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COMPENSATION PLAN

OVERVIEW

Neumi's revolutionary Compensation Plan is redefining the standards in the Network Marketing industry by providing exceptional benefits and features that distinguish us from all others.

Featuring seven lucrative Money Makers, Neumi ensures remarkable earnings for individuals at every level, whether they are new Members, part-time networkers, or prominent industry leaders. Our plan is designed to empower individuals to achieve their financial goals.

With a Global Seamless Compensation Plan, Neumi fosters collaborative working relationships across the globe. We believe in the power of connectivity and collaboration, enabling our members to expand their networks and reach new heights of success internationally.

Experience a Compensation Plan that is truly in a league of its own, offering unparalleled opportunities for financial prosperity and global connections.



GLOSSARY

50% Rule: When it comes to rank advancement, there are volume requirements. We have a policy in place to make sure businesses are built correctly and stability is established called the 50% rule. The 50% rule means that no more than 50% of the volume requirement for each rank can't come from one leg. For example, if you need 5,000 qv to reach 1 star, you can only have 2500 come from your strongest leg. If your strongest leg had 2,600 volume, you would still only have 2,500 to attribute to 1 star from that particular leg. However, you would still receive payment for the full 2,600 volume.

CV / Commissionable Volume: All orders from members in your organization AFTER their enrollment period will go towards your CV. All pay from your monthly bonuses (Power of 3, Unilevel & Leadership Pool) will come from your monthly CV.

Dynamic Compression: Dynamic compression insures that you always get paid on the levels you qualify for. For example, if you are a Diamond and qualified for all 7 levels, but you have 2 inactive members in your organization, the system will pull 2 active members from beyond your 7 levels to ensure you receive full pay.

Enrollment Period: Your enrollment period lasts 30 days after you create an account with Neumi.

Enrollment Tree: The enrollment tree is your genealogy tree of enrollments. This tree cannot be customized, but rather follows chronological order of your enrollments. If Sally enrolled Susan, and Susan enrolled Jill, Jill would be on level 2 and Susan would be on level 1 of Sally's enrollment tree. All weekly payouts follow the Enrollment Tree.

Fast Start Volume (FSV): Your FSV is for rank purposes only. When you enroll, all purchases made within your organization will go towards your FSV. Fast Start Volume takes into account all the purchases from the month you enroll + the next full month. For example, if Sally registers on July 7th, her fast start volume will carry with her all the way through July & August for rank advancement purposes. Once August is over, her fast start volume will disappear and rank will now be measured on a month to month basis.

GLOSSARY (CONT.)

Member: Someone who has enrolled in the business and is eligible for commissions, the term distributor or associate can also be used to describe a Neumi member

Monthly Active: Monthly Active means you have placed an order of 100PV sometime within the month you wish to be qualified for monthly commissions.

Placement Tree: After enrolling someone in your organization, you have 30 days to place them anywhere in your placement tree. You can use this tree to help max out your monthly bonuses (power of 3, unilevel, etc). All monthly payouts follow the placement tree.

Preferred Customer: Someone who is signed up to receive their product on auto-ship for a discounted price.

PV / Personal Volume: This volume comes from your own, personal purchases. 1 USD = 1 PV.

QV / Qualified Volume: All purchases made by you, your customers, or any members in your downline go towards your qualifying volume. This volume goes towards helping you rank up.

