

UNICITY

Compensation plan

CREATE YOUR OPPORTUNITY



Welcome to Unicity!

Unicity is here to help you become a high-performance leader. Our model has everything you need to build a strong, sustainable business that will generate income for you and your loved ones—and help others discover how they can improve their lives, as well. Your potential is limitless and we are excited to see how far you go.

How to use this document

As you get started as a Unicity Distributor, you'll likely have questions about the Compensation Plan. This document is designed to be read like a book, from the start to finish. We start with the basics and then use that foundation to walk you through each way you can generate income with your Unicity business. Take some time to familiarize yourself with the terminology, and refer to the examples often as you learn the ins and outs of earning with Unicity. We encourage you to discuss any questions with your Upline or our Distributor Success team at distributor.success@unicity.com. Before you know it, people will be coming to you with questions.

Table of contents

- 1 Understanding the basics
- 4 Business Development Bonus
- 5 Team Development Bonus
- 6 Levels vs Generations
- 7 Organization Bonus
- 9 Additional bonuses & payouts
- 10 Centurion Club
- 11 Key terms & definitions

Understanding the basics

Here are a few terms you should know to get you started (see the full list of terms included at the end of this document).

DISTRIBUTOR

Unicity Distributors build their own business by being a champion of health and wellness. They can earn commissions and also get wholesale product pricing. They are a part of a special community and have ample opportunities to earn trips and rewards for their hard work.

Active Distributor. *A Distributor with at least 100 PV in the month. A Distributor must be active to qualify for commissions each month.*

MEMBER

Unicity's Member Program is designed for loyal customers who regularly and consistently enjoy Unicity products but aren't interested in earning commissions (at least, not right away). Members receive the same product discounts as Distributors and earn product credit for sharing Unicity with others.

CUSTOMER

Customers enjoy Unicity products at the retail price.

Retail profit. *The difference in price the Distributor receives when they sell a product to a Customer.*

VOLUME

This is the point value assigned to a Unicity product. The commissions you earn depend on your Volume. There are three types of Volume to remember:

- **Personal Volume (PV):** The Volume from products you and your Customers purchase
- **Team Volume (TV):** The sum of your PV plus the PV generated by the Members and Distributors you sponsor
- **Organization Volume (OV):** The PV generated by you, the Members and Distributors you sponsored, plus the PV generated by everyone below them

***Personal Rebate:** Get rewarded for buying, consuming, and selling products. After you purchase your first 1000 PV as a Distributor, you can earn 10% back in commissions from your monthly PV that exceeds 250 PV.*

LEG

A Leg is a part of your Downline, starting with the person you directly sponsored and including everyone who has joined Unicity below them.

- **Active Leg:** Any Leg with a Distributor or Member with 100 PV or more
- **Leg OV:** The total amount of Organization Volume in one Leg

