

Prosperity Plan

FEEL YOURSELF SHINE!

Enjoy Passion, Purpose and Prosperity

Congratulations on taking a positive step towards your future by becoming a valued **Independent Ambassador** with **LumiCeuticals**.

It is our mission to light up the world with a whole new vision for radiant health and vitality. We have chosen a relationship marketing/team building model because we value personal connections as the most powerful way to share our life-changing wellness technologies. In addition to providing you with cutting edge light instruments, LumiCeuticals can be your vehicle on the road to financial freedom and a lifetime of satisfaction by helping others.

This Prosperity Plan provides a logical, exciting and rewarding pathway of choices including Affiliate Relationships, Personal Sharing Commissions, Team Building Rewards, and Leadership Opportunities with unlimited growth and abundance. LumiCeuticals is about Harmonic Light as a life-changing Energy to be enjoyed and shared.

We want every Ambassador who joins our team to achieve the success they desire. To that end, our goal is to provide you the tools, skills and motivation you need to enjoy the **LumiCeuticals experience**.

As an Independent Ambassador, you determine your own hours, set your own goals and choose your level of involvement and achievement. Some LumiCeuticals Ambassadors share lights on a part-time basis, while others choose to reap the income and rewards of a serious, enriching full time effort. This document is to illuminate that path for you.

Our Intention is to fully outline what the qualifications for involvement and Rank advancement are, as well as to help you understand how to stay actively involved, to “keep shining,” to maximize the commissions and bonuses, from your own sales, and also the sales of the Ambassadors whom you have invited onto your LumiCeuticals Team. To maximize your long-term success with LumiCeuticals you will want to set a good example by doing the basics to grow and expand your team as outlined in your Ambassador Manual, emphasized and taught by your LumiCeuticals leaders, and offered in the complimentary, on-going training offered by your Marketing Team.



Let's begin by exploring in detail, how this Amazing and Energetic Prosperity Plan works. Because of our relationship to Harmonic Light, energy and the energy centers of the body called "Chakras," we chose to represent the participation ranks for Ambassadors with those colors. We start with the tan or 'earth color' as an acknowledgment of our connection to the earth and the beginning of grounding ourselves in the knowledge and efficacy of Harmonic Light. Keeping these levels and our own Chakras open and Shining with Light is a recipe for success.

Red: The Root Chakra – Center for Basics and Energy Grounding and learning

Orange: Sacral Chakra – Center for Creativity and Birthing the New

Yellow: Solar Plexus Chakra: Color for Fire, Energy and Enthusiasm

Green: Heart Chakra: Color for Giving and Receiving from the heart

Turquoise: High Heart Chakra - Color for seeking and discerning

Blue: Throat Chakra - Color for speaking Truth and Love

Indigo: Third Eye Chakra - Color for awakening Intuition and connection

Violet: Crown Chakra - Connection to Pure Consciousness

White: Divine Chakra - Awareness of all that is in Pure Light

Keep your Chakras open and enjoy the LumiCeuticals Journey of Sharing Light!

3 Ambassador Paths to Choose From

1. **Affiliate Light Path – Direct Sales**
2. **Team Development Path**
3. **Leadership Path**



6 Ways to Grow Your Income

As an Independent Ambassador with **LumiCeuticals**, you have the opportunity to earn **six (6) unique and distinct commissions and bonuses** as a result of growing and building both your retail base of customers, as well as a Team of Ambassadors:

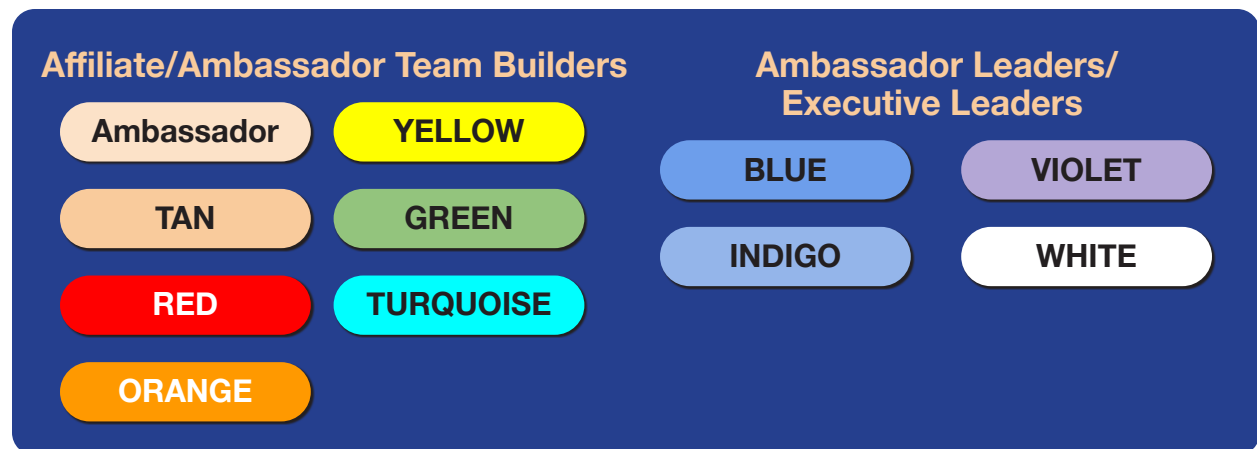
1. **Direct/Personal Sales Commission**
2. **Enlightened Seller Bonus**
3. **Light the World Profit Sharing - Quarterly Bonus**
4. **Team Family Bonus**
5. **Leadership Bonus**
6. **Bright Light Leader Generation Bonus**

All new Ambassadors are designated with the “Rank” of **Ambassador** when first enrolled. The opportunity to move up within the Prosperity Plan structure to a higher Rank is dependent upon:

1. Choice of Paths: 1, 2, or 3
2. Level of Rank Achieved Within That Path
 - Affiliate Path earns gross income from 1, 2, and 3 from list above
 - Team Development Path earns from 1 - 4 from list above
 - Leadership Path may earn from 1 - 6 from list above

The higher the Rank achieved and maintained within each Path, the higher the percentages of compensation.

The designated Ranks for the three Paths currently fall into two groups:



Paths for Commission/Bonus Payout

Path 1: Affiliate Light Path Commissions 1, 2, and 3

The **Affiliate Light Path** is a direct sales program for Ambassadors who choose NOT to participate in the Team Development side of the **LumiCeuticals** business opportunity. **We have created this Direct/Personal Selling opportunity for those Ambassadors who choose to focus on nominating or selling to clients, patients, family, and friends rather than focusing on educating, training, and developing other owners and Ambassadors.**

Those who choose this Path do limit their opportunity in terms of both the percentage of Direct/ Personal Sales Commissions that may be earned, as well as the ability to earn bonuses on the sales of any other Ambassadors. However, those Ambassadors who sponsor, or enroll, an Affiliate assume the responsibility to educate and service the Affiliate’s nominated owners. Those owners then become a first level, or front-line participant, on the sponsoring Ambassador’s team. Those who choose The Affiliate Light Path do so by written agreement. Changing Affiliate status requires re-enrolling without claim to any team component that may have resulted from their sales.

Once an Affiliate Path Participant completes a **“Qualifying Sale”** as outlined on page 20 of this document under the qualifications to earn the Rank of **TAN**, they can begin qualifications and enjoy Affiliate compensation.

1. Direct/Personal Sales Commission

Path 1: Affiliate Light Path -- Personal Sales Commissions & Bonuses		on Personal Retail Sales Volume (RSV). Percentages based on Retail Sales Volume.					
Base Personal Sales Commission %		5%	8%	10%	12%	14%	16%
Sales Requirements to Earn / Maintain Commission Level		Must have met Qualifying Sale Requirement	Achieve / Maintain \$3,000 + Rolling 3-Mo Sales	Achieve / Maintain \$8,000 + Rolling 3-Mo Sales	Achieve / Maintain \$10,000 + Rolling 3-Mo Sales	Achieve / Maintain \$12,000 + Rolling 3-Mo Sales	Achieve / Maintain \$14,000 + Rolling 3-Mo Sales
#1 - Enlightened Seller Bonus - \$12,000 + per month	Plus 5% - Available to ALL Ranks						
#2 - Enlightened Seller Bonus - \$25,000 + per month	Plus 3% (8% Total) - Available to ALL Ranks						

Following are the percentages paid and the minimum sales qualifications required during a rolling 3 month period, to both achieve and maintain the Paid-As Rank for the current monthly bonus period, and for each new Customer acquired:

Levels

Tan	5%	No Sales Requirements once the <i>Qualifying Sale</i> is met
Red	8%	Achieve / Maintain \$3,000 in sales over a 3 month rolling period
Orange	10%	Achieve / Maintain \$8,000 in sales over a 3 month rolling period

Yellow	12%	Achieve / Maintain \$10,000 in sales over a 3 month rolling period
Green	14%	Achieve / Maintain \$12,000 in sales over a 3 month rolling period
Turquoise	16%	Achieve / Maintain \$14,000 in sales over a 3 month rolling period

2. Enlightened Seller Bonus - Level 1 and Level 2

This Bonus is in addition to the *Personal Sales Commission* outlined above. It is based on the total cumulative sales from month-to-month, rather than a rolling three-month period. There are two levels that may be achieved with this Bonus each month.

Level 1: When an Affiliate from Tan to Turquoise personally sells a minimum of **\$12,000** in a calendar month period, they will earn an **Enlightened Seller Bonus of 5%** of the Retail Price of the product sold.

Level 2: When an Affiliate from Tan to Turquoise personally sells a minimum of **\$25,000** in a calendar month period, they will earn an additional **Enlightened Seller Bonus of 3% (8% total) of the Retail Price** of the product sold.

For Example: Charlie sold **\$14,300** in the month of May, and met the requirements to be a Paid-As Turquoise. Charlie would earn **16% Personal Sales Commission** or **\$14,300 X 16% = \$2,288**. Now, because Charlie's sales exceeded the minimum threshold of **\$12,000** for the **Enlightened Seller Bonus - Level 1**, he is also entitled to earn an additional **5% Bonus** on his personal sales, thus, **\$14,300 X 5% = \$715**. Added to the **\$2,288** he earned on his regular commission, **Charlie earns a total of \$3,003**.

