



The Sample First Company[®]

Compensation Plan

| | |
|---|----|
| Fast Start Bonus (FSB) | 3 |
| Customer Acquisition Bonus (CAB) | 3 |
| Dual Team | 4 |
| LAUNCH U Challenge | 5 |
| Personal Customer Commission (PCC) | 7 |
| Team Customer Commission (TCC) | 8 |
| Qualified Brand Influencer TCC | 8 |
| Executive Brand Influencer through Platinum Brand Influencer TCC | 9 |
| Rank Advancements | 10 |
| Qualified Brand Influencer | 10 |
| Executive Brand Influencer Rank | 11 |
| Senior Brand Influencer Rank | 11 |
| Regional Brand Influencer Rank | 12 |
| National Brand Influencer Rank | 12 |
| Global Brand Influencer Rank | 13 |
| Platinum Brand Influencer Rank | 13 |
| Promotional Rank Advancements | 14 |
| Volume and Commission Calculations | 15 |
| Grace Period | 15 |
| Payment Schedule | 16 |
| Terminology | 17 |

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.

Fast-Start Bonuses

Enroll a new Brand Influencer with an enrollment bundle and be rewarded with a Fast Start Bonus. Each time you enroll a new Brand Influencer you will be paid 25% of the NBV (New Business Volume). Grow your Personal Customer Volume (PCV) to 700 or greater to earn up to 3 levels on your enroller tree on new Brand Influencer's. The PCV is based on the previous 28 days.

| Level | Requirement | % of CV |
|-------|-----------------------------|---------|
| 1 | Active with 70 PV | 25% |
| 2 | Active and at least 350 PCV | 10% |
| 3 | Active and at least 700 PCV | 5% |

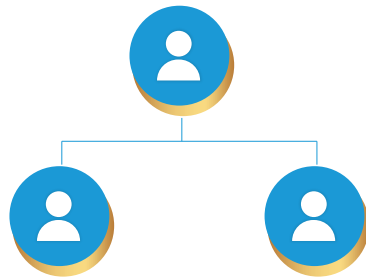
Customer Acquisition Bonus

Get paid weekly for personally enrolling new customers and helping others enroll new customers. This bonus will pay up to 20% of the NBV (New Business Volume) on every order made by new customers in their first 28 days of enrolling. Earn up to 5 levels of new customer orders as your PCV increases. The PCV will be based on the previous 28 days.

| Last 28 Day Personally Enrolled Customer Volume Requirements | 0-349 PCV or 1 Customer | 350-699 PCV or 4 Customers | 700-999 PCV or 6 Customers | 1,000-1,499 PCV or 8 Customers | 1,500 or more PCV or 10 Customers |
|--|-------------------------------|----------------------------------|----------------------------------|--------------------------------------|---|
| Level | 1 | 2 | 3 | 4 | 5 |
| % Of CV | 20% | 10% | 5% | 5% | 5% |
| Active Status | No | Yes | Yes | Yes | Yes |

Dual Team

This bonus paid weekly is inspired by the powerful concept of team building. You start with building two teams: a right team and left team. The requirements for this bonus are simple: Have one Active Brand Influencer enrolled on your left team and one on your right. All NBV (New Business Volume) from a Customer or Brand Influencer orders during their first 28 days is placed into the Dual Team structure. This bonus will pay a minimum of 10% of the lesser team's NBV. For example, assume you have 5,000 NBV on your left team and 6,000 on your right team. Your bonus amount would be 10% of 5,000, which is \$500. Payout of the Dual Team requires a minimum earning of \$50 or 500 NBV. 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 |
|---|--------------------|
| Active & Qualified with less than 350 PCV | 10% |
| Active & Qualified with min. 350 PCV | 12% |
| Active & Qualified with min. 700 PCV | 15% |

Build a team of Customers and earn a higher percentage on the Dual Team structure. When you achieve a minimum of 350 PCV you will earn 12% of your lesser team. Achieve a minimum of 700 PCV and you will earn 15% on the lesser team volume.

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

LAUNCH U Challenge

We know that the best time to build your business is when you first become an Influencer. This is also the reason we have our LAUNCH U Challenge. It allows you to earn quick cash while laying a solid foundation for your business.