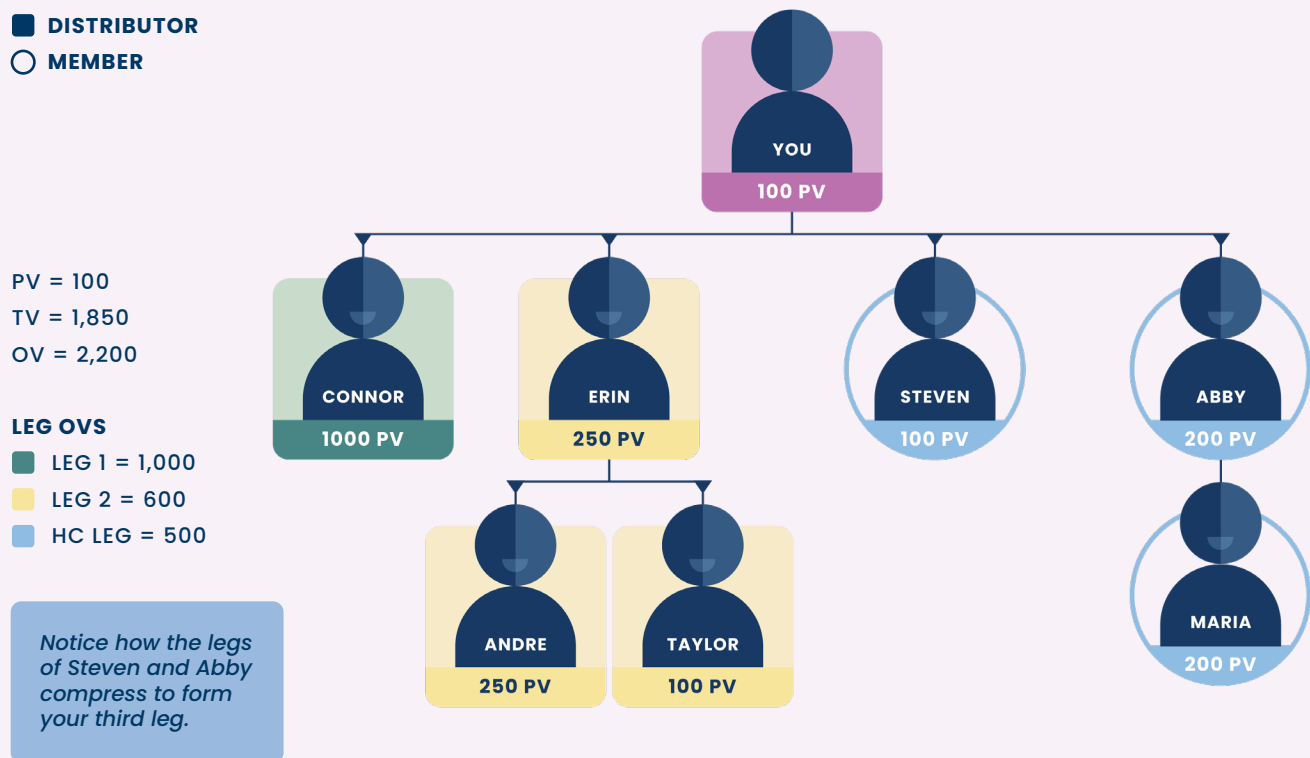
COMPRESSION

You will see later on that Unicity's ranks require 1000 TV and a range of Leg OVs. To help you meet these requirements Unicity applies two forms of compression to your organization:

- **Horizontal Compression (HC):** Unicity will automatically sum a Distributor's Legs' OV - excluding the two largest legs - to create a single leg.
- **Vertical Compression (VC):** Unicity will automatically sum the volume from Members and Distributors below you down to the first active Distributor

SO WHAT DOES ALL THIS LOOK LIKE?

