



# Compensation **PLAN**

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Congratulations!

## **WELCOME TO THE NEOLIFE FAMILY!**

There has never been a better time to be a part of one of the best health and wellness companies in the South Pacific. NeoLife offers an exclusive range of quality products and an opportunity for you to take control of your financial future through helping others experience better health.

As a Promoter, you are now able to tap into the unlimited earning potential of the NeoLife Compensation Plan. It is a highly rewarding plan and in no time at all, you'll be well versed in how it works.

If you have questions, feel free to draw upon the expertise of your upline sponsor or any member of the NeoLife Support Team.

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For more information, contact NeoLife Support Services: AUS 1800 637 057 | NZ 0800 445 049

# The Promoter Startup Opportunity

## SUCCESS STARTS HERE!



EXCLUSIVE  
PRODUCTS



COMPENSATION  
PLAN



COMPANY  
INFRASTRUCTURE

With the NeoLife Promoter opportunity, we help people have success with startups. It's kind of like a tech startup but with nutrition. There are low barriers to entry because NeoLife provides the infrastructure that any successful business needs, as well as a consumable product and generous compensation plan. So instead of having to raise hundreds of thousands of dollars to get started with a traditional startup, NeoLife makes entrepreneurship accessible to everyone. It's your business on your terms, that can also be passed down as an asset to future generations.

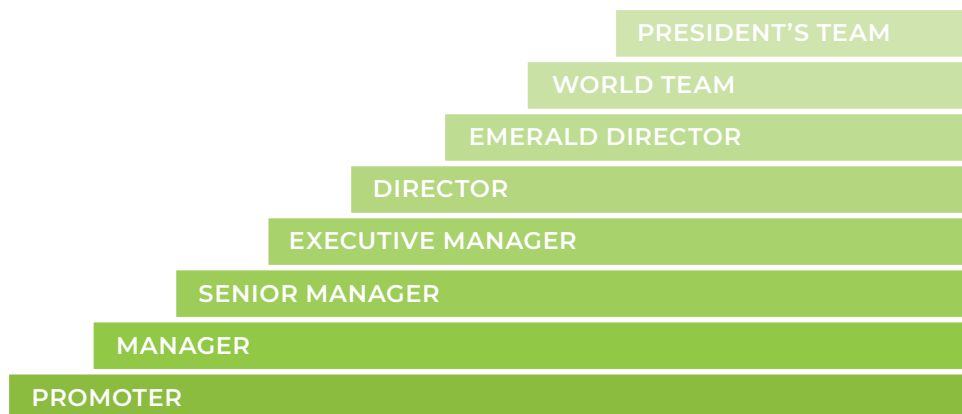
Unlike traditional business startups, building a NeoLife business does not require a significant investment in inventory, sales tools or other materials. NeoLife Promoters are strongly discouraged from purchasing more than they can reasonably consume or sell in any given month, and they are protected by NeoLife's 100% money-back consumer guarantee and repurchase policy for those who decide to leave the business.

## WE BELIEVE IN PEOPLE!

Other companies gain legitimacy and brand awareness with ads on TV and splash marketing campaigns. We do it through people. Because we believe in people. So we don't spend on advertising, we pay our Promoters instead... purely and simply based on performance.

# Definitions & Terminology

## THE PATH TO THE TOP



### SOME IMPORTANT TERMS:

#### **PV – Point Value**

PV is a Point Value assigned to each product and is used to qualify for bonuses, recognition and achievements. PV doesn't change as prices are adjusted. So no matter what the price of an item, the amount of PV which must be sold to attain particular bonus qualifications does not vary from year to year.

#### **PPV – Personal Point Value**

Personal PV is the PV on your Promoter Account from the purchases you have made during the month plus the PV on the accounts of the Members you have sponsored.

To participate in NeoLife's Compensation Plan and Promoter Incentives you need 100 Personal PV with at least 30 PV coming from your own account. Up to 70 PV can come from the PV of Club Members in your personally sponsored downline as well as their personally sponsored Club Members.

#### **QPV – Qualified Point Value**

QPV is a combined PV figure: your Personal PV for the month plus the PV of all the Promoters you've sponsored and that they have sponsored, extending to the next Qualified Director in your downline. Your QPV determines the percentage of Sales Volume Bonus that you qualify to earn each month.

#### **QUALIFIED DIRECTOR**

Qualified Director is a Promoter who has the Director Title and accumulates at least 4,000 QPV. Qualified Directors earn the 20% "Top of the Chart" Sales Volume Bonus.

#### **GROUP PV – Group Point Value**

Is your QPV plus the QPV of three levels of Qualified Directors in your group.

#### **BV – Bonus Volume**

BV is a currency value assigned to each product on which your bonuses are calculated. BV values for each product can be found in the Promoter Price List. BV changes along with prices and is therefore an inflation-fighting feature. As cost of living and product prices go up over time, so does your income!

#### **SRP – Suggested Retail Price**

Suggested Retail Price is the price NeoLife recommends that you use to sell to retail customers. Customer Suggested Retail Price List is available from NeoLife.

