

Detailed Compensation Plan United States

Currency: US Dollar
Effective: April 1, 2015



Stemtech HealthSciences has developed a 5-part Compensation plan that will allow you, the Independent Business Partner, to engage in profitable activities right from the very first day. By following the path to “Director” and teaching others how to become “Directors”, you create the duplication that makes network marketing and Stemtech the opportunity it is.

Today you can start to build the business and income of your dreams. Work from home, office or car. Anyone can do it. NO major investment of money and time. NO employees. NO collecting sales tax. NO office or a storefront. NO large product warehousing. NO shipping. NO or little bookkeeping. We’re keeping it simple for you.

The 5 parts of the plan are:

- 1. The TeamBuilder Program** – This program pays generous weekly Enroller, TeamBuilder, Turbo TeamBuilder and 50% Matching bonuses when you are enrolling, training and helping others succeed; paid weekly if set up for StemPay E-Wallet (our direct deposit). Simple to qualify for and continues to pay you for your support deep into your downline.
- 2. The Prosperity Bonus Program** – The Prosperity Program pays out a full 7% on ALL Business Partners orders seven levels deep, PLUS up to an additional 3% Infinity Bonus if qualified. The program pays on the first 100 BV that accumulates from all orders in a given month from an individual Independent Business Partner (IBP) (excluding VIP customer volume).
- 3. The Lifestyle Leadership Bonus Program** – The Lifestyle Leadership Program pays 1-10% on ALL BV over 100 per IBP or Retail Customer per month. As your group grows, you can earn generational bonuses of 1%-10% on six generations. Lifestyle Infinity Bonuses are up to 3%, on all generations of your group beginning with the 7th generation.
- 4. The VIP Customer Program** – 34% of the BV of your personally enrolled VIP Customer’s AutoShip orders can be earned in the VIP Customer Program. The upline above the enrolling IBP receives 2% up to 6 levels.
- 5. The Vehicle Bonus Program** – Four tiers of monthly vehicle bonuses based on building IBPs and VIP Customers on AutoShip on the first three levels of your organization.

The explanation below is quite detailed and may require support and training to fully understand. As with any compensation plan, following simple steps and rules, and paying attention to qualifications and volumes, will assist in your development and rapid growth of your organization. Your income potential at Stemtech is limited only by your Actions, Desire, Attitude, Commitment and Persistence, each a hallmark of successful people, in any business venture. Please contact Partner Services if you have any questions or log into your Back Office for a breakdown of your REAL TIME COMMISSIONS and to see what you need to achieve the next highest rank!

Retail and Wholesale pricing - Example SE2™

- Retail US\$68.95 per bottle
- VIP Customer AutoShip US\$52.95 per bottle
- IBP US\$56.95 per bottle, 40 PV; 52.95 BV
- IBP AutoShip US\$52.95 per bottle, 50 PV; 52.95 BV
- IBP Case (6 bottles): US\$52.95 each = US\$317.70, 240 PV; 317.70 BV
(*\$24 savings off on case purchases*).
- TeamBuilder Pack - US\$310 & \$330, 300 PV; 0 BV
- Leadership Pack - US\$830, 1,000 PV; 0 BV
- ProRetailer Pack: US\$2,300.00, 2,500 PV 0 BV (*Price change to \$2300 effective March 1st*)
(*Allows for a max 100% markup for retailers such as a health food store or practitioner's office*).
- Director Pack - US\$3,000.00, 5,000 PV; 0 BV

Note: All options stated above will be assessed with tax and shipping charges where applicable.

Join & Save: How to Get Started:

A. Become an Independent Business Partner

IBP Kit - US\$35.00

- Includes Independent Business Partner annual fee and sales material

Business Development Training Kit- US\$60.00

- Includes Independent Business Partner fee, Partner Kit Materials and Success Guide

Sign up Pack Options	Cost	BV	PV	Value
IBP Kit	US\$35	0	0	over US\$35
IBP Kit plus Business Development Training	US\$60	0	0	over US\$100

B. Become a Business Builder.

The TeamBuilder Pack – US\$310 & \$330 & a minimum of only one product on AutoShip (*1,2,3,4)

The Leadership Pack – US\$830 & a minimum of 1 bottle of product on AutoShip (*1,2,3,4)

- Includes Independent Business Partner fee, Success Guide, bottles of product, additional sales materials and Partner Business Suite*

Sign up Pack Options	Cost	BV	PV	Value
TeamBuilder Pack	US\$310/\$330	0	300	over US\$900
Leadership Pack	US\$830	0	1000	over US\$1,200

*Notes:

1. AutoShip is required with the TeamBuilder Pack to activate your Business Suite, or you can elect to pay the US\$9.95 monthly fee in lieu of AutoShip.
2. Your AutoShip may start immediately or in the following month, however you only qualify for Prosperity Bonus commissions in months when you or a VIP Customer have an AutoShip order.
3. Enroller must have elected a personal AutoShip or have a VIP Customer AutoShip to qualify to receive Enroller bonuses.
4. New enrollees may be "placed" under a downline Partner. The Enroller retains the TeamBuilder Enroller Bonus.

C. Become a Field Leader

Order any one of the following options – a “ProRetailer Pack” or “Director Pack” – and maximize on all TeamBuilder Bonuses. Product is priced BELOW wholesale cost and all these packs come with a FREE Partner Business Suite, with US\$9.95 monthly fee WAIVED PERMANENTLY.

- Includes Independent Business Partner fee, Success Guide, bottles of product, additional sales materials and Partner Business Suite*

Sign up Pack Options	Cost	BV	PV	Value
ProRetailer Pack	US\$2,300	0	2,500	over US\$3,600
Director Pack	US\$3,000	0	5,000	over US\$4,850

*Partner Business Suite includes:

- Personalized Website
- Retail Shopping Cart
- Back Office Tracking/Mgt Tools/Reports
- US \$129.95 One-Time Set-up Fee [waived if you order any of the TeamBuilder Packs or above.]
- US \$9.95/month hosting Fee [waived if you are on AutoShip or if you order a ProRetailer or Director Pack]

To view more details of the Sign up Options Stemtech offers, please visit the website : <http://www.stemtech.com/signupkits> Note: All options stated above will be assessed with tax and shipping charges where applicable.

4

Payout Type	Weekly	Monthly
Enroller Bonus	X	
TeamBuilder Bonus	X	
50% Matching Bonus	X	
VIP Program		X
Prosperity Bonus		X
Prosperity Infinity Bonus		X
Lifestyle Leadership Bonus		X
Lifestyle Leadership Infinity Bonus		X
Vehicle Bonus		X

Part I – TeamBuilder Program *(optional)*

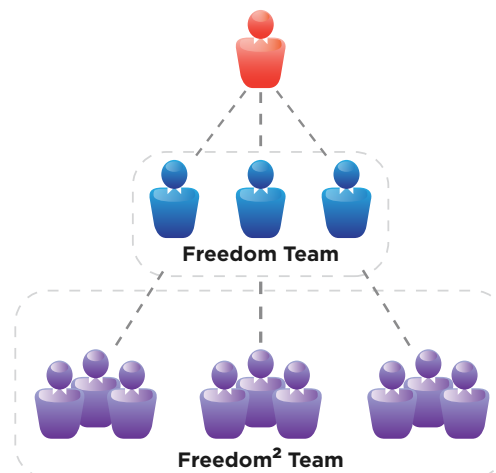
The first of five payout plans is designed to create immediate lucrative income. Business Partners must have elected to be on a minimum of 50 AutoShip PPV (minimum of one bottle) and purchase a TeamBuilder Pack to qualify for TeamBuilder Bonuses (Personal VIP Customer AutoShips count towards this qualifier). These bonuses are direct deposited weekly when a Partner is on StemPay E-Wallet, which can be set up in your personal website Back Office. Otherwise, it is paid out monthly, by check. The weekly periods for which TeamBuilder bonuses are accumulated are Sunday through Saturday, and has a one-week “lag” time to allow processing of funds and product returns.

