



**InnerOrigin**<sup>™</sup>  
WELLNESS ABUNDANCE COMMUNITY<sup>™</sup>

## **InnerOrigin Compensation Plan**

New Zealand | Effective September 2019

## InnerOrigin Compensation Plan

InnerOrigin is an online Wellness Marketplace Revolution.

It is a community ecosystem that thrives on personal and virtual contact, a shared philosophy, and a sustainable digital economy. It is a revolution in the three trillion-dollar health and wellness industry, where business can access sales and distribution channels – without additional overhead and customers can make safe and informed purchases. Products and services are certified for transparency and truthful labelling. For entrepreneurs, it redefines the home-based business model, to unlock unlimited possibilities.

For Advocates there are 7 ways to be rewarded by the InnerOrigin Compensation Plan:

- 1. InnerReward Credits** on your personal retail purchases, which can be accumulated for discounted purchases. (These credits are represented as “reward points” in the catalogue and are converted to a dollar value when applied to a purchase).
- 2. Affiliate Commissions** paid 35% of Available Commission (AC) on the purchases of each customer in your referral network<sup>1</sup>.
- 3. Fast Bonuses** are paid on the Value Pack purchases made by your customers and down-line Advocates for up to 3 degrees of separation (3 levels).
- 4. Team Commissions** where you can earn up to 8% of AC (Available Commission) over 8 degrees of separation (8 levels).
- 5. Marketplace Bonus Pool**, rewards qualified Advocates with a proportionate share in 10% of market AC each month.
- 6. Global Pool**, rewards qualified Advocates with a proportionate share in 10% of in Global AC each quarter.
- 7. Incentive Rewards** such as retreats, travel and exclusive networking events.

**\$10 Referral Vouchers** can only be redeemed by Retail Customers who are not Advocates. Existing customers can earn \$10 Referral Vouchers on their next purchase with InnerOrigin, by referring a new customer (and offering them a \$10 Referral Voucher) when the new customer makes a minimum \$100 purchase from InnerOrigin. The referring customer earns a \$10 Referral Voucher, which can be used on their next purchase.

There is no limit to the number of Referral Vouchers a customer can earn, however Referral Vouchers cannot be accumulated to be used in one purchase, only one Referral Voucher can be used in any one purchase.

Orders where a \$10 Referral Voucher is used will not attract Affiliate Commissions to the upline Advocate for the first \$100 of the purchase and no Customer Reward Credits will be allocated from that order. Referral Voucher orders do not attract AC for the first \$100 of the order. Referral Voucher orders can generate QV.

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**Base currency for this Compensation Plan for New Zealand is in New Zealand Dollars (NZD).**

<sup>1</sup>**Referral Network** means all customers personally introduced by the Advocate via their InnerOrigin website and those customers referred by the Advocates' customers who shop via the same link.

## InnerRewards Credit Orders

There is no limit to the number of InnerReward Credits a customer can earn, and InnerReward Credits can be accumulated to be used in one purchase, provided they reach the minimum value of \$10.

Orders where a InnerReward Credit is used will not attract Affiliate Commissions to the upline Advocate for the portion of the purchase that the InnerReward Credit is applied and InnerReward Credits will not be allocated from that order.

## How to Get Started with InnerOrigin

There are many ways to introduce friends and family to the InnerOrigin community. We have built several pathways for easy sharing and referral:

### 1. Share your Smart Link

From inside your advocate back office click the menu tab 'Referrals' option to:

a) Send smartlink invitation to potential advocates or customers by entering target emails. The system will generate a smart referral link including your advocate ID and replicated website so that prospects can simply click to join.

b) Enroll an advocate or customer manually. Here the advocate can enter details and set up the account manually.

### 2. Set up your Mobile App

By setting up and downloading our Mobile App the advocate or customer simply needs to press the share button inside the mobile app to invite advocates or customers to join their network.

