Welcome to the family
REWARDING
LIFE
SM
Independant
Distributor
Compensation Guide
Welcome to the family
LIFE
RESTORING
LIFE
REWARDING
YOU'RE ON THE ROAD TO A BETTER LIFE
Introduction

Be Young offers six ways to earn with two additional reward programs to incentivize you and your team as you continue to grow your business.

PARTY SALES
The Be Young Party Program is designed as a non-invasive way to introduce friends and family to Be Young, while receiving generous rewards and bonuses. Earn up to 46% of the commissionable volume collectively on your parties and your downline’s parties.

RETAIL SALES
Commissions earned from your retail customers (Loyal Product Partners (LPP) & Product Partners). The Sponsor receives a generous 40% of the Product Partner or Loyal Product Partners commissionable volume and direct upline sponsor can receive up to 10% Retail Upline Matching bonus*.

FAST START BONUS
A bonus based on the new Distributor first enrollment purchase. Pays up to 40% of the commissionable volume.

UNILEVEL COMMISSIONS
Commissions based on the Group Volume (GV also referred to as Personal Group Volume) of Distributors within your Unilevel. Pays down to seven (7) levels deep and up to 40% of the commissionable volume.

LEADERSHIP GENERATIONAL BONUS
The Leadership Generational Bonus unlocks payout on the entire depth of your Unilevel. Pays up to an additional 9% of the commissionable volume of what the Unilevel pays.

GEM POOL BONUS
An additional pool bonus to reward those who have achieved Gem Ranking. Gem Pool bonus start paying at the level of Topaz. A Gem Ranking Distributor will receive a bonus for every Gem they have achieved.

EXTRA CONSIDERATIONS
All commissions are paid monthly with the exception of the Fast Start Bonus and Retail bonus* which are paid instantly to your Y-Wallet. Additionally, there are two definitions of Active:

Virtual Office Active: The virtual office is where Distributors track their commissions, downline activity, and use the various Distributor tools to help grow their business. Be Young Total Health (BYTH) does not charge for this service. However, we do require that a Distributor is Base Commission Qualified (BCQ) at least once within a 3 month period. If the Distributor is not BCQ within a 3 month period, they will be set to inactive and will lose access to their virtual office tools. To reactivate an inactive virtual office a Distributor must call BYTH Head Office to get their account reactivated. There is a $15 USD charge to reactivate an account.

Commission Active: The Distributor has met all requirements during the Commission Period to receive commissions.

Personal Volume: Volume required for personal qualifications during the qualification period. It is comprised of your personal purchases and the purchases of your customers (Product Partners & Loyal Product Partners). At least 20pv must come from your personal purchases within the qualification period.

Commissionable Volume: All commissions are paid based on the commissionsable volume of the product (CV also indicated as Upline Volume (UV)) Commissionable volume is calculated at 65% the whole sale price of the product. With the exception of Party Sales which is calculated at 70% of the whole sale volume.

*Retail Upline Matching Bonus pays on the 20th of each month, unlike the retail bonus which pays instantly.
Party Sales

Party sales are generated from guests who attend a party. Commissions are paid on the commissionable volume of the party. The Party Sales bonus allows a Distributor to participate at any level they would like, earning up to 42% collectively back of the commissionable volume from their personal party sales and their personally sponsored downline party sales. Through the Party Generational bonus a distributor can unlock the entire depth of their organization and earn a percentage of all party commissionable sales in their downline. This makes for a very powerful, non-invasive opportunity for Distributors to introduce their friends and family to Be Young while getting paid and receiving generous host rewards. This program also allow a Distributor to pass those Host Rewards to anyone they would like, even if they are not a member of Be Young, by having those people host their own parties. This builds confidence and exposes your friends and family to the additional benefits that can be available to them through membership with Be Young.

