



Xenesta International Prime+ Compensation Plan



WELCOME

to the Xenesta International Family!



Xenesta International's mission is to empower mental, physical and financial life transformation around the globe.

Xenesta is The Life Transformation Company®. Xenesta means “life abundant,” and our mission is to empower mental, physical and financial life transformation around the globe!

To achieve this goal, we offer:

- Unique, premier, unprecedented and science-based nutritional supplements. Boasting clinically studied and branded ingredients, Xenesta products promote brain health, mental performance and cognitive function helping you to achieve a brighter mind.
- Bioenergetic products to help you manage stress, gain energy and build a better body.
- A business opportunity that enhances the connected spirit in all of us to reach our financial goals and ultimately equips us to positively change lives. Add to this foundation a core, heartfelt desire to heal, help and serve others worldwide, and you have the essence of Xenesta.

Xenesta provides a dual formula for success. The first component focuses on bringing people together in the Xenesta International Community. We believe life transformation occurs in community – working together with people we know and love, and getting the support needed to achieve our dreams.

In the Xenesta International Community

CONNECT

Like-minded people come together physically and virtually to network, grow and support each other.

LEARN

With an online knowledge base focused on nutrition, diet and exercise, you can gain insights from experts who serve as your coaches and mentors.

SHARE

With the help of robust social media and digital marketing platforms, you can connect customers and Brand Partners to your business. Additionally you can exchange team-building strategies and success stories with other leaders in our community.

WELCOME

The second component is grounded in the many benefits of Xenesta and its products. Xenesta offers a place to lead by serving others. You can make an income while inspiring others to improve their lives mentally and physically. Xenesta provides a business opportunity which allows you to achieve financial life transformation. We strive to offer a highly lucrative, compelling and rewarding compensation plan.

Xenesta's Prime+ Compensation Plan is built on a proven and easily duplicated business model based on leveraging the power of referral marketing. Take a look to see how it works!



Three types of people enjoy Xenesta products.

1

RETAIL CUSTOMERS

Retail Customers purchase Xenesta products at their convenience and at the retail price.

2

PREFERRED CUSTOMERS

Preferred Customers receive preferred pricing for Xenesta products by choosing automatic monthly product orders, known as Auto-Delivery Orders (ADO).

3

BRAND PARTNERS

Brand Partners enjoy Xenesta products and transform their lives financially. By partnering with Xenesta, they receive retail commissions, team commissions and bonuses on the product orders of Customers and Brand Partners on their team.

PRIME+

Xenesta's Prime+ Compensation Plan pays commissions on EVERY purchase.

Prime+ was designed specifically with the goal of rewarding Brand Partners with the industry's best compensation for the product purchases of BOTH customers and Brand Partners.



Retail Commissions:

Xenesta Brand Partners earn commissions of up to 45% of the commissionable value of Xenesta products purchased by personally enrolled Retail and Preferred Customers.

Prime+ Bonuses: Xenesta offers Brand Partners the opportunity to earn lucrative bonuses in addition to retail and team commissions. Bonuses are available to reward Xenesta Brand Partners for:

- Initial product purchases.
- Promoting the success of other team members.
- Advancing in rank.
- Superior performance.
- Consistent achievement.

Team Commissions: Xenesta Brand Partners earn commissions on the product purchases made by their personally enrolled Brand Partners, as well as the customers of those Brand Partners. As a Brand Partner achieves specific rankings within the Xenesta International Community, commissions are earned across multiple levels in our Unilevel structure.



THREE

Simple Steps

Financial life transformation with Xenesta International begins by following and showing others the simple steps comprising our Prime+ “Blueprint for Success.”

Step 1 – Enroll 3 Brand Partners. Duplicate.

At Xenesta, we call this system the “3 Get 3” approach. When you enroll three Brand Partners with a Brand Partner Pack, and show those Brand Partners the same process, you are richly rewarded. If you complete this step within the first 30 days of your enrollment, you will receive a cash bonus of \$1,000! Between the bonuses and commissions in your first 30 days, you can earn over \$1,750. Talk about putting some cash in your pocket!

Step 2 – Show Your Team How to Build in 3s.