#### **DC**

DC is the wholesale price of NeoLife products to the Promoter. All registered Promoters can purchase products directly from NeoLife at DC. Club Members on Auto-Ship can also shop at DC.

#### **AUTO-SHIP**

A recurring convenient monthly order delivered to your home, that can be changed or cancelled at any time. Placing a 100 PV or more Auto-Ship ensures you are eligible to earn Sales Volume Bonuses (SVB) according to your QPV. (See page 6 for SVB Chart)

# Earning is Simple!

There are many ways to earn income from your NeoLife business:

**1. Retail & Club Member Profit:** When you buy at Wholesale Price (DC) and sell at Suggested Retail Price (25%) or Club Member Price (10%)

NOTE: Club Members with an Auto-Ship receive the full wholesale discount of 25%, in which case you still earn Sales Volume Bonus on their orders.

**2. Sales Volume Bonus:** Simply have 100 Personal PV and you're eligible to earn a Sales Volume Bonus of up to 20%.

**3. Leadership Development Bonus (LDB):** When you achieve the Director title you also earn Leadership Development Bonuses on other Directors developed in your downline organisation.

**4. Network Development Bonus (NDB):** When you achieve President's Team you qualify for a Network Development Bonus on your entire network.

**5. Incentives:** In addition to Compensation Plan benefits, NeoLife Promoters are eligible to earn incentives including cash bonuses and travel.

## Promoter Perks

There are many Perks available for you to enjoy when you maintain your status as an active Promoter:

- **Own a nutrition startup business**
- Shop & share NeoLife's **exclusive products** (Save 25% off suggested retail)
- **Earn a part-time or full-time income** sharing good health
- Participate in all the benefits of the NeoLife **Compensation Plan**
- Participate in **exciting incentives** like cash, travel and car bonuses
- Receive **recognition** for your achievements
- Premier **personal development** and leadership training resources and events
- Nutrition and **product training** resources and events
- Receive company publications and communications including **Lifestyle Magazine** and monthly Team Talk email newsletters
- Complimentary **personal website** to share with other prospective NeoLife users (ShopNeoLife.com/YourName)
- Complimentary **Back Office website** to help you grow and manage a successful Promoter business and network online (Login from myoffice.neolife.com)
- **3 for FREE** Program
- Weight loss and fitness **challenges**
- **Belong to a community of world-changers!**



The illustrations that are included within this Compensation Plan guide are intended to demonstrate how bonuses are computed as hypothetical networks of participants develop. The network illustrations and earnings calculations are not a guarantee or projection of actual income that a NeoLife Promoter will earn through his or her participation in the Compensation Plan. Any guarantee of earnings would be misleading. Success with the NeoLife Compensation Plan results from successful sales efforts and business development on the part of the Promoter. Income applicable to any individuals or examples depicted are not average. For average financial performance data, see the Statement of Average Gross Compensation paid by NeoLife at NeoLife.com.



# Sales Volume Bonus

The more products you and your Promoters sell, the more income you can make through Sales Volume Bonuses (SVB), starting at 250 QPV. Your Sales Volume Bonus is calculated each month using the percentages shown in the chart. A minimum of 100 Personal PV (PPV) is required to earn a Sales Volume Bonus.

Sales Volume Bonus Chart

PROMOTER RANK	TOTAL MONTHLY QPV	SALES VOLUME BONUS
DIRECTORS	4,000	20%
Executive Managers	2,000	15%
Senior Managers	1,000	10%
Managers	500	5%
Promoters	250	3%

**TIP:** The best way to ensure that you reach your 100 PPV requirement is to place a monthly Auto-Ship order.

## QPV – Qualified Point Value

QPV is a combined PV figure: your Personal PV for the month plus the PV of all the Promoters you've sponsored and that they have sponsored, extending to the next Qualified Director in your downline. Your QPV determines the percentage of Sales Volume Bonus that you qualify to earn each month.

## SALES VOLUME BONUS

A bonus paid monthly. Your SVB level is determined by your QPV. SVB is calculated using the BV (Bonus Volume) you accrue in a sales month.

## BV – Bonus Volume

BV is a currency value assigned to each product on which your bonuses are calculated. BV values for each product can be found in the Promoter Price List. BV changes along with prices and is therefore an inflation-fighting feature. As cost of living and product prices go up over time, so does your income!

# Advance Your Promoter Title

As your monthly sales volume increases, you'll step up to higher Promoter titles.

## Manager **500 QPV & UP TO 5% SVB**



### QUALIFICATIONS

Accumulate volume from your orders plus the orders of Promoters you sponsored for a total of 500 QPV (Qualified Point Value) in one month, with at least 100 Personal PV.



**Unlock The Director Fast Track** and become a Manager right away when you sign up with a single order of 500 PV or higher.\*

### BENEFITS

#### All the Promoter benefits plus...

- Earn a Sales Volume Bonus of up to 5%\*\*
- Receive a "Manager" pin recognising your achievement
- Attend NeoLife sales meetings, team training and special events.

