

OBSYDIEN



**Compensation Plan
2020**

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Simple and rewarding real income that grows with you at each rank. At Obsydien we know the value of long term growth. Our bonus structure rewards all levels with a focus on recognition, reward, and retention at the lowest levels all the way to the top! Obsydien rewards teamwork, coaching and mentoring for greater success and more fun.

1. Retail Sales

The more you sell the more you earn! Receive a bonus for personal sales in a monthly pay cycle.

Example:

1. Generate up to £499 in Personal Sales during a monthly pay cycle and you'll earn the Sales Income Bonus of 15%.
2. Generate £500 - £999 in Personal Sales and receive an extra 5% for a total of 20%.
3. Generate over £1000 in Personal Sales Income and receive an extra 5% for a total of 25%.

| 0- 499 bv | 500 -999 bv | 1000+ bv |
|-----------|-------------|----------|
| 15% | 20% | 25% |

**Earn Retail commissions on ALL your personal customer sales – each and every month

2. Customer Bonus

The lifeblood of any business is the acquisition of customers. The Customer Bonus rewards Distributors for enrolling Personally Sponsored Qualified Customers each month.

For this bonus – a Personally Sponsored Qualified Customer is one that has placed a 100bv or more order in that month. Includes new customers, previous customers and autoship customers.

In any month... Distributors can earn £75.00 for enrolling 5-7 Qualified customers with 100 bv or more. Distributors can earn £100.00 for enrolling 8 or more qualified customers with 100 bv or more and an additional £100 for every additional 8 Qualified customers

| | | |
|-----------------------|-----------------------|--------------------|
| 5 Qualified Customers | 8 Qualified Customers | Every Additional 8 |
| £75 | £100 | £100 |

3. Quick Start Rank Bonus

One time bonus that is paid out if you rank advance in your first 2 months. You can earn part of the bonus or all of it – the choice is yours.

Go Fast – Earn More!!! To earn this bonus you must rank advance within 2 months including the initial enrolment month

| | | |
|---|------------|------------|
| Hit Rank 1 | Hit Rank 2 | Hit Rank 3 |
| £100 | £100 | £300 |
| Total £500 Bonus in the first 2 months | | |

4. Guaranteed Earnings

Obsydien rewards you for building a strong sales team.

No More Guessing!!!. Hit the Rank and earn the cash.

We pay you a guaranteed amount based on your rank each and every month.

| | | | | |
|---------------|---------------|---------------|---------------|---------------|
| Rank 1 | Rank 2 | Rank 3 | Rank 4 | Rank 5 |
| £50 | £100 | £250 | £750 | £1700 |

| | | | | |
|---------------|---------------|----------------|----------------|----------------|
| Rank 6 | Rank 7 | Rank 8 | Rank 9 | Rank 10 |
| £4000 | £8000 | £15,000 | £25,000 | £45,000 |

| | | | | |
|----------------|----------------|-----------------|-----------------|-----------------|
| Rank 11 | Rank 12 | Rank 13 | Rank 14 | Rank 15 |
| £65,000 | £90,000 | £120,000 | £170,000 | £225,000 |

| Requirements | | | | | |
|--------------|-----|----|----|-----------------------|-------------------------------|
| Rank | PV | PP | PC | Qualified Team Volume | Max % - Max Volume from 1 leg |
| Rank 1 | 100 | 2 | 2 | 300 | 80% - 240 |
| Rank 2 | 100 | 2 | 2 | 600 | 70% - 420 |
| Rank 3 | 100 | 2 | 2 | 1500 | 60% - 900 |
| Rank 4 | 100 | 3 | 3 | 5000 | 50% - 2500 |
| Rank 5 | 100 | 3 | 3 | 10,000 | 50% - 5000 |
| Rank 6 | 200 | 3 | 3 | 25,000 | 40% - 10,000 |
| Rank 7 | 200 | 3 | 3 | 50,000 | 40% - 20,000 |
| Rank 8 | 200 | 4 | 4 | 100,000 | 40% - 40,000 |
| Rank 9 | 200 | 4 | 4 | 200,000 | 40% - 80,000 |
| Rank 10 | 200 | 4 | 4 | 350,000 | 40% - 140,000 |
| Rank 11 | 200 | 4 | 4 | 500,000 | 40% - 200,000 |
| Rank 12 | 200 | 5 | 5 | 750,000 | 40% - 300,000 |
| Rank 13 | 200 | 5 | 5 | 1,000,000 | 40% - 400,000 |
| Rank 14 | 200 | 5 | 5 | 1,500,000 | 40% - 600,000 |
| Rank 15 | 200 | 5 | 5 | 2,000,000 | 40% - 800,000 |

