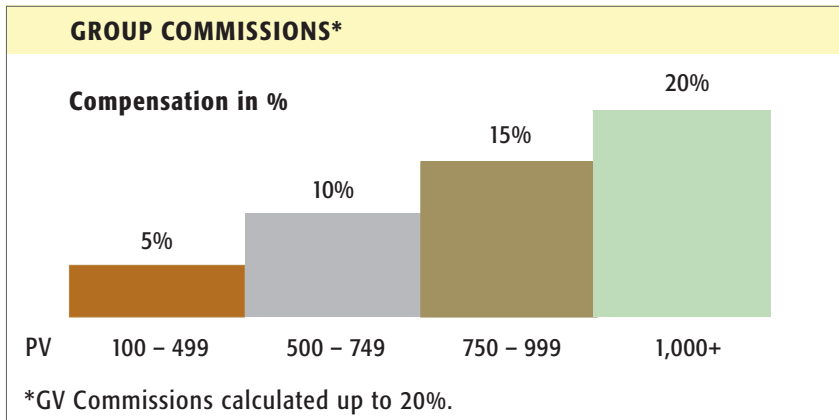
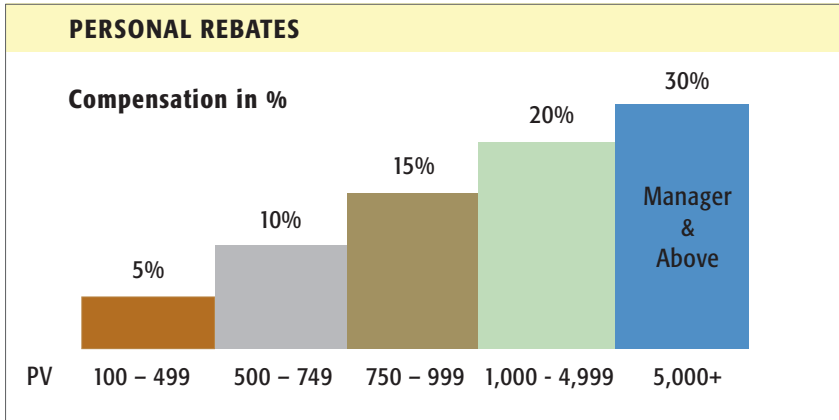


Compensation Plan Summary



MANAGERS & ABOVE QUALIFICATIONS

- A Manager must have 100 PV (Personal Volume plus any customer volume) each month. A Senior Manager & above must have an active Auto-Refill of 100 PV.
- Maintain Manager rank by accumulating 1,000 PV in the 12 months after achieving the rank. This maintenance requirement is repeated in subsequent 12-month periods.

FRANCHISE ROYALTY AWARDS

	MANAGER	SENIOR MANAGER	DIRECTOR	SENIOR DIRECTOR	PRESIDENTIAL SAPPHIRE	PRESIDENTIAL RUBY	PRESIDENTIAL DIAMOND
QUALIFICATIONS							
PV	100	100*	100*	100*	100*	100*	100*
GV	100	1,000	1,000	1,000	1,000	1,000	1,000
Legs			3	5	5	5	5
OV per Leg			1,000	1,000	5,000	10,000	15,000
Generation 1		5%	5%	5%	5%	5%	5%
Generation 2			5%	5%	5%	5%	5%
Generation 3				5%	5%	5%	5%
Generation 4					5-8%	5-8%	5-8%
Generation 5						5-9%	5-9%
Generation 6							5-10%

*Auto-Refill required.

BONUS POOLS

Eligible to Directors and Senior Directors with less than 100,000 OV; limited to volume in markets using this Global Compensation Plan.

- GV Bonus Pool
- Director Growth Bonus Pool
- Senior Director Growth Bonus Pool

PRESIDENTIAL BONUS SHARES

Eligible to Presidential Sapphires, Rubies, and Diamonds who achieve quarterly volume growth targets.

See definitions for additional details.

Compensation Plan Definitions

Active Franchise Owner. A Franchise Owner in good standing who has accumulated a minimum of 100 Personal Volume (PV) in a calendar month. A person must be an Active Franchise Owner to be eligible for earnings in the compensation plan.

Automatic Refill. Automatic Refill (or “Auto-Refill”) is a program in which products are automatically shipped to Distributors or customers pursuant to the terms of an Automatic Refill Agreement.

Calendar Month. The period of time used to calculate awards and ranks under the compensation plan. Also referred to as a commission month or volume month.

Commission. Awards or earnings that are a percentage of your total Personal Volume (PV) and the PV of the Franchise Owners in your Downline Organization for that Calendar Month.

Director Growth Bonus Pool.

- Qualify as a Director in the previous volume month.
- Increase OV by 3,000 points or more with at least 10% overall OV growth over the previous volume month.
- Sponsor at least one new Franchise Owner with at least 250 PV during the volume month OR must sponsor at least two new Franchise Owners with at least 100 PV each.
- Have less than 100,000 OV in the previous calendar month.
- Bonuses are pro-rated according to percentage of OV increase.

