

# UNICITY

## COMPENSATION PLAN

TEAMWORK IS BETTER



Make Life Better

# Welcome to Unicity!

As an Independent Unicity Distributor, you are awarded and receive bonuses based on the amount of sales generated by you and your extended team. The most successful Unicity Distributors focus on expanding their Distributor base while adding to their Customer base over time. As in any business your success depends on the amount of product or services sold, used, and consumed through the business.

# THE ESSENTIAL ELEMENTS OF THE PLAN

**Unicity's Compensation Plan is designed to help you chart your path to success, on your terms, whenever you are ready.**

## *EARN WITH UNICITY:*

1. Retail Profit
2. Personal Rebate
3. Business Development Bonus
4. Team Development Bonus
5. Organization Bonus
6. Rank Bonus
7. Presidential Achiever's Club Bonus (PCAB)
8. Additional Distributor Position (ADP)

# THE STRENGTH OF THE UNICITY COMPENSATION PLAN



- **Based on proven success over the last 20 years**  
Most of Unicity's strongest markets are based on this compensation plan.
- **Horizontal Compression**  
Unicity's proprietary process of summing a Distributor's Legs' OV— while excluding the two largest Legs—to create a single Leg.
- **Vertical Compression**  
Vertical Compressions is used in the Team Development Bonus for the calculation of Levels. A Level accumulates the volume generated in a Leg down to the first Active Distributor (with at least 100PV in a given Volume Month).
- **Generational Compression**  
Generational Compression is used with the Organizational Development Bonus for the calculation of Generations. A Generation accumulates the volume generated in a Leg down to the first Manager.
- **Promotes behaviors to build a strong and long-lasting business**  
The Unicity Compensation Plan encourages active development of teams through the Business Development and Team Development Bonuses. By encouraging and building together, organizations develop lasting strength and commitment to the success of one another.

## Unicity Compensation Plan Overview

As a Distributor's marketing organization grows, more product sales are made and as more product sales are made more money can potentially be earned.

The **Unicity Compensation Plan** encourages people to work together and support each other to accomplish financial goals. Upon enrollment, Distributors are assigned to a unique place in their Enrolling Sponsor's marketing organization. A Distributor's compensation is primarily derived from product purchases by those in his or her marketing organization.



# UNICITY COMPENSATION PLAN

## 1. BUSINESS DEVELOPMENT

Cumulative Personal Volume	%
1,000 PV	20%
500 PV	15%
100 PV	10%

## 2. TEAM DEVELOPMENT

Personal Volume	250	100
Active Legs	1 -> 5	1 -> 5
1 Level	5%	3%
2 Level	5%	3%
3 Level	5%	3%
4 Level	5%	3%
5 Level	5%	3%

## 3. PERSONAL REBATE

Personal Volume	%
101 ~ 250 PV	5% *
251 PV up	10%

\* Paid to Phase 1 only  
(below Manager Rank)

## 4. ORGANIZATION DEVELOPMENT

## 5. PRESIDENT'S CLUB ACHIEVER'S BONUS

Rank	Manager	Senior Manager	Executive Manager	Director	Senior Director	Executive Director	Presidential Director	Presidential Sapphire	Presidential Ruby	Presidential Diamond
Personal Volume (PV)	100 PV						100 PV			
Team Volume (TV)	1,000 TV						1,000 TV			
Active Legs	3						3			
Leg OV (x1000)	-	1	3,1	5,3,1	10,5,2	20,10,5	40,20,10	80,40,20	160,80,40	320,160,80
Generation 1	5%	5%	5%	5%	5%	5%	5%	5%	5%	5%
Generation 2		5%	5%	5%	5%	5%	5%	5%	5%	5%
Generation 3			5%	5%	5%	5%	5%	5%	5%	5%
Generation 4				5%	5%	5%	5%	5%	5%	5%
Generation 5				5%	5%	5%	5%	5%	5%	5%
Generation 6					5%	5%	5%	5%	5%	5%
Generation 7						3%	3%	3%	3%	3%
Generation 8							3%	3%	3%	3%
Generation 9							3%	3%	3%	3%
Generation 10								1%	1%	1%
Generation 11									1%	1%
Generation 12										1%
*Rank Bonus				150	250	500	750	750	1,000	1,000
**PCAB				-	-	-	10,000	20,000	40,000	100,000

