

COMPENSATION PLAN



There are only Three Simple Steps that you follow to participate in 10 categories of compensation and reward in the NuCerity Compensation Plan:

1. Retail Customer Profits
2. Preferred Customer Profits
3. Fast Start Bonus
4. Star Bonus
5. Team Volume Commissions
6. Team Commission Matching Bonus
7. Mentor Bonus
8. Bulk Order Bonus
9. Additional Business Centers
10. Diamond Rewards & Bonuses

We will review each of these rewards in detail later in this document. We first want to start by helping ensure you get started in the right direction.

Three Simple Steps

Starting Your NuCerity Success

You do not have to be an “expert” in every detail of the plan. If you follow these steps, and over time help others do the same, the rest will fall into place.

To better understand the Compensation Plan explanation as we get started, here are the definitions of a few key terms:

Independent Business Center (IBC): An IBC is a position in the NuCerity Compensation Genealogy that is created for a Distributor at the time of enrollment.

Commissionable Volume (CV): The NuCerity business model is built around the retail potential of our product. In order to maintain competitive pricing at the retail level and to ensure a profitable wholesale to retail margin for our distributors, we assign a point value to all product. CV is the point value assigned to a NuCerity product. The compensation program is based on the accumulation of these points. NuCerity gives the maximum points possible to create the ideal balance between significant retail profits and substantial override income for our distributors. Every time product is sold, CV points are generated.

Personal Volume (PV): PV is the total amount of CV that is credited to the Distributor’s IBC for the product sales activity from both the Distributor’s personal product purchases for his or her personal consumption or resale as well as the direct purchases of the Distributor’s customers through the distributor’s online retail store.

Personal Group Volume (PGV): PGV is the total CV amount of PV that is generated through the Distributor’s IBC and the IBCs he or she has personally enrolled.

Step 1

Enroll with NuCerity International

There is no product purchase required to become an Independent Distributor with NuCerity International. Simply complete the online enrollment form and submit the US\$59 initial registration fee to secure an Independent Business Center (IBC). This fee includes your personal marketing web site, an online retail store and unlimited access to complete virtual office systems for a full year. The annual renewal fee for these services is US\$59 each year.

Step 2

Activate Your IBC and Advance to a Team Commissionable Rank

Any and all earned commissions and overrides are based on the sale and consumption of product. While there is no product purchase required, your business will probably grow and flourish more quickly if you are a satisfied and experienced product user and have product on hand to share with others.

ACTIVATE YOUR IBC

In order to hold and accumulate the sales volume generated within your downline sales teams, your IBC must be activated. You can initially activate your IBC with 100CV points or more of PV in a single weekly bonus period. You will receive an initial activation period of five (5) full weekly bonus periods (the balance of the weekly bonus period in which you initially activate plus five more full weekly bonus periods). Each weekly bonus period runs from 12:00am Mountain Time US each Monday (Sunday night) through 11:59pm Mountain Time US the following Sunday.

ADVANCE TO A TEAM COMMISSIONABLE RANK

Team Volume Commissions are the most fundamental component of significant income development under the NuCerity Compensation Plan. In order to earn Team Volume Commissions you must advance to a Team Commissionable Rank. You can activate your IBC at the same time as you advance to a Team Commissionable Rank.

There are three Team Commissionable Ranks: **1 Star Associate, 2 Star Associate, 3 Star Associate.**

You may earn any of the Team Commissionable Ranks through either of two types of advancement qualification - Fast Start advancement or Standard advancement.

1. **Fast Start Advancement** –You may initially activate your IBC and advance immediately to a Team Commissionable Rank by electing to purchase a promotional Fast Start Package during the first 5 full weekly bonus periods after enrollment (the balance of the enrollment weekly bonus period plus the next 5 full weekly bonus periods). You become a 1 Star Associate with the Fast Start Basic Pack; a 2 Star Associate with the Fast Start Business Pack; a 3 Star Associate with the Fast Start Builder Pack. See the chart below.

Keep in mind that product purchase is optional and not required to advance in the plan.

2. **Standard Advancement** – There are two ways to advance to a Commissionable Rank over time without limit - Personal Enrollment or PGV accumulation.
 - a. **Personal Enrollment** - Be active and enroll two IBCs, one in each of your left and right sales teams, of said rank. For example, you are active and enroll two IBCs (1 left and 1 right) who become 3 Star Associates – you are now a 3 Star Associate.
 - b. **PGV Accumulation** - Accumulate the required PGV as outlined below (there is no time limit to accumulate PGV, but you must be active and remain active during the period of ongoing PGV accumulation; if your IBC becomes inactive, all accumulated PGV will be reset to zero).

