



The Sample First Company<sup>®</sup>

## **Compensation Plan**

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## Compensation Plan

Revital U does more than just encourage people to start the day off right with a daily serving of a Smart Product, a great night's rest with Sweet Dreams, the amazing benefits of our Slim Tea or a strong immune system with Defend. We want to help you look and feel better, and also live a fulfilling life.

If you love what our products have done for you and want to help others, this is a great opportunity.

As a Brand Influencer, you receive a personalized website, a Sample Platform, a Mobile App, full access to our online business system (Virtual Office), full corporate support, and executive modules for both business and leadership training.

You'll have the opportunity to earn New Personal Customer Bonuses, Fast-Start Bonuses and monthly customer commissions.

## New Brand Influencer Fast-Start Bonuses

Enroll a new Brand Influencer and be rewarded with a Fast Start Bonus. Each time you enroll a new Brand Influencer you will be paid a minimum 25% of the CV (commissionable volume). Grow your PCV to 700 or greater to earn all levels of the Fast Start Bonuses. The PCV is based on the previous 28 days.

Level	Requirement	% of CV (Commissionable Volume)
Level 1	Active Bi With 70 PCV	25%
Level 2	Min. 350 PCV	10%
Level 3	Min. 700 PCV	5%

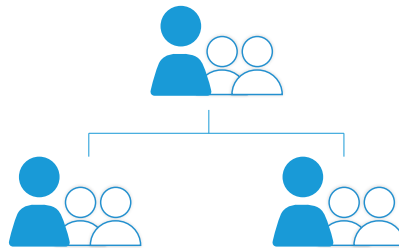
## Customer Acquisition Bonus

Get paid weekly for personally enrolling new customers. This bonus will pay up to 40% of the CV (commissionable volume) on the first order of your newly enrolled customer. See the chart directly below for the requirements and bonus percentage. The PCV will be based on the previous 28 days.

Requirement PCV (personal customer volume)	0-499 PCV	500-999 PCV	1,000-1,499 PCV	1,500-2,999 PCV	3,000-4,999 PCV	5,000-7,499 PCV	7,500 or more PCV
% Of CV	10%	15%	20%	24%	28%	32%	40%

## Dual Team

This bonus paid weekly is inspired by the powerful concept of team building. You start with building two teams: a right side and left side. The requirements for this bonus are simple: Have one active Brand Influencer enrolled on your left side and one on your right. All CV (commissionable volume) from a Customer or Brand Influencers orders during their first 28 days is placed into the Dual Team structure. This bonus will pay minimum of 10% of the lessor of your two side total CV. For example, assume you have 5,000 CV on your left side and 6,000 on your right side. Your bonus amount would be 10% of 5,000, which is \$500. Payout of the Dual Team requires a minimum earning of \$50. If less than the \$50, it will carry over and add to the following month, and will pay out once payout exceeds \$50.



Requirement PCV (Personal Customer Volume)	% paid on Pay Team
Less than 350 PCV	10%
Min. 350 PCV	12%
Min. 700 PCV	15%

Build a team of Customers and earn a higher percentage on the Dual Team structure. When the combined customer volume of BOTH your sides achieves 350 then you will earn 12% or if reaches 700 then 15% of the CV on the lessor leg.

Rank	Weekly Max Earning
Qualified	\$1,000
Executive	\$5,000
Senior	\$15,000
Regional	\$30,000
National	\$45,000
Global	\$75,000

## Team Customer Commission

Teams are led by seven different ranks (six being Executive ranks): Qualified Brand Influencer (QBi), Executive Brand Influencer (EBi), Senior Brand Influencer (SBi), Regional Brand Influencer (RBi), National Brand Influencer (NBi), Global Brand Influencer (GBi) and Platinum Brand Influencer (PBi).

As you build your team, you can become eligible for Team Customer Commission (TCC). This is paid once a month, for the volume period of the previous month. This plan rewards you in two key areas.

The first is by building what we call an Open Line Customer Volume (OCV). On Open Line allows team leaders to earn a certain percentage of the total volume from team members, who have not reached the same rank as them or higher.

The second type of TCC is what we call Leadership Development Generations (LDG). These apply to team members who are the same rank as the team leader or higher.

