**COMPENSATION PLAN HIGHLIGHTS**

**REQUIREMENTS**

<table>
<thead>
<tr>
<th>Level</th>
<th>Ambassador</th>
<th>Senior Ambassador</th>
<th>Silver Ambassador</th>
<th>Gold Ambassador</th>
<th>Senior Gold Ambassador</th>
<th>Ruby Ambassador</th>
<th>Senior Ruby Ambassador</th>
<th>Emerald Ambassador</th>
<th>Sapphire Ambassador</th>
<th>Diamond Ambassador</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Annual Benefits and 100 PV</strong></td>
<td>•</td>
<td>•</td>
<td>•</td>
<td>•</td>
<td>•</td>
<td>•</td>
<td>•</td>
<td>•</td>
<td>•</td>
<td>•</td>
</tr>
<tr>
<td><strong>Personally Sponsored Qualified Ambassadors</strong></td>
<td>2</td>
<td>3</td>
<td>3</td>
<td>3</td>
<td>4</td>
<td>5</td>
<td>6</td>
<td>6</td>
<td>7</td>
<td></td>
</tr>
<tr>
<td><strong>Points Needed Outside of Primary Leg</strong></td>
<td>100</td>
<td>250</td>
<td>500</td>
<td>750</td>
<td>1500</td>
<td>3000</td>
<td>4500</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**BENEFITS**

- **One Time Achievement Bonus**
  - Number of Levels Paid On: 1, 3, 5, 6, 7
  - Amount: $100, $250, $350, $500, $750

- **Plexus Website Recognition**

- **3% Emerald Pool Share**

- **1% Sapphire Pool Share**

- **1% Diamond Pool Share**

- **Lexus Reimbursement**
  - Amount: US $600/INT $850
  - US $750/INT $1000
  - US $1200/INT $1450

- **Lifestyle Bonus Reimbursement**
  - Amount: US $420/INT $595
  - US $525/INT $700
  - US $840/INT $1015

- **Annual Trip**

- **On-Stage Recognition**

- **Personal Documentary**

**JEWEL LEADERSHIP PERKS**

**JEWEL CAR PROGRAM** When you qualify for the program, you can receive a minimum monthly $600 bonus (included with your monthly commission payment) that you can use toward your purchase or lease payment on an approved Lexus vehicle. (The bonus goes up to $1,450 per month when you reach Diamond and purchase the Diamond approved Lexus!)

**LIFESTYLE BONUS PROGRAM** The Plexus Lifestyle Bonus Program is designed to reward our top Ambassadors for their continued efforts with a cash bonus that also serves as a great incentive for building their Plexus Business. The Plexus Lifestyle Bonus Program is an incentive reward offered to Ambassadors who achieve and maintain the Pay Rank of Emerald, Sapphire or Diamond per the Plexus Compensation Plan. This monthly bonus is an alternative option to a Lexus lease or purchase payment. The same qualification guidelines apply to this program.

**YOUR PERSONAL FIELD DEVELOPMENT TEAM** As a Jewel, you will receive your very own Plexus support team. The Field Development Team works exclusively with the Jewels. They’re here to support, guide, coach, and cheer you on every step of the way on your Plexus Journey!

**RECOGNITION** We take recognition to a new level. Earn trips and gifts, Plexus website photo/name recognition, on-stage event recognition, a spot in our Ambassador Recognition Gallery at our corporate headquarters and more!

**TAKE A DIP IN THE POOLS** Each month the company sets aside 5% of the commissionable volume (CV) brought in that month. That money is then split up into 3 pools: 3% in the Emerald pool, 1% in the Sapphire pool, and 1% in the Diamond pool. These bonuses are paid out monthly. When you qualify at a Paid As Jewel rank, you get a share of that pool, plus a share of any pool below your qualifying rank.

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**PLEXUS POINTS**

Pay Points are earned for each Ambassador in your downline that has 100 PV or more. Each point has a Dollar amount that is paid on the monthly commissions and are also used in Calculating Ranks.

