



THE JUSURU REWARD COMPENSATION PLAN

Disclaimer: This document is subject to updates and modifications. For the latest updated information, please refer to the Compensation Plan link on the overview page of your iRep Office.

GLOSSARY AND KEY TERMS

COMMISSION PERIODS

Weekly: Monday through midnight, Sunday. Includes Fast Start Bonuses and Retail Commissions. Paid a week in arrears.

Monthly: Starts the 1st of the month and ends at midnight, the last day of the month. Includes 3 for Free, Team Commissions, Check Match, Elite Bonuses, Leadership Pools, and the Luxury Car Bonus. Paid on the 10th of the following month.

QUALIFICATIONS:

Qualifications include Volume, number of Legs, etc., as referenced in the enclosed chart.

iRep: A Jusuru Independent Representative who has agreed to all terms, conditions, policies, and procedures to sell Jusuru products and earn commissions and bonuses.

Commission Active: iReps must have a minimum of 140 (PCV) anytime within the current week and prior four (4) rolling weeks for Weekly Commissions. For monthly commissions, iReps must have a minimum of 140 (PCV) anytime within the current month.

Paid-as Rank: The Rank achieved in a calendar month, based on the Jusuru Compensation Plan Qualifications.

Rank: The highest Paid-as Rank achieved in a rolling 12 month period.

Active V3 Leg: A Leg where an iRep anywhere in that Leg has a Paid-as Rank of Venture III (V3) or higher.

Active Personally Sponsored Leg: A personally sponsored Leg where an iRep anywhere in that Leg is Commission Active.

GENERATIONS STRUCTURE:

Placement Tree: The genealogy of all iReps, including holding tank placements from the upline.

Sponsorship Tree: The genealogy of personally sponsored iReps, excluding holding tank placements from the upline.

Level: A person placed under an iRep defines his/her 1st Level. The iReps under the 1st Level are on the 2nd Level. Levels are used for calculating commissions and bonuses other than Team Commissions.

Leg: Each person placed on an iRep's 1st Level begins a Leg to that iRep.

Generation: A Venture III and all the iReps in his or her Personal Group. Generations are used in determining the depth of the organization. The PGV of each Generation is used for Team Commissions. The PCV of a Venture III or higher, will be included in his or her Generation 1 Volume.

VOLUME:

Qualification Volume (QV): Used to determine the iRep's Volume qualification for Ranks.

Commissionable Volume (CV): Used to qualify for, and calculate Commissions and Bonuses for the iRep.

Personal Volume (PV): An iRep's PV is comprised of the QV of all personal orders, as well as orders of the iRep's Retail Customers and the Wholesale Customers.

Personal Commissionable Volume (PCV): An iRep's PCV is comprised of the CV of all personal orders, as well as orders of the iRep's Retail Customers and Wholesale Customers. PCV will not include 3 for Free orders.

Personal Purchase Volume (PPV): An iRep's commissionable volume from their personal orders. Used to qualify for the 3 for Free program.

Personal Group Volume (PGV): The sum of an iRep's PV and all the PV of the iReps in his/her Sponsorship Tree, down to, but not including the next Venture III in each leg.

Downline: Downline is all iReps in a team structure.

Downline Volume (DV): The sum of an iRep's PV and the PV of all iReps in the Downline.

Leg Volume (LV): The Downline Volume (DV) of an individual Leg in a team structure.

High Leg Volume (HLV): The individual Leg in a Downline with the highest DV.

Non-High Leg Volume (NLV): An iRep's Downline Volume (DV) less the High Leg Volume. Personal Volume (PV) is added to NLV when needed for Rank qualification.

2nd High Leg Volume (2HLV): The individual Leg in a Downline with the 2nd highest DV.

3rd High Leg Volume (3HLV): The individual Leg in a Downline with the 3rd highest DV. Personal Volume (PV) is added to this Leg when needed for Rank qualification.

