

# NatureRich Canada Inc. Compensation Plan



## A. Create Your Independent Business Center (IBC)

- Complete the Independent Distributor Application to create your Independent Business Center (IBC). Purchase a Canadian Membership Sales Aid Kit for \$29.95 USD includes Replicated Website hosting for a year, opportunity to purchase inventory at Wholesale Pricing and a literature kit that contains various marketing materials (There are no commissions paid on this Membership Sales Aid Kit).

## B. Activate Your IBC and Earn Commissions

- Once NatureRich accepts your Distributor Application, generate a single sale of a Product Package of Level 1 or Level 2 on *your* I.D. number.
- In order to get your business off the ground, you will have to consider the amount of inventory you want to purchase. There is no obligation to carry a specific amount of inventory. All Product Packages are divided into two levels of Business Volume (BV) content as follows:
  - 1) Level 1 Product Package = 50 BV
  - 2) Level 2 Product Package = 200 BV
- Commissions are only available to Distributors who achieved the rank of Builder, or Wealth Builder. Distributors achieve their Distributor ranks through BV product sales as follows:
  - 1) Builder = 50 BV Product sales
  - 2) Wealth Builder = 200 BV Product sales
- A Distributor may also generate BV sales from Retail or Preferred Customer product sales (including sales made through your Replicated Website).
- To qualify for Commissions, you must be a Distributor at the Builder, Business Builder or Wealth Builder Level AND you must be generating a minimum of 50 Business Volume (BV) of product sales per month to remain Active. Commissions are only available to Distributors who achieved the rank of Builder or Wealth Builder.

*Please Note: Each product is assigned a BV value, subject to change without advanced notice.*

## C. The NatureRich Canadian Compensation Plan Gives You SEVEN Ways to Earn Commissions:

1. **Retail Profits** from product sales made to your Retail Customers (paid weekly)
2. **Direct Sales Commissions** from helping personally sponsored Distributors sell Level 1 and Level 2 Product Packages with no limit to the number of levels on which you can earn commissions (paid weekly).
3. **Quick-Start Weekly Bonuses** on Level 1 and Level 2 Product Package sales generated by your downline up to seven levels (paid weekly).

4. **Monthly Residual Commissions** on Business Volume (BV) of products sold in your organization based on your Distributor Level (paid monthly).
5. **Infinity Bonuses** to qualifying Presidential, Executive and Presidential Marketing Directors (paid monthly).
6. **Car Bonuses** to Presidential & Executive Marketing Directors who meet the necessary requirements (paid monthly).
7. **House Bonuses** based on the total BV product sales per month generated by your entire organization (paid monthly).

## 1. Retail Profits:

- You receive the difference between the wholesale cost and retail cost of products sold to Retail Customers.

## 2. Direct Sales Commission (DSC):

- You must be qualified and Active prior to a Level 1 or Level 2 Product Package sale to earn a DSC.
- Commissions that are paid WEEKLY to the NatureRich Distributor, who sells a Level 1 or Level 2 Product Package to a Personally Sponsored Distributor:
  - The DSC is \$25 USD on the sale of any Level 1 Product Package
  - The DSC is \$80 USD on the sale of any Level 2 Product Package

## 3. Quick-Start Weekly Bonus (QSW)

- **Quick-Start Weekly Bonuses are paid WEEKLY on Level 1 or Level 2 Product Package sales generated by your downline up to seven levels (Quick-Start SECOND – SEVENTH LEVELS).**
  - The QSW is \$5 on the sale of any Level 1 Product Package
  - The QSW is \$20 on the sale of any Level 2 Product Package
- **How to Qualify for QSW Bonuses:**
  1. You must be a Distributor that has achieved the Builder Level or Wealth Builder Level.
  2. Be qualified and Active by maintaining a 50 BV minimum per calendar month, prior to the Level 1 or Level 2 Product Package sale.
  3. An Autoship Template must be set-up on your account with a minimum of 50 BV.
  - **How to Earn SECOND & THIRD LEVEL QSW Bonuses:**
    - **ONE** of your Personally Sponsored Distributors must have an Autoship Template with a 50 BV minimum on his/her account.
  - **How to Earn FOURTH & FIFTH LEVEL QSW Bonuses:**
    - **TWO** of your Personally Sponsored Distributors must have an Autoship Template with a 50 BV minimum on their accounts.
  - **How Earn to SIXTH & SEVENTH LEVEL QSW Bonuses:**
    - **THREE** of your Personally Sponsored Distributors must have an Autoship Template with a 50 BV minimum on their accounts.