Every New Brand Influencer that enrolls can participate and is granted a 7 day "Orientation Period" where you can become familiar with Revital U and get your products in hand. You can Launch your business from your Virtual Office anytime during these 7 days.

Go MVP

The first way to get your business Launched is to become an MVP. To go MVP you need to become Active and Dual-Team Qualified within 7 days of launching your business. Active means you have 70 PV (Personal Volume). You may count up to 50 volume from your personal purchases and all personally enrolled customer purchases towards your Personal Volume (PV). To be Dual-Team Qualified you must personally sponsor a Brand Influencer on both your right and left team that are also Active.

When you achieve this first building block of your business, you will earn a **\$100** one-time bonus and MVP privileges for seating and registrations to Revital U events.



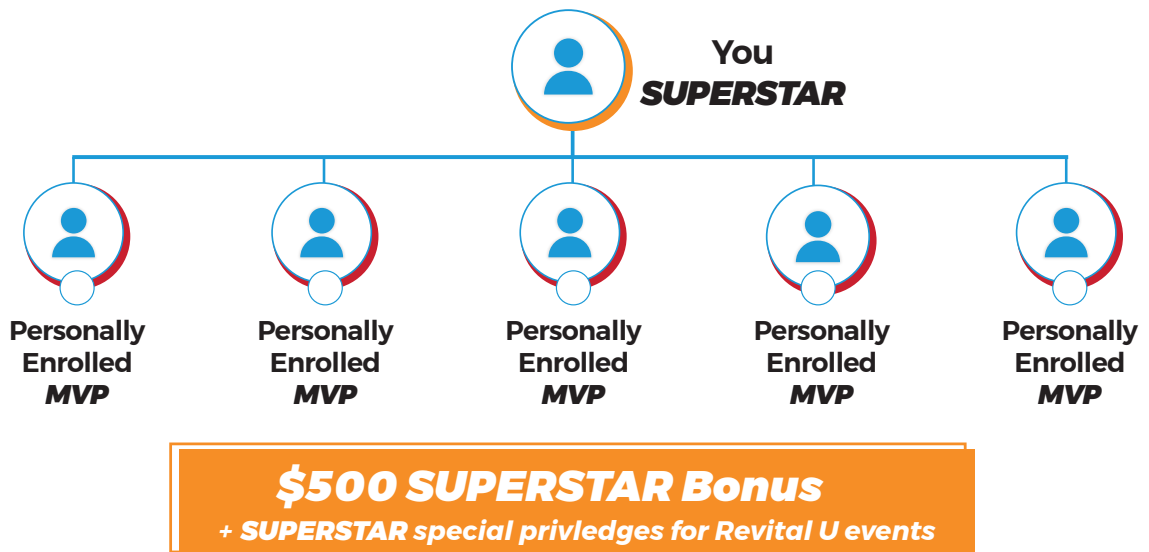
Go ALL-STAR

An All-Star is an Influencer who has 140 PV and develops two MVP's within the first 14 days of launching their business. An All-Star will now earn **3** levels of the Fast Start Bonus and all **5** levels of the Customer Acquisition Bonus for 6 months AND **\$250** one-time bonus and All-Star privileges for seating and registrations to Revital U experiences and events.



Become a SUPERSTAR

Over the first 60 days of Launching your business your goal is to become a Superstar. To be a Superstar you need 140 PV and develop 5 personally enrolled MVP's. When you achieve this you will be treated with all the benefits that a superstar deserves. First Class seating at all the Revital U events, earn **3** levels of the Fast Start Bonus and all **5** levels of the Customer Acquisition Bonus for 6 months and an additional **\$500** one-time bonus.



Personal Customer Commission

An Influencer has the opportunity to earn Personal Customer Commission (PCC) through a percentage paid from their customers' orders. Bis will need to achieve and maintain Qualified Brand Influencer (QBi) and above to qualify and be paid all commissions and bonuses. Personal Customer Commissions are paid to qualified Influencers starting with the second month and beyond product orders for all customers. The first month order from each New Customer is paid through our Customer Acquisition Bonus.











Personal Volume

Influencers are not required to make a purchase to qualify for commissions, an element of our compensation plan for which we are very proud. If an Influencer does purchase product, that volume will be applied towards qualifications.

