

plexus®

COMPENSATION PLAN



Plexus® Compensation Plan

This unique Compensation Plan will help make your Plexus experience **PREDICTABLE, REWARDING and FUN!!!**

Incredible benefits to love about this plan...

- Easy to understand how to increase your income.
- Offers diversified profit opportunities.
- Pays out a guaranteed 50% of the company's commissionable volume every month.
- Rewards you for building a solid base of loyal customers.
- Gives you additional incentives for assuming a leadership role.
- Offers full compression to maximize your earnings.
- Pays up to 7 levels down.
- Offers Ambassadors the opportunity to earn income on the worldwide sales of the company.

How to Qualify for Plexus® Ranks of Achievement:

These ranks of achievement are listed in advancement order. In order to earn points, bonuses, and commissions, all Ambassadors must be *Qualified Ambassadors*:

- 1) Your Annual Membership of 39.95 USD* must be paid and current.
- 2) You have at least 100 in Personal Volume (PV), through the monthly cycle end date.

Note: *Personal Volume (PV) is defined as the volume received from each commissionable product that you or your customers purchase.*

1. Ambassador

- 1) You are a Qualified Ambassador.
- 2) You have at least 100 in Personal Volume (PV), through the monthly cycle end date.

As a Qualified Ambassador, you are eligible to earn Plexus Points on your Pay Level 1.

2. Senior Ambassador

- 1) You are a Qualified Ambassador.
- 2) You have at least 2 personally sponsored, Qualified Ambassadors.

As a Qualified Senior Ambassador, you are eligible to earn Plexus Points on your Pay Levels 1-3.

3. Silver Ambassador

- 1) You are a Qualified Ambassador.
- 2) You have at least 3 personally sponsored, Qualified Ambassadors.

As a Qualified Silver Ambassador, you are eligible to earn Plexus Points on your Pay Levels 1-5.

4. Gold Ambassador

- 1) You are a Qualified Ambassador.
- 2) You have at least 3 personally sponsored, Qualified Ambassadors.
- 3) You have 100 total Plexus Points in your organization, with 15 of those points coming from outside your Primary Leg.

As a Qualified Gold Ambassador, you are eligible to earn Plexus Points on your Pay Levels 1-5.

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5. Senior Gold Ambassador

- 1) You are a Qualified Ambassador.
- 2) You have at least 3 personally sponsored, Qualified Ambassadors.
- 3) You have 250 total Plexus Points in your organization, with 40 of those points coming from outside your Primary Leg. (All 250 Plexus Points must come from your Pay Levels 1-5.)

As a Qualified Senior Gold Ambassador, you are eligible to earn Plexus Points on your Pay Levels 1-6.

6. Ruby Ambassador

- 1) You are a Qualified Ambassador.
- 2) You have at least 4 personally sponsored, Qualified Ambassadors.
- 3) You have 500 total Plexus Points in your organization, with 100 of those points coming from outside your Primary Leg.

As a Qualified Ruby Ambassador, you are eligible to earn Plexus Points on your Pay Levels 1-6.

7. Senior Ruby Ambassador

- 1) You are a Qualified Ambassador.
- 2) You have at least 5 personally sponsored, Qualified Ambassadors.
- 3) You have 750 total Plexus Points in your organization, with 150 of those points coming from outside your Primary Leg. (All 750 Plexus Points must come from your Pay Levels 1-6.)

As a Qualified Senior Ruby Ambassador, you are eligible to earn Plexus Points on your Pay Levels 1-7.

8. Emerald Ambassador

- 1) You are a Qualified Ambassador.
- 2) You have at least 6 personally sponsored, Qualified Ambassadors.
- 3) You have 1500 total Plexus Points in your organization, with 375 of those points coming from outside your Primary Leg.

As a Qualified Emerald Ambassador, you are eligible to earn Plexus Points on your Pay Levels 1-7.

9. Sapphire Ambassador

- 1) You are a Qualified Ambassador.
- 2) You have at least 6 personally sponsored, Qualified Ambassadors.
- 3) You have 3000 total Plexus Points in your organization, with 750 of those points coming from outside your Primary Leg.

As a Qualified Sapphire Ambassador, you are eligible to earn Plexus Points on your Pay Levels 1-7.

