

be young
TOTAL HEALTH



LIFE
RESTORINGSM

LIFE
REWARDINGSM

Independent
Distributor
Compensation Guide

Welcome to the family

LIFE

be young
TOTAL HEALTH



REWARDING

YOU'RE ON THE ROAD TO A BETTER LIFE



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Introduction

RETAIL SALES

Commissions earned from your Loyal Product Partners and Product Partners. The Sponsor receives a generous 50% of the Product Partner or Loyal Product Partners purchase volume.

QUICK START BONUS

A bonus based on the new Distributor first enrollment purchase. A Distributor is not required to make an enrollment purchase upon signing up. However, Quick Start bonuses only pays on enrollment orders.

UNILEVEL COMMISSIONS

Commissions based on the Personal Group Volume of Distributors within your Unilevel. Pays up to seven (7) levels deep and up to 40%.

LEADERSHIP GENERATIONAL BONUS

Leadership Generational Bonus unlocks payout on the entire depth of your Unilevel. Pays up to an additional 9% of what the Unilevel pays.

GEM POOL BONUS

An additional pool bonus to reward those who have achieved Gem Ranking. Gem Pool bonus start paying at the level of Topaz. A Gem Ranking Distributor will receive a bonus for every Gem they have achieved.

Retail Sales

Each time your personally sponsored Customer (Loyal or standard Product Partner) purchases product, you will receive 50% in commissions on your customers Personal Volume.*

** You must be Base Commission Qualified (BCQ) by ordering at least \$31.00 (20pv) worth of products for your business or personal use to be considered Active and eligible to receive commissions in the retail bonus.*

EXTRA CONSIDERATIONS

All commissions are paid monthly with the exception of the Quick Start Bonus and Retail bonus which are paid weekly. Additionally, there are two definitions of Active:

Back Office Active: The back office is where Distributors track their commissions, downline activity, and use the various Distributor tools to help grow their business. Be Young Total Health (BYTH) does not charge for this service. However, we do require that the Distributor is Base Commission Qualified at least once within a 3 month period. If the Distributor is not BCQ within a 3 month period they will be set to inactive and will lose access to their back office tools. To reactivate an inactive back office the Distributor must call BYTH Head Office to get their account reactivated. There is a \$15 USD charge to reactivate an account.

Commission Active: The Distributor has met all requirements during the Commission Period to receive commissions.

Quick Start is Easy: Earn up to 40%

Quick Start Bonus:

Each time you sponsor a new Distributor, you will receive a Quick Start Bonus on their enrollment order:

This one-time bonus on each newly enrolled Distributor will be paid as follows:

- When you (as the sponsor) have achieved the Leadership Title of “Trainer” or higher you will receive 40% of the newly personally sponsored Distributor’s personal volume on their enrollment order.
- When you (as the sponsor) have achieved the ranking of Sharing Partner but not Trainer you will receive 30% of the newly personally sponsored Distributor’s enrollment order volume. Your upline sponsor will receive 5% and the next level upline will receive 5%.*
- When you (as the sponsor) have just begun your journey and are Ranked as a Distributor you will receive 20% of the newly personally sponsored Distributor’s enrollment order. Your upline sponsor will receive 10% and the next level upline will receive 10%.*

In order for upline sponsors to receive roll-up pay from downline Quick Start they must achieve the Leadership Ranking of Sharing Partner.

EXTRA CONSIDERATIONS

Quick Start qualifications are based off your previous month Rankings, Personal Volume, and leg requirements.

Distributor: A Distributor is the base rank of a someone who is participating in the Be Young Total Health compensation plan. To be considered active and start earning commissions, a Distributor needs to purchase a minimum of 20 Personal Volume (PV) during the commissions period.

Sharing Partner: A Sharing Partner is a distributor that has started to expand their circle by helping two of their personally sponsored legs achieve 400 Group Volume each. Additionally, they need 80 Personal Volume (PV), and have at least one active Product Partner and/or Loyal Product Partner during the commission period

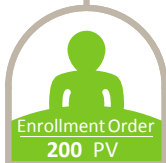
Trainer: A Trainer is a distributor that has successfully started building some teams below them. To achieve the Leadership ranking of Trainer a Distributor needs to have two mentor legs one being a Team Leg and one being a Builder Leg. Additionally, they need to have 3,200 Group Volume or 6,400 GV-50 and 100 Personal Volume (PV).