NOTE: Had Charlies personal sales exceeded **\$25,000** for the month of May, he would have been entitled to earn an additional **3% Enlightened Seller Bonus - Level 2**, or **8% total** additional Bonus.

3. Light the World Quarterly Profit Sharing Bonus

This Quarterly Bonus is available to all active Ambassadors regardless of Rank. It is currently funded by 3% of total Company-wide sales during each Calendar Quarter (this percentage of payout is subject to change at the discretion of the Company).

Light the World Profit Share	<small>Paid at the end of each Calendar Quarter to all Ambassadors who meet "Active" Requirement. Paid based on Pro-Rata Share of Points Earned during the Period</small>
Bonus Funded by 3% of Company-Wide RSV Points may be Earned by the Following Activities:	
2 Points	- For every \$1,000 in Personal Sales Volume (RSV)
<small>The Bonus is Calculated by adding together all of the Points earned by every "Active" Ambassador in the Company, then dividing the total number of Points by the Total Dollar Amount available for the Bonus. This will establish a "Per Point Value". Then each qualified Ambassador will be paid the "Per Point Value" times the total number of Points they earned during the Calendar Quarter Bonus Period.</small>	

The Bonus is calculated and paid with the normal monthly Commissions and Bonuses at the end of each Calendar Quarter, specifically to include the months of January thru March; April thru June; July thru September; and finally October thru December.

Ambassadors may qualify to participate in the *Light the World Profit Sharing Bonus* by earning Points. **Active Affiliate Ambassadors earn 2 Points for every \$1,000 of Personal Sales Volume (PSV).**

At the end of each **Calendar Quarter**, the total points earned by **EVERY Active Ambassador** in the Company will be calculated. The total number of points calculated will be divided by the dollar value of the **3%** of Company-wide sales. This calculation establishes the **base dollar value** for each point earned. The **number of points** earned by each Ambassador is then multiplied by the **base dollar value** calculated to determine how much Bonus each Ambassador will be paid for the previous **Calendar Quarter Bonus Period**.

For Example: Between each of the categories available to earn points from, Charlie earned a **total of 119 Points** during the most recent Calendar Quarter. Based on the amount of dollars available in the **Profit Sharing Bonus**, it was calculated that **each Point** would be worth **\$15**. Thus, Charlie would earn: **119 Points X \$15 ea = \$1,785**.

Note: Affiliate Ambassadors are limited to earning points for direct/personal sales volume only.

Path 2: Team Development Path

Commissions 1-4

Welcome to the Team Development Path!

Those Ambassadors who choose this Path have unlimited possibilities for learning, growing, teaching, and developing Team Families and abundance as they move thru the **Tan** to **Turquoise** Ambassador Ranks.

		Path 2: Ambassador Team Builders					
Rank Names and Qualifications	Ambassador	Tan	Red	Orange	Yellow	Green	Turquoise
Rank Abbreviations:	AMB	TAN	RED	ORG	YLW	GRN	TRQ
Minimum Rank Qualifications		Minimum Requirements to be Paid-As Rank and Earn Downline Overrides and Bonuses as outlined.					
Lifetime Personal Sales (LTPS) Minimum number of accumulated Personally Referred Sales (\$900+ System) required in your Lifetime with LumiCeuticals to Qualify for the Rank	Sign an Ambassador Agreement	Has Completed a Qualifying Sale. Either purchase one (1) \$900+ PSV System from their	1	2	3	5	8
3-Month Personal Sales Volume (3M-PSV) Minimum Volume Required in a Rolling 3 Month Period		Sponsor, or by Referring one (1) Retail Sale of a \$900+ PSV System to their Sponsor.	3,000	4,000	5,000	6,000	7,000
Active Team Families Min number of Team Families with an "Active" Ambassador. NOTE: Ambassadors who "roll-up" from attrition do count. "Active" = Must have at least \$3000 (CV) Volume in rolling 3 mo. period				2	3	4	5
3-Month TEAM Sales Volume (3M-TSV) Minimum Volume Required in a Rolling 3 Month Period NOTE: There are % Limits on per Team Family Volume. NOTE: "Team Volume" includes your own "Personal Sales Volume"				10,000 *	15,000	18,000 60% Max per Leg	21,000 60% Max per Leg
Leadership Agreement Requirement For an Ambassador to be Promoted to Blue Rank or Above, he/she must Sign our "Leadership Agreement" which outlines the roles and responsibilities of a Leader. Failure to Perform such will lead to Demotion to a permanent Turquoise Ambassador.							
Leadership Development Requirements Min # of 1st Gen Blue Leaders, or Higher Rank, in Separate Families							

* **Team Volume** = All Volume from Tan thru Turquoise Ambassadors on your Team. Thus, **Team Volume EXCLUDES** Volume from any Blue Leader, or higher Rank, and Ambassadors below them in your Sales Organization.

Family/Team/Group

The definition of your Family is as follows:

A "Family" is started when an Ambassador makes a personal sale and that new owner becomes an Ambassador and also makes a sale. All of the sales at any level that ensue from that first personal sale that you make, are a part of that "family" on your team and in your group. An Ambassador may have an unlimited number of Families building on his/her team and in his/her Group. NOTE: A Family is deemed "Active" if any Ambassador at any level in that Family is Active, i.e. they have qualified as Active from ranks Red – White. See definitions.

The definition of your Team is as follows:

You and those Ambassadors in your downline, tan to turquoise, but NOT including, Blue or higher rank leaders in your organization.

The definition of your Group is as follows:

You and ALL of your Ambassadors, ALL ranks Tan - White, regardless of depth or rank in your sales organization, whether you earn commissions or bonuses on them or not.

Commission Calculations

Only **LumiCeuticals** products that have both “*Commissionable Volume*” (CV), and/or “*Business Volume*” (BV) assigned are eligible for Ambassadors to earn commissions and bonuses on.

Commissionable Volume is assigned to each product, and in this Prosperity Plan **CV** is based on the retail price of each of the Company’s products. For example, if a product sells for \$997, the **CV** is also \$997.

Business Volume is also assigned to each of the Company’s products, and is calculated at **80% of the Retail Price** of each product. For example, if a product sells for \$997, the **BV** assigned would be **80% X \$997 = \$797.60**.

Commissionable Volume and *Business Volume* are used to calculate all commissions and bonuses available through the Prosperity Plan structure.

Direct/Personal Sales Commissions, *Enlightened Sellers Bonus - Level 1 and 2*, and *Light the World Profit Sharing Bonus* are calculated using *Commissionable Volume (CV)*.

Team Family Bonus, *Leadership Bonus*, and *Bright Light Leader Generation Bonus* are calculated using *Business Volume (BV)*.

Path 2 Ambassadors can enjoy compensation as follows:

1. Direct/Personal Sales Commission

When a **LumiCeuticals** Ambassador sells a product to a Customer, they are entitled to earn a Commission on that sale. The Commission percentage paid depends on the *Paid-As Rank* (see definition of “Paid-As”) of the Ambassador who has acquired the New Customer. See Commission Plan color chart below.

		Path 2: Ambassador Team Builders					
Rank Names and Qualifications	Ambassador	Tan	Red	Orange	Yellow	Green	Turquoise
Personal Sales Commissions & Bonuses		Earned on Personal Retail Sales Volume (RSV). Percentages based on Retail Sales Volume.					
Base Personal Sales Commission %	--	5%	8%	10%	12%	14%	16%
#1 - Enlightened Seller Bonus - \$12,000 + per month		Plus 5% - Available to ALL Ranks					
#2 - Enlightened Seller Bonus - \$25,000 + per month		Plus 3% (8% Total) - Available to ALL Ranks					

To further clarify, following are the percentages paid to Ambassadors based upon their Paid-As Rank for the current bonus period, and for each new Customer acquired:

Ambassador Rank			
Tan	5%	Red	8%
Orange	10%	Yellow	12%
Green	14%	Turquoise	16%

2. Enlightened Seller Bonus - Level 1 and Level 2

This Bonus is in addition to the *Personal Sales Commission* outlined above. It is based on the total cumulative sales from month-to-month, rather than a rolling three-month period. There are two levels that may be achieved with this Bonus each month.

Earned on Personal Retail Sales Volume (RSV). Percentages based on Retail Sales Volume.						
	TAN	RED	ORANGE	YELLOW	GREEN	TURQUOISE
Base Personal Sales Commission %	5%	8%	10%	12%	14%	16%
#1 - Enlightened Seller Bonus - \$12,000 + per month	Plus 5% - Available to ALL Ranks					
	10%	13%	15%	17%	19%	21%
#2 - Enlightened Seller Bonus - \$25,000 + per month	Plus 3% (8% total) - Available to ALL Ranks					
	13%	16%	18%	20%	22%	24%

Level 1: When an Ambassador from Tan to White personally sells a minimum of **\$12,000** in a calendar month period, they will earn an **Enlightened Seller Bonus of 5%** of the Retail Price of the product sold.

Level 2: When an Ambassador from Tan to White personally sells a minimum of **\$25,000** in a calendar month period, they will earn an additional **Enlightened Seller Bonus of 3% (8% total)** of the Retail Price of the product sold.

For Example: Charlie sold **\$14,300** in the month of May, and met the requirements to be a Paid-As **Turquoise**. Charlie would earn **16% Personal Sales Commission** or **$\$14,300 \times 16\% = \$2,288$** . Now, because Charlie's sales exceeded the minimum threshold of **\$12,000** for the **Enlightened Seller Bonus - Level 1**, he is also entitled to earn an additional **5% Bonus** on his personal sales, thus, **$\$14,300 \times 5\% = \715** . Added to the **$\$2,288$** he earned on his regular commission, **Charlie earns a total of $\$3,003$** .

NOTE: Had Charlies personal sales exceeded **\$25,000** for the month of May, he would have been entitled to earn an additional **3% Enlightened Seller Bonus - Level 2**, or **8% total** additional Bonus.