Explanation of weekly direct deposit payout: If a new TeamBuilder Partner is enrolled during week 1, the TeamBuilder bonuses will be paid out on Tuesday of week 3, allowing sufficient time to process and clear funds. Enrolling weekly and teaching your team to enroll weekly will then result in weekly TeamBuilder bonuses!

Qualifications are:

- **To earn \$50/\$100/\$150/\$200 Enroller Bonus** – Maintain 50 AutoShip PPV (one bottle on AutoShip), personally or from a VIP Customer and personally enroll a Partner purchasing a TeamBuilder Pack (TBP), Leadership Pack, ProRetailer Pack, or a Director Pack.
- **To earn \$80/\$200/\$300/\$400 TeamBuilder Bonus (TBB)** – Maintain 50 AutoShip PPV (APPV), personally or from a VIP Customer and personally enroll at least 4 Partners purchasing a TBP.
- The \$80 TBB is paid on your 4th and 5th personally enrolled plus their 3x3 Freedom Teams down through infinity.
- **To earn \$100 Turbo TBB**– Maintain 50 APPV, personally or from a VIP Customer and personally enroll 6 or more Business Partners on a TBP.
- The \$100 TeamBuilder Turbo Bonus is paid on your 6th+ personally enrolled plus their 3x3 Freedom Teams down through infinity.
- **To earn \$40/\$50/\$100/\$150/\$200 50% Matching Bonus** – Maintain 50 APPV, personally or from a VIP Customer and personally enroll 5 Partners purchasing a TBP, TeamBuilder Leadership Pack, ProRetailer Pack or Director Pack.
- The 50% Matching Bonuses can be earned once you Personally Enroll your 5th TBP Partner. You can start earning the 50% Matching Bonus on the TBB earned by your Freedom Team.

5



Note:

A **Freedom Team** is a TeamBuilder Partner who has enrolled their first 3 TeamBuilder Partners. Your Freedom Team will be automatically locked in. If one of your Freedom Team members cancels/terminated/inactive for six consecutive months, you can replace them with someone who is newly enrolled. They will automatically be replaced with the first newly enrolled TB Partner.

Freedom² consists of 3 new Freedom Teams and the upline Freedom Team.

The concept is to replicate the Freedom Team for each of your new TeamBuilder signups.

TeamBuilder Bonus

REFERENCE CHART



At the time of enrollment, must have an active AutoShip order (50+ APPV), personally or VIP Customer, to qualify for any TeamBuilder Bonuses.

REV JAN2015

TeamBuilder Bonus payout:

6

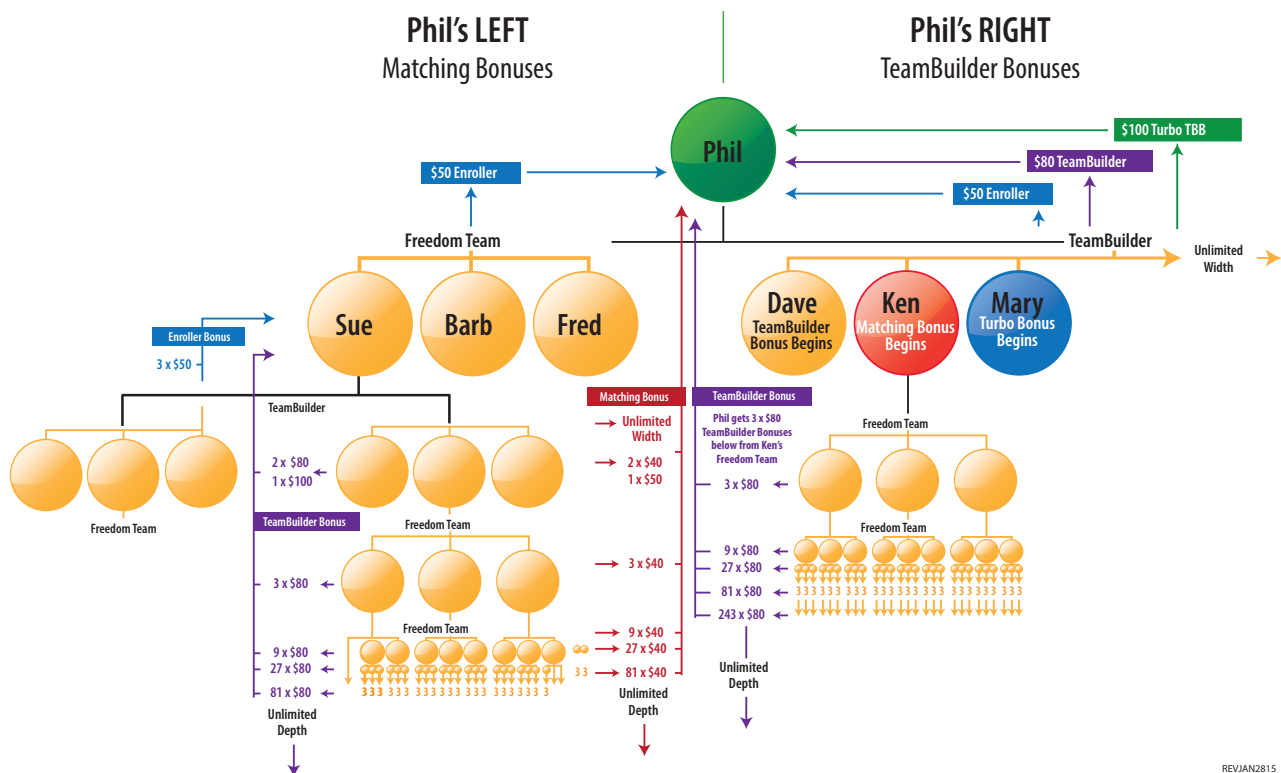
- Up to \$200 in TeamBuilder Pack (TBP) bonuses are paid out with each \$310 or \$330 TBP enrollment.
 - \$50 to qualified Enroller
 - \$80 TeamBuilder Bonus (TBB) to qualified partner
 - \$100 Turbo TBB to qualified partner (\$80 TBB + \$20)
 - \$40/\$50 50% Matching Bonus to qualified partner
 - If the Enroller also earns the TBB, the Enroller receives the \$50 Enroller Bonus and the \$80/\$100 TBB for a total of up to \$150.
- Up to \$400 in TBP Bonuses are paid out with each \$830 TeamBuilder Leadership Pack. .
 - \$100 to qualified Enroller
 - \$200 TBB to qualified partner
 - (If not qualified, did not purchase a TeamBuilder Leadership Pack or above, the TBB is \$80 and \$120 differential bonus is paid out to qualified upline Business Partner who purchased a TeamBuilder Leadership Pack or above.
 - \$100 50% Matching Bonus to qualified partner.
- Up to \$600 in TBP bonuses are paid out with each ProRetailer Pack enrollment
 - \$150 to qualified Enroller
 - \$300 TBB to qualified partner
 - \$150 50% Matching Bonus to qualified partner
 - Differential bonus payout applies
- Up to \$800 in TBP bonuses are paid out with each Director Pack enrollment.
 - \$200 to qualified Enroller
 - \$400 TBB to qualified partner
 - \$200 50% Matching Bonus to qualified partner
 - Differential bonus payout applies