MORE FINANCIAL REWARDS BRING

PEACE OF MIND



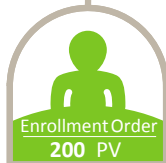
Quick Start Option 1



Quick Start Option 2



Quick Start Option 3

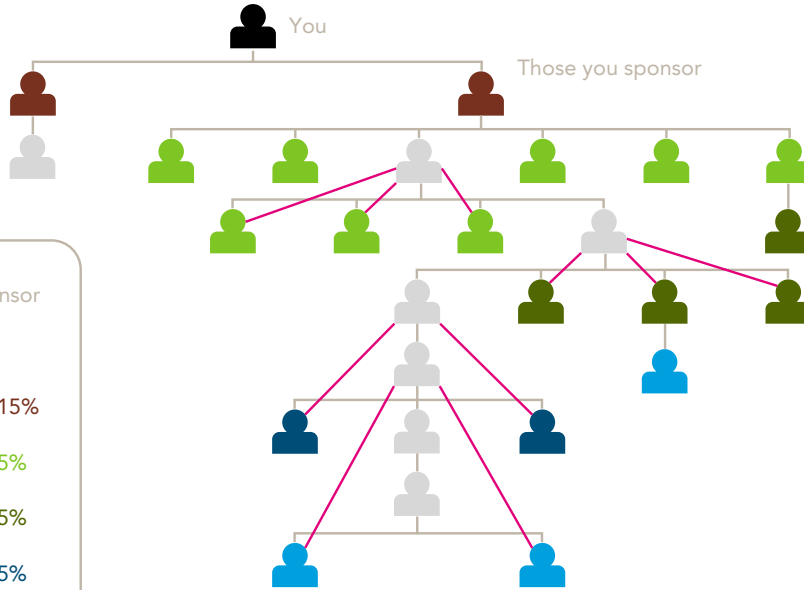


- Upline Sponsor
- You
- Personally Sponsored (PS) (Active or Qualifying)
- Personally Sponsored (PS) Downline (Active or Qualifying)
- Personally Sponsored (PS) (Inactive or Non-Qualifying)
- Personally Sponsored (PS) Downline (Inactive or Non-Qualifying)

Quick Start Compensation

Paid weekly based off new Distributor enrollment order

Dynamic Compression Illustrated



Legend

- Your Sponsor
- You
- Level 1 - 15%
- Level 2 - 5%
- Level 3 - 5%
- Level 4 - 5%
- Level 5 - 5%
- Other Sharing Partners
- Inactive

Unilevel Bonus


The Unilevel pays up to 7 levels deep, and compression ensures that you always have the best opportunity to collect on all levels are qualified to receive commissions on. During the commission process, commissions are “compressed”. If the upline is inactive the levels below are compressed up and paid out as first level to the next Qualified* Distributor in the genealogy. Distributors, Product Partners, and Loyal Product Partners are never physically moved up in the genealogy. Only the Personal Volume (PV) will compress for commission purposes.

**Qualified: All requirements (PV, Leg, and Rank if applicable) are met to be paid commissions.*



GETTING STARTED IS EASY!

**BEGIN WITH JUST 20 PV AND
1 PERSONALLY SPONSORED
DISTRIBUTOR OR CUSTOMER**

 INITIAL / MONTHLY QUALIFICATIONS REQUIREMENTS	DISTRIBUTOR 20 PV	DISTRIBUTOR 40 PV	SHARING PARTNER 80 PV <small>2 Starter Legs 1 Active Customer</small>	SHARING PARTNER 80 PV PLUS <small>3 Starter Legs 1 Active Customer</small>
	LEVEL 1	10%	10%	10%
LEVEL 2	10%	10%	10%	10%
LEVEL 3		2%	5%	6%
LEVEL 4		3%	5%	5%
LEVEL 5		2%	5%	5%
LEVEL 6				2%
LEVEL 7				2%

LEG:

Each Independent Distributor on your first level represents a separate “Leg” in your team. Legs in your organization grow as your first-level Distributors begin to build their own teams (downlines).

STARTER LEG:

A Starter Leg is a frontline leg with at least 400 total Group Volume (GV) coming from anywhere in the depth of the Leg.