CUSTOMER TYPES: iReps can register customers in one of two categories, with no sign up fees. A Retail Customer purchases products directly from the iRep, or online at retail pricing. Wholesale Customers may purchase products at wholesale prices, when they register for a monthly Autoship. The PV from Retail and Wholesale Customer orders is considered PV of the referring iRep.

	V1	V2	V3	V4	E1	E2	E3	E4	ENT	ENT Silver	ENT Gold	ENT Plat	Diamond
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Fast Start Program lasts
28 days from enrollment

Your **initial \$140PV+ Purchase** makes you Fast Start-0 Qualified. FS Qual Level increases with your Rank (you can upgrade within your first 28 days)

Weekly Fast Start

	FS 0	FS 1 Qual	FS 2 Qual	FS 3 Qual	FS 3 Qual	FS 3 Qual	FS 3 Qual	FS 3 Qual	FS 3 Qual	FS 3 Qual	FS 3 Qual	FS 3 Qual
Fast Start Level 1	15%	20%	25%	30%	30%	30%	30%	30%	30%	30%	30%	30%
Fast Start Level 2	7%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%
Fast Start Level 3		5%	7%	10%	10%	10%	10%	10%	10%	10%	10%	10%

Fast Start 1 Pack \$280 SAVE \$53 (280 PV)

1 Liquid BioCell Life case - 4 bottles
1 Liquid BioCell Sport 2-pk
1 Liquid BioCell Skin 2-pk
50 Brochures -25 ea. Life / Results
10 Product Catalogs
1 Liquid BioCell Shot Glasses 4-pk

Fast Start 2 Pack \$500 SAVE \$117 (500 PV)

1 Liquid BioCell Life 2-pk
1 Liquid BioCell Sport 2-pk
1 Liquid BioCell Skin 2-pk
1 Liquid BioCell Pure 2-pk
1 Liquid BioCell Life Chews
1 Liquid BioCell Life Singles Case
1 Stromaderm Age-Defying Serum
1 Liquid BioCell Pet
50 Brochures (assorted tri-folds)
10 Product Catalog
1 Set Liquid BioCell Shot Glasses
1 30-Day \$1 Trial Jusuru Media Center

Fast Start 3 Pack \$1000 SAVE \$280 (1000 PV)

1 Liquid BioCell Life Case (4 Bottles)
1 Liquid BioCell Sport Case (4 Bottles)
1 Liquid BioCell Skin Case (4 Bottles)
1 Liquid BioCell Pure 2-pk
1 Stromaderm Collection
1 Liquid BioCell Life Chews
2 Liquid BioCell Life Singles Case
1 Liquid BioCell Sport Singles Case
1 Liquid BioCell Skin Singles Case
1 Liquid BioCell Pure Singles Case
1 Liquid BioCell Pet
100 Brochures (assorted tri-folds)
20 Product Catalog
3 Set Liquid BioCell Shot Glasses
1 30-Day \$1 Trial Jusuru Media Center

*Additional Fast Start Packs available

Monthly Rank Requirements

Personal Volume (PV)	140	140	140	140	140	140	140	140	140	140	140	140
Downline Volume (DV)		700	2,000	5,000	10,000	20,000	40,000	75,000	150,000	300,000	600,000	1,000,000
Total Non-High Leg DV				2,000	4,000	9,000	18,000	37,500	75,000	150,000	300,000	500,000
Minimum DV in each of 2 Non-High Legs				500	1,000	2,000	4,000	7,500	15,000	30,000	60,000	100,000
Personally Sponsored Active Legs	1	3	3	4	4	5	5	5	6	6	6	6
Active V3 Legs				1	2	3	4	5	6	6	6	6

Team Commission Bonus Calculation

- Pays down 10 Generations of V3s
- Calculated using Compressions, skips inactive
- Pays on all order CV, other than Fast Start SKUs

Elite Bonuses

- A one-time \$100 Bonus for reaching Venture III*
- A one-time \$100 Matching Bonus is paid to the Qualified Enroller of the Venture III*
- A one-time \$100 Bonus for reaching Venture IV*
- *Bonus is paid in two consecutive months!