The TeamBuilder Bonus program enables the new Partner to create immediate income, paid weekly if set up on StemPay E-Wallet. A Partner may enroll as many new Partners as they want. For each TeamBuilder Pack, a Partner can earn, a \$50 Enroller Bonus, and starting with their fourth on, an \$80 TBB, (for TBP and Classic only) \$100 Turbo TBB for your 6th + personally enrolled with a TeamBuilder Pack. For a total almost \$200 in TBBs and beginning with your 5+ a Partner can earn a \$40/\$50 50% Matching Bonus.

Qualifications are:

- **To qualify for TeamBuilder Enroller Bonuses,** you must elect a minimum of 50 PV on AutoShip (one bottle) at sign up and have purchased a TeamBuilder Pack. If you elect your AutoShip delivery to begin the following month you will still be eligible for TeamBuilder Enroller Bonuses in your first month but you will not qualify to earn commissions in the Prosperity Bonus or Lifestyle Leadership Program in your first month unless you have a personally enrolled VIP customer that has an AutoShip order that month.
- **To qualify for full TBB** up to and including Director Pack “TeamBuilder Bonuses” you must purchase a Director Pack or have an active AutoShip that includes the 500PV Lifestyle pack.
- The Lifestyle Pack (300 PV) on AutoShip will make a Partner eligible for TBB (\$50/\$80/\$40). The Lifestyle Pack (500 PV) on AutoShip will make a Partner eligible for maximum TBB (\$200/\$400/\$200).
- Upgrades for larger packs are available. Options and details are listed in your Back Office.
- All Business Partners that have purchased a ProRetailer or Director Pack in the past will be grandfathered-in to receive ProRetailer or Director TBB (depends on the pack purchased).

Note: VIP Customer PV will also count in lieu of a personal AutoShip, meaning that if a Partner has 300 PV or 500 PV coming from VIP customers, this also makes them eligible for TBB.



Part II – Prosperity Bonus

The Prosperity Bonus will pay on the first 100 BV that accumulates from all orders in a given month from an individual IBP (excluding VIP customer volume).

Qualifications are:

- **To Earn 7% on 3 levels of BV** - Maintain 50 AutoShip PPV (APPV) (1 bottle), personally or from a VIP Customer, and personally enroll 1 Partner or VIP Customer with an AutoShip
- **To Earn 7% on 4 levels of BV** - Maintain 100 APPV (2 bottles), 1,000 Organization Point Value (OPV), and 2 Personally Enrolled with an AutoShip
- **To Earn 7% on 5 levels of BV** - Maintain 100 APPV (2 bottles), 5,000 OPV, and 3 Personally Enrolled with an AutoShip
- **To earn 7% on 6 levels of BV** - Maintain 200 APPV (4 bottles), 10,000 OPV, and 4 Personally Enrolled with an AutoShip
- **To Earn 7% on 7 levels of BV** - Maintain 200 APPV (4 bottles), 25,000 OPV and 5 Personally Enrolled with an AutoShip
- No more than 50% of the required OPV can come from any one leg.
- Personally enrolled VIP Customers APPV count towards your APPV qualifications
- Personally Enrolled VIP Customers also count toward your Personally Enrolled qualifications
- Your Personally Enrolled Partners or VIP Customers must maintain a monthly personal or VIP Customer AutoShip of at least 50 PV to count as one of your qualifying AutoShip Partners.
- Your qualifying Partners may sign up with the any Business Builder or Field Leader Pack, the US\$35 Partner Kit or US\$60 Business Development Training Kit.
- Personally Enrolled Partners on AutoShip may be “placed” under a downline Partner. Enroller will keep credit for “personally enrolled” towards Prosperity Bonus qualifications. (Caution: placing Partners downline may result in substantial sales being generated outside of your pay levels).

8

Prosperity Infinity Bonus:

- **To earn 1% Prosperity Infinity beginning on the 8th level** a BP needs to have 300 APPV, 50,000 OPV and 6 Personally Enrolled with an AutoShip
- **To earn 2% on Prosperity Infinity beginning on the 9th level** a BP needs to have 400 APPV, 100,000 OPV, and 8 Personally Enrolled with an AutoShip
- **To earn 3% on Prosperity Infinity beginning on the 10th level** a BP needs to have 500 APPV, 250,000 OPV, and 10 Personally Enrolled with an AutoShip
- **Infinity (Prosperity) Bonuses** are paid to infinity until someone in the downline qualifies for the same percentage Infinity Bonus. This Partner will then receive the Infinity Bonus down to the next equally qualified Partner in their downline. If a Partner is qualified for a higher percentage Infinity Bonus than a Partner in their downline, the percentage difference will be paid out down to the next equally qualified Partner. If you are qualified for all 3 Prosperity Infinity Bonuses, even if all first level Partners below you are all qualified for all 3 Prosperity Infinity Bonuses, you still are earning 1% on levels 8, 9 and 10.

Full Compression applies. Any Partner without current month PV or BV is compressed out during the commission run and the next AutoShip qualified Partner’s volume compresses up to the qualified Partner in their upline.

Prosperity Bonus Program OPV (Organizational Point Value) also counts towards advancement & qualification in the Lifestyle Leadership Bonus Plan.

Personally Enrolled Qualified Director APPV counts toward the DGPV requirement in the Lifestyle Leadership Plan; up to 500 PPV from each leg (depending on the rank of the Personally Enrolled Director the previous month). The minimum it will look to credit is up to 300 APPV even if a Director or higher was below the Director rank the previous month.

No more than 50% of OPV requirement can come from any one leg.

Prosperity Bonus Chart

Prosperity Bonus

			1★	2★	3★	4★	5★	6★	7★
APPV	=	50	100	100	200	200	300	400	500
Personally Enrolled with AutoShip Order	=	1	2	3	4	5	6	8	10
OPV	=	0	1000*	5000*	10,000*	25,000*	50,000*	100,000*	250,000*
Levels	1	7%	2%	7%	2%	7%	2%	7%	2%
	2	7%	2%	7%	2%	7%	2%	7%	2%
	3	7%	2%	7%	2%	7%	2%	7%	2%
	4		7%	2%	7%	2%	7%	2%	7%
	5			7%	2%	7%	2%	7%	2%
	6				7%	2%	7%	2%	7%
	7					7%	7%	7%	7%
	8						1%	1%	1%
	9						Infinity	2%	2%
	10							Infinity	3%

*no more than 50% from any one leg

APPV (AutoShip Personal Point Value): The PV from your personal AutoShip orders and the AutoShip orders of your VIP Customers.
OPV (Organizational Point Value – AutoShip only) PPV (AutoShip only) & the PPV of 7 levels of AutoShip organization volume
 The Prosperity Bonus will pay on the first 100 BV that accumulates from all orders in a given month from an individual IBP (excluding VIP customer volume).
 VIP customer 2% payout to upline shown in yellow.