Here's a look at what your first month at Unicity might look like. Here you will see how the various core pieces of Unicity's Compensation Plan come together. We'll look at what this means for your earnings in the next examples.



Over time your organization will grow and become much more complex than this, but whether you have 4 Legs or 400, the basics you've just learned always apply.

Business Development Bonus

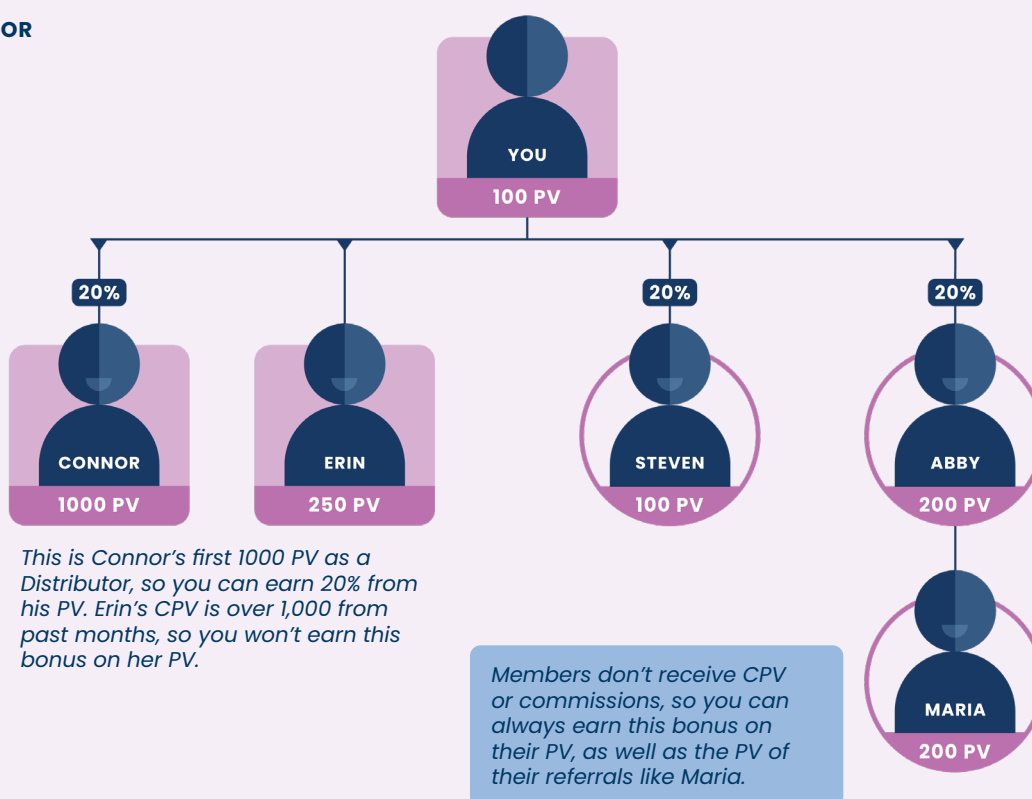
Earn up to 20% commissions by bringing in new business to your team. This bonus is paid on all Member Volume, as well as the first 1,000 Personal Volume (PV) of new Distributors. The percentage earned depends on your Cumulative PV (CPV).