Important Note: Influencers working to achieve and maintain QBi can use up to 50 in product volume from either their personal purchase or personally enrolled customers. Influencers working to achieve and maintain 1 Star QBi and above can use up to 100 in product volume from either a personal purchase or their personally enrolled customers. This rule is to prevent Influencer's from qualifying through simply buying more product. We will help you build a great customer base that will reward you through our unique compensation plan. Of course, we always pay you on 100% of the commissionable value for all Volume.

PCC is paid monthly. Understanding your commission is simple. Let's say a QBi has 400 in Personal Volume, This is equal to \$400.00 worth of product. Now, in this situation, an Influencer would qualify as a 1 Star QBi and will be paid a 10 percent commission on the qualifying volume, or \$40.00 This is the Bi's Personal Customer Commission for the month.

It's important to note that for this method, Influencers must meet their target of having X amount of Personal Volume each month. If they don't, they must find new customers to fulfill the need or risk being dropped a tier, and subsequently, earn a lower commission.

| Rank | QBi |  |  |  |  |  |  |  |  |  |  |
|-------------------------------------|-----|---|---|---|---|---|--|---|---|---|---|
| Personally Enrolled Customer Volume | 100 | 400 | 700 | 1,000 | 1,500 | 3,000 | 6,000 | 10,000 | 15,000 | 20,000 | 25,000 |
| | 5% | 10% | 15% | 20% | 25% | 28% | 32% | 34% | 36% | 38% | 40% |

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 50 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 | 100 | 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.

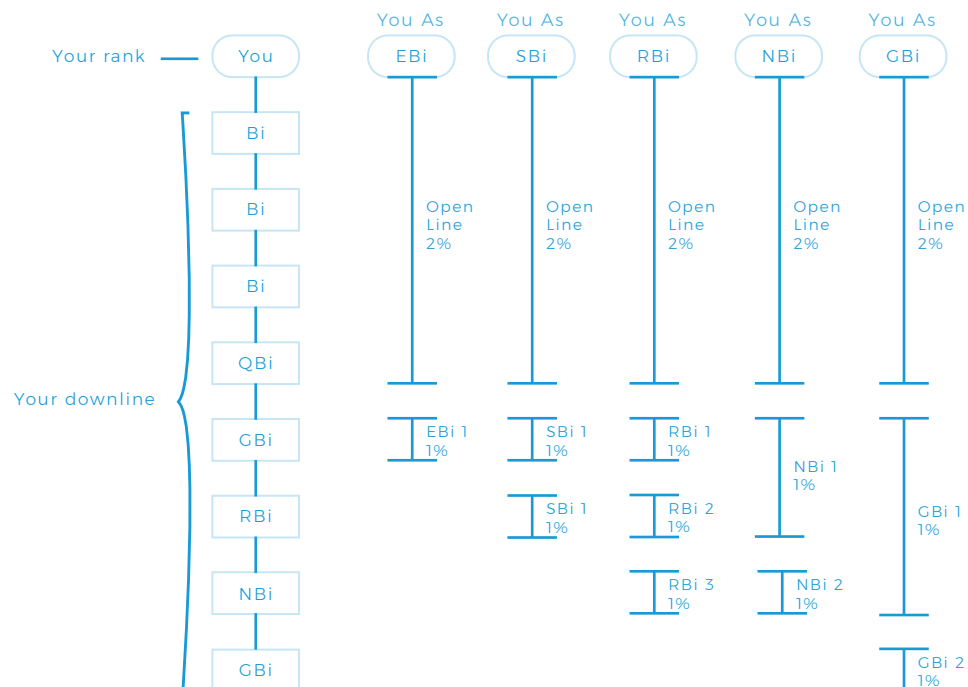
Depending on your rank, your Open Line and LDGs will vary. If you, the leader of this team, are a QBi, then you would have an Open Line of two percent from the first Brand Influencer to the Qualified Brand Influencer

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% |
| LDC 1 | 1% | 2% | 3% | 4% | 5% | |
| LDC 2 | | 1% | 2% | 3% | 4% | |
| LDC 3 | | | 1% | | | |

LDC : 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 one hundred (100) in Personal Volume. Influencers with an active product purchase are included towards these totals.