10. Diamond Ambassador

- 1) You are a Qualified Ambassador.
- 2) You have at least 7 personally sponsored, Qualified Ambassadors.
- 3) You have 4500 total Plexus Points in your organization, with 1125 of those points coming from outside your Primary Leg.

As a Qualified Diamond Ambassador, you are eligible to earn Plexus Points on your Pay Levels 1-7.

Other Qualification Details:

(Monthly cycles are from 12:00am ET on the 1st through 11:59pm ET of the last day of the month, and are finalized by the end of the first week of the following month.)

If you fail to qualify, bonuses and commissions will not be paid out to you. Commissions will compress to Qualified Ambassadors in your upline.

Returns, Refunds, and Exchanges

Any commissions paid to an Ambassador, and his or her upline, for product returned by the Ambassador or a Customer, will be debited from the respective upline Ambassador's account, or withheld from present or future commission payments. Paid As rank may also be affected by product returns. WITH If you are unsatisfied with a product purchased from Plexus®, you may return the product for a full refund upon notifying the Ambassador Relations Center within 60 days from the date of your purchase. An Agent will assist you with the proper procedures in order to process your refund. Keep in mind that the return policy was created, in part, to allow Ambassadors to try Plexus products. Therefore, Ambassadors are limited to one refund request per product, except where a product is received in a damaged or defective condition. Any advancements in the Plexus Compensation Plan, bonuses or awards achieved as a result of these purchases will be reversed and the amount(s) deducted from the Ambassador's refund.

Nine Ways to Earn Income from the Plexus® Compensation Plan

1. Retail Rewards Commissions (Normal Compression)

By becoming a Qualified Plexus Ambassador, you can earn generously through the Retail Rewards program. Building a network is not required. As an Ambassador, you will have your own Plexus replicated website and be able to purchase products at wholesale. You will be able to offer your retail customers two options:

- 1) Purchase directly from inventory you may have on hand, or
- 2) Purchase online through your replicated website using an accepted form of payment.

All product purchases made online that are associated with your Ambassador Number create Personal Volume (PV). As your monthly PV builds, the percentage of your retail sales commissions increases. Commissions are paid on any PV over your first 100 PV that month. ✕

How Retail Reward Commissions are Calculated:

Total PV for Pay Period	Percentage Earned
100 to 499.99	15% (on remaining PV after the first 100 PV) ✕
500 and up	25% (on remaining PV after the first 100 PV) ✕

2. Retail Rewards Override Commissions (Normal Compression)

For any of your Pay Level 1 Ambassadors that earn Retail Rewards Commissions, you will receive an Over-Ride Commission. The Over-Ride commission will be 5% of that Ambassador's Personal Volume (PV) over 100 PV. ✕

3. Preferred Customer Bonus (No Compression)

Many people that express an interest in Plexus products may only want to become Retail or Preferred Customers, at least initially. Once they experience personal success with the products, many customers will decide to join your network as an Ambassador. However, you can still earn a Preferred Customer Bonus on products ordered by your Preferred Customers. ✕

✕ Plexus makes no guarantees on income. Personal earnings will vary. Your success depends on your effort, commitment, skill and leadership abilities. A typical participant in the plan earns 76.60 USD annually. Please see the Plexus Annual Income Disclosure Statement.

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4. One-Time Achievement Bonus (No Compression)

Plexus® will award you a one-time Achievement Bonus the first time you achieve and are paid at one of the following ranks:

Silver Ambassador	100.00 USD [‡]
Gold Ambassador	250.00 USD [‡]
Senior Gold Ambassador	350.00 USD [‡]
Ruby Ambassador	500.00 USD [‡]
Senior Ruby Ambassador	750.00 USD [‡]

Rank levels are determined at the end of the month, regardless of levels reached during the month.

Note: *The One-Time Achievement Bonuses are paid with the monthly commission cycle in which the Ambassador actually reaches designated levels.*

5. Plexus® Points

Each Ambassador in your downline with at least 100 PV entitles you to earn Plexus Points, depending on your rank and pay level. At the end of each month, the Plexus Points that you have earned are added up and multiplied by the value of a Plexus Point for that month (see below). By sponsoring new qualified Ambassadors, and by assisting existing Ambassadors in your organization to sponsor new qualified Ambassadors, you will increase the number of Plexus Points you are qualified to earn.

