

The logo for Upshoot features a stylized green 'U' with a leaf-like shape on top, followed by the word 'pshoot' in white lowercase letters. Below this, the words 'Compensation Plan' are written in a smaller white font.

Upshoot
Compensation Plan

4 Ways to Get Paid as an Upshoot Ambassador

- 1 Personal Sales Commissions
- 2 Preferred Customer Volume Bonus
- 3 Level Commissions
- 4 Generation Commissions





Share the Products: **Selling**

1. Personal Sales Commissions
2. Preferred Customer Volume Bonus

1. Personal Sales Commissions

Below are 2 examples for the purchase of a product with a \$100 Retail Price, showing how Personal Sales Commissions are calculated in the case of a Retail Customer purchase vs. a Preferred Customer (Subscribe & Save) Purchase.

	RETAIL CUSTOMER	PREFERRED CUSTOMER
Retail Price of Product	\$100.00	\$100.00
Purchase Price	\$100.00	\$90.00
Wholesale Price - 75% of Retail Price	\$75.00	\$75.00
Personal Sales Commissions (Purchase Price minus Wholesale Price)	\$25.00	\$15.00
Personal Volume (PV)	100 PV	100 PV

Personal Sales Commissions are the difference between the Purchase price and the Wholesale price. It is paid weekly based on Customer sales, unless otherwise indicated.

Personal Volume (PV) is based on Retail Price.



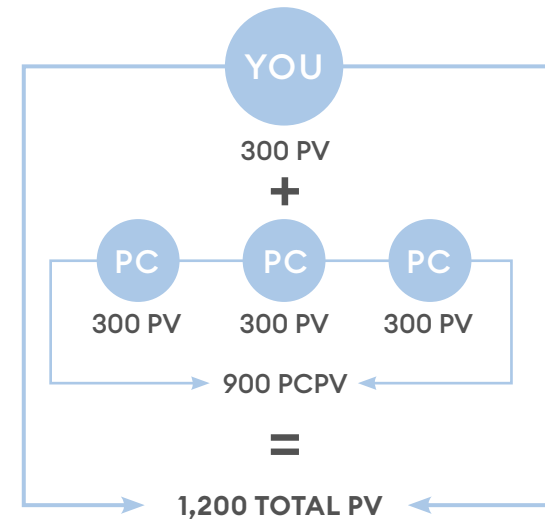
2. Preferred Customer Volume Bonus

PCPV REQUIREMENTS	BONUS
400 PCPV	5% ON TOTAL PCPV
800 PCPV	7% ON TOTAL PCPV
1,200 PCPV	10% ON TOTAL PCPV

PCPV = PREFERRED CUSTOMER PERSONAL VOLUME:

The total Personal Volume from all Preferred Customers enrolled by an Ambassador.

example



Preferred Customer Volume Bonus in this case is 7% of 900 PCPV, equal to \$63.





Share the Opportunity: **Sponsoring Ambassadors & Developing Leaders**

3. Level Commissions

4. Generation Commissions

Commissionable Volume (CV)

Below are 2 examples for the purchase of a product with a \$100 Retail Price, showing how Commissionable Volume (CV) is calculated in the case of a Retail Customer purchase, vs. a preferred Customer (Subscribe & Save).

	RETAIL CUSTOMER	PREFERRED CUSTOMER
Retail Price of Product	\$100.00	\$100.00
Purchase Price	\$100.00	\$90.00
Wholesale Price - 75% of Retail Price	\$75.00	\$75.00
Personal Sales Commissions (Purchase Price minus Wholesale Price)	\$25.00	\$15.00
Personal Volume (PV)	100 PV	100 PV
Commissionable Volume (CV) Equal to Wholesale Price	75 CV	75 CV

COMMISSIONABLE VOLUME (CV): CV is the volume basis on which downlines' sales are paid. This is equal to the Wholesale price unless otherwise indicated.



