

OVERALL

**SALES
COMPENSATION
PLAN**

COMPENSATION PLAN



"You work to educate, and our plan Compensates you."

Qyral's foundation is built upon educating your immediate network on what skincare, weight loss and longevity is, and how the right products can only be right when they are personalized. While you are educating yourself and becoming an expert within your network, this document is designed to outline how you are compensated for promoting our products and brand values.

MULTIPLE WAYS TO EARN



Qyral's Compensation Plan outlines the following ways that you can earn:

- 1 Personal Sales Commission when your customers place an order from your Qyral website**
- 2 Personal Sales Commissions on your own personal orders**
- 3 Fast Start Bonus Rewards**
- 4 Level Pay**
- 5 Generational Pay**
- 6 Advancement Bonuses**
- 7 Monthly Lifestyle Bonuses**

Fast Start Bonus Rewards

PERSONAL VOLUME	BONUS
500	\$50
1,000	\$100
2,000	\$225
3,000	\$350

"Sales" represents Personal Volume (PV) as described in the definitions section.

Fast Start Rewards Earn them twice!
You can earn this bonus at any level both in your enrollment month and in your next full month of business.

Personal Sales Commissions

MONTHLY PV	% ON PV
0	20%
300 PV	25%
750 PV	30%
2,000 PV	35%
5,000 PV	40%

Level, Generation, and Bonus Pay

RANK	PERSONAL VOLUME	DOWNLINE VOLUME	MVR	OUTSIDE VOLUME	LEVEL PAY				GENERATION PAY				*ONE-TIME BONUS	MONTHLY BONUS
					L1	L2	L3	L4	G1	G2	G3	G4		
Qualified Consultant (QC)	200		---		3%									
Advanced Consultant (AC)	200	700	350		5%									
Lead Consultant (LC)	300	1,200	600		7%	2%							\$100	
Senior Consultant (SC)	400	2,000	1,000		8%	3%							\$200	
Team Manager (TM)	500	3,000	1,500		10%	5%	2%						\$300	
Advanced Manager (AM)	500	4,500	2,250		10%	7%	3%						\$400	
Senior Manager (SM)	500	7,000	3,500		10%	7%	5%	3%					\$500	
Director (D)	500	12,000	6,000	1,200	10%	7%	5%	3%	2%					\$500
Advanced Director (AD)	500	24,000	12,000	3,000	10%	7%	5%	3%	3%	2%				\$1,000
Senior Director (SD)	500	50,000	25,000	8,000	10%	7%	5%	3%	3%	3%	2%			\$1,500
Executive Director (ED)	500	100,000	50,000	18,000	10%	7%	5%	3%	3%	3%	2%			\$2,000

DEFINITIONS

of Terms & Concepts

<p>ACTIVE</p>	<p>A Consultant must maintain at least 200 Personal Volume (PV) to be considered Active for that period. Many bonuses require a Consultant to be active in order to receive the bonus. Personal and customer purchases will accrue towards your PV and count towards Active status.</p>
<p>CANCELLATION POLICY (CONSULTANT)</p>	<p>Consultants must have a minimum of 300 in PV in a 6-month period in order to keep that title and their downline. If these requirements are not met in any 6-month period, the Consultant Agreement will be cancelled, resulting in the removal from the company downline organization. That Consultant's downline will be compressed to the next upline Consultant who is in good standing and the Consultant will then be converted to customer status.</p>
<p>CAREER PATH</p>	<p>The Career Path serves as the main way to acknowledge skill and competency in this plan. Only Qyral consultants have the opportunity to progress through the Career Path.</p>
<p>CAREER TITLE</p>	<p>Your Career Title is your recognition title or the highest title you have achieved. Your Career Title does not change unless you are promoted or demoted, unlike a Paid-as Title which may vary from month to month.</p>
<p>CLAWBACK</p>	<p>A term to represent when a sales transaction is returned and the earnings issued in association to that transaction are paid back to the company.</p>
<p>COMMISSIONABLE VOLUME CV</p>	<p>Each product has a Commissionable Volume (CV) assigned to it. CV is 70% of QV and is used to calculate upline commissions. The percentages earned on CV is based on the Paid-As-Title earned for the commission period.</p>
<p>COMPRESSION GENERAL</p>	<p>When a Consultant is cancelled and no longer part of the company, their downline is compressed to their upline, filling the gap left by the cancelled Consultant.</p>