## Senior Manager **1,000 QPV & UP TO 10% SVB**



### QUALIFICATIONS

Accumulate 1,000 QPV in one month with 100 PPV.



**Unlock The Director Fast Track** and become a Senior Manager right away when you sign up with a single order of 1,000 PV or higher.\*

**Special Note:** You can achieve both your Manager and Senior Manager qualifications in the same month.

**Qualified Senior Manager:** Once you reach Senior Manager, maintain "Qualified Status" by achieving 1,000 QPV in a month, and lock in a 10% or more Sales Volume Bonus for that month.

### BENEFITS

#### All the Manager benefits plus...

- Earn a Sales Volume Bonus of up to 10%\*\*\*
- Receive a "Senior Manager" pin recognising your achievement
- Attend Senior Manager training and other leadership events
- Active Senior Managers will advance to Director and a 20% Sales Volume Bonus when they accumulate 4,000 QPV in a month!

## Executive Manager **2,000 QPV & UP TO 15% SVB**



### QUALIFICATIONS

Accumulate 2,000 QPV in one month with 100 PPV.



**Unlock The Director Fast Track** and become an Executive Manager right away when you sign up with a single order of 2,000 PV or higher.\*

**Special Note:** You can achieve your Manager, Senior Manager and Executive Manager qualifications in the same month.

**Qualified Executive Manager:** Once you reach Executive Manager, maintain "Qualified Status" by achieving 2,000 QPV in a month and lock in a 15% Sales Volume Bonus for that month.

### BENEFITS

#### All the Senior Manager benefits plus...

- Earn a Sales Volume Bonus of up to 15%\*\*\*
- Receive an "Executive Manager" pin recognising your achievement
- Attend Executive Manager training and other leadership events
- Active Executive Managers will advance to Director and a 20% Sales Volume Bonus when they accumulate 4,000 QPV in a month!

\* Promoters who place a single order of 500 PV or more can achieve Director immediately, even in the month they start, by simply achieving 4,000 QPV in a month.

\*\* A Qualified Manager (500 QPV) will earn a 5% SVB. If not Qualified in a month, you earn according to the SVB chart. (eg. 250 QPV+ earns 3%).

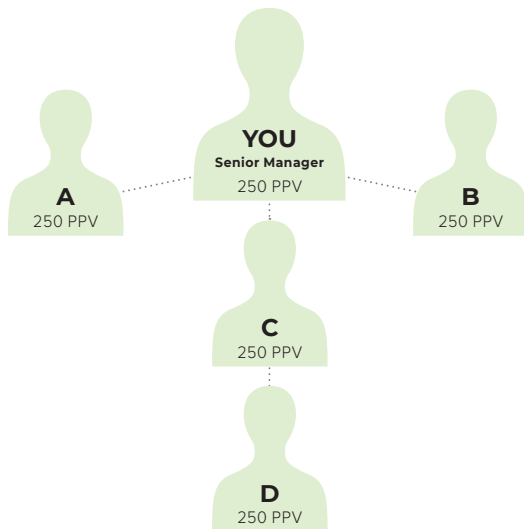
\*\*\* A Qualified Senior Manager with 1,000 QPV+ earns 10%. If you accumulate 2,000 QPV+ in a month, your earnings increase to 15%. If not Qualified in a month, you earn according to the SVB chart.

† Active Promoters maintain at least 100 Personal PV each month. Senior and Executive Managers must have Active Promoter status the month prior to achieving Director.

# Senior Manager Profit Illustration

NeoLife's Sales Volume Bonus (SVB) rewards you not just for your orders, but also for the orders placed by all the Promoters in your team!

In the example below, you ordered 250 PV of product and so did each of the 4 Promoters that you've sponsored into your team:



## Monthly QPV Determines Your Bonus %

QUALIFIED PV (QPV)	
Example Promoter	PPV
You	250
+A	250
+B	250
+C	250
+D	250
<b>TOTAL:</b>	<b>1,250 QPV</b>
SVB BONUS % FOR YOU IS 10%	

QUALIFIED PV (QPV)		
YOUR TEAM EARNS SVB ACCORDING TO THEIR OWN QPV	YOU EARN ON THE VOLUME OF THEIR ORDERS	
A has 250 QPV and earns 3% SVB	7% (Your 10% rate less 3% earned by A)	7% x 250 = <b>\$17.50</b>
C has 500 QPV and earns 5% SVB	5% (Your 10% rate less 5% earned by C)	5% x 500 = <b>\$25.00</b>
B has 250 QPV and earns 3% SVB	7% (Your 10% rate less 3% earned by B)	7% x 250 = <b>\$17.50</b>
*For simplicity the income illustrations on this page assume that BV is equal to PV. Actual Sales Volume Bonuses would be significantly larger when paid on true BV.	Plus 10% on your own orders	10% x 250 = <b>\$25.00</b>
	<b>YOUR TOTAL SALES VOLUME BONUS</b>	<b>\$85.00</b>

## THE POWER OF NETWORKING!

Notice that by introducing others to NeoLife, you as a Qualified Senior Manager increase your QPV to 1,250 and your bonus to \$85.00. Without the network of Promoters, you would have had only 250 PV and a bonus of 3% (\$7.50). **By sponsoring others into NeoLife, you as a Senior Manager earn an extra \$77.50!**

## REACH FOR HIGHER BONUS LEVELS ON THE CHART!

In this example, your Bonus was based upon your 1,250 QPV and you qualified for 10%. Note that by reaching 2,000 QPV your Bonus rate would have been 15% and you would earn an additional 5% on all the orders in your network of Promoters!



