

Compensation PLAN



ELOMIR



Compensation & Rewards



There are 7 ways to earn Compensation and Rewards in the Elomir Compensation Plan

1. Retail Bonus
2. Fast Start Bonus
3. Generational Team Bonus
4. Rank Advancement Bonus
5. 3X Bonus
6. Customer Loyalty Points
7. Smartsave Loyalty Bonus

Enrollment Back Office Fee \$49
= 1 year with \$49 yearly renewal.



Seven Ways to Earn



Retail Bonus

When a Retail customer purchases products through the Brand Partner's online retail store, the Enrolling Brand Partner receives a Retail Bonus of 35% of the CV on the order.

Example: Customer X buys \$89 Axis Klarity from Brand Partner X will receive 35% (\$15.75) of CV produced from the product order.

Fast Start Bonus

When a new Brand Partner first enrolls, they have the option to purchase an initial Enrollment Package of their choice. The Enroller will receive a Fast Start Bonus up to 4 generations deep, based on Rank. A Generation is defined as the first active Brand Partner in the enroller tree. As the Brand Partner rank advances, they unlock new levels.

As a Brand Partner, you are eligible to earn 15% Fast Start Bonuses weekly even though you are not Active. The requirement for receiving the Monthly True Up Payout is you must be an Active Brand Partner with 65 PV (this includes your personal orders and your personally enrolled customers' orders) and an Icon1 or higher. This is paid on the Enrollment Pak CV. The payout is weekly and monthly, the first level will be paid out weekly and the monthly will be paid as a True Up based on the paid rank at the end of the month.

Weekly Payout

Level	Payout
Level 1	15%

Monthly True Up Payout

Rank	Icon	Icon1	Icon2	Icon3	Icon4	Icon5	Icon6	Icon7	Icon8	Icon9	Icon10+
Level 1		5%	5%	5%	5%	5%	5%	5%	5%	5%	5%
Level 2				5%	5%	5%	5%	5%	5%	5%	5%
Level 3									5%	5%	5%
Level 4											5%

* Fast Start bonus will not be paid if a Pak is not purchased during the same transaction as enrollment

Seven Ways to Earn



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Monthly Generational Team Bonus

Volume from your Brand Partners and their customers' product purchases are paid through the Unilevel Tree. As a Brand Partner progresses further through the career path, they can earn monthly generational team bonus pay based on rank.

Rank	Generational Team Bonus
Icon	\$18
Icon1	\$36
Icon2	\$72
Icon3	\$180
Icon4	\$540
Icon5	\$960
Icon6	\$1,800
Icon7	\$3,600
Icon8	\$7,200
Icon9	\$13,000
Icon10	\$26,000
Icon11	\$39,000
Icon12	\$65,000
Legend	\$104,000

Seven Ways to Earn



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Rank Advancement Bonus

The Rank Advancement Bonus is paid monthly based on the new rank up of the Brand Partner. To earn Rank Advancement pay, you must have reached the rank of Icon3.*

To be paid, the Brand Partner must have achieved the rank for the first time and sustain that rank for 2 consecutive months in a row.

Example: the Brand Partner hits Icon5 in month 1 and Icon6 in month 2. The payout will be paid on the Icon5 because that is the rank that was achieved 2 consecutive months.

The bonus will only pay out once per rank achieved. The bonus is also stackable which means if the Brand Partner hits Icon7 for the first time and then Icon8 within the same time period, they will receive the bonus for Icon7 and the bonus for Icon8.

Example: the Brand Partner hits Icon7 in month 4 and also Icon8 in month 4 and maintains Icon8 in month 5, the payout will be paid on both Icon7 and Icon8 because both were achieved 2 consecutive months.

* Icon 12 and Legend rank advancement bonus will be broken up into 4 payments. If they de-qualify they have 12 months to re-qualify to continue payments. Each installment will only be paid on a qualified month.

Rank	Rank Advancement Bonus
Icon	
Icon1	
Icon2	
Icon3	\$70
Icon4	\$200
Icon5	\$800
Icon6	\$1,500
Icon7	\$3,000
Icon8	\$6,000
Icon9	\$10,000
Icon10	\$20,000
Icon11	\$30,000
Icon12	\$50,000
Legend	\$80,000

Seven Ways to Earn



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3X Rank Bonus (Promotional)

If you advance to any rank between ICON3 to ICON5 from the day you join until the end of that calendar month, Elomir will triple your Rank Advancement Bonus on your highest achieved Rank. If you did not earn a 3X bonus during your partial month, you have a full calendar month to achieve this bonus. Whichever comes first. This means you can potentially earn up to a \$2,400 Rank Advancement Bonus within your first calendar month. 3X Bonuses are not cumulative and all bonuses before achieved rank are forfeited. This bonus is paid at the 15th of the following month. Volume does not carry over to the next month.