\*Rank Bonus requires 1,000 TV and five (5) active legs

\*\* Additional requirements to be eligible for PCAB

Must maintain rank for three (3) consecutive months and meet leg requirement minimums

# Example of Team Volume

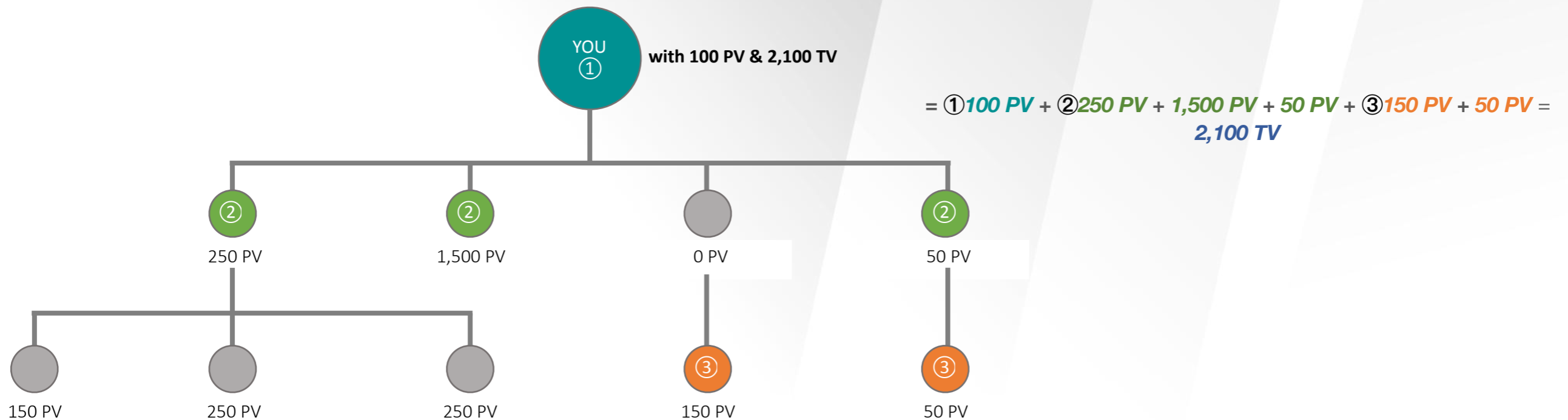
## Team Volume

*The sum of a Distributor's PV and the PV of his or her Frontline.*

You must have 1,000 TV to Qualify for 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 have, or whether someone is a new member or not).
- ③ Roll-Up (Vertical Compression) in the case of an unqualified Frontline whose PV is under 100.



1

## Retail Profit

A Distributor may purchase the Product at wholesale prices and personally sell the Product at retail price. By selling these products at the retail price you will earn the difference known as Retail Profit.