PLACEMENT UNILEVEL:

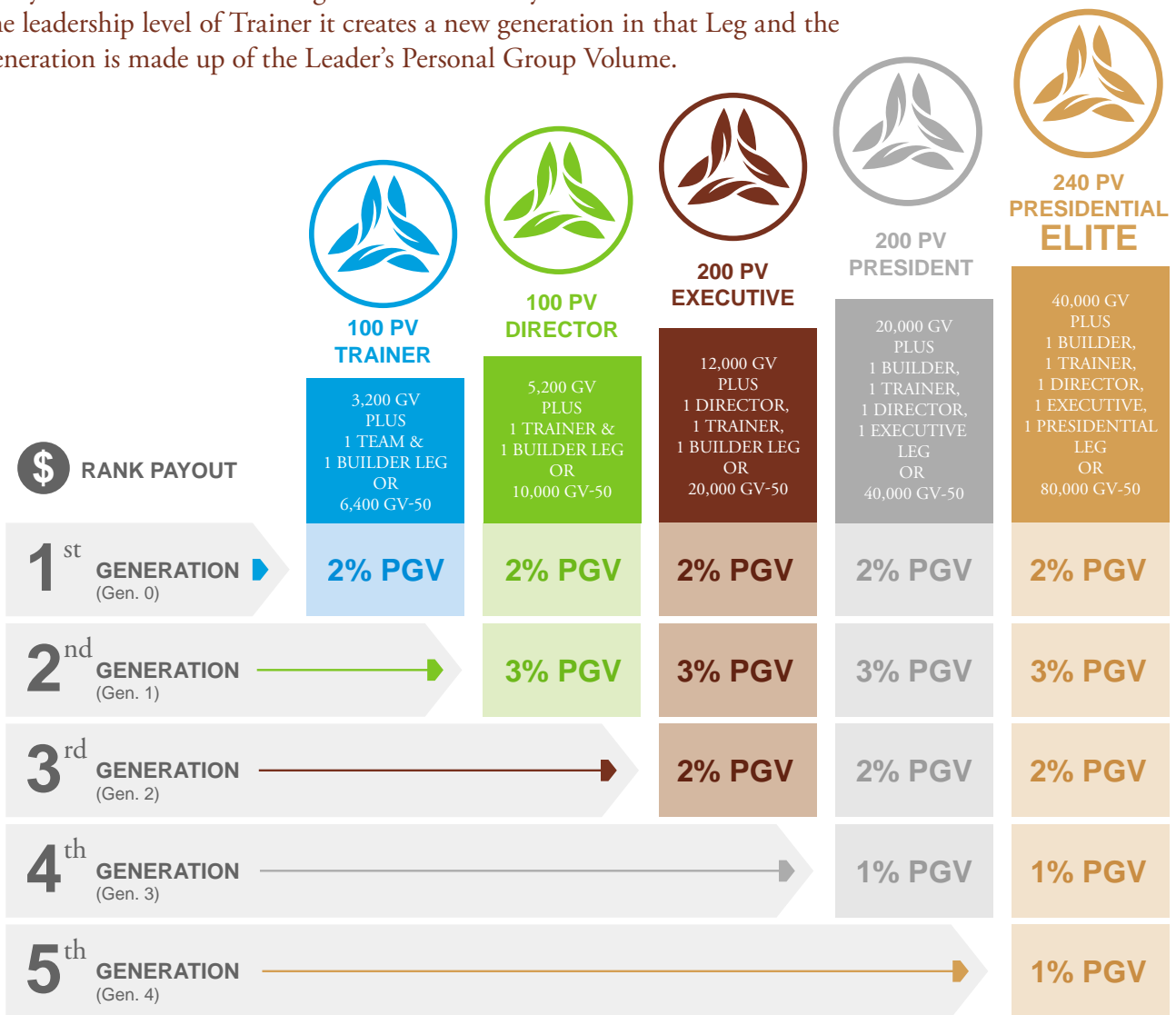
Placement Unilevel, as the name suggest, enables you to sponsor and place your personally sponsored Distributors anywhere in your Unilevel genealogy. There are no width or depth limitation to this plan. Additionally, you may choose to keep the sponsorship, but give away the placement. If you maintain the sponsorship but give away the placement (there is a chance you may not collect a Unilevel bonus if you have placed the new Distributor below your 7th level) the new Distributor’s Leg qualification will remain front line to you for Leadership Generational Bonus qualification.