3. Light the World Quarterly Profit Sharing Bonus

Light the World Profit Share	Paid at the end of each Calendar Quarter to all Ambassadors who meet "Active" Requirement. Paid based on Pro-Rata Share of Points Earned during the Period
Bonus Funded by 3% of Company-Wide RSV Points may be Earned by the Following Activities:	
2 Points	- For <u>every \$1,000</u> in Personal Sales Volume (RSV)
1 Point	- For <u>every \$1,000</u> in Team Sales Volume (TSV)
4 Points	- For a <u>Personal New Rank Advancement</u> during the Calendar Quarter
2 Points	- For every <u>Personally Enrolled Ambassador</u> during the Calendar Quarter
2 Points	- For every <u>Personally Enrolled Ambassador New Rank Advancement</u> during the Calendar Quarter
The Bonus is Calculated by adding together all of the Points earned by every "Active" Ambassador in the Company, then dividing the total number of Points by the Total Dollar Amount available for the Bonus. This will establish a "Per Point Value". Then each qualified Ambassador will be paid the "Per Point Value" times the total number of Points they earned during the Calendar Quarter Bonus Period.	

This Quarterly Bonus is available to all active Ambassadors regardless of Rank. It is currently funded by 3% of total Company-wide sales during each Calendar Quarter (this percentage of payout is subject to change at the discretion of the Company).

The Bonus is calculated and paid with the normal monthly Commissions and Bonuses at the end of each Calendar Quarter, specifically to include the months of January thru March; April thru June; July thru September; and finally October thru December.

Ambassadors may qualify to participate in the *Light the World Profit Sharing Bonus* by earning Points. Points are earned by achieving tasks through 5 specific areas related to growing their income and their business over the long term.

Following are the categories and tasks by which active ambassadors earn points and thus are eligible to receive this bonus each calendar quarter:

- 2 Points** For every **\$1,000 of Personal Sales Volume (PSV)**.
- 1 Points** For every **\$1,000 of Team Sales Volume (TSV)**.
- 4 Points** For a **Personal New Rank Advancement** during the Bonus.
- 2 Points** For every **Personally Enrolled Ambassador** who becomes a TAN by meeting the "Qualifying Sale" requirement.
- 2 Points** For every **Personally Enrolled Ambassador New Rank Advancement**.

At the end of each **Calendar Quarter**, the total points earned by **EVERY Active Ambassador** in the Company will be calculated. The total number of points calculated will be divided by the dollar value of the **3%** of Company-wide sales. This calculation establishes the **base dollar value** for each point earned. The **number of points** earned by each Ambassador is then multiplied by the **base dollar value** calculated to determine how much Bonus each Ambassador will be paid for the previous **Calendar Quarter Bonus Period**.

For Example: Between each of the categories available to earn points from, Charlie earned a **total of 119 Points** during the most recent Calendar Quarter. Based on the amount of dollars available in the *Profit Sharing Bonus*, it was calculated that **each Point** would be worth **\$15**. Thus, Charlie would earn: **119 Points X \$15 ea = \$1,785**.

4. Team Family Bonus

		Path 2: Ambassador Team Builders					
Rank Names and Qualifications	Ambassador	Tan	Red	Orange	Yellow	Green	Turquoise
Team Family Bonus		Earned on downline Commissionable Volume thru 5 Levels. %'s based on Business Volume (BV) which is 80% of Retail.					
Levels of Override In Downline		Team Family Bonus Paid Regardless of Rank					
Frontline Ambassador Bonus (Any Rank)	--	--	3%	3%	5%	5%	5%
Override \$\$ on a Paid-As Rank on \$4k Sale -->			\$160	\$160	\$200	\$200	\$200
Level 2 Ambassador (any Rank)			3%	3%	3%	5%	5%
Level 3 Ambassador (any Rank)				3%	3%	3%	5%
Level 4 Ambassador (any Rank)					3%	3%	3%
Level 5 Ambassador (any Rank)						3%	3%
<small>* Ambassadors who have not met the "Active" requirement for a period of 6 consecutive months will be "Compressed-Out" for Level calculation purposes until they once again meet the minimum requirement to be an "Active" Ambassador once again. In the event an Ambassador is "Compressed-Out", all Ambassadors below will move up one level for Level calculation purposes.</small>							

A significant part of your overall success with **LumiCeuticals** is the opportunity to develop a **Team** of Ambassadors and thus, have the ability to earn this bonus. The Team Family Bonus is based on **Business Volume (BV)**, which is calculated at **80% of the Retail Price** of any product, or **80% of the Purchase Price** by a customer or Ambassador, if a product was sold at a discount for whatever reason.

The **Team Family** is the basic building block of the **LumiCeuticals** Prosperity Plan structure, and is primarily how you are rewarded for enrolling, training and motivating Ambassadors in your sales organization to go on and become leaders in their own right.

An Ambassador has the ability to qualify to earn this Team Family Bonus once they have achieved the Rank of **Red**. To achieve and maintain the Rank of **Red**, an Ambassador needs to have **\$3,000 in Personal Sales Volume (PSV)** during any rolling 3 month period, sold to at least 1 or more Customers. Purchases of products for the Ambassador's own use is also counted toward PSV for purposes of qualifying for **Red** or any other Ranks, but at least **\$900 PSV** must be sold to a Customer or new Ambassador.

Team Family Bonus Perks

On Prosperity Path 2, you are not limited to earning a commission on the retail product value or CV when you sell to a new owner/Ambassador. You also earn Team Family Bonuses based on Business Volume (BV – see definitions) when those owner/Ambassadors to whom you sold make a sale to others. On sales within each Team Family, bonuses are paid up to to 5 levels deep and range from 3% - 5% depending upon your “Paid As Rank” at the time of the sales. (see Chart)

**An Active Ambassador at ANY rank from red to white, can receive this Team Family Bonus on ANY Active Ambassador at any rank in their group which means that you cannot be passed by as long as you stay “Active” as an Ambassador. To maximize this Team Family Bonus, plan to achieve Prosperity Path 2’s Top Ambassador rank of Turquoise.

The chart below shows a summary of the Levels of Ambassadors paid on for each Paid-As Rank achieved. Percentages earned are based on *Business Volume* (BV).

	RED	ORANGE	YELLOW	GREEN	TURQUOISE
Level 1 Personally Enrolled	3%	3%	5%	5%	5%
Level 2	3%	3%	3%	5%	5%
Level 3		3%	3%	3%	5%
Level 4			3%	3%	3%
Level 5				3%	3%

Note: On a month-to-month basis, there is no *automatic Compression* within the Team Family Structure for unqualified Ambassadors. (see “Terms and Definitions” for *Compression*)

For Example: If there is an Ambassador with no Personal Sales Volume on any of the **5 Levels** this Bonus is calculated on, that Ambassador and position remain in place, but simply pays no commission out for that given monthly period, as there is no sales volume to pay on. However, the computer would look for the next qualified position at the next Level to pay a commission on, depending on the number of Levels the Ambassador is qualified for and eligible to be paid on.

The one exception to this rule, is when an Ambassador has not met the qualifications to be “**Active**” (\$3,000 PSV in a rolling 3-month period) for a period of **six (6) consecutive months**, the Ambassador would be deemed “**inactive**” and would be “compressed-out” for purposes of calculating and paying the *Team Family Bonus*.

In this event, any Ambassadors who fall below the “**inactive**” Ambassador, would each **roll-up one level** in the organization for purposes of calculating and paying this Team Family Bonus.

If the *“inactive”* Ambassador were to once again meet the requirements to be considered *“Active”* within the following six (6) month period, he/she would once again be counted in their original position in the Team/Family structure, and those Ambassadors below them would roll-down one level for purposes of calculating and paying this Bonus. See “Terms and Definitions” for “Demotion” for Inactivity for longer than 12 Months. 12 Months of inactivity generally results in a demotion to **Tan** rank and a loss of Team Families.

Path 3: Leadership Path Commissions 1-6

Welcome to the Leadership Path!

In order for an Ambassador to enjoy long-term success and prosperity with LumiCeuticals, we offer the opportunity to achieve, accept, and maintain the responsibilities and duties of the leadership rank outlined in the document, “Invitation to Leadership.” Path 3 Leadership qualifications are as follows:

	Path 3: Ambassador Leaders		Path 3: Executive Leaders	
Rank Names and Qualifications	Blue	Indigo	Violet	White
Minimum Rank Qualifications				
Lifetime Personal Sales (LTPS) <small>Minimum number of accumulated Personally Referred Sales (\$900+ System) required in your Lifetime with LumiCeuticals to Qualify for the Rank</small>	13	21	34	55
3-Month Personal Sales Volume (3M-PSV) <small>Minimum Volume Required in a Rolling 3 Month Period</small>	10,000	12,000	18,000	25,000
Active Team Families <small>Min number of Team Families with an “Active” Ambassador. NOTE: Ambassadors who “roll-up” from attrition do count. “Active” = Must have at least \$3000 (CV) Volume in rolling 3 mo. period</small>	8	10	12	15
3-Month TEAM Sales Volume (3M-TSV) <small>Minimum Volume Required in a Rolling 3 Month Period NOTE: There are % Limits on per Team Family Volume. NOTE: “Team Volume” includes your own “Personal Sales Volume”</small>	34,000 <small>50% Max per Leg</small>	42,000 <small>50% Max per Leg</small>	55,000 <small>40% Max per Leg</small>	70,000 <small>40% Max per Leg</small>
Leadership Agreement Requirement <small>For an Ambassador to be Promoted to Blue Rank or Above, he/she must Sign our “Leadership Agreement” which outlines the roles and responsibilities of a Leader. Failure to Perform such will lead to: Demotion to a permanent Turquoise Ambassador.</small>	Sign Leadership Agreement and Perform Leadership Responsibilities	Sign Leadership Agreement and Perform Leadership Responsibilities	Sign Leadership Agreement and Perform Leadership Responsibilities	Sign Leadership Agreement and Perform Leadership Responsibilities
Leadership Development Requirements <small>Min # of 1st Gen Blue Leaders, or Higher Rank, in Separate Families</small>		2 <small>First Gen Blue Ldrs or Higher Rank in Separate Team Families</small>	4 <small>First Gen Blue Ldrs or Higher Rank in Separate Team Families</small>	8 <small>First Gen Blue Ldrs or Higher Rank in Separate Team Families</small>
<small>* Team Volume = All Volume from Tan thru Turquoise Ambassadors on your Team. Thus, Team Volume EXCLUDES Volume from any Blue Leader, or higher Rank, and Ambassadors below them in your Sales Organization.</small>				

1. Direct/Personal Sales Commission

When a **LumiCeuticals** Ambassador sells a product to a Customer, they are entitled to earn a Commission on that sale. The Commission percentage paid depends on the *Paid-As Rank* (see definition of “Paid-As”) of the Ambassador who has acquired the New Customer.