Advancement Qualifications

AMBASSADOR	SENIOR AMBASSADOR	EXECUTIVE AMBASSADOR	ASSOCIATE MANAGER
How to Qualify	How to Qualify	How to Qualify	How to Qualify
Sign up as an Ambassador	100 Personal Volume	100 Personal Volume	150 Personal Volume
		2 Personally Sponsored (First Level) Senior Ambassadors or above	3 Personally Sponsored (First Level) Senior Ambassadors or above
		1,000 Group Volume	2,000 Group Volume
MANAGER	SENIOR MANAGER	DIRECTOR	SENIOR DIRECTOR
How to Qualify	How to Qualify	How to Qualify	How to Qualify
250 Personal Volume	250 Personal Volume	250 Personal Volume	250 Personal Volume
2 Personally Sponsored (First Level) Executive Ambassadors or above	3 Personally Sponsored (First Level) Executive Ambassadors or above	2 Personally Sponsored (First Level) Managers or above	3 Personally Sponsored (First Level) Senior Managers or above
3,000 Group Volume	5,000 Group Volume	10,000 Group Volume	25,000 Group Volume



3. Level Commissions

	Executive Ambassador	Associate Manager	Manager	Senior Manager	Director	Senior Director
Level 1	7%	8%	8%	8%	9%	10%
Level 2			5%	6%	7%	8%
Level 3				2%	3%	5%
Level 4					2%	2%

LEVEL COMMISSIONS: When you are paid-as an Executive Ambassador or higher, you can be paid on the CV of the Ambassadors below you, down four Levels. The percentages paid and the number of Levels paid on are based on Paid-as Title, regardless of Downline team member Titles.



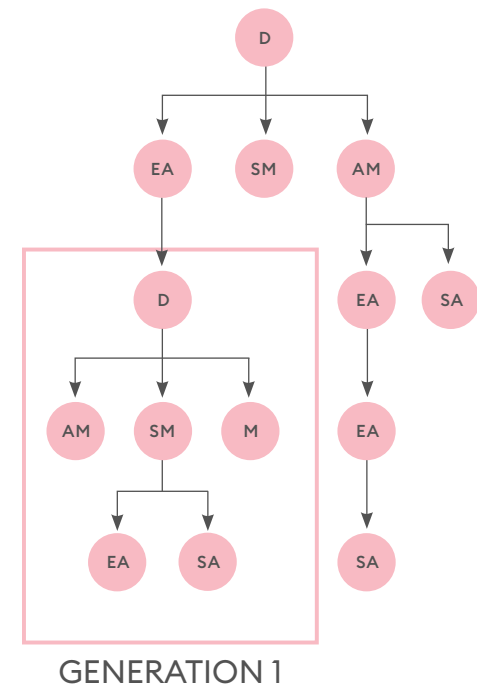
Generation Commissions

	DIRECTOR	SENIOR DIRECTOR	EXECUTIVE DIRECTOR	SENIOR EXECUTIVE DIRECTOR
Generation 1	2%	2%	2%	2%
Generation 2		1%	1%	1.5%
Generation 3			0.5%	0.5%
Generation 4				0.5%

GENERATION COMMISSIONS:

Paid-as Directors can receive a percentage on the CV of the Generations that develop below them.

