

COMPENSATION PLAN HIGHLIGHTS

MEXICO

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 8 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. Brand Ambassadors earn PV thorough their personal and Retail Customer orders.

Qualified Ambassador

A brand Ambassador with 100 PV purchase in the current pay period and its membership paid.

Plexus Points

Plexus Points is a payent system based on PV. Each point has a dollar value. You earn points on VIP Customers and Brand Ambassadors in your team.

Paid Level

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

Primary Leg

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

Organization

Your Team, regardless of deapth within your team.

1. FIRST ORDER BONUS

First Order Bonus are earned on the initial order placed by your personally sponsored new VIP Customer of 50 PV or more. The FOB is paid out at 20% of the total PV purchased on the initial order of 50 PV or more.

Example:

For an initial order of 108 PV, the Enrollment Sponsor will earn a FOB of \$21.60 USD.

$$PV \times 0.2 = FOB$$

$$108 PV \times 20\% = \$21.60 USD FOB$$

2. 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	15%
500 and up	25%

3. PLEXUS POINTS

You earn Plexus Points from sales generated by each Brand Ambassador with 50 PV or more and from sales generated by each 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 Point 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 (VIP & AMB)	100+ PV (VIP & AMB)
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

4. ACHIEVEMENT BONUS

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

Silver	\$100 USD	Sr. Gold	\$350 USD
Sr. Silver	\$150 USD	Ruby	\$500 USD
Gold	\$250 USD	Sr. Ruby	\$750 USD

5. 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.

6. 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.

7. 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.

8. DIAMOND RE-ENTRY

Once you're 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 BBB's, points, and other bonuses.

COMPENSATION PLAN CHART



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 Brand Ambassadors** or VIP Customers 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)			0	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 USD	\$150 USD	\$250 USD	\$350 USD	\$500 USD	\$750 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											•
Lifestyle Bonus Program									\$595 USD	\$700 USD	\$1015 USD
Annual Trip									Emerald Escape ^A	Emerald Escape ^A	Emerald Escape ^A Diamond Destination
On-Stage Recognition									•	•	•
Personal Documentary											•

JEWEL LEADERSHIP PERKS

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 incentives 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.

* 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.

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

**New personally sponsored VIP Customers and Brand Ambassador with Welcome Pack Purchase count towards the Qualified Brand Ambassador requirement.

^AParticipation in the Plexus Diamond Destination incentive trip is limited to Diamond Brand Ambassadors, who make up less than .01% of Brand Ambassadors are eligible to earn Diamond Destination. 140 Brand Ambassadors achieved this in 2022. Participation in the Plexus Emerald Escape incentive trip is limited to Jewel Brand Ambassadors, who make up less than 0.3% of Brand Ambassadors are eligible to earn Emerald Escape. 480 Jewel Brand Ambassadors achieved this in 2022.