2

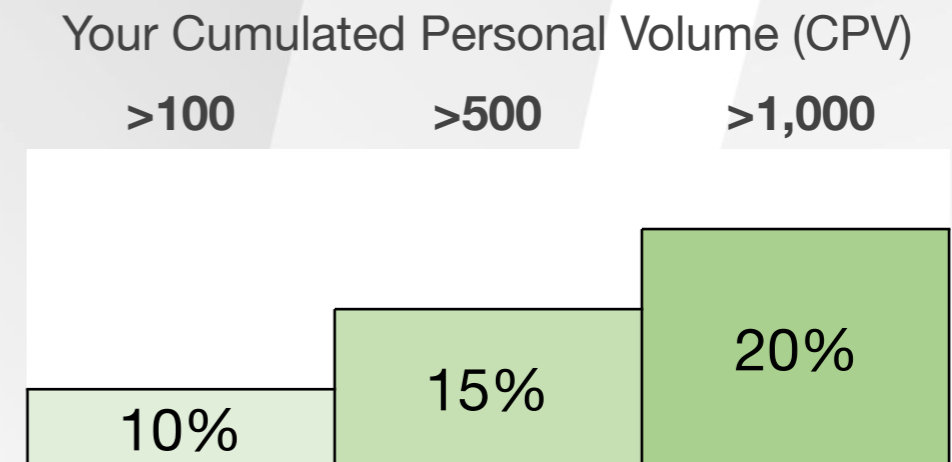
## Business Development

**You are rewarded for building and developing your new Team Members.**

The Business Development Bonus is paid on the first 1,000 Cumulative Personal Volume (CPV) of a new Distributor.

- The percentage earned depends on your CPV.
- If you don't Qualify for the maximum of 20%, the difference will be paid to the next Upline that qualifies for the remaining percentages / higher percentage.
- The full 20% Business Development Bonus is paid each month.

Monthly Payout on the first 1,000 CPV of new Distributor



3

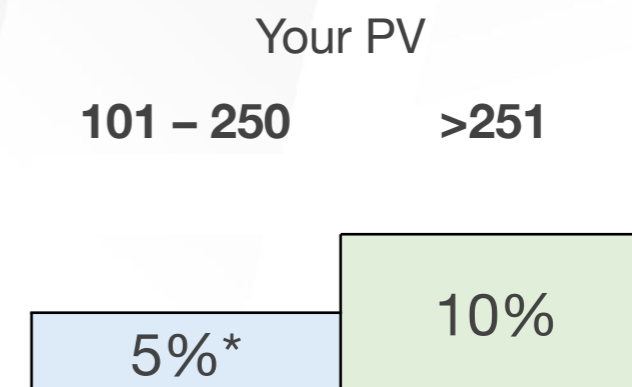
## Personal Rebate

**You are rewarded for buying, consuming, and selling products after reaching 1,000 CPV.**

Personal Rebate is calculated as a percentage of the incremental PV accumulated by a Distributor in a given Volume Month.

For example if a Distributor accumulates 500 PV in a Volume Month, his or her Personal Rebate would be:  
(150 x 5%) + (250 x 10%)

Monthly Payout on volume over 1,000 CPV



\*Example represents a non-Manager Distributor that has reached at least 1,000 CPV

\*is paid if your Rank is less than Manager.



## 4 Team Development Bonus

*Monthly Payout on Volume over 1,000 CPV*

**You are rewarded for developing and supporting your team.**

Team Development Bonus (TDB) is paid on the PV of your Downlines up to 5 Levels.

- It does not matter what Rank you or your Downline have.
- Paid on PV over 1,000 CPV
- The percentage depends on your monthly PV.
- The number of Levels you can earn depends on the number of Active Legs.

PV	100	250+
Number of Active Legs	1-5	1-5
Level 1	3%	5%
Level 2	3%	5%
Level 3	3%	5%
Level 4	3%	5%
Level 5	3%	5%

# Example of Levels and Team Compression

A **Level** accumulates the Volume generated in a Leg down to the first *Active Distributor*.