WAYS TO ADVANCE	1. FAST START (first 5 full bonus periods)		2. STANDARD (over time without limit)	
	TEAM COMMISSIONABLE RANK (team commission %)	PURCHASE A PACK	PERSONAL ENROLLMENTS	TOTAL PERSONAL GROUP VOLUME
1 Star Associate (6%)	Fast Start Basic Pack \$240	Two 1-Star Associates	300 CV	
2 Star Associate (10%)	Fast Start Business Pack \$450	Two 2-Star Associates	600 CV	
3 Star Associate (12%)	Fast Start Builder Pack \$800	Two 3-Star Associates	1000 CV	

COMMISSION RANK ADVANCEMENT

Step 3

Qualify Your IBC and Remain Active

QUALIFY YOUR IBC

To fully qualify your IBC to earn Team Volume Commissions, you must personally enroll two (2) IBCs – one in your Left Sales Team and one in your Right Sales Team. In order to count for qualification, these personally enrolled IBCs must be active.



REMAIN ACTIVE - ONGOING MAINTENANCE REQUIREMENTS

In order to continue accumulating and holding volume after the initial activation period of 5 full weekly bonus periods, and continue earning Team Commissions and bonuses, a Distributor must reactivate their IBC. The ongoing activation periods are 4 weekly bonus periods in length. In order to maintain ongoing activation, an IBC must have a minimum of 50CV points of PV in each activation period. Distributors with a rank of 2 Star Associate or higher must maintain a minimum of 100CV of PV through their IBC in each activation period to earn the commissions and bonuses offered at those ranks.

Autoship: Setting up a monthly automatic order of personal product allows you to remain active with ease and insure your business is always qualified for maximum benefit.

NuCerity is built upon a commitment to teamwork and team building. Those who commit to the completion of these three steps rapidly, and then focus on helping as many others as possible do the exact same thing, will have the opportunity to create the life of their dreams!

10 Ways to Earn

Changing Your Future

Now that you have completed the Three Simple Steps and laid a solid foundation, you are in position to benefit from all of the compensation and rewards NuCerity offers.

1. Retail Profits

Marketing NuCerity products directly to customers is important to your business success. There are multiple ways to earn retail profits. As a Distributor, you can purchase products at wholesale pricing and sell them directly to customers at retail pricing, earning a profit of up to 100% or more at the largest wholesale pricing discounts.

In markets where a Distributor receives a replicated website upon enrollment with an online retail cart system, he or she can send customers directly to their website. When the customer places their order, NuCerity will process the order, drop ship the order to the customer and directly support the 30-day unconditional product guarantee. The retail profit is paid on the first commission run 35 days after the sale.

All CV from online retail customer purchases counts toward your Personal Volume (PV).

*Significantly larger retail profits are possible with the additional pricing discounts available through bulk quantity purchases. Distributors may purchase product and earn profits through retail customer sales at any time with no activation or maintenance requirement.

PRODUCT	BOTTLE QUANTITY	SUGGESTED RETAIL PRICE	CV	MAX RETAIL PROFIT
Skincerity	1	\$129.95	50	\$65.00
Rejuvenating Barrier	1	\$129.95	50	\$65.00
Satin Serum	1	\$129.95	50	\$65.00

RETAIL PROFITS

2. Preferred Customer (Direct) Profits

The Preferred Customer program allows you to create some initial residual income very quickly. A Preferred Customer (PC) is a customer that has a credit card on file for the automatic purchase of product every month (AutoShip). As a result, they receive a significant product pricing discount down to \$69.95 per bottle, almost as low as a standard Distributor wholesale price. There is no enrollment charge for Preferred Customers. You earn a \$20 Direct Profit every time your Preferred Customer's order is processed. Again, NuCerity handles all order processes and product guarantee support. The profit is paid on the first commission run 35 days after the sale.

PRODUCT	BOTTLE QUANTITY	PREFERRED CUSTOMER PRICE	CV	DIRECT PROFIT
Skincerity	1	\$69.95	25	\$20.00
Rejuvenating Barrier	1	\$69.95	25	\$20.00
Satin Serum	1	\$69.95	25	\$20.00

DIRECT PROFITS

All CV from Preferred Customer purchases counts toward your Personal Volume (PV).