# Achieving Director is Your Key to Success

Achieving Director puts you in position to maximise your earning potential by earning the highest Sales Volume Bonus of 20%!

## Director **4,000 QPV & UP TO 20% SVB**



### QUALIFICATIONS

#### Two simple steps:

1. Be a NeoLife Senior Manager and Active Promoter.\*
2. Accumulate 4,000 QPV in a sales month.

#### OR

#### Get on the Fast Track!

Promoters who purchase a single order of 500 PV or more, can achieve Director right away or in their first full month, by simply achieving 4,000 QPV.\*\*

### BENEFITS

#### All the Senior Manager benefits plus...

- Earn the maximum Sales Volume Bonus (20%)
- A prestigious "Director" pin
- Earn Leadership Development Bonuses
- Be recognised in publications and at events
- Participate in specialised Director training
- Earn special Director incentives including travel to special NeoLife events.

\* Active Promoters maintain at least 100 Personal PV each month. Senior and Executive Managers must have Active Promoter status the month prior to achieving Director.

\*\*New Director qualification on the Fast Track must be completed in the month of Kit purchase or in the next Sales Month. Otherwise the regular Director qualifications apply.

This NeoLife business would earn **more than A\$25,000 | NZ\$27,000** per year!

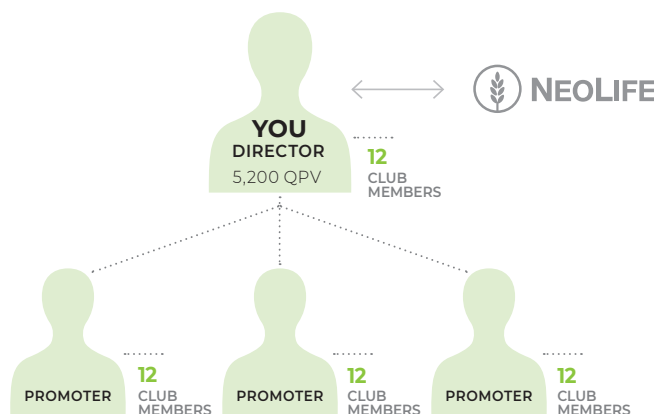
### BUILD YOUR BASIC 3:

- You have 12 Club Members
- You have started 3 other people as Promoters and they also have 12 Club Members each

In our illustration, we assume each Club Member is using 100 PV worth of product. New customers may start with less than this, but regular customers often use much more.

A Director-size business built in this way would earn approximately A\$25,000 | NZ\$27,000 per year including incentives! This is excellent income for part-time work.

The illustration above is designed to simplify the explanation of how a NeoLife business is built.



The Director Model accumulating 5,200 QPV is illustrated throughout these income examples. The minimum qualification for Qualified Director is 4,000 QPV; however the average QPV among Qualifying Directors is significantly higher. In NeoLife examples this Director Model is commonly used.

