

COMPENSATION PLAN

UNICITY



IF YOU'RE NEW TO UNICITY WELCOME!

Unicity is a Global Leader in the Health and Wellness Industry. For more than a century, our values, our uncompromisingly high level of quality and our innovative strength have established our good reputation in the global market. We live by innovation. Our team researches ingredients and develops products with the potential to significantly increase quality of life. Our focus on science-based innovation and production sets Unicity apart from its competitors.

We also recognize that most people are looking to change their habits and benefit from having a support structure to reinforce new positive behaviors and a healthy lifestyle. This is why we have developed a way to reward Partners who share our products.

For those who want to pursue the Unicity business opportunity, we offer a competitive Compensation Plan. The Unicity Compensation Plan was established on sound financial principles and built to last. Since 1972, Unicity has helped hundreds of thousands of people earn extra money and create a new source of income to support their families – you can be part of it! Even though most of our Partners simply enjoy our products without participating in the Compensation Plan, we encourage everyone to share our innovative solutions, and be rewarded for their efforts in helping others enjoy physical and financial transformations.

We wish you much success and are thankful for your contribution and trust!

STEWART HUGHES – CEO

THE UNICITY ADVANTAGES

- Offers a stable income opportunity, this also during your Start-up period and is designed to help you chart your path to success, on your terms, whenever you are ready.
- You can start earning the Fast Start Bonus & Team Development Bonus with only 100 PV.
- You can easily calculate your potential earnings.
- Earn a Lifestyle Bonus for “life”, each Volume Month you (re)qualify at a certain rank.
- Easy to duplicate with a clear pattern and driven behaviors.
- Earn Leadership bonuses based on consecutive qualifications.



THE FUNDAMENTALS

Unicity's career plan is designed to help you chart your path to success, on your terms, whenever you are ready.

THE DIFFERENT WAYS TO EARN WITH UNICITY:

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Depending on what you plan to achieve with Unicity, the plan is split in 3 different phases to help you concentrate on the essentials:

PHASE 1

- Making our products part of your daily life
- Selling products
- Sharing the opportunity/products with others

PHASE 2

- Helping others do what you did in Phase 1
- Helping others become leaders
- Reaching new ranks
- Building a strong foundation

PHASE 3

- Strengthening your business
- Leadership development
- Creating a stable business

EARNING OPPORTUNITIES OVERVIEW

1	Retail Profit	Paid directly to you as you sell products to your Retail Customer
2	Fast Start Bonus	Paid On the first 1,000 PV of new FP's.
3	Personal Rebate	Paid on volume over 1,000 CPV.
4	Team Development Bonus	Paid on volume over 1,000 CPV.
5	Generation Bonus	Paid on up to 12 Generations.
6	Lifestyle Bonus	Monthly bonus, based on rank.
7	Presidential Achiever's Bonus	Paid once after Qualifying for 3 consecutive months.
8	Additional Franchise Position	Once you qualify as Presidential Diamond for 3 consecutive months.
9	Chairman And Founder's Club Bonus	Paid once after Qualifying for 3 consecutive months as Double Diamond, Triple Diamond and Crown Diamond.

EARNING OPPORTUNITIES BY RANKS

Unicity's career plan pays following the Sponsorship line!

Presidential Achiever's									\$ 10,000	\$ 20,000	\$ 40,000	\$ 100,000
LifeStyle Bonus					\$ 150	\$ 250	\$ 500	\$ 750	\$ 750	\$ 1,000	\$ 1,000	
Generation Bonus		Max 5%	Max 5%	Max 5%	Max 5%	Max 5%	Max 5%	Max 5%	Max 5%	Max 5%	Max 5%	Max 5%
Team Development Bonus	Max 5%	Max 5%	Max 5%	Max 5%	Max 5%	Max 5%	Max 5%	Max 5%	Max 5%	Max 5%	Max 5%	Max 5%
Personal Rebate		Max 10%	Max 10%	Max 10%	Max 10%	Max 10%	Max 10%	Max 10%	Max 10%	Max 10%	Max 10%	Max 10%
Fast Start Bonus	Max 20%	Max 20%	Max 20%	Max 20%	Max 20%	Max 20%	Max 20%	Max 20%	Max 20%	Max 20%	Max 20%	Max 20%
Retail Profit	Max 50%	Max 50%	Max 50%	Max 50%	Max 50%	Max 50%	Max 50%	Max 50%	Max 50%	Max 50%	Max 50%	Max 50%
Paid Rank	Franchise Partner	Manager	Senior Manager	Executive Manager	Director	Senior Director	Executive Director	Presidential Director	Presidential Sapphire	Presidential Ruby	Presidential Diamond	

CAREER & COMPENSATION PLAN

AT-A-GLANCE

The Unicity Compensation Plan encourages people to work together and support each other to accomplish financial goals. Upon enrollment, new Customers and Franchise Partners are assigned to a unique place in their Enrolling Sponsor's marketing organisation. A Franchise Partner's compensation is primarily derived from product purchases by those in his or her marketing organisation. As the Franchise Partner's marketing organisation grows, more product sales are made and as more product sales are made more money can be earned.