Leadership Generational Bonus

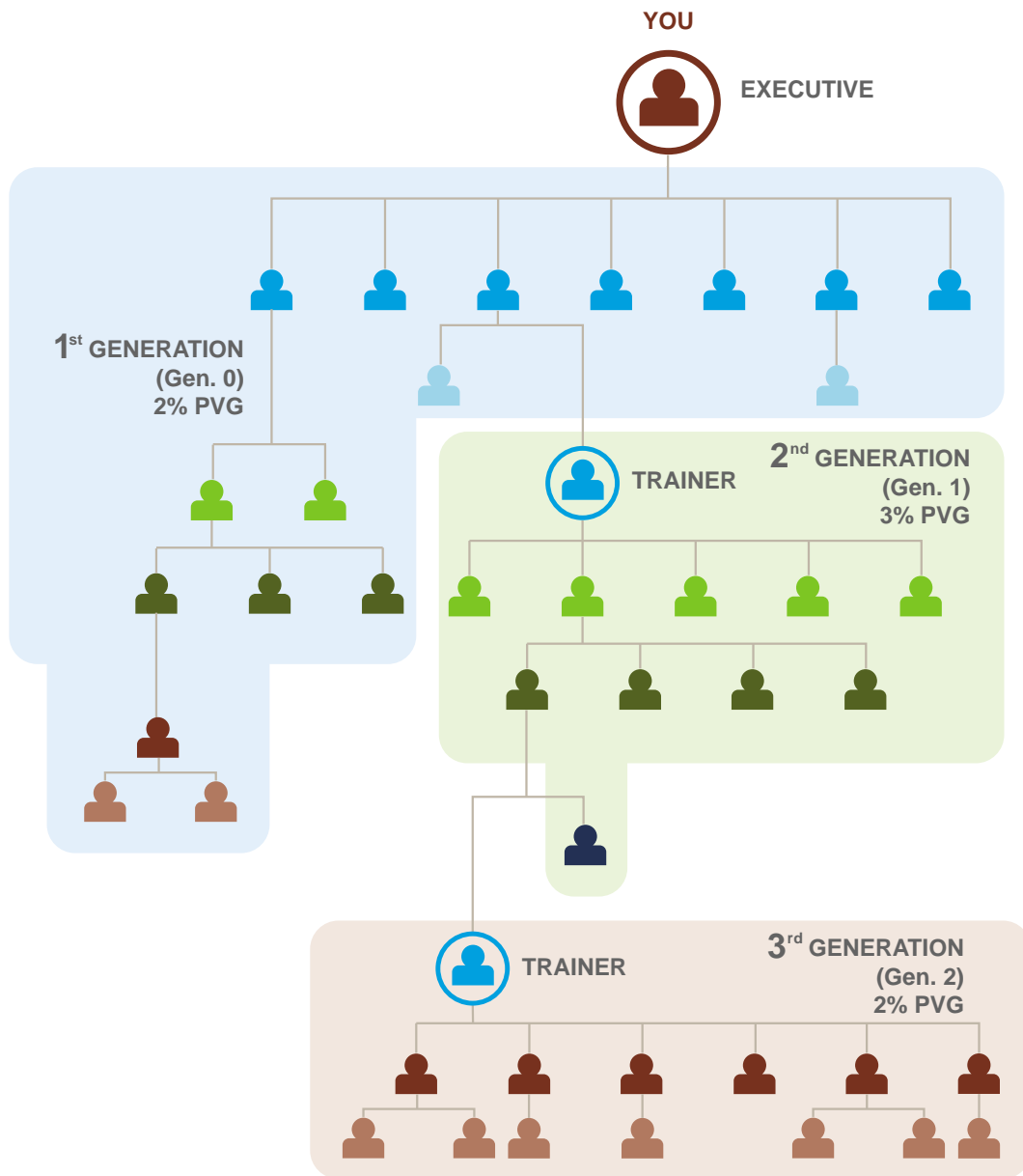
Leadership Generational Bonus

Every new Trainer is a new generation—literally! Each time someone hits the leadership level of Trainer it creates a new generation in that Leg and the generation is made up of the Leader's Personal Group Volume.