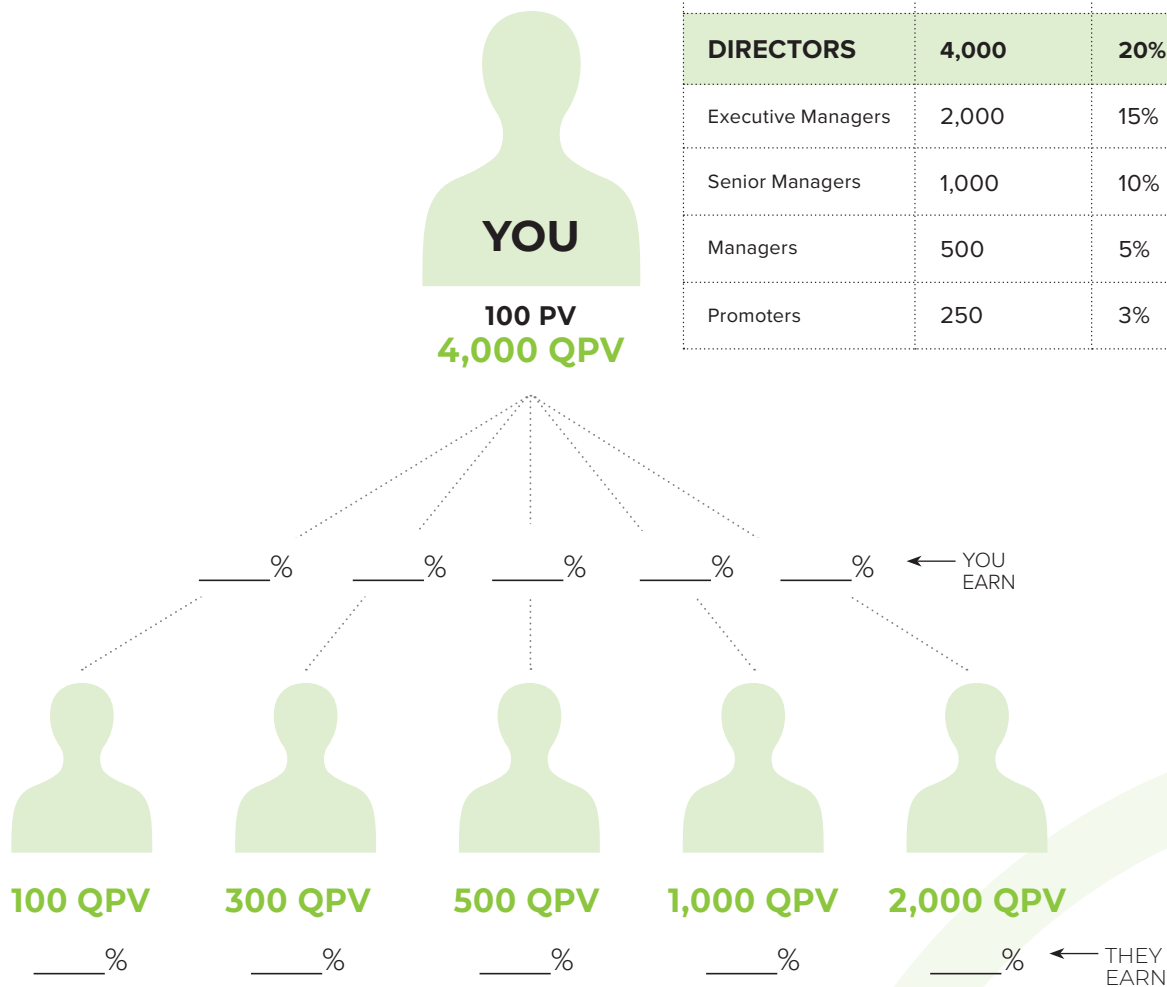
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# Understanding How SVB is Calculated

Complete this fill-in-the-blank exercise with your upline sponsor for an understanding of how earnings are calculated.

Sales Volume Bonus Chart

PROMOTER RANK	TOTAL MONTHLY QPV	SALES VOLUME BONUS
DIRECTORS	4,000	20%
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Promoters	250	3%



When you develop a downline Director (4,000 QPV) your earnings on their volume shifts to the **Leadership Development Bonus (LDB)**! See page 13.

Answer key: (Left to Right) You Earn: 20%, 17%, 15%, 10%, 5%  
They Earn: 0%, 3%, 5%, 10%, 15%

# Your Next Step: Achieve Emerald Director

Becoming an Emerald Director reflects consistency in your growing Director business.

## Emerald Director



### QUALIFICATIONS

Two simple steps:

1. Be a NeoLife Director.
2. Achieve 3 consecutive months as a Qualified Director with at least 4,000 QPV.

#### Maintaining Emerald Director:

Once you become an Emerald Director, maintain your qualification by achieving Qualified Director status with 4,000 QPV a minimum of 1 in every 3 months.

### BENEFITS

All the Director benefits plus...

- Eligible to earn a NeoLife Car Bonus and other special incentives
- Receive a prestigious Emerald Director Pin
- Earn Leadership Development Bonuses
- Be recognised in publications and at events
- Qualify to attend Leadership School
- You're one step closer to achieving World Team and all its benefits!

Exciting Incentives Available to Emeralds!\*

**EARN AN EXTRA BONUS  
EACH MONTH!\***



**GET AN EXCLUSIVE INVITE TO  
Leadership School**

Emerald Directors who remain qualified for 3 consecutive months (a total of 6 consecutive months as Qualified Director).

Once qualified, remain eligible to attend by maintaining Emerald Director status and 6 months Qualified out of 9 months prior to the Leadership School.\*



\*See International Incentives book for more details. Available in your NeoLife Back Office. Login to your back office at [myoffice.neolife.com](http://myoffice.neolife.com) > click on 'Resources'.

Incentives are subject to change at the discretion of the company.

# NeoLife World Team

Developing Qualified Directors is your springboard to success!

## WORLD TEAM QUALIFICATIONS

1. Achieve the specified number of First Level Director Legs\* and Total Group PV as listed in the chart for a given title.
2. Maintain that level for a total of 3 months within a six-month period and you earn your World Team/President's Team title.

### PRO-TIP: KEEP IT UP!

Achieve 3 consecutive months at your new World Team title and earn a Step-Up Bonus!\*\*

Your Step-Up month can be counted as the first month of the 3 consecutive month requirement.

\* "First Level Director Legs" refers to Qualified Directors or higher in your Qualifying Team.