Unicity believes in recognising Franchise Partners and leaders for their achievements and hard work. As you advance in rank, you are recognized for your achievements and milestones based on the qualifications shown in the graph below:

PAID RANK	MANAGER	SENIOR MANAGER	EXECUTIVE MANAGER	DIRECTOR	SENIOR DIRECTOR	EXECUTIVE DIRECTOR	PRESIDENTIAL DIRECTOR	PRESIDENTIAL SAPPHIRE	PRESIDENTIAL RUBY	PRESIDENTIAL DIAMOND
PV	100	100	100	100	100	100	100	100	100	100
TV	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000
N° Active Leg	3	3	3	3	3	3	3	3	3	3
Leg OV	-	1K	3K/1K	5K/3K/1K	10K/5K/2K	20K/10K/5K	40K/20K/10K	80K/40K/20K	160K/80K/40K	320K/160K/80K

'K' IS EQUAL TO THE VALUE OF 1,000.

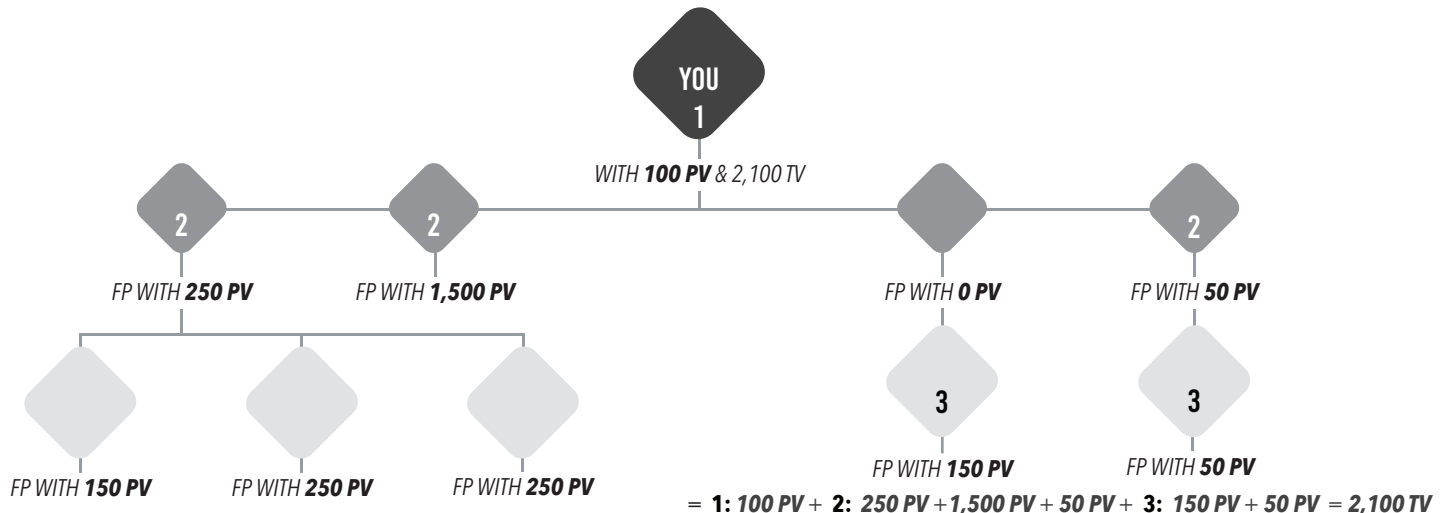
EXAMPLE TEAM VOLUME

The sum of a Franchise Partners PV and the PV of his or her Frontline Franchise Partner.

You must have 1,000 TV to qualify or maintain the rank of Manager or above.

How to calculate your Team Volume:

1. Your Personal Volume (PV).
2. The Personal Volume (PV) of your frontline (No matter what rank frontlines has or whether someone is a new member or not)
3. Roll-Up where a frontline is an inactive Franchise Partner (under 100 PV).



PHASE 1

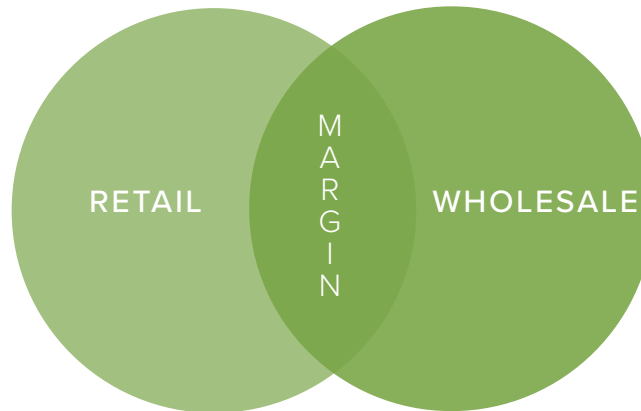
- RETAIL PROFIT
- PERSONAL REBATE
- FAST START BONUS
- TEAM DEVELOPMENT BONUS

01 RETAIL PROFIT

Preferred Customers/Customers

In general, everybody can become a customer of Unicity. The customer can be supplied products directly by the Franchise Partner at the recommended Retail Price or he/she can order the products via the Partner 's website in becoming a Preferred Customer.