### 1. Share your Replicated Website

Post your unique replicated website link on social and print media. When you set up your advocate back office you'll be asked to create a unique replicated website name. This name is your version of our e-commerce store. When prospects click on this link or enter the URL pathway they will be taken to your version of our e-commerce shop where any prospect shopping or signing up as an advocate or customer will be clearly linked to your network.

If a registered customer does not shop within 180 days of being registered by an Advocate, that customer will be flushed from the system and is available to be attached to another Advocate account. If a customer does shop within the 180 days, then that customer is allocated to the registering Advocate for the life of the customer.

Once a customer is activated on the InnerOrigin platform, the customer will be remembered in the system and the referring Advocate will be entitled to earn **Affiliate Commissions** from any purchases made by that customer.

Advocates and Customers can register to accumulate **InnerReward Credits**<sup>2</sup> on all their purchases. The registration fee is \$29.95 per annum. Every product on the InnerOrigin platform is allocated a InnerReward Point value. These points can be accumulated by InnerReward Members and may be used toward further purchases and discounts or donated to a nominated charity.

InnerReward Advocates and Customers can register for a **Premium Rewards Membership** and for a \$199 annual fee enjoy **Unlimited Free Shipping**<sup>3</sup>

Advocates initial subscription fee is \$195 for which they receive one year's subscription to the InnerRewards program, access to the digital Business Handbook and a personal e-commerce website and back office systems to assist them in setting up their InnerOrigin business. An e-commerce eLearning program and events subscription is available for a once only fee of \$237.00, this subscription provides access to selected leadership courses and eLearning programs conducted by the company.

The annual renewal fee for the e-commerce website subscription is \$129 and Advocates are considered active if their subscription is current.

Advocates have a choice of multiple value packs to start their business. Fast Bonuses are paid on the sale of value packs over 3 levels or degrees of separation.

The number of degrees (levels) paying **Fast Bonuses** are determined by the Personal QV accumulated by the Advocate.

1. Level AQV 2000+	(AQV allocated to a Sampler Value Pack is 2000)
2. Levels AQV 2500+	(AQV allocated to a Vitality Value Pack is 2500)
3. Levels AQV 4000+	(AQV allocated to a Marketplace Value Pack is 4000)

AQV can be accumulated through personal customers purchases and the Advocates personal purchases.

Fast Bonuses on Value Packs: Fast Bonuses can vary from time to time depending on the makeup and pricing of Value packs. Value packs are available for Advocates as samples and Customers for their added value.

Value Packs	Level 1	Level 2	Level 3	Level 4	Level 5
Sampler Value Pack	\$50	\$20	\$10	\$10	\$10
Vitality Value Pack	\$150	\$70	\$25	\$25	\$25
Marketplace Value Pack	\$250	\$120	\$42	\$42	\$42

Note: Fast Bonuses pay over 3 levels however in some markets for Founders they may pay over 5 levels for a limited period.

## Available Commission

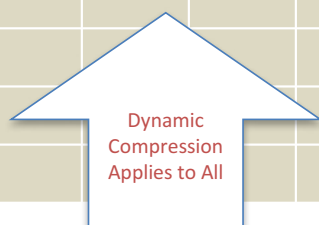
Every product and service on the InnerOrigin platform is allocated an AC Value (Available Commission) and all Team bonuses and commissions in the InnerOrigin payment plan are calculated on the AC value. This enables InnerOrigin to include a wide variety of products and services of differing margins on the platform.

## Team Commissions

As an Advocate builds their network of business builders InnerOrigin rewards them with additional commissions on those Advocates and their customer databases. You can be paid up to 8 degrees of separation of Active Advocates<sup>4</sup> and their customer databases.

**Team Commissions** include dynamic compression, so that only qualified Advocates<sup>5</sup> are counted as levels in the payment plan. To be paid Team Commissions an Advocate requires a minimum Personal 50 CQV, Customer Qualifying Volume (**CQV**<sup>6</sup>), this entitled them to be paid 8% of AC on their 1st level Advocates and their customer databases, the only requirement to qualify for level 1 Team Commissions is 50 CQV.