## Team Development Compression:

1st Level: **A1, A2, A3, A4, B1, B2, C1, D1, E1**

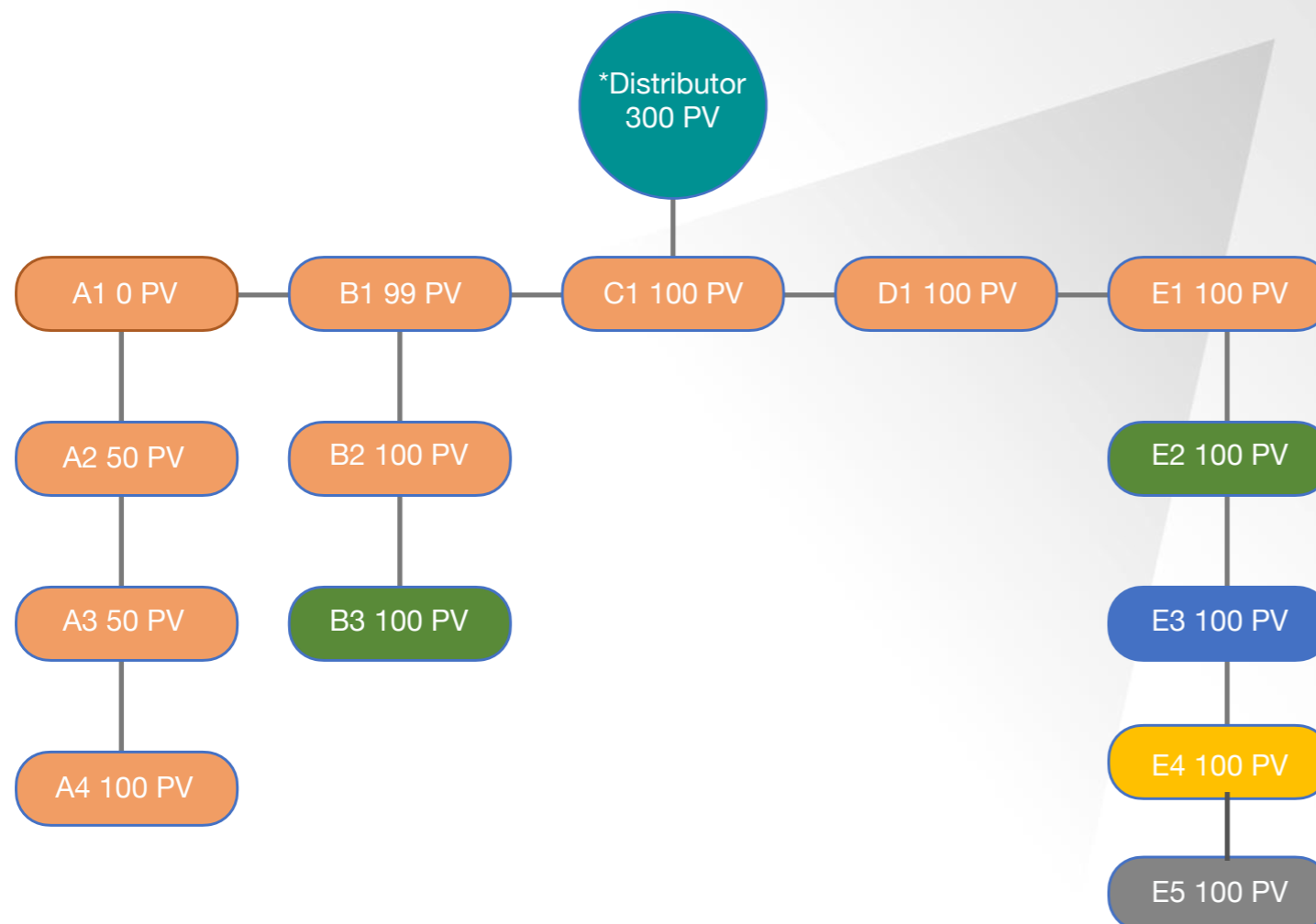
2nd Level: **B3, E2**

3rd Level: **E3**

4th Level: **E4**

5th Level: **E5**

*\*The Distributor's PV is over 250, so they are eligible for the 5% Team Development Bonus. Additionally, the Distributor has **5 Active Legs** (A4, B2, C1, D1, E1) making them eligible for **5 Levels** of pay*