INVEST IN YOU

TAKE CONTROL OF YOUR FINANCIAL FUTURE



Effective Team Building



Leadership Generational Bonus Continued

Leadership Generational Bonus is designed to be easy. We want people to be successful and the best way to do that is to make small achievable goals. Each time you achieve one of these goals your earning potential increases. We call this Life Rewarding! We are confident that many will achieve at least some portion of these Leadership bonuses naturally as they work to unlock the full potential of their Unilevel.

With every new generation comes a Leadership Generation Bonus. Trainer and above can earn Generation Bonuses on up to five generations per leg based on their Leadership rank. As a Trainer, you will be paid an additional 2% on downline Group Sales Group (GSV). Reach Director and help a Frontline downline member reach trainer and you're paid an additional 3% commission on your second generation, and so on. With each promotion comes another generation you can earn. Each new leadership promotion builds off the previous Leadership Bonus. You will not be blocked by helping a downline member achieve a Leadership rank. In fact, your earning potential only grows. The Leadership Generation Bonus is designed to drive teams and duplication within the downline.

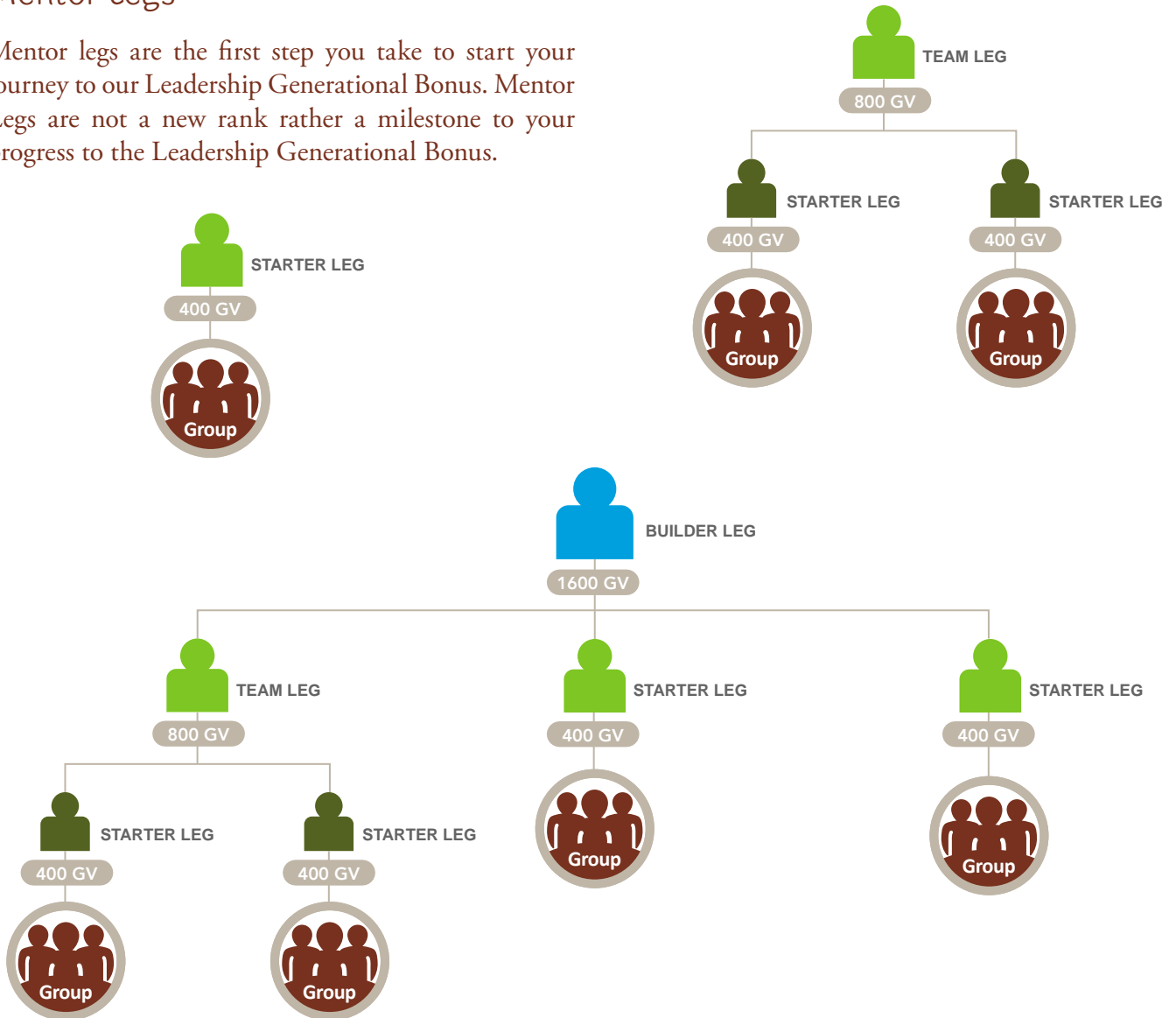
TEAMS WORK

ENJOY THE ADVENTURE TOGETHER



Mentor Legs

Mentor legs are the first step you take to start your journey to our Leadership Generational Bonus. Mentor Legs are not a new rank rather a milestone to your progress to the Leadership Generational Bonus.









Gem Pool Bonus

Gem Pool Bonus

The Gem Pool Bonus was designed as a way for Be Young Total Health to reward Sharing Partners for their efforts as they excel in building their personal organizations. Sharing Partners are rewarded for each rank level they have achieved from Topaz to Diamond. Thus, there are 5 separate Gem Pools attached to this Bonus. Each pool is comprised of


1% of the entire Company Volume (CV) per month, which is divided equally among everyone who has achieved that rank. A total of 5% CV is dedicated to pay these Bonuses each month to those qualified to receive them. Once you have qualified for (and maintain those qualifications), you will continue to receive an equal portion of each Gem Pool for the rank you hold.

