



Compensation Plan Enhancements

Effective August 1, 2010

FastStart Turbo Pool

Rewards Excellence in New Business Development

Purpose: To encourage enrollment activity—the lifeblood of our industry!

- 10% of the total BV of all FastStart Packs sold globally during the calendar month
- Pool accumulates monthly; divided into equal shares and paid monthly
- **Earn one share for every five new Distributors you enroll** during the calendar month, who purchase a FastStart or Leadership Pack
- Must have minimum 50 AutoShip PPV to be eligible

New Director Pacesetter Pool

Rewards New Rising Stars and their Enrollers

Purpose: To encourage the new Distributor to quickly build a well structured organization and achieve the Director level. Also encourages the Enroller to help the new Distributor achieve this milestone.

- 12.5% of the total BV of all FastStart Packs sold globally during the calendar month
- Pool accumulates monthly; divided into equal shares and paid monthly
- Maximum Payout: \$3,000 USD per share and \$1,500 USD per half-share

■ New Distributor Qualifications (to earn one full share):

- **Enroll as a Business Builder** (with a FastStart or Leadership Pack purchase and on AutoShip)
- **Qualify as a Director with the following group structure by the end of your first full calendar month** after you enroll (*Example: if you enroll during August, you have until the end of September to qualify*)
 - Have a minimum five personally enrolled Business Builders
 - Have a minimum 10 new retail-direct customers and/or Distributors with APPV in your organization (includes your five personally enrolled Business Builders with APPV)
- **Maintain Director the following calendar month**
- Must have minimum 50 AutoShip PPV monthly to qualify

■ Enroller Qualifications (to earn a 50% match):

- **Every time you help one of your personally enrolled Distributors qualify for a share**, you earn an equal half-share of the pool (50% matching bonus),
- Must have minimum 50 APPV monthly to qualify

Incentive Contest Pool

Rewards Contest Winners

Purpose: To fund periodic incentive contests that support continued growth and productivity.

- 2.5% of total BV of all FastStart Packs sold globally during the calendar month
- Pool accumulates monthly; applied to various incentive contests announced by Stemtech
- Entire pool is paid out at least once each year