The beauty of Xenesta’s Blueprint for Success is the “Power of 3.” When you build your team in threes and teach your teammates the same method, the Prime+ Compensation Plan is maximized. The Prime+ Unilevel structure also gives you complete control over team member placement. You can advance in rank faster, help your teammates build out their teams, and open up even more commission levels.

Step 3 – Enroll 3 Preferred Customers

This third step provides a quick return on investment for your own product purchases. As an example, an Active Brand Partner (ABP) who personally enrolls three Preferred Customers earns 35% of the Commissionable Volume (CV) of all personally enrolled customer product purchases. Commissionable Volume is the value associated with a specific product to calculate commission. As a result, you immediately earn commissions that can meet or exceed the cost of your own products. Would you like to earn more? Refer more Preferred Customers to your Xenesta business and earn up to 45% of the Retail CV!

With the three simple steps in the Prime+ Compensation Plan’s Blueprint for Success, you can achieve true financial life transformation! Xenesta offers step-by-step training to show you how.

RETAIL

Commissions

Every ABP can earn 25% to 45% on the CV of the product orders placed by their personally enrolled Retail and Preferred Customers. Achieving this first milestone marks the beginning of your referral-based business.

- ▶ One to two personally enrolled Preferred Customers pay 25% of the CV of all Retail and Preferred Customer purchases.
- ▶ Three to nine personally enrolled Preferred Customers pay 35% of the CV of all Retail and Preferred Customer purchases.
- ▶ Ten or more personally enrolled Preferred Customers pay 45% of the CV of all Retail and Preferred Customer purchases.

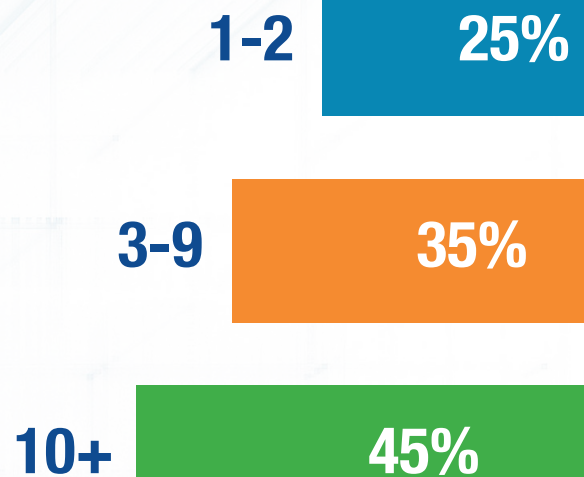
Xenesta proudly announces that 50% of the CV of product orders generated by Retail and Preferred Customers is paid. According to their rank level, every ABP earns team commissions on the CV of the product orders placed by the Retail and Preferred Customers of the Brand Partners on their team. The CV generated by retail sales also counts toward rank advancement.

Allocation of the remaining CV of product orders generated by Retail and Preferred Customers on your team is as follows:

- ▶ One to two Retail Customers of a specific Brand Partner contribute 25% of the CV to Team Commissions.
- ▶ Three to nine Retail Customers of a specific Brand Partner contribute 15% of the CV to Team Commissions.
- ▶ Ten or more Retail Customers of a specific Brand Partner contribute 5% of the CV to Team Commissions.

Retail commissions, as well as the Team Commissions described on subsequent pages, are calculated immediately and are paid weekly, 2 weeks in arrears.

Retail and Preferred Customer Percent Commissions



TEAM

Commissions

Xenesta Brand Partner Rank and Qualifications

As an Active Brand Partner, Xenesta provides the opportunity to earn commissions derived from the Group Qualifying Volume (GQV) of products purchased by the Brand Partners and Customers on your team. GQV is the sum total of the CV of the product orders of ALL Brand Partners, Preferred Customers and Retail Customers on your team down to seven levels! As you grow your business and your rank in Xenesta advances, the commission levels create an opportunity for you to generate a significant residual income.