<p>Amethyst</p>  <p>4</p> <p>Personally Sponsored</p> <hr/> <ul style="list-style-type: none"> • At least 40 PV • At least 1,000 GV • At least 4 active Distributors 	<p>Topaz</p>  <p>4</p> <p>Personally Sponsored</p> <hr/> <ul style="list-style-type: none"> • At least 140 PV • At least 5,000 GV • At least 4 active Distributors 	<p>Ruby</p>  <p>5</p> <p>Personally Sponsored</p> <hr/> <ul style="list-style-type: none"> • At least 200 PV • At least 10,000 GV • At least 5 active Distributors 	<p>Sapphire</p>  <p>5</p> <p>Personally Sponsored</p> <hr/> <ul style="list-style-type: none"> • At least 340 PV • At least 25,000 GV • At least 5 active Distributors
<p>Emerald</p>  <p>6</p> <p>Personally Sponsored</p> <hr/> <ul style="list-style-type: none"> • At least 340 PV • At least 50,000 GV • At least 6 active Distributors 		<p>Diamond</p>  <p>7</p> <p>Personally Sponsored</p> <hr/> <ul style="list-style-type: none"> • At least 340 PV • At least 100,000 GV • At least 7 active Distributors 	

QUALITY TIME

FIND MORE WITH A LIFE REWARDED



 14 Topaz $\$25,000 \div 14 =$ **\$1,786 each**

 9 Ruby $\$25,000 \div 9 =$ **\$2,778 + \$1,786 = \$4,564 each**

 14 Sapphire $\$25,000 \div 6 =$ **\$4,167 + \$2,778 + \$1,786 = \$8,724 each**

 14 Emerald $\$25,000 \div 4 =$ **\$6,250 + \$4,167 + \$2,778 + \$1,786 = \$14,981 each**

 14 Diamond $\$25,000 \div 2 =$ **\$12,500 + \$6,250 + \$4,167 + \$2,778 + \$1,786 = \$27,481 each**

Company-wide Volume = 2,500,000 x 1% = \$25,000
For illustration purposes only.

Amethyst Rewards

Once you achieve the gem rank of Amethyst you can start to enjoy the Amethyst Rewards. As an Amethyst (or higher) you will receive 6% back in rewards points on all your personal purchases, your Customers personal purchases, and all enrollment orders from both Customers and Distributors. You can use these points to redeem Be Young Product for free.

Terminology

Terminology unique to Be Young Total Health is defined in this section of the Compensation Manual. As you come to understand each term, the profitable methods for commission payout will become very clear.

ACTIVE:

Having at least 20 PV to qualify for commissions.

ACTIVE LEG

A leg that has at least one BCQ (Active) Distributor somewhere in the downline.

CLAWBACK:

Recovery of commissions from a return order that a Distributor was paid on in a past commission month. Distributors will see the clawback for each return order on their Earnings Statement.