## **SPONSOR & PLACEMENT for DSC & QSW Bonuses**

- **When you personally sponsor and sell a Level 1 or Level 2 Product Package, this Distributor will be placed on your Quick-Start FIRST LEVEL.**
  - You will earn a Direct Sales Commission (DSC).
  
- **If your Personally Sponsored Distributor personally sponsors and sells a Level 1 or Level 2 Product Package, then this new Distributor will be placed on your Quick-Start SECOND LEVEL and your Personally Sponsored Distributor's Quick-Start FIRST LEVEL.**
  - Your Personally Sponsored Distributor will earn a DSC.
  - You will earn a QSW Bonus if you have ONE of your Personally Sponsored Distributors with an Autoship Template with a minimum of 50 BV.
  
- **If a Distributor placed in your Quick-Start SECOND, THIRD or FOURTH LEVEL, personally sponsors and sells a Level 1 or Level 2 Product Package, then this new Distributor will be placed on your Quick-Start THIRD, FOURTH or FIFTH LEVEL respectively.**
  - You will earn a QSW Bonus if you have TWO of your Personally Sponsored Distributors with an Autoship Template with a minimum of 50 BV.
  
- **If a Distributor placed in your Quick-Start FIFTH or SIXTH LEVEL, personally sponsors and sells a Level 1 or Level 2 Product Package, then this new Distributor will be placed on your Quick-Start SIXTH or SEVENTH Level respectively.**
  - You will earn a QSW Bonus if you have THREE of your Personally Sponsored Distributors with an Autoship Template with a minimum of 50 BV on his/her account.

*(See 'SPONSOR and PLACEMENT for DSC and QSW Bonuses' Chart on page 4)*

### **Retail Profits, Direct Sales Commissions and Quick-Start Weekly Bonuses are Paid Weekly (4 Times Each Month):**

<b>Paid Date</b>	<b>Pay Period</b>
7 <sup>th</sup>	for sales from the 22nd thru the end of the previous month
14 <sup>th</sup>	for sales from the 1st thru the 7th
21 <sup>st</sup>	for sales from the 8th thru the 14th
28 <sup>th</sup>	for sales from the 15th thru the 21st