Share your friendship and expand your circle of influence

Party Sales Bonus

<table>
<thead>
<tr>
<th>LEVEL 1</th>
<th>DISTRIBUTOR 20 PV</th>
<th>SHARING PARTNER</th>
</tr>
</thead>
<tbody>
<tr>
<td>20%</td>
<td>80 PV</td>
<td>32%</td>
</tr>
<tr>
<td>5%</td>
<td>4% PRSV</td>
<td>10%</td>
</tr>
<tr>
<td>100 PV TRAINER 6,400 GV 50</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Party Generational Bonus

<table>
<thead>
<tr>
<th>1st GENERATION (Gen. 0)</th>
<th>80 PV SHARING PARTNER</th>
</tr>
</thead>
<tbody>
<tr>
<td>2% PRSV</td>
<td>3,200 GV PLUS 1 TEAM &amp; 1 BUILDER LEG OR 6,400 GV 50</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>2nd GENERATION (Gen. 1)</th>
<th>4% PRSV</th>
</tr>
</thead>
<tbody>
<tr>
<td>4% PRSV</td>
<td>5,200 GV PLUS 1 TRAINER &amp; 1 BUILDER LEG OR 10,000 GV 50</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>3rd GENERATION (Gen. 2)</th>
<th>3% PRSV</th>
</tr>
</thead>
</table>
PARTY FOR SUCCESS

Earn rewards and build a network while spending time with friends.

Party Generational Bonus Example

Each time one of your downline distributors achieves the rank of Sharing Partner it creates a new generation. Each generation unlocks additional pay from the commissionable party sales of the entire downline of that group. Down to the next Sharing Partner which creates another generation.
Don’t overlook the rewards that are there for the taking

Host Rewards

**Party Points**: a points reward program based on retail sales at a party. Party Points have no monetary value and are only used to redeem for free product when the Host places their order. Points are awarded at the following percentages when party sales reach the following retail amounts:

- $20 - $149.99 = 15% back
- $150-$299.99 = 20% back
- $300.00-$549.99 = 25% back
- $550.00 and up = 30% back

**Product Discount**: receive a 30% retail discount on any 4 items in the host catalog, when you host a party that reaches $75 in party sales.

**Bounce-back Booking**: Host who agree to re-book a party receive additional rewards. Receive two free products on first re-booking, two free on second, and four free on third re-booking. Rewards end after third Bounce-back Booking.

**Amethyst Rewards**

Once you achieve the Gem Pool rank of Amethyst you can start to enjoy the Amethyst Rewards. As an Amethyst (or higher) ranked Distributor you will receive 6% back in rewards points on all your personal purchases, your Customers personal purchases, and all enrollment orders from Distributors. You can redeem these points for free Be Young Product.

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**EARN EVEN MORE WITH AMETHYST REWARDS**

- **6% BACK** on all your personal purchases AND your personally sponsored Product Partners, Loyal Product Partners, and Enrollment Orders.
- Redeem reward points for free product (products are discounted on the point system)
- Redeem points to attend corporate sponsored events and trainings for free (Leadership Summit, regional conference, national convention, etc.)
HELP OTHERS SUCCEED
Coach and incentivize your team, and show them how to maximize the benefits of Be Young.

Retail Upline Matching Bonus
Paid monthly

Retail Sales
Each time your personally sponsored Customer (Loyal or standard Product Partner) purchases product, you will receive 40% in commissions on your customers Commissionable Volume.* Additionally, the volume of your Customers add to your Personal Volume (PV) during the qualification period to assist you with your personal qualification.

*You must be Base Commission Qualified (BCQ) by ordering at least $31.00 (20pv) worth of products for your business or personal use to be considered Active and eligible to receive commissions in the retail bonus. The retail bonus pays in real-time. You must have your BCQ purchase made before your Customer order to be eligible for commissions. Your BCQ purchase qualifies you for the entire qualification period.