### Qualified Brand Influencer TCC

Qualified Brand Influencers (QBi) are in a unique position when it comes to Team Customer Commission. A QBi begins with an Open Line of two (2) percent commission and Leadership Development Generation 1, at one (1) percent commission. Any additional LDGs are determined by the Influencer’s personally enrolled customer volume, as seen in the table below:

**Example 1 :** If a QBi has 700 in personal volume, they will have an Open Line of two (2) percent, along with LDG 1 and 2 at one (1) percent. If a QBi has 1,500 or more in personal volume, they will have an Open Line of two (2) percent, LDG 1 and 2, with the additions of LDG 3 and 4 at one (1) percent each. Influencers can use up to 40 in Volume for each personally enrolled Customer towards QBI and up to 100 for each personally enrolled Customer towards 1 Star and above. Influencers with an active product purchase are included towards these totals.

	QBi	1 Star QBi	2 Star QBi	3 Star QBi	4 Star QBi
Personally Enrolled Customer Volume	200	400	700	1,000	1,500
Open Line	2%	2%	2%	2%	2%
Generation 1		1%	1%	1%	1%
Generation 2			1%	1%	1%
Generation 3				1%	1%
Generation 4					1%

**Example 2 :** Let's say a leg of yours has a Brand Influencer, then another Brand Influencer, then another Brand Influencer, followed by a Qualified Brand Influencer, followed by a Global Brand Influencer and ended by a Regional Brand Influencer.

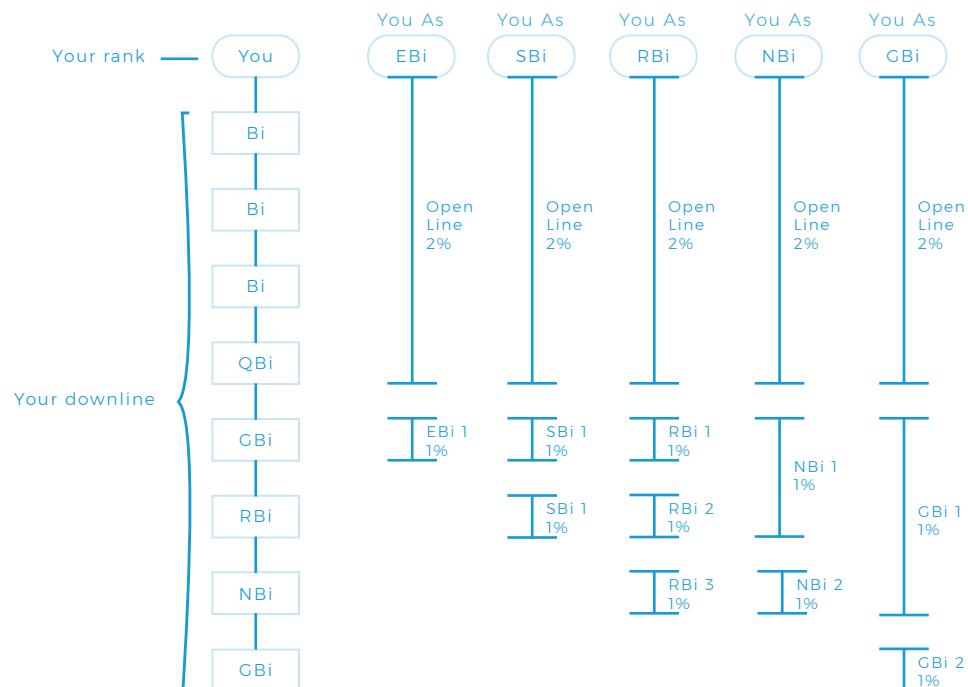
Depending on your rank, your Open Line and LDGs will vary. If you, the leader of this team, are a QBi, then you would have an Open Line of two percent from the first Brand Influencer to the Qualified Brand Influencer

## Executive Brand Influencer through Platinum Brand Influencer TCC

Following in the same pattern, the other six ranks also have an Open Line of two (2) percent. These ranks are: Executive Brand Influencer (EBi), Senior Brand Influencer (SBi), Regional Brand Influencer (RBi), National Brand Influencer (NBi), Global Brand Influencer (GBi) and Platinum Brand Influencer (PBi)

	EBi	SBi	RBi	NBi	GBi	PBi
Open Line	2%	2%	2%	2%	2%	2%
Generation 1	1%	1%	1%	1%	1%	
Generation 2		1%	1%	1%	1%	
Generation 3			1%			

Below is an overview of the ranks:



As Influencers achieve higher ranks, their Team Customer Commission accumulates, as seen in the table below:

	EBi	SBi	RBi	NBi	GBi	PBi
Open Line	2%	4%	6%	8%	10%	12%
LDG 1	1%	2%	3%	4%	5%	
LDG 2		1%	2%	3%	4%	
LDG 3			1%			

LDG : Leadership Development Generation

To reiterate, EBIs, SBIs and RBIs have an Open Line of two (2) percent, with LDGs at one (1) percent.

