



**Live . Life . Healthy.**

# **Compensation Plan**



# Multiple Earning Centers...

## Differential Bonus

As an Associate with NatraTech you can sell products at retail and earn a commission on your sales. We will never make you purchase a large inventory of products. In fact, you don't have to purchase or store an inventory at all. Simply refer your customers to your personalized NatraTech website to place an order and we will process and ship it from our facilities and credit your account with the commission. The amount earned per sale is equal to the difference between Associate and Retail pricing, or the difference between Associate and Preferred Customer pricing. This bonus is also referred to as Retail Commission.

## Retail Bonus

The Retail Bonus is a pool consisting of 10% of the **total company's total monthly Bonus Volume**. In essence, you are able to share in the entire company's sales, even as a smaller producer. This provides a nice incentive for 'the little guy' to earn more.

A share of this pool is earned by accumulating at least 300 in Personal Bonus Volume in a given month. Additional shares can be earned in increments of 300 (300 PBV = 1 share, 600 PBV = 2 shares, etc.)

*Example:* If the total company wide BV is 850,000 in a given month, the Retail Bonus pool will contain \$85,000. If 800 shares are earned across the company, each share would have a value of \$106.25



# Fast Start Bonus

Enrolling Associates have the exclusive ability to purchase a 'Fast Start Kit'. This kit contains a variety of our products at a discounted price. When an Associate enrolls a new Associate who purchases the kit, the enroller will earn a \$50 bonus.

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# Senior Associate Bonus

The Senior Associate Bonus is a bonus pool consisting of 5% of the *total company monthly Bonus Volume*. Upon achieving the Senior Associate rank, a single share of this pool is earned (and maintained through higher ranks).

*Example:* If the total company wide BV is 850,000 in a given month, the Senior Associate Bonus pool will contain \$42,500. If there are 300 shares earned across the company (300 people with the rank of Senior Associate or higher) each qualifier will earn \$141.67 for each share they earn.

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# Managers Bonus

Upon reaching the rank of Manager you will begin to earn shares of the Managers Bonus. This bonus pool consists of 5% of the *total company monthly Bonus Volume*. Managers have a Group Bonus Volume of 2,000 (on first 3 levels). This entitles them to earn one share of this pool. Additional shares can be earned by increasing your Group BV in increments of 500 (2,000 GBV = 1 share, 2,500 GBV = 2 shares, etc.)

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# Team Bonus

The Team Bonus is paid as a percentage of your marketing organization's Bonus Volume through a specified number of levels. As you move up in rank, you will unlock additional earning potential through your organization's levels. The percentage paid is 3% of your organization's Compressed Bonus Volume (see the Glossary for an explanation of Compression).

*Rank and Levels Paid:*

- ✓ **Associate:** 3 levels
  - ✓ **Senior Associate:** 5 levels
  - ✓ **Manager through Regional Director:** 7 levels (+ Infinity Bonus)
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# Infinity Bonus

The Infinity Bonus gives you the ability to earn additional compensation of up to 5% of your down lines Bonus Volume, through the first 7 levels of your organization and beyond. This works by paying an additional percentage on an 'infinite' number of levels until the next qualifier for the Infinity Bonus is reached in the down line.

The Infinity Bonus is divided into three tiers with each being calculated independently at the given ranks:

- ✓ **Director (25k):** Earn an additional 2% on unlimited levels until the next Director is reached in the down line.



- ✓ **Area Director (50k):** Earn up to 4% on unlimited levels until the next Area Director is reached in the down line.
- ✓ **Regional Director (100k):** Earn up to 5% on unlimited levels until the next Regional Director is reached in the down line

The percentages earned can vary at any given point in the down line for Area Directors and Regional Directors in the event a Director of a lower rank is reached in the down line. For example, if you are a Regional Director and there is a Director 25 levels below you, you will earn 5% on your first 25 levels and 3% on levels 26+ (5% - 2% = 3%).

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## Special Bonuses

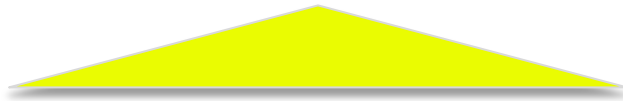
The company also offers periodic special promotions. These include additional cash bonuses, prizes, free products, and more.