PV – Personal Volume from the distributors own purchases / sales

PP – Personal Distributors who are active with 100 bV purchases / sales

PC – Personal Customers with minimum 35 bV order

Qualified Team Volume – does NOT include your own purchases or personal customer volume

Total commission payout is capped at 50% of total Qualified Volume

5. One Time Rank Bonus

You can earn a “one time” Rank Bonus at each and every rank!!!

****Rank 1-3 are paid out in Quick Start bonus****

| | | |
|--------|-------|---|
| Rank 4 | £1000 | Earn rank for 2 consecutive months. Paid out one lump sum |
| Rank 5 | £2000 | |
| Rank 6 | £3000 | |
| Rank 7 | £7000 | |

| | | |
|---------|---------|---|
| Rank 8 | £15,000 | Earn rank for 3 consecutive months. Paid out over 2 equal instalments |
| Rank 9 | £25,000 | |
| Rank 10 | £45,000 | |
| Rank 11 | £60,000 | |

| | | |
|---------|----------|---|
| Rank 12 | £75,000 | Earn rank for 3 consecutive months. Paid out over 3 equal instalments |
| Rank 13 | £100,000 | |
| Rank 14 | £130,000 | |
| Rank 15 | £250,000 | |

Bonus: Second Team (Re-entry)

As you hit the top of the compensation plan – you can earn the right to start a **SECOND TEAM** with a re-entry.

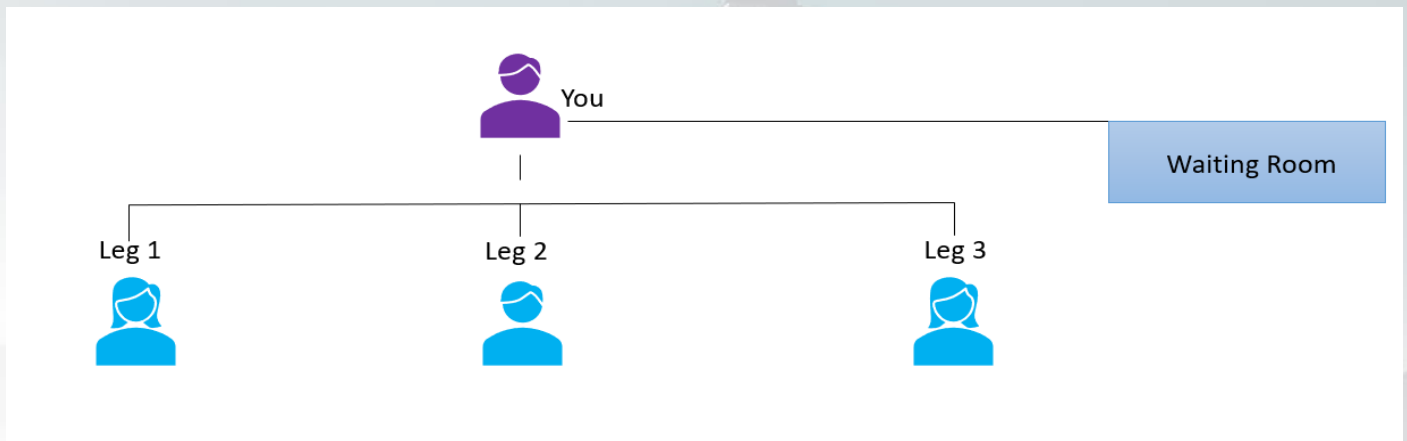
1. What is a Second Team? It's a chance to start a brand new business team with OBSYDIEN and start from the beginning all over again.
2. Qualifications? You **MUST** hit rank 12 and hold it for three consecutive months before being eligible for Second Team re-entry.
3. You **MUST** apply to corporate to be eligible for a Second Team re-entry. Corporate will work with you to determine the best re-entry position based on your request. Options include corporate leg, cross- line and team re- entry.