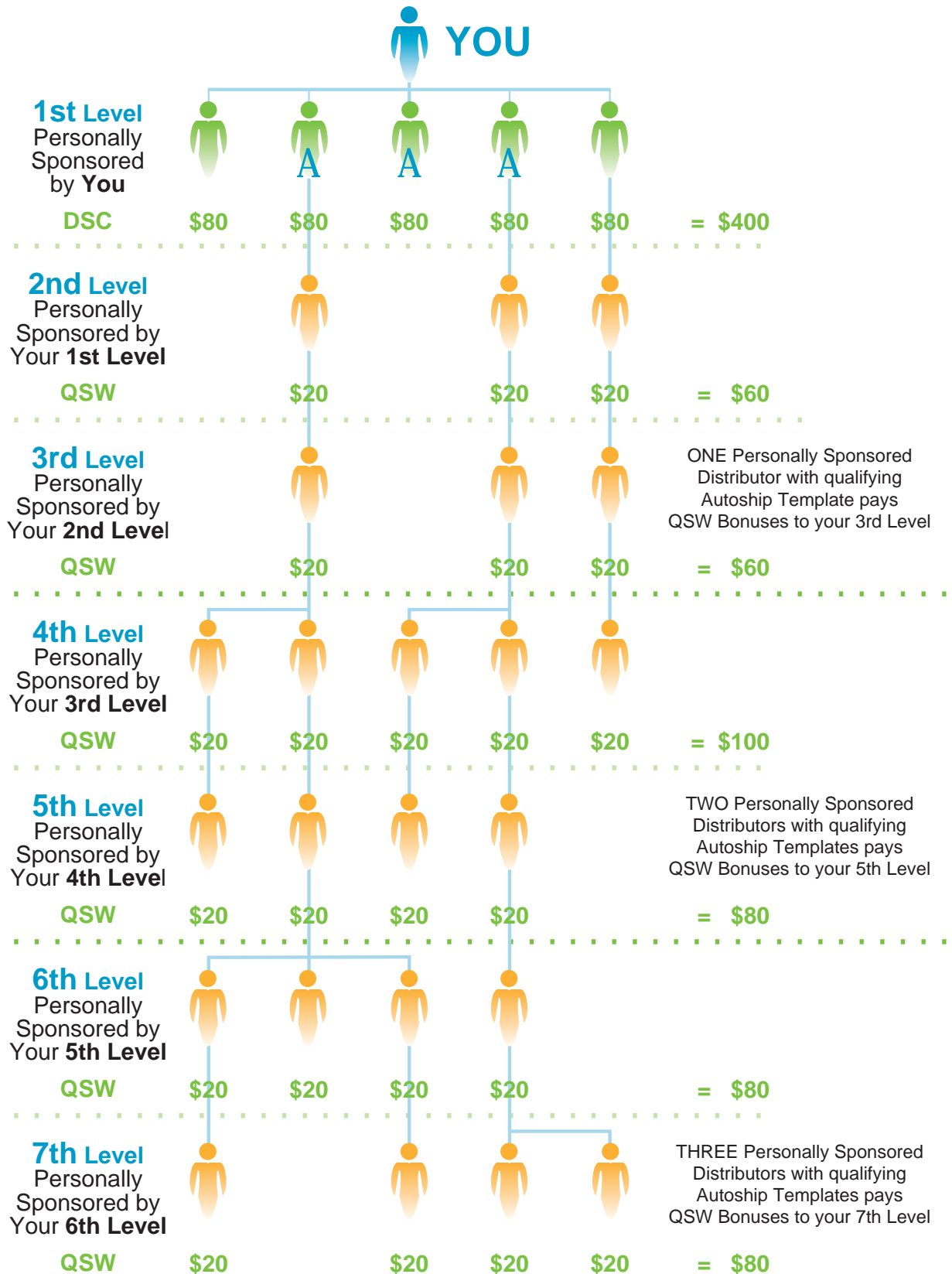
**Please Note:** *When a Paid Date occurs on a weekend or holiday, the Paid Date will be the following business day.*

# SPONSOR and PLACEMENT for DSC and QSW Bonuses

Example based on **\$300 Wealth Builder Package** sales.

**Direct Sales Commission (DSC) = \$80** • **Quick-Start Weekly Bonus (QSW) = \$20**

**A** = Distributors with Autoship Templates/50 BV monthly minimum



## 4. Monthly Residual Commissions Program

- **Monthly Residual Commission** is the monthly commission paid on the **Business Volume (BV)** of the products sold in your organization during that month.
  - The Monthly Residual Commission is paid up to **SEVEN Residual Levels**.
  - The amount of Residual Levels you are paid is based on your current Residual Commission Distributor Level [See Monthly Residual Commission Figure].
- **SPONSOR & PLACEMENT for Residual Commissions**
  - Any Distributor you personally sponsor will automatically be placed on your 1st level in the Monthly Residual Plan.
  - You may change the placement of your Personally Sponsored Distributor within 72 hours from the enrollment date by contacting Customer Service.
- **How to Earn Monthly Residual Commissions:**
  - To receive **5% monthly residuals** on **NatureRich** product sales maintain the **20 BV minimum** per calendar month you are at the Builder or Wealth Builder Level.\*
  - To receive **10% monthly residuals** on **NatureRich** product sales maintain the **30 BV minimum** per calendar month if you are at the Wealth Builder Level.\*
  - You generate BV from Retail or Preferred Customer product sales within your organization (including sales made through your Replicated Website) or by generating sales on your account.