REV FEB0415

Part III - Lifestyle Leadership Bonus Program

The Lifestyle Leadership Bonus Program (LBB) pays 1-10% on All BV over the first 100 BV that accumulates on all orders in a given month from an individual IBP or Retail Customer.

- The (OPV) Organizational Point Value from your Prosperity Bonus Program counts for advancement and qualification purposes in the Lifestyle Leadership Program. However, only AutoShip volume (OPV) is used to qualify in the Prosperity Bonus Program (i.e. no Lifestyle Leadership Program OGV counts towards Prosperity Bonus Program qualifications).

There are several revenue streams in the Lifestyle Leadership Bonus Program.

Retail profits – the difference between the retail and wholesale price.

Example: If you sell a bottle of SE2™ at retail online via RetailDirect, the difference between wholesale, US\$56.95, and retail US\$68.95, is US\$12.00. This amount will be paid to you as a Retail Bonus. The BV for this order will payout like all other orders (except VIP customer orders).

Lifestyle Leadership Bonus Program:

Becoming a Director and duplicating yourself – The Director position is the key to advancement and increased earnings in the Lifestyle Leadership Bonus Program. By participating in the optional TeamBuilder Program and Prosperity Bonus Program, organizational volume will begin to grow quickly, pushing you towards Director. Be sure to start at least two or more separate legs immediately.

Here is how to qualify as a Director.

- Director Advancement Qualifications –
 - Achieve 5,000 Group Point Value (GPV). You can use three consecutive months.
 - Must have a minimum of 2,500 GPV in qualifying month, when using 2nd and/or 3rd month.
 - If using the volume of a leg who is also promoting to Director, a maximum of 4,000 GPV can come from that leg. Thus, a minimum 1,000 PV must come from yourself and/or other leg(s) in your qualifying month.
 - Personal Point Value (PPV) counts towards your rank qualifications, and you must have a minimum of 100 PPV in all months to advance.

When you become a Director and above, you are eligible to earn Lifestyle Leadership Generational Overrides on your qualified Director legs, up to six generations deep.

Director Maintenance Qualifications -

100 - 500 PPV, 1,000 - 2,500 DGPV per month (plus Director leg and Organizational Group Volume (OGV) requirements at higher Director levels)

- You can count 300-500 PPV (depending on your rank the previous month) towards your 1,000 - 2,500 DGPV requirement.
- A leg must have a Director who is “active” that month and “fully-qualified” once in every three calendar months to continue to count as one of your “Active” Director legs.

Note: To earn Director Lifestyle Leadership Bonus Generational Override Commissions every month, you must be “fully qualified” with 100 - 500 PPV and 1,000 - 2,500 DGPV, each month (depending on your rank the previous month). GPV is AutoShip and non AutoShip PV, not including Director legs, also called “Personal Group PV” (ie. comes from your legs that have not qualified as Director yet – a brand new Director leg volume counts until the month after they qualify as a new Director). You can count 300 to 500 of the APPV of personally enrolled Qualified Directors depending on their rank, and up to 300-500 of your PPV (depending on your rank the previous month) per leg towards the 1,000 - 2500 DGPV requirement. The minimum it will look to credit is up to 300 PPV and APPV even if a Director or higher was below the Director rank the previous month.

Understanding the Director position is very important to your success. Becoming a Director and successfully developing first generation, fully qualified Directors in each of your legs is the path to continued promotion and increased earnings. Building a successful business requires understanding these two processes.

1. **The promotion process.**
2. **The maintenance process (to continue to qualify to get paid at that level).**

To achieve higher ranks, you must do the following...

- **To be paid as a Director:** You need 100 PPV, 1000 DGPV and create one leg in which a Partner achieves the rank of Director. You are then entitled to a 1% generational override on the 1st generation Director's Group Point Value (DGPV).
Maintenance: Earn a 1% generational override on your new Director leg as long as he/she remains "Active". An "Active" Director needs to maintain 100 PPV monthly, and 1000 DGPV in the last three months.
- **To Achieve Senior Director:** Payout is 2% on 2 generations. You need 100 PPV, 1,000 DGPV, 1,000 OGV (50% rule applies), and 2 fully qualified Director Legs.
Maintenance: 100 PPV, 1000 DGPV, 1000 OGV and 2 "Active" Director legs.
- **To Achieve Executive Director:** Payout is 3% on 3 generations. You need 100 PPV, 1000 DGPV, 2,500 OGV (50% rule applies), and 3 fully qualified Director legs.
Maintenance: 100 PPV, 1000 DGPV, 2500 OGV and 3 "Active" Director legs.
- **To Achieve Sapphire Director:**
 - Primary option: payout is 4% on 4 generations You need 200 PPV, 1,000 DGPV, 5,000 OGV (50% rule applies), and 4 fully qualified Director legs.
 - Secondary option: 200 PPV, 1,000 DGPV, 10,000 OGV (50% rule applies), and 3 fully qualified Senior Director legs.**Maintenance:**
 - Primary option: 200 PPV, 1,000 DGPV, 5,000 OGV (50% rule applies), and 4 "Active" Director legs.
 - Secondary option: 200 PPV, 1,000 DGPV, 10,000 OGV (50% rule applies), and 3 legs, each with an "Active" Senior Director.
- **To Achieve Ruby Director:**
 - Primary option: Payout is 5% on 5 generations You need 200 PPV, 1,000 DGPV, 10,000 OGV (50% rule applies) and 5 fully qualified Director legs.
 - Secondary option: 200 PPV, 1,000 DGPV, 20,000 OGV (50% rule applies), and 3 fully qualified Executive Director legs.**Maintenance:**
 - Primary option: 200 PPV, 1,000 DGPV, 10,000 OGV (50% rule applies) and 5 "Active" Director legs.
 - Secondary option: 200 PPV, 20,000 OGV (50% rule applies) and 3 "Active" Executive Director legs.
- **To Achieve Diamond Director:**
 - Primary option: Payout is 6% on 6 generations. You need 300 PPV, 1,500 DGPV, 15,000 OGV (50% rule applies) and 6 fully qualified Director legs.
 - Secondary option: 300 PPV, 1,500 DGPV, 30,000 OGV (50% rule applies), and 3 fully qualified Sapphire Director legs.**Maintenance:**
 - Primary option: 300 PPV, 1,500 DGPV, 15,000 OGV (50% rule applies), and 6 "Active" Director legs.
 - Secondary option: 300 PPV, 1,500 DGPV, 30,000 OGV (50% rule applies), and 3 "Active" Sapphire Director legs.
- **To Achieve Double Diamond Director:**
 - Primary option: Payout is 7% on 6 generations. You need 300 PPV, 1,500 DGPV, 25,000 OGV (50% rule applies), and 7 fully qualified Director legs.
 - Secondary option: 300 PPV, 1,500 DGPV, 50,000 OGV (50% rule applies), and 3 fully qualified Ruby Director legs.**Maintenance:**
 - Primary option: 300 PPV, 1,500 DGPV, 25,000 OGV (50% rule applies), and 7 "Active" Director legs.
 - Secondary option: 300 PPV, 1,500 DGPV, 50,000 OGV (50% rule applies), and 3 "Active" Ruby legs.
- **To Achieve Triple Diamond Director:**
 - Primary option: Payout is 8% on 6 generations, PLUS a 1% Infinity Bonus starting on the 7th generation. You need 300 PPV, 1,500 DGPV, 50,000 OGV (50% rule applies), and 8 fully qualified Director legs.
 - Secondary option: 300 PPV, 1,500 DGPV, 100,000 OGV (50% rule applies), and 3 fully qualified Diamond Director legs.**Maintenance:**
 - Primary option: 300 PPV, 1,500 DGPV, 50,000 OGV (50% rule applies), and 8 "Active" Director legs.
 - Secondary option: 300 PPV, 1,500 DGPV, 100,000 OGV (50% rule applies), and 3 "Active" Diamond Director legs.