100 CPV = 10%

500 CPV = 15%

1,000 CPV = 20%

■ DISTRIBUTOR
○ MEMBER



Here's a look at how the Business Development Bonus works. In this example, you would earn \$300 ($1500 \text{ PV} \times 20\% = \300) on the Business Development Bonus, plus additional payouts on the Organization and Team Development Bonuses.

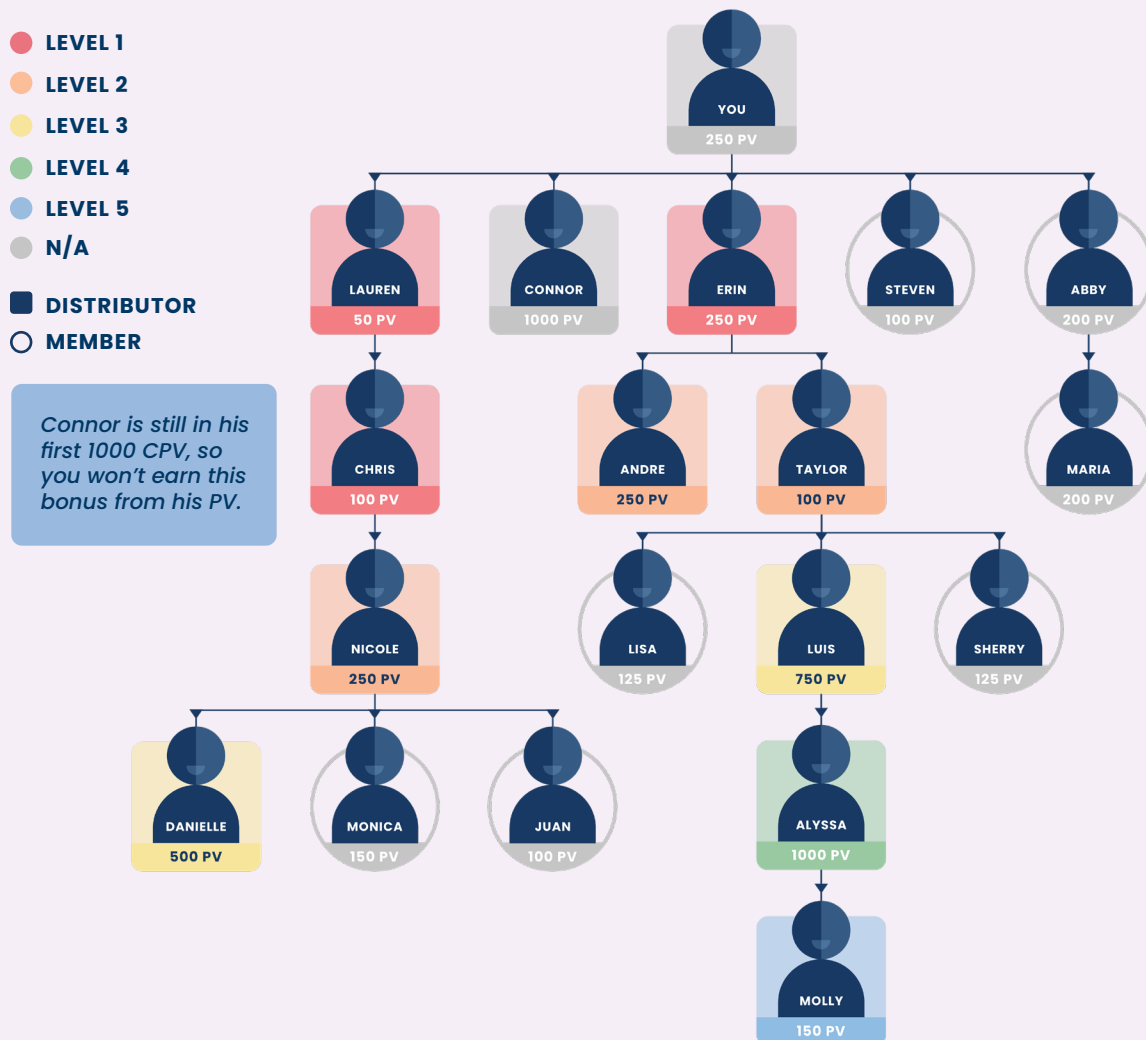
Team Development Bonus

The Team Development Bonus rewards you for supporting your team—it doesn't matter what Rank you or your Downline have. Your bonus percentage depends on your PV, and your bonus amount depends on the PV of your Downline Distributors who have more than 1,000 CPV.

100 PV = 3%

250 PV = 5%

A Level is the volume generated in a Leg down to the first active Distributor. You can earn on as many levels as you have Active Legs, up to 5.