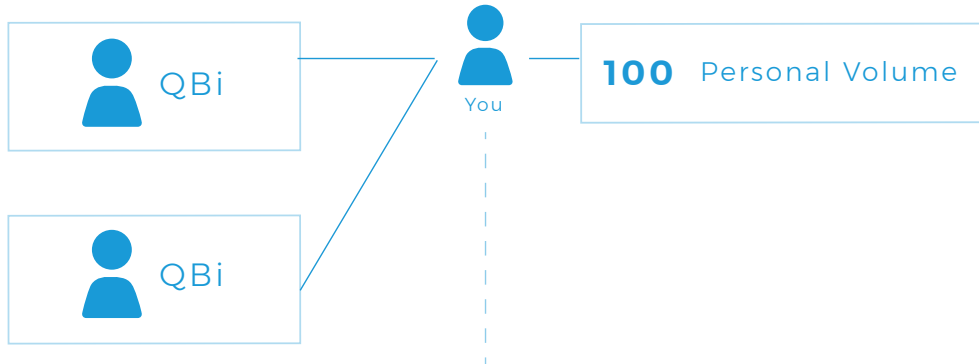


100 Personal Volume

Please refer to page 14 for the promotional rank requirements for February 2022.

Executive Brand Influencer Rank

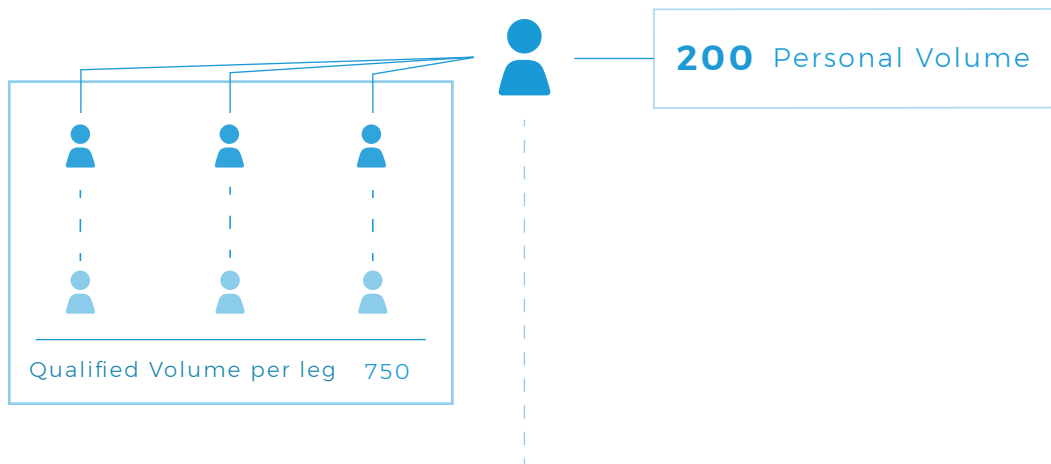
A person can keep building their business by becoming an Executive Brand Influencer (EBi). An Executive has a minimum of one hundred (100) in Personal Volume. An EBi must also Enroll and Sponsor two (2) people, who will become QBis themselves, with a hundred (100) in Personal Volume. Influencers with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



Please refer to page 14 for the promotional rank requirements for February 2022.