President's and Chairman's Club

- To Achieve President's Club:**
 - Primary option: Payout is 9% on 6 generations, PLUS 1% Infinity Bonus on the 7th generation, AND 2% Infinity Bonus starting on the 8th generation. You need 400 PPV, 2,000 DGPV, 100,000 OGV (50% rule applies), and 9 fully qualified Director legs, including 3 fully qualified Triple Diamond Directors in separate legs.
 - Secondary option: 400 PPV, 2,000 DGPV, 250,000 OGV (50% rule applies), and 3 fully qualified Triple Diamond Director legs.
- Maintenance:**
 - Primary option: 400 PPV, 2,000 DGPV, 100,000 OGV (50% rule applies), and 9 "Active" Director legs, including 3 Triple Diamond Director legs.
 - Secondary option: 400 PPV, 2,000 DGPV, 250,000 OGV (50% rule applies), and 3 "Active" Triple Diamond Director legs.
- To Achieve Chairman's Club:**
 - Primary option: Payout is 10% on 6 generations, PLUS 1% Infinity Bonus on the 7th generation, 2% Infinity Bonus on the 8th generation, AND 3% Infinity Bonus starting on the 9th generation. You need 500 PPV, 2,500 DGPV, 250,000 OGV (50% rule applies), and 10 fully qualified Director legs, including 5 fully qualified Triple Diamond Directors in separate legs.
 - Secondary option: 500 PPV, 2,500 DGPV, 500,000 OGV (50% rule applies), and 3 fully qualified President's Club Member legs.
- Maintenance:**
 - Primary option: 500 PPV, 2,500 DGPV, 250,000 OGV (50% rule applies), 10 "Active" Director legs, including 5 Triple Diamond Director legs.
 - Secondary option: 500 PPV, 2,500 DGPV, 500,000 OGV (50% rule applies), and 3 "Active" President's Club Member legs.

Lifestyle Leadership Bonus

REFERENCE CHART

PAYOUT FOR DIRECTORS & ABOVE										
PRIMARY OPTION										
	DIRECTOR	SENIOR DIRECTOR	EXECUTIVE DIRECTOR	SAPPHIRE DIRECTOR	RUBY DIRECTOR	DIAMOND DIRECTOR	DOUBLE DIAMOND DIRECTOR	TRIPLE DIAMOND DIRECTOR	PRESIDENT'S CLUB	CHAIRMAN'S CLUB
PPV ¹ =	100	100	100	200	200	300	300	300	400	500
DGPV ¹ =	1000	1000	1000	1000	1000	1500	1500	1500	2000	2500
OGV =	0	1000*	2500*	5000*	10,000*	15,000*	25,000*	50,000*	100,000*	250,000*
Director Legs ‡ =	0/1	2	3	4	5	6	7	8	9	10
G	1%	2%	3%	4%	5%	6%	7%	8%	9%	10%
E	2	Eligible For: 2%		3%	4%	5%	6%	7%	8%	9%
N	3	3%		4%	5%	6%	7%	8%	9%	10%
E	4	AND		4%	5%	6%	7%	8%	9%	10%
A	5	AND		5%	6%	7%	8%	9%	10%	10%
T	6	AND		6%	7%	8%	9%	10%	10%	10%
I	7	AND		7%	8%	9%	10%	10%	10%	10%
O	8	AND		8%	9%	10%	10%	10%	10%	10%
N	9	AND		9%	10%	10%	10%	10%	10%	10%
S	9	AND		10%	10%	10%	10%	10%	10%	10%

The Lifestyle Leadership Bonus is paid on all BV over the first 100 BV that accumulates on all orders in a given month from an individual IBP (excluding VIP customer volume).

SECONDARY OPTION FOR RANK QUALIFICATION							
	SAPPHIRE DIRECTOR	RUBY DIRECTOR	DIAMOND DIRECTOR	DOUBLE DIAMOND DIRECTOR	TRIPLE DIAMOND DIRECTOR	PRESIDENT'S CLUB	CHAIRMAN'S CLUB
OGV	10,000*	20,000*	30,000*	50,000*	100,000*	250,000*	500,000*
**Director or Above Legs†	3 Sr. Director Legs	3 EXD Legs	3 Sapphire Legs	3 Ruby Legs	3 DD Legs	3 TDD Legs	3 PC Legs

* No more than 50% from any one leg

**Business Partners enrolled prior to January 1st, 2016 will be grandfathered through 2016 for the secondary option to require only 3 SDR legs from Sapphire to TDD.

†PPV and DGPV requirements are the same for primary and secondary options.

‡To advance to Director you need to do the following:

Achieve 100 PPV and 5,000 GPV – Can use 3 consecutive months, must have minimum 2,500 in qualifying month. Must have 100 PPV in all months.

‡To be paid as a Director: You need 100 PPV, 1000 DGPV and create one leg in which an Independent Business Partner achieves the rank of Director. You are then entitled to a 1% generational override on the BV or the 1st generation Director's Group Point Value (DGPV).

Maintenance: To continue to get paid as a Director, you will need 100 PPV, 1000 DGPV in the current month and 1 "Active" Director.

To advance ranks: the advancing Director and all Director Legs must be fully qualified in the advancing months.

Fully Qualified Director: A Director who has met the 100 PPV and 1,000 DGPV requirements in the current month. Higher Director-level titles also have higher PPV, DGPV, Active Director Leg and OGV requirements.

Active Director: A Director who has "fully qualified" in one of the past three months and maintains a monthly volume of at least 100 PPV. "Active" Directors (if not fully qualified in the current month) do not earn Generational overrides, but can still earn TeamBuilder and Prosperity bonuses if they have the required APPV.

Vehicle Bonus:  Stemtech Business Academy: 

REV MAY0715

Note: All promotion qualifications must be met within the calendar month closing date.

