



XPIRIENT

Xpirient Compensation Plan

Enrollment & Placement

The Xpirient compensation plan has two simultaneous structures for the downline. There is the Enrollment Tree and the Placement Tree.

Lineage

A consultant who directly sponsors another consultant is called the Enroller. If Joe “enrolls” Sally who “enrolls” Marry who “enrolls” Bob, that is referred to as a line of Lineage for Joe and is visible in the Consultant Portal as the “Enroller” tree.

Placement

A consultant may be placed by their Enroller underneath another consultant in the Enroller’s organization without giving away lineage or lineage. Where the enroller is placed is reflected in the “Placement Tree.” If Joe “enrolls” Sally and places her under Jane, she would be in Jane’s “Placement” tree, but not in Jane’s “enroller” tree. Sally would not be “Lineage” to Jane.

Volume

XPIRIENT ONLY PAYS BONUSES AND COMMISSIONS ON PRODUCTS AND SERVICES SOLD. XPIRIENT PAYS NO BONUSES AND COMMISSIONS FOR THE RECRUITMENT OF OTHER CONSULTANTS (BUSINESS BUILDERS).

Personal Enrollment Volume

The enrollment of a new member is treated uniquely. When a new member is enrolled by a consultant, their initiation fees and their first month dues which are collected up front, are collectively referred to as Personal Enrollment Volume.

Lineage Volume

Lineage Volume is all volume produced in your enrollment tree.

Group Volume

Group Volume is all volume produced in your Placement tree. Lineage has no bearing on Group volume.

Rank Requirements

Consultant

A Consultant is an active Consultant.

1 Star Ambassador

An Associate is a Consultant that has created a minimum of \$100 in Lineage Volume in a calendar month. To retain the rank of Associate the Consultant must maintain Associate qualifications each month and have 1 active personally sponsored member.

2 Star Ambassador

A 2 Star Ambassador is a Consultant that has created a minimum of \$1,000 in Lineage Volume in a calendar month. To retain the rank of 2 Star Ambassador the Consultant must maintain 2 Star Ambassador qualifications each month each month and have 2 active personally sponsored members.

3 Star Ambassador

An 3 Star Ambassador is a Consultant that has created a minimum of \$2,000 in Lineage Volume in a calendar month with no more than 90% coming from any 1 line of lineage.. To retain the rank of 3 Star Ambassador the Consultant must maintain 3 Star Ambassador qualifications each month and have 3 active personally sponsored members.

4 Star Ambassador

A 4 Star Ambassador is a Consultant that has created a minimum of \$4,000 in Lineage Volume in a calendar month with no more than 80% coming from any 1 line of lineage. To retain the rank of 4 Star Ambassador the Consultant must maintain 4 Star Ambassador qualifications each month and have 3 active personally sponsored members.

5 Star Ambassador

A 5 Star Ambassador is a Consultant that has created a minimum of \$8,000 in Lineage Volume in a calendar month with no more than 70% coming from any 1 lineage. To retain the rank of 5 Star Ambassador the Consultant must maintain 5 Star Ambassador qualifications and have 4 active personally sponsored members.

6 Star Ambassador

A 6 Star Ambassador is a Consultant that has created a minimum of \$15,000 in Lineage Volume in a calendar month with no more than 70% coming from any 1 lineage. To retain the rank of 6 Star Ambassador the Consultant must maintain 6 Star Ambassador qualifications and have 4 active personally sponsored members.

Executive

An Executive is a Consultant that has created a minimum of \$30,000 in Lineage Volume in a calendar month with no more than 60% coming from any 1 line of lineage. To retain the rank of Executive the Consultant must maintain Executive qualifications and have 4 active personally sponsored members.

Sapphire Executive

A Sapphire Executive is a Consultant that has created a minimum of \$60,000 in Lineage Volume in a calendar month with no more than 50% coming from any 1 line of lineage. To retain the rank of Sapphire Executive the Consultant must maintain Sapphire qualifications and

have 4 active personally sponsored members.

Ruby Executive

A Ruby Executive is a Consultant that has created a minimum of \$120,000 in Lineage Volume in a calendar month with no more than 40% coming from any 1 line of lineage. To retain the rank of Ruby Executive the Consultant must maintain Ruby qualifications and have 4 active personally sponsored members.

Emerald Executive

An Emerald Executive is a Consultant that has created a minimum of \$250,000 in Lineage Volume in a calendar month with no more than 40% coming from any 1 line of lineage. To retain the rank of Emerald Executive the Consultant must maintain Emerald qualifications and have 4 active personally sponsored members.

Diamond Executive

A Diamond Executive is a Consultant that has created a minimum of \$500,000 in monthly Lineage Volume in a calendar month with no more than 40% coming from any 1 line of lineage.

To retain the rank of Diamond Executive the Consultant must maintain Diamond Executive qualifications and have 4 active personally sponsored members.

Crown Executive

A Crown Executive is a Consultant that has created a minimum of \$1,000,000 in monthly Lineage Volume in a calendar month with no more than 40% coming from any 1 line of lineage. To retain the rank of Crown Executive the Consultant must maintain Crown Executive qualifications and have 4 active personally sponsored members.

Key Concepts

To help you understand how powerful Xpirient's compensation plan is, it is important to understand a few unique concepts within our structure.

Holding Tank

Xpirient allows a Consultant to wait 60 days to finalize an enrollment's place in the downline.

Qualified

For a Consultant to be "qualified" to earn the bonuses in Xpirient compensation plan, they must reach the rank of Associate.

Compression

The Xpirient Unilevel and Generational bonuses feature Compression. Compression means that when a Consultant cancels, is terminated, or otherwise becomes inactive, their downline is linked to the sponsor of the inactive Consultant causing a "compression" effect on the downline. In other words, when determining how many levels you are compensated on, inactive Consultants do not count as a level.