Plexus Point Allocations: For each Ambassador in your organization with at least 100 PV, the number of Plexus Points that you can earn are:

Pay Level 1–3	5 Plexus Points
Pay Level 4	4 Plexus Points
Pay Level 5	3 Plexus Points
Pay Level 6	2 Plexus Points
Pay Level 7	1 Plexus Point

Qualifying for Levels: The higher your level of Achievement each month, the more levels you are entitled to earn Plexus Points. Here is a summary:

<u>Level of Achievement</u>	<u>Levels Paid On</u>
Ambassador	Pay Level 1
Senior Ambassador	Pay Levels 1 – 3
Sliver Ambassador	Pay Levels 1 – 5
Gold Ambassador	Pay Levels 1 – 5
Senior Gold Ambassador	Pay Levels 1 – 6
Ruby Ambassador	Pay Levels 1 – 6
Senior Ruby Ambassador	Pay Levels 1 – 7
Emerald Ambassador	Pay Levels 1 – 7
Sapphire Ambassador	Pay Levels 1 – 7
Diamond Ambassador	Pay Levels 1 – 7

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The Highest Achieved Rank will determine the total Pay Point earning potential, which allows an Ambassador to earn all the available Pay Points for that particular Rank up to, but not including, the minimum point requirement of the following rank.

Ex: This means that if an Ambassador's Highest Achieved Rank is Gold, they are eligible to earn Pay Points up to, but not including, the minimum 250-point requirement of Sr. Gold (which is the next rank).

Value of a Plexus Point

The value of a Plexus Point is determined by dividing the total number of Plexus Points earned by all Ambassadors in a single month into the total amount of money in the Ambassador Pool for that month. The value of a Plexus Point will vary slightly each month based on the total number of Plexus Points earned and the amount of money in the Ambassador Pool.

If each qualified Ambassador sells a minimum of 100 PV per month, it is estimated that the value of each point will never be below 1.80 USD[⌘]. **As Personal Volumes increase through retail sales and preferred customers, Plexus Points will also increase in value.**

Example of Earned Points

If you sponsored 3 Ambassadors, and everyone in your organization duplicated your efforts, your organization would look like the one below:

Level	# of Ambassadors	Points Per Ambassador	Total Points Awarded
1	3	5	15
2	9	5	45
3	27	5	135
4	81	4	324
5	243	3	729
6	729	2	1,458
7	2,187	1	2,187
Totals:	3,279		4,893

If the Plexus® Points that month were valued at 1.80 USD*, you would earn 8,807.40 USD[⌘] (4,893 x 1.80 USD[⌘]) from your Plexus Points if you were qualified to earn on all 7 Pay Levels. [⌘]

6. Emerald Pool Bonus

Out of the 50% of the company's commissionable volume, 3% is set aside for the Emerald Pool and is divided equally among qualified Emerald, Sapphire and Diamond Ambassadors.

7. Sapphire Pool Bonus

Out of the 50% of the company's commissionable volume, 1% is set aside for the Sapphire Pool and is divided equally among qualified Sapphire and Diamond Ambassadors. If an Ambassador qualifies for the Sapphire Pool, they would automatically qualify for the Emerald Pool as well.

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8. Diamond Pool Bonus

Out of the 50% of the company's commissionable volume, 1% is set aside for the Diamond Pool and is divided equally among qualified Diamond Ambassadors. If an Ambassador qualifies for the Diamond Pool, they would automatically qualify for the Emerald and Sapphire Pools as well.

9. Earn a Diamond Re-Entry Position

When you achieve the rank of Diamond Ambassador, you earn the opportunity to re-enter the program with an additional (second) position that will be placed directly under your original position (Level 1). Your re-entry position operates precisely as your original position, and is subject to all of the same guidelines, qualifications and policies.

The re-entry position is extremely exciting because it allows you double-leverage on the earning power of the network you build below it. You get paid once for the volume under your new position, and you get paid again on the same volume by virtue of your original position.

Note: You must have 6,000 total Plexus Points in your organization in order to qualify for a Diamond Re-Entry Position.