Note: All orders for the month, AutoShip and non-AutoShip combined per IBP, with a total BV over 100 will be paid out in the Lifestyle Leadership Bonus (LLB). For example, a 300 BV order has 100 paid in Prosperity Bonus and 200 paid in the LLB. (*VIP customer orders are not part of this plan).

Part 4 - VIP Customer Program *(It's as easy as 1, 2, 3!)*

Your Retail Customers on AutoShip are recognized as a VIP Customer.

VIP Customers receive 25% off the retail price of their AutoShip orders.

Example: 1 bottle of SE2™ = \$52.95. Retail price is \$68.95. That's the same as wholesale AutoShip pricing!

You earn 34% of the BV on your personally enrolled VIP CUSTOMERS AUTOSHIP ORDERS!

THREE VIP Customer orders = 102% of the cost of your own equivalent single bottle AutoShip! (not including any excess cost of taxes or shipping). YOUR NEXT MONTH'S AUTOSHIP IS ESSENTIALLY FREE!

VIP Referral Reward Any VIP Customer who refers another VIP Customer shares 34% of the BV earnings with the upline. 60% of the credit is given to the VIP Customer who enrolls the new VIP Customer for every AutoShip order. The upline IBP receives 40%. The 6 levels upline also receive 2% if qualified.

- To Earn 2% on 3 levels of BV - Maintain 50 AutoShip PPV (APPV) (1 bottle), personally or from a VIP Customer, and personally enroll 1 Partner or VIP Customer with an AutoShip
- To Earn 2% on 4 levels of BV - Maintain 100 APPV (2 bottles), 1,000 Organization Point Value (OPV), and 2 Personally Enrolled with an AutoShip
- To Earn 2% on 5 levels of BV - Maintain 100 APPV (2 bottles), 5,000 OPV, and 3 Personally Enrolled with an AutoShip
- To earn 2% on 6 levels of BV - Maintain 200 APPV (4 bottles), 10,000 OPV, and 4 Personally Enrolled with an AutoShip

*see Prosperity Bonus Chart for VIP customer payout.

VIP Points are designed to be redeemed for product to enable IBPs to virtually get their product for free. All VIP points that have not been cashed out or redeemed for product will expire in 12 months.

Part 5 - Vehicle Bonus Program

Available in all open (fully) launched markets:

TIER ONE: Stemtech will pay US\$300 toward the purchase or lease of a vehicle when the following is achieved:

Level 1: 10 Personally Enrolled Business Partners and VIP Customers on AutoShip on your 1st Level

Level 2: 100 Business Partners and VIP Customers on AutoShip in 3 Levels

Level 3: 10,000 AutoShip PV ** Business Partners and VIP Customers' Total Volume in 3 Levels

TIER TWO: To receive US\$600 toward the purchase or lease of a vehicle:

Level 1: 15 Personally Enrolled Business Partners and VIP Customer on AutoShip on your 1st Level

Level 2: 200 Business Partners and VIP Customer on AutoShip in 3 Levels

Level 3: 20,000 AutoShip PV ** Business Partners and VIP Customers' Total Volume in 3 Levels

TIER THREE: To receive US\$900 toward the purchase or lease of a vehicle:

Level 1: 20 Personally Enrolled Business Partners and VIP Customers on AutoShip on your 1st Level

Level 2: 300 Business Partners and VIP Customers on AutoShip in 3 Levels

Level 3: 30,000 AutoShip PV ** Business Partners and VIP Customers' Total Volume in 3 Levels

TIER FOUR: To receive US\$1200 towards the purchase or lease a vehicle:

Level 1: 25 Personally Enrolled Business Partners and VIP Customers on AutoShip on your 1st Level

Level 2: 400 Business Partners and VIP Customers on AutoShip in 3 Levels

Level 3: 40,000 AutoShip PV ** Business Partners and VIP Customers' Total Volume in 3 Levels **50% rule applies

**50% rule applies

Must be Fully Qualified Director each month

Vehicle Bonus Program

WHEN YOU ACHIEVE THIS:				
You Get Paid	Business Partners on Autoship on your 1st Level*	Business Partners on Autoship in 3 Levels*	Total Volume 3 Levels of Business Partners*	Fully Qualified Director each month?
\$300 USD per Month	10 personally enrolled	100	10,000 AutoShip PV**	YES
\$600 USD per Month	15 personally enrolled	200	20,000 AutoShip PV**	YES
\$900 USD per Month	20 personally enrolled	300	30,000 AutoShip PV**	YES
\$1,200 USD per Month	25 personally enrolled	400	40,000 AutoShip PV**	YES

*VIP Customers count towards your qualification

**50% Rule Applies

REV: JAN072015

14

Additional Rules:

- Business Partners that are fully qualified Directors or above are eligible for the Vehicle Bonus Program if released in your country.
- For purposes of qualification and maintenance you may use both IBPs on AutoShip and VIP Customers.
- The bonus is paid monthly.
- A Business Partner may qualify to receive only one Tier at a time.
- A Business Partner must meet the qualification requirements for a given Tier for 3 consecutive months before earning the bonus. You start earning the bonus in the 4th month.

- A Business Partner may purchase or lease the vehicle upon completion of the initial 3rd month of qualification. The purchase or lease agreements must be in the Business Partner's name(s), and a copy of the purchase or lease agreement sent to the local Partner Services Team.
- 50% of the bonus achieved will be awarded in commissions, if the Business Partner elects NOT to purchase a vehicle.
- Business Partners may purchase a new vehicle, of his or her choice or a pre-owned vehicle after submission of the preferred vehicle to Stemtech is approved.
- When the vehicle is purchased it MUST have a corporate branding/ wrap/ decals fitted at all times and be made available for photo shoots for corporate publications as required.
- A Grace Month is used when a Business Partner misses the AutoShip requirements on Levels 1-3 but the AutoShips on the 1st level and PV requirements have been met.
- The grace period only applies once you have qualified and are receiving the bonus.
- A Business Partner may use one Grace Month within a 12 consecutive month period. During the Grace Month, the Business Partner will be paid at the same Tier for which he or she has been qualified.
- If a Grace Month is not available then the Partner is paid at the lower Tier for which he/she is qualified.
- If the Grace Month has been used and the Business Partner fails to meet the requirements again within the 12 months, the Business Partner will have to re-qualify for that Tier.

Terms and Definitions

- **Active Business Partner:** Business Partner that has placed an order on his/her account within the last 6 calendar months and has paid their annual renewal fee on time. If he/she is not active, then they are not eligible to receive any weekly or monthly commissions.
- **“Active” Director:** A Director who has “fully qualified” in one of the past three months and maintains a monthly volume of at least 100 PPV. “Active” Directors (if not fully qualified in the current month) do not earn Generational overrides, but can still earn TeamBuilder and Prosperity bonuses if they have the required APPV.
- **“Active” Director Leg:** A leg of your organization that has a first-generation “Active” Director in it. “Active” Director legs help you maintain the title you are being paid at.
- **AutoShip Personal Point Value [APPV]:** The PV from your personal AutoShip orders and the AutoShip orders of your VIP Customers. These sales include personal wholesale AutoShip purchases and your VIP Customer AutoShip purchases.