- Each Franchise Partner purchases the products at a discounted price.
- One of the advantages of becoming a Franchise Partner beside the income opportunity is that as part of his/her registration, he/she can immediately start sharing Unicity with a hyperlink containing his/her referral code (ID) via the Unicity website or Shop.



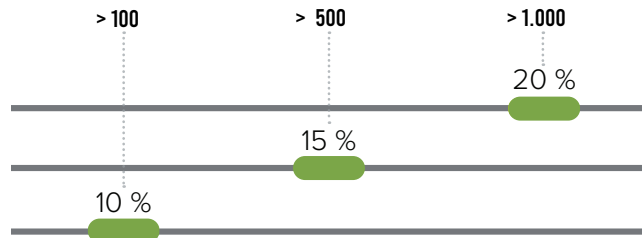
02 FAST START BONUS

Monthly Payout on the first 1,000 PV of new Franchise Partner

You are rewarded for recruiting and developing your new Franchise Partner.

- The Fast Start Bonus is paid to the enroller on the first 1,000 Personal Volume (PV) of a new Franchise Partner.
- In the case PV of less than 1,000 PV in the joining month, you will earn the remaining Fast Start Bonus in the next several months, until it reaches the total 1,000 PV.
- The percentage depends on your CPV.
- If you don't qualify for the maximum of 20%, the difference will be paid to the next upline (sponsorship) that qualifies for the remaining percentages / higher percentage.

YOUR CUMULATIVE PERSONAL VOLUME (CPV)



03 PERSONAL REBATE

Monthly Payout on the first 1,000 PV of new Franchise Partner

You are rewarded for buying and selling products.

Personal Rebate is calculated as a percentage of the incremental PV accumulated by a Franchise Partner in a given Volume Month as follows:

- Managers and higher receive 10% on their monthly PV over 250 (PV).
- Non-ranked Franchise Partner receive an additional 5% on their monthly PV between 100 and 250 PV

For example if a non-ranked Franchise Partner accumulated 500 PV in a Volume Month, his or her Personal Rebate would be: $(150 \times 5\%) + (250 \times 10\%) = (7.5 + 25) = 32.50$ points.

YOUR PV

>250

10%

04 TEAM DEVELOPMENT BONUS

Monthly Payout on volume over 1,000 CPV

You are rewarded for starting to developing and taking care of your team.

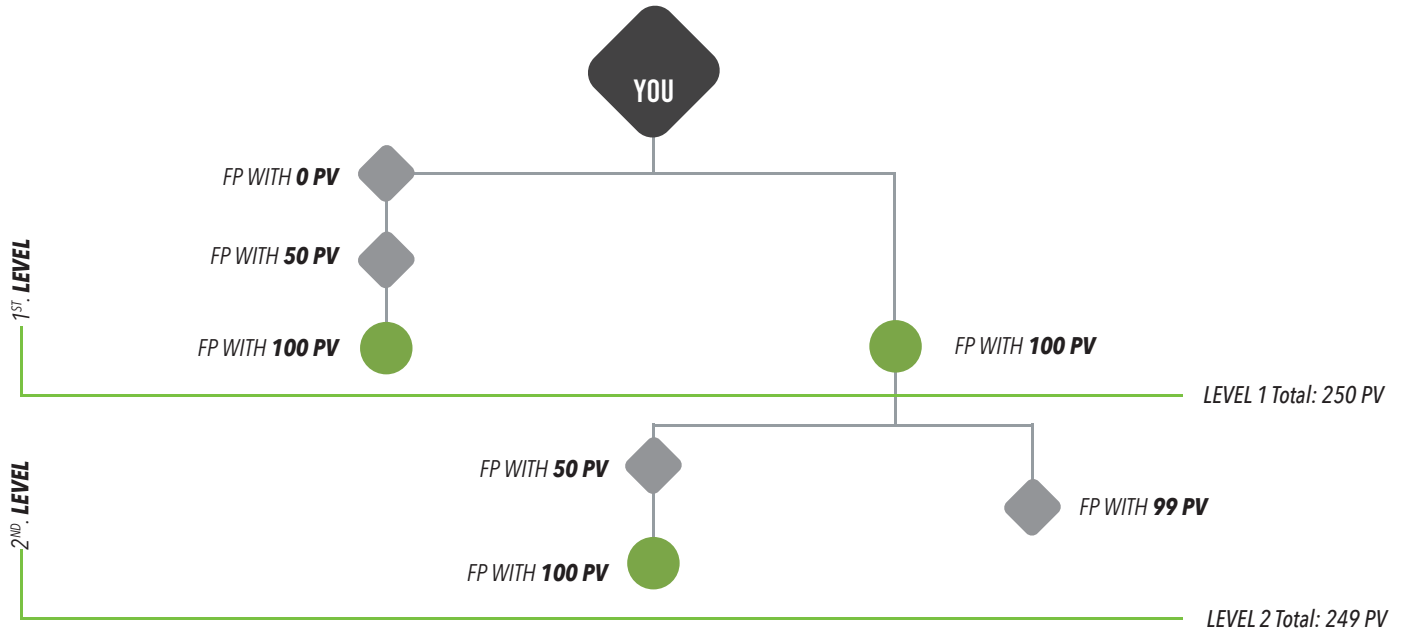
- Team Development Bonus (TDB) is paid on the PV of your downlines in up to 5 Level.
- No matter what rank you and your downline have.
- The percentage depends on your monthly PV.
- The N° of Level you can earn depends on the N° of active legs and your PV in each Volume Month (VM).