COMPRESSION:

The Unilevel pays up to 7 levels deep, and compression ensures that you always have the best opportunity to collect on all levels you are qualified to receive commissions on. During the commission process, commissions are “compressed”. If the upline is inactive the levels below are compressed up and paid out as first level to the next active Distributor in the genealogy. Distributors, Customers, and Loyal Customers are never physically moved up in the genealogy. Only the Personal Volume will compress for commissions purposes.

COMPRESSION EXAMPLE:

Billy is active in the month of March. Mary who is

one of his downline Distributors on his 3rd level is active. One of the two Distributors between Billy and Mary is not active in March. This will cause Mary’s order to be paid on Billy’s 2nd level instead of his 3rd level.

DISTRIBUTOR:

The base rank of a someone who is participating in the Be Young Total Health compensation plan. To be considered active and start earning commissions, a Distributor needs to purchase a minimum of 20 Personal Volume (PV) during the commissions period.

DOWNLINE:

Those you sponsor, and the people they sponsor, etc.

FRONT LINE

The Distributors placed on the 1st level of a specified Distributor. This relationship is maintained in the Placement Tree.

GROUP VOLUME 50% (GV-50)

Used only for generational bonus to replace the specific leg requirements. Must have at least two legs and no more than half of the qualifying volume can come from one single leg.

JOY FOUND

FIND YOUR PATH TO SUCCESS



GSV -GROUP SALES VOLUME.

Includes the Personal Volume (PV) of all downline members. This number does NOT include the PV of the top member. GSV is based on the PV of the downline of the Placement Structure.

LOYAL PRODUCT PARTNER:

Retail customers who agree to a 3 month auto-ship. Loyal Product Partners receive wholesale pricing as long as they maintain an active autoship of 20pv or more. If a loyal Product Partner cancels their auto-ship they will be downgraded to a Product Partner and pay retail price for their products.

QUALIFIED:

Meeting all the applicable requirements for a bonus whether they be Leg, Personal Volume, Group Volume, Personal Group Volume, Active Customer and/or Active Distributor.

PAY LEVEL

At the levels a Distributor received commission on. This can be different than the physical level due to compression.

PERSONAL GROUP VOLUME (PGV):

The PGV is your Personal Volume combined with the Personal Bonus Volume of all Distributors in your downline outside of any Diamonds or higher in each Leg.

PERSONAL VOLUME (PV):

Personal Volume is the assigned value of a product for the purpose of qualification and calculation of bonuses and commissions for Independent Sharing Partners.

PHYSICAL LEVEL

The physical level a Distributors downline genealogy is placed. This structure does not change as Pay Level may.

PLACEMENT TOOL

Distributors shall be able to place their personally sponsored distributors. This can be done at the time of enrollment if they are enrolling them, or within 24 hours of the enrollment date if the distributor self-enrolled. They shall only be able to be moved once.

PRODUCT PARTNER:

Retail Customers who purchase product at retail price.

SHARING PARTNER (SP):

Sharing Partners are members of your team who have completed the Independent Sharing Partner enrollment process and want to build a business. You will earn commissions on their orders and the orders in their downline for the levels that you are qualified for.

SPONSOR:

The individual who shared the Be Young Total Health opportunity with you and enrolled you as Distributor or Product Partner.

TRAINER:

A distributor that has successfully started building some teams below them. To achieve the Leadership ranking of Trainer a Distributor needs to have two mentor legs one being a Team Leg and one being a Builder Leg. Additionally, they need to have 3,200 Group Volume or 6,400 GV-50 and 100 Personal Volume (PV).

UPLINE:

Your sponsor, their sponsor, etc.

VARIOUS TYPES OF LEGS

These definitions are presented in hierarchical order from lowest to highest. Leg definitions are based on Sponsorship structure:

Leg: Each front line Distributor and their entire down line.

Starter Leg: A leg that has at least 400 total GV in it.

Team Leg: Front Line Distributor with at least 2 Starter or higher legs.

Builder Leg: A Front Line Distributor with at least 2 Starter or higher legs and 1 Team or higher legs.

Trainer Leg: A leg headed by a Frontline Trainer or higher.

Director Leg: A leg headed by a Frontline Director or higher.

Executive Leg: A leg headed by a Frontline Executive or higher.

Presidential Leg: A leg headed by a Frontline Presidential or higher.

BETTER HORIZONS

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THE VANTAGE POINT OF A LIFE THAT IS TRULY REWARDED