3 for Free

Get a free case of Jusuru products when you enroll in Autoship, and also enroll 3 or more iReps or Wholesale Customers on Autoship. Free product carries full QV, which counts towards Rank Qualification.

Team Commission (Placement Tree)

Generation 1	7%	7%	7%	7%	7%	7%	7%	7%	7%	7%	7%	7%
Generation 2	7%	7%	7%	7%	7%	7%	7%	7%	7%	7%	7%	7%
Generation 3	7%	7%	7%	7%	7%	7%	7%	7%	7%	7%	7%	7%
Generation 4		4%	4%	4%	4%	4%	4%	4%	5%	5%	5%	5%
Generation 5			3%	3%	3%	3%	3%	4%	4%	4%	4%	5%
Generation 6				2%	2%	2%	2%	3%	3%	3%	4%	4%
Generation 7					2%	2%	2%	2%	2%	2%	3%	3%
Generation 8						2%	2%	2%	2%	2%	2%	3%
Generation 9							1%	1%	1%	2%	2%	2%
Generation 10								1%	1%	2%	2%	2%

Car Bonus

Car Bonuses are earned by those who achieve and maintain E3 and above. Earn \$500, \$700, \$1,000, \$1,500 or \$2,500 per month after qualifying for three consecutive months; payment begins the fourth month of being a paid-as E3 or higher.

Check Match Bonus (Enroller Tree)

Minimum Check Match 1: \$100	10%	10%	15%	15%	15%	15%	15%	15%	15%
Minimum Check Match 2: \$250		10%	10%	15%	15%	15%	15%	15%	15%
Minimum Check Match 3: \$500			10%	15%	15%	15%	15%	15%	15%
Minimum Check Match 4: \$500				15%	15%	15%	15%	15%	15%
Minimum Check Match 5: \$500					15%	15%	15%	15%	15%

Leadership Pools

3.5% c† total Company DV is contributed to 6 Bonus Pools:

- E4s earn 1 share in the Emerging Leader Pool the month the rank is achieved, and paid on the second consecutive qualified month.
- All other pools are earned in the month AFTER rank achievement, 1/2 share the first month, then 1 share each month thereafter.

Endeavor 4 0.5%	Enterprise 1.0%	Enterprise Silver 0.5%	Enterprise Gold 0.5%	Enterprise Platinum 0.5%	Enterprise Diamond 0.5%
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Disclaimer: Jusuru International, Inc., does not guarantee any level of income or earnings to any Independent Representative. Earnings from the Jusuru Compensation Plan and the G.R.I.D. System depend solely on sales and each Independent Representative's skill, ability and personal application. Jusuru is a registered trademark of Jusuru International, Inc.

HIGHLIGHTS OF THE JUSURU 2.0 COMPENSATION PLAN

WHOLESALE CUSTOMERS (WC) COMMISSION – When a customer chooses to enroll in the Wholesale Customer Program, the iRep will receive 25% of the PV as a WC Commission on the enrollment order and all subsequent orders, as long as the Wholesale Customer remains qualified for wholesale pricing. All Wholesale Customer orders are credited toward the referring iRep's Personal Volume. Wholesale Customers who take advantage of our 3 for FREE program, by referring other Wholesale Customers, give the referring iRep even more Wholesale Customers on which they are paid WC Commissions and accumulate Commissionable Volume!*

*See the new Wholesale Customer Program 2.0 for full details.

3 FOR FREE

When an Active Wholesale Customer refers three (3) Wholesale Customers who enroll on a qualifying 140 PV monthly Auto-ship, his or her Auto-ship for the following month will be Free! As an Active Jusuru iRep, on Auto-ship with at least 140 in PPV, who enrolls three Active iReps or Wholesale Customers on a qualifying Auto-ship order of at least 140 Personal Volume (PV) will receive additional FREE products (up to 140 PV) the following month.*

*Applicable tax and shipping charges apply. See 3 For Free Terms and Conditions for full details.