Retail Upline Matching Bonus
You can benefit from the efforts of your personally sponsored (Frontline) Distributors when they sign up new customers. The Retail Upline Matching bonus starts when you achieve the rank of Sharing Partner and pays you on every customer purchase of your Frontline Distributors.
Fast Start is Easy: Earn up to 40%

Fast Start Bonus:
Each time you sponsor a new Distributor, you can receive a Fast Start Bonus on their enrollment order:

This one-time bonus on each newly enrolled Distributor will be paid as follows:

- When you (as the sponsor) have achieved the Leadership Title of “Trainer” or higher you will receive 40% commission on the newly personally sponsored Distributor’s commissionable volume on their enrollment order.
- When you (as the sponsor) have achieved the ranking of Sharing Partner but not Trainer you will receive 30% commission of the newly personally sponsored Distributor’s enrollment order commissionable volume. Your upline sponsor will receive 5% and the next level upline will receive 5%.*
- When you (as the sponsor) have just begun your journey and are ranked as a Distributor you will receive 20% commission on the commissionable volume of the newly personally sponsored Distributor’s enrollment order. Your upline sponsor will receive 10% and the next level upline will receive 10%.*

*In order for upline sponsors to receive roll-up pay from downline Fast Start they must achieve the rank of Sharing Partner.

EXTRA CONSIDERATIONS
Fast Start qualifications are based off your previous month Rankings, Personal Volume, and leg requirements.

**Distributor:** A Distributor is the base rank of a someone who is participating in the Be Young Total Health compensation plan. To be considered active and start earning commissions, a Distributor needs to purchase a minimum of 20 Personal Volume (PV) during the commissions period.

**Sharing Partner:** A Sharing Partner is a distributor that has started to expand their circle by helping two of their personally sponsored legs achieve 400 Group Volume each. Additionally, they need 80 Personal Volume (PV), and have at least one active Product Partner and/or Loyal Product Partner during the commission period.

**Trainer:** A Trainer is a distributor that has successfully started building some teams below them. To achieve the Leadership ranking of Trainer a Distributor needs to have two mentor legs one being a Team Leg and one being a Builder Leg. Additionally, they need to have 3,200 Group Volume or 6,400 GV-50 and 100 Personal Volume (PV).
MORE FINANCIAL REWARDS BRING PEACE OF MIND

Quick Start Option 1
- Upline Sponsor: Sharing Partner
  - Paid 10% ($20)
- You: Distributor
  - Paid 20% ($40)
- Enrollment Order: 200 PV

Quick Start Option 2
- Upline Sponsor: Sharing Partner
  - Paid 5% ($10)
- You: Sharing Partner
  - Paid 5% ($10)
- Enrollment Order: 200 PV

Quick Start Option 3
- Upline Sponsor: Sharing Partner
  - Paid 10% ($20)
- You: Sharing Partner
  - Paid 5% ($10)
- Enrollment Order: 200 PV

Quick Start Compensation
Paid instantly based off new Distributor enrollment order

Upline Sponsor
You
Personally Sponsored (PS) (Active or Qualifying)
Personally Sponsored (PS) Downline (Active or Qualifying)
### THE 7 LEVELS OF THE UNILEVEL BONUS

#### INITIAL / MONTHLY QUALIFICATIONS REQUIREMENTS

<table>
<thead>
<tr>
<th>LEVEL</th>
<th>DISTRIBUTOR 20 PV</th>
<th>DISTRIBUTOR 40 PV</th>
<th>SHARING PARTNER 80 PV</th>
<th>SHARING PARTNER 80 PV PLUS</th>
</tr>
</thead>
<tbody>
<tr>
<td>LEVEL 1</td>
<td>10%</td>
<td>10%</td>
<td>10%</td>
<td>10%</td>
</tr>
<tr>
<td>LEVEL 2</td>
<td>10%</td>
<td>10%</td>
<td>10%</td>
<td>10%</td>
</tr>
<tr>
<td>LEVEL 3</td>
<td></td>
<td></td>
<td>2%</td>
<td>5%</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>5%</td>
<td>6%</td>
</tr>
<tr>
<td>LEVEL 4</td>
<td></td>
<td></td>
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<td>5%</td>
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<td>5%</td>
</tr>
<tr>
<td>LEVEL 6</td>
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<td>2%</td>
</tr>
<tr>
<td>LEVEL 7</td>
<td></td>
<td></td>
<td></td>
<td>2%</td>
</tr>
</tbody>
</table>