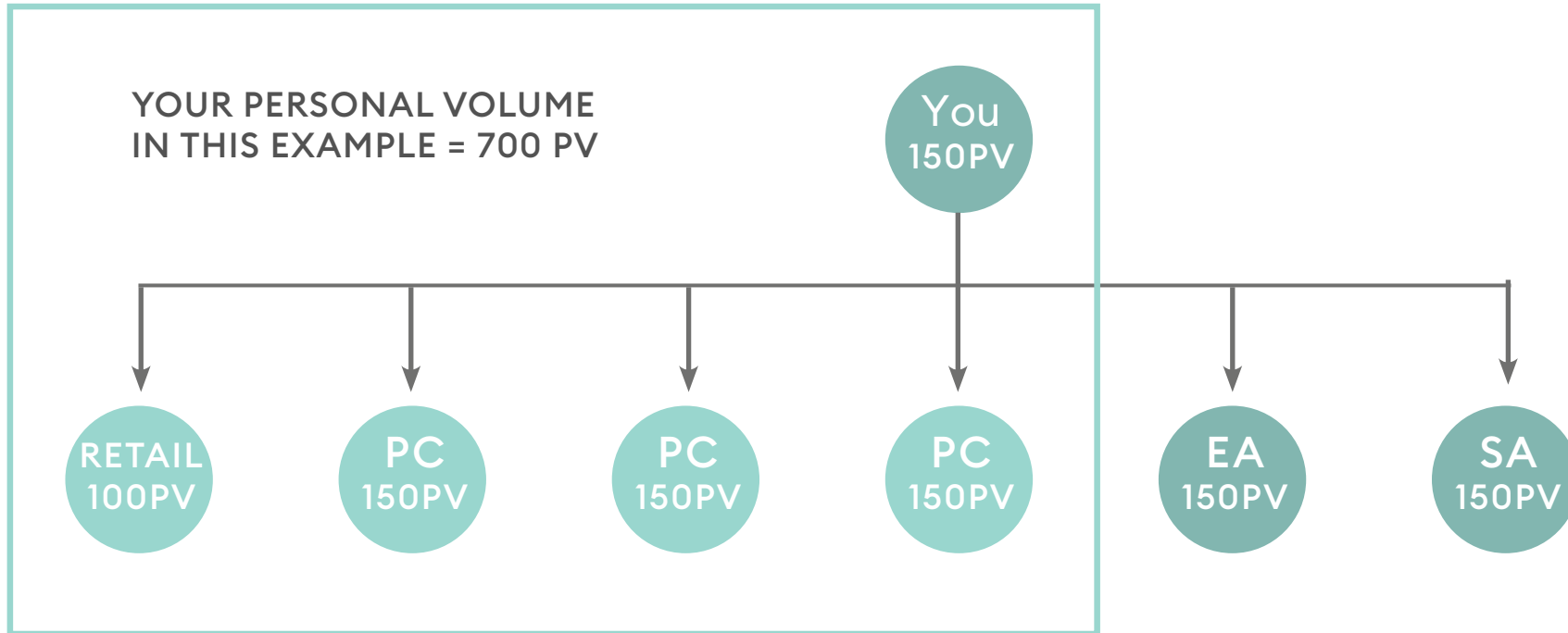
Paid on CV for the entire generation and not capped by levels. The Ambassador in this example would be paid both Level Commissions and Generation Commissions on the group labeled Generation 1.