Senior Brand Influencer Rank

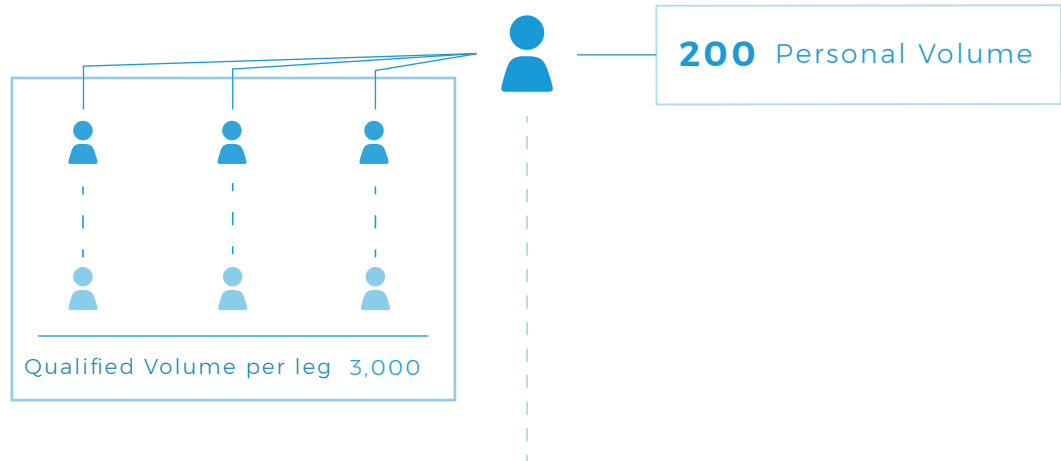
After successfully achieving Executive rank, the next milestone is becoming a Senior Brand Influencer (SBI). An EBi becomes a Senior when they have two hundred (200) in Personal Volume. The SBI must also have a minimum of three (3) legs with at least 750 in Qualified Volume (QV) per leg. Influencers 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 14 for the promotional rank requirements for February 2022.

Regional Brand Influencer Rank

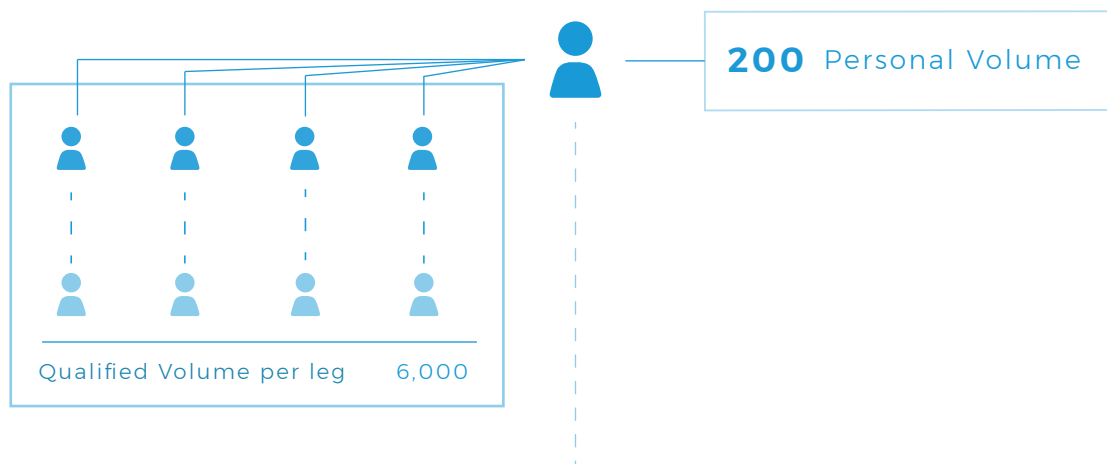
Similar to the last rank, an RBi, must have 200 in Personal Volume in addition to having a minimum of three (3) legs. A Regional must also have a minimum of three thousand (3,000) in total volume per leg. Influencers with an active product purchase are included towards these totals.



Please refer to page 14 for the promotional rank requirements for February 2022.

National Brand Influencer Rank

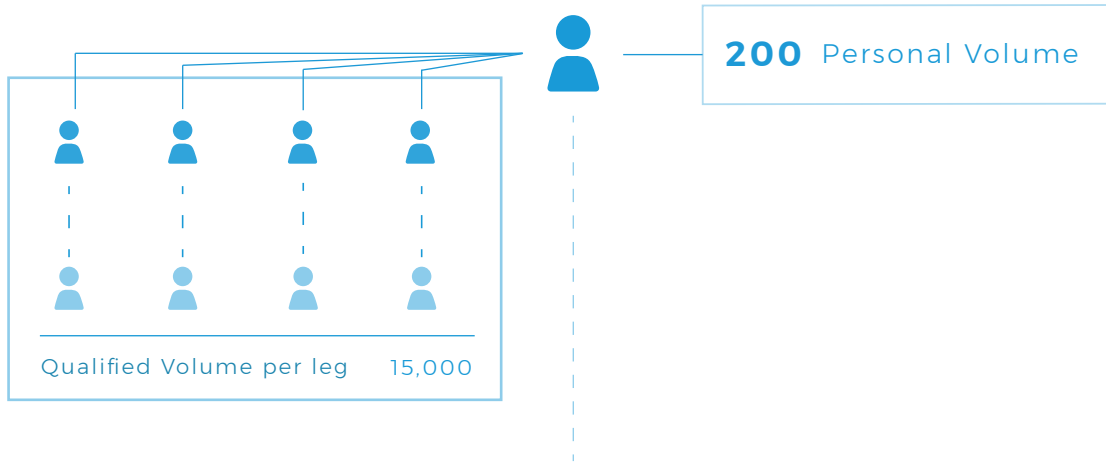
Once the RBi has been conquered, they can strive to become a National Brand Influencer (NBI). An NBI continues following the pattern of having a minimum of two hundred (200) in Personal Volume. A NBI also has four (4) legs, with a minimum of 6,000 in Qualified Volume per leg. Influencers with an active product purchase are included towards these totals.