<p style="text-align: center;">COMPRESSION (DIRECTOR TITLE AND HIGHER) POLICY</p>	<p>If a Consultant was paid-as Director or higher in the last four periods is to be cancelled (whether voluntarily or involuntarily), their downline will only be compressed up under the following conditions:</p> <ol style="list-style-type: none"> 1. If their Enroller/Sponsor has been paid-as a Director or higher at least once in the last four periods, then the downline will immediately be compressed up. 2. If their Enroller/Sponsor has not been paid-as a Director or higher at least once in the last four periods, then they will be given the next six periods to be paid-as a Director or higher at least twice. If the Enroller/Sponsor promotes to Director in the last of the six-month period, then they will be given the following period to qualify as a Director again (to meet the 2 periods of being paid-as Director or higher). <p>If the Enroller/Sponsor qualifies under either of these conditions, then the downline of the cancelled Consultant will be compressed up upon the completion of the qualifications but no retroactive commissions will be paid. If the Enroller/Sponsor does not qualify under either of these conditions, then the position of the cancelled Consultant will remain vacant and will not be removed from the genealogy so that the lineage remains intact and continues to be considered one leg to the Enroller/Sponsor.</p>
<p style="text-align: center;">CONSULTANT</p>	<p>A person who has enrolled as a Qyral Consultant and completed the Consultant Agreement and Enrollment Application. A Consultant may participate within the Qyral Career Path, enroll other Consultants and Customers, and receive commissions.</p>
<p style="text-align: center;">CUSTOMER</p>	<p>An individual who purchases products for personal use and has not signed a Consultant Agreement with the company. The volume from a customer's purchase(s) is credited to the Consultant who sponsored them.</p>
<p style="text-align: center;">DEMOTION</p>	<p>A Demotion occurs when a Consultant fails to requalify for their Career Title. Please refer to the Requalification Policy.</p>
<p style="text-align: center;">DOWNLINE</p>	<p>All the consultants below you are considered as part of your downline.</p>
<p style="text-align: center;">DOWNLINE VOLUME (DV)</p>	<p>The combined QV from all the purchases made by yourself, your customers, and the consultants and their customers in your entire downline to infinity. A Maximum Volume and Outside Volume Rule applies for rank title qualifications (see MVR & OVR definitions).</p>

<p>ENROLLER</p>	<p>A Consultant who introduces an individual to the company is the “Enroller”, sometimes referred to as the Sponsor. If the original “Enroller” is cancelled the new enroller would be the “Enroller” of the individual who was cancelled.</p>
<p>FAST START REWARD</p>	<p>New Consultants can earn this bonus at any level both in their enrollment month, plus the next full month of business. See Fast Start Chart for bonus details.</p>
<p>GENERATION</p>	<p>A Generation is a group that has formed in a downline. It starts with a Career Title Senior Manager (SM) or higher and includes everyone below them, down to but not including the next SM or higher, based on Career Titles. If a SM or higher is not paid-as a SM, they are still considered a Generation to their upline M3 or higher.</p>
<p>GENERATION BONUS</p>	<p>Paid-as Director title and higher may receive Generation Bonuses on the Commissionable Volume (CV) from their downline Generations. For example, a G1 would pay out on the sales from the first downline Senior Manager or higher title (based on Career Title) and all the people below them, down to but not including the next Senior Manager or higher (Career Title).</p>
<p>GROUP</p>	<p>You the Consultant and your entire downline, down to but not including the next Senior Manager (SM) (Career Title) or higher (which would be the start of a generation). This is sometimes referred to as a “personal group” when talking about a specific Consultant and their group.</p>
<p>LEG</p>	<p>A Leg begins with a first-level Consultant and includes all of the Consultants beneath You. A Consultant has as many legs as they have first-level Consultants.</p> <p>For example, if Amanda has five first-level Consultants then she has five legs. Sarah is one of Amanda’s first-level Consultants. Sarah, and her entire downline, is one leg to Amanda.</p>
<p>LEVEL</p>	<p>The position a Consultant has in a downline relative to another upline or downline Consultant within a genealogy tree. Consultants personally sponsored (i.e., first level) are Level One. Those Consultants sponsored by Level One Consultants are Level Two, relative to the original Consultant.</p>

