



UNICITY™

COMPENSATION PLAN

EFFECTIVE OCTOBER 2016

Business Earnings

Unicity Distributorship

The success of any business depends on the amount of product or services sold, used, and consumed through the business. As an independent Unicity Business Associate, you earn awards and bonuses based on the amount of sales generated by you and your extended team. You may build your business at your own pace, although there are benefits to building as quickly as possible. The most successful Business Associates focus on expanding their distribution force while adding to their customer bases over time.

To better understand the terms used in the Compensation Plan, it is recommended you review the glossary at the back of this booklet.

Income Streams

There are eight different income streams available to each Unicity Business Associate:

- | | |
|-----------------------------|-------------------------------------|
| 1. Retail Profit | 5. Infinity Bonus |
| 2. Personal Rebate | 6. President's Club Bonus |
| 3. Fast Start Bonus | 7. Additional Distributor Positions |
| 4. Director Lifestyle Bonus | 8. Chairman's Club Bonus |

Each income stream is earned as you achieve specific volume(sales) levels through your Business Associates.

1

Retail Profit

Simply purchase products at wholesale prices and sell at retail prices. Retail Customer prices have sales margins of 25%

2

Personal Rebate

Personal Rebates are paid starting with your second Volume Month. You are eligible to receive a 5% Personal Rebate on your Personal Volume (PV) each month your Personal Volume reaches 100. If your PV reaches 750 in a given Calendar Month, your Personal Rebate will increase to 20%.

Note: Earnings for Volume generated in a Business Associate's first volume month are paid through The Fast Start Bonus.

3 Fast Start Bonus

The Fast Start Bonus is paid on the Personal Volume (PV) of a new Business Associate in his or her First Volume Month.

You may be eligible to receive a Fast Start Bonus when you, or someone in your Downline Organization, enrolls a new Business Associate and you have qualified for one of the two Fast Start Bonus levels. The level at which you are eligible to receive the Fast Start Bonus is based upon your Rank during the new Business Associates First Volume Month.

The Enroller Fast Start Bonus is paid to the Enroller at the applicable Fast Start Bonus Level. The Sponsor Fast Start Bonus is paid to the Enroller's Sponsor at 3%. The next seven shares are paid at 3% with the eight share paid at 5%, starting with the first Senior Manager or above in the Enroller's Sponsor Upline as shown below.

Due to the unique Share Compression feature of the Unicity Compensation Plan, you could qualify to earn Shares deep into your Downline Organization via First Volume Month purchases.

	JR. MANAGER (one-time 250 TV)	MANAGER (one-time 500 TV)
Enroller	10%	25%
Enroller's Sponsor	3%	3%
Senior Manager	3%	3%
Director	3%	3%
Senior Director	3%	3%
Executive Director	3%	3%
Presidential Director	3%	3%
Presidential Sapphire	3%	3%
Presidential Ruby	3%	3%
Presidential Diamond	5%	5%

Note: For any Personal Volume over 500 PV in a Business Associate's First Volume Month, the New Business Associate will receive the Enroller Fast Start Bonus. The Enroller will receive the Enroller's Sponsor's Fast Start Bonus, at the Enroller's applicable level. The Enroller's Sponsor will only receive a Fast Start Bonus if he or she is a Senior Manager or above.

4

Director Lifestyle Bonus

Monthly Bonuses: You will be eligible to receive Monthly Bonuses for each month you qualify for the specific Rank (or above) up to 12 payments for each rank. Monthly Director Lifestyle Bonuses can be earned at any time.

Features:

- A Business Associate can earn up to 12 monthly Lifestyle Bonuses for each rank.
- There is no time limit for achieving the Director Lifestyle Bonuses.
- A Business Associate can collect multiple bonuses simultaneously.