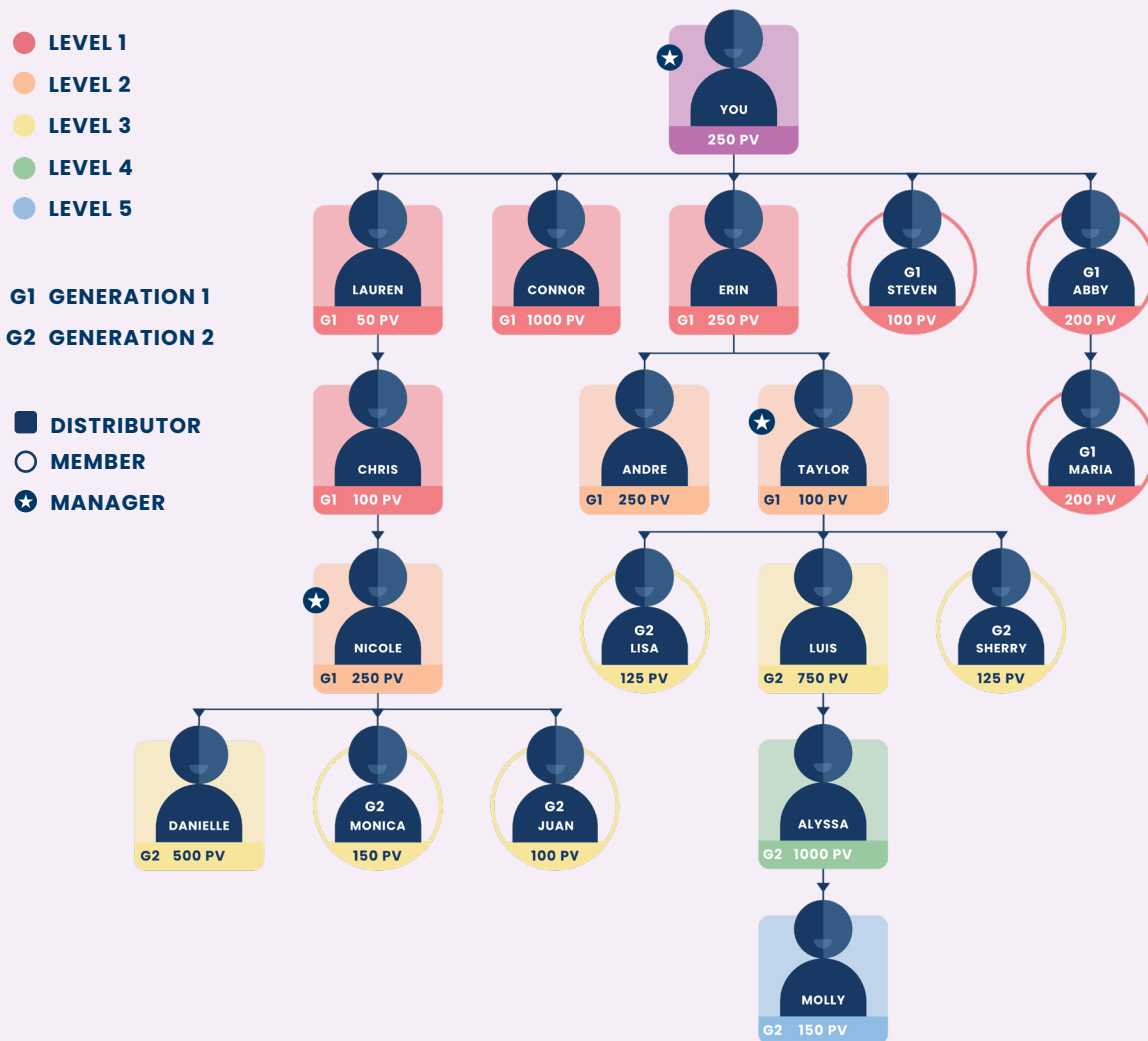


In this example, where you have 5 Active Legs, your Team Development Bonus would come to \$170 (3,400 PV x 5% = \$170). You would earn this bonus in addition to the Business Development Bonus and Organization Bonus.

Levels vs. Generations

Let's take things a step further to understand Levels vs Generations. On the previous page we learned that a Level is volume generated in a Leg down to the first active Distributor, whereas a Generation is the volume generated in a Leg down to the first qualified Manager. Unicity applies Vertical Compression in both cases automatically.

Notice how the breakdown of a Level is different from that of a Generation as shown in this example.



*A Generation is the volume generated in a Leg down to the first qualified Manager or above in a given Volume Month.

Organization Bonus

To be eligible for the Organization Bonus, you must qualify at a Rank of Manager or above. Here you can see the requirements and earning potential of each consecutive Rank.

Requirements		Manager	Senior Manager	Executive Manager	Director	Senior Director	Executive Director	Pres. Director	Pres. Sapphire	Pres. Ruby	Pres. Diamond
	Personal Volume (PV)	100									
	Team Volume (TV)	1,000									
	Active Legs	3									
Earning Potential	LEG OV	-	1k	3k	5k	10k	20k	40k	80k	160k	320k
		-	-	1k	3k	5k	10k	20k	40k	80k	160k
		-	-	-	1k	2k	5k	10k	20k	40k	80k
	Generation 1	5%	5%	5%	5%	5%	5%	5%	5%	5%	5%
	Generation 2	-	5%	5%	5%	5%	5%	5%	5%	5%	5%
	Generation 3	-	-	5%	5%	5%	5%	5%	5%	5%	5%
	Generation 4	-	-	-	5%	5%	5%	5%	5%	5%	5%
	Generation 5	-	-	-	5%	5%	5%	5%	5%	5%	5%
	Generation 6	-	-	-	-	5%	5%	5%	5%	5%	5%
	Generation 7	-	-	-	-	-	3%	3%	3%	3%	3%
	Generation 8	-	-	-	-	-	-	3%	3%	3%	3%
	Generation 9	-	-	-	-	-	-	3%	3%	3%	3%
	Generation 10	-	-	-	-	-	-	-	1%	1%	1%
	Generation 11	-	-	-	-	-	-	-	-	1%	1%
	Generation 12	-	-	-	-	-	-	-	-	-	1%

The Organization Bonus can become the most lucrative bonus in the Unicity Compensation Plan because you can qualify to earn on all your Legs and up to 12 Generations deep. Additionally, you can double up and earn this bonus on top of other bonuses, like Business Development and Team Development.

ORGANIZATION BONUS

Using the same organization as with Team Development, here we see how you would also earn from the Organization Bonus. Notice how this person has qualified at Sr. Manager Rank which means they are eligible to earn from Generations 1 and 2 of their organization.