	Wellness Initiator	Wellness Influencer	Wellness Leader	Bronze leader	Silver Leader	Gold Leader	Platinum Leader	Bronze Exe	Silver Exe	Gold Exe	Platinum Exe	Chair Elite
Leveraged Incentive	50 CQV 500QV	100 CQV 2000QV 40% 1 leg	200 CQV 8000QV 40% 1 leg	400 CQV 15000QV 40% 1 leg	400 CQV 25000QV 40% 1 leg	400 CQV 50000QV 40% 1 leg	600 CQV 100K QV 40% 1 leg	700 CQV 250K QV 40% 1 leg	800 CQV 500K QV 40% 1 leg	900 CQV 1M QV 40% 1 leg	1000 CQV 2M QV 40% 1 leg	1000 CQV 5M QV 40% 1 leg
Level 1	8%	8%	8%	8%	8%	8%	8%	8%	8%	8%	8%	8%
Level 2		6%	6%	6%	6%	6%	6%	6%	6%	6%	6%	6%
Level 3			5%	5%	5%	5%	5%	5%	5%	5%	5%	5%
Level 4				4%	4%	4%	4%	4%	4%	4%	4%	4%
Level 5					3%	3%	3%	3%	3%	3%	3%	3%
Level 6							2%	2%	2%	2%	2%	2%
Level 7								1%	1%	1%	1%	1%
Level 8											0.5%	0.5%



CQV = Personal Customer Qualifying Volume Points

\*Level 4 Payout is 10% for qualified for Founding Advocates with 50 Personal Customer Points Qualification.

<sup>2</sup>InnerReward Credits have no cash value and can only be used to purchase products and special offers on the InnerOrigin catalogue. Unused InnerReward credits are flushed from the system after 18 months.

<sup>3</sup>Unlimited Free Shipping is subject to a fair use policy, where InnerOrigin can cancel the arrangement if the service is being abused (maximum 70 shipments per year).

<sup>4</sup>An Active Advocate is an Advocate whose subscription to InnerOrigin is current.

<sup>5</sup>A Qualified Advocate is an Advocate who has qualified for any Paid-As Rank in the payment plan.

<sup>6</sup>CQV is accumulated from the Advocates personal customers and the Advocates personal purchases.

## Requirements for Ranks/Titles:

**0. Advocate Affiliate** earns 35% of AC on their customers purchases and their personal purchases. They require 50 CQV to earn 8% AC on their level 1 Advocates and their customers' purchases.

**1. Wellness Initiator** require 50 CQV and a minimum of 500 QV counted over 6 levels of Advocates in their network. Wellness initiators earn 8% AC on their level 1 Advocates and their customers' purchases.

**2. Wellness Influencers** require 100 CQV and minimum 2 active personally sponsored Advocate legs with a minimum of 2,000 QV counted over 6 levels of Advocates in their network. No more than 40% of the volume can be counted in any one Advocate leg. Wellness Influencers are paid 8% on level 1 and 6% on the 2nd level of their active network.

**3. Wellness Leader** require 200 CQV and 3 Active Advocate legs (of which 2 are personally sponsored Qualified Advocates), with a minimum of 8,000 QV counted over 6 levels of Advocates in their network. No more than 40% of the volume can be counted in any one Advocate leg. Wellness Leaders are paid 8% on level 1, 6% on level 2 and 5% on level 3 of their active network.

**4. Bronze Leader** require 300 CQV and 4 Active Advocate legs (of which 2 are personally sponsored Qualified Advocates), with a minimum of 15,000 QV counted over 6 levels of Advocates in their network. No more than 40% of the volume can be counted in any one Advocate leg. Bronze Leaders are paid 8% on level 1, 6% on level 2, 5% on level 3 of their active network and 4% on level 4.