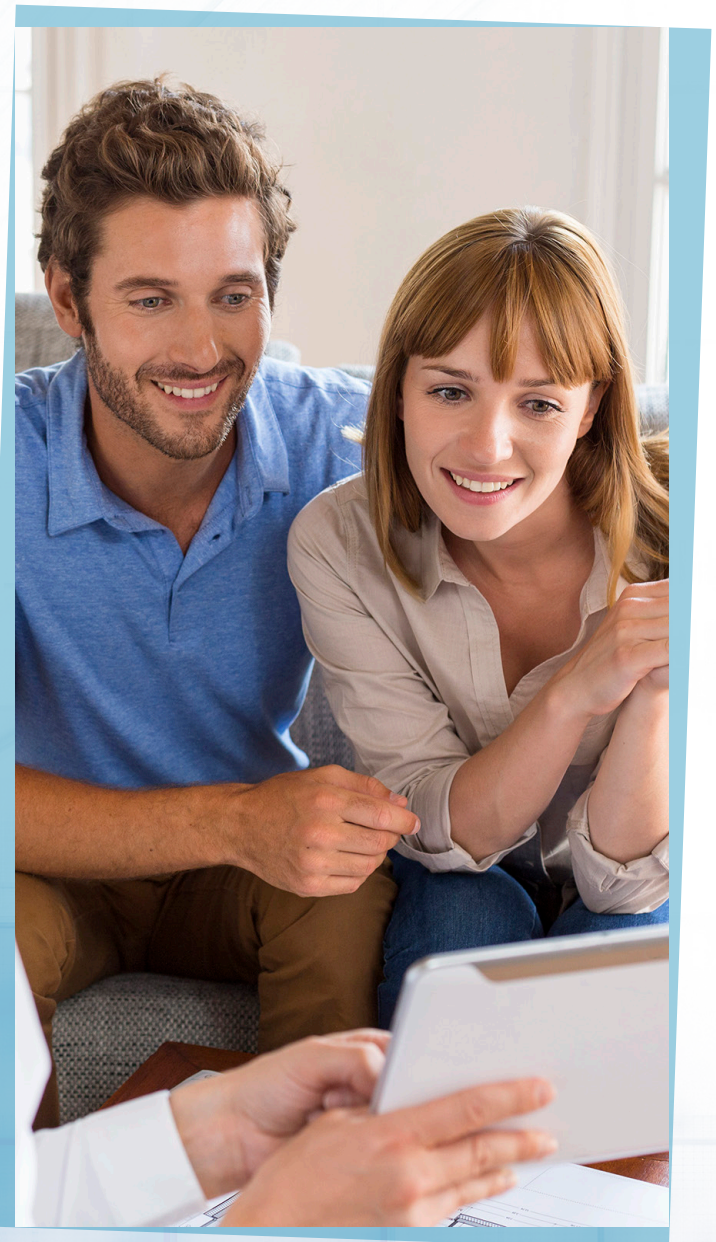
AFFILIATE: Pays 5% on the Brand Partner's GQV through Levels 1 and 2.

To be considered Active, a Brand Partner attains this position and associated commissions with personal purchases of 60 CV, or the Brand Partner's personally enrolled Retail and Preferred Customers must produce 180 CV of combined purchases in a calendar month. The Brand Partner must also personally enroll one Active Brand Partner on their team.

JUNIOR ASSOCIATE: Pays 5% on the Brand Partner's GQV through Level 3.

A Brand Partner qualifies for this position and commission with the following:

1. Maintains all Affiliate rank qualifications.
2. Acquires and maintains team product purchases of 1,500 GQV per month. No more than 40% of the team GQV can come from a single leg of the team.
3. Acquires and maintains a team comprised of three separate legs with three personally enrolled ABPs and three personally enrolled Preferred Customers.



CV = Commissionable Volume
 GQV = Group Qualifying Volume
 ABP = Active Brand Partner

TEAM

Commissions

Rank and Qualifications

ASSOCIATE: Pays 5% on the Brand Partner's GQV through Level 4, plus a one-time cash bonus of \$250.

A Brand Partner qualifies for this position and commission with the following:

1. Maintains all Junior Associate rank qualifications.
2. Acquires and maintains team product purchases of 3,000 GQV per month. No more than 40% of the team GQV can come from a single leg of the team.
3. Maintains a team comprised of three separate legs with three personally enrolled ABPs and three personally enrolled Preferred Customers.