- DISTRIBUTOR
- MEMBER
- ★ MANAGER

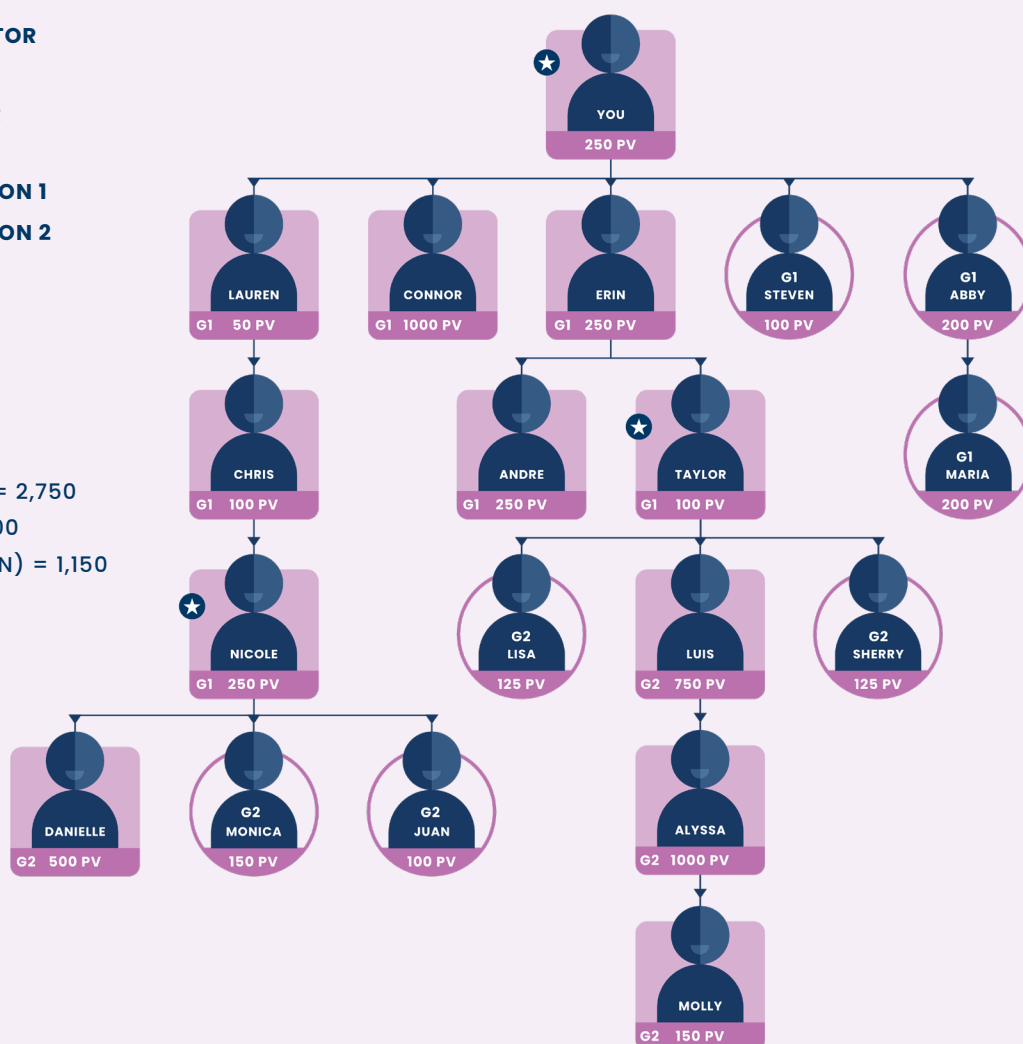
G1 GENERATION 1

G2 GENERATION 2

PV = 250
TV = 2,150
OV = 5,650

LEG OVS

LEG 1 (ERIN) = 2,750
HC LEG = 1,500
LEG 2 (LAUREN) = 1,150



In this example, your Organization bonus would come to \$270 (5,400 PV x 5% = \$270). This is \$125 (2,500 PV x 5% = \$125) from Generation 1 and \$145 (2,900 PV x 5% = \$145) from Generation 2.

Additional bonuses & payouts

MONTHLY RANK BONUS

Once you have achieved the Rank of Director or above and have at least 5 Active Legs, you will qualify for the Monthly Rank Bonus. You will earn between \$150 and \$1,000 per month, depending on your Rank. This chart shows you how much your bonus will be at each Rank:

DIRECTOR	SENIOR DIRECTOR	EXECUTIVE DIRECTOR
\$150	\$250	\$500
PRESIDENTIAL DIRECTOR	PRESIDENTIAL SAPPHIRE	PRESIDENTIAL RUBY
\$750	\$750	\$1,000
DIAMOND		
\$1,000		

PRESIDENTIAL CLUB ACHIEVER'S BONUS

The Presidential Club Achiever's Bonus is a one-time bonus—and it's well worth your time and effort. To qualify, you will need to achieve the Rank of Presidential Director or higher and maintain that Rank for three consecutive months. The bonus will be between \$10,000 and \$100,000, depending on which bonus you qualify for.