#### Unilevel Bonus

The Unilevel pays up to 7 levels deep, and compression ensures that you always have the best opportunity to collect on all levels that are qualified to receive commissions on. During the commission process, commissions are “compressed”. If the upline is inactive the levels below are compressed up and paid out to the next Active* Distributor in the genealogy. Distributors are never physically moved up in the genealogy. Only the Group Volume (GV) will compress for commission purposes.

#### LEG:
Each Distributor on your first level represents a separate “Leg” in your team. Legs in your organization grow as your first-level Distributors begin to build their own teams (downlines).

#### STARTER LEG:
A Starter Leg is a frontline leg with at least 400 total Group Volume (GV) coming from anywhere in the depth of the Leg including customer purchases of the organization.

*To get commissions on all 7 levels of Unilevel, Distributors need to meet all requirements necessary for the levels they wish receive commission on.
GETTING STARTED IS EASY!

BEGIN WITH JUST $31.00 AND 1 PERSONALLY SPONSORED CUSTOMER, DISTRIBUTOR, OR GUEST

Independent Distributor Compensation Plan

Legend
- Your Sponsor
- You
- Level 1 - 10%
- Level 2 - 10%
- Level 3 - 6%
- Level 4 - 5%
- Level 5 - 5%
- Other Sharing Partners
- Inactive

PLACEMENT UNILEVEL:
Placement Unilevel, as the name suggest, enables you to sponsor and place your personally sponsored Distributors anywhere in your Unilevel genealogy. There are no width or depth limitation to this plan. Additionally, you may choose to keep the sponsorship, but give away the placement. If you maintain the sponsorship but give away the placement (there is a chance you may not collect a Unilevel bonus if you have placed the new Distributor below your 7th level) the new Distributor’s Leg qualification will remain front line to you for Leadership Generational Bonus qualification.
Leadership Generational Bonus

Every new Trainer is a new generation—literally! Each time someone hits the leadership level of Trainer it creates a new generation in that Leg and the generation is made up of the Leader’s Personal Group Volume.
Note: As illustrated in this example, in order for you to earn a commission on all three generations you would need to have achieved the rank of Executive. As a Trainer ranked Distributor you will earn 2% bonus on all Distributors commissionable volume in your organization down to the next Sharing Partner ranked Distributor.
Leadership Generational Bonus Continued

Leadership Generational Bonus is designed to be easy. We want people to be successful and the best way to do that is to make small achievable goals. Each time you achieve one of these goals your earning potential increases. We call this Life Rewarding! We are confident that many will achieve at least some portion of these Leadership bonuses naturally as they work to unlock the full potential of their Unilevel.

With every new generation comes a Leadership Generation Bonus. Trainer and above can earn Generation Bonuses on up to five generations per leg based on their Leadership rank. As a Trainer, you will be paid an additional 2% on downline Group Volume (GV). Reach Director and help a Frontline downline member reach trainer and you’re paid an additional 3% commission on your second generation, and so on. With each promotion comes another generation you can earn. Each new leadership promotion builds off the previous Leadership Bonus. You will not be blocked by helping a downline member achieve a Leadership rank. In fact, your earning potential only grows. The Leadership Generation Bonus is designed to drive teams and duplication within the downline.
Mentor Legs

Mentor legs are the first step you take to start your journey to our Leadership Generational Bonus. Mentor Legs are not a new rank rather a milestone to your progress to the Leadership Generational Bonus.
Gem Pool Bonus

The Gem Pool Bonus was designed as a way for Be Young Total Health to reward Sharing Partners for their efforts as they excel in building their personal organizations. Sharing Partners are rewarded for each rank level they have achieved from Topaz to Diamond. Thus, there are 5 separate Gem Pools attached to this Bonus. Each pool is comprised of 1% of the entire Company Volume (CV) per month, which is divided equally among everyone who has achieved that rank. A total of 5% CV is dedicated to pay these Bonuses each month to those qualified to receive them. Once you have qualified for (and maintain those qualifications), you will continue to receive an equal portion of each Gem Pool for the rank you hold.