If a person was a RBi, their TCC would consist of the accumulation of the Executive Open Line, Senior Open Line and Regional Open Line. Since all of the three have an Open Line of two (2) percent, a RBi would have a total of a six (6) percent Open Line and a total of three (3) percent in RBi 1, because each rank has it at one (1) percent. A RBi would also have RBi 2 and RBi 3 at one (1) percent each.

The same pattern happens for each rank, from Senior to Platinum.

## Rank Advancements

### Qualified Brand Influencer Rank

Sharing our products and attracting customers can help a Bi move up the ranks, to become a Qualified Brand Influencer (QBi). This happens when a Bi develops and maintains a minimum of 200 in Personal Volume. Influencers can use up to 40 in Volume for each personally enrolled Customer. Influencers with an active product purchase are included towards these totals.

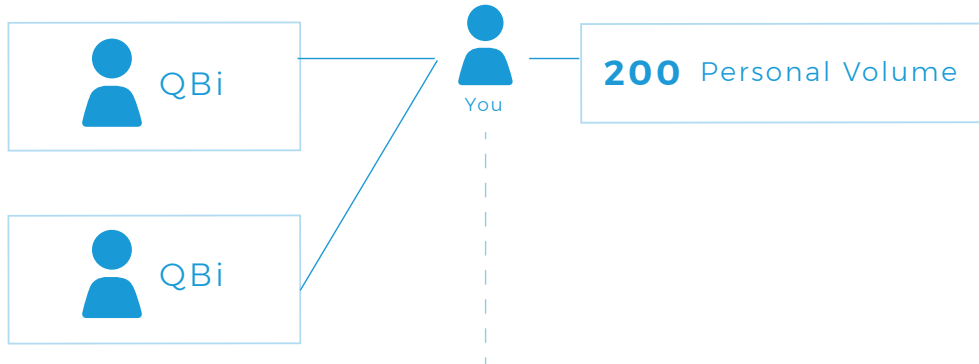


**200** Personal Volume

Please refer to page 12 for the promotional rank requirements for October 2021.

## Executive Brand Influencer Rank

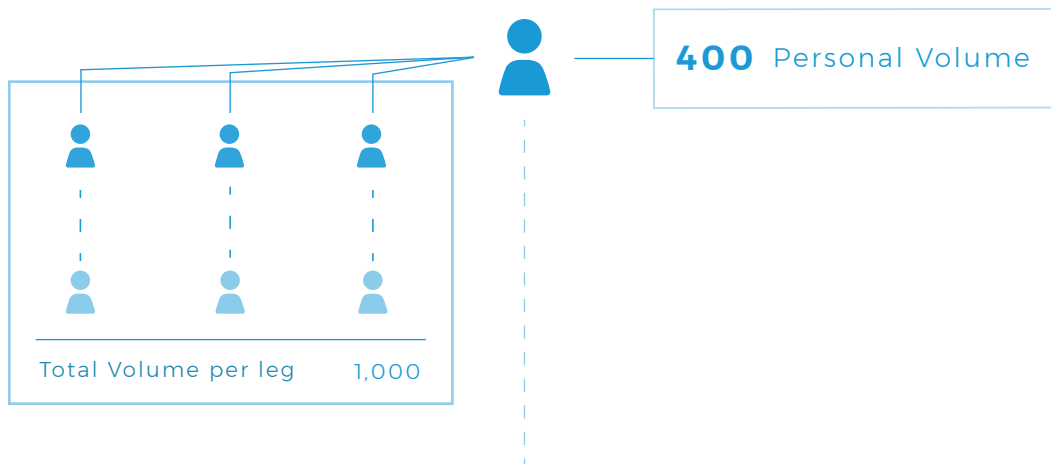
A person can keep building their business by becoming an Executive Brand Influencer (EBi). An Executive has a minimum of two hundred (200) in Personal Volume. An EBi must also Enroll and Sponsor two (2) people, who will become QBis themselves, with a hundred (100) in Personal Volume. Influencers can use up to 40 in Volume for each personally enrolled Customer. Influencers with an active product purchase are included towards these totals.