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# Rank Qualifications

**Regional Director:** 100,000 Group BV with at least 7 Bonus Qualified Associates on 1<sup>st</sup> level



**Area Director:** 50,000 Group BV with at least 6 Bonus Qualified Associates on 1<sup>st</sup> level



**Director:** 25,000 Group BV with at least 5 Bonus Qualified Associates on 1<sup>st</sup> level



**Manager:** 2,000 Group BV on first three levels and at least 4 Bonus Qualified Associates on 1<sup>st</sup> level



**Senior Associate:** 500 Group BV on first three levels and at least 3 Bonus Qualified Associates on 1<sup>st</sup> level



**Associate:** Active = 50 BV personal order

Bonus Qualified = 100 personal BV (your 50 BV personal order + Retail + Preferred Customer orders)

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## **Definitions:**

**Personal Bonus Volume (BV)** – The sum of an Associate’s personal order volume, retail sales volume, and Preferred Customer sales volume.

**Group Bonus Volume (BV)** - The sum of an Associate’s Personal Bonus Volume and their marketing organization’s Bonus Volume.

**Bonus Qualified Associate** – An Associate with at least 100 in Personal Bonus Volume, including a personal order of 50 BV or more.

\*For a full list of definitions please see the Glossary



# Summary Chart

Rank →→	Associate	Senior Associate	Manager	Director	Area Director	Regional Director
<b>Personal Qualification</b>	50 BV Personal Order + 50 Personal Bonus Volume	3 Bonus Qualified Associates on 1 <sup>st</sup> level	4 Bonus Qualified Associates on 1 <sup>st</sup> level	5 Bonus Qualified Associates on 1 <sup>st</sup> level	6 Bonus Qualified Associates on 1 <sup>st</sup> level	7 Bonus Qualified Associates on 1 <sup>st</sup> level
<b>Group Qualification</b>		500 BV on 1 <sup>st</sup> three levels (Includes Personal BV)	2,000 BV on 1 <sup>st</sup> three levels (Includes Personal BV)	25,000 Group BV thru 7 Levels	50,000 Group BV thru 7 Levels	100,000 Group BV thru 7 Levels
<b>Bonuses</b>						
<b>Retail Bonus</b>	300 Personal Bonus Volume					
<b>Fast Start Bonus</b>	Paid to enroller for each 'Fast Start Kit' purchased by an enrolling Associate					
<b>Sr. Associate Bonus</b>		Earn 1 Share When Meeting Rank Qualification Listed Above				
<b>Manager Bonus</b>			Meet Rank Qualification Above: 2,000 BV = 1 share 2,500 BV = 2 shares etc. (No Cap)			
<b>Special Promotions</b> – qualifications vary with each promotion						
<b>Team Bonus</b>						
Level 1	3%	3%	3%	3%	3%	3%
Level 2	3%	3%	3%	3%	3%	3%
Level 3	3%	3%	3%	3%	3%	3%
Level 4		3%	3%	3%	3%	3%
Level 5		3%	3%	3%	3%	3%
Level 6			3%	3%	3%	3%
Level 7			3%	3%	3%	3%
<b>Level 8+: Infinity Bonus</b>				+2% Infinity Bonus	+2-4% Infinity Bonus	+1-5% Infinity Bonus





# Glossary

**Associate** – An individual or other legal entity that enrolls to market the company's products. May participate in the NatraTech Compensation Program by meeting the minimum qualification of a 50 BV personal order plus at least 50 BV from Personal Volume (BV from Retail and Preferred Customer sales). Associates maintain a monthly auto-ship order. Associates are also provided a personalized NatraTech website and marketing tools to sell product, enroll referrals and attract prospects.

**Retail Customer** – A customer who purchases the products at full retail from an Associate's personalized NatraTech website, or directly from the Associate.

**Preferred Customer** – A customer that receives a discount on the products by maintaining a monthly auto-ship. Preferred customers do not have a back office, nor do they participate in the NatraTech Compensation Program.

**BV (Bonus Value)** – This is the value assigned to products that is used to calculate qualification for and payment of bonuses.

**Personal Order** – all orders you place personally, including your auto-ship(s).

**Personal Bonus Volume (PBV)** – The sum of an Associate's personal order volume, retail sales volume, and Preferred Customer sales volume.

**Group Bonus Volume (GBV)** - The sum of an Associate's Personal Bonus Volume and their marketing organization's Bonus Volume.

**Bonus Qualified Associate** – An Associate with at least 100 in Personal Bonus Volume, including a 50 BV personal order.

**Compression** – If an Associate is not Bonus Qualified, the BV from their orders will move up to the first Bonus Qualified Associate above them in their up-line (if any). Compression only applies to the Team Bonus; it does not apply to rank qualification or any other bonuses/pools.

**Roll Up** – If an Associate account is terminated, their organization automatically moves up a level, to their Sponsor.