**5. Silver Leader** require 400 CQV and 5 Active Advocate legs (of which 2 are personally sponsored Qualified Advocates), with a minimum of 25,000 QV counted over 6 levels of Advocates in their network. No more than 40% of the volume can be counted in any one Advocate leg. Silver Leaders are paid 8% on level 1, 6% on level 2, 5% on level 3 4% on level 4 and 3% on level 5 of their active network.

**6. Gold Leader** require 500 CQV and 6 Active Advocate legs (of which 2 are personally sponsored Qualified Advocates), with a minimum of 50,000 QV counted over 8 levels of Advocates in their network. No more than 40% of the volume can be counted in any one Advocate leg. Gold Leaders are paid 8% on level 1, 6% on level 2, 5% on level 3, 4% on level 4, and 3% on level 5 of their active network.

**7. Platinum Leader** require 600 CQV and 7 Active Advocate legs (of which 2 are personally sponsored Qualified Advocates), with a minimum of 100,000 QV counted over 9 levels of Advocates in their network. No more than 40% of the volume can be counted in any one Advocate leg. Platinum Leaders are paid 8% on level 1, 6% on level 2, 5% on level 3, 4% on level 4, 3% on level 5, and 2% on level 6 of their active network.

**8. Bronze Executive** require 700 CQV and 8 Active Advocate legs (of which 2 are personally sponsored Qualified Advocates), with a minimum of 250,000 QV counted over 10 levels of Advocates in their network. No more than 40% of the volume can be counted in any one Advocate leg. Bronze Executives are paid 8% on level 1, 6% on level 2, 5% on level 3, 4% on level 4, 3% on level 5, and 2% on level 6 of their active network.

**9. Silver Executive** require 800 CQV and 9 Active Advocate legs (of which 2 are personally sponsored Qualified Advocates), with a minimum of 500,000 QV counted over 10 levels of Advocates in their network. No more than 40% of the volume can be counted in any one Advocate leg. Silver Executives are paid 8% on level 1, 6% on level 2, 5% on level 3, 4% on level 4, 3% on level 5, 2% on level 6, and 1% on level 7 of their active network.

**10. Gold Executive** require 900 CQV and 10 Active Advocate legs (of which 2 are personally sponsored Qualified Advocates), with a minimum of 1,000,000 QV counted over 10 levels of Advocates in their network. No more than 40% of the volume can be counted in any one Advocate leg. Gold executives are paid 8% on level 1, 6% on level 2, 5% on level 3, 4% on level 4, 3% on level 5, 2% on level 6, and 1% on level 7 of their active network..

**11. Platinum Executive** require 1000 CQV and 10 Active Advocate legs (of which 2 are personally sponsored Qualified Advocates), with a minimum of 2,000,000 QV counted over 10 levels of Advocates in their network. No more than 40% of the volume can be counted in any one Advocate leg. Platinum Executives are paid 8% on level 1, 6% on level 2, 5% on level 3, 4% on level 4, 3% on level 5, 2% on level 6, 1% on level 7 and 0.5% on level 8 of their active network.

**12. Chair Elite** require 1000 CQV and 10 Active Advocate legs (of which 2 are personally sponsored Qualified Advocates), with a minimum of 5,000,000 QV counted over 10 levels of Advocates in their network. No more than 40% of the volume can be counted in any one Advocate leg. Chair Elite are paid 8% on level 1, 6% on level 2, 5% on level 3, 4% on level 4, 3% on level 5, 2% on level 6, 1% on level 7 and 0.5% on level 8 of their active network.

### Marketplace Bonus Pool

Advocates must reach the Paid-As-Rank of Wellness Influencer or above to participate in the marketplace Bonus Pool for their resident market. 10% of AC will be allocated to the pool each month and shared equally between the qualified active Advocates participating in the pool. This bonus is paid monthly.

Advocates must reach the Paid-As rank of Wellness Influencer or above to participate in the Marketplace Bonus Pool. 10% of market AC is allocated to the pool, 35% to Wellness Influencer Advocates and above, 30% to Bronze Leader Advocates and above, 20% to Silver Leader Advocates and above and 15% to Gold Leader Advocates and above and shared equally each month among the qualified participants.