PRESIDENTIAL DIRECTOR	PRESIDENTIAL SAPPHIRE
\$10,000	\$20,000
PRESIDENTIAL RUBY	DIAMOND*
\$40,000	\$100,000

For additional Rank bonuses please see our Ranks Beyond Diamond brochure at library.unicity.com.

** For more info on the Diamond Bonus, see the Diamond and Beyond brochure.*

Centurion Club

The Centurion Club is an elite status level to reward Distributors for going above and beyond to impact the lives of a hundred or more people through the Feel Great program.

HOW TO ACHIEVE CENTURION

A Unicity Distributor achieves Centurion status when they have 100 points in their Centurion Count for a given commission month. So long as they maintain 100 points, they will maintain Centurion status.

Points are earned for Centurion Count primarily through selling Feel Great packs to Members directly. A comprehensive guide for how to increase your Centurion Count is found in our Centurion Club brochure , which can be viewed by visiting **library.unicity.com**.

BONUS PAYOUTS FOR CENTURIONS

Centurions, and those working toward Centurion, are eligible for additional bonus payouts on Feel Great Volume in the second, third, and fourth Generations as shown below.

ADDITIONAL ORGANIZATION BONUS PAYOUT FOR CENTURIONS

Centurion Count	Gen 2 increase*	Gen 3 increase*	Gen 4 increase*
30 - 59	2%	2%	2%
60 - 99	3%	3%	3%
100+	5%	5%	5%

**Centurion Bonus paid on Feel Great Volume only*

Another key part of the Centurion Club is the Centurion Leader Rule, which determines the amount a Distributor can earn on Feel Great Volume from Unicity's Organization Bonus based on the Distributor's personal Centurion Count each month. This means that your Centurion Count determines the amount you can earn from the Feel Great Volume of your Downline. You can also find more information about this rule in the Centurion Club brochure.

Key terms & definitions

ACTIVE DISTRIBUTOR

A Distributor in good standing who has at least 100 PV in the month.

ACTIVE LEG

Any Leg with a Distributor or Member with 100 PV or more.

CUMULATIVE PERSONAL VOLUME (CPV)

The accumulation of your Personal Volume starting from when you become a Distributor.

DOWNLINE ORGANIZATION OR DOWNLINE

A Distributor's Frontline, each of those Distributors' Frontline, and each successive Frontline.

ENROLLER/SPONSOR

The Distributor who directly recruits and/or refers an applicant to become a Unicity Distributor and is recognized as the Enroller/ Sponsor on the Distributor Agreement.

FRONTLINE

A Distributor who is immediately below the Sponsor in the Sponsor's Downline.

GENERATION

A Generation accumulates the Volume generated in a Leg down to the first qualified Manager or above in a given Volume Month. Generations are used with the Organization Bonus. Generational Compression is used to calculate the Organizational Development Bonus.

HORIZONTAL COMPRESSION

Unicity's proprietary process of summing a Distributor's Legs' OV—while excluding the two largest Legs—to create a single Leg.

INDEPENDENT DISTRIBUTOR

An independent contractor who has signed and completed the official Unicity Distributorship Agreement and whose Distributorship Agreement has been accepted by Unicity and whose relationship is not otherwise terminated.

LEG

An entire Downline organization beginning with a Frontline Distributor or Member.

Key terms & definitions

LEG OV

The total amount of OV in a Leg in a Volume Month.

LEVEL

A Level accumulates the Volume generated in a Leg down to the first Active Distributor. Levels are used with the Team Development Bonus.

ORGANIZATIONAL VOLUME (OV)

The total amount of Volume generated by you and your entire Downline in a Volume Month.

PERSONAL VOLUME (PV)

The Volume accumulated from a Distributor's Unicity product purchases and the product purchases made by his or her Customers through Unicity during a Volume Month.

RANK OR DISTRIBUTOR RANK

A title used in the Unicity Compensation Plan to describe the level of recognition or Awards a Distributor has earned.

TEAM VOLUME (TV)

The sum of the monthly PV's of a Distributor and their Frontline Distributors and Members.

UPLINE

A Distributor's Sponsor, the Sponsor's Sponsor, and each successive Sponsor.

VERTICAL COMPRESSION (VC)

Used in conjunction with the Team Development and Organization Bonuses to calculate the Levels and Generations.

VOLUME

The point value assigned to a Unicity product. Volume may be calculated as Personal Volume, Team Volume, and/or Organizational Volume.

VOLUME MONTH

The period of time used to calculate earnings and Ranks.