A **LEVEL** Sums the volume generated in a leg down to the first active Franchise Partner (with a least 100PV in a given Volume Month).

YOUR PV	100	250	100	250	100	250	100	250	100	250
N° Active Leg	1		2		3		4		5 or more	
Level 1	3%	5%	3%	5%	3%	5%	3%	5%	3%	5%
Level 2	-	-	3%	5%	3%	5%	3%	5%	3%	5%
Level 3	-	-	-	-	3%	5%	3%	5%	3%	5%
Level 4	-	-	-	-	-	-	3%	5%	3%	5%
Level 5	-	-	-	-	-	-	-	-	3%	5%

EXAMPLE LEVELS

A **LEVEL** accumulates the volume generated in a leg down to the first active Franchise Partner (with a least 100 PV in a given Volume Month).



PHASE 2

-
- GENERATION BONUS
 - LIFESTYLE BONUS

05 GENERATION BONUS

Monthly Payout on all generated volume

Your earning potential grows as you build a strong team.

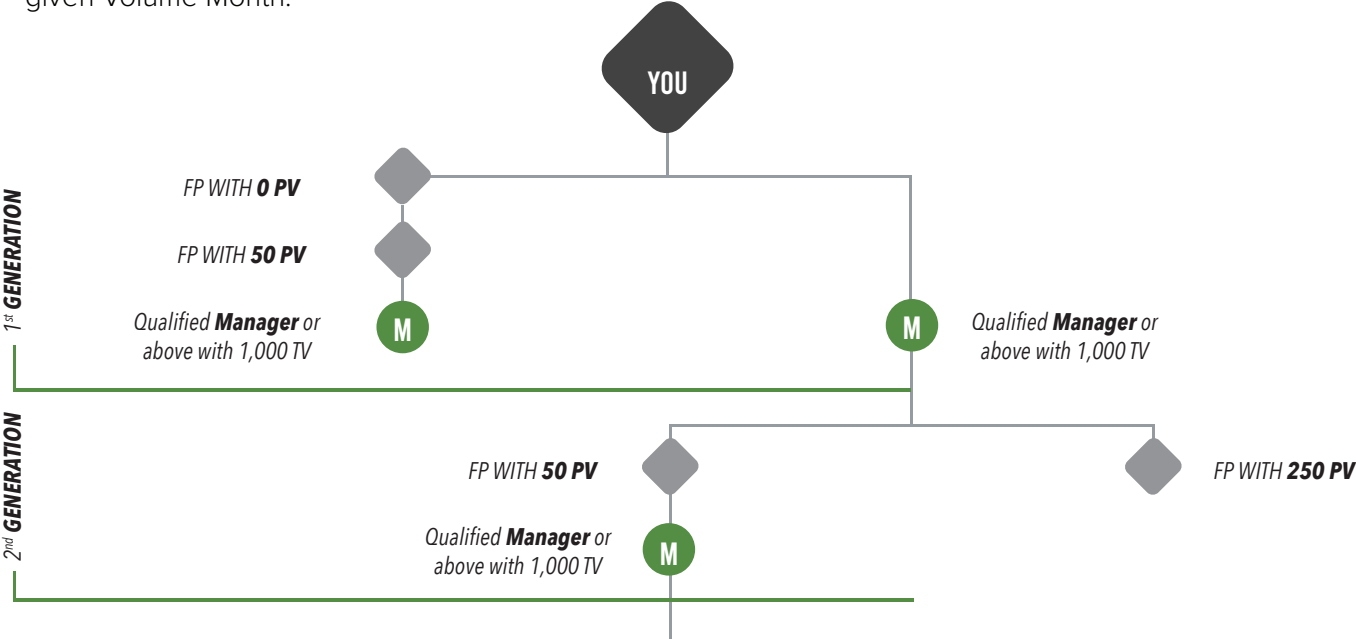
Volume generated by your organization are commissioned through the Generation Bonus. As you progress through the Ranks, you can earn deeper into your organization to a maximum of 12 paid Generations.

A **GENERATION** sum the volume generated in a leg down to the first qualified Manager or above in a given Volume Month.