3. Fast Start Bonus

The Fast Start Bonus is another way to create immediate income by simply sharing the NuCerity opportunity with others. When a new Distributor first enrolls, they have the option to purchase a promotional Fast Start Package of their choice. Depending upon the Fast Start Package selected, the new Distributor's enroller will receive a direct Fast Start Bonus of up to \$100. The enroller must be active to receive the Fast Start Bonus.

FAST START PACKAGE	PRICE	CV	FAST START BONUS	MENTOR BONUS*
Basic Pack (4 bottles)	\$240	120	\$20	\$25
Business Pack (8 bottles)	\$450	225	\$35	\$50
Builder Packs (See Below)	\$800	400	\$100	\$100
Skincerity Pack: 16 bottles of Skincerity Nightly Breathable Masque				
Nighttime/Daytime Pack: 8 bottles of Skincerity, 8 bottles of Rejuvenating Barrier				
PURE Pack: 8 bottles of Satin Serum, 8 bottles of Rejuvenating Barrier				

FAST START BONUS

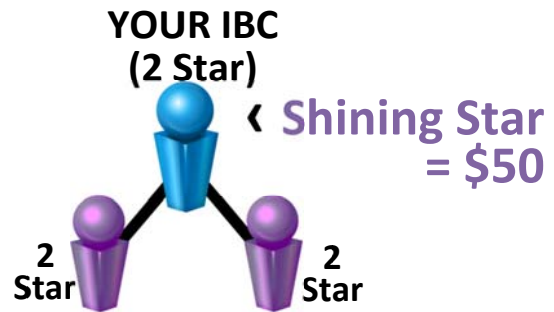
*Mentor Bonus discussed in Section 7.

4. Star Bonus

This is a bonus for those who start strong, duplicate that strength by qualifying (enroll left and right) quickly, and then help others do the same. To qualify for these bonuses, all requirements must be met within your first standard activation period (First 5 full bonus periods of activation only). There are three Star Bonuses:

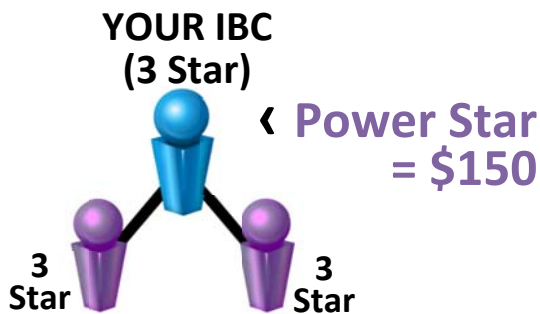
Shining Star

Become a 2 Star Associate or higher and then enroll a 2 Star Associate or higher right and left, but less than all 3 Star Associates (Power Star), and earn \$50.



Power Star

Become a 3 Star Associate and then enroll a 3 Star Associate right and left and earn \$150.



Super Star

Become a 3 Star Associate and then enroll a Power Star right and left and earn an extra \$400 for a total of \$550 (\$150 Power Star + \$400 Super Star).

You must have achieved the required personal rank prior to enrolling any Distributor who will be counted toward your Star Bonus qualification. Any Distributor personally enrolled prior to your required rank achievement will not count.



NOTE: Shining Star and Power Star Bonuses may be earned **only one time** during the initial activation period. Super Star Bonuses may be earned multiple times during the initial activation period.

5. Team Volume Commissions

Team Volume Commissions are the most significant foundations for building true success over time. As you introduce others to NuCerity who also choose to become Distributors and do the same, you will create two sales teams – a left sales team and a right sales team.

You begin the development of those teams by enrolling at least one new IBC in each team. To fully participate in Team Volume Commissions, you must be Active and Qualified, as well as having advanced to one of the commissionable ranks (1 Star, 2 Star or 3 Star Associate) as described earlier.