Following are the percentages paid to Ambassador/Leaders Blue through White rank depending upon their Paid-As Rank for the current bonus period, and for each new Customer acquired. When you make personal sales as a leader:

Blue	21%	Indigo	24%
Violet	27%	White	30%

2. Enlightened Seller Bonus - Level 1 and Level 2

Your Bonus is in addition to the *Personal Sales Commission* outlined above. It is based on the total cumulative sales from month-to-month, rather than a rolling three-month period. There are two levels that may be achieved with this Bonus each month.

Earned on Personal Retail Sales Volume (RSV). Percentages based on Retail Sales Volume.				
	BLUE	INDIGO	VIOLET	WHITE
Base Personal Sales Commission %	21%	24%	27%	30%
#1 - Enlightened Seller Bonus - \$12,000 + per month	Plus 5% - Available to ALL Ranks			
	26%	29%	32%	35%
#2 - Enlightened Seller Bonus - \$25,000 + per month	Plus 3% (8% total) - Available to ALL Ranks			
	29%	32%	35%	38%

Level 1: When a Leader/Ambassador from Blue to White personally sells a minimum of **\$12,000** in a calendar month period, they will earn an **Enlightened Seller Bonus of 5%** of the Retail Price of the product sold.

Level 2: When a Leader/Ambassador from Blue to White personally sells a minimum of **\$25,000** in a calendar month period, they will earn an additional **Enlightened Seller Bonus of 3% (8% total)** of the Retail Price of the product sold.

For Example: Charlie sold **\$14,300** in the month of May, and met the requirements to be a Paid-As Blue. Charlie would earn **21% Personal Sales Commission** or **\$14,300 X 21% = \$3,003**. Now, because Charlie's sales exceeded the minimum threshold of **\$12,000** for the **Enlightened Seller Bonus - Level 1**, he is also entitled to earn an additional **5% Bonus** on his personal sales, thus, **\$14,300 X 5% = \$715**. Added to the **\$3,003** he earned on his regular commission, **Charlie earns a total of \$3,718**.

NOTE: Had Charlie's personal sales exceeded **\$25,000** for the month of May, he would have been entitled to earn an additional **3% Enlightened Seller Bonus - Level 2**, or **8% total** additional Bonus.

3. Light the World Quarterly Profit Sharing Bonus

Light the World Profit Share	Paid at the end of each Calendar Quarter to all Ambassadors who meet "Active" Requirement. Paid based on Pro-Rata Share of Points Earned during the Period
Bonus Funded by 3% of Company-Wide RSV Points may be Earned by the Following Activities:	
2 Points	- For <u>every \$1,000</u> in Personal Sales Volume (RSV)
1 Point	- For <u>every \$1,000</u> in Team Sales Volume (TSV)
4 Points	- For a <u>Personal New Rank Advancement</u> during the Calendar Quarter
2 Points	- For every <u>Personally Enrolled Ambassador</u> during the Calendar Quarter
2 Points	- For every <u>Personally Enrolled Ambassador New Rank Advancement</u> during the Calendar Quarter
The Bonus is Calculated by adding together all of the Points earned by every "Active" Ambassador in the Company, then dividing the total number of Points by the Total Dollar Amount available for the Bonus. This will establish a "Per Point Value". Then each qualified Ambassador will be paid the "Per Point Value" times the total number of Points they earned during the Calendar Quarter Bonus Period.	

This Quarterly Bonus is available to all active Ambassadors regardless of Rank. It is currently funded by 3% of total Company-wide sales during each Calendar Quarter (this percentage of payout is subject to change at the discretion of the Company).

The Bonus is calculated and paid with the normal monthly Commissions and Bonuses at the end of each Calendar Quarter, specifically to include the months of January thru March; April thru June; July thru September; and finally October thru December.

Ambassadors may qualify to participate in the *Light the World Profit Sharing Bonus* by earning Points. Points are earned by achieving tasks through 5 specific areas related to growing their income and their business over the long term.

Following are the categories and tasks by which active ambassadors earn points and thus are eligible to receive this bonus each calendar quarter:

- 2 Points** For every **\$1,000 of Personal Sales Volume (PSV)**.
- 1 Points** For every **\$1,000 of Team Sales Volume (TSV)**.
- 4 Points** For a **Personal New Rank Advancement** during the Bonus.
- 2 Points** For every **Personally Enrolled Ambassador** who becomes a TAN by meeting the "Qualifying Sale" requirement.
- 2 Points** For every **Personally Enrolled Ambassador New Rank Advancement**.

At the end of each **Calendar Quarter**, the total points earned by **EVERY Active Ambassador** in the Company will be calculated. The total number of points calculated will be divided by the dollar value of the **3%** of Company-wide sales. This calculation establishes the **base dollar value** for each point earned. The **number of points** earned by each Ambassador is then multiplied by the **base dollar value** calculated to determine how much Bonus each Ambassador will be paid for the previous **Calendar Quarter Bonus Period**.

For Example: Between each of the categories available to earn points from, Charlie earned a **total of 119 Points** during the most recent Calendar Quarter. Based on the amount of dollars available in the *Profit Sharing Bonus*, it was calculated that **each Point** would be worth **\$15**. Thus, Charlie would earn: **119 Points X \$15 ea = \$1,785**.

4. Team Family Bonus

This Team Family Bonus is paid to a Leader or Executive Leader only if they do not qualify as a Blue-White Ambassador during any Bonus Pay-Out period. For qualified Leaders, the Leadership Bonus is paid in lieu of the Team Family Bonus to qualified Blue - White Ambassadors.

5. Leadership Bonus

Achieving the rank of **Blue** means that you have made a commitment to your **LumiCeuticals** business and have become a Leader/Trainer for your Team and LumiCeuticals. You essentially 'break away' from your original sponsor and become a Leader in your own right. This also means that you are well on your way to potentially enjoying unlimited income and the rewards that come with empowering and developing others. You start by enjoying the **Leadership Bonuses** described here.

This Bonus is an extension of the **Team Family Bonus**, and it is paid specifically to those Ambassadors who have met the qualification for the Ranks of **Blue, Indigo, Violet and White**.

This Leadership Bonus is also calculated differently from the **Team Family Bonus**, and is based on the principle that a Leader will always earn the difference between the base front-line percentage that they are qualified to earn, and the percentage that a member of their team at any Rank is qualified to earn, from Ambassadors on Level 2 and below.

Leaders — from **Blue** thru **White** — will **ALWAYS** earn the percentage shown in the chart below when **their Frontline Ambassadors**, regardless of the Paid-As Rank of their Frontline Ambassadors, makes a sale. Yes, a **Blue** could earn 9% on a **White's** sales if the **White** were Frontline or First Level Ambassador to **Blue**.

Leadership Bonus when your first-level Ambassador makes a sale:

	BLUE	INDIGO	VIOLET	WHITE
Leadership % When First-Line Ambassador Makes a Sale	9%	12%	15%	18%

The chart below is a summary of the percentages earned by a Leader, dependent upon their own Paid-As Rank for a given monthly bonus period, and the **difference** they earn dependent upon the Paid-As Rank of an Ambassador in their Team/Group, from 2nd Level and below.

Leadership Bonus Payout Percentages	BLUE	INDIGO	VIOLET	WHITE
	Percentages are dependent upon YOUR Paid-As vs the Paid-As Rank of the Ambassador You are being Paid on.			
	6% 2nd Level or Below on Your Team for Red, Orange or Yellow	9% 2nd Level or Below on Your Team for Red, Orange or Yellow	12% 2nd Level or Below on Your Team for Red, Orange or Yellow	15% 2nd Level or Below on Your Team for Red, Orange or Yellow
	4% 2nd Level or Below on Your Team for Green or Turquoise	7% 2nd Level or Below on Your Team for Green or Turquoise	10% 2nd Level or Below on Your Team for Green or Turquoise	13% 2nd Level or Below on Your Team for Green or Turquoise
	0% 2nd Level or Below for BLUE See Generation Bonuses	3% 2nd Level or Below for BLUE PLUS Gener Bonuses	6% 2nd Level or Below for BLUE PLUS Gener Bonuses	9% 2nd Level or Below for BLUE PLUS Gener Bonuses
		0% 2nd Level or Below for INDIGO See Generation Bonuses	3% 2nd Level or Below for INDIGO PLUS Gener Bonuses	6% 2nd Level or Below for INDIGO PLUS Gener Bonuses
			0% 2nd Level or Below for VIOLET See Generation Bonuses	3% 2nd Level or Below for VIOLET PLUS Gener Bonuses
				0% 2nd Level or Below for WHITE See Generation Bonuses

6. Bright Light Leader Generation Bonus

Bright Light Leader Generation Bonus	Path 3: Ambassador Leaders		Path 3: Executive Leaders	
1st Generation Blue Leader (or higher title)	2%	3%	4%	4%
2nd Generation Blue Leader (or higher title)			3%	4%
3rd Generation Blue Leader (or higher title)				4%
Paid on up to 3 Generations of Paid-As Blue, or higher Rank Ambassadors, and their Team Volume**. %'s based on Business Volume which is 80% of Retail.				