Please refer to page 12 for the promotional rank requirements for October 2021.

## Senior Brand Influencer Rank

After successfully achieving Executive rank, the next milestone is becoming a Senior Brand Influencer (SBI). An EBi becomes a Senior when they have a four hundred (400) in Personal Volume. The SBI must also have a minimum of three (3) legs with at least a thousand (1,000) in total volume per leg. Influencers can use up to 100 in Volume for each Customer. Influencers with an active product purchase are included towards these totals.

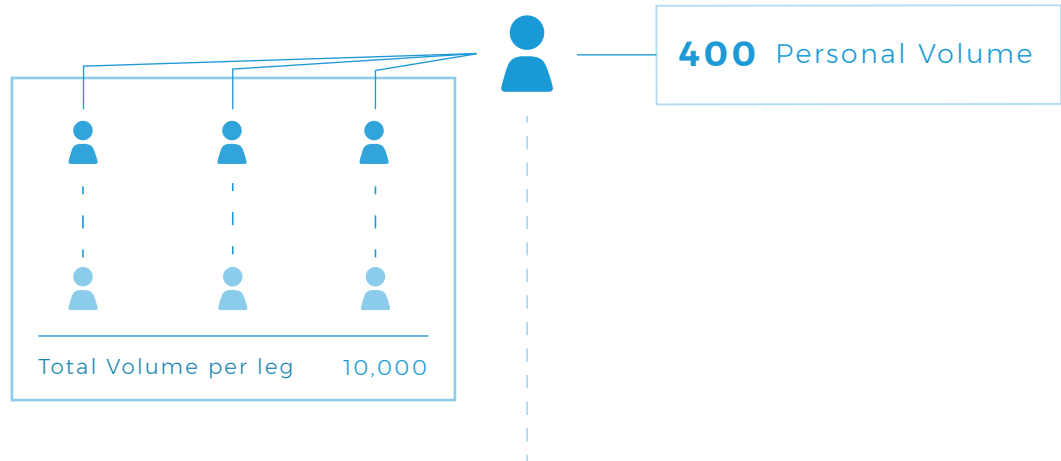


Please refer to page 12 for the promotional rank requirements for October 2021.



## Regional Brand Influencer Rank

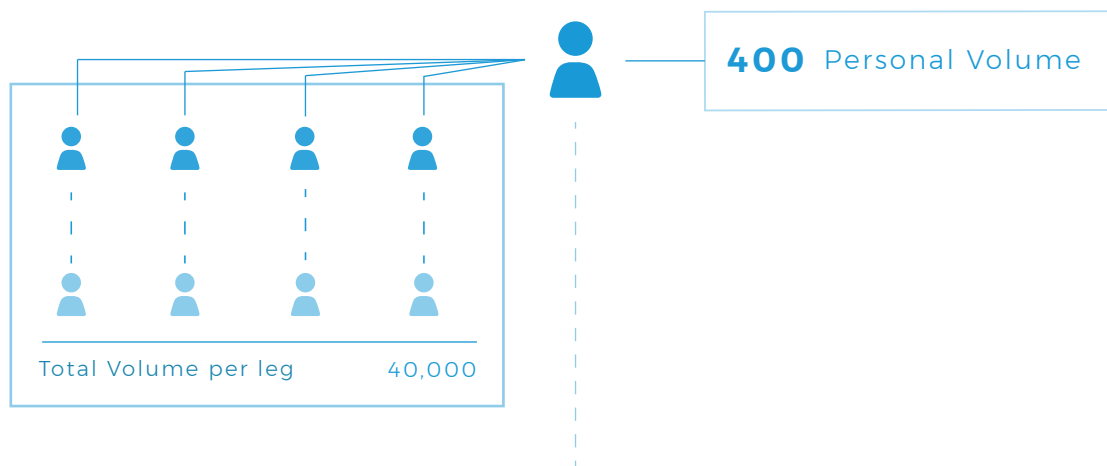
Similar to the last rank, an RBi, must have the aforementioned PCV in addition to having a minimum of three (3) legs. A Regional must also have a minimum of ten thousand (10,000) in total volume per leg. Influencers can use up to 100 in Volume for each Customer. Influencers with an active product purchase are included towards these totals.