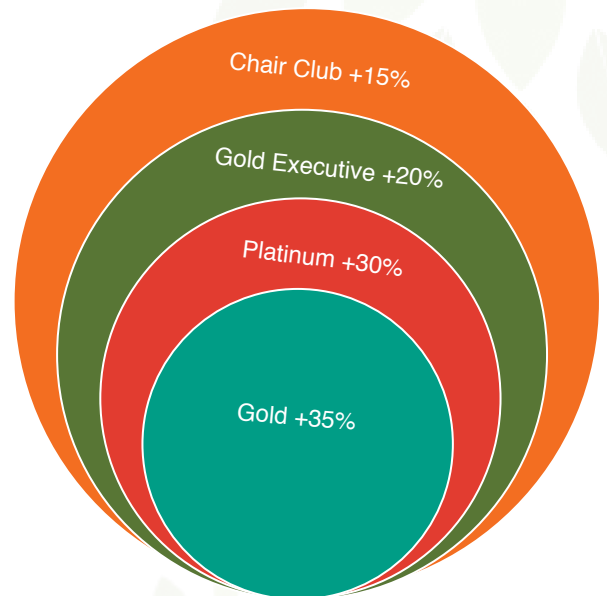
\*10% of market AC is allocated to the Marketplace Bonus Pool and paid each month for Qualified Wellness Influencer Advocates and above.



### Global Bonus Pool

Advocates must reach the Paid-As rank of Gold Leader or above to participate in the Global Bonus Pool bonuses. 10% of Global AC is allocated to the pool, 35% to Gold Leader Advocates and above, 30% to Platinum Leader Advocates and above, 20% to Gold Executive Advocates and above and 15% to Chair Club Advocates and shared equally each quarter among the qualified participants.

\*10% of Global AC is allocated to the Global Bonus Pool and paid each quarter for qualified Gold Leader Advocates and above.



### Incentive Pool

The company runs various incentives from time to time and the qualifications for these incentives are determined in each market.

## Commission Payment Cycle

Commissions are calculated by calendar month and paid by the 15th day of the following month. This timing permits the company to adjust for refunds and returns that may occur in the last days of the month and avoids the adjustments occurring in later commissions statements.

- 1. Referral Network** means all customers personally introduced by the Advocate via their InnerOrigin website and those customers referred by the Advocates' customers who shop via the same link.
- 2. Affiliate Commissions** are only paid to current subscribed Advocates.
- 3. Reward Points** have no cash value and can only be used to purchase products and special offers on the InnerOrigin platform. Unused Reward points are flushed from the system after 18 months.
- 4. Unlimited Premium Shipping** is subject to a fair use policy, where InnerOrigin can cancel the arrangement if the service is being abused and is therefore limited to a maximum of 70 shipments per annum, if the 70 shipments is exceeded the company reserves the right to charge the standard shipping fee for subsequent orders or until the subscription is renewed.
- 5. Fast Bonuses** are only paid on Value Pack purchases unless otherwise indicated.
- 6. QV** is the Qualifying Volume generated by purchases made by Advocates and customers.
- 7. AQV** is the notional Accumulated Qualified Volume value of a value pack when used to calculate eligibility to earn Fast Bonuses on the purchase of value packs and has no value for the purposes of Rank Achievement calculations.
- 8. An Active Advocate** is an Advocate whose subscription to InnerOrigin is current.
- 9. A Qualified Advocate** is an Advocate who has qualified for any Paid-As rank in the payment plan.
- 10. CQV** is accumulated from the Advocates personal customers, and the Advocates personal purchases.
- 11. Paid-As Title/Rank** is the title an Advocate has achieved in any one month for the purposes of calculating Team Commissions. Advocates are usually granted recognition at the highest rank achieved in the plan, but the Paid-As title or rank always determines the commissions and bonuses to be paid.

