

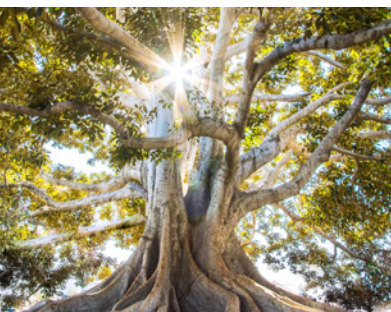
Compensation Plan

QUICK REFERENCE CHARTS

- Compensation Plan Definitions
- Initial Qualifications
- Maintenance Requirements
- Bonus Eligibility Summary
- All Bonus Details



April 2020 Business





Vollara Compensation Plan Definitions

RANK - Highest level that you have achieved as a Vollara Associate.

PAY RANK - Level at which you are qualified and eligible to earn commissions for the current month.

ENROLLEE - A member of your enrollment organization.

SPONSOR - A member of your sponsor organization. You may sponsor an Associate and enroll them under a different Associate.

QUALIFYING VOLUME (QV) - Also known as PV, is volume assigned to a product which is used to determine monthly qualifications like activity, Group Volume, and Team Volume.

COMMISSIONABLE VOLUME (CV) - Is volume assigned to a product which is used to calculate monthly commissions for bonuses like Fast Start Bonus, Team Bonus and Executive Bonus.

PERSONAL QUALIFYING VOLUME (PQV) - The qualifying volume from your personal orders and orders from your personal customers.

TEAM QUALIFYING VOLUME (TQV) - The qualifying volume from down line Associates, in your enrollment tree, ranked at Silver or below, including your Personal Qualifying Volume.

GROUP QUALIFYING VOLUME (GQV) - The qualifying volume from your entire down line enrollment tree. Your group consists of you, plus of your down line Associates, regardless of rank.

ACTIVE - For Associates at Silver and below, active requirement is 100 PQV or a subscription order each month during their first 6 months. After the 6 months, Associates at Silver or below are required to have a minimum of 100 PQV each month. For Associates at Gold or higher active requirement is 200 PQV each month.

FAST START PERIOD - The month you enroll plus the next two full months.

MAX LEG GQV - Total of qualifying GQV from each leg as determined by the maximum amount allowed at each Level. See Rank Qualifications table for details.

SPONSOR FAST START GROUP VOLUME (SFSGV) - The Total Qualifying Volume from your directly sponsored Associates who are within their Fast Start Period.

TEAM QUALIFYING VOLUME FAST START (TQVFS) - The sum of PQV from each Associate within their respective Fast Start Period, on your Personal Team (Executive Generation).

EXECUTIVE GENERATION - A group of Associates within an enrollment tree, from the Gold level or above down to the next Gold level or above.

ACTIVE LEGS - Team legs carrying at least 500 TQV in month ranked at Silver or below.

PREFERRED CUSTOMERS - A customer who has elected to participant in the subscription program. Associates are eligible to count the PV toward their PQV qualifications from their enrolled Preferred Customers.

RETAIL CUSTOMERS - A customer who purchases products at retail price. Associates are eligible to earn Retail bonuses on any purchase made by their enrolled Retail Customers.



Career and Compensation Levels

Rank	Title	Abbreviations
1	Business Associate	BA
2	Bronze Associate	BZA
3	Silver Associate	SA
4	Gold Executive	GE
5	Platinum 1-Star Executive	P1SE
6	Platinum 2-Star Executive	P2SE
7	Platinum 3-Star Executive	P3SE
8	Platinum 4-Star Director	P4SD
9	Platinum 5-Star Ambassador	P5SA



Initial Qualifications

The minimum qualifications you must meet to achieve a specific Level.

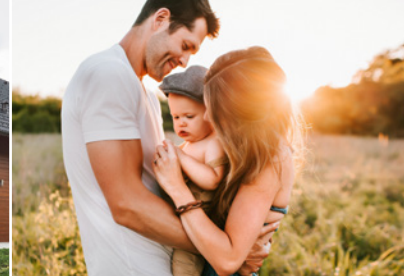
Rank	Title	Volume			GQV	Executive	
		PQV ⁽¹⁾	TQV ⁽²⁾	Active Legs		First Generation	Total Generations
1	Business Associate	100					
2	Bronze Associate	100	2,000				
3	Silver Associate ⁽³⁾	100	3,000	2			
4	Gold Executive	200	5,000 ⁽⁴⁾	3			
5	Platinum 1-Star Executive	200	5,000	3		1	1
6	Platinum 2-Star Executive	200	5,000	3		1	2
7	Platinum 3-Star Executive	200	5,000	3		2	3
8	Platinum 4-Star Director	200	5,000	3		2	4
9	Platinum 5-Star Ambassador	200	5,000	3	100,000	3	5

(1) Required for any Bonus Payout. New Associates who sign up for any Subscribe + Save get a 100 PQV Credit for qualification purposes only during their first 6 month period.

(2) Max 50% from any one leg except for Level 2 Bronze.