Please refer to page 12 for the promotional rank requirements for October 2021.

## National Brand Influencer Rank

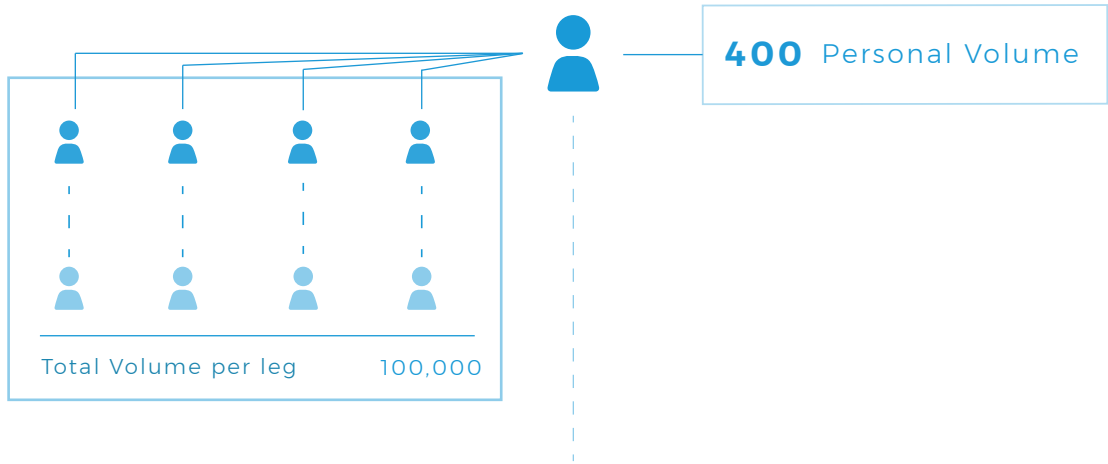
Once the RBi has been conquered, they can strive to become a National Brand Influencer (NBi). An NBi continues following the pattern of having a minimum four hundred (400) in Personal Volume. A NBi also has four (4) legs, with a minimum of 40,000 in total volume per leg. Influencers can use up to 100 in Volume for each Customer. Influencers with an active product purchase are included towards these totals.



Please refer to page 12 for the promotional rank requirements for October 2021.

## Global Brand Influencer Rank

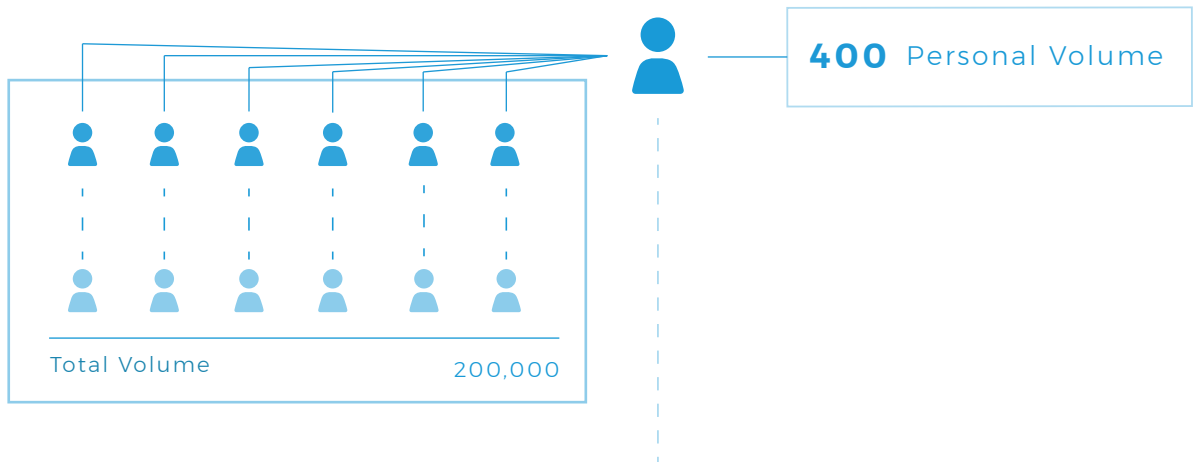
A GBI also has four (4) legs, with a minimum of 400 in Personal Volume. GBIs must also maintain a minimum 100,000 in total volume per leg. Influencers can use up to 100 in Volume for each Customer. Influencers with an active product purchase are included towards these totals.