Please refer to page 14 for the promotional rank requirements for February 2022.

Global Brand Influencer Rank

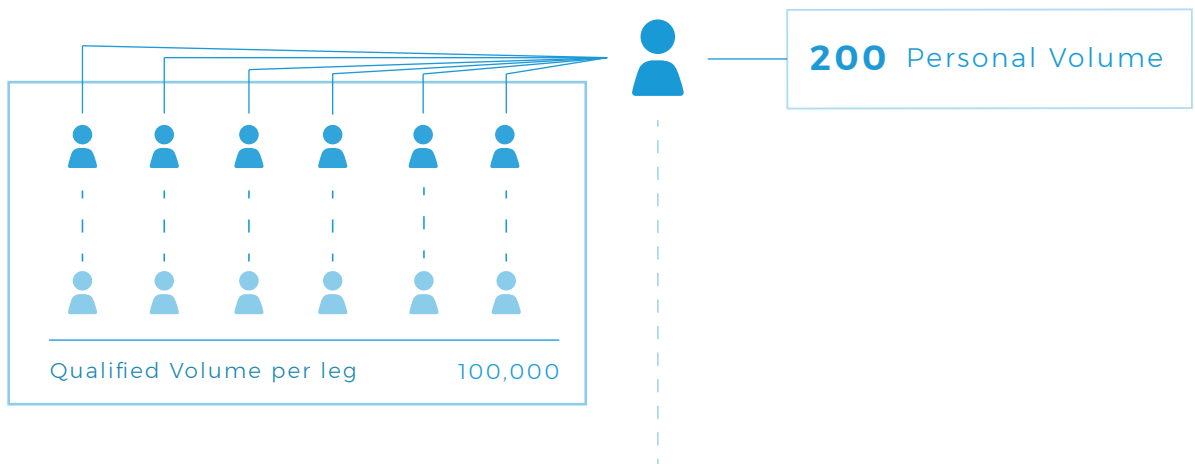
A GBI also has four (4) legs, with a minimum of 200 in Personal Volume. GBIs must also maintain a minimum 15,000 in Qualified Volume per leg. Influencers with an active product purchase are included towards these totals.



Please refer to page 14 for the promotional rank requirements for February 2022.

Platinum Brand Influencer Rank

Our highest rank is Platinum Brand Influencer (PBI). GBIs can become Platinums by maintaining a minimum 200 in Personal Volume. A PBI has a minimum of six (6) legs with a minimum 100,000 in Qualified Volume per leg. Influencers with an active product purchase are included towards these totals.



Please refer to page 14 for the promotional rank requirements for February 2022.

Promotional Rank Advancements ---

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 200 in Personal Volume, with a minimum of three (3) separate legs. The Qualified Volume per leg must be at least 750.

Regional Brand Influencer Rank

A Regional Brand Influencer has a minimum of 200 in Personal Volume, with a minimum of three (3) separate legs. The total Qualified Volume per leg must be at least 3,000.

National Brand Influencer Rank

A National Brand Influencer has a minimum of 200 in Personal Volume, with a minimum of four (4) separate legs. The total Qualified Volume per leg must be at least 6,000.