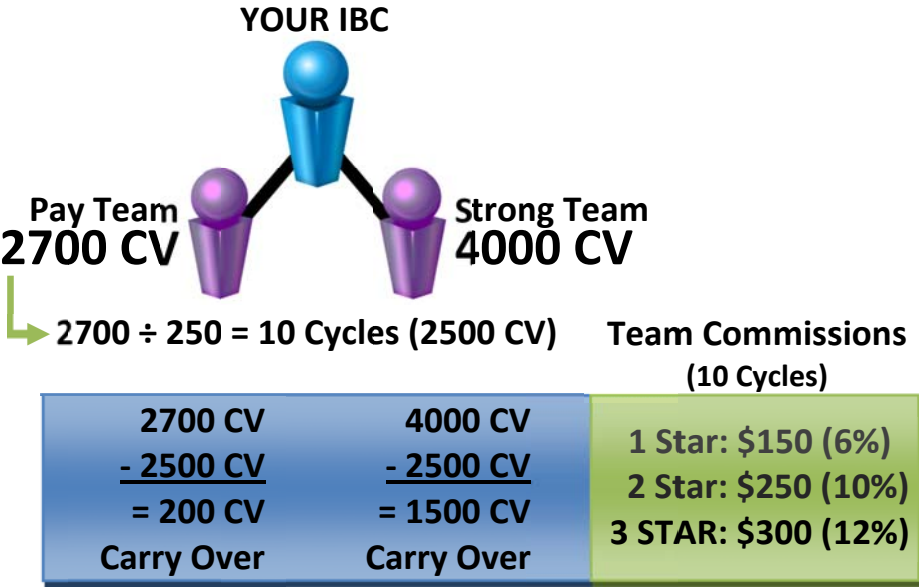
As your teams expand, the product sales of your team IBCs and their customers and the CV totals of those product sales are tracked for each team. You can earn income based on the product sales within your two teams.

At the end of each weekly bonus period, the team with the greater CV point total is called the Strong Team and the team with the lesser CV point total is called the Pay Team. The Team Volume Commission is based on the Pay Team volume and is calculated in 250CV increments or “cycles”. Once the maximum possible cycle CV is deducted from the Pay Team, the equal amount of volume is deducted from the Strong Team. You are then paid a cycle commission of \$15, \$25 or \$30 per cycle (6%, 10% or 12% of the Pay Team volume respectively) up to a \$10,000 per week maximum depending upon your commissionable rank as shown below.

TEAM VOLUME COMMISSION RANK	CYCLE AMOUNT PAY TEAM CV / STRONG TEAM CV	CYCLE COMMISSION	WEEKLY MAX
1 Star Associate	250CV / 250CV	\$15 (6%)	\$5,000
2 Star Associate	250CV / 250CV	\$25 (10%)	\$10,000
3 Star Associate	250CV / 250CV	\$30 (12%)	\$10,000

TEAM VOLUME COMMISSIONS

In the following example, a Distributor’s IBC has 2,700 CV points in his or her Pay Team and 4,000 CV points in his or her Strong Team. The Pay Team generates 10 cycles of 250CV points for a total of 2,500CV points with 200 excess points remaining. The same 2,500CV points are also deducted from the Strong Team with 1500 excess points remaining. The Distributor would earn \$150 (\$15 per cycle X 10 cycles = \$150) in Team Volume Commission as a 1 Star Associate, \$250 (\$25 X 10 = \$250) as a 2 Star Associate or \$300 (\$30 X 10 = \$300) as a 3 Star Associate.

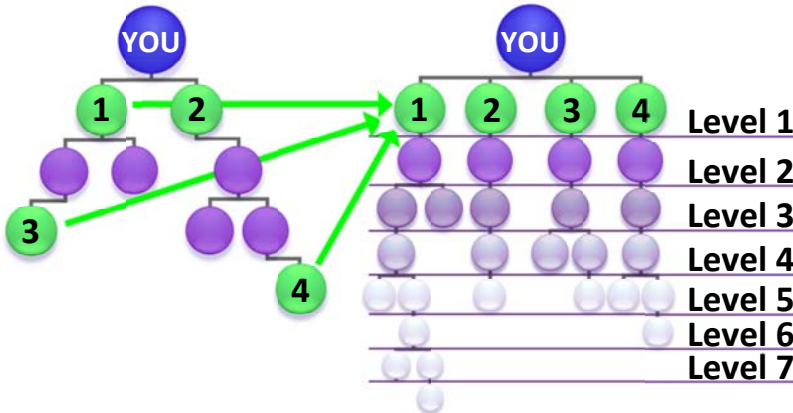


The remaining 200CV points in the Pay Team and 1,500CV points in the Strong Team are carried forward for future commission calculation. There is no flushing of CV as long as the Distributor’s IBC remains active.