## 5 Organization Bonus

*Monthly Payout on all generated Volume*

**Your earning potential grows as you build your team.**

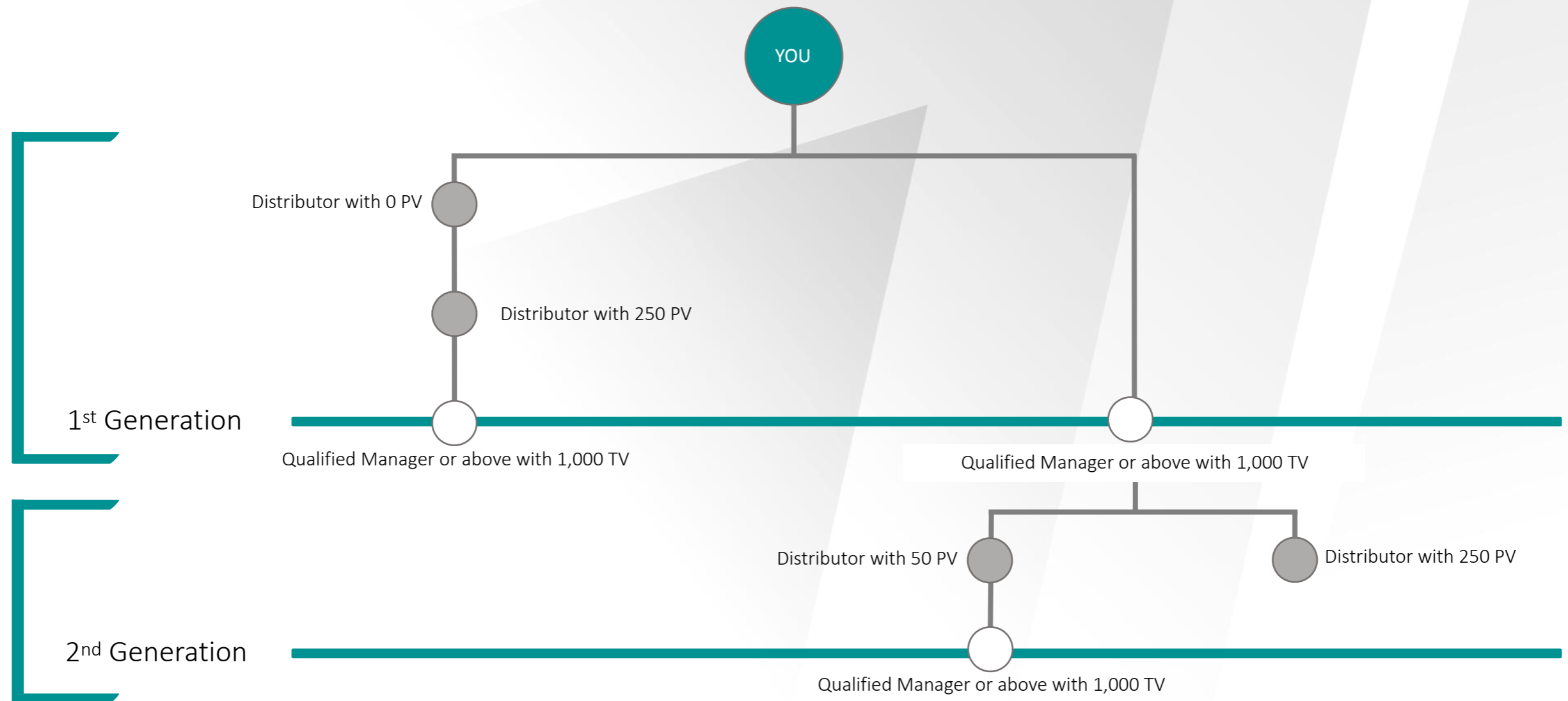
Volume generated from your organization is paid through the Organization Bonus. As you progress through the Ranks, you can earn anywhere from 1% - 5%, up to a maximum of 12 Generations. To be eligible for the Organization Bonus you must have at least 100 PV, 1,000 TV and 3 Active Legs.

A **Generation** accumulates the Volume generated in a Leg down to the first qualified Manager or above in a given Volume Month.