**Monthly Residual Commissions are paid on the 25th of every month** for qualifying product sales thru the last day of the previous month. When the 25th of the month occurs on a weekend or holiday, the Paid Date will be the following business day.

### **\*Please Note:**

1. *The BV minimum to earn commissions is subject to change without advanced notice.*
2. *If you generate less than the minimum Business Volume, you will no longer qualify to receive any commission. **YOU WILL BE DEMOTED FROM YOUR DISTRIBUTOR LEVEL IF YOU DO NOT REMAIN ACTIVE.***
3. *Once you achieve a Distributor Level title (such as Manager), you retain that level title as long as you remain Active or you earn a promotion to a higher position. Your commissions paid each month will vary based on the number of active Personally Active Customers/Distributors within your organization.*
4. *If you generate a minimum of 20 BV at the Builder or Wealth Builder Level, you qualify for Retail Commissions, Direct Sales Commissions and 5% Residual Commissions on NatureRich Product sales only.*
5. *If you generate a minimum of 30 BV at the Wealth Builder Level, you qualify for Retail Commissions, Direct Sales Commissions and 10% Residual Commissions on NatureRich Product sales only.*
6. *If you generate a minimum of 50 BV at the Builder Level, you qualify for Retail Commissions, Direct Sales Commissions and 5% Residual Commissions on Xp3 & NatureRich Product sales.*
7. *If you generate a minimum of 50 BV at the Wealth Builder Level, you qualify for Retail Commissions, DSC, QSW and 10% Residual Commissions on Xp3 & NatureRich Product sales.*

# MONTHLY RESIDUAL COMMISSIONS PROGRAM



Personally Sponsored Distributors by YOU

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
<b>RANK</b>	Consultant I	Consultant II	Consultant III	Manager	District Manager	Regional Manager	Regional Marketing Director	Regional Marketing Director	National Marketing Director	National Marketing Director	National Marketing Director	Executive Marketing Director	Executive Marketing Director	Executive Marketing Director	Presidential Marketing Director
							Maintain <b>TWO separate residual legs</b> , each with an <b>Active Regional Manager or higher</b> (does not need to be personally sponsored)		Maintain <b>TWO separate residual legs</b> , each with an <b>Active Regional Marketing Director or higher</b> (does not need to be personally sponsored)			Maintain <b>TWO separate residual legs</b> , each with an <b>Active National Marketing Director or higher</b> (does not need to be personally sponsored)			Maintain <b>TWO separate residual legs</b> , each with an <b>Active Executive Marketing Director or higher</b> (does not need to be personally sponsored)
<b>Monthly Residual Commissions paid for qualifying product sales thru the following levels:</b>															
<b>LEVELS</b>	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$
1	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$
2		\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$
3			\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$
4				\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$
5					\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$
6						\$	\$	\$	\$	\$	\$	\$	\$	\$	\$
7							\$	\$	\$	\$	\$	\$	\$	\$	\$
8+									1% to infinity	1% to infinity	1% to infinity	2% to infinity on RMD & Lower 1% to infinity on NMD	2% to infinity on RMD & Lower 2% to infinity on NMD & Lower 1% to infinity on EMD	3% to infinity on RMD & Lower 2% to infinity on NMD & Lower 1% to infinity on EMD	

## 5% Monthly Residual Commissions

- Paid on **NatureRich** product sales to **Builder** or **Wealth Builder** Level Distributors who maintain the **20 BV minimum** per calendar month
- Paid on **Xp3** product sales to **Builder** or **Wealth Builder** Level Distributors who maintain the **50 BV minimum** per calendar month

## 10% Monthly Residuals Commissions

- Paid on **NatureRich** product sales to **Wealth Builder** Level Distributors who maintain the **30 BV minimum** per calendar month
- Paid on **Xp3** product sales to **Wealth Builder** Level Distributors who maintain the **50 BV minimum** per calendar month

*Paid monthly*

## Car Bonus

Allows qualifying Presidential and Executive Marketing Directors to earn up to \$900 per month. See Compensation Plan for details.