6. Team Commission Matching Bonus

The Team Commission Matching Bonus is by far the most powerful part of the NuCerity Compensation Plan long term.

We track those IBCs whom you have personally enrolled and the IBCs that they have personally enrolled, and so on. This is your personal enrollment tree with those you have personally enrolled being your 1st level, while those they have personally enrolled are your 2nd level, etc.



As you move up in leadership rank you are able to earn a matching bonus that is equivalent to a percentage of the Team Volume Commissions earned by those within your enrollment tree up to 7 enrollment tree levels deep. The total Matching Bonus payout over 7 levels is 100%.

For example, if you are a Diamond and enrolled David and he earns \$5,000 in Team Volume Commissions for the week, you would earn \$1,500 (30% - 1st level) in Matching Bonus that week. If David enrolled Amy and she earned \$3,000 in Team Volume Commissions for the same week, you would also earn an additional \$600 (20% - 2nd level) in Matching Bonus.

RANK	Silver	Gold	Platinum	Ruby	Emerald	Diamond	Blue Diamond	2Star Blue Diamond	3Star Blue Diamond
Level 1	20%	25%	25%	25%	25%	30%	30%	30%	30%
Level 2		15%	15%	20%	20%	20%	20%	20%	20%
Level 3			10%	15%	15%	15%	15%	15%	15%
Level 4					5%	10%	10%	10%	10%
Level 5							5%	10%	10%
Level 6								5%	10%
Level 7									5%
Total %	20%	40%	50%	60%	65%	75%	80%	90%	100%

TEAM COMMISSION MATCHING BONUS

There is no limit to the number of people you can personally enroll on your first level or the number of people they can enroll on your second level, etc. This is why the Team Commission Matching Bonus is so significant over time.

RANK	Ongoing Activation	Minimum personally enrolled L/R Active Dist.	Preferred Customers (PCs)	Previous 4-week Pay Team CV	Number of enrollment legs with qualified rank [†]
Distributor	50CV				
1 Star Associate	50CV	1/1 *			
2 Star Associate	100CV	1/1 *			
3 Star Associate	100CV	1/1 *			
Silver	100CV	1/1 **		1,000CV	
Gold	100CV	2/2 **	1 Active PC	2,500CV	
Platinum	100CV	3/3 **	1 Active PC	5,000CV	
Ruby	100CV	3/3 **	1 Active PC	10,000CV	
Emerald	100CV	3/3 **	1 Active PC	25,000CV	
Diamond ‡	100CV	4/4 **	2 Active PCs	50,000CV	2 - Platinum 1 - Ruby
Blue Diamond ‡	100CV	4/4 **	2 Active PCs	100,000CV	2 - Ruby 1 - Emerald
Two Star Blue Diamond ‡	100CV	4/4 **	2 Active PCs	200,000CV	2 - Ruby 2 - Emerald
Three Star Blue Diamond ‡	100CV	4/4 **	2 Active PCs	400,000CV	1 - Ruby 2 - Emerald 1 - Diamond

RANK ADVANCEMENT

‡ Diamond rank and above, when qualified, will be “paid as” that rank for FOUR BONUS PERIODS; if you re-qualify at Diamond or above during the four bonus periods you will be paid as that rank for four more bonus periods from that time; otherwise you are paid as current qualified rank thereafter.


* For 1, 2, and 3 Star Associate rank qualification the left and right personally enrolled Distributor requirements must be Active status but may be any rank.

** For Silver and above rank qualification the left and right personally enrolled Distributor requirements must be an Active status 1 Star Associate or higher rank.

† For Diamond and above, the required enrollment leg ranked Distributors can be anywhere within the separate enrollment tree legs and do not have to be personally enrolled. At least one of the required enrollment legs must be in each team.

7. Mentor Bonus

Team coaching and mentoring is a fundamental commitment at NuCerity. The Mentor Bonus is a reflection of that. We assign a bonus amount to special promotional Fast Start Packages that is paid upline through the enrollment tree to



5%	First Upline 2-Star Blue Diamond or higher
15%	First Upline Blue Diamond or higher
10%	Second Upline Diamond or higher
25%	First Upline Diamond or higher
10%	Second Upline Emerald or higher
15%	First Upline Emerald or higher
10%	First Upline Ruby or higher
10%	First Upline Platinum or higher

MENTOR BONUS

qualified leadership ranks starting with the direct enroller. A Mentor Bonus qualified upline will receive all available unpaid bonus amounts of lesser rank*.