Please refer to page 12 for the promotional rank requirements for October 2021.

## Platinum Brand Influencer Rank

Our highest rank is Platinum Brand Influencer (PBi). GBIs can become Platinums by maintaining a minimum 400 in Personal Volume. A PBi has a minimum of six (6) legs with a minimum 200,000 in total volume per leg. Influencers can use up to 100 in Volume for each Customer. Influencers with an active product purchase are included towards these totals.



Please refer to page 12 for the promotional rank requirements for October 2021.

## Promotional Rank Advancements

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As the year progresses, we want to help all of our Influencers continue to push to meet their goals. Take advantage of this promotion to grow your team and go up in the ranks!

### Qualified Brand Influencer Rank

A Qualified Brand Influencer has a minimum of 100 in Personal Volume.

### Executive Brand Influencer Rank

An Executive Brand Influencer has a minimum of 100 in Personal Volume, with a minimum of two (2) separate legs, each leg must have one Qualified Brand Influencer.

### Senior Brand Influencer Rank

A Senior Brand Influencer has a minimum of 400 in Personal Volume, with a minimum of three (3) separate legs. The volume per leg must be at least 750.

### Regional Brand Influencer Rank

A Regional Brand Influencer has a minimum of 400 in Personal Volume, with a minimum of three (3) separate legs. The total Leg Volume must be at least 3,000.

### National Brand Influencer Rank

A National Brand Influencer has a minimum of 400 in Personal Volume, with a minimum of four (4) separate legs. The total Leg Volume must be at least 6,000.

### Global Brand Influencer Rank

A Regional Brand Influencer has a minimum of 400 in Personal Volume, with a minimum of four (4) separate legs. The total Leg Volume must be at least 15,000.

### Platinum Brand Influencer Rank

A Platinum Brand Influencer has a minimum of 400 in Personal Volume, with a minimum of six (6) separate legs. The total Leg Volume must be at least 100,000.

We've extended our lower rank qualifications, detailed on the graph below. When an Influencer meets a rank, with the lower qualifications, a grace period is given to meet the regular requirements, found in our normal Compensation Plan.

Promotional Qualifications - November 8th through November 30th

	QBi	EBi	SBi	RBi	NBi	GBi	PBi
Personally Enrolled Customer Volume	100	100	400	400	400	400	400
Personally Enrolled Legs		2 QBis	3 Legs	3 Legs	4 Legs	4 Legs	6 Legs
Leg Volume Total			750	3,000	6,000	15,000	100,000

\*Proposed Subject to change.

## Volume and Commission Calculations

Commissions for both PCC and TCC are calculated against the purchase price of the products. In the event customers purchase product at a discounted promotional rate or other customer incentive, calculations will be based on the discounted purchase price.

U.K. Influencers will be paid on an adjusted commissionable amount due to currency exchange rules. U.K. Influencers with U.K customer product volume will be paid on 85% of all product purchased. In the event that a U.K. Influencer develops Customers and volume purchased in US Dollars, that volume will be calculated at 70% of the purchase price in consideration that the Influencer will be paid in GBP for product purchased in USD.

## Grace Periods

In the event that Brand Influencers no longer meet the qualifications of their current rank, they will be moved into a grace period where they can still earn based on their current rank for the duration of their grace period. However, if the rank's requirements are not met at the end of the grace period, they will rank down to a respective rank. The duration of grace periods are as below:

Rank	QBi	EBi	SBi	RBi	NBi	GBi	PBi
Grace Period Duration	15 days	30 days	60 days	90 days	120 days	180 days	270 days

You can find this information on the "Business Progress" page, in your back office.

## Payment Schedule

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Weekly Commissions are paid on the day they are earned with a successfully qualifying customer order. For additional details on Instant Pay please see the Monthly Promotions section of this document.

Instant Pay Commissions are paid on the day they are earned with a successfully qualifying customer order. For additional details on Instant Pay please see the Monthly Promotions section of this document.