Direct Commission

Xpirient pays a Direct Commission to the consultant for all Personal Enrollment Volume each week. This commission increases the more Personal Enrollment Volume the consultant produces in a given pay week.

Personal Sales Volume This Week	Up to 300	301-900	901+
Percentage	10%	15%	20%

The percentage that a consultant qualifies for in a given week is paid on all their personal enrollment Volume for that week.

For instance, if a consultant generates \$300 of Personal Enrollment Volume their Direct Commission would be \$30. If the consultant generates \$900 of Personal Enrollment Volume their Direct Commission would be \$135 because the 15% is applied to the entire \$900.

New Member Bundles

When a new member chooses a New Member Bundle at the point of enrollment, the sponsoring Consultant will receive a \$100 Direct Commission.

Fast Start Bonus

When a consultant produces \$1000 of Lineage Volume and enrolls two personally sponsored members (Elite or Standard) within 31 days of their enrollment date, the company pays a \$250 Fast Start Bonus. The Bonus is paid on the 15th of the month following the month when the 31 day Fast Start period concludes.

Builder Bonus

Tier 1

Every month a Consultant has \$200 in Volume from Active Personally Enrolled members they will receive a bonus of \$50 referred to as the Tier 1 Builder's Bonus.

Tier 2

Every month a Consultant has \$400 in Volume from Active Personally Enrolled members they will receive a bonus of \$100 referred to as the Tier 2 Builder's Bonus.

The builder's bonuses are not cumulative. A consultant will be paid the higher of the two tiers that they qualify for.

Weekly Bonuses

Duplication Bonus (Paid Weekly)

Consultants receive 10% on all the Personal Enrollment Volume produced by their personally enrolled Consultants in the first 8 days of the enrolled Consultant's career with Xpirient.

Unilevel Volume Bonus

Xpirient pays a percentage of the Group Volume collected by Xpirient each week through 6 levels.

Unilevel Bonus

	1 Star	2 Star	3 Star	4 Star	5 Star	6 Star	Exec	Sapphire Exec	Ruby Exec	Emerald Exec	Diamond Exec	Crown Exec
LVL 1	5%	5%	5%	5%	5%	5%	5%	5%	5%	5%	5%	5%
LVL 2		5%	5%	5%	5%	5%	5%	5%	5%	5%	5%	5%
LVL 3			4%	4%	4%	4%	4%	4%	4%	4%	4%	4%
LVL 4				4%	4%	4%	4%	4%	4%	4%	4%	4%
LVL 5					4%	4%	4%	4%	4%	4%	4%	4%
LVL 6						4%	4%	4%	4%	4%	4%	4%
												26%

Generational Bonus

Xpirient's Unilevel Bonus also offers a Generational Bonus to reward Consultants for reaching the rank of Sapphire Executive and beyond. When you reach the level of Sapphire (or above) you will be paid down to as many as seven (7) generations of Sapphires (and above). A Generation begins when a Qualified Sapphire or higher (including yourself) is found in any leg of your Enrollment Tree and ends with, but does not include, the next Qualified Sapphire or higher. Compression applies to the Generational Leadership Bonus as it did with the Weekly Unilevel Bonus. The Generational Bonus is applied to the same Volume used to calculate the Unilevel bonus.

Rank	Sapphire Exec	Ruby Exec	Emerald Exec	Diamond Exec	Crown Executive
1st Generation	4%	4%	4%	4%	4%
2nd Generation	4%	4%	4%	4%	4%
3rd Generation	4%	4%	4%	4%	4%
4th Generation		4%	4%	4%	4%
5th Generation			4%	4%	4%
6th Generation				4%	4%
7th Generation					4%
					28%

Monthly Bonuses

Producer Bonus

Consultants who produce \$1500 in Personal Enrollment Volume within a calendar month receive a bonus check of \$200.

There is no limit to how many Producer Bonuses can be earned in a month. Every multiple of 1500 in Personal Enrollment Volume receives another \$200. For instance, if a Consultant produces \$4500 in personal one-time Volume they would receive \$600 (3 bonuses of \$200 each).

Lifestyle Bonus

Xpirient will pay a monthly lifestyle bonus at the following monthly Lineage Volume levels with no more than 40% coming from any 1 line of lineage.

Monthly Lineage Volume	Monthly Lifestyle Bonus
4,000	\$200
8,000	\$400
15,000	\$600
30,000	\$800
60,000	\$1,200
120,000	\$2,500
250,000	\$5,000
500,000	\$10,000
1,000,000	\$25,000

Leadership Bonus Pool

We want to incentivize our leaders to think about the big-picture and the overall health of Xpirient, rather than only their individual teams. We want leaders to pour their talents into growing Xpirient regardless of whether they are working directly with their own group or someone else's. To that end Xpirient provides a Leadership Bonus Pool where consultants at the rank of Emerald Executive and above get to participate in the overall growth of Xpirient.

Each month Xpirient will take 2% of all commissionable Volume and divide it among the Consultants at the paid rank of Emerald Executive and above. The pool will be divided in the following manner:

EMERALD = 1 SHARE DIAMOND = 2 SHARES CROWN = 4 SHARES

Consultants participating in the Leadership Bonus Pool receive 1 additional share for every line of personal lineage in their organization, beyond their 3rd line, with a Ruby Executive or above. In other words, if an Emerald Executive has 4 lines of lineage, all with at least one consultant at the rank of Ruby or Above, they would receive 2 shares in the pool; one share for being an Emerald and one additional share for having a line of lineage beyond 3 that has a Ruby or above.