(3) If someone on your Team becomes a Silver while you are a Silver you still get 5% on their TQV and get their TQV for your qualifications for up to 2 months.

(4) Fast Start to Gold in one month requires: 200 PQV, 15,000 TQV⁽²⁾, & 3 Active Legs. Standard qualifications to Gold: 3 consecutive months of 5000 TQV⁽²⁾, with 200 PQV plus 3 Active Legs in 3rd Month. Paid at Gold in month of promotion.



Maintenance Requirements

Requirements you must meet to remain at a specific Level

Rank	Title	Volume			Team Qualifying Volume		Executives	
		PQV for Active Status*	GQV	Max/Leg	Active Legs	TQV **	1st Gen	Total Gen's
1	Business Associate	100						
2	Bronze Associate	100				2,000		
3	Silver Associate	100			2	3,000		
4	Gold Executive	200			3	5,000		
5	Platinum 1-Star Executive	200			3	5,000	1	1
6	Platinum 2-Star Executive	200			3	5,000	1	2
7	Platinum 3-Star Executive	200			3	5,000	2	3
8	Platinum 4-Star Director	200			3	5,000	2	4
9	Platinum 5-Star Ambassador	200	100,000	50,000	3	5,000	3	5

*In lieu of PQV equaling 100 an Associate, in their first 6 months of joining, can be on any Subscribe+Save order each month.

**Max 50% from any one Leg except for Level 2 Bronze.



Bonuses*

The Pay Level for which you have met all Qualifications and Requirements will determine your eligibility.

General Bonuses Eligibility Summary

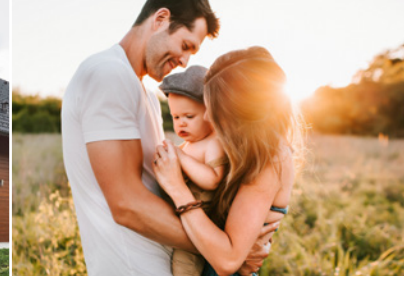
Rank	Title	Fast Start Bonus	Sponsor Fast Start GV Bonus	Team Bonus	\$200 Sponsor with Pack Bonus	Promotion Bonus	Retail Sale Profits	Executive Fast Start Bonus Boost	Executive \$600 Car Bonus	Executive Generational Bonuses
1	Business Associate	✓	✓	✓	✓	✓	✓			
2	Bronze Associate	✓	✓	✓	✓	✓	✓			
3	Silver Associate	✓	✓	✓	✓	✓	✓			
4	Gold Executive	✓	✓	✓	✓	✓	✓	✓	✓	
5	Platinum 1-Star Executive	✓	✓	✓	✓	✓	✓	✓	✓	✓
6	Platinum 2-Star Executive	✓	✓	✓	✓	✓	✓	✓	✓	✓
7	Platinum 3-Star Executive	✓	✓	✓	✓	✓	✓	✓	✓	✓
8	Platinum 4-Star Director	✓	✓	✓	✓	✓	✓	✓	✓	✓
9	Platinum 5-Star Ambassador	✓	✓	✓	✓	✓	✓	✓	✓	✓

*You must be active to earn bonuses and incentives.

General Bonuses and Benefits Details

\$200 Sponsoring Pack Bonus

1. Personally sponsor a new Associate who, within their Fast Start Period, purchases one of the qualifying Vollara Builder Packs to earn a \$200 Fast Start Bonus.
2. This includes the first eligible Pack purchased by the new Associate outside of Fast Start Period.
3. EZ-Pay pays \$100 on First Deposit and Balance of \$100 and Fast Start Bonus when Last Payment is received. Must be paid in full by scheduled pay-off date.



Bonuses

The Pay Level for which you have met all Qualifications and Requirements will determine your eligibility.

General Bonuses and Benefits Details Continued....

Team Bonus – You are eligible to earn Team Bonus up to the percentage specified at your pay rank. These bonuses are differential payouts, meaning your payout will be calculated as the difference between your eligible rate and highest rate paid to any downline enrollees. A maximum of 35% of the CV will be paid on any order through the Team Bonus.

Fast Start Bonus – You are eligible to earn Fast Start Bonus up to the percentage specified at your pay rank. These bonuses are differential payouts, meaning your payout will be calculated as the difference between your eligible rate and highest rate paid to any downline enrollees. When you are a Bronze or Silver Associate you may earn 5% when your downline is also qualified as one of these ranks. A maximum of 35% of the CV will be paid on any order through the Fast Start Bonus.

Rank	Title	Team Bonus	Fast Start Bonus
You receive commission on a % of volume up to:			
1	Business Associate	5%	20%
2	Bronze Associate	10%	20%
3	Silver Associate	20%	20%
4	Gold Executive	35%	35%
5	Platinum 1-Star Executive	35%	35%
6	Platinum 2-Star Executive	35%	35%
7	Platinum 3-Star Executive	35%	35%
8	Platinum 4-Star Director	35%	35%
9	Platinum 5-Star Ambassador	35%	35%



Bonuses

Retail Commissions + Sponsor Fast Start GV Bonus + Promotion Bonuses

Retail Commission – You will receive the difference between wholesale and retail price paid on any Retail customer order that is placed directly through Vollara. Retail profits are based on the difference between retail price paid and wholesale price. Note a 4% (based on retail price paid) processing fee is charged for each order.