Global Brand Influencer Rank

A Global Brand Influencer has a minimum of 200 in Personal Volume, with a minimum of four (4) separate legs. The total Qualified Volume per leg 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 Qualified Volume per leg 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 - February 1st through February 28th

| | QBi | Ebi | Sbi | Rbi | Nbi | Gbi | Pbi |
|-------------------------------------|-----|--------|--------|--------|--------|--------|---------|
| Personally Enrolled Customer Volume | 100 | 100 | 200 | 200 | 200 | 200 | 200 |
| Personally Enrolled Legs | | 2 QBis | 3 Legs | 3 Legs | 4 Legs | 4 Legs | 6 Legs |
| Qualified Volume | | | 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.

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

Weekly Bonuses are paid weekly (on Monday) 1 week in arrears, to those Brand Influencer's that qualified for commissions. 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, for those Brand Influencer's that met qualifications for monthly commissions. 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 allows 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 allows 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 for 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 March 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 they are paid as a Senior Brand Influencer for the March 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.

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

Ranks

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

Brand Influencer Rank: A newly enrolled person.

Qualified Brand Influencer Rank: Has at least one hundred (100) active in Personal Volume.

Executive Brand Influencer Rank: Has at least one hundred (100) in Personal Volume. An EBi must also enroll and sponsor two (2) people, who will become QBis themselves, each with one hundred (100) in personally enrolled customer volume.

Senior Brand Influencer Rank: Has at least a hundred (200) in Personal Volume. Also, has at least 3 legs, with the total Qualified Volume of 1,000.

Regional Brand Influencer Rank: Has at least a hundred (200) in Personal Volume. Also, has at least 3 legs, with the total Qualified Volume of 10,000.

National Brand Influencer Rank: Has at least a hundred (200) in Personal Volume. Also, has at least 4 legs, with the total Qualified Volume of 40,000.

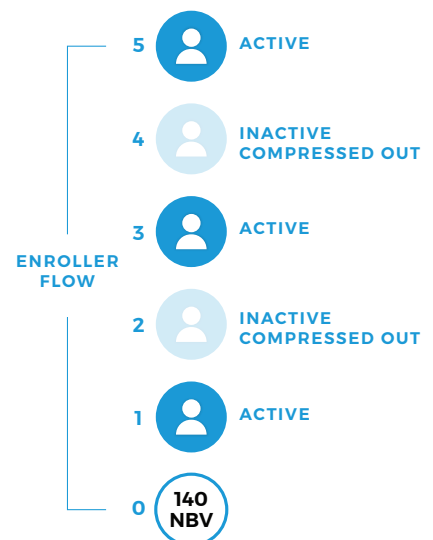
Global Brand Influencer Rank: Has at least a hundred (200) in Personal Volume. Also, has at least 4 legs, with the total Qualified Volume of 100,000.

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

Commission

Active: Brand Influencer has a minimum of 70 PV.

Compression: The process in which the system looks up the enroller tree to pay multiple levels of commissions. If a Brand Influencer is not "Active" the Bi will be compressed out not counting towards the payout level. The system will continue this process until all levels of the commission type has reached the maximum in amount of "Active" levels.



Enroller Tree: This is the tree which follows the direct enroller of a Brand Influencer and their enroller and so on.

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.

Dual Team Qualified: A Brand Influencer has personally sponsored an Active Brand Influencer on both the right and left team.

New Business Volume (NBV): Volume from enrollment bundles and new customers orders made in their first 28 days of enrollment.

Personal Customer Volume (PCV): Total of all personally enrolled customer volume from the previous 28 days.

Personal Volume (PV): Total of your PCV + your personal purchases up to 50 volume

Qualified Volume (QV): The volume used to calculate ranks.

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.

Revital U International LLC. owns this Compensation Plan, including past and/or future versions. As part of Revital U confidential information, it is forbidden to distribute the Compensation Plan to any third party, in any platform (i.e. social media, blog) through any medium (i.e. physical copies, links, downloads, screenshots), per section 3.14 of the Policies and Procedures. Such action, distribution of the Compensation Plan without consent, is subject to suspension and/or termination of an Influencer's agreement with Revital U, per section 5.4 and 5.6 of the Policies and Procedures.

For the latest Policies and Procedures, please contact us at support@revitalu.com.