Waiting Room Understanding the Power of Placement

The Waiting Room is a unique and powerful tool to help build your business. Upon enrolment, a Sponsor has 60 days to place their newly enrolled Distributors within their organization. New Distributors/ enrolees that have not been placed by their Sponsor within 60 days of enrolment will, by default, be placed automatically into an open position within the 3 leg structure, with the least amount of volume. It gives you the power and control to strategically place your own new personally sponsored distributors into open positions anywhere in your team within your 3 legs.

When you enrol a personally sponsored distributor– they are automatically placed inside your waiting room for a maximum 60 days. You can place them into any open position in your team. Once moved – all moves are final.

Please note – you can stack inside the waiting room. This means it is possible to place someone into an open spot within the waiting room.



Glossary of Terms

Distributor: An affiliate of Obsydien who is an independent business owner who has the potential to earn commissions under the Obsydien Compensation Plan.

Downline: The network of Distributors who exist under a Distributor either by sponsorship or placement.

Leg: Each individual Distributor, and the entirety of their respective organization, that is enrolled or placed immediately underneath or front line to a Distributor representing one “Leg” in the Distributor’s organization.

Organization: See downline

Max Leg Percentage (ML%): Maximum percentage of volume from any one leg in a Distributor’s organization that counts towards rank qualification, which determines monthly team commissions.

Placement Sponsor: The Distributor whom either the Sponsor or The Company places a newly enrolled Distributor directly under.

Retail Customer: An individual who purchases Obsydien products from a Distributor or directly from the company at the retail price.

AutoShip: Pre-set, recurring monthly order filled, shipped, and charged to a Distributor or Customer.

Sponsor: A Distributor who personally sponsors a new Distributor.

Upline: Your Sponsor, your Placement Sponsor, and all Distributors above a particular Distributor in the line of sponsorship extending to The Company.

Volume:

BV (Bonus Value): The points assigned to all commissionable products.

PP – Personal Distributors who are active with 100 bv purchases / sales

PC – Personal Customers with minimum 35 bv order

QPC – Personal Customers with a minimum 100bv order

QTV- Qualified Team volume - The total BV within a given qualification period for entire downline, does not include your own purchases or personal customer volume

PV (Personal Volume): The total amount of Bonus Value (BV) produced by the Distributor from his/her personal purchases and from sales to their Customers.

Ranks:

Ranks Achieved Rank: The highest rank ever achieved by a Distributor. A Distributor will always be referenced by this rank, which is permanently assigned for as long as they remain engaged.

Paid Rank: The rank the Distributor qualified for in that particular month, which is the rank they are paid at. NOTE: Your monthly Paid Rank is confirmed on the 15th of the following month, after the 15 day Pending Period to process any refunds on orders placed in the previous month.

Current Rank: The rank a Distributor is currently qualified at DURING the pay period, before it ends. This rank could go up or down once the period and Pending period ends.

Pay periods:

All bonuses are calculated on a monthly period

A pay “month” is based on a calendar month.

- All monthly commissions will be calculated and paid on the 15th of the following month.
- All volume adjustments due to failed credit card charges, product refunds, etc. that occur during this 15 day period, and that are applicable to orders processed during the previous month, will be factored into all commission calculations for that month.

It is illegal for a promoter or a participant in a trading scheme to persuade anyone to make a payment by promising benefits from getting others to join a scheme. Do not be misled by claims that high earnings are easily achieved.



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