<p>LEVEL 1 VOLUME (L1QV)</p>	<p>A Consultant's Level 1 Volume (L1QV) is the combined Qualifying Volume from all of their Level 1 Consultants and the customers of the Level 1 Consultants from the monthly period. This metric does not include a Consultant's own personal volume (PV) or the PV of the Consultant's Level 2 and below.</p>
<p>LEVEL BONUS</p>	<p>Active Consultants may receive a percentage of the Commissionable Volume (CV) from the sales of their downline. The percentages and number of levels that a Consultant receives are based on their Paid-as Title regardless of the title of the people below them. Consultants with 0 Personal Volume (PV) within the period will have the bonus rolled over them to the next upline Consultant who does have PV.</p>
<p>MVR:DV MAXIMUM VOLUME RULE</p>	<p>For title qualification purposes only, you may count up to the stated Maximum Volume Rule amount towards your Downline Volume (DV) from any individual volume source. Each leg and Uncapped PV are a volume source.</p>
<p>MINIMUM COMMISSION CHECK</p>	<p>\$10 - no commission check will be issued less than \$10.</p>
<p>MONTHLY BONUS</p>	<p>Paid-as Directors and higher may receive a Monthly Lifestyle Bonus based on their paid-as title within the monthly period.</p>
<p>NET RETAIL PROFIT</p>	<p>Net Retail Profit = Product retail price excluding the doctor fee, pharmaceutical cost of goods, tax, shipping, and handling charges</p> <p>See Retail Sales Profit chart for PV on each product SKU (found in Consultant Back Office under Resource tab).</p>
<p>OUTSIDE VOLUME RULE (OVR)</p>	<p>This represents the total Qualifying Volume (QV) that exists outside of a Consultant's two strongest volume sources. Each Consultant Leg of a Consultant as well as a Consultant's Personal Volume (PV) are considered as volume sources. In the event of a tie, no more than two volume sources will be considered as the two strongest volume sources for purposes of this metric.</p>
<p>PAID AS TITLE</p>	<p>You are paid at the title for which you qualify during the monthly pay period. The requirements to be paid-as a title are the same as the requirements to promote to that title. If in any period you fail to achieve your Career Title requirements, you are paid at the lower title to which you do qualify during the period.</p>