Sponsor Fast Start GV Bonus⁽¹⁰⁾

SFSGV	Bonus
10,000	\$500.00
15,000	\$750.00
20,000	\$1,000.00
25,000	\$1,500.00

(10) Sponsor Fast Start Group Volume (SFSGV) – Equals the Total Qualifying Volume that comes from people you personally sponsored, during their Fast Start Period. SFSGV Bonus only paid to Sponsor that personally sponsors the SFSGV amount (of 10k-25k). Only one payout.

Promotion Bonuses

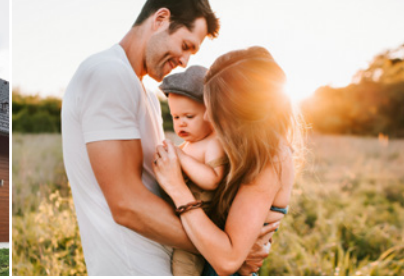
The Pay Level for which you have met all Qualifications and Requirements will determine your eligibility.

Promote Someone To:

Level 2 - Bronze Associate = \$50 Product Credit to Enroller and Promotee.

Level 3 - Silver Associate = \$100 Product Credit to Enroller and Promotee.

Level 4 - Gold Executive = \$200 Product Credit to Enroller and Promotee.



Bonuses The Pay Level for which you have met all Qualifications and Requirements will determine your eligibility.

Executive Level Bonuses and Incentives

Rank	Level	Executive Bonuses*		
		Executive Car Bonus	Executive Generational Bonus	Executive Fast Start Boost Bonus
1	Business Associate			
2	Bronze Associate			
3	Silver Associate			
4	Gold Executive	✓		✓
5	Platinum 1-Star Executive	✓	✓	✓
6	Platinum 2-Star Executive	✓	✓	✓
7	Platinum 3-Star Executive	✓	✓	✓
8	Platinum 4-Star Director	✓	✓	✓
9	Platinum 5-Star Ambassador	✓	✓	✓

*Must be qualified as a Gold or higher rank to earn applicable Executive Bonuses.

Executive Car Bonus Program⁽¹²⁾

Earn an allowance of \$600 through your Team activities. Once you are eligible to participate as an Car Bonus earner you may qualify to be paid on any month that you meet the maintenance requirements.

To become eligible to participate in the \$600 Executive Car Bonus program, achieve the following each month during any 3 consecutive month period:

- 10,000 TQV⁽¹³⁾ with a minimum of 2,000 TQVFS⁽¹⁴⁾ per month
- Meet monthly Maintenance Requirements to be paid as a Gold Executive or above

\$600 Executive Car Bonus Program⁽¹²⁾, each month you will need:

- 10,000 TQV⁽¹³⁾ with minimum 2,000 TQVFS⁽¹⁴⁾ per month
- Meet monthly maintenance requirements to be paid as a Gold Executive or above

(12) Two (2) months Grace Credit of 5,000 TQV and 1,000 TQVFS if someone you enrolled promotes to Gold.

(13) Max 50% from any one leg.

(14) TQVFS equals the volume that comes from purchases during the Fast Start Period from people sponsored by you and your Team.



EXECUTIVE GENERATIONAL BONUSES

Generational Payout %

	YOUR RANK				
	Level 5 Platinum 1-Star Executive	Level 6 Platinum 2-Star Executive	Level 7 Platinum 3-Star Executive	Level 8 Platinum 4-Star Director	Level 9 Platinum 5-Star Ambassador
Generation Level					
Gen 1⁽³⁾	15%	15%	15%	15%	15%
Gen 2		4%	4%	4%	4%
Gen 3			3%	3%	3%
Gen 4				0.5%	0.5%
Gen 5					0.25%

(3) 10%, not 15% if TQV falls below 12,000 for the month. Except you get 2 months grace credit of 5,000 TQV if someone you enroll promotes to Gold.

Executive Fast Start Bonus Boost

GQV ⁽⁷⁾	TQVFS ⁽⁸⁾⁽⁹⁾	Bonus Boost
25,000	2,000	\$1,000.00
50,000	2,000	\$1,500.00
100,000	3,000	\$2,000.00
200,000	3,000	\$3,000.00
300,000	4,000	\$4,000.00
400,000	4,000	\$8,000.00
500,000	5,000	\$10,000.00

(7) Max 50% from any one leg. Must be an Executive to qualify.

(8) Two months grace credit of 1,000 TQVFS if someone you enrolled promotes to Gold.

(9) TQV Fast Start TQVFS equals the volume that comes from purchases during the Fast Start Period* from people sponsored by you and your Team for purposes of Executive Fast Start Bonus Boost.