SENIOR ASSOCIATE: Pays 5% on the Brand Partner's GQV through Level 4, plus a one-time cash bonus of \$1,000.

A Brand Partner qualifies for this position and commission with the following:

1. Maintains all Associate rank qualifications.
2. Acquires and maintains team product purchases of 6,000 GQV per month. No more than 40% of the team GQV can come from a single leg of the team.
3. Maintains a team comprised of three separate legs with three personally enrolled ABPs and seven personally enrolled Preferred Customers.



JUNIOR DIRECTOR: Pays 5% on the Brand Partner's GQV through Level 4, plus a one-time cash bonus of \$2,000.

A Brand Partner qualifies for this position and commission with the following:

1. Maintains all Senior Associate rank qualifications.
2. Acquires and maintains team product purchases of 12,000 GQV per month. No more than 40% of the team GQV can come from a single leg of the team.
3. Maintain a team comprised of three separate legs with three personally enrolled ABPs and seven personally enrolled Preferred Customers.

TEAM

Commissions

Commission Levels

RANK	MONTHLY GQV	TEAM REQUIREMENT	LEVEL 1	LEVEL 2	LEVEL 3	LEVEL 4	LEVEL 5	LEVEL 6	LEVEL 7	LEVEL 8+	BONUS
Affiliate	Entry Level	1 ABP	5%	5%							
Junior Associate	1,500 GQV/ Month	3 Legs w/ 3 ABPs + 3 PCs	5%	5%	5%						
Associate	3,000 GQV/ Month	3 Legs w/ 3 ABPs + 3 PCs	5%	5%	5%	5%					\$250 Bonus
Senior Associate	6,000 GQV/ Month	3 Legs w/ 3 ABPs + 7 PCs	5%	5%	5%	5%					\$1,000 Bonus
Junior Director	12,000 GQV/ Month	3 Legs w/ 3 Jr. Associates + 7 PCs	5%	5%	5%	5%					\$2,000 Bonus
Managing Director	25,000 GQV/ Month	3 Legs w/ 3 Associates + 11 PCs	5%	5%	5%	5%	5%				\$2,500 Bonus
Senior Director	50,000 GQV/ Month	3 Legs w/ 3 Sr. Associates + 6 ABPs + 11 PCs	5%	5%	5%	5%	5%	5%			\$3,000 Bonus
Executive Director	100,000 GQV/ Month	3 Legs w/ 3 Jr. Directors + 9 ABPs + 11 PCs	5%	5%	5%	5%	5%	5%	5%		\$4,000 Bonus
Ambassador	200,000 GQV/ Month	3 Legs w/ 3 Man. Directors + 12 ABPs + 11 PCs	5%	5%	5%	5%	5%	5%	5%	1%	\$5,000 Bonus

- To be "Active", Brand Partners ranked Affiliate through Junior Director must either purchase 60 CV of products, or their personally enrolled Preferred Customers must purchase 180 CV of products in a calendar month. Brand Partners ranked Managing Director and above must purchase 150 CV of products, or their personally enrolled Preferred Customers must purchase 300 CV of products in a calendar month.
- For all ranks, three separate legs need to be built with three personally enrolled ABPs. No more than 40% of the GQV can come from a single leg.
- All cash bonuses are paid one time only and are awarded the first time a Brand Partner achieves the rank.

CV = Commissionable Volume
 GQV = Group Qualifying Volume
 PC = Preferred Customer
 ABP = Active Brand Partner

TEAM

Commissions

Rank and Qualifications

MANAGING DIRECTOR: Pays 5% on the Brand Partner's GQV through Level 5, plus a one-time cash bonus of \$2,500.

A Brand Partner qualifies for this position and commission with the following:

1. Maintains all Junior Director rank qualifications while upgrading to personal product purchases of 150 CV per month, or the Brand Partner's personally enrolled Retail and Preferred Customers must produce 300 CV in combined purchases in a calendar month.
2. Acquires and maintains team product purchases of 25,000 GQV per month. No more than 40% of the team GQV can come from a single leg of the team.
3. Maintains a team comprised of three separate legs with three personally enrolled Associate or higher ABPs and 11 personally enrolled Preferred Customers.