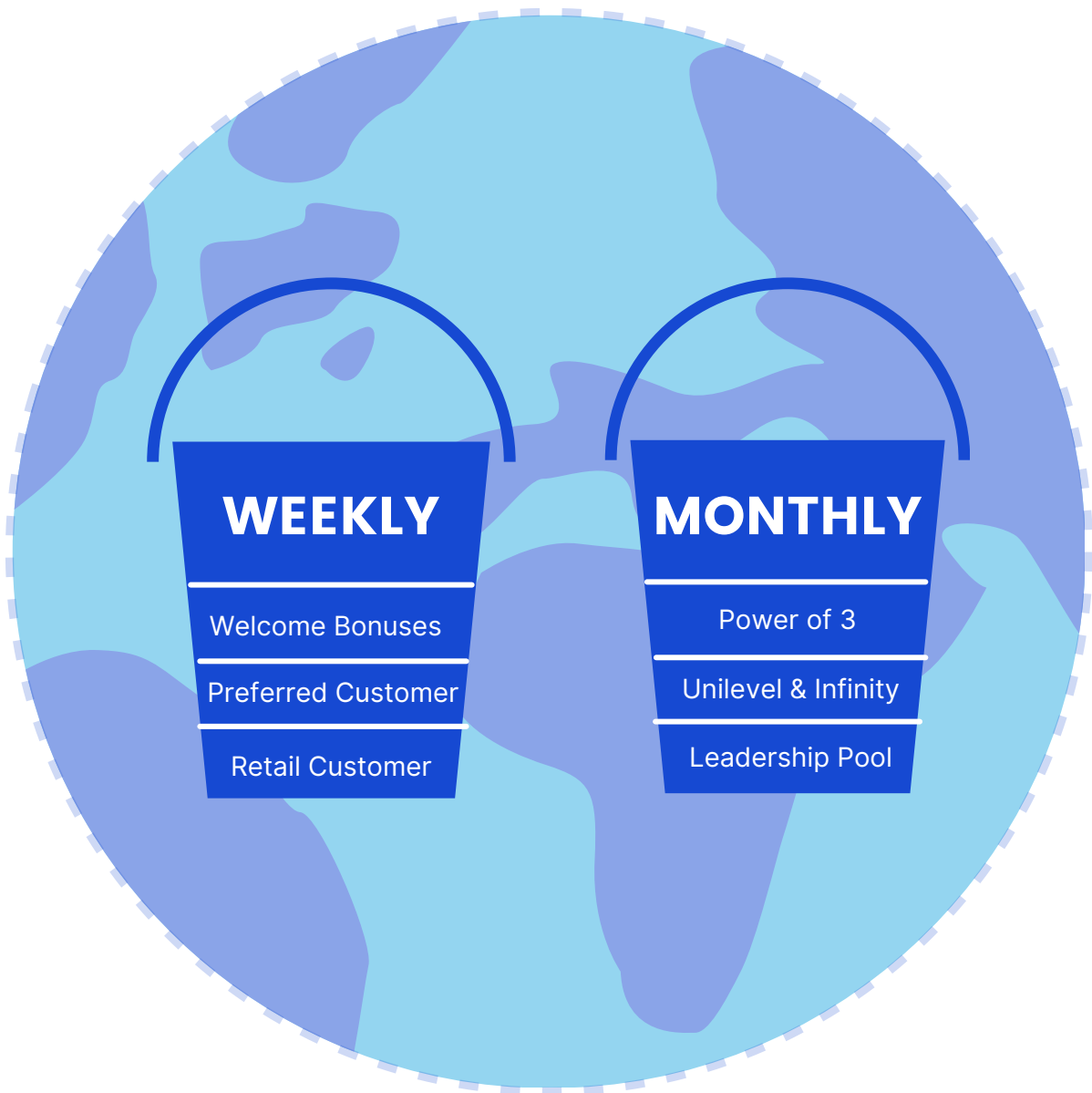
Retail Customer: Someone who purchases the product at the MSRP and is not enrolled in auto-ship.

Weekly Active: Because we have weekly payouts, to qualify for weekly bonuses you must have at least 100PV within the last 36 days to qualify for each weekly commission period.

NEUMI MONEY MAKERS

Neumi has two payment terms, monthly and weekly. They are both paid out of different “buckets” or volumes. Weekly payouts come from all volume generated from all purchases made by members during the enrollment period (30 days) as well as all customer purchases (retail and preferred customers). All monthly volume comes from all purchases made by members after their enrollment period.

There are seven Money Makers in Neumi. Three come from the weekly bucket, which are paid out every week and four come from the monthly bucket, which are paid out every month. Let's get to it!