FAST START BONUS – Up to 30% Commission on the First Order of your New iReps

The Fast Start Program is designed to 'fast start' your business with a special level of bonus paid on the initial Fast Start Pack purchased by those you enroll. As you begin to build your team and advance in rank, you will receive increased bonuses on the Personal Volume of the initial order of your new, personally sponsored iReps! Fast Start Bonuses are paid weekly, and advancing in rank will advance your Fast Start (FS0) Bonus percentages. Venture II will earn a baseline Fast Start (FS), Venture III earns Fast Start 1 (FS1), Venture IV earns Fast Start 2 (FS2), Endeavor I and higher are earning Fast Start 3 (FS3). Don't want to wait to advance in rank to earn higher percentages? Enroll with a Fast Start 1, Fast Start 2, or Fast Start 3 Pack and you'll receive the corresponding Fast Start Bonus percentages from your very first day!*

*All iReps may upgrade to a higher Fast Start Pack within 28 days of enrollment, by purchasing a Fast Start Upgrade Pack.

TEAM COMMISSION - Earn Up to 10 Generations and Potentially 10, 15, 20 Levels or More

Jusuru's Team Commission utilizes a unique Uni-Gen composition to reward you, not on only 10 levels, but on 10 uniquely identified generations. The Uni-Gen structure combines a Unilevel bonus where each Paid-as Venture III creates a Generational Level for commission payments. You become Team Commission Active when you are a Paid-as Venture III (V3). This qualifies you for all Team Commissions, including Personal Commissionable Volume (PCV) Commissions, because you are paid on your own Personal Group Volume (PGV) as your Generation 1. When your team members become Team Commission Active, you are paid on their Personal Group Volume as Generation 2, and so on. The Volume you're paid on per Generation will normally be \$700, \$1,000 or more! Remember, when you add Wholesale Customers and their referrals, and iReps less than Venture III, you'll often see much larger Volumes per Generation!

CHECK MATCH – up to 15% on Qualified Earnings for up to 5 levels with compression.

Jusuru has developed a groundbreaking Check Match Bonus that rewards Endeavor II and above by paying a matching percentage of their team members' Qualified Earnings. We are rewarding you for helping others increase their Jusuru Reward by giving you a percentage of their Qualified Earnings. Qualified Earnings includes the amount earned on Team Commissions and the amount of Fast Start Bonus paid during the month being processed. Your Check Match Bonus is based on the total amount of your team member's Qualified Earnings; not just the minimum Qualified Earnings. We're all about people helping people, so the more people you help, the greater your Check Match Bonus will be.

LEADERSHIP POOLS – Percentage of Total Company Commissionable Volume to Reward Leaders

Jusuru International has set aside 3.5% of Total Company Commissionable Volume to Reward its Leaders with special Pools. Pools are designed to allow Leaders to participate in the success of the company as a whole. Each Pool is paid on a share basis, with each Rank earning a share in a designated Pool.

EMERGING LEADER POOL - Jusuru International has set aside 0.5% of company sales Volume to reward its Leaders with a special incentive. Whether your dream is to donate to a charity, take your family on vacation, pay off your mortgage, or send your children to summer camp, Jusuru is the place where dreams come true! As an Endeavor IV, you will receive one share in this 0.5% Emerging Leader Pool, paid in the second consecutive qualified month Paid-as an Endeavor IV.

ENTERPRISE POOLS – Enterprises will share a 1% pool, Enterprise Silvers share 0.5%, Enterprise Golds share 0.5%, Enterprise Platins share 0.5%, and Enterprise Diamonds share 0.5% of total company Commissionable Volume. Enterprise Silver, Gold, Platinum and Diamond qualify in the first month, earn a half share the following month, a full share their third consecutive qualified month, and each qualified month thereafter. Enterprise ranks earn shares in their Paid-as Pool, as well as shares in the pools associated with lower Enterprise ranks.