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Plexus® Car and Lifestyle Bonus Program Exclusive Benefit for Emerald, Sapphire & Diamond

Qualified Ambassadors who achieve and maintain the position of Emerald, Sapphire, and Diamond in the Plexus Worldwide™ Compensation Plan have an opportunity to participate in either the Plexus Car Program or the Lifestyle Bonus Program.

The Plexus Car and Lifestyle Bonus Program is an incentive designed to reward our top Ambassadors for their continued efforts with a chance to earn a monthly bonus payment towards a luxury car or a monthly lifestyle cash bonus.

In order to qualify for either the Plexus Car or Lifestyle Bonus Program, you must meet the following requirements:

1. You must be an Active Ambassador, in good standing, with Plexus.
2. You must achieve the rank of Emerald, Sapphire, or Diamond.

Plexus Car Bonus Program

Independent Ambassadors who qualify for the Plexus Car Bonus Program can acquire a Qualifying Lexus by properly communicating the acquisition of their purchase or lease to Plexus Worldwide. Qualifying Ambassadors will receive a monthly car bonus payment according to their rank and adherence to the Plexus Car Bonus Program guidelines, which can be obtained by contacting plexuslexus@plexusworldwide.com.

Qualifying Lexus Vehicles:

Emerald/Sapphire Lexus Options (White only): ES, GS, NX, RX and GX
Diamond Lexus Options (Black only): LS, GX, LX, RC and LC

The monthly car bonus payment is 850.00 USD* for Emerald, 1,000 USD* for Sapphire and 1,450 USD* for Diamond a month (up to 36 months) for as long as you maintain possession of a qualifying Lexus, submit yearly Proof of Possession and maintain the rank of Emerald, Sapphire, or Diamond. ¹

Plexus Lifestyle Bonus Program

Independent Ambassadors who qualify for the Plexus Lifestyle Bonus Program will receive a monthly lifestyle bonus according to their rank and adherence to the Plexus Lifestyle Bonus Program, which can be obtained by contacting plexuslexus@plexusworldwide.com. ¹

The monthly lifestyle bonus payment is 595.00 USD* for Emerald, 700.00 USD* for Sapphire and 1,015 USD* for Diamond. ¹

Your first car or lifestyle bonus will be paid on the next monthly commission run following Plexus Worldwide's receipt of your Proof of Possession and/or signed Acknowledgement documents.

Bonus payments will be included in the Ambassador's year-end earnings total.

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¹ If an Ambassador's pay rank falls below Emerald for two consecutive months, they will not receive the car or lifestyle bonus beginning with month two. For example, if an Ambassador has a Qualified Diamond Lexus and their pay rank drops from Diamond to Sapphire for two consecutive months, they will receive the 750.00 USD car bonus (Sapphire level) beginning with month two. If an Ambassador's pay rank drops from Diamond/Sapphire to Emerald for two consecutive months, they will receive the 600.00 USD car bonus (Emerald level) beginning with month two. An Ambassador will not receive the car or lifestyle bonus until they re-qualify as an Emerald, Sapphire or Diamond.

Important Things to Remember about the Plexus® Compensation Plan

<p>Commission Qualified</p>	<p>In order to earn commissions and bonuses, you must remain qualified until commissions have been finalized.</p> <p>To be Qualified for Monthly Commissions:</p> <ol style="list-style-type: none"> 1) Your Annual Membership must be paid and current. 2) You have at least 100 in Personal Volume (PV), through the monthly cycle end date. <p>If you fail to qualify, bonuses and commissions will not be paid out to you, and will compress to qualified upline Ambassadors. You can check your Qualification Status in your back office.</p>
<p>Commissionable Volume</p>	<p>Total Personal Volume (PV), minus 100 PV.</p>
<p>Policies and Procedures</p>	<p>Ambassadors are prohibited from selling Plexus Products via the internet, except through the replicated web sites that the company provides for its Ambassadors. For the protection of the Ambassadors and the company, this policy will be strictly enforced. There are also restrictions on how and where a Plexus Ambassador may retail Plexus products.</p> <p>To view a complete copy of Plexus' Policies and Procedures, go to the Library section of the Ambassador Back Office.</p>
<p>Compression</p>	<p>If an Ambassador in your organization fails to qualify in a given month, the following will happen:</p> <p>During the commission calculation, the non-qualified ambassador's position will temporarily disappear and the next qualified Ambassador will roll up, or "compress", and take that position. Because of this, an unqualified Ambassador and their downline Ambassador's initial Level will remain the same, but their <i>Pay Level</i> will change and thus the Points assigned will adjust based on their new <i>Pay Level</i>.</p> <p>This ensures that you don't lose income because an Ambassador in your organization has failed to qualify for that month.</p> <p>Compression is designed to pay you more money by eliminating positions in your organization where there has been no activity for the month, or where the Ambassador failed to qualify.</p>