\*\* See International Incentives book for more details. Available in your NeoLife Back Office. Login to your Back Office at [myoffice.neolife.com](http://myoffice.neolife.com) > click on 'Resources.'

Incentives are subject to change at the discretion of the company.

## WORLD TEAM BENEFITS

- Receive a World Team Pin
- Qualify for special incentives like Step-Up Consistency Cash
- Attend World Team Vacation and travel to luxurious vacation destinations
- Be recognised in publications and on-stage at events
- Attend special meetings, trainings and invitation-only events.

## PRESIDENT'S TEAM BENEFITS

All the World Team benefits plus...

- Receive a President's Team Pin, made of real gold and precious gemstones
- Attend Diamond Director Lifestyle events at the most highly sought after destinations around the world
- Qualify for exclusive incentives including President's Team Consistency Cash, President's Team Emerald Director Development Bonus and much, much more!

## World Team Qualification Chart

	TITLE	QUALIFICATIONS	
		First Level Director Legs	Total Group PV
PRESIDENT'S TEAM	5 Diamond Director	18	500,000
	4 Diamond Director	16	400,000
	3 Diamond Director	14	300,000
	2 Diamond Director	12	250,000
	1 Diamond Director	10	200,000
	5 Ruby Director	8	150,000
	4 Ruby Director	6	100,000
	3 Ruby Director	5	50,000
	2 Ruby Director	4	30,000
	1 Ruby Director	3	20,000
	Sapphire Director	1	10,000

**TIP:** Group PV is your QPV plus the QPV of three levels of Qualified Directors in your group.

Maintain your World Team or President's Team title by qualifying a minimum of 3 out of 12 months (January - December) in the current calendar year.

# The Power of Duplication

## YOUR BUSINESS: BUILDING THROUGH DUPLICATION

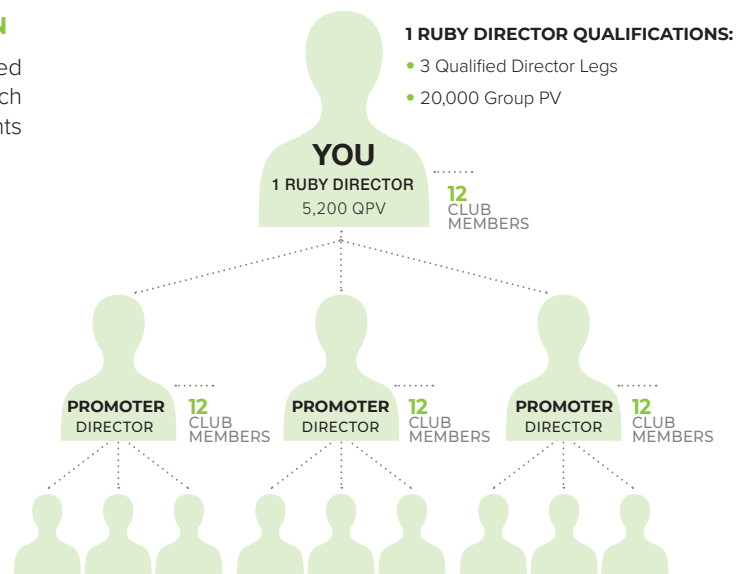
Each of the Directors in the illustration below has developed their own network of Club Members and Promoters and so each is maintaining a business averaging approximately 5,200 Points per month.

A NeoLife business structured like this would earn **more than A\$45,000 | NZ\$48,000** per year!

This illustration also shows you continuing to service your 12 customers, but it's important to note that Directors at this level have quite often built a much larger personal customer base—and are therefore earning much more residual income than that indicated by this basic illustration.

This is a simplified illustration of a 1 Ruby Director-size NeoLife business.

Example illustration only. These sales network illustrations and earnings calculations are not a guarantee or projection of actual income that a NeoLife Promoter will earn through his or her participation in the Compensation Plan. Any guarantee of earnings would be misleading. Success with the NeoLife Compensation Plan results from successful sales efforts and business development on the part of the Promoter. Income applicable to the individuals (or examples) depicted are not average. For average financial performance data, see the Statement of Average Gross Compensation paid by NeoLife at NeoLife.com.



# Leadership Development Bonus

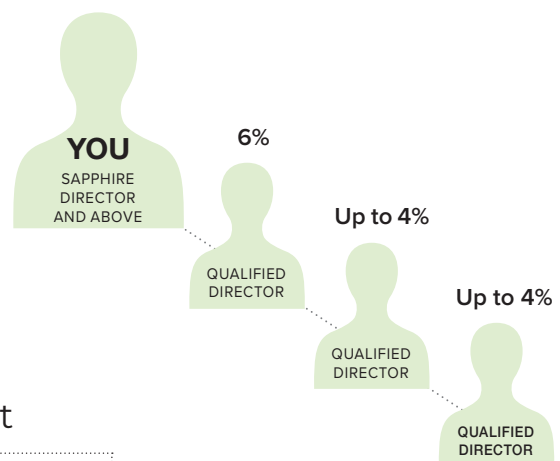
## HERE'S HOW IT WORKS:

When you help others to grow their own Director-size NeoLife business, they begin earning top-of-the-chart Sales Volume Bonus—and your earnings on their volume shifts to Leadership Development Bonus.