## **Residual Commission Distributor Levels**

- Every Distributor you **Personally Sponsor** is automatically placed on your **Residual First Level** and creates a separate Residual Commission Leg.
- You have the option of changing the Placement of your Personally Sponsored Distributor within 72 hours from enrollment date.
- Depending on the number of Personally Sponsored Customers and Distributors, you achieve the following Distributor Levels for Residual Commissions:

### **Consultant I**

- Maintain **ONE (1)** Personally Sponsored Active Customer or Distributor in that calendar month
- Pays to 1 level

### **Consultant II**

- Maintain **TWO (2)** Personally Sponsored Active Customers and/or Distributors in that calendar month
- Pays to 2 levels

### **Consultant III**

- Maintain **THREE** Personally Sponsored Active Customers and/or Distributors in that calendar month
- Pays to 3 levels

### **Manager**

- Maintain **FOUR** Personally Sponsored Active Customers and/or Distributors in that calendar month
- Pays to 4 levels

### **District Manager**

- Maintain **FIVE** Personally Sponsored Active Customers and/or Distributors in that calendar month
- Pays to 5 levels

### **Regional Manager**

- Maintain **SIX** Personally Sponsored Active Customers and/or Distributors in that calendar month
- Pays to 6 levels

### **Regional Marketing Director**

- Maintain **SEVEN** Personally Sponsored Active Customers and/or Distributors in that calendar month
- Maintain **TWO separate residual legs**, each with an **Active Regional Manager or higher** (does not need to be personally sponsored).
- Pays to 7 levels

### **National Marketing Director**

- Maintain **NINE** Personally Sponsored Active Customers and/or Distributors in that calendar month
- Maintain **TWO separate residual legs**, each with an **Active Regional Marketing Director or higher** (does not need to be Personally Sponsored).
- Pays 1% 8th level to infinity

### **Executive Marketing Director**

- Maintain **TWELVE** Personally Sponsored Active Customers and/or Distributors in that calendar month
- Maintain **TWO separate residual legs**, each with an **Active National Marketing Director or higher** (does not need to be Personally Sponsored).
- Pays 2% 8th level to infinity on all **Regional Marketing Directors** and lower and 1% to infinity on **National Marketing Directors**

### **Presidential Marketing Director**

- Maintain **FIFTEEN** Personally Sponsored Active Customers and/or Distributors in that calendar month
- Maintain **TWO separate residual legs**, each with an **Active Executive Marketing Director or higher** (does not need to be personally sponsored).
- Pays 3% 8th level to infinity on all **Regional Marketing Directors** and lower, pays 2% to infinity on all **National Marketing Directors** and lower, and 1% to infinity on **Executive Marketing Directors**

## 5. Infinity Bonus

- **The Infinity Bonus is awarded monthly to qualifying Presidential, Executive National Marketing Directors.**
  - **National Marketing Director Infinity Bonus** = Pays 1% 8th level to infinity
  - **Executive Marketing Director Infinity Bonus** = Pays 2% 8th level to infinity on all Regional Marketing Directors and lower and 1% to infinity on National Marketing Directors
  - **Presidential Marketing Director Infinity Bonus** = Pays 3% 8th level to infinity on all Regional Marketing Directors and lower, pays 2% to infinity on all National Marketing Directors and lower, and 1% to infinity on Executive Marketing Directors
- **The Infinity Bonus will be paid every month thereafter as long as you remain qualified at the Presidential, National or Executive Distributor Level with the same requirements each month.**
  - **For example:** If you are qualified as a "Paid As" Executive Marketing Director in June, then you must be "Paid As" Executive Marketing Director in July to continue to receive the Executive Marketing Director Infinity Bonus.
  - Refer to the Residual Commission Distributor Levels listed under Section 4 in this Compensation Plan for the qualifications that need to be met each month to achieve the Presidential, National and Executive Distributor Levels.
  - **Please Note:** If you do not qualify each month at the "Paid As" Distributor Level necessary to earn one of the Infinity Bonuses, then you will need to re-qualify for the Distributor Level in order to receive the Infinity Bonus again.