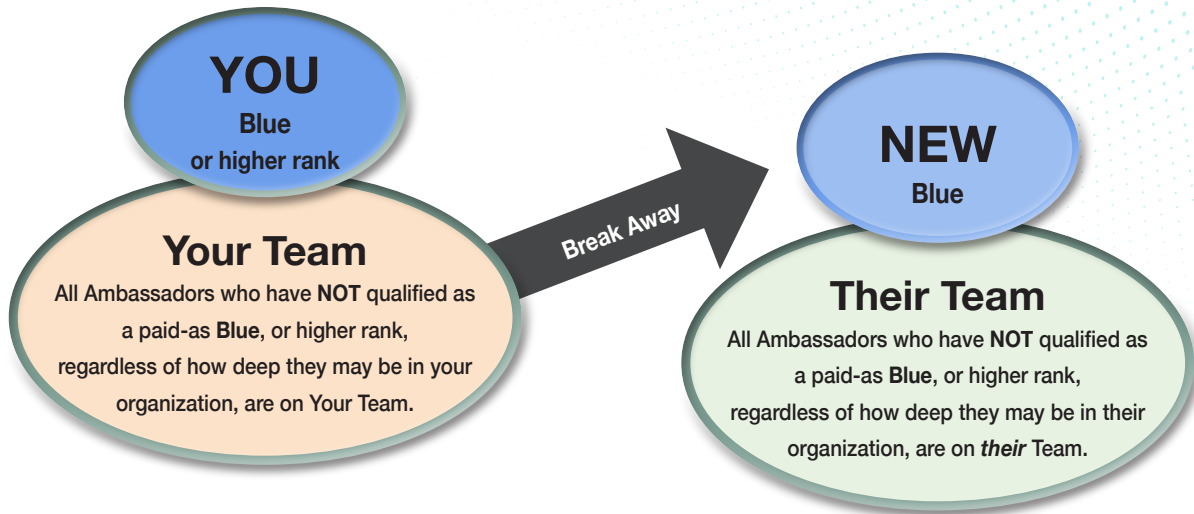
Achieving the Rank of **Blue** is only the first step in leadership development. To further your success, you will also want to commit to bringing other successful leaders along, by helping them achieve the Rank of **Blue** as well.

When a member of your Team — they may be on your first level or any other deeper level, achieves the Title of **Blue**, they “break away” from your **Team**, but remain a part of your **Group**. (See the graphic at the top of the next page).

As shown in the graphic at the top of the next page, when an Ambassador “breaks away” from your **Team**, they become your “**First Generation**” **Blue**. Once a **Blue** has promoted under you in your sales organization, The Bright Light Leadership Bonus pays a percentage, ranging from **2%** up to **4%**, on the sales of **every Blue Ambassador/leader**, or higher Rank, and their **entire Team**. Remember a **Team** is made up of all Ambassadors underneath a **Blue** Ambassador — from **Tan** thru **Turquoise**. Additionally, as you continue to achieve higher Leadership Ranks, you may qualify to earn up through three (3) generations of **Blue Leaders**, or higher Rank.

This Bonus was instigated to encourage Leader support Team Wide regardless of depth. The more you help your team and LumiCeuticals grow, the more everyone Shines Brighter.

The chart below shows the levels paid-out for Ranks achieved and maintained during each calendar month bonus period. The percentages shown are paid on the sales of **every Blue**, or higher Rank, and their entire **Team**. Remember a **Team** is made up of all Ambassadors underneath a **Blue** Ambassador — from **Tan** thru **Turquoise**.



So that you understand the significance of the power of this Bonus, keep in mind there is NO limit to the number of *First, Second or Third Generation Leaders* – and *their entire Team Volume* on which you may be able to earn the *Bright Light Leader Generation Bonus*.

	BLUE	INDIGO	VIOLET	WHITE
First Generation Blue or Higher Rank	2%	3%	4%	4%
Second Generation Blue or Higher Rank			3%	4%
Third Generation Blue or Higher Rank				4%

Rank Qualifications and Earning Opportunities

On the following pages we will detail the available ranks within the Compensation Plan structure, the qualifications to achieve each rank, and what the earning opportunities are for each rank.

Ambassador

Congratulations on taking the first step toward a rewarding and potentially lucrative business career with LumiCeuticals!

Rank Qualifications:

1. Complete the Independent Ambassador Agreement.

Commissions Eligible to Earn:

A *New Ambassador* is not yet eligible to earn Commissions or Bonuses. This is simply a starting point for someone who desires to sell LumiCeuticals products.

Your Next Steps

Now it's time to move up and begin earning successively higher Ranks within the Compensation Plan structure. By doing so, you will begin qualifying for and earning Personal Sales Commission and Bonus percentages, as well as have the ability to earn bonuses based on the Personal Sales of your Team and overall Group.

To advance to the next Rank, and then each successive Rank, there are specific qualifications required as outlined underneath each Rank heading.

TAN

Rank Qualifications:

1. A Newly Enrolled Ambassador must complete a Qualifying Sale to meet the requirements of a **TAN** — a Qualifying Sale consists of:
 - A. Purchase one (1) \$900+ PSV System from their sponsor at the regular retail price; **or...**
 - B. Refer one (1) Retail Sale of a \$900+PSV System to their Sponsor.

Commissions Eligible to Earn:

Eligible to earn monthly commissions and bonuses as follows:

1. **Personal Sales Commissions & Bonuses**
 - 5% paid on all **Direct/Personal Sales Volume**
2. **Enlightened Seller Monthly Volume Bonuses:**
 - ESB Level 1 - \$12,000+**
 - 5% paid on all **Direct/Personal Sales Volume**
 - ESB Level 2 - \$25,000+**
 - **Additional 3% paid (8% Total)** on all **Direct/Personal Sales Volume**

RED

Rank Qualifications:

1. Complete **1 Lifetime Personal Sale** of a product system with a value of at least \$900+
2. Achieve total **Personal Sales Volume (PSV)** of at least **\$3,000** in a rolling 3 Month Period.

NOTE: "A rolling 3 Month Period" is defined as sales completed in the *current monthly period*, plus sales that occurred in the *previous two monthly periods*.

Commissions Eligible to Earn:

Eligible to earn monthly commissions and bonuses as follows:

1. **Personal Sales Commissions & Bonuses**
 - 8% paid on all Personal Sales Volume
2. **Enlightened Seller Monthly Volume Bonuses:**
 - ESB Level 1 - \$12,000+**
 - 5% paid on all **Direct/Personal Sales Volume**
 - ESB Level 2 - \$25,000+**
 - Additional 3% paid (8% Total) on all **Direct/Personal Sales Volume**
3. **Team Family Bonus**
 - 3% paid on all **Frontline Ambassadors** (any Rank)
 - 3% paid on all **Level 2 Ambassadors** (any Rank)
4. **Light the World Profit Sharing Bonus**
 - All "Active" Ambassadors (**\$3,000 PSV in a rolling 3 month period**) will participate in the **Light the World Profit Sharing Bonus** based on the number of points accumulated during each Calendar Quarter Period.

ORANGE

Rank Qualifications:

1. Complete **2 Lifetime Personal Sales (LPS)** of a product system with a value of at least \$900+
2. Achieve total **Personal Sales Volume (PSV)** of at least **\$4,000** in a rolling 3 Month Period.
3. Develop or maintain a minimum of **2 Team Families** with an "Active" Ambassador.

NOTE: A minimum of one Ambassador in each Team Family must be "Active." See Definition.

4. Achieve total **Team Sales Volume (TSV)** of at least **\$10,000** in a rolling 3 Month Period.

Commissions Eligible to Earn:

Eligible to earn monthly commissions and bonuses as follows:

1. **Personal Sales Commissions & Bonuses**
 - 10% paid on all Personal Sales Volume
2. **Enlightened Seller Monthly Volume Bonuses:**
 - ESB Level 1 - \$12,000+**
 - 5% paid on all **Direct/Personal Sales Volume**
 - ESB Level 2 - \$25,000+**
 - Additional 3% paid (8% Total) on all **Direct/Personal Sales Volume**
3. **Team Family Bonus**
 - 3% paid on all **Frontline Ambassadors** (any Rank)
 - 3% paid on all **Level 2 Ambassadors** (any Rank)
 - 3% paid on all **Level 3 Ambassadors** (any Rank)
4. **Light the World Profit Sharing Bonus**
 - All "Active" Ambassadors (**\$3,000 PSV in a rolling 3 month period**) will participate in the **Light the World Profit Sharing Bonus** based on the number of points accumulated during each Calendar Quarter Period.

YELLOW

Rank Qualifications:

1. Complete **3 Lifetime Personal Sale** of a product system with a value of at least \$900+
2. Achieve total **Personal Sales Volume (PSV)** of at least **\$5,000** in a rolling 3 Month Period.
3. Develop or maintain a minimum of **3 Team Families with an “Active” Ambassador.**
NOTE: A minimum of one Ambassador in each Team Family must be “Active.” See Definition.
4. Achieve total **Team Sales Volume (TSV)** of at least **\$15,000** in a rolling 3 Month Period.

Commissions Eligible to Earn:

Eligible to earn monthly commissions and bonuses as follows:

1. **Personal Sales Commissions & Bonuses**
 - 12% paid on all Personal Sales Volume
2. **Enlightened Seller Monthly Volume Bonuses:**
 - ESB Level 1 - \$12,000+**
 - 5% paid on all **Direct/Personal Sales Volume**
 - ESB Level 2 - \$25,000+**
 - Additional 3% paid (8% Total) on all **Direct/Personal Sales Volume**
3. **Team Family Bonus**
 - 5% paid on all **Frontline Ambassadors** (any Rank)
 - 3% paid on all **Level 2 Ambassadors** (any Rank)
 - 3% paid on all **Level 3 Ambassadors** (any Rank)
 - 3% paid on all **Level 4 Ambassadors** (any Rank)
4. **Light the World Profit Sharing Bonus**
 - All “Active” Ambassadors (**\$3,000 PSV in a rolling 3 month period**) will participate in the **Light the World Profit Sharing Bonus** based on the number of points accumulated during each Calendar Quarter Period.