<table>
<thead>
<tr>
<th>Level</th>
<th>Points</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>5</td>
</tr>
<tr>
<td>2</td>
<td>5</td>
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<tr>
<td>3</td>
<td>4</td>
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<td>4</td>
<td>3</td>
</tr>
<tr>
<td>5</td>
<td>2</td>
</tr>
<tr>
<td>6</td>
<td>1</td>
</tr>
</tbody>
</table>

*Plexus makes no guarantees on income. Your success depends on your effort, commitment, skill and leadership abilities. Please see the Plexus Annual Income Disclosure Statement.

* To be Commission Qualified, your Plexus Annual Membership is current and you have 100 PV. Signified with a (Y) in the ACTIVE column of the Detailed Genealogy Report in the Back Office. **New personally sponsored Ambassadors with Welcome Pack PV count towards the Qualified Ambassador requirement.

Updated 1.15.19
Our earning opportunity gives Ambassadors 10 different ways to earn!

Our plan not only provides unlimited earning potential, but it also supports the company’s culture of teamwork. Every month 50% of the company’s Commissionable Volume is paid out to Ambassadors through each of the 10 different ways.

1. **PREFERRED CUSTOMER BONUS**
   Earn Cash Bonuses by introducing your friends to Plexus products! Each time your Preferred Customer places an order for a designated product or pack you will earn a bonus. These bonuses range from $4 - $22 per product or pack ordered by your Preferred Customers. Below are examples of bonus amounts you can receive.

2. **RETAIL REWARDS COMMISSION**
   Earn up to 25% in commissions on Customer purchase and your own product purchases. Paid on your personal volume minus first 100 PV.

3. **RETAIL REWARDS OVERRIDE COMMISSION**
   Receive Override Commissions of 5% on your Pay Level 1 Qualified Ambassadors’ Personal Volume (PV) over 100.

4. **BUSINESS BUILDING BONUS**
   Earn a bonus on the Welcome Pack your new Ambassador purchases.

5. **ACHIEVEMENT BONUS**
   Earn one-time bonuses when you reach a new rank of Silver to Sr. Ruby for the first time. The amount increases at each level.

6. **PLEXUS POINTS**
   You earn Plexus Points for each Ambassador with 100PV or purchased a $199 Welcome Pack in that month on your team (up to 7 levels down), and you receive a bonus on the number of Points you’ve earned.

7. **EMERALD POOL BONUS**
   Reach Emerald Ambassador and receive a share of an exclusive bonus pool – 3% of the 50% of the company’s Commissionable volume each month – for Emeralds and up.

8. **SAPPHIRE POOL BONUS**
   Achieve the rank of Sapphire Ambassador and receive bonuses from both the Sapphire bonus pool (1% of the 50% of the company’s Commissionable Volume each month) and the Emerald bonus pool.

9. **DIAMOND POOL BONUS**
   Receive bonuses from the Emerald, Sapphire, and Diamond (1% of the 50% of the company’s Commissionable Volume each month) bonus pools when you reach the highest rank of Diamond Ambassador.

10. **DIAMOND RE-ENTRY**
    Double leverage your earning power by re-entering the program with a second position, which will be a Level 1 in your original organization. Must have a minimum of 6,000 pts in your primary position.

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**HELPFUL TERMS**

**Qualified Ambassador**
An Ambassador with 100 PV in the current pay period.

**Plexus Points**
Each Qualified Ambassador, within your 7 levels earns you Plexus Points (depending on your Pay Rank).

**Paid Level**
The level assigned to downline Ambassadors due to compression.

**PV**
Personal Volume is earned through your customers and personal orders.

**Organization**
Your entire downline, regardless of depth within your team.

**Primary Leg**
The level 1 Ambassador with the largest organization under them.
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 $1706, and the median annual commission made by Plexus Ambassadors (Ambassador–Diamond ranks) in 2016 was $172.

- 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.