • | • | • | • | • | • | • |
| Personally Sponsored Qualified VIP Customers or Brand Ambassadors** or w/100 PV or more** | | 2 | 3 | 3 | 3 | 3 | 4 | 5 | 6 | 6 | 7 |
| Plexus® Points Required in Your Organization *(See point chart below for info)* | | | | 50 | 100 | 250 | 500 | 750 | 1500 | 3000 | 4500 |
| Points Needed Outside of Primary Leg | | | | 10 | 15 | 40 | 100 | 150 | 375 | 750 | 1125 |
| **BENEFITS** | | | | | | | | | | | |
| One Time Achievement Bonus | | | 100.00 USD | 150.00 USD | 250.00 USD | 350.00 USD | 500.00 USD | 750.00 USD | | | |
| Number of Levels Paid On | 1 | 3 | 5 | 5 | 5 | 6 | 6 | 7 | 7 | 7 | 7 |
| Plexus Website Recognition | | | | | | | • | • | • | • | • |
| Share of 3% Emerald Pool | | | | | | | | | • | • | • |
| Share of 1% Sapphire Pool | | | | | | | | | | • | • |
| Share of 1% Diamond Pool | | | | | | | | | | | • |
| Lexus Reimbursement | | | | | | | | | 850.00 USD | 1,000 USD | 1,450 USD |
| Lifestyle Bonus Reimbursement | | | | | | | | | 595.00 USD | 700.00 USD | 1,015 USD |
| Annual Trip | | | | | | | | | Emerald Extravaganza ⁺ | Emerald Extravaganza ⁺ | Emerald Extravaganza Diamond Destination ⁺ |
| On-Stage Recognition | | | | | | | | | • | • | • |
| Personal Documentary | | | | | | | | | | | • |

## JEWEL LEADERSHIP PERKS

JEWEL CAR PROGRAM When you qualify for the program, you can receive a minimum monthly 850.00 USD bonus (included with your monthly commission payment) that you can use toward your purchase or lease payment on an approved Lexus vehicle. (The bonus goes up to 1,450 USD per month when you reach Diamond and purchase the Diamond approved Lexus!)

**OR**

LIFESTYLE BONUS PROGRAM The Plexus Lifestyle Bonus Program is designed to reward our top Brand Ambassadors for their continued efforts with a cash bonus that also serves as a great incentive for building their Plexus Business. The Plexus Lifestyle Bonus Program is an incentive reward offered to Brand Ambassadors who achieve and maintain the Pay Rank of Emerald, Sapphire or Diamond per the Plexus Compensation Plan. This monthly bonus is an alternative option to a Lexus lease or purchase payment. The same qualification guidelines apply to this program.

YOUR PERSONAL FIELD DEVELOPMENT TEAM As a Jewel, you will receive your very own Plexus support team. The Field Development Team works exclusively with the Jewels. They're here to support, guide, coach, and cheer you on every step of the way on your Plexus Journey!

RECOGNITION We take recognition to a new level. Earn trips and gifts, Plexus website photo/name recognition, on-stage event recognition, a spot in our Brand Ambassador Recognition Gallery at our corporate headquarters and more!

TAKE A DIP IN THE POOLS Of the 50% of the commissionable volume, 5% is set aside for the Jewel pools. That money is then split up into 3 pools: 3% in the Emerald pool, 1% in the Sapphire pool, and 1% in the Diamond pool. These bonuses are paid out monthly. When you qualify at a Paid As Jewel rank, you get a share of that pool, plus a share of any pool below your qualifying rank.

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*To be Commission Qualified, your Plexus Annual Membership is current and you have 100 PV or have purchased a Welcome Pack. Signified with a (Y) in the ACTIVE column of the Detailed Genealogy Report in the Back Office.

**New personally sponsored Brand Ambassadors with Welcome Pack purchased count towards the Qualified Brand Ambassador requirement.

⁺ 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.

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