## 6. Car Bonus

- **The Car Bonus allows qualifying Presidential and Executive Marketing Directors to earn up to \$900 USD per month.<sup>1</sup>**
  - **\$300 USD Car Bonus** = You must achieve "Paid As" Executive Marketing Director Level for TWO (2) consecutive months.
  - **\$600 USD Car Bonus** = You must achieve "Paid As" Presidential Marketing Director Level for TWO (2) consecutive months.
  - **\$900 USD Car Bonus** = You must achieve "Paid As" Presidential Marketing Director Level AND have an additional "Paid As" Executive Marketing Director in a third residual leg for TWO (2) consecutive months.
- **The Car Bonus will be paid with the Monthly Residual Commissions on the 25th of the month for qualifying sales through the last day of the previous month.**
  - **For Example:** If you are qualified as a "Paid As" Executive Marketing Director in June and July, the car bonus with the commissions will be paid out on August 25th.

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<sup>1</sup> We estimate that in Canada most plan participants will earn between \$800.00 USD and \$1000.00 USD per year.

- **The Car Bonus will be paid every month thereafter as long as you remain qualified for each bonus with the same requirements each month.**
  - **For Example:** If you are qualified as a "Paid As" Executive Marketing Director in June and July, then you must be "Paid As" Executive Marketing Director in August to continue to receive the Car Bonus.
  - **Please Note:** If you do not qualify at the "Paid As" Distributor Level necessary to earn one of the Car Bonuses, then you will need to re-qualify for TWO consecutive months to receive the same bonus.
  
- **You may also receive a lower Car Bonus based on qualifications.**
  - **For Example:** If you qualified for the \$900 USD Car Bonus for six months and in the seventh month one of the three Executive Marketing Directors in your downline did not qualify, then you would receive the \$600 USD Car Bonus.
  - **Please Note:** You must re-qualify for TWO consecutive months to receive the \$900 USD Car Bonus again.

## 7. Home Bonus

- **The Home Bonus allows qualifying Distributors to earn up to \$5,000 USD per month based on the total BV product sales per month<sup>†</sup> generated by your entire organization.\*\***
- **As your organization's Business Volume (BV) product sales grow, so does your Home Bonus:**

<b>Group Monthly BV Product Sales</b>	<b>Monthly Home Bonus (USD)</b>
100,000 BV	\$1,000
200,000 BV	\$2,000
300,000 BV	\$3,000
400,000 BV	\$4,000
500,000 BV	\$5,000

- **Home Bonuses will be paid with your Monthly Residual Commission on the 25th of the month based on your organization's total BV through the last day of the previous month.**
  - **For example:** If your organization generates a total BV of 200,000 in August, then you would receive your \$2,000 USD Home Bonus in addition to your other monthly commission paid out on September 25th.
  
- **\*\*Please Note:** No more than 50% of the total BV generated can come from a single Monthly Residual Leg.

**Please Note:** NatureRich does not guarantee earnings or earnings potential. Individual earnings are directly dependent on the amount of effort invested by each Independent Distributor of NatureRich.

**Please Note:** All currency under the Policies and Procedures and the NatureRich Canada Compensation Plan shall be in United States of America Dollars (USD), unless otherwise indicated.

**Income Disclosure Statement:** We estimate that in Canada most plan participants will earn between \$800.00 USD and \$1000.00 USD per year.