Rank	Manager	Senior Manager	Executive Manager	Director	Senior Director	Executive Director	Pres. Director	Pres. Sapphire	Pres. Ruby	Pres. Diamond
Personal Volume (PV)	100						100			
Team Volume (TV)	1,000						1,000			
Active Legs	3 @100 PV each						3 @100 PV each			
LEG OV (x1,000)	-	1	3,1	5, 3, 1	10, 5, 2	20, 10, 5	40, 20, 10	80, 40, 20	160, 80, 40	320, 160, 80
Generation 1	5%	5%	5%	5%	5%	5%	5%	5%	5%	5%
Generation 2		5%	5%	5%	5%	5%	5%	5%	5%	5%
Generation 3			5%	5%	5%	5%	5%	5%	5%	5%
Generation 4				5%	5%	5%	5%	5%	5%	5%
Generation 5				5%	5%	5%	5%	5%	5%	5%
Generation 6					5%	5%	5%	5%	5%	5%
Generation 7						3%	3%	3%	3%	3%
Generation 8							3%	3%	3%	3%
Generation 9							3%	3%	3%	3%
Generation 10								1%	1%	1%
Generation 11									1%	1%
Generation 12										1%

# Example of a Generation

**A Generation** accumulates the volume generated in a Leg down to the first Qualified Manager or above in a given Volume Month.



## Rank Bonus

*Monthly Payout*

**Earn additional bonuses for mentoring your Downline and reaching the Rank of Director and above.**

To earn the Rank Bonus you must Qualify and have the Rank of a Director or above. Unicity will pay you a monthly bonus between \$150 - \$1,000 depending on your monthly Qualification. The criteria are as follows:

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
Active Legs				5	5	5	5	5	5	5
Leg OV (x1000)				5,3,1	10, 5, 2	20, 10, 5	40, 20, 10	80, 40, 20	160, 80, 40	320,160, 80
Monthly Bonus				\$150	\$250	\$500	\$750	\$750	\$1,000	\$1,000

## 7 Presidential Club Achiever's Bonus

*Payout paid once after 3 consecutive qualifications*

**Earn additional one-time bonuses for helping leaders in your team grow and reaching Presidential Director or higher with at least 5 Active Legs.**

To earn the Presidential Club Achiever's Bonus you must Qualify at the Rank of a Presidential Director or higher and maintain the Rank for at 3 consecutive months. Unicity will pay you a one time bonus between \$10,000 - \$100,000 depending on your qualification. The criteria are as follow:

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
Active Legs							5	5	5	5
Leg OV (x1,000)							40, 20,10	80, 40, 20	160, 80, 40	320, 160, 80
Bonus							\$10,000	\$20,000	\$40,000	\$100,000

## **Additional Distributor Position (ADP)**

**Earn even more as you maximize the compensation plan by reaching Presidential Diamond.**

One of the great advantages of the Unicity Compensation Plan is that it allows you to own an Additional Distributor Position (ADP), as soon as you Qualify as a Presidential Diamond for 3 consecutive months. The ADP is placed frontline to your original position. This allows you to be paid twice on the Volume generated in your ADP.