**RANK****Monthly Bonus****Total Bonus
Equivalent to
Peso**

Director

PHP 20,000 x 12**PHP 240,000**

Sr. Director

PHP 30,000 x 12**PHP 360,000**

Ex. Director

PHP 40,000 x 12**PHP 480,000****PHP 1,080,000**

5 Infinity Share Bonus

Infinity Share Bonuses are paid on the monthly PV generated by the Business Associates in your Downline, starting with their second month. Infinity Share Bonuses allow you to be paid on Shares of Volume from your expanded network. There are nine Infinity Share Bonuses of 5% available, except as set forth below. The higher your Rank, the deeper you are paid infinity Share Bonuses on your Downline Organization. For example, as a Director you are eligible to receive Infinity Share Bonuses 1, 2, and 3 on the applicable PV. As a Diamond, you are eligible to receive Infinity Share Bonuses 1 through 9 on the applicable PV.

To receive Infinity Share Bonuses, you need to qualify for the respective Rank.

Note: Volume generated by a new Business Associate in their First Volume Month is not included in calculating Infinity Shares.

RANK GENERATION	Manager	Senior Manager	Director	Senior Director	Executive Director	Presidential Director	Presidential Sapphire	Presidential Ruby	Presidential Diamond
1	5%	5%	5%	5%	5%	5%	5%	5%	5%
2		5%	5%	5%	5%	5%	5%	5%	5%
3			5%	5%	5%	5%	5%	5%	5%
4				5%	5%	5%	5%	5%	5%
5					5%	5%	5%	5%	5%
6						5%	5%	5%	5%
7							5%	5%	5%
8								5%	5%
9									5%



6 President's Club Achiever Bonus and Recognition

The President's Club Achiever Bonuses are one-time cash payments. You can receive the President's Club Bonus for a specific Rank when you qualify for the respective Rank (or higher) for three consecutive months. Additionally, after you qualify for a President's Club Rank for three consecutive months, you also become eligible to be publicly recognized as achieving the specific Rank.

RANK	BONUS
Presidential Director	PHP 500,000
Presidential Sapphire	PHP 1,000,000
Presidential Ruby	PHP 1,500,000
Presidential Diamond	PHP 2,500,000
TOTAL: PHP 5,500,000	

7

Additional Distributor Position

When you achieve the Rank of Presidential Diamond for three consecutive months, you are then eligible to start an Additional Distributor Position (ADP). Likewise, you are eligible to start two more ADPs when you achieve the Ranks of Double Diamond and Triple Diamond, respectively, for a total of three ADPs. Your ADPs will automatically qualify for the Rank of Presidential Diamond as long as you remain qualified at the Rank of Presidential Diamond (for your first ADP), Double Diamond (for your second ADP), and Triple Diamond (for your third ADP). Qualified ADPs are eligible to receive Personal Rebates, Fast Start Bonuses, and Infinity Share Bonuses, allowing you to earn nearly double, triple, or quadruple the amount of such bonuses for Volume generated in your ADPs.

The following table sets forth the Rank, Volume, and Leg Volume requirements necessary to be eligible to start your ADPs, and the requirements necessary to achieve the Rank of Crown Diamond.