GREEN

Rank Qualifications:

1. Complete **5 Lifetime Personal Sales (LPS)** of a product system with a value of at least \$900+
2. Achieve total **Personal Sales Volume (PSV)** of at least **\$6,000** in a rolling 3 Month Period.
3. Develop or maintain a minimum of **4 Team Families with an “Active” Ambassador.**
NOTE: A minimum of one Ambassador in each Team Family must be “Active.” See Definition.
4. Achieve total **Team Sales Volume (TSV)** of at least **\$18,000** in a rolling 3 Month Period.

Commissions Eligible to Earn:

Eligible to earn monthly commissions and bonuses as follows:

1. **Personal Sales Commissions & Bonuses**
 - 14% paid on all Personal Sales Volume
2. **Enlightened Seller Monthly Volume Bonuses:**
 - ESB Level 1 - \$12,000+**
 - 5% paid on all **Direct/Personal Sales Volume**
 - ESB Level 2 - \$25,000+**
 - Additional 3% paid (8% Total) on all **Direct/Personal Sales Volume**
3. **Team Family Bonus**
 - 5% paid on all **Frontline Ambassadors** (any Rank)
 - 5% paid on all **Level 2 Ambassadors** (any Rank)
 - 3% paid on all **Level 3 Ambassadors** (any Rank)
 - 3% paid on all **Level 4 Ambassadors** (any Rank)
 - 3% paid on all **Level 5 Ambassadors** (any Rank)
4. **Light the World Profit Sharing Bonus**
 - All “Active” Ambassadors (**\$3,000 PSV in a rolling 3 month period**) will participate in the **Light the World Profit Sharing Bonus** based on the number of points accumulated during each Calendar Quarter Period.

TURQUOISE

Rank Qualifications:

1. Complete **8 Lifetime Personal Sales (LPS)** of a product system with a value of at least \$900+
2. Achieve total **Personal Sales Volume (PSV)** of at least **\$7,000** in a rolling 3 Month Period.
3. Develop or maintain a minimum of **5 Team Families with an “Active” Ambassador.**
NOTE: A minimum of one Ambassador in each Team Family must be “Active.” See Definition.
4. Achieve total **Team Sales Volume (TSV)** of at least **\$21,000** in a rolling 3 Month Period.

Commissions Eligible to Earn:

Eligible to earn monthly commissions and bonuses as follows:

1. **Personal Sales Commissions & Bonuses**
 - 16% paid on all Personal Sales Volume
2. **Enlightened Seller Monthly Volume Bonuses:**
 - ESB Level 1 - \$12,000+**
 - 5% paid on all Direct/Personal Sales Volume
 - ESB Level 2 - \$25,000+**
 - Additional 3% paid (8% Total) on all Direct/Personal Sales Volume
3. **Team Family Bonus**
 - 5% paid on all **Frontline Ambassadors** (any Rank)
 - 5% paid on all **Level 2 Ambassadors** (any Rank)
 - 5% paid on all **Level 3 Ambassadors** (any Rank)
 - 3% paid on all **Level 4 Ambassadors** (any Rank)
 - 3% paid on all **Level 5 Ambassadors** (any Rank)
4. **Light the World Profit Sharing Bonus**
 - All “Active” Ambassadors (\$3,000 PSV in a rolling 3 month period) will participate in the *Light the World Profit Sharing Bonus* based on the number of points accumulated during each Calendar Quarter Period.

The graphic below illustrates the minimum downline structure needed monthly to meet the **Rank Qualifications:**



BLUE

Rank Qualifications:

1. Complete **13 Lifetime Personal Sales (LPS)** of a product system with a value of at least \$900+
2. Achieve total **Personal Sales Volume (PSV)** of at least **\$10,000** in a rolling 3 Month Period.
3. Develop or maintain a minimum of **8 Team Families with an “Active” Ambassador.**
NOTE: A minimum of one Ambassador in each Team Family must be “Active.” See Definition.
4. Achieve total **Team Sales Volume (TSV)** of at least **\$34,000** in a rolling 3 Month Period.
5. See *Invitation to Leadership* Sign *Leadership Agreement*
6. Sign *Leadership Agreement* and perform Leadership responsibilities.

Commissions Eligible to Earn:

Eligible to earn monthly commissions and bonuses as follows:

1. **Personal Sales Commissions & Bonuses**
 - 21% paid on all Personal Sales Volume
2. **Enlightened Seller Monthly Volume Bonuses:**
 - ESB Level 1 - \$12,000+**
 - 5% paid on all **Direct/Personal Sales Volume**
 - ESB Level 2 - \$25,000+**
 - Additional 3% paid (8% Total) on all **Direct/Personal Sales Volume**
3. **Leadership Bonus**
 - 9% paid on all **Frontline Ambassadors** (any Rank)
 - 6% **Differential Bonus** paid on 2nd Level or below Red, Orange, or Yellow Volume on your **entire Team**
 - 4% **Differential Bonus** paid on 2nd Level or below Green or Turquoise Volume on your **entire Team**
 - 0% **Differential Bonus** paid on 2nd Level or below **BLUE** on your **entire Group** — see instead *Generation Bonuses*
4. **Bright Light Leader Generation Bonus**
 - 2% paid on all **First Generation Blue, or higher Rank Ambassadors**, and their **entire Team Volume**
5. **Light the World Profit Sharing Bonus**
 - All “Active” Ambassadors (\$3,000 PSV in a rolling 3 month period) will participate in the *Light the World Profit Sharing Bonus* based on the number of points accumulated during each Calendar Quarter Period.

BLUE



This graphic illustrates the minimum downline structure needed monthly to meet the **Rank Qualifications:**

1. **13 Lifetime Personal Sales of \$900+ System**
2. **Personal Sales Volume (PSV)** of at least **\$10,000** in a rolling 3 Month Period.
3. **8 Team Families** with an “Active” Ambassador.
4. **Team Sales Volume (TSV)** of at least **\$34,000** in a rolling 3 Month Period.
5. Sign *Leadership Agreement*

INDIGO

Rank Qualifications:

1. Complete **21 Lifetime Personal Sales (LPS)** of a product system with a value of at least \$900+
2. Achieve total **Personal Sales Volume (PSV)** of at least **\$12,000** in a rolling 3 Month Period.
3. Develop or maintain a minimum of **10 Team Families with an “Active” Ambassador.**
NOTE: A minimum of one Ambassador in each Team Family must be “Active.” See Definition.
4. Achieve total **Team Sales Volume (TSV)** of at least **\$42,000** in a rolling 3 Month Period.
5. Sign **Leadership Agreement** and perform Leadership responsibilities.
6. Develop a minimum of **2 First Generation Blue Leaders**, or higher Rank, in separate team families.

Commissions Eligible to Earn:

Eligible to earn monthly commissions and bonuses as follows:

1. **Personal Sales Commissions & Bonuses**
 - 24% paid on all Personal Sales Volume
2. **Enlightened Seller Monthly Volume Bonuses:**
 - ESB Level 1 - \$12,000+**
 - 5% paid on all **Direct/Personal Sales Volume**
 - ESB Level 2 - \$25,000+**
 - Additional 3% paid (8% Total) on all **Direct/Personal Sales Volume**
3. **Leadership Bonus**
 - 12% paid on all **Frontline Ambassadors** (any Rank)
 - 9% Differential Bonus paid on 2nd Level or below Red, Orange, or Yellow Volume on your **entire Team**
 - 7% Differential Bonus paid on 2nd Level or below Green or Turquoise Volume on your **entire Team**
 - 3% Differential Bonus paid on 2nd Level or below **BLUE** Volume within your **entire Group**, plus *Generation Bonuses*
 - 0% Differential Bonus paid on 2nd Level or below **INDIGO** on your **entire Group** — see instead *Generation Bonuses*
4. **Bright Light Leader Generation Bonus**
 - 3% paid on all **First Generation Blue**, or higher Rank Ambassadors, and their **entire Team Volume**
5. **Light the World Profit Sharing Bonus**
 - All “Active” Ambassadors (\$3,000 PSV in a rolling 3 month period) will participate in the **Light the World Profit Sharing Bonus** based on the number of points accumulated during each Calendar Quarter Period.

INDIGO



This graphic illustrates the minimum downline structure needed monthly to meet the **Rank Qualifications:**

1. **21 Lifetime Personal Sales of \$900+ System**
2. **Personal Sales Volume (PSV)** of at least **\$12,000** in a rolling 3 Month Period.
3. **10 Team Families with an “Active” Ambassador.**
4. **Team Sales Volume (TSV)** of at least **\$42,000** in a rolling 3 Month Period.
5. Sign **Leadership Agreement**
6. **2 First-Generation Blue Leaders**

VIOLET

Rank Qualifications:

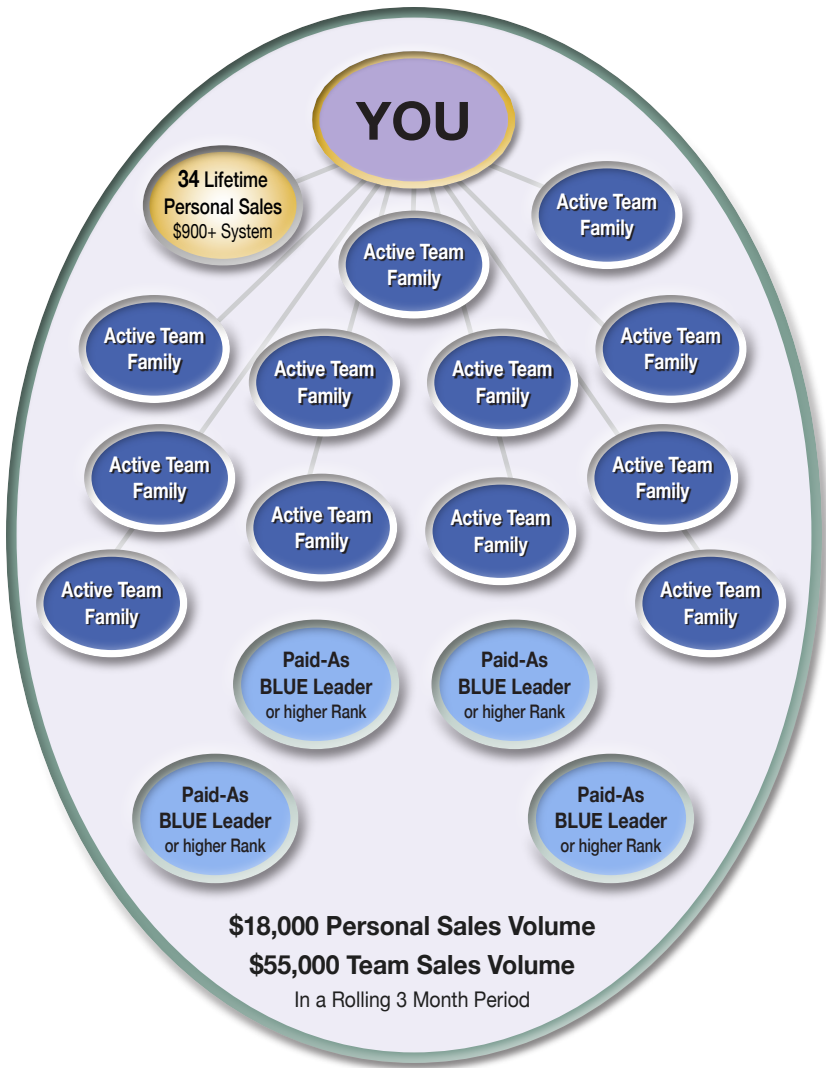
1. Complete **34 Lifetime Personal Sales (LPS)** of a product system with a value of at least \$900+
2. Achieve total **Personal Sales Volume (PSV)** of at least **\$18,000** in a rolling 3 Month Period.
3. Develop or maintain a minimum of **12 Team Families with an “Active” Ambassador**.
NOTE: A minimum of one Ambassador in each Team Family must be “Active.” See Definition.
4. Achieve total **Team Sales Volume (TSV)** of at least **\$55,000** in a rolling 3 Month Period.
5. Sign **Leadership Agreement** and perform Leadership responsibilities.
6. Develop a minimum of **4 First Generation Blue Leaders**, or higher Rank, in separate team families.

Commissions Eligible to Earn:

Eligible to earn monthly commissions and bonuses as follows:

1. **Personal Sales Commissions & Bonuses**
 - 27% paid on all Personal Sales Volume
2. **Enlightened Seller Monthly Volume Bonuses:**
 - ESB Level 1 - \$12,000+**
 - 5% paid on all **Direct/Personal Sales Volume**
 - ESB Level 2 - \$25,000+**
 - Additional 3% paid (8% Total) on all **Direct/Personal Sales Volume**
3. **Leadership Bonus**
 - 15% paid on all **Frontline Ambassadors** (any Rank)
 - 12% Differential Bonus paid on 2nd Level or below Red, Orange, or Yellow Volume on your **entire Team**
 - 10% Differential Bonus paid on 2nd Level or below Green or Turquoise Volume on your **entire Team**
 - 6% Differential Bonus paid on 2nd Level or below **BLUE** Volume within your **entire Group**, plus *Generation Bonuses*
 - 3% Differential Bonus paid on 2nd Level or below **INDIGO** Volume within your **entire Group**, plus *Generation Bonuses*
 - 0% Differential Bonus paid on 2nd Level or below **VIOLET** on your **entire Group** — see instead *Generation Bonuses*
4. **Bright Light Leader Generation Bonus**
 - 4% paid on all **First Generation Blue, or higher Rank Ambassadors**, and their **entire Team Volume**
 - 3% paid on all **Second Generation Blue, or higher Rank Ambassadors**, and their **entire Team Volume**
5. **Light the World Profit Sharing Bonus**
 - All “Active” Ambassadors (\$3,000 PSV in a rolling 3 month period) will participate in the **Light the World Profit Sharing Bonus** based on the number of points accumulated during each Calendar Quarter Period.

VIOLET



This graphic illustrates the minimum downline structure needed monthly to meet the **Rank Qualifications:**

1. **34 Lifetime Personal Sales of \$900+ System**
2. **Personal Sales Volume (PSV)** of at least **\$18,000** in a rolling 3 Month Period.
3. **12 Team Families** with an “Active” Ambassador.
4. **Team Sales Volume (TSV)** of at least **\$55,000** in a rolling 3 Month Period.
5. Sign **Leadership Agreement**
6. **4 First Generation Blue Leaders**

WHITE

Rank Qualifications:

1. Complete **55 Lifetime Personal Sales (LPS)** of a product system with a value of at least \$900+
2. Achieve total **Personal Sales Volume (PSV)** of at least **\$25,000** in a rolling 3 Month Period.
3. Develop or maintain a minimum of 15 **Team Families with an “Active” Ambassador.**
NOTE: A minimum of one Ambassador in each Team Family must be “Active.” See Definition.
4. Achieve total **Team Sales Volume (TSV)** of at least **\$70,000** in a rolling 3 Month Period.
5. Sign *Leadership Agreement* and perform Leadership responsibilities.
6. Develop a minimum of **8 First Generation Blue Leaders**, or higher Rank, in separate team families.

Commissions Eligible to Earn:

Eligible to earn monthly commissions and bonuses as follows:

1. Personal Sales Commissions & Bonuses

- 30% paid on all Personal Sales Volume

2. Enlightened Seller Monthly Volume Bonuses:

ESB Level 1 - \$12,000+

- 5% paid on all **Direct/Personal Sales Volume**

ESB Level 2 - \$25,000+

- Additional 3% paid (8% Total) on all **Direct/Personal Sales Volume**

3. Leadership Bonus

- 18% paid on all **Frontline Ambassadors** (any Rank)
- 15% Differential Bonus paid on 2nd Level or below Red, Orange, or Yellow Volume on your **entire Team**
- 13% Differential Bonus paid on 2nd Level or below Green or Turquoise Volume on your **entire Team**
- 9% Differential Bonus paid on 2nd Level or below **BLUE** Volume within your **entire Group**, plus *Generation Bonuses*
- 6% Differential Bonus paid on 2nd Level or below **INDIGO** Volume within your **entire Group**, plus *Generation Bonuses*
- 3% Differential Bonus paid on 2nd Level or below **VIOLET** Volume within your **entire Group**, plus *Generation Bonuses*
- 0% Differential Bonus paid on 2nd Level or below **WHITE** on your **entire Group** — see instead *Generation Bonuses*

4. Bright Light Leader Generation Bonus

- 4% paid on all **First Generation Blue, or higher Rank Ambassadors**, and their **entire Team Volume**
- 4% paid on all **Second Generation Blue, or higher Rank Ambassadors**, and their **entire Team Volume**
- 4% paid on all **Third Generation Blue, or higher Rank Ambassadors**, and their **entire Team Volume**

5. Light the World Profit Sharing Bonus

- All “Active” Ambassadors (**\$3,000 PSV in a rolling 3 month period**) will participate in the **Light the World Profit Sharing Bonus** based on the number of points accumulated during each Calendar Quarter Period.

WHITE



This graphic illustrates the minimum downline structure needed monthly to meet the **Rank Qualifications:**

1. 55 Lifetime Personal Sales of \$900+ System
2. Personal Sales Volume (PSV) of at least \$25,000 in a rolling 3 Month Period.
3. 15 Team Families with an “Active” Ambassador.
4. Team Sales Volume (TSV) of at least \$70,000 in a rolling 3 Month Period.
5. Sign *Leadership Agreement*
6. 8 First Generation Blue Leaders

Prosperity Plan Terms & Definitions

The following definitions and terms will be used to commonly define the rules and understanding of the **LumiCeuticals Prosperity Plan** structure outlined in this document. **LumiCeuticals** is also known as the “Company” for purposes of this document.

General Definitions

Active

An Ambassador must maintain at least \$3,000 in Personal Sales Volume (PSV) in a **rolling three-month period**, in order to be considered Active for any given monthly commission period.

To be clear, a “*rolling three-month period*” is determined by adding any Personal Sales Volume in the current monthly period, plus the previous two monthly periods.

An Ambassador’s own purchases, plus any purchases by his/her own Personal Customers will qualify him/her as “Active” when they have the requisite PSV.

Active Team Family (Active Family)

(for Rank Qualification purposes. See also “Family”)

Any “Active” Ambassador (\$3,000 in a rolling 3-month period), is considered an **Active Team** (also known as an **Active Leg**). The Ambassador does not necessarily need to be personally enrolled, but could have “rolled-up” by one or more Ambassadors who have chosen not to continue with the opportunity, or who may have had their position canceled for a variety of reasons.

Bonus Period

Refers to the specific time frame in which qualifications and payouts are calculated. In this plan, the Bonus Period is monthly for all commissions and bonuses, with the exception of the **Light the World Profit Sharing Bonus**, which is calculated and paid at the end of each Calendar Quarter.

The Company is considering paying **Personal Sales**

Commissions on a weekly basis, based on the previously month’s Paid-As Rank, or unless an Ambassador were to promote to a new Rank during the current month. If the Company chooses to pay this bonus weekly, it would be based on commission periods ending the 7th, 14th, 21st and the last day of the month.

Business Volume (BV)

Each product or inventory item has **Business Volume** assigned. BV is calculated at 80% of the **Retail Price** of each product, or the **Purchase Price** in the event a product was sold at a discount for one reason or another.

For Example: If a product had a Retail Price of \$500, the Business Volume would be calculated at 80% of \$500. Thus, in this example the BV would be \$400.

Commissionable Volume (CV)

Each product or inventory item has **Commissionable Volume** assigned. In the case of retail sales, the CV is based on the **Retail Price** of each product, or the **Purchase Price** in the event a product was sold at a discount for one reason or another.

Compression (General)

When an Ambassador’s position is terminated for any reason and that Ambassador is no longer affiliated with the company, their Team/Group (including customers) are compressed to the first “Active” upline, filling the gap left by the terminated Ambassador.

With this Compensation Plan, Ambassadors who have **NOT** met the “Active” requirement (\$3,000 in a rolling 3-month period), for a period of 6 consecutive months will be “Compressed-Out” for Level calculation purposes until they once again meet the minimum requirement to be an “Active” Ambassador once again.