When the 3X bonus is achieved, any Rank Advancement Bonuses prior to the highest 3X bonus are nullified.



Seven Ways to Earn



6 Customer Loyalty Points

Brand Partners and Customers can both participate in this program. As an Active Brand Partner or Active Customer, you can personally enroll a customer and receive equivalent points for the purchased amount. In addition, every customer placed on Smartsave on a monthly basis, the enrolling brand partner will receive equivalent points from the purchase as well.

Redeem 2 tri-folds per month for free. Each Axis Klarity tri-fold requires 750 points each. Free product will yield no CV, PV, OV. You cannot use free product towards qualifications. You must be considered “Active” the month you are redeeming free product. You can use points towards new products but only on 2nd purchase order at launch. If you do not remain Active to maintain points. Every month that you go inactive, your points will decline by 10% until it zero’s out. If account reaches 10 points or lower, points will be zero’d out. Once you go active again, you will not get back lost points.

Example: Customer X enrolls Customer Z for \$89 Axis Klarity. Customer X will receive 89 points.



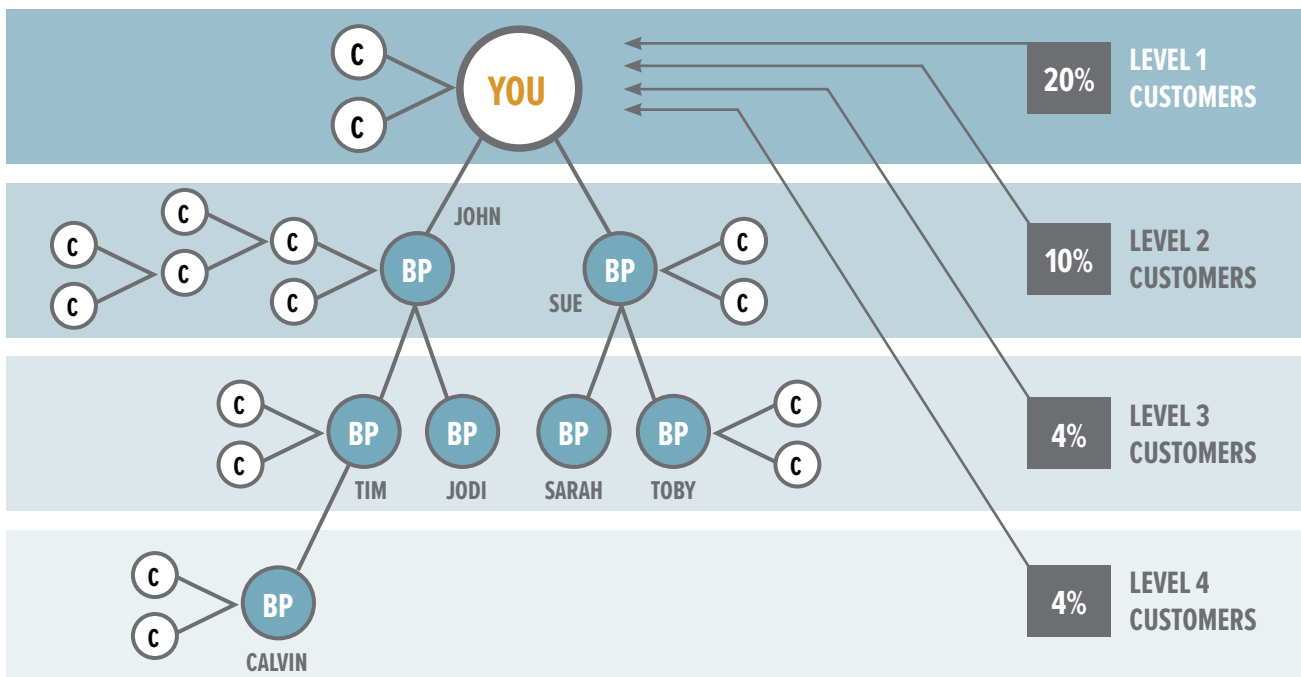
Seven Ways to Earn



Smartsave Loyalty Bonus

Every Brand Partner can earn 20% on the CV of their personal customers' web orders that opt-in for SmartSave. As an Active Brand Partner, you will also earn a percentage of the Customer web orders generated by Brand Partners in your Sponsorship Tree — a total of 4 levels including your own personal enrollments — helping to build your residual income. While customers also have the opportunity to enroll other customers to earn loyalty points, Brand Partners also can earn SmartSave Loyalty Bonuses on all orders within the 4 levels. In addition, 50% of the OV will be volume placed in the unilevel tree for qualifications towards rank advancement bonuses.