SENIOR DIRECTOR: Pays 5% on the Brand Partner's GQV through Level 6, plus a one-time cash bonus of \$3,000.

A Brand Partner qualifies for this position and commission with the following:

1. Maintains all Managing Director rank qualifications.
2. Acquires and maintains team product purchases of 50,000 GQV per month. No more than 40% of the team GQV can come from a single leg of the team.
3. Maintains a team comprised of three separate legs with three personally enrolled Senior Associate or higher ABPs. The Brand Partner must also have six personally enrolled ABPs and 11 personally enrolled Preferred Customers.



TEAM

Commissions

Rank and Qualifications

EXECUTIVE DIRECTOR: Pays 5% on the Brand Partner's GQV through Level 7, plus a one-time cash bonus of \$4,000.

A Brand Partner qualifies for this position and commission with the following:

1. Maintains all Senior Director rank qualifications.
2. Acquires and maintains team product purchases of 100,000 GQV per month. No more than 40% of the team GQV can come from a single leg of the team.
3. Maintains a team comprised of three separate legs with three personally enrolled Junior Director or higher ABPs. The Brand Partner must also have six personally enrolled ABPs and 11 personally enrolled Preferred Customers.

AMBASSADOR: Pays 5% on the Brand Partner's GQV through Level 7, and 1% on the Brand Partner's GQV for Level 8 and beyond, plus a one-time cash bonus of \$5,000.

A Brand Partner qualifies for this position and commission with the following:

1. Maintains all Executive Director rank qualifications.
2. Acquires and maintains team product purchases of 200,000 GQV per month. No more than 40% of the team GQV can come from a single leg of the team.
3. Maintains a team comprised of three separate legs with three personally enrolled Managing Director or higher ABPs. The Brand Partner must also have 10 personally enrolled ABPs and 11 personally enrolled Preferred Customers.



Note: To advance to a new level or rank, a Brand Partner must always maintain or exceed the qualifications set in the previous rank.

REWARDS

Program

Prime+ Bonuses

Xenesta is proud to offer an exciting, comprehensive and easy-to-achieve Power of 3 Rewards Program as part of the Prime+ Compensation Plan. We offer three sets of bonuses to reward the sustained achievement of our Brand Partners.

Match of Team Commissions

Associate

10%

Junior
Director and
Above
20%

1. PRIME+ Matching Bonuses

As you advance in rank as a Xenesta Brand Partner, you can earn a match of BOTH the team and retail commissions earned by the Brand Partners whom you personally enroll.

Associate Level Coaching Bonus

Xenesta Brand Partners who have achieved the rank of Associate and higher qualify for a 10% Coaching Bonus of the team and retail commissions of all personally enrolled Brand Partners.

Junior Director Level Coaching Bonus

Xenesta Brand Partners who have achieved the rank of Junior Director and higher qualify for a 20% Coaching Bonus of the team and retail commissions of all personally enrolled Brand Partners.



REWARDS

Program



Prime+ Bonuses

2. PRIME+ Fast Start Bonuses

Three Prime+ Fast Start Bonuses are aimed to richly reward those Brand Partners who quickly build the foundation of a successful business by inspiring duplication and helping others to establish and grow their Xenesta businesses.

3 Get 3 Bonus

Within your first 30 days as a Xenesta Brand Partner, personally enroll three ABPs with a Brand Partner Pack. Then help those three ABPs personally enroll three ABPs onto their teams with a Brand Partner Pack.

Complete this Fast Start, and earn a cash bonus of \$1,000!

\$1,000 Bonus!

REWARDS

Program

Prime+ Bonuses

FIRST PURCHASE BONUS

For Brand Partners on your team through Level 4, you will receive a Fast Start Bonus on the CV of their first product orders with the exception of Brand Partner Packs. After the first order, orders will qualify for other commissions listed in this compensation plan.

Level 1 = 35% of CV

Levels 2 through 4 = 5% of CV

First Purchase Bonus

With the exception of Brand Partner Pack orders, you will receive a bonus on the first product orders of all personally enrolled Brand Partners on your team. You will also receive a bonus for the first product orders for each personally enrolled Brand Partner of your Brand Partner with the exclusion of Brand Partner Packs. All orders after the first purchase will earn commissions as defined in the team commissions portion of this compensation plan.