Note: Only AutoShip PPV will count towards the Prosperity Bonus Program qualification requirements. However, both AutoShip PPV and non AutoShip PPV, including all TBP count towards LLB qualification requirements.

- **Bonus Value [BV]:** The value assigned to each product purchased for purposes of calculating commission payments.
- **(Stemtech) Business Academy:** is a special training and sharing conference for Independent Business Partners of all ranks.
- **Compression:** When PV from an order from a level or generation moves up one or more levels or generations due to his or her downline Business Partners with no PV for any commissions on that order
- **Differential Bonus:** If a Business Partner is not qualified to receive the full TBB (Enroller, TBB, or Matching), then the difference of the bonus will roll up to the next qualified Business Partner. For example, if I purchase a \$310 TBP and I personally enroll a new Business Partner with a PRP, then I will receive \$50/\$80/\$40 and the next qualified TBP Partner (must of at least purchased a Leadership Pack) will receive the difference of the bonuses.
- **Director Group Point Value [DGPV]:** As a Director, your PPV, plus the PV of your downline Business Partners who are not under a “Qualified” Director or higher (Includes Lifestyle Leadership and Prosperity PV). A brand new Director leg’s volume will count until the month after he becomes a new Director. 300 to 500 PPV (depending on your rank in the previous month) of your own and up to 300 - 500 AutoShip PPV of your personally enrolled Qualified Directors (depending on their rank the previous month) counts towards DGPV to qualify for Generational Override (Lifestyle Leadership Program) commissions. The minimum it will look to credit is up to 300 PPV and APPV even if a Director or higher was below the Director rank the previous month.
- **Director Leg:** A Director leg is one in which you have a qualified Director. Only the first-generation Director in a leg will count towards Director leg qualifications.
- **Director Pack [DP]:** There are two DPs; Combo and SE2™. Each pack includes product, a Business Development Training System, and a Partner Business Suite. 5000 PV and 0 BV. Bonuses (paid upline): \$200 Enroller Bonus, \$400 TBB, and a \$200 50% Matching Bonus, Packs includes:
 - 1) SE2™ DP: x81 bottles of SE2™
 - 2) ComboPack DP: x41 SE2™, x40 StemFlo
- **Enroller:** The Business Partner who is responsible for recruiting and signing up the new Partner (enrollee). The Enroller receives the Enroller TBB, if qualified. The Enroller also maintains credit for a personally enrolled AutoShip Partner. The Enroller may also be referred to as the Direct Sponsor.

- **Enroller Bonus:** A set bonus amount, calculated weekly, on all personally enrolled TBP purchases, paid to you when you qualify. These bonuses are paid weekly if you are set up for StemPay E-Wallet, and have a one-week payout lag time.
To qualify: Must be on an active AutoShip (minimum 50 PV) or have a VIP customer on AutoShip. Purchased a TBP or higher.
- **Freedom Team:** A Freedom Team is his/her first active 3 Personally Enrolled Business Partners who have purchased the TeamBuilder Pack. The system will automatically select the Freedom Team based off the enrollment dates of your personally enrolled TBP Business Partners.
If one of your Freedom Team members cancels, is terminated or become inactive for 6 consecutive months, you can replace him or her with someone who is newly enrolled. The first newly enrolled after the replacement request will automatically be the new Freedom Team member.
- **Freedom²:** Consists of 3 new Freedom Teams and the upline Freedom Team. The concept is to replicate the Freedom Team for each of your new TeamBuilder signups to maximize bonus payouts and achieve new Director legs.
- **“Fully” Qualified Director:** A Director who has met the 100 PPV and 1,000 DGPV requirements in the current month.
- **Generation:** Generations can be referred to as levels but for the purposes of the LLB, a generation refers to generations of qualified or “Active” Directors and their volume (DGPV). For you to benefit from your Generations of Directors you must be a “fully qualified” Director or higher.
- **Grandfathered in:** A provision in which an old rule continues to apply to some existing situations while a new rule will apply to all future cases. Those exempt from the new rule are said to have grandfather rights. Frequently, the exemption is limited; it may extend for a set period of time, or it may be lost under certain circumstances.
- **Grandfathered clauses in Comp Plan:**
 - 1) Business Partners enrolled prior to January 1st, 2016 will be grandfathered through 2016 for the secondary option in the Lifestyle Leadership Bonus Program, to require only 3 Senior Director legs from Sapphire to Triple Diamond Director. Other requirements still apply.
 - 2) Any Business Partner that has purchased a PRP or DLP in the past will be grandfathered to receive PRP or DLP TBB.
- **Group Point Value Current Month [GPVCM]:** Your personal PV, plus the PV of your downline Business Partners who are not under a “Qualified” Director or higher in the current qualifying month (Includes Lifestyle Leadership and Prosperity PV). This is the volume used to measure your advancement to Director rank in the LLB Program.
- **Group Point Value Total [GPVT]:** Your personal PV, plus the PV of your downline Business Partners who are not under a “Qualified” Director or higher in the two current consecutive qualifying months. This is the volume used to measure your advancement to Director rank in the LLB Program.
- **Leadership Pack [LP]:** There is one type of Leadership Pack and it includes products, a Business Development Training System, and a Partner Business Suite. 1,000 PV and 0 BV. Bonuses (paid upline): \$100 Enroller Bonus, \$200 TBB, and a \$100 50% Matching Bonus. Pack Contents: 3 bottles of each SE2, StemFlo, ST-5 with MigraStem and DermaStem Renewal Serum.
- **Level:** the position between Business Partners. A level depends on where a Business Partner is placed within the organization. For example, I personally enroll and sponsor a Business Partner they are on my first level. If I personally enroll and place a Business Partner they can be on any level.
- **Lifestyle Leadership Commissions:** A percentage of Bonus Value (BV) on downline Partners AutoShip and non AutoShip orders over the first 100 BV that is paid to you when you qualify.
- **Lifestyle Leadership Bonus Program [LLB]:** A generational pay program that pays 1-10% on all orders over the first 100 BV through 6 generations deep, PLUS Infinity Bonuses on deeper generations when qualified.

- **Lifestyle Leadership Infinity Bonus:** 1% - 3% of BV on downline Business Partners AutoShip and non AutoShip orders over the first 100 BV that are beyond the 6th generation of Directors that is paid to you when you qualify.
- **Locked In:** Your Freedom Team will be automatically selected by the first three Personally Enrolled TeamBuilders that you sign up. If one of your Freedom Team members cancels, is terminated or becomes inactive for six consecutive months, you can replace him or her with someone who is newly enrolled. They will automatically be replaced with the first newly enrolled TB Partner.
- **Matching Bonus:** A 50% matching bonus, calculated weekly, of the total TeamBuilder Bonuses (TBB) earned by your Freedom Team. These bonuses are paid weekly, if you are set up for StemPay E-Wallet, with a one-week payout lag time. Receive a 50% Matching Bonus whenever a member of your Freedom Team earns a TBB.

To qualify: Personally enroll five TeamBuilder Pack (TBP) Business Partners; no time limit in which the enrollments must occur. Must be on an active AutoShip (minimum 50 PV) or have a retail customer on AutoShip (VIP Customer).