GENERATION \ RANK	MANAGER	SENIOR MANAGER	EXECUTIVE MANAGER	DIRECTOR	SENIOR DIRECTOR	EXECUTIVE DIRECTOR	PRESIDENTIAL DIRECTOR	PRESIDENTIAL SAPPHIRE	PRESIDENTIAL RUBY	PRESIDENTIAL DIAMOND
1	5%	5%	5%	5%	5%	5%	5%	5%	5%	5%
2		5%	5%	5%	5%	5%	5%	5%	5%	5%
3			5%	5%	5%	5%	5%	5%	5%	5%
4				5%	5%	5%	5%	5%	5%	5%
5				5%	5%	5%	5%	5%	5%	5%
6					5%	5%	5%	5%	5%	5%
7						3%	3%	3%	3%	3%
8							3%	3%	3%	3%
9							3%	3%	3%	3%
10								1%	1%	1%
11									1%	1%
12										1%

EXAMPLE GENERATIONS

A **GENERATION** sum the volume generated in a leg down to the first qualified Manager or above in a given Volume Month.



06 LIFESTYLE BONUS

Monthly Payout

Earn additional bonuses for mentoring your downline and therefore reaching Director and higher ranks.

To earn the Lifestyle Bonus you must qualify and have the rank of a Director or above. Unicity will then pay you a monthly bonus between **\$ 150 - \$ 1,000** depending on your monthly (re)qualification.

The criteria are as follows:

GENERATION \ PAID RANK	MANAGER	SENIOR MANAGER	EXECUTIVE MANAGER	DIRECTOR	SENIOR DIRECTOR	EXECUTIVE DIRECTOR	PRESIDENTIAL DIRECTOR	PRESIDENTIAL SAPPHIRE	PRESIDENTIAL RUBY	PRESIDENTIAL DIAMOND
PV				100	100	100	100	100	100	100
TV				1,000	1,000	1,000	1,000	1,000	1,000	1,000
N° ACTIVE LEG				5	5	5	5	5	5	5
LEG OV				5K/3K/1K	10K/5K/2K	20K/10K/5K	40K/20K/10K	80K/40K/20K	160K/80K/40K	320K/160K/80K
MONTHLY PAYOUT				\$ 150	\$ 250	\$ 500	\$ 750	\$ 750	\$ 1,000	\$ 1,000

PHASE 3

- PRESIDENTIAL ACHIEVER BONUS
- ADDITIONAL FRANCHISE POSITION (AFP)
- CHAIRMAN AND FOUNDER'S CLUB BONUS

07 PRESIDENTIAL CLUB BONUS

Paid once after 3 consecutive qualifications

Earn additional one time bonuses for helping leaders in your team grow and therefore reaching Presidential Director and higher ranks with 5 Legs.

To earn the Presidential Achiever's Bonus you must qualify and have the rank of a Presidential Director or above and qualify with these requirements during at least 3 consecutive months. Unicity will then pay you a one time bonus between \$ 10,000 - \$ 100,000 depending on your qualification.

The criteria is as follows:

GENERATION \ PAID RANK	MANAGER	SENIOR MANAGER	EXECUTIVE MANAGER	DIRECTOR	SENIOR DIRECTOR	EXECUTIVE DIRECTOR	PRESIDENTIAL DIRECTOR	PRESIDENTIAL SAPPHIRE	PRESIDENTIAL RUBY	PRESIDENTIAL DIAMOND
PV							100	100	100	100
TV							1,000	1,000	1,000	1,000
N° ACTIVE LEG							5	5	5	5
LEG OV							40K/20K/10K	80K/40K/20K	160K/80K/40K	320K/160K/80K
MONTHLY PAYOUT							\$ 10,000	\$ 20,000	\$ 40,000	\$ 100,000

08 ADDITIONAL FRANCHISE POSITION (AFP)

Earn even more as you maximize the compensation plan by reaching Presidential Diamond and higher ranks with 5 Legs.

One of the great advantages of the Unicity compensation plan is that it allows you to own an Additional Franchise Position (AFP), this once you qualify as Presidential Diamond for 3 consecutive months. The AFP is placed front line to your original position. This allows you to earn nearly double the percentage on Volume generated in your AFP.

HERE IS HOW IT WORKS:

- You must qualify as Presidential Diamond for 3 consecutive months to apply for an Additional Franchise Position (AFP).
- Upon sending us an Application form, the AFP will be placed Frontline to your Main Distributorship.
- You may then move existing Legs other than your 3 largest Legs measured in terms of Organizational Volume (OV), under the AFP provided.