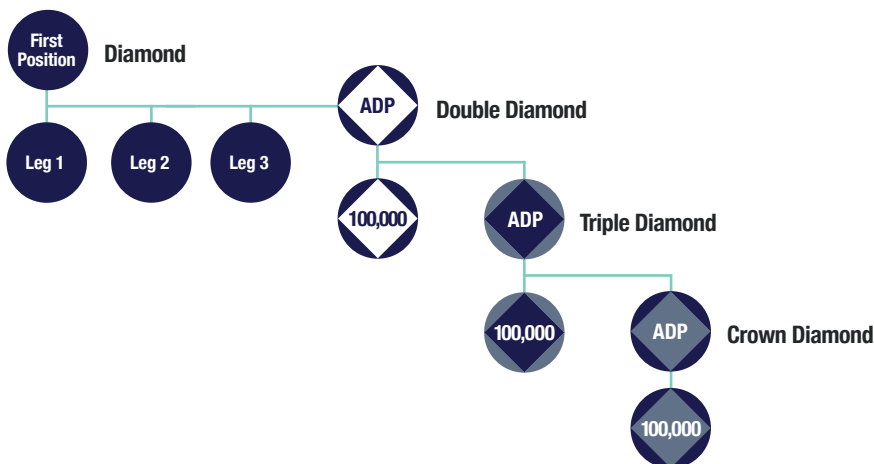
RANK	LEG REQUIREMENTS	TOTAL OV
Double Diamond	3 Legs @ Diamond Rank + 1 ADP @ 100,000	and 500,000
Triple Diamond	3 Legs @ Diamond Rank + 2 ADP @ 100,000 each	and 1 Million
Crown Diamond	3 Legs @ Diamond Rank + 3 ADP @ 100,000 each	and 2 Million

In addition to the foregoing requirements, a Business Associate must meet the 50% Leg Balance requirement for each of the Chairman's Club Ranks and hold each Rank for three consecutive months. There are other details set forth in the Additional Business Associate Position Application to ensure you properly structure your ADPs.

The diagram at the top of page 7 depicts the minimum leg requirements, assuming the total OV and Leg Balance OV requirements are met, to become a Crown Diamond.

Note: In calculating a Business Associate's total OV and Leg Balance OV for the original Diamond position, a Business Associate's ADP cannot count for more than 25,000 points in the aggregate.

In calculating an ADP's OV, no OV of another ADP is included. For example, if your second ADP has 100,000 OV, your first ADP must have 100,000 OV in addition to the OV attributable to the second ADP.



8 Chairman's Club Bonus and Recognition

As you achieve the Ranks of Double Diamond, Triple Diamond, and Crown Diamond for three consecutive months, you become a member of the Chairman's Club and become eligible to receive Chairman's Club Bonuses. These bonuses are lifestyle bonuses—not cash bonuses—and are tailored to fulfill the individual dreams of the recipient. As such, the exact bonuses may vary by country and by Business Associate. The following table reflects the general dollar value of each bonus in USD. After qualifying for the respective Ranks below for three consecutive months, you also become eligible to be publicly recognized as achieving the specific Rank.

RANK		BONUS VALUE
Double Diamond		\$150,000
Triple Diamond		\$500,000
Crown Diamond		\$1,000,000

Note: There are some additional requirements that are necessary in order to receive the Chairman's Club Bonus. For more details about the Chairman's Club bonuses, including these requirements, please check with your respective Country Manager.

Business Associate Rank Monthly Requirements

Rank	Recommended Leg Structure	PV	TV	Leg OV	Total OV	Leg Balance OV
Distributor		100 PV	100	--	--	--
Jr. Manager		100 PV	250	--	--	--
Manager		100 PV	500	--	--	--
Sr. Manager	Mgr	100 PV	400	2 @ 500	2,000	800
Director	SM, SM, Mgr	100 PV	400	3 @ 750	5,000	2,000
Sr. Director	D, D, SM	100 PV	400	3 @ 1,000	10,000	4,000
Ex. Director	SD, SD, D	100 PV	400	3 @ 1,000	25,000	10,000
Pres. Director	ED, ED, D	100 PV	400	3 @ 3,000	50,000	20,000
Pres. Sapphire	PD, PD, D	100 PV	400	3 @ 5,000	100,000	40,000
Pres. Ruby	PS, PD, D	100 PV	400	3 @ 5,000	150,000	60,000
Pres. Diamond	PR, PS, D	100 PV	400	3 @ 5,000	250,000	100,000
Double Diamond	N/A	100 PV	400	3 @ 5,000 plus 1 ADPs @ 100,000	500,000	250,000
Triple Diamond	N/A	100 PV	400	3 @ 5,000 plus 2 ADPs @ 100,000	1 Million	500,000
Crown Diamond	N/A	100 PV	400	3 @ 5,000 plus 3 ADPs @ 100,000	2 Million	1 Million

Additional Monthly Qualification Requirements

- 1) A 100 PV is required to receive Awards and Bonuses.
- 2) TV requirements for Distributor, Jr. Manager and Manager are single month, one-time requirement.
- 3) Senior Manager and higher ranks must achieve at least 500 TV in a single month and then 400 TV each subsequent month.