Mentor Bonus Example:

Janet is a Blue Diamond and enrolls Jim, a new distributor in the U.S., who selects a promotional Fast Start Builder Package which pays out a total Mentor Bonus of \$100**. The Mentor Bonus is paid out starting with the direct upline enroller if they are currently qualified at a rank that is part of the Mentor Bonus reward as indicated above. Janet, as the direct upline enroller and a Blue Diamond, qualifies for a percentage of the Mentor Bonus based on her rank.

Janet would receive 75%, or \$75, of the Mentor Bonus on Jim's package purchase since Janet is the first upline Platinum (10% = \$10) or higher, Ruby (10% = \$10) or higher, Emerald (15% = \$15) or higher, Diamond (25% = \$25) or higher, and Blue Diamond (15% = \$15) or higher rank in the enrollment tree. Janet would also receive that same full 75% of all Mentor Bonuses generated in this new enrollment leg under Jim until such time as someone within the leg reached the rank of Platinum or higher and began to receive those portions of the Mentor Bonus themselves on that portion of the enrollment tree below them.

*If a Qualified upline with a rank higher than Emerald and/or Diamond is receiving an Emerald and/or Diamond portion of the Mentor Bonus, they will only receive ONE bonus for that level of rank, not both. They will receive the highest available Mentor Bonus for that level. The second bonus for that level of rank will be paid to the next upline with that level of rank or higher. Rank advancement qualifications are outlined in Section 8 below.

**The Mentor Bonus amount paid on different promotional Fast Start Package sales may vary in different international markets due to different market pricing and costs.

8. Bulk Order Bonus

A Bulk Order is a larger quantity product pack purchase. You receive a Bulk Order Bonus when an IBC you have personally enrolled purchases a Bulk Order Package.

BULK ORDER PACKAGE	PRICE	CV	PRICE PER BOTTLE	BULK ORDER BONUS
24 Bottle Bulk Pack	\$1200	700	\$50	\$150
12 Bottle Bulk Pack	\$650	400	\$54	\$80
8 Bottle Bulk Pack	\$475	300	\$59	\$60

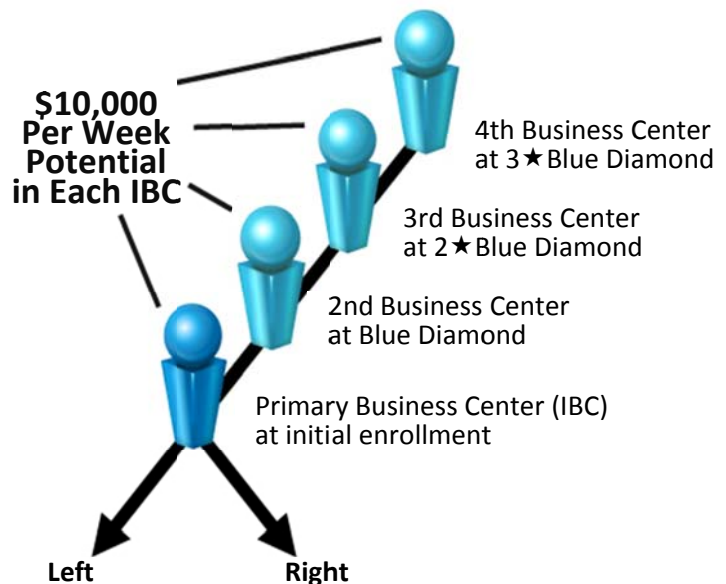
BULK ORDER BONUS

9. Additional Business Centers

As your NuCerity business grows and you advance up through the Leadership Ranks, there is the potential for you to receive up to three additional Business Centers. Each of these additional Business Centers has the potential to earn up to \$10,000 per week in Team Volume Commissions. There is no cost for these additional centers as their activation status is determined by your primary center.

An exceptional aspect of this reward is that each additional center is placed above your existing business centers so that one team is automatically developed and the moment you begin to build a new team on the opposite side of your new center, it immediately earns additional income.

You receive your first additional center when you achieve the rank of Blue Diamond, your second center when you reach 2 Star Blue Diamond and your third center at 3 Star Blue Diamond. While your additional centers allow you to maximize your potential income, there is no requirement to have to build your additional centers. All rank advancement is determined by your primary center and you only have to build your primary center to advance all the way to 3 Star Blue Diamond.