Further details:

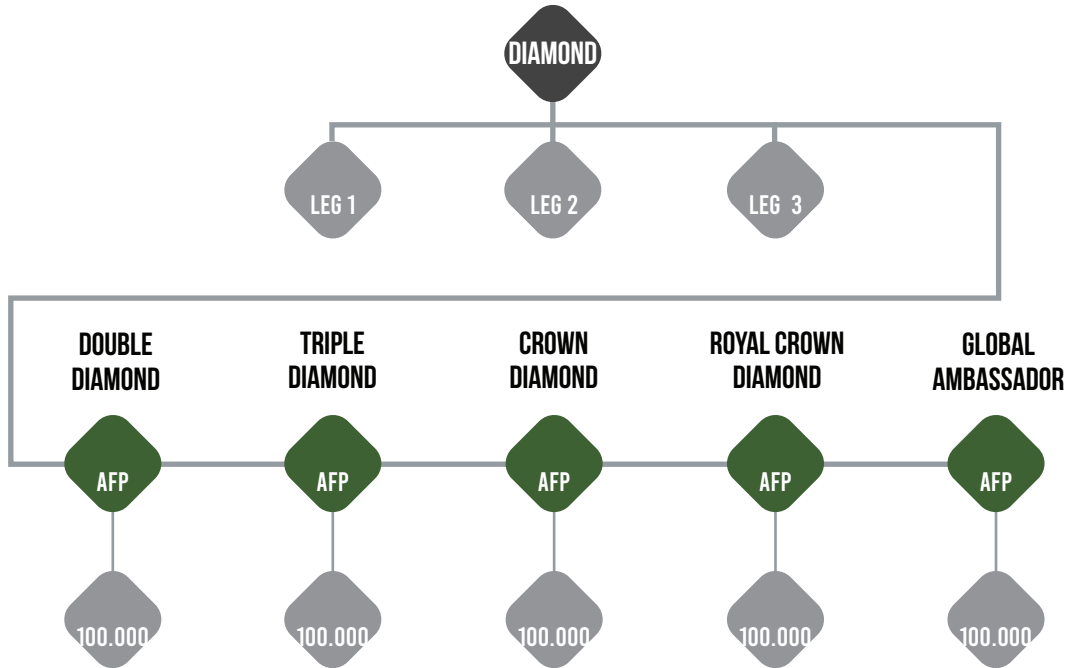
- If the main Distributor maintains the Rank of Diamond without the OV under the AFP, then the AFP will qualify automatically to the paid rank of a Presidential Diamond Rank.
- AFP are not eligible for Lifestyle Bonuses or Presidents Club Bonuses.

The following table sets forth the Rank, Volume, and Leg Volume requirements necessary for Chairman and Founders Club Ranks.

RANK	REQUIREMENTS	TOTAL OV
Double Diamond	Main Distributor meets Diamond Qualification w/o using AFP's OV with 1 AFP @ 100,000	500,000
Triple Diamond	Must meet previous Rank requirements with 2 AFP's @ 100,000	1 Million
Crown Diamond	Must meet previous Rank requirements with 3 AFP's @ 100,000	2 Million
Royal Crown Diamond	Must meet previous Rank requirements with 4 AFP's @ 100,000	4 Million
Global Ambassador	Must meet previous Rank requirements with 5 AFP's @ 100,000 with 20 Diamonds in downline, 10 Diamonds outside largest leg	10 Million

In addition to the foregoing requirements, a Distributor must maintain each Rank for three consecutive months. There are other details set forth in the Additional Distributor Position Application to ensure you properly structure your AFPs.

The diagram below depicts the minimum Leg requirements, assuming the total OV and Leg Balance OV requirements are met, to become a Crown Diamond.









09 CHAIRMAN'S AND FOUNDER'S CLUB BONUS

CHAIRMAN CLUB

As you achieve the Ranks of Double Diamond, Triple Diamond, and Crown Diamond for three consecutive months, you become a member of the Chairman's Club and become eligible to receive Chairman's Club Bonuses. These bonuses are lifestyle bonuses—not cash bonuses—and are tailored to fulfill the individual dreams of the recipient. As such, the exact bonuses may vary by country and by Distributor. The following table reflects the general dollar value of each bonus in USD. After qualifying for the respective Ranks below for three consecutive months, you also become eligible to be publicly recognised as achieving the specific Rank.

RANK	 DOUBLE DIAMOND	 TRIPLE DIAMOND	 CROWN DIAMOND	 ROYAL CROWN DIAMOND
BONUS VALUE	\$150,000	\$500,000	\$1,000,000	\$1,500,000



Founder's Club

When you achieve the rank of Global Ambassador, you become a member of the Founder's Club and become eligible to receive Founder's Club Bonuses. Once qualified, a Global Ambassador becomes eligible to earn \$100,000 USD each time you provide a Unicity approved monthly training. The number of trainings the Ambassador is eligible to give will be based on the number of months that the Ambassador qualified for the Ambassador rank during the previous year. In addition to these training bonuses, members of the Founder's Club are eligible for lifestyle bonuses. These bonuses will vary from individual to individual according to the requirements of their local compensation plan and will be personalized to the recipients hopes and dreams.