Glossary

The following definitions supplement the definitions in the Unicity Policies & Procedures, and, in the case of conflict, the definitions in the Unicity Policies & Procedures control.

Active Business Associate. A Business Associate in good standing who has a minimum monthly Personal Volume (PV) of 100. A person must be an Active distributor to be eligible to earn Awards in the Award Plan.

Award Plan. The Unicity Award Plan, and any change or amendment thereto, is an incentive program through which a distributor may earn Awards pursuant to the rules of the Award Plan and may include other incentive programs or plans which are adopted from time to time in writing by Unicity. Also referred to as the Unicity Compensation Plan.

Awards. Any gift, award, premium, benefit, payment, bonus, rebate, or incentive given by Unicity to a Business Associate. Awards are based upon qualifications set forth in this Award Plan. Most Awards take the form of Volume or Points assigned to an account in the name of a distributor. Points may be converted into cash payments pursuant to the terms and conditions of the Award Plan.

Business Associate. Also referred to as Distributor or Franchise Partner is an independent contractor who has signed and completed the official Unicity Distributorship Agreement and whose Distributorship Agreement has been accepted by Unicity and whose relationship is not otherwise terminated.

Downline Organization or Downline. A Business Associate's Frontline, each of those Business associate's Frontline, and each successive Frontline.

Enroll and Place. The Enroll and Place feature allows you to Enroll a new Business Associate and place him/her or her frontline to someone else in your Downline. This allows leaders to place a new Business Associate in natural teams, creating strength, and a higher probability of success.

When you utilize the Enroll and Place feature, you are referred to as the Enroller and the

immediate Upline of the new Business Associate is referred to as the Sponsor. This feature provides both the Enroller and Sponsor as mentors to the new Business Associate. The Fast Start Bonus on the new Business Associate's first Volume Month is paid to the Enroller and the Enroller's Upline. The first month's PV of the new Business Associate is credited to the Sponsor's Team Volume. Beginning with the second month, the new Business Associate's volume and awards are applied to the Sponsor and the Sponsor's Upline.

Enroller. The Business Associate who directly recruits and/or refers an applicant to become a Unicity Business Associate and is recognized as the Enroller on the Business Associate Application Agreement. May be the same as the Sponsor.

First Volume Month. The first month a new Business Associate has PV and has had their Business Associate Agreement accepted by Unicity.

Frontline. A Business Associate who is immediately below the Sponsor in the Sponsor's downline.

Generation. A position in your Downline based on Sponsorship. Business Associate on your Frontline are in your first Generation. Business Associate who they Sponsor are in your second Generation, etc.

Horizontal Compression. Unicity's proprietary process of summing a Business Associate's Legs' OV—while excluding the two largest legs—to create a single Leg, in order to Qualify for a Rank of Director or higher.

Infinity Share. An Award paid to Managers and above on the Volume of their non-new Downline Business Associates. Infinity Share Bonuses are paid out pursuant to the Share Compression set forth herein.

Leg. An entire Downline organization beginning with a Business Associate.

Leg Balance OV. The required amount of your OV needed outside of your largest Leg.

Leg OV. The total amount of OV in a Leg in a Volume Month.

Manager. To achieve the Rank of Manager a Business Associate must have a minimum of 100 Personal Volume (PV) and 500 Team Volume (TV) in a Volume Month. Ongoing monthly qualification at Manager requires 100 PV as a maintenance.