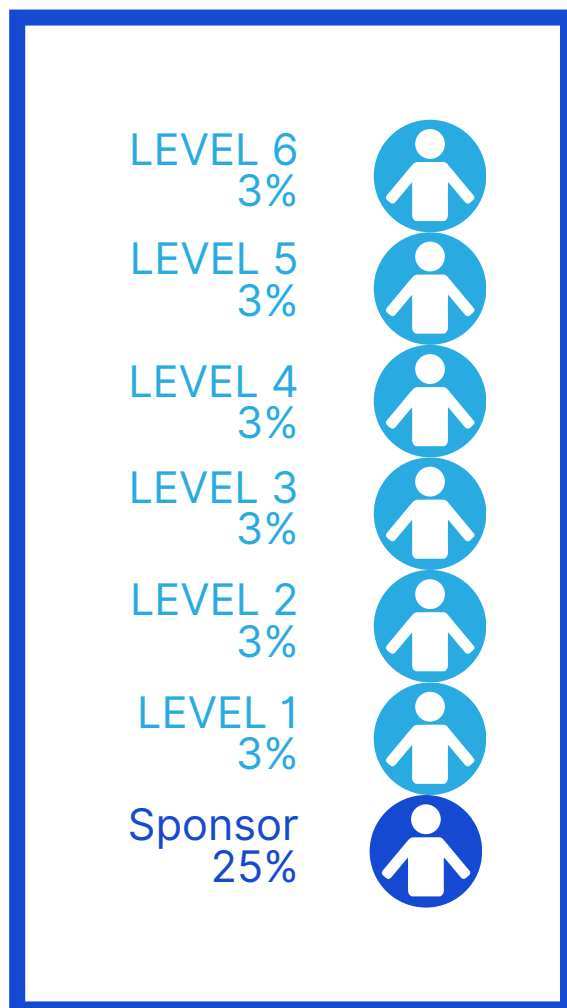


WEEKLY MONEY MAKERS

Welcome & Customer Bonuses

Welcome Bonuses and Customer Bonuses feature an identical bonus structure, providing an exceptional sense of validation and immediate gratification for your hard work. These bonuses offer an impressive payout (25%) to the direct sponsor, demonstrating Neumi's commitment to valuing both our customers and those interested in our business opportunity.

In addition to the generous 25% payout to the direct sponsor, we also allocate 3% to each level above the sponsor for up to six additional generations. These payouts are organized based on the enrollment tree. The number of levels down in your organization for which you receive payouts depends on your rank. If you achieve the rank of 3 Stars or above, you will receive payouts on all seven levels. It's important to note that dynamic compression applies to all weekly bonuses, ensuring fairness and efficiency in the payout structure.



MONTHLY MONEY MAKERS

Power of Three (PO3)

Recurring monthly Power of 3 bonuses and the rank requirements:

Power of 3 \$50 Recurring Bonus:

- Enroll three members with a purchase volume (PV) of 100 or more.

Power of 3 \$250 Recurring Bonus:

- Each of your three members must receive their \$50 recurring bonus.
- Rank requirement: Senior Member

Power of 3 \$1,500 Recurring Bonus:

- All three of your members must receive their \$250 recurring bonus.
- Rank requirement: 2 Star

Monthly recurring bonuses follow the Unilevel/placement tree. Once you've completed one PO3 tree, you can build another and receive multiple PO3 bonuses. Dynamic compression does not apply in the Power of 3 system.

You can begin qualifying for the Power of Three Bonus 30 days after your enrollment as a member.



MONTHLY MONEY MAKERS

Unilevel Bonus & Infinity Bonus

This bonus is the main and most generous bonus in the Neumi compensation plan! The organizational bonus is pure and simple uni-level structure that goes down 7 levels deep. When joining Neumi, a member will automatically qualify to receive payment down 3 levels! 3 stars and above will receive pay on all 7 levels with percentage of payouts increasing as you rank up. This building methodology ensures leaders will place Members in the downline and promotes a healthy building philosophy. Dynamic compression finds the next active person in the downline, ensuring that members will always get paid on the qualified levels.

Higher ranks also qualify for the Infinity Bonus for levels 8 and beyond. This bonus has a dollar cap amount. Diamonds earn .5% with a cap of \$2,500, Double Diamonds earn 1% with a cap of \$5,000, Triple Diamonds earn 1.5% with a cap of \$10,000, and Crowns earn 2% with a cap of \$15,000.

	MEMBER	SNR MEMBER	1 STAR	2 STAR	3 STAR	DIAMOND	DOUBLE DIAMOND	TRIPLE DIAMOND	CROWN
RANK REQUIREMENTS					2X 1 STAR LEGS	3X 1 STAR LEGS	4X 1 STAR LEGS	5X 1 STAR LEGS	6X 1 STAR LEGS
MONTHLY QV		1500	5000	10000	20000	50000	100000	250000	500000
MONTHLY PV	100	100	100	100	100	100	100	100	100
LEVELS 1	7%	7%	7%	7%	7%	7%	7%	7%	7%
LEVELS 2	7%	7%	7%	7%	7%	7%	7%	7%	7%
LEVELS 3	7%	7%	7%	7%	7%	7%	7%	7%	7%
LEVELS 4		7%	7%	7%	7%	7%	7%	7%	7%
LEVELS 5			7%	7%	7%	7%	7%	7%	7%
LEVELS 6				7%	7%	7%	7%	7%	7%
LEVELS 7					7%	7%	7%	7%	8%
LEVELS 8+						.5% \$2,500 CAP	1% \$5,000 CAP	1.5% \$10,000 CAP	2% \$15,000 CAP