**Weekly Bonuses** are paid weekly (on Monday) 1 week in arrears. A week is defined as 12:00AM CT Monday through 11:59PM CT Sunday. As an example, weekly commissions will be paid on Monday, 11/15 for the commission period of 11/1 - 11/7.

**Monthly Commissions** are paid once a month on the first Friday after the 15th for business done the previous calendar month. In the event the 15th falls on a Friday, monthly commissions will be paid that day. As a general rule, payments are posted to HyperWallet by 6PM CST each Friday.

## Personal Customer Commission & Team Customer Commission

**Personal Customer Commission** allow Influencers to earn commission through a percentage taken from customer orders. Qualified Brand Influencers to Platinum are eligible. (See page 5 for details.)

**Team Customer Commission** allow team Influencers to earn commission on the customers their team has acquired, through the Open Line and Leadership Development Generations. Qualified Brand Influencers to Platinum are eligible. (See page 7 f or details.)

**Team Customer Commission** are paid out based on an Influencer's rank on the last date of the month. For example, if an Influencer begins the month of October as an Executive and ends the month as a Senior (indicated by your "Paid As Rank" in your "Business Progress" page in your Virtual Office, as of 12:00 AM CST on October 9th, 2021), they are paid as a Senior Brand Influencer for the October volume Team Customer Commission.

Both of the above are paid once a month, for the volume period of the previous month. The volume is counted starting from the 1st of the month until the last calendar date.

The Order Entry Timeline is followed, which is the deadline for Influencers to submit their orders, for payment. For these, all COMPLETE orders must be submitted on the last calendar date of each month by 11:59 PM CST. After submission, Influencers are paid on the first Friday after the 15th of the following month. Depending on the month, the 15th may fall on a Friday.

For example, an Influencer will start at zero (0) volume for PCC and TCC at the beginning of each month. For November, it will start to accumulate from November 8th to November 30th. All complete orders must be submitted into the system on November 30th by 11:59:59 PM CST. Then payment will be received on December 17, 2021.

Note: A Hyperwallet email is sent out when Influencers earn a monthly commission of at least \$25. This applies to every commission run. If an Influencer does not earn at least \$25, the earnings will rollover to the next pay period. Weekly and Instant Pay Bonuses do not have a \$25 minimum and will be paid as they are earned and qualified.

## Terminology

### Active Ranks

**Leg:** When an Influencer enrolls a person to be an Influencer under them.

**Brand Influencer Rank:** A newly enrolled person who has an active subscription for the Virtual Office.

**Qualified Brand Influencer Rank:** Has at least two hundred (200) active in Personal Volume.

**Executive Brand Influencer Rank:** Has at least a hundred (200) in Personal Volume. An EBi must also enroll and sponsor two (2) people, who will become QBis themselves, each with a two hundred (200) in personally enrolled customer volume.

**Senior Brand Influencer Rank:** Has at least a hundred (400) in Personal Volume. Also, has at least 3 legs, with the total leg volume of 1,000.

**Regional Brand Influencer Rank:** Has at least a hundred (400) in Personal Volume. Also, has at least 3 legs, with the total leg volume of 10,000.

**National Brand Influencer Rank:** Has at least a hundred (400) in Personal Volume. Also, has at least 4 legs, with the total leg volume of 40,000.

**Global Brand Influencer Rank:** Has at least a hundred (400) in Personal Volume. Also, has at least 4 legs, with the total leg volume of 100,000.

**Platinum Brand Influencer Rank:** Has at least a hundred (400) in Personal Volume. Also, has at least 4 legs, with the total leg volume of 200,000.

### Commission

**Personal Customer Commission (PCC):** Influencers earn commission through a percentage taken from customer orders.

**Team Customer Commissions (TCC):** Team leaders earn commission through their Open Line and Leadership Development Generations.

## Related to TCC

**Open Line Customer Volume (OCV) also known as “Open Line”:** Team members earn a certain percentage, from the total volume from team members, who are not the same rank as them or higher.

**Leadership Development Generations:** Team members who are the same rank as the team leader or higher.

## Welcome to Revital U ---

We hope you're as excited as we are about joining us on this journey. Welcome to the Revital U family, where everyone works together to reach amazing goals. If at any time you need additional assistance or help in understanding our Compensation Plan, please feel free to contact your Upline or our support team at [support@revitalu.com](mailto:support@revitalu.com).



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