Organization Volume (OV). The total amount of Volume generated by you and your entire Downline in a Volume Month.

Personal Rebates. Awards given to a Business Associate in the second Volume Month forward, based on his or her Personal Volume (PV).

Personal Volume (PV). The Volume accumulated from a Business Associate's Unicity product purchases and the product purchases made by his or her Customers through Unicity during a Volume Month.

Qualify. To meet the requirements to achieve a given Rank or Award under the Award Plan in a Volume Month while the Business Associate is in good standing.

Qualifying Month. The Volume Month in which a Business Associate meets the requirements for a given Rank or Award.

Rank. A title used in the Unicity Compensation Plan to describe the level of recognition or Awards a Business Associate has earned. There are 14 ranks in the Unicity Compensation Plan. Each Rank reflects the size and scope of an individual Business Associate. As you extend your distributorship, the amount of sales (Volume) generated through your downlines can also grow. This can lead you to achieve higher and higher Ranks in the Unicity Compensation Plan.

The chart on Page 8 shows the Rank, Name, and Volume structure requirements.

Retail Profit. The difference between wholesale price and retail price paid by a Customer.

Share Compression. The method by which Infinity Share Bonuses are awarded to the Upline:

- First Infinity Share Bonus of a Business Associate's PV is awarded to the first Upline who is at least a Manager
- Second Infinity Share Bonus is awarded to the first Business Associate who is at least a Sr. Manager and is Upline to the Business Associate receiving the First Infinity Share Bonus.
- Third Infinity Share Bonus is awarded to the first Business Associate who is at least a Director and is Upline to the Business Associate receiving the Second Infinity Share Bonus.
- Fourth Infinity Share Bonus is awarded to the Business Associate who is at least a Senior Director and is Upline to the Business Associate receiving the Third Infinity Share.
- Fifth Infinity Share Bonus is awarded to the Business Associate who is at least an Executive Director and is Upline to the Business Associate receiving the Fourth Infinity Share Bonus.
- Sixth Infinity Share Bonus is awarded to the Business Associate who is at least a Presidential Director and is Upline to the Business Associate receiving the Fifth Infinity Share Bonus.
- Seventh Infinity Share Bonus is awarded to the Business Associate who is at least a Presidential Sapphire and is Upline to the Business Associate receiving the Sixth Infinity Share Bonus.
- Eighth Infinity Share Bonus is awarded to the Business Associate who is at least a Presidential Ruby and is Upline to the Business Associate receiving the Seventh Infinity Share Bonus.
- Ninth Infinity Share Bonus is awarded to the Business Associate who is at least a Presidential Diamond and is Upline to the Business Associate receiving the Eighth Infinity Share Bonus.

Sponsor. The Sponsor is the first Upline position to a Business Associate. To Sponsor is to be recognized on the Distributorship Application Agreement as the Sponsor and/or to have the new Business Associate placed on the Sponsor's Frontline.

Team Volume (TV). The total Personal Volume (PV) of: (a) you, (b) your Downline Business Associate who have not yet achieved Manager, (c) the first-month orders of new Business Associate who you Sponsor, and (d) PV of frontline for the month up to 100 PV.

Upline. A Business Associate's Sponsor, the Sponsor's Sponsor, and each successive Sponsor.

Volume. The point value assigned to a Unicity product. Volume may be calculated as Personal Volume, Team Volume, and/or Organizational Volume. Volume or Points have no monetary value unless properly redeemed. Volume is also referred to as points, Volume points, or Product Points.

Volume Month. The period of time used to calculate awards and Ranks under the Compensation Plan.