10. Diamond Rewards

TRAVEL / EXPENSE REWARD

As you reach the Diamond level ranks there are additional rewards and benefits that are earned. For all Diamond ranks there is a Travel/Expense reward that is paid each month. The amount of reward is determined by the rank at which you qualify to be “paid as” for the last pay period of a calendar month. The reward is paid with the commission run for that period.

RANK	TRAVEL/EXPENSE REWARD
Diamond	\$1,000/month
Blue Diamond	\$2,000/month
2-Star Blue Diamond	\$2,500/month
3-Star Blue Diamond	\$3,000/month

DIAMOND REWARDS

LUXURY CAR BONUS PROGRAM

As you reach the Emerald rank, NuCerity offers additional rewards and benefits for qualified Distributors. For all Emerald ranks and above there is a Luxury Car Bonus that may be earned each month. The type and the amount of the reward is determined by the country location of the Distributor as well as the specific “paid-as” rank earned. To qualify for a car bonus, a distributor must be a “paid as” rank Emerald, Diamond or Blue Diamond (including 2 Star and 3 Star Blue Diamond) for 4 consecutive 7-day pay weeks.

Luxury Car Bonuses are offered within the USA & Canada enrollment warehouses only.

The bonuses are as follows:

<u>Bonus Award</u>	<u>Mercedes Model</u>	<u>Bonus Amount</u>
Emerald Bonus	Mercedes C Class	\$500 US
Diamond Bonus	Mercedes E or ML Class	\$750 US
Blue Diamond*	Mercedes S or GL Class	\$1500 US

*Note: Includes 2-Star and 3-Star Blue Diamond Ranks

The most rewarding car program in the MLM industry!

When you reach and maintain the rank of Emerald Associate, you are eligible to participate in the NuCerity Luxury Car Bonus Program. You can purchase or lease a Mercedes Benz approved for your attained rank and receive up to \$1500 US each month as an allowance for your car. You can “ride in style” and enjoy the true lifestyle you deserve compliments of NuCerity! Full details of the Luxury Car Bonus Program are provided below.

Important Details

Requirements for Luxury Car Bonus Program for participants residing within the United States or Canada:

To receive the Luxury Car Bonus, the qualifying vehicle must be new or within one year of the vehicle’s “in-service” date. It can be either leased or purchased by the Distributor and it must be the latest model year. The vehicle must be Silver in color.

The bonus payment will be made to the Distributor through the NuCerity Compensation Plan in US dollars and will be made in the amount of the monthly car bonus - \$500US for a qualified “paid-as” rank Emerald, \$750US for a qualified “paid-as” rank Diamond, and \$1500US for a qualified “paid-as” rank Blue Diamond (includes 2&3 Star Blue Diamond) Associate.

Distributors must meet the “paid-as” rank qualifications of Emerald, Diamond or Blue Diamond **for 4 Consecutive 7-day pay weeks** by 11:59 PM US Mountain Time to earn the NuCerity Luxury Car Bonus for that 4-week period. *The 4 consecutive 7-day pay weeks may or may not coincide with the end of a calendar month.* Qualifying Distributors will be paid the Luxury Car Bonus with the commission run **after** the Distributor has met the “paid-as” rank qualifications of Emerald, Diamond or Blue Diamond for 4 consecutive 7-day pay weeks. For example:

Rank	Rank	Rank	Rank	QUALIFIED FOR C-CLASS BONUS	Rank	Rank	Rank	Rank	Rank	Rank	QUALIFIED FOR C-CLASS BONUS
Emerald	Emerald	Emerald	Emerald		RUBY	RUBY	Emerald	Emerald	Emerald	Emerald	
Week 1	Week 2	Week 3	Week 4		NOT Qualified	NOT Qualified	Week 1	Week 2	Week 3	Week 4	

QUALIFIED VERIFIED CAR BONUS IS PAID 2ND WEEK AFTER RANK IS VERIFIED.

Distributors achieving a “higher rank” may take a smaller model vehicle. However, NuCerity will only pay the bonus associated with the vehicle model. A Distributor originally qualifying at a certain “paid-as” rank may maintain a vehicle awarded to that rank. If a Distributor qualifies at a lower “paid-as” rank in subsequent months, the lower bonus amount would apply. In these cases, the lower bonus level would be paid toward the qualified vehicle.