EXAMPLES

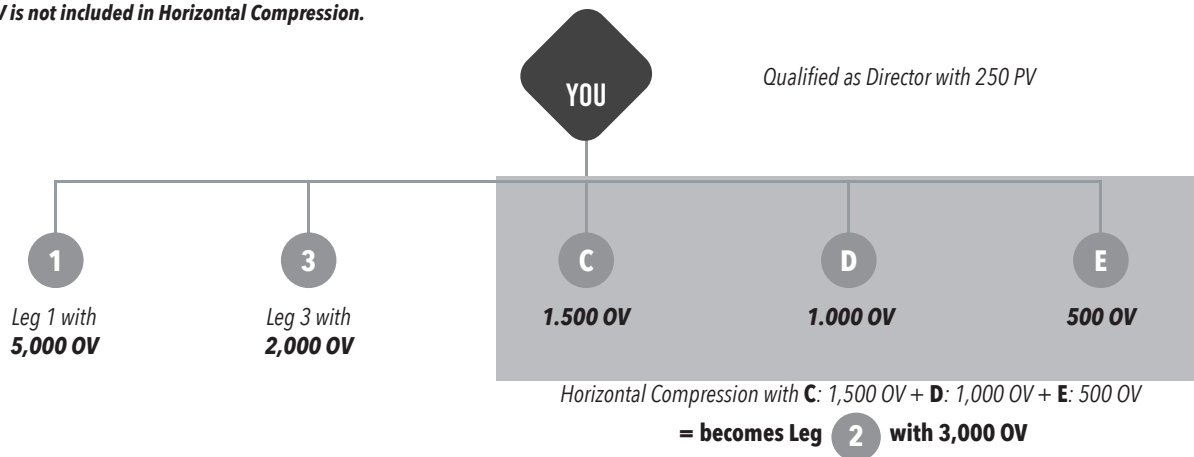
HORIZONTAL COMPRESSION

The process of summing the Volume of all Legs, excluding the two largest Legs, to create a single Leg for the purposes of qualifying for the Generation Bonus.

All leg's OV except the largest and the 2nd largest leg can be combined as the third leg. It is called Horizontal Compression. Consequently, the leg created by Horizontal Compression can be the largest OV leg.

The example below shows how the 2nd qualifying leg is created by Horizontal Compression to achieve and maintain the rank of Director

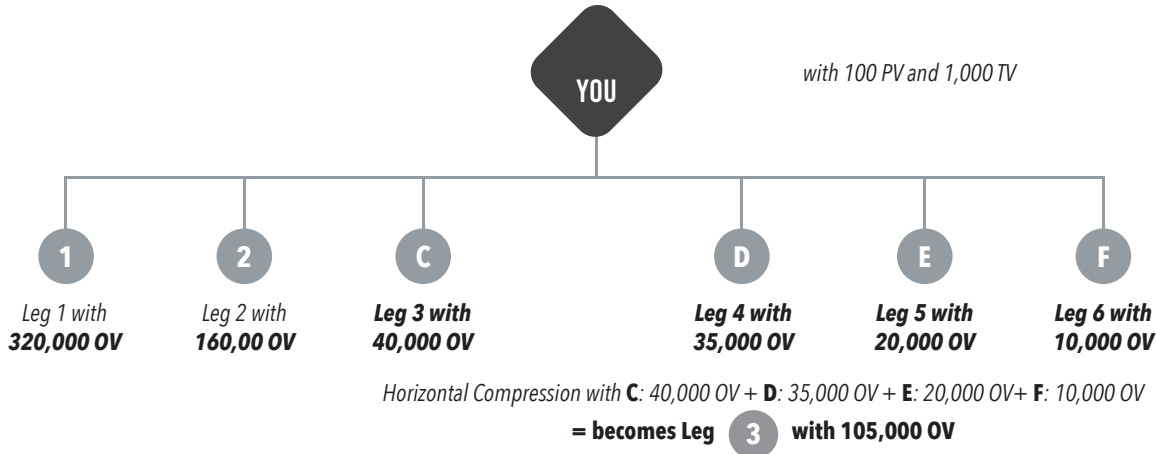
Your PV is not included in Horizontal Compression.



HORIZONTAL COMPRESSION FOR QUALIFYING AS A PRESIDENTIAL DIAMOND

How to count and calculate the Leg OV for Leg 3?

All leg's OV, except the largest and the 2nd largest leg can be combined as the third leg. In the legs created by Horizontal Compression, the legs C, D, E and F create Leg **3** with 105,000 OV.



Qualifying as follow:

- 100 PV
- 1,000 TV
- 3 Active Legs as follow:
- Leg **1** with 320,000 OV
- Leg **2** with 160,000 OV
- Leg **3** with 105,000 OV

OVERVIEW

PHASE 1

FAST START BONUS

Your cumulative PV (CPV)	>99	>499	>999
Monthly Payout on the first 1,000 PV of new FP	10%	15%	20%

PERSONAL REBATE

PV	>250
Monthly Payout on volume over 1,000 CPV	10%

TEAM DEVELOPMENT BONUS

YOUR PV	100	250	100	250	100	250	100	250	100	250	100	250
N° Active Leg	1		2		3		4		5 or more			
Level 1	3%	5%	3%	5%	3%	5%	3%	5%	3%	5%	3%	5%
Level 2	-	-	3%	5%	3%	5%	3%	5%	3%	5%	3%	5%
Level 3	-	-	-	-	3%	5%	3%	5%	3%	5%	3%	5%
Level 4	-	-	-	-	-	-	3%	5%	3%	5%	3%	5%
Level 5	-	-	-	-	-	-	-	-	3%	5%	3%	5%