Volume Roll-Over. As a new Business Associate who joins Unicity and places your first order from the 25th to the end of the Volume Month in which you join, your first month's Volume rolls over into the next Volume Month for certain purposes. The Roll-Over Volume may count toward the Team Volume requirement, Organizational Volume requirement, and Director Lifestyle Bonus qualifications in the second month. Additionally, the Roll-Over Volume and the second month Volume can determine your Fast Start Bonus qualification. Fast Start Bonuses, however, will only be calculated and paid on the First Volume Month. In order for Volume to roll over, you must have a 100 PV in your second month. Your Volume will not roll over to the second month if you or anyone in your downline achieves the rank of Senior Manager or above in their First Volume Month.

Infinity Share Bonus Example

On the following page is an example of how Infinity Share Bonuses are awarded to the Upline. In this example, a Manager on a Diamond's 24th Generation has placed a monthly Maintenance for 100 PV. The system searches the Manager's Upline for the next qualified person to receive the available Infinity Share Bonus for that 100 PV. The Infinity Share Bonuses are then awarded to the Manager's Upline in the following manner:

- First Infinity Share Bonus is awarded to the first Manager or higher in the Upline (found in Generation 23 in the example)
- Second Infinity Share Bonus is awarded to the first Sr. Manager or higher starting from the Business Associate who earned the Manager Share Bonus (Generation 22)
- Third Infinity Share Bonus is awarded to the first Director or higher starting from the Business Associate who earned the Sr. Manager Share Bonus (Generation 19)
- Fourth Infinity Share Bonus is awarded to the first Sr. Director or higher starting from the Business Associate who earned the Director Share Bonus (Generation 17)
- Fifth Infinity Share Bonus is awarded to the first Ex. Director or higher starting from the Business Associate who earned the Sr. Director Share Bonus (Generation 14)
- Sixth Infinity Share Bonus is awarded to the first Presidential Director or higher starting from the Business Associate who earned the Ex. Director Share Bonus (Generation 11)
- Seventh Infinity Share Bonus is awarded to the first Presidential Sapphire or higher starting from the Business Associate who earned the Presidential Director Share Bonus (Generation 9—a Presidential Ruby in the example)
- Eighth Infinity Share Bonus is awarded to the first Presidential Ruby or higher starting from the Business Associate who earned the Presidential Sapphire Share Bonus (Generation 3—a Presidential Diamond in the example)
- Ninth Infinity Share Bonus is awarded to the first Presidential Diamond or higher starting from the Business Associate who earned the Presidential Ruby Share Bonus (Generation 0—the top Presidential Diamond in the example)

In this example, the Infinity Share Bonus structure compresses 24 Generations—allowing the Presidential Diamond at the top of the organization to be paid on the 24th Generation. This unique compression model allows Business Associates to earn Infinity Share Bonuses deep into their Organization depending on their Rank

Gen	Business Associate Rank
0	Presidential Diamond
1	Manager
2	Director
3	Presidential Diamond
4	Executive Director
5	Senior Director
6	Director
7	Presidential Sapphire
8	Manager
9	Presidential Ruby
10	Senior Manager
11	Presidential Director
12	Executive Director
13	Director
14	Executive Director
15	Senior Director
16	Manager
17	Senior Director
18	Senior Manager
19	Director
20	Senior Manager
21	Manager
22	Senior Manager
23	Manager
24	Manager

Infinity Share Bonus	Bonus %
9 Presidential Diamond	5%
8 Presidential Ruby	5%
7 Presidential Sapphire	5%
6 Presidential Director	5%
5 Executive Director	5%
4 Senior Director	5%
3 Director	5%
2 Senior Manager	5%
1 Manager	5%

All products/programs vary in each Unicity market.

A Business Associate is not guaranteed any special Award, income or assured level of profit or success through Unicity. A Business Associate's profit and success can only come through the sale, use, and consumption of Unicity products by customers of either the Business Associate or his or her Downline. Business Associates are encouraged to continuously recruit, train, support and build their own network sales organization and create their own success.

The Award Plan contained herein is subject to the most current version of the Unicity Policies & Procedures, and may be amended from time to time pursuant to the Unicity Policies & Procedures.

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