Understanding Volume

Personal Volume

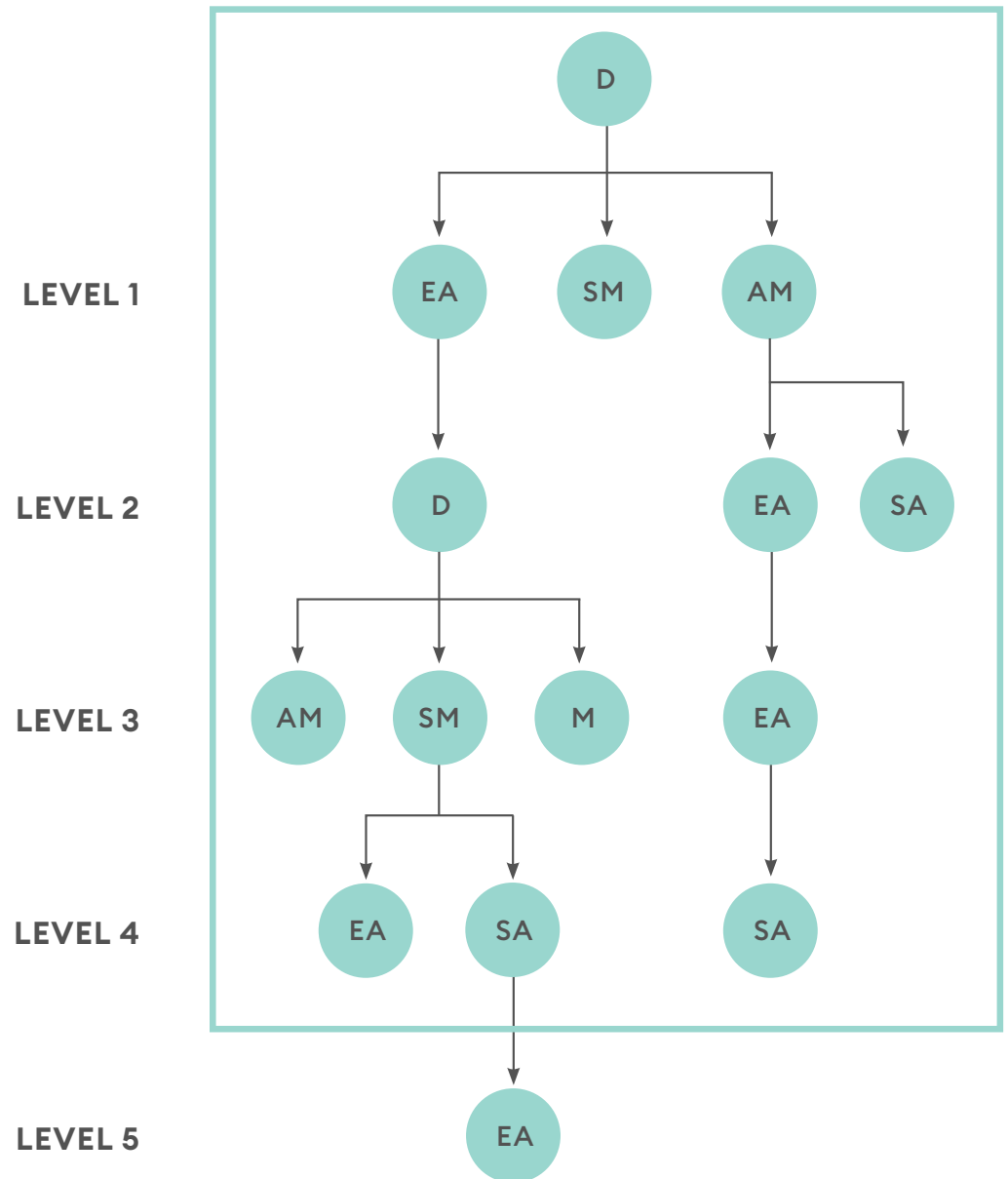


PERSONAL VOLUME (PV): Monthly sales volume of items purchased and sold by you, and product sold to both your Retail Customers and Preferred Customers (not Ambassadors) who order from your personalized website.

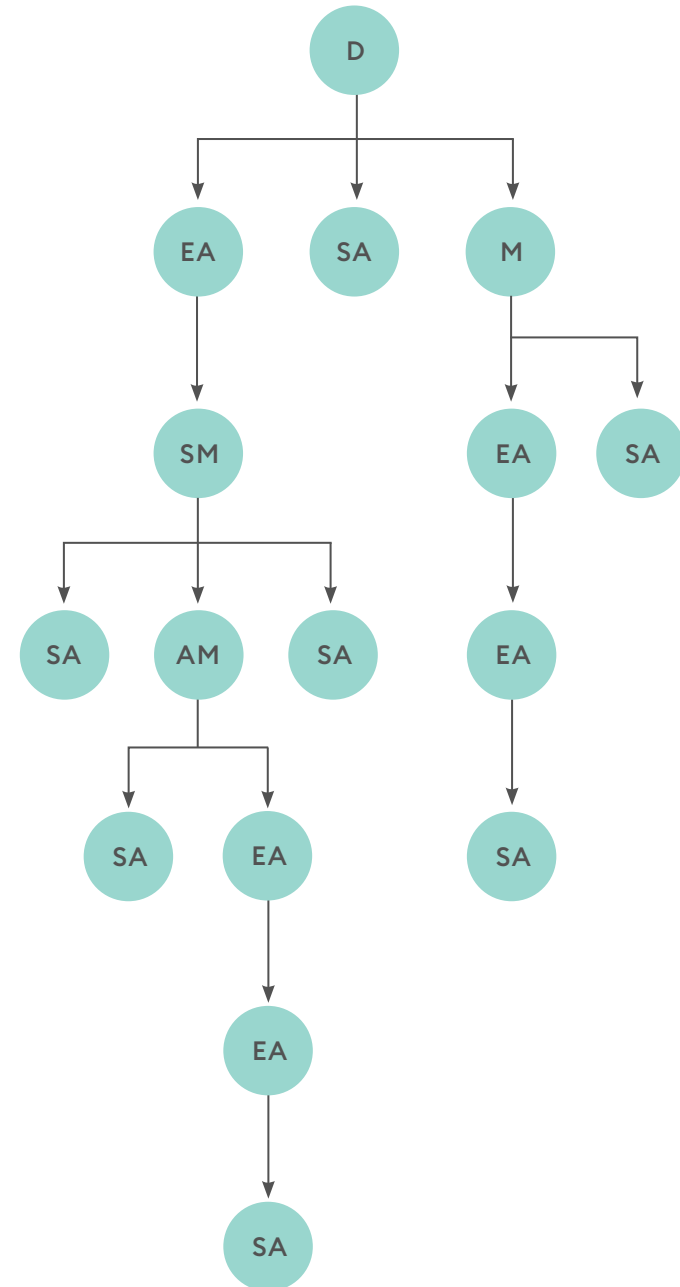


Group Volume

GROUP VOLUME (GV):
The PV from you and everyone in your downline down four Levels.