An approved NuCerity logo-banner must be placed in the rear window of the vehicle. Distributor must contact NuCerity with the exact Mercedes Benz model and year and NuCerity will provide the appropriate logo-banner. The Distributor is responsible for installation which must be performed at a company that specializes in the installation of auto graphics.

Any Distributor who earns the Luxury Car Bonus must have a valid driver's license for the country of residence and maintain all insurance required by law. The Distributor is responsible for all costs associated with the qualifying vehicle including fees, insurance, taxes, gasoline and maintenance. NuCerity has no ownership interest in the vehicle and does not guarantee payment for the vehicle.

Distributor is an independent contractor and has sole responsibility for all legal and maintenance items associated with the vehicle. The vehicle purchase or lease agreement must be in the name of the person or company listed on the NuCerity Distributor Application and Agreement.

A photograph of the new vehicle with the NuCerity decal and the qualifying distributor must be submitted immediately to the NuCerity Corporate Offices. Any and all photographs, including videos, become the sole property of NuCerity with full rights to use as seen fit in promotional materials and/or corporate advertising.

NuCerity has the right to amend or change the Luxury Car Bonus Program at any time. In the event a Distributor ceases to qualify for the Luxury Car Bonus or NuCerity changes or terminates the Luxury Car Bonus Program, the Distributor bears all responsibility for the continuing car payments.

Note: The Diamond Rank "paid-as" for 4 weeks applies to Team Commission Matching Bonus (*Check Match*), and NOT to the Luxury Car Bonus Program.



65% Cap Rule

NuCerity pays out to the field, in various commissions, up to 65% of Commissionable Volume (the “65% Cap”) generated by product purchases over the lifetime of its program. Combined with the cash bonuses also paid on Fast Start and Bulk Package purchases as well as the Star Bonuses, NuCerity pays out a total of up to 50% of all product sales revenues to the field. If the CV-based commissions in any bonus period do not exceed the 65% Cap of commissionable volumes, the excess monies are retained for later payment in future bonus periods should the 65% cap threshold be exceeded. If commissions were to exceed the 65% Cap, commissions would be distributed in the following way. First, any monies previously retained when the 65% Cap was not met would be applied to available commission funds for the bonus period. If such funds equaled or were greater than the excess, commissions would be paid in full according to the Compensation Plan. If, after any previously retained monies were applied and the commissions calculated were still in excess of the 65% Cap threshold, then that remaining amount over the 65% Cap would be divided into the 65% Cap amount to determine a percentage factor for dilution adjustment.

Dilution is applied only to the Matching Bonus component of the Compensation Plan and only those Distributors who are qualified for this bonus would be affected by the dilution and receive an adjusted amount less than originally contemplated by the Compensation Plan. Once the dilution percentage is determined, it would be applied uniformly on a pro-rata basis to all Matching Bonus qualified Distributors to determine final commission payments in that commission bonus period.

Initial Team Volume Hold

If a Distributor enrolls and initially activates his or her IBC and maintains a minimum of 50CV of PV every activation period prior to reaching a commissionable rank, his or her IBC will hold and accumulate any group volume activity in the IBC’s left and right sales teams. The Distributor’s IBC will not earn a Team Volume Commission on that accumulated volume until a commissionable rank is achieved. If at any time during the time of accumulation of PGV, the Distributor does not maintain at least 50CV of PV during an activation period, the accumulated PGV totals will be flushed and reset to zero.

Ongoing Activation Maintenance

If an IBC does not meet and maintain the minimum activation requirements within the prescribed timeframe, any accumulated volume will be flushed and no override commission or bonus check will be earned. In the event an IBC reactivates (places and pays for a minimum 50CV or higher order), volume will once again start to accumulate from that time forward (no previously flushed volume will be reinstated) and commissions can be earned.

Bonus Period

Each bonus period runs from 12:00am Mountain Time each Monday (Sunday night) through 11:59pm Mountain Time the following Sunday. Commissions are run on the second Sunday after the close of a bonus period and are paid three days later on Wednesday.

There is a minimum check or commission payment amount of US\$20. If the total commission amount for any given bonus period is less than US\$20, the commission will be held and as soon as the accrued commission total is greater than US\$20, the commission will be released and paid in the next bonus period commission run. The minimum check or commission payment amount for NFR (Not For Resale) markets is US\$40.

Disclaimer

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