GENERATION BONUS

PHASE 2

PHASE 3

GENERATION \ PAID RANK	Manager	Senior Manager	Executive Manager	Director	Senior Director	Executive Director	Presidential Director	Presidential Sapphire	Presidential Ruby	Presidential Diamond
PV	100	100	100	100	100	100	100	100	100	100
TV	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000
N° ACTIVE LEG	3	3	3	3	3	3	3	3	3	3
LEG OV	-	1K	3K/1K	5K/3K/1K	10K/5K/2K	20K/10K/5K	40K/20K/10K	80K/40K/20K	160K/80K/40K	320K/160K/80K
1	5%	5%	5%	5%	5%	5%	5%	5%	5%	5%
2		5%	5%	5%	5%	5%	5%	5%	5%	5%
3			5%	5%	5%	5%	5%	5%	5%	5%
4				5%	5%	5%	5%	5%	5%	5%
5				5%	5%	5%	5%	5%	5%	5%
6					5%	5%	5%	5%	5%	5%
7						3%	3%	3%	3%	3%
8							3%	3%	3%	3%
9							3%	3%	3%	3%
10								1%	1%	1%
11									1%	1%
12										1%
LIFESTYLE BONUS	Must have 5 Active legs and 1,000 TV			\$150	\$250	\$500	\$750	\$750	\$1,000	\$1,000
PRESIDENTIAL CLUB ACHIEVER'S BONUS	Must have 5 Active legs and 1,000 TV						\$10,000	\$20,000	\$40,000	\$100,000

GLOSSARY

Active Leg	Any leg with an Active Franchise Partner (min. 100 PV)
Active Franchise Partner	An Active Franchise Partner who has accumulated a minimum of 100 Personal Volume (PV) in a Volume Month. A person must be an Active Franchise Partner to be eligible to participate in the Compensation Plan.
Cumulative Personal Volume (CPV)	The sum of the Personal Volume a given Franchise partner has accumulated from registration to a given month.
Downline Organisation or Downline	A Downline Organization consists of all Franchise Partners who are directly or indirectly sponsored by a Franchise Partner or by Franchise Partners in his or her Downline.
Enroller	The Franchise Partner who directly recruits and/or refers an applicant to become a Unicity Franchise Partner and is recognized as the Enroller on the Franchise Partner Agreement. May also be the Sponsor.
Franchise Partner (FP)	An independent contractor who has signed and completed the official Unicity Franchise Partner Franchise Agreement and whose Franchise Partner Agreement has been accepted by Unicity and whose relationship is not otherwise terminated. Preferred Customers and Retail Customers are not Franchise Partners.
Frontline	A Franchise Partner you have personally sponsored.
Generation	A Generation accumulates the volume generated in a leg down to the first qualified Manager or above in a given Volume Month. Generations are used with the Generation Bonus.
Horizontal Compression	The process of summing the Volume of all Legs, excluding the two largest Legs, to create a single Leg for the purposes of qualifying for Ranks.
Leg	Consists of a personally sponsored or first level Franchise Partner in your Network and their organisation (if any).
Leg OV	Consist of the Organisational Volume (OV) that needs to be generated by a specific leg with the purpose of achieving ranks.
Level	A Level accumulates the volume generated in a leg down to the first Active Franchise Partner (with at least 100 PV in a given Volume Month). Levels are used with the Team Development Bonus.
Organisational Volume (OV)	The sum of the entire volume accumulated in your organisation starting with you. Calculated in a Volume Month.
Personal Volume (PV)	The Volume accumulated from the Franchise Partner's product purchases and product purchases made by his or her Preferred Customer(s) through Unicity during a Volume Month.
Qualifying Month (QM)	The Volume Month in which a Franchise Partner meets the requirements for a given Rank or bonus.
Rank	A Qualification title in the Compensation Plan used to describe the level of recognition or bonuses that a Membership has earned.
Sponsor	The first Upline position to a Franchise Partner. To Sponsor is to be recognized on the Franchise Partner Agreement as the Sponsor and/or to have the new Franchise Partner placed on the Sponsor's frontline.
Team Volume (TV)	The sum of a Franchise Partner's PV and the PV of his or her Frontline Franchise Partner.
Upline	Is the Sponsor and/or any Franchise Partner above an individual Franchise Partner.
Volume Month (VM)	The period of time used to calculate earnings and Ranks under the compensation plan. Also referred to Commission Month.

The Unicity Europe Compensation Plan is only available to Franchise Partners residing in countries supported by Unicity Global Markets GmbH.

The Unicity Europe Compensation Plan, together with the Application and Agreement, the The Unicity Europe Policies and Procedures and the Business Entity Application (where appropriate), collectively form the Agreement between the Franchise Partner and and Unicity Global Markets GmbH.

UNICITY

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