In this event all Ambassadors below the “Compressed-Out” Ambassador will move up one level for Level calculation purposes.

When or if an Ambassador achieves the “Active” requirement once again, he/she will once again be counted in their original position, and will have the benefit of being paid on the Ambassadors volume they would qualify for based on their Paid-As Rank from month-to-month.

Compression (Dynamic)

Dynamic Compression is used for the **Team Light Leader Differential Bonus**, plus the **Bright Light Leader Generation Bonus** of the compensation plan.

Thus, for each monthly commission period, in the event any Paid-As **Blue**, or higher Rank Ambassador, fails to meet the qualifications and requirements for the requisite Rank, that Ambassador will be “Compressed-Out” for that one given monthly period.

A leader with the paid-as Rank of **Blue**, or higher rank, below him/her will roll up one or more generations to fill the position that would otherwise be unpaid.

Once a **Blue**, or higher Rank, again meets the qualifications and requirements to be Paid-As a **Blue**, or higher Rank, he/she will once again qualify as a Generation for their upline.

Cross Team Sales or Solicitation

Strict adherence to the Ambassador Agreement published elsewhere and signed by all Ambassadors will be followed. Since LumiCeuticals Leaders also sign an agreement to train, educate and mentor Ambassadors team wide. Under normal circumstances, there

is no reason to ever cross-sell, solicit, or encourage sponsor changes within the LumiCeuticals Company. Every Ambassador is given an equal opportunity to thrive regardless of how they came to discover the Lumi products and Opportunity. For extenuating circumstances, see “Resignation and Reinstatement Policy.”

Customer (or Retail Customer)

A **Customer** is an individual who purchases products at established retail prices, who has not also signed an Ambassador Agreement with the Company. The Company also refers to a Customer as an “Owner”.

Inactive Ambassador

An Ambassador who has not met the minimum sales requirement of at least \$3,000 PSV in a rolling three-month period is considered “Inactive”. The result of an Inactive Ambassador for any given monthly commission period, is they receive no commissions or bonuses on the volume in their downline organization.

However, Ambassadors will always be paid Personal Sales Commissions from their own personal Customer purchases commensurate with their Paid-As Rank.

Demotion Policy

Recognition titles for all Ranks are retained for 12 months following the month for which they qualify Paid-As for any given Rank. Within each subsequent 12-month period thereafter, the Ambassador must fully requalify for their highest Rank achieved, at least one month during the following rolling 12 month period, to retain their highest achieved Rank for recognition purposes. Failure to do so means the Ambassador will be demoted to the highest Rank during the previous rolling 12-month period for which they did meet the qualifications.

In the event that an Ambassador does not meet the requirements to be “Active” (\$3,000 in a rolling 3-month period), for a period of 12 consecutive months, the Ambassador will be demoted to the **Rank of Tan** and will permanently forfeit any downline Team members,

including any personally enrolled Ambassadors.

Forfeited Team Members will then be rolled-up and assigned to the Frontline of the next “Active” Paid-As Orange, or higher Rank, Ambassador upline.

Downline Team

All Ambassadors below you are considered to be part of your **Downline** Team. (Also see definition for “Group”).

Eligibility

An Ambassador is considered eligible to receive a Commission or Bonus if they meet: Company standards and policies, the Rank qualifications and requirements for a particular Commission or Bonus. An Ambassador must be both eligible and qualified to receive a particular Commission or Bonus. (See definition of “Qualified” below).

Enroller/Sponsor

The person who introduces an individual to the Company, and assists to complete their Ambassador enrollment, is considered their “Enroller.” (See also the definition of “Personal Sponsor”).

Family (see also “Team”)

There is no limit to the number of **Families** (also called “**Team Families**” in this Compensation Plan) that an Ambassador may have based on the Enrollment Tree structure.

A **Team Family** begins with a First Level personally enrolled Ambassador and includes all of the Ambassadors beneath them. An Ambassador may have as many families as they have personally enrolled First Level Ambassadors.

For Example: If Sally has five First Level Ambassadors, then she has five families.

Fees

When the Company is collecting a “fee” of any kind, the fee will not have any PSV or CV assigned or paid.

Frontline (Ambassador)

Any Ambassador who is either personally enrolled by another Ambassador, or who rolls-up to an Ambassador due to attrition of any kind, is considered for qualification purposes as **Frontline or 1st Level**.

Generation

Once a downline Ambassador achieves the Rank of a paid-as Blue or higher, they become a first generation “Leader” (so long as they are a Paid-As Blue, or higher Rank for any given Bonus period), for the first upline Blue, or higher Rank, Leader above them in the Enrollment Tree.

If a Blue, or higher Rank, does not qualify as a Paid-As Blue, or higher, for any given month, they will **not** qualify as a “Generation” for that bonus period, and for purposes of the Bright Light Leader Generation Bonus.

For purposes of a “Generation” in the Compensation Plan, a generation is based on Paid-As Rank, not their Lifetime earned Rank. (see also “Compression - Dynamic”) above.

Grace Period

When an existing **Blue**, or higher Rank, breaks a new **Blue**, the existing **Blue** shall have a “Grace Period” of up to three (3) calendar months to rebuild their Team Sales Volume. During the “Grace Period” the **Blue** will be paid all **Leadership Bonuses** and **Bright Light Leader Generation Bonuses** as though they had fully met the minimum **Team Sales Volume (TSV)** requirement.

Group

An Ambassador and their entire downline, are considered part of their Group or Team.

Leadership Agreement

An outline of expectations and opportunities presented to an ambassador who wishes to move into a leader-

ship role in their LumiCeuticals business family. This agreement must be signed and returned to LumiCeuticals to participate in the Leadership Path.

Level

The position an Ambassador has in a downline relative to another upline or downline Ambassador utilizing the enrollment tree.

For Example: Mary enrolls Charlie, so Charlie is on Mary's "Level 1" of the enrollment tree (also called "Frontline" in this Compensation Plan). Charlie enrolls Brad, so Brad is on Mary's "Level 2" of the enrollment tree, etc.

Customers, who have not enrolled as an Ambassador, are considered on the same level (or "Level 0") of an Ambassador who sells them products.

Stated another way, an Ambassador has 8 Customers, they are all considered on Level 0 (the same level as the selling Ambassador) for purposes of calculating all commissions and bonuses.

The volume generated from products sold to Customers is ALL considered PSV of the selling Ambassador.

Lifetime Rank (aka Career Rank)

An Ambassador's "Lifetime Rank" is the highest rank they have ever achieved in their career with the Company. This is typically known as their "Recognition Title", unless they have been demoted in their career (see definition for "Demotion" above). It is also known as Career Rank.

An Ambassador's Lifetime Rank does not change unless they are promoted to a higher Rank by achieving the requirements for that higher Rank, or they are demoted for non-production after a 12 month period.

This differs dramatically from "Paid-As Rank" (see definition below), which may vary from month to month.

Minimum Commission Payout

No accumulated earnings will be paid below \$20 in a given commission or bonus period. Earnings below

\$20 will be accrued and paid during a future commission or bonus period, once this minimum threshold has been achieved.

Original Enroller

The Ambassador who introduces the Company and opportunity to another Ambassador is the Original Enroller (aka as "Sponsor") in the genealogy.

Paid-As Rank (also referred to as "Paid-As")

Each Ambassador is paid at the Achievement Rank for which they qualify during any given commission or bonus period. The requirements to be **Paid-As** any earned Rank are the same as the requirements to promote to that Rank in the first place.

If in any commission or bonus period an Ambassador fails to meet the maintenance requirements their Lifetime earned Rank, they will be **Paid-As** the lower achievement Rank for which they actually qualify for during the bonus period. This lower Rank is their **"Paid-As Rank"** for the bonus period.

To be clear, the Ambassador retains their Lifetime Rank unless a "Demotion" has taken place, but are **Paid-As** the Rank for which they actually qualify for during the bonus period.

Personal Sales Volume (PSV)

The total volume of a single Ambassador from orders placed by Customers he/she has personally enrolled, plus any purchases the Ambassador has made for their own use, or to sell to a Customer at a later date.

Promote (Promotion)

An Ambassador promotes to a new Lifetime Rank when they meet all of the qualifications for the newly achieved Lifetime Rank in any calendar month period. The promotion is effective on the first day of the month following the month the promotion has been achieved for purposes of earning increased Commissions and Bonuses.

For Example: Mary achieves the Rank of Green

during the month of May. She is Paid-As the Rank of Yellow for the month of May, but effective June 1st, Mary now is eligible to be Paid-As a Green for all Commission and Bonuses assuming all Rank qualifications are met and/or maintained.

Qualified

An Ambassador is “Qualified” if they meet the Paid-As Rank requirements for a particular payout and/or Paid-As Rank. An Ambassador will only receive the payouts for which they are both eligible and qualified.

For Example: An Ambassador with the Career Rank of Blue is not “qualified” or “eligible” for the same bonuses as an Ambassador with the Career Rank of White.

Resignation & Reinstatement Policy

If an Ambassador is canceled or resigns, they may request reinstatement within 12 calendar months.

If approved, will be reinstated under their original sponsor. Their downline organization will not be reinstated nor their previous Achievement level. They will be considered a Tan Ambassador.

If an Ambassador wishes to re-join under a **different** sponsor, they must wait for a minimum of 6 month (18 months total) after termination before reapplying and will start as a Tan. If approved, they will not be permitted to keep or “roll-over” their former downline Team or Achievement Rank. All parties involved must sign an agreement form for changing sponsors to be considered by the LumiCeuticals Board.

Retail Customer

A **Retail Customer** is an individual who purchases products at established retail prices, who has not also signed an Ambassador Agreement with the Company. The Company also refers to a Customer as an “Owner.”

Team (Generic)

An Ambassador’s Team is made up of all of the personally enrolled Ambassadors on their first level, and all Ambassadors underneath that first level regardless of number of levels or the Rank any Ambassador may have achieved.

An Ambassador may have as many Team Families as they have personally enrolled first level Ambassadors of any rank from Red to White which makes up their entire Team.