Downline Volume



DOWNLINE VOLUME (DV):

The PV from you and all of the Ambassadors below you regardless of their Title.





Title Advancement and Maintenance Requirements

Understanding Volumes

- **ACTIVE:** To remain as an active Associate Ambassador, you must accumulate a minimum of \$600 in Personal Volume (PV) every six calendar months starting the month of your enrollment.
- **CAREER TITLE:** Your Career Title is your recognition title and only changes when you are promoted or are permanently demoted.
- **COMMISSIONABLE VOLUME (CV):** CV is the volume basis on which you are paid on your downlines' sales. This is equal to the Wholesale Price unless otherwise indicated.
- **DOWNLINE VOLUME (DV):** The PV from you and all of the Ambassadors below you regardless of their title.
- **GENERATION:** A Generation begins with a Director (based on Paid-As Title) anywhere below you, and includes everyone below them, down to but not including the next Paid-As Title Director (which is the start of the next Generation).
- **GROUP (PERSONAL GROUP):** Your Group includes you and everyone below you, not including other Directors or higher and their downlines.
- **GROUP VOLUME (GV) – 60% RULE:** The PV from you and everyone in your personal Group down four Levels. For qualification purposes no more than 60% of their Group Volume qualification requirement may be met by themselves or any one downline leader's Personal Group.
- **LEVEL:** A Level is the location in your genealogy that an Ambassador is on, regardless of their title. If an Ambassador is directly below you, they are on your first Level. The Ambassadors directly below them are on your second Level, and so on.
- **PAID-AS TITLE:** Your Paid-As Title is the title for which you meet the qualifications for in the month. Your official Paid-As Title is determined at the time that Commissions are processed.
- **PERSONAL SALES COMMISSIONS:** The difference between the Purchase Price and the Wholesale Price. It is paid to you weekly based on purchases your personal customers make.
- **PERSONAL VOLUME (PV):** PV is the monthly sales volume of items purchased and sold by you, and products sold to both your Retail Customers and Preferred Customers (not Ambassadors) who order from your Upshoot Ambassador website.
- **PREFERRED CUSTOMER (PC):** A Preferred Customer is a customer (not an Ambassador) that is enrolled in the monthly subscription program and receives a 10% discount off the Retail Price of eligible products.
- **PREFERRED CUSTOMER PERSONAL VOLUME (PCPV):** The total Personal Volume from all Preferred Customers enrolled by an Ambassador. This metric is utilized in the PC Volume Bonus.
- **RETAIL PRICE:** The price that your retail customers purchase the Company's products.
- **SPONSOR:** The Ambassador directly above another Ambassador in the genealogy is the Sponsor.
- **WHOLESALE PRICE:** Is 75% of the Retail Price.



Disclaimer

- *The compensation examples set forth in this presentation are hypothetical examples that are intended to explain the components and operation of the Compensation Plan. The hypothetical examples shown in this presentation make several assumptions regarding an Ambassador's Personal Volume, Preferred Customer sales, retail sales, Group Volume and organizational structure.*
- *The hypothetical examples set forth in this presentation are not representative of the income, if any, that an Ambassador can or will earn through his or her participation in the Compensation Plan. These figures should not be considered as guarantees or projections of your actual earnings or profits. Any guarantee of earnings, whether made by the Company or an Ambassador, would be misleading. Success results only from successful sales efforts, which require hard work, diligence, and leadership. Your success will depend upon how effectively you exercise these qualities. Because the Company is so young, it has not yet had the ability to determine the average earnings for all Ambassadors. As soon as this information is available, it will be included in this presentation and otherwise available through the Ambassadors' back office.*



Upshoot