The First Purchase Bonus is calculated as follows:

- 35% of the CV of the first-time order of a personally enrolled Brand Partner with the exclusion of Brand Partner Packs.
- 5% of the CV of the first-time order of a personally enrolled Brand Partner of your personally enrolled Brand Partner with the exclusion of Brand Partner Packs.

BRAND PARTNER PACK BONUS

For the first Brand Partner Pack ordered by specific team members, earn a Brand Partner Pack Bonus. After the first order, orders will qualify for other commissions listed in this compensation plan.

Level 1

\$200

Levels 2 through 3

\$20

Levels 4 through 6

\$10

Brand Partner Pack Bonus

Xenesta's Brand Partner Pack gives you the very best price for Xenesta products to start or sustain your business. You must personally purchase a Brand Partner Pack at least one time to be qualified for the Brand Partner Pack Fast Start Bonus. Then show the Brand Partners on your team the advantages of investing in a Brand Partner Pack.

For Brand Partner Packs ordered by Brand Partners on your team, you will receive a Fast Start Bonus on an individual Brand Partner's first Brand Partner Pack order only. The Brand Partner Pack Bonus is calculated as follows:

- \$200 cash bonus for the first Brand Partner Pack purchase made by your Level 1 Brand Partner.
- \$20 cash bonus for the first Brand Partner Pack purchase made by your Level 2 and 3 Brand Partners.
- \$10 cash bonus for the first Brand Partner Pack purchase made by your Level 4 through 6 Brand Partners.

REWARDS

Program

Prime+ Bonuses

3. PRIME+ Achievement Bonuses

Three Prime+ Achievement Bonuses exist to help reward and recognize the highest levels of dedication and achievement demonstrated by Xenesta's Brand Partners.



Car Bonus

For qualifying Brand Partners, Xenesta will recognize your accomplishment by providing a monthly bonus toward the lease or purchase of a new or existing vehicle. To receive the Car Bonus, the Brand Partner must qualify for two consecutive months at the Executive Director rank or higher, and maintain that achieved rank or higher. Should the Brand Partner fail to maintain the Executive Director rank, Xenesta will continue to pay the Car Bonus for a full two months to assist the Brand Partner in reacquiring that rank.

CAR BONUS

Executive Director
& Ambassador Ranks

\$1,000/
month

Lifestyle Bonus

Xenesta understands the importance of our Brand Partners being able to celebrate their achievements together in community. Consequently, Xenesta offers the bonus of paid trips to fabulous destinations with airfare, lodging and a cash stipend for Xenesta Brand Partners achieving the qualifications published for these special Lifestyle Bonuses. Brand Partners must qualify at specific ranks for two consecutive months immediately prior to award trip winner announcements.



Ambassador Pool Bonus

Brand Partners who achieve the Ambassador Rank and higher share in an annual pool comprised of 2% of the total corporate CV. This bonus is paid at the Xenesta International Annual Convention.

AMBASSADOR POOL
2% of Corporate CV

TEAM

Commissions

Ambassador Ranks and Qualifications

Ambassador – 1% for Level 8+

(Requires 3 Managing Directors, 10 ABPs, 11 Preferred Customers, and 200,000 GQV)

Senior Ambassador – 2% for Level 8+

(Requires 3 Senior Directors, 12 ABPs, 11 Preferred Customers, and 350,000 GQV)

Executive Ambassador – 3% for Level 8+

(Requires 3 Executive Directors, 14 ABPs, 11 Preferred Customers, and 600,000 GQV)

Global Ambassador – 4% for Level 8+

(Requires 3 Ambassadors, 16 ABPs, 11 Preferred Customers, and 1,000,000 GQV)

Prime+ Ambassador Infinity Commissions

For Brand Partners achieving the Ambassador rank, additional commissions are earned for the following qualifications:

Ambassador: Pays 1% on CV for Level 8 and beyond with three personally enrolled Managing Directors, 10 personally enrolled ABPs, 11 personally enrolled Preferred Customers, and 200,000 GQV.