Distributor/Franchise Owner. An independent contractor who has signed and completed the official Unicity Distributor Agreement and whose Distributor Agreement has been accepted by Unicity and whose relationship is not otherwise terminated. A Distributor is given a license to distribute Unicity products through a Unicity Distributorship and may also be referred to as a Franchise Owner or in other common terms such as Associate, Independent Business Owner, IBO, Member or the like. Likewise, a Distributor may be referred to by the name of the rank that the Distributor has achieved in the compensation plan, such as

Manager, Director, Presidential Sapphire, Presidential Ruby or Presidential Diamond. Preferred Customers and Retail Customers are not Distributors.

Downline Organization or Downline. A “Downline Organization” consists of all Distributors who are directly or indirectly sponsored by a Distributor or by Distributors in his or her downline.

Frontline. A Distributor who is immediately below the sponsor in the sponsor’s downline.

Generation. A grouping of Downline Franchise Owners, organized for the purpose of calculating Franchise Royalties. A generation may also be referred to as a share.

Group Volume (GV). The total Personal Volume (PV) of a Franchise Owner and his/her Downline Franchise Owners that have not yet achieved Manager.

Group Volume Bonus Pool.

- Available to Directors and Senior Directors that achieve GV of 5,000 or more in the calendar month.
- Sponsor at least one new Franchise Owner with at least 250 PV during the volume month OR must sponsor at least two new Franchise Owners with at least 100 PV each.
- Bonuses are pro-rated according to the percentage of the pool made up of each winner’s GV.

Horizontal Compression. Unicity’s proprietary process of summing a Distributor’s leg OV, while excluding the four largest legs, to create a single leg that may be used to qualify for a rank. For the rank of Director only the two largest legs are excluded from Horizontal Compression.

Leg. An entire downline organization beginning with a Frontline Distributor.

Leg Volume. The total organization volume of a leg.

Level. A position in a Distributor’s downline based on sponsorship without compression.

Multi-Share Compression. The process in which shares are awarded to the Upline. The first share of an active Manager’s GV is awarded to the first upline Distributor that is at least a Senior Manager. The second share is awarded to the first Distributor above the Senior Manager that is at least a Director. The third share is awarded to the first Distributor above the Director that is at least a Senior Director. The fourth share is awarded to the first Distributor above the Senior Director that is at least a Presidential Sapphire. The fifth share is awarded to the Distributor above the Presidential Sapphire that is at least a Presidential Ruby. The sixth share is awarded to the Distributor above the Presidential Ruby that is at least a Presidential Diamond. The GV of a non-active Manager is included in the GV of the first upline active Manager for share calculations.

Organization Volume (OV). The sum total of all volume in a Distributors organization, including the Distributor’s PV and the PV of all his or her downline distributors.

Personal Rebates. Awards given to a Distributor based on his or her PV, which is based on the Distributor’s personal product purchases and product purchases made by his or her customers.

Personal Volume (PV). The volume accumulated from a Distributor’s Unicity product purchases and the product purchases made by his or her customer(s) through Unicity during a volume month.

Presidential Bonus Shares (PBS).

- Available to Franchise Owners who have built a business large enough to qualify at the presidential ranks of Sapphire, Ruby or Diamond.
- PBS of up to 3-5% are paid to those Franchise Owners who achieve specific growth targets each quarter.
- PBS have the potential to increase the Sapphire share to 8%, the Ruby share to 9% and the Diamond share to 10%. Bonuses are calculated quarterly.

Qualify. To meet the requirements to achieve a given rank, benefit or award under the compensation plan in a volume month while the Distributorship is in good standing.

Qualifying Month. The volume month in which a Distributor meets the requirements for a given rank or benefit.

Rank. A Qualification title in the Compensation Plan.

Retail Price. Suggested price for retail sales.

Retail Profit. The difference between the wholesale price and the retail price paid by a customer.

Senior Director Growth Bonus Pool.

- Qualify as a Senior Director in the previous volume month.
- Increase OV of 5,000 points or more with at least 10% overall OV growth over the previous volume month.
- Sponsor at least one new Franchise Owner with at least 250 PV during the volume month OR must sponsor at least two new Franchise Owners with at least 100 PV each.
- Have less than 100,000 OV in the previous volume month.
- The first month that a Franchise Owner achieves the Presidential Sapphire rank, he or she remains eligible for the Senior Director Growth Bonus Pool for the remainder of the calendar quarter (all other requirements must still be met).
- Bonuses are pro-rated according to percentage of OV increase.

Sponsor. The first Upline position to a Distributor. To “sponsor” is to be recognized on the Distributor Agreement as the Sponsor and/or to have the Distributor placed on the sponsor’s frontline.

Upline. A Distributor’s sponsor and successive sponsors of each upline.

Volume. The value or points assigned to a Unicity product. A distributorship accrues volume upon the purchase of product by the Distributor or by the downline pursuant to the compensation plan. Volume or points have no monetary value unless properly redeemed.