# Example of Horizontal Compression

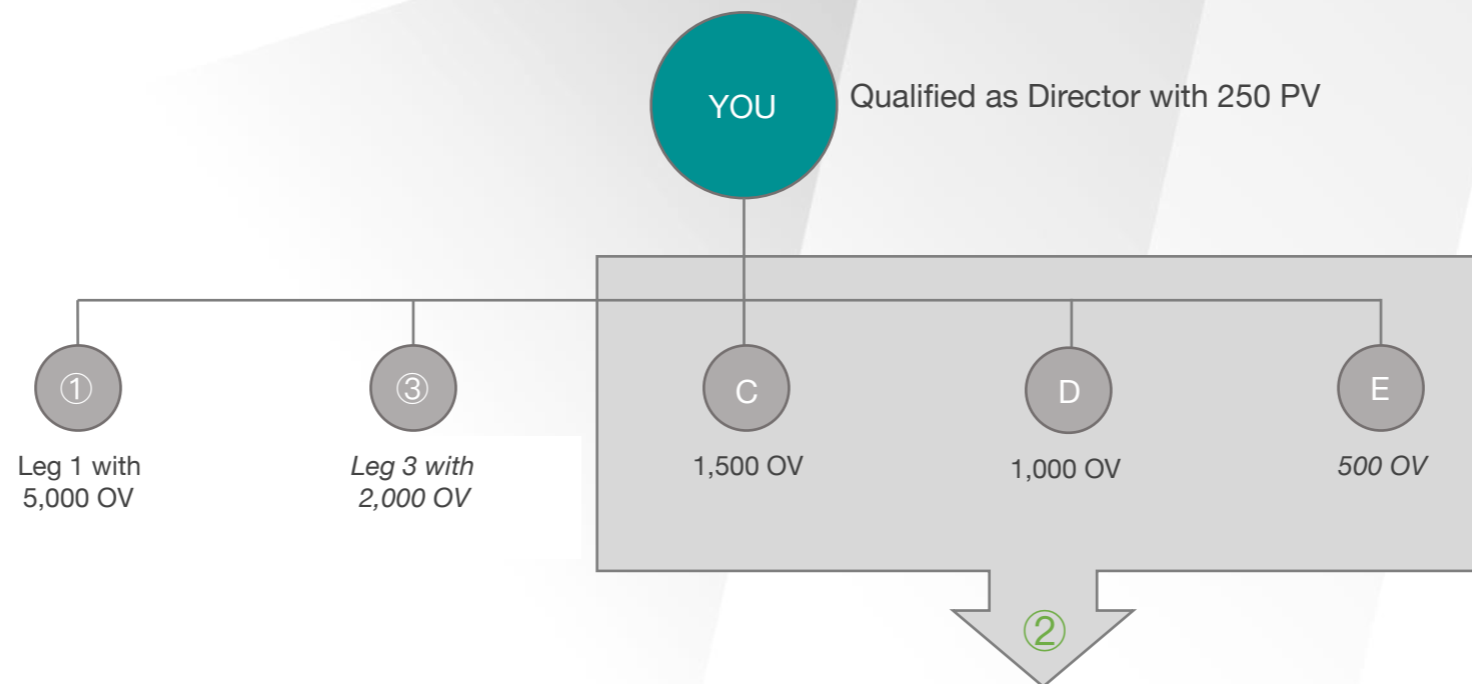
## Horizontal Compression

*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 2<sup>nd</sup> largest Leg are combined as the third Leg. It is called Horizontal Compression. Consequently, the Leg created by Horizontal Compression can become the largest OV Leg.

The example below shows how the 2<sup>nd</sup> 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 = C: 1,500 OV + D: 1,000 OV + E: 500 OV