**Leadership Development Bonus is how NeoLife rewards your leadership role in developing your network of Director-size businesses.**

You earn Leadership Development Bonus on 3 levels of Qualified Directors: As you advance up the World Team to 3 Ruby Director, your Bonus percentages grow to 6% on your First-Level Directors, 4% on your Second-Level Directors and 4% on your Third-Level Directors.

## EXAMPLE:



## Leadership Development Bonus Chart

	TITLE	QUALIFICATIONS		
		1st Level	2nd Level	3rd Level
QUALIFIED	4 Ruby and above	6%	4%	4%
	3 Ruby Director	6%	4%	4%
	2 Ruby Director	6%	4%	3%
	1 Ruby Director	6%	3%	2%
	Sapphire Director	6%	2%	1%
	Director	5%	2%	1%

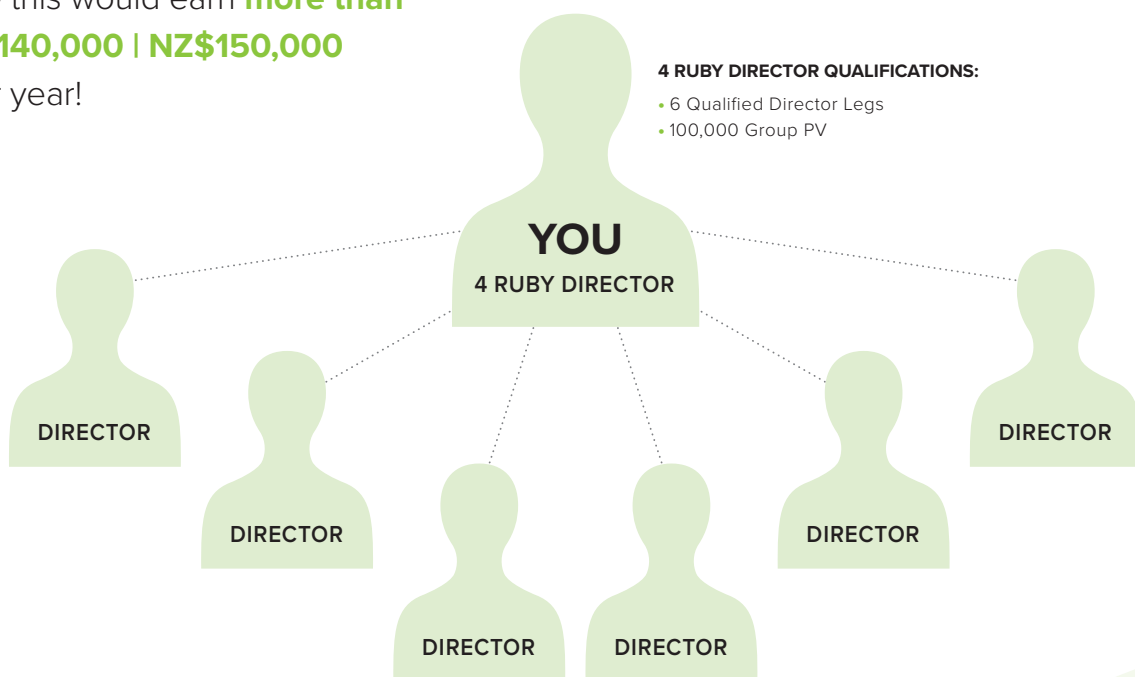
For qualification requirements, see page 12.

# The Ultimate Reward:

## JOINING THE PRESIDENT'S TEAM

Using the Power of Duplication, in this illustration you have now helped a total of 6 Directors and they have each helped 3 others to achieve a Director-size business.

A NeoLife business structured like this would earn **more than A\$140,000 | NZ\$150,000** per year!



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# Network Development Bonus

## WHAT IS A NETWORK DEVELOPMENT BONUS?

As you continue to take advantage of the Power of Duplication, adding new Directors and helping your group develop Directors in their networks, you will achieve 4 Ruby Director title which makes you a member of the elite President's Team — and you begin earning your Network Development Bonus (NDB).

4 Ruby Directors and above earn their Network Development Bonus on their entire network's organisations, through unlimited levels, down to and including the next Director of the same pay status.

As a Diamond Director you earn 0.5% bonus on all the Directors in the network of the first Diamond Director below you. This is regardless of the status of that Diamond Director and continues down through all levels until another Diamond Director is reached.