Foreign Exchange Rate Policy	The Plexus Foreign Exchange Policy is designed to provide local currency stability for product purchases and commission earnings using a fair exchange rate (Rate) between the United States dollar and the Canadian dollar. In order to accomplish this, Plexus will set an exchange rate based on current published exchange rates. The Rate will be reviewed and adjusted, if necessary, at least every six (6) months or more frequently as determined by Plexus. Please note that Plexus reserves the right to adjust the Rate at any time.
Leg	The term used to describe each of your personally sponsored Ambassadors (Level 1) and their downline.
Levels	Levels are determined by who the sponsors are. As the Ambassador, you are Level 0. Ambassadors that you personally sponsor are considered your Level 1 Ambassadors. The Ambassadors that your Level 1's sponsor would be your Level 2's. For example: If you are an Ambassador, and you personally sponsor Mary Jones, Mary Jones would be on your first Level or Level 1. If Mary Jones then sponsored John Smith, John Smith would be Mary Jones' Level 1, but John Smith would be your Level 2.
Monthly Commission Payouts	Under the Plexus Compensation Plan, commissions for Retail Rewards, Retail Rewards Override, Preferred Customer Bonuses, Plexus Points, Achievement Bonuses, and Emerald, Sapphire, and Diamond Pool Bonuses will be paid out monthly, with payment made on the 15 th of the following month.
Pay Level	The level assigned to downline Ambassadors due to compression.
Personal Volume (PV)	The value assigned to each commissionable product that you or your customers purchase.
Plexus® Points	Plexus Points are awarded to you for anyone in your organization with at least 100 PV, within the levels that you are qualified to earn points on.
Primary Leg	The leg in your organization with the most points in a monthly commission cycle.
Qualified Ambassador	An Ambassador that is monthly commissions qualified.
Rank Decrease	If an Ambassador fails to qualify for their level of Achievement for any reason in a given month, they will retain their title, but will be paid at the level they are now qualified for.
Subscription Order	A convenient way to get the products you love each month. A subscription order is not required to be commission qualified.

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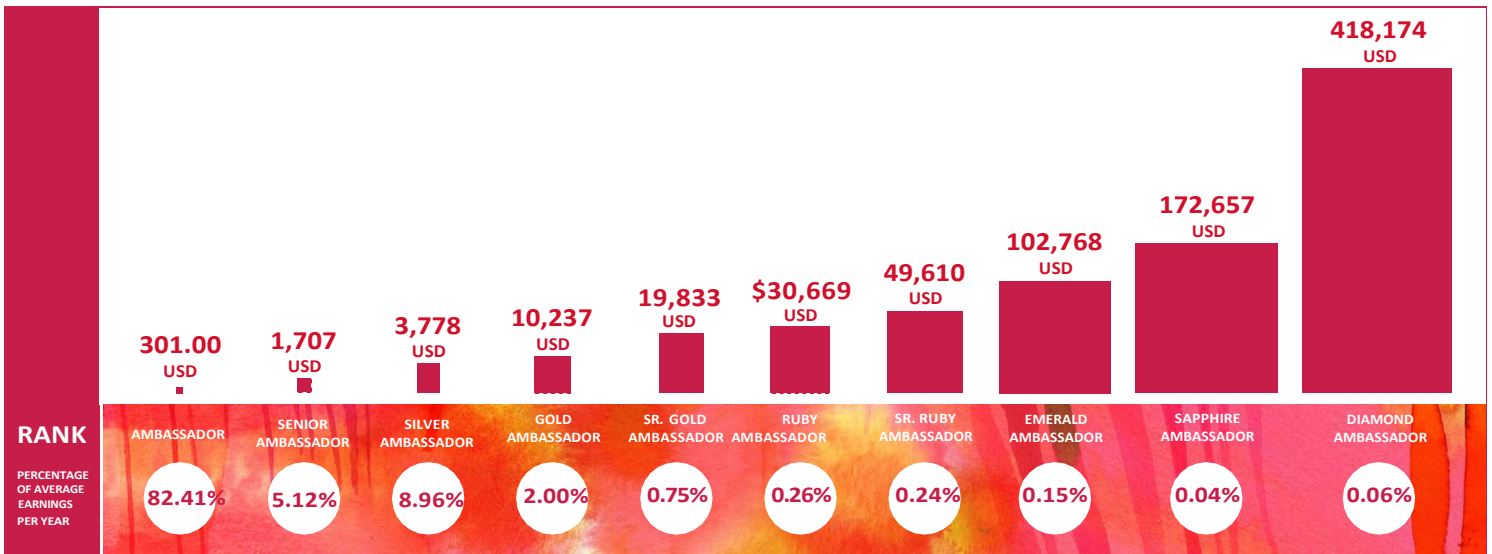