<p style="text-align: center;">PERIOD</p>	<p>A period refers to the specific time frame in which qualifications and payouts are calculated for. In this plan, a period is equal to an actual Calendar month. Six periods will be six calendar months.</p>																								
<p style="text-align: center;">PERSONAL SALES BONUS</p>	<p>When a Consultant achieves a minimum PV in the period they will be qualified to receive additional percentage commission on their personal and customer orders. The percentage will be paid on the total Net Retail Price of their orders and any customer orders they have from the entire period.</p>																								
<p style="text-align: center;">PERSONAL SPONSOR</p>	<p>The Consultant directly above another Consultant in the genealogy is considered their "Personal Sponsor".</p>																								
<p style="text-align: center;">PERSONAL VOLUME (PV)</p>	<p>The combined QV from your customers purchases and your own purchase.</p>																								
<p style="text-align: center;">PROMOTE (PROMOTION)</p>	<p>A Consultant promotes to a new Paid-as Title when they meet all of the qualifications for that title in the period. The promotion is effective the first day of the same period meaning that regardless of what day the promotion was actually qualified for, the new Title is effective for the entire period. For example, if a Consultant meets the qualifications for a Director on July 23rd, they "promote" to the title of Director for the entire period of July (effective July 1) and will be paid-as a Director for the entire period of July.</p>																								
<p style="text-align: center;">QUALIFIED</p>	<p>A Consultant is Qualified if they meet the Paid-As requirements for a particular payout and/or title. A Consultant will only receive the pay that they are both eligible and qualified for.</p>																								
<p style="text-align: center;">QUALIFYING VOLUME QV</p>	<p>Each inventory item has a Qualifying Volume (QV) assigned to it. QV is used in Personal Volume (PV) and Level 1 Volume (L1QV) and is used solely to determine if the Consultant is qualified based on the terms of their respective title. Qualifying Volume in this plan is equal to the Net Retail Price.</p>																								
<p style="text-align: center;">*RANK ADVANCEMENT BONUS</p>	<p>Time Frames for earning Rank Advancement Bonuses. Note: Multiple Bonuses can be earned at the same time.</p> <table border="1" data-bbox="529 1671 1382 1881"> <thead> <tr> <th></th> <th>LC</th> <th>SC</th> <th>TM</th> <th>AM</th> <th>SM</th> </tr> </thead> <tbody> <tr> <td>Achieved in the Time Frame</td> <td>\$100</td> <td>\$200</td> <td>\$300</td> <td>\$400</td> <td>\$500</td> </tr> <tr> <td>Time Frame</td> <td>2nd Full Month</td> <td>3rd Full Month</td> <td>4th Full Month</td> <td>5th Full Month</td> <td>6th Full Month</td> </tr> <tr> <td>After Time Frame</td> <td>\$50</td> <td>\$100</td> <td>\$150</td> <td>\$200</td> <td>\$250</td> </tr> </tbody> </table>		LC	SC	TM	AM	SM	Achieved in the Time Frame	\$100	\$200	\$300	\$400	\$500	Time Frame	2nd Full Month	3rd Full Month	4th Full Month	5th Full Month	6th Full Month	After Time Frame	\$50	\$100	\$150	\$200	\$250
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<p style="text-align: center;">REINSTATEMENT POLICY</p>	<p>If a consultant is cancelled or resigns, they may request reinstatement at any time and, if approved, will be reinstated under their original sponsor. Their downline organization will not be reinstated nor their previous title. They will be considered a new consultant for all intents and purposes. If a consultant wishes to join under a different sponsor, they must wait for a minimum of six months after termination before reapplying and will start as a new partner, without their former downline and title.</p>
<p style="text-align: center;">REQUALIFICATION POLICY</p>	<p>Senior Directors and higher must be paid-as their Career title at least once every 12 months in order to keep their Career Title. If a Senior Director of higher is not paid-as their Career Title at least once within 12 consecutive months their Career Title will be demoted the highest paid-as title in the 12-month time period. There are no demotions for titles lower than Senior Manager. If the title they were paid-as in the 12th month is lower than Advanced Manager the lowest, they will be demoted to would be Advanced Manager.</p>
<p style="text-align: center;">ROLL-UP</p>	<p>Roll-up refers to the “rolling up” of payouts due to a Consultant being inactive, unqualified, or ineligible and giving it to a Consultant that is active, eligible, and qualified. In this plan, roll-up is used in some bonuses.</p>

This document was created for illustration purposes only and not in any way intended to provide business advice. Qyral, LLC does not guarantee that any Consultants participating in the outlined business opportunity will generate any income. Consultant’s business results will vary and will be based on, among other factors, each Partner’s individual capacity, business experience, expertise and motivation. Readers are cautioned not to place undue reliance in any examples outlined and urged to perform their own due diligence prior to making any decision to participate.