Senior Ambassador: Pays 2% on CV for Level 8 and beyond with three personally enrolled Senior Directors, 12 personally enrolled ABPs, 11 personally enrolled Preferred Customers, and 350,000 GQV.

Executive Ambassador: Pays 3% on CV for Level 8 and beyond with three personally enrolled Executive Directors, 14 personally enrolled ABPs, 11 personally enrolled Preferred Customers, and 600,000 GQV.

Global Ambassador: Pays 4% on CV for Level 8 and beyond with three personally enrolled Ambassadors, 16 personally enrolled ABPs, 11 personally enrolled Preferred Customers, and 1,000,000 GQV.

Commissions are earned for Level 8 and beyond with no limit on payout levels.



CV = Commissionable Volume

GQV = Group Qualifying Volume

ABP = Qualified and Active Brand Partner

We believe Xenesta's Prime+ Compensation Plan offers an advantageous, motivating and financially rewarding opportunity that is unprecedented! With the Power of 3, Xenesta's Prime+ Compensation Plan empowers financial life transformation for our Brand Partners.

Join Xenesta as a Brand Partner today, and start your own personal transformation!

Auto-Delivery Order (ADO): A recurring purchase of Xenesta products occurring automatically each month.

Commissionable Volume (CV): The commissionable value associated with a specific Xenesta product to calculate commission.

Group Qualifying Volume (GQV): The sum of the CV of the members within a Brand Partner's team to unlimited levels of depth.

Matching Bonuses: Matching bonuses are paid weekly (two weeks in arrears) and are based on GQV only. No other commissions are included in the Matching Bonus. Matching Bonuses cannot exceed the monthly team commission earnings of the Brand Partner.

Active Brand Partner (ABP): An individual holding a Brand Partner account who enjoys products purchased monthly at a minimum level of 60 CV, or whose personally enrolled Retail and Preferred Customers combined purchases of Xenesta products are 180 CV or more per month. ABPs who enroll with a Brand Partner Pack are "Active" for two months from their date of enrollment.

COMPENSATION PLAN FEATURES

As an Active Brand Partner, you begin at the rank of Affiliate. When you have reached a rank, you will remain at that rank until you advance to the next rank. The amount you earn, as well as eligibility for commissions and bonuses, are determined by maintaining an Active status, and by the qualification level you achieve during a given bonus period.

The actual earnings of any independent Xenesta Brand Partner are not necessarily representative of the income, if any, that an independent Xenesta Brand Partner can or will earn through participation in the Prime+ Compensation Plan. Xenesta does not pay compensation for enrolling new customers or Brand Partners. Rather, compensation is based solely on product sales which vary. Xenesta International makes no guarantees or projections of your actual earnings or profits.

Placement Capabilities – Our Unilevel structure allows you 60 days to place any of your personally enrolled Brand Partners in any available spot in your organization for Rank Advancement purposes. This feature empowers true teamwork, fosters growth, and allows you to build your team strategically.

Weekly Pay Periods – Commissions eligible for weekly payout close every Saturday night at 11:59 PST. Commissions are held for one week and are paid on the following Friday.

Monthly Pay Periods – Commissions eligible for monthly payout close at 11:59 PST on the last day of the month. They are subsequently paid on or before the 15th of the next month. For example, August monthly commissions are paid on or before September 15th.

Payment Requests – Commission requests are processed every Friday for requests made by 11:59 PM EST on the Wednesday of the same week. For example, a request made Wednesday, April 3, by 11:59 PM EST will be processed Friday, April 5. Conversely a payment request made Thursday, April 4, will be processed the next week. Typically expect three working days for the payment system to process a request. First-time requests take longer due to validation of the information submitted to the payment system.

Car Bonus – Earn a monthly bonus towards the lease or purchase of a new or existing vehicle. Car bonus earners will be required to maintain any vehicle with Xenesta brand imaging in a manner reflecting a professional and positive image of Xenesta International's corporate brand.



Xenesta International Brand Partner Prime⁺ Compensation Plan

Xenesta International does not guarantee any level of success or income from the Xenesta Prime⁺ Compensation Plan opportunity. Each independent Brand Partner's income depends on his or her own efforts, diligence and skill.