MONTHLY MONEY MAKERS

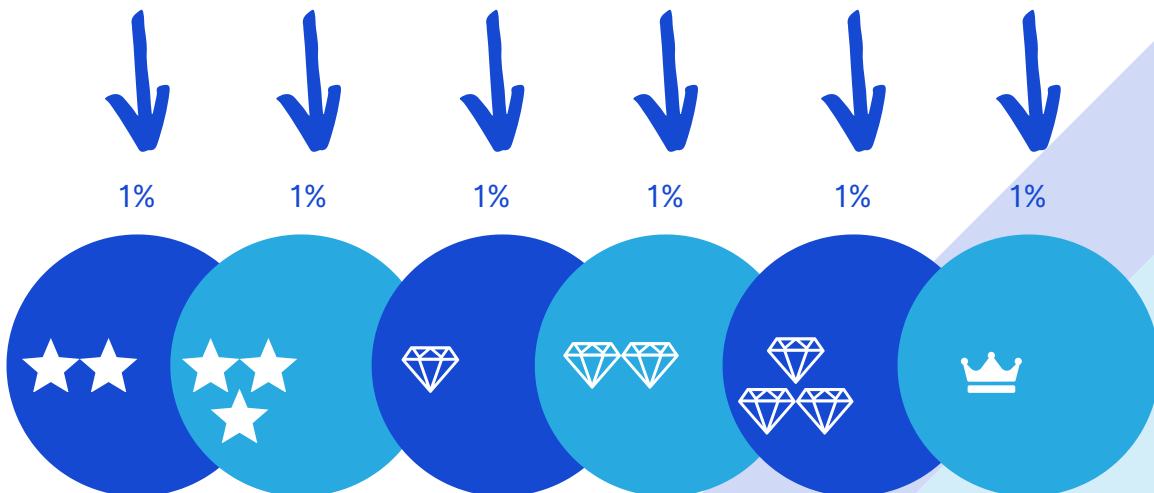
Leadership Pool

This bonus is to reward leaders who have built a healthy downline and achieved the qualified ranks for leadership pools. A percentage of company wide CV is allowed for the leadership pool bonus. 2 Stars and above qualify for this bonus. As you rank advance you will receive one share of each pool. For example, if a member reaches the rank of Crown, they will receive one share of the Crown pool, and one share of each leadership pool for all the ranks below him - Diamond all the way down to 2 Star. This incentivizes members to rank advance because the higher the rank, the more shares you get in all of the leadership pools.

LEADERSHIP POOL



MONTHLY VOLUME



EVERY RANK WILL RECEIVE BONUSES FROM THEIR OWN RANK AND EVERY RANK BELOW THEM

WARNING POLICY

Compensation plans are an essential aspect of any business, as they incentivize and reward employees and partners for their hard work and contribution to the organization. However, there are instances where members may abuse the compensation plan through tactics such as gaming, stacking, bonus buying, creating fraudulent accounts, or cheating the system. Such actions not only harm the company but also undermine the efforts of other members who are working diligently to achieve their goals. To address such issues, a three-warning policy for compensation plan abuse has been put in place. The policy outlines the steps that will be taken to investigate and address any suspected cases of compensation plan abuse. This policy is designed to protect the integrity of the compensation plan, ensuring that all members are rewarded fairly for their efforts and contributions.

- **First Warning:** Upon suspicion of compensation plan abuse such as gaming, stacking, bonus buying, creating fraudulent accounts, or cheating the system, the member in question will be put on hold immediately. They will be required to provide valid identification for any account involved within 10 days.
- **Second Warning:** If the member fails to provide identification within the stipulated 10 days, they will be suspended from the program. While on hold, any excessive account changes will also result in an account suspension. The member will have 30 days from the date of suspension to provide identification.
- **Third Warning:** If the member still fails to provide identification after 30 days of suspension, they will be terminated from the program.

If a member has been suspended three times, they will be terminated immediately.

It is important to note that the compensation plan abuse is taken very seriously, and any violation of the terms and conditions will not be tolerated. The three-warning policy is designed to ensure that members who abuse the system are dealt with accordingly, while also allowing for due process and providing an opportunity for members to rectify the situation.