- **Organizational Group Value [OGV]:** GPV & the GPV of six Generations of qualified Directors (includes OPV).
- **Organization Point Value [OPV]:** Your PPV, plus the PPV of your seven-level organization. Only AutoShip volume is counted.
This is the total PV of your AutoShip organization, through seven levels. Calendar month OPV is used to meet promotion and qualification requirements in both the Prosperity and LLB Program. OPV is also added to OGV for promotion and qualification purposes in the LLB Program.
- **(Generational) Override Commissions:** A percentage of Bonus Value on downline Director Group AutoShip and non-AutoShip orders that is paid to you when you qualify.
- **Personally qualified:** An IBP who has at least a 100 PPV.
- **Placement:** An Enroller may “place” a new Business Partner (Enrollee) under another downline Business Partner as part of organizational structure strategy. All parties have the potential to benefit when this is chosen in the right circumstances. Caution should be applied to placing Business Partners in their downline as significant income may be generated in the future that is outside of the enrollers pay levels or generations
- **Personal Point Value [PPV]:** The PV from your personal orders and the orders of your VIP Customers. These sales include personal wholesale and AutoShip purchases and your VIP Customers purchases.

Note: Only AutoShip PPV will count towards Prosperity Bonus PPV qualification requirements. However, both AutoShip and non AutoShip PPV all count towards LLB qualification requirements.

- **Placement Sponsor:** The downline Business Partner whom the new Business Partner (Enrollee) is placed directly under, is referred to as the “placement sponsor”. The placement sponsor benefits from the new Business Partner’s PV and BV as the compensation plan allows. TeamBuilder Enroller bonuses from the enrollee will be paid to the Enroller and not to the Placement Sponsor.
- **Point Value [PV]:** The value assigned to each product purchased used to meet qualification criteria to earn commissions and advance in rank. PV is the same in all countries.
- **Promotion or Advancement:** A Business Partner may advance to or be promoted to a higher title or rank when they meet the qualifications as set forth in the compensation plan. When a Business Partner advances or is promoted in rank or title, he or she always retains the highest title or rank name achieved. Regardless of title or rank name, monthly commissions will be paid out at the title or rank the Partner is fully qualified at each month. Example: a Business Partner may attain the position of Diamond Director and be paid at the Sapphire Director level in the LLB Program.
- **ProRetailer Pack [PRP]:** There are four types of PRP; SE2™, Multipack, StemPets, and StemEquine. Each pack includes product, a Business Development Training System and a Partner Business Suite. 2500 PV and 0 BV. Bonuses (paid upline):

\$150 Enroller Bonus, \$300 TBB, and \$150 50% Matching Bonus.

Packs include:

- 1) SE2™ PRP: x60 bottles of SE2™
 - 2) Multipack PRP: x20 bottles each of SE2™, StemFlo, and ST-5 with MigraStem
 - 3) StemPets PRP: x80 bottles of StemPets
 - 4) StemEquine PRP: x24 bottles of StemEquine
- **Prosperity Bonus Program:** The Prosperity Bonus pays out 7% on the first 100 BV (AutoShip and non AutoShip) through 7 levels when a Business Partner is qualified. Prosperity Infinity Bonuses are paid on level 8 and below when Business Partner is qualified (excluding VIP customer volume).
 - **Prosperity Commissions:** A percentage of Bonus Value on downline Business Partners AutoShip orders that is paid to you when you qualify.
 - **Prosperity Infinity Bonus:** 1% - 3% of Bonus paid on your 8th level to infinity when qualified. This bonus has the potential to pay you on the first 100 BV that accumulates on all orders placed by your entire organization down to the very last level or generation in a given month from an individual IBP (excluding VIP customer volume). If someone in your organization also qualifies for a certain Infinity Bonus level, he or she will reduce the number of levels you will earn bonuses on.
 - **Qualified:** To earn compensation for any position or title, the Business Partner must be personally "qualified" at that rank, each month. These qualifications are met during each calendar month, without exception. The minimum qualifier to earn overrides in the LLB Program is 100 PPV (you also need the requisite DGPV amount) and the TB Program is 50 APPV.
 - **Roll Up:** When a level or generation of Business Partners move up one or more levels or generations when their direct upline is inactive. If one or more Directors roll up to your first generation, only one will count towards Title advancement, provided they are fully-qualified.
 - **TeamBuilder Bonus (TBB):** A set bonus amount, calculated weekly, on downline Business Partners TBP purchases, paid to you, when you qualify. These bonuses are paid weekly if you are set up for StemPay E-Wallet, and have a one-week payout lag time.

19

To qualify:

- Personally enroll 4 TBP Partners; no time limit in which the enrollments must occur.
 - Must be on an Active AutoShip (minimum 50 PV) or have a VIP Customer on AutoShip •
 - Purchased a TBP or higher.
 - Also, starting with your 4th Personally Enrolled TeamBuilder, earn a TBB on each of their first 3 enrollments (Freedom Team), and their first 3 enrollments (Freedom Team), and so on, and so on, infinite levels deep.
- **TeamBuilder Pack [TBP]:** There are two different TBP; RCMP and Classic. Each pack includes product a Business Development Training System and a Business Partner Business Suite. 300 PV and 0 BV.

Bonuses (paid upline):

\$50 Enroller Bonus, \$80/\$100 TBB, and \$40/\$50 50% Matching Bonus.

Packs include:

- 1) RCMP TBP: 1 each of SE2™, StemFlo, St-5 with Migrastem, and DermaStem Renewal Serum
 - 2) Classic TBP: 5 bottles of SE2™
- **TeamBuilder Pack Partner:** Business Partner enrolled with a TeamBuilder Pack
 - **Turbo Bonus:** A set bonus amount, calculated weekly, on downline Partners TBP purchases, paid to you when you qualify. These bonuses are paid weekly if you are set up for StemPay E-Wallet, and have a one-week payout lag time.

To qualify:

- Personally enroll six TBP Business Partners; no time limit in which the enrollments must occur.
- Must be on an Active AutoShip (minimum 50 PV) or have a VIP customer on AutoShip.

- Purchased a TBP or above.
- Also, starting with your 6th personally enrolled TBP, earn a Turbo Bonus on each of their first three enrollments (Freedom Team), and their first three enrollments (Freedom Team), and so on, and so on, infinite levels deep.

Turbo bonuses are only offered with the RCMP and Classic TBP.

- **Upgrade:** Upgrades are available for a majority of all sign-up packs. Price, product and bonuses are based on the difference between the smaller pack and the upgraded pack. The Business Partner will be eligible for any TBB that the upgraded pack pays out. Differential bonuses will also apply. There are no enroller bonuses paid out on Upgrades.
- **50% Rule:** No more than 50% of qualifying PV can come from any one leg. This applies when calculating OPV and OGV.

Example:	Required volume	100,000 OGV
	Leg 1 total volume	80,000 PPV
	Leg 2 total volume	20,000 PPV
	Leg 3 total volume	40,000 PPV

Only 50,000 PPV out of the 80,000 PPV from Leg 1 can be used. The 20,000 PPV from Leg 2 and 40,000 PPV from Leg 3 can be used in total.