**These Network Development Bonuses are paid in addition to the Leadership Development Bonuses you earn!**

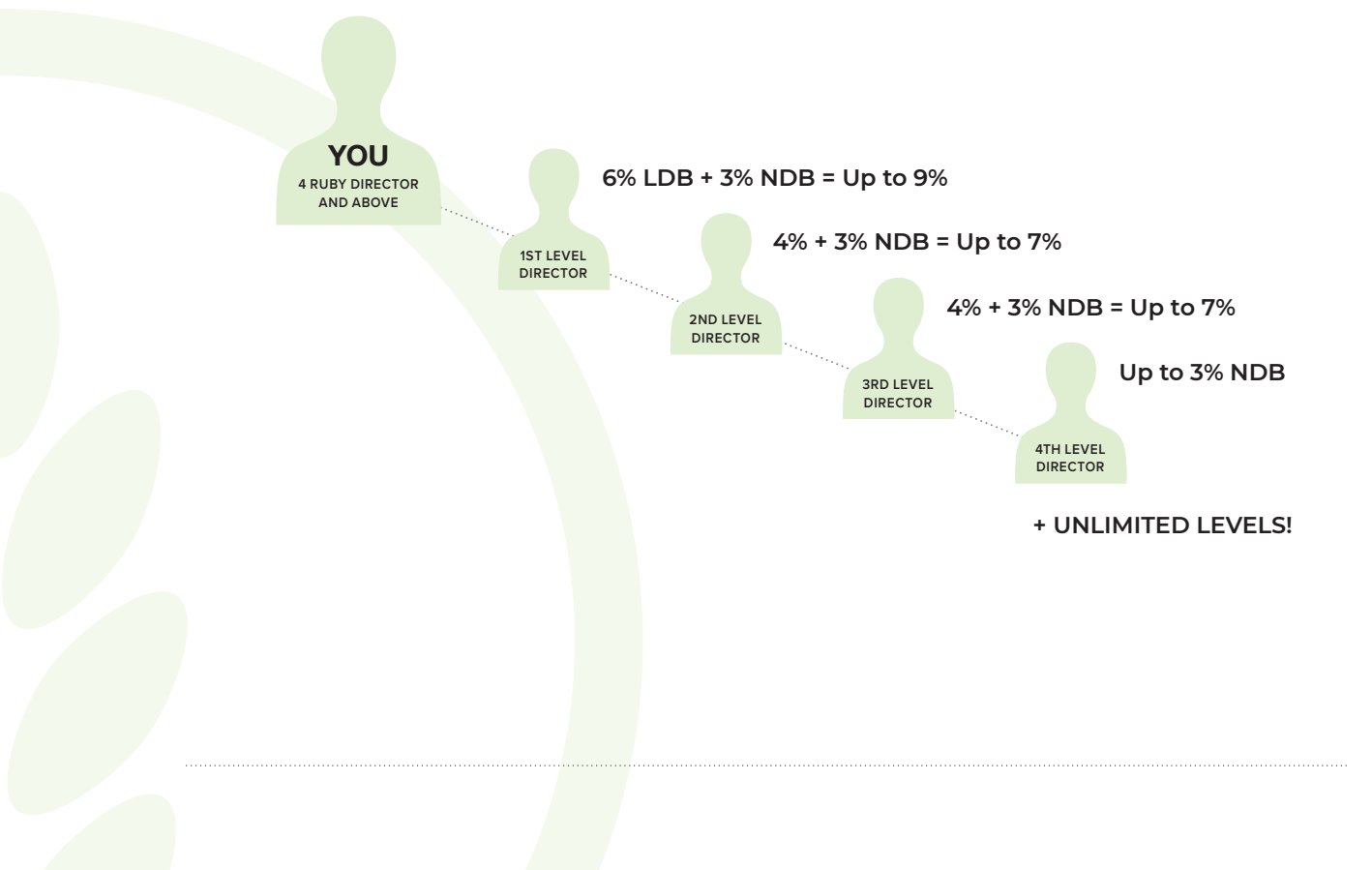
President's Team - Network Development Bonus Chart

	Legs / Group	Own Team	4 Ruby	5 Ruby	Payment on First Level Diamond Director	
					1 Diamond	2–5 Diamond
5 Diamond Director	18 / 500,000	3%	2.5%	2%	1%	0.5%
4 Diamond Director	16 / 400,000	3%	2.5%	2%	1%	0.5%
3 Diamond Director	14 / 300,000	3%	2.5%	2%	1%	0.5%
2 Diamond Director	12 / 250,000	3%	2.5%	2%	1%	0.5%
1 Diamond Director	10 / 200,000	2%	1.5%	1%	0.5%	0.5%
5 Ruby Director	8 / 150,000	1%	0.5%	0.5%*		
4 Ruby Director	6 / 100,000	0.5%	0.5%*			

\*Paid on downline Qualified Directors under Ruby Directors of the same status.

## WITH NEOLIFE, THERE IS NO LIMIT ON YOUR INCOME!

You help yourself by helping others—the bigger you build, the more you earn!



#### NeoLife International Head Office

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#### NeoLife Emails

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Challenge - [challenge@neolife.com.au](mailto:challenge@neolife.com.au) | [.co.nz](mailto:challenge@neolife.co.nz)  
Sign ups - [signup@neolife.com.au](mailto:signup@neolife.com.au) | [.co.nz](mailto:signup@neolife.co.nz)



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