ENROLLER TREE	AMOUNT
Level 1	20%
Level 2	10%
Level 3	4%
Level 4	4%



Rank Requirements and Payout Summary

Rank	PV	Personal Active Brand Partner	Personal Active Customer	Qualified OV	Max % from One Leg	Max OV from One Leg	Retail Bonus (Weekly)	Fast Start Bonus (Weekly)	Generational Team Bonus Pay (Monthly)	Rank Advancement Bonus (Monthly)
Icon	65	1	1	300	60%	180	35%	15% LVL1	\$18	
Icon1	65	1	1	500	60%	300	35%	15% LVL1 5% LVL1	\$36	
Icon2	65	1	1	700	60%	420	35%	15% LVL1 5% LVL1	\$72	
Icon3	65	2	1	1,500	50%	750	35%	15% LVL1 5% LVL1 5% LVL2	\$180	\$70
Icon4	65	2	1	4,500	50%	2,250	35%	15% LVL1 5% LVL1 5% LVL2	\$540	\$200
Icon5	65	3	3	8,000	50%	4,000	35%	15% LVL1 5% LVL1 5% LVL2	\$960	\$800
Icon6	65	3	3	15,000	50%	7,500	35%	15% LVL1 5% LVL1 5% LVL2	\$1,800	\$1,500
Icon7	65	3	3	30,000	50%	15,000	35%	15% LVL1 5% LVL1 5% LVL2	\$3,600	\$3,000
Icon8	65	3	3	60,000	50%	30,000	35%	15% LVL1 5% LVL1 5% LVL2 5% LVL3	\$7,200	\$6,000
Icon9	65	3	3	100,000	50%	50,000	35%	15% LVL1 5% LVL1 5% LVL2 5% LVL3	\$13,000	\$10,000
Icon10	65	3	3	200,000	40%	80,000	35%	15% LVL1 5% LVL1 5% LVL2 5% LVL3 5% LVL4	\$26,000	\$20,000
Icon11	65	3	3	300,000	40%	120,000	35%	15% LVL1 5% LVL1 5% LVL2 5% LVL3 5% LVL4	\$39,000	\$30,000
Icon12	65	3	3	500,000	40%	200,000	35%	15% LVL1 5% LVL1 5% LVL2 5% LVL3 5% LVL4	\$65,000	\$50,000
Legend	65	4	3	800,000	40%	320,000	35%	15% LVL1 5% LVL1 5% LVL2 5% LVL3 5% LVL4	\$104,000	\$80,000

No more than up to 60% of volume depending on rank and requirement from any one Enrollment team.

Basic Terms to Know



CV — Also known as Commissionable Volume, this volume is assigned to a product.

PV — Personal Volume, this is volume that is created when products are purchased by you or your personal retail customers that have a CV value tied to it.

OV — Organizational Volume, this is the sum of all volume in a given period with no more than 50% generated by one enrollment leg.

Weekly Bonus Period — The weekly Bonus period starts each Tuesday morning at 12:00 Central Time and ends on Monday Night at 11:59:59 Central Time.

Monthly Bonus Period — The monthly Bonus period starts on the first day of each month and ends on the last day of each month.

Active Brand Partner — Meet minimum monthly active requirement of 65PV monthly product purchase.

Active Customer — Meet minimum monthly active requirement of 45PV monthly product purchase.

Retail Customer — Is a person that buys Elomir products at retail cost.

Smartsave Customer — A Smartsave Customer is a retail customer on Smartship who pays a discounted retail price through the Champion's online retail store.

Commission Active — Placing an order monthly of Elomir products or having retail customer orders that creates a minimum of 65PV. This will start the accumulation of volume and will continue to accumulate as long as your account remains Active.

60% Cap Rule — Elomir will pay up to 60% of all company volume.