2016 CANADA INCOME DISCLOSURE STATEMENT

Plexus® Annual Ambassador Income

Plexus is committed to providing our Ambassadors with life-changing products and a rewarding business opportunity. The combination of our products and opportunity can help open the door to personal success and their financial potential.

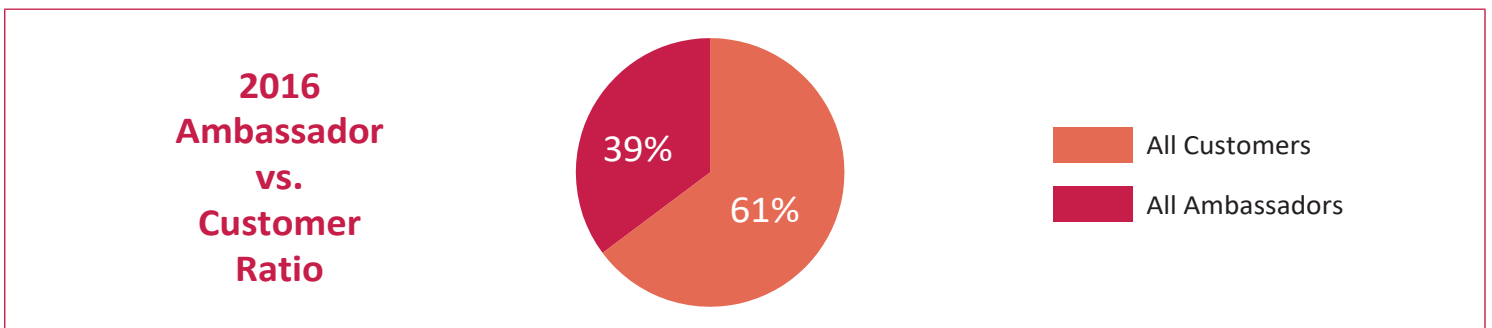
Our Compensation Plan is designed to provide our Plexus Ambassadors an opportunity to earn commission from products sold either directly to customers or through their replicated websites.



*This chart represents the annualized average earnings of Ambassadors. The earnings of the Ambassadors in the above charts are not representative of the income, if any, that an Ambassador can or will earn through the Plexus Compensation Plan. Plexus makes no guarantees on income, as such representations may be misleading. Your success depends on your effort, commitment, skill and leadership abilities, and how effectively you exercise those qualities.

The average annual commission made by Plexus Ambassadors (Ambassador–Diamond ranks) in 2016 was 1,706 USD, and the median annual commission made by Plexus Ambassadors (Ambassador–Diamond ranks) in 2016 was 171.00 USD.

- The average length of time for Diamond Ambassadors to achieve their rank is approximately 23 months.
- The average length of time for Sapphire Ambassadors to achieve their rank is approximately 23 months.
- The average length of time for Emerald Ambassadors to achieve their rank is approximately 20 months.



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