**becomes Leg ② with 3,000 OV**

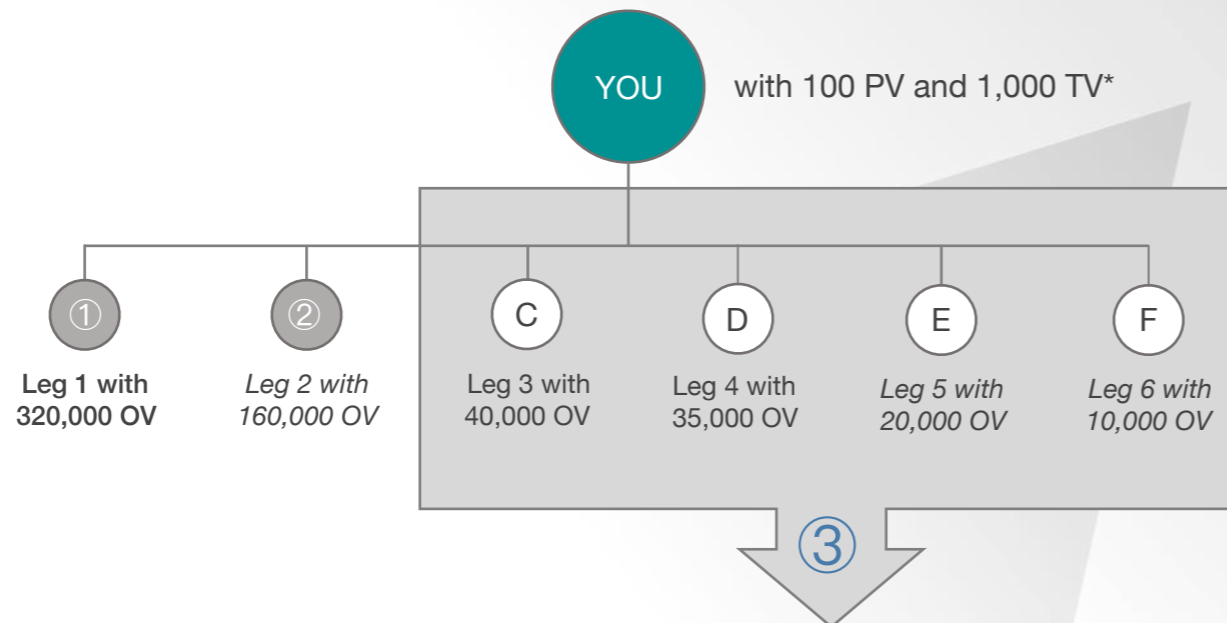


# Example of Horizontal Compression

## Horizontal Compression for qualifying as 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 are 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.



Horizontal Compression  
C: 40,000 OV + D: 35,000 OV + E: 20,000 OV + F: 10,000 OV

**becomes 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

*\*with 100 PV and 1,000 TV this Example would qualify the Distributor for the Monthly Rank Bonus*

<b>Active Distributor</b>	A Distributor in good standing who has at least 100 PV in the month.
<b>Active Leg</b>	Any Leg with an Active Distributor.
<b>Cumulative Personal Volume (CPV)</b>	The accumulation of your Personal Volume or your Customers Volume when you become a Distributor.
<b>Downline Organization or Downline</b>	A Distributor's Frontline, each of those Distributors Frontline, and each successive Frontline.
<b>Enroller/Sponsor</b>	The Distributor who directly recruits and/or refers an applicant to become a Unicity Distributor and is recognized as the Enroller/Sponsor on the Distributor Agreement.
<b>Frontline</b>	A Distributor who is immediately below the Sponsor in the Sponsor's downline.
<b>Generation</b>	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 Organization Bonus. Generational Compression is used to calculate the Organizational Development Bonus.
<b>Horizontal Compression</b>	Unicity's proprietary process of summing a Distributor's Legs' OV— while excluding the two largest Legs—to create a single Leg.
<b>Independent Distributor</b>	An independent contractor who has signed and completed the official Unicity Distributorship Agreement and whose Distributorship Agreement has been accepted by Unicity and whose relationship is not otherwise terminated.
<b>Leg</b>	An entire Downline organization beginning with a Frontline Distributor.
<b>Leg OV</b>	The total amount of OV in a Leg in a volume Month.
<b>Level</b>	A Level accumulates the volume generated in a Leg down to the first Active Distributor. Levels are used with the Team Development Bonus.
<b>Organizational Volume (OV)</b>	The total amount of Volume generated by you and your entire Downline in a Volume Month.
<b>Personal Volume (PV)</b>	The Volume accumulated from a Distributor's Unicity product purchases and the product purchases made by his or her Customers through Unicity during a Volume Month.
<b>Rank or Distributor Rank</b>	A title used in the Unicity Compensation Plan to describe the level of recognition or Awards a Distributor has earned.
<b>Team Volume (TV)</b>	The sum of the monthly PV's of a Distributor and their Frontline Distributors.
<b>Upline</b>	A Distributor's Sponsor, the Sponsor's Sponsor, and each successive Sponsor.
<b>Vertical Compression</b>	Used in conjunction with the Team Development Bonus to calculate the Levels.
<b>Volume</b>	The point value assigned to a Unicity product. Volume may be calculated as Personal Volume, Team Volume, and/or Organizational Volume.
<b>Volume Month (VM)</b>	The period of time used to calculate earnings and Ranks.