- **Amethyst**
  - 4
  - Personally Sponsored
  - At least 40 PV
  - At least 450 GV
  - At least 4 active ISPs

- **Topaz**
  - 4
  - Personally Sponsored
  - At least 140 PV
  - At least 5,000 GV
  - At least 4 active ISPs

- **Ruby**
  - 5
  - Personally Sponsored
  - At least 200 PV
  - At least 10,000 GV
  - At least 5 active ISPs

- **Sapphire**
  - 5
  - Personally Sponsored
  - At least 340 PV
  - At least 25,000 GV
  - At least 5 active ISPs

- **Emerald**
  - 6
  - Personally Sponsored
  - At least 340 PV
  - At least 50,000 GV
  - At least 6 active ISPs

- **Diamond**
  - 7
  - Personally Sponsored
  - At least 340 PV
  - At least 100,000 GV
  - At least 7 active ISPs
Gem Pool bonus pays for every ranking that the Distributor has achieved in the Gem Pool Bonus, maximizing the amount of commissions you are qualified to earn. For example, if a Distributor achieved the rank of Ruby they would collect a share in both the Topaz Pool and the Ruby Pool.

- **14 Topaz**: $25,000 ÷ 14 = $1,786 each
- **9 Ruby**: $25,000 ÷ 9 = $2,778 + $1,786 = $4,564 each
- **14 Sapphire**: $25,000 ÷ 6 = $4,167 + $2,778 + $1,786 = $8,724 each
- **14 Emerald**: $25,000 ÷ 4 = $6,250 + $4,167 + $2,778 + $1,786 = $14,981 each
- **14 Diamond**: $25,000 ÷ 2 = $12,500 + $6,250 + $4,167 + $2,778 + $1,786 = $27,481 each

Company-wide Volume = 2,500,000 x 1% = $25,000
For illustration purposes only.
Terminology unique to Be Young Total Health is defined in this section of the Compensation Manual. As you come to understand each term, the profitable methods for commission payout will become very clear.

ACTIVE LEG:
A leg that has at least one BCQ (Active) Distributor somewhere in the downline.

BASE COMMISSION QUALIFIED:
The minimum requirement to participate in the compensation plan (20 PV or $31.00).

CLAWBACK:
Recovery of commissions from a return order that a Distributor was paid on in a past commission month. Distributors will see the clawback for each return order on their Earnings Statement.

COMMISSIONABLE VOLUME:
Volume comprised of all point purchases made by either a distributor, their downline organization, customers, or party sales.

COMMISSION PAYOUT:
All commissions are paid on the 20th of the month for the previous months activity. With exception to the quickstart and fast start bonus which pay instantly.

COMMISSION PERIOD:
The time allotted for group sales to accumulate for bonus. Is determined by the current Calendar Month.

COMPRESSION:
The Unilevel pays up to 7 levels deep, and compression ensures that you always have the best opportunity to collect on all levels you are qualified to receive commissions on. During the commission process, commissions are "compressed". If the upline is inactive the levels below are compressed up and paid out as first level to the next active Distributor in the genealogy. Distributors, Customers, and Loyal Customers are never physically moved up in the genealogy. Only the Personal Volume will compress for commissions purposes.

For example: Billy is active in the month of March. Mary who is one of his downline Distributors on his 3rd level is active. One of the two Distributors between Billy and Mary is not active in March. This will cause Mary’s order to be paid on Billy’s 2nd level instead of his 3rd level.

DISTRIBUTOR:
The base rank of a someone who is participating in the Be Young Total Health compensation plan. To be considered active and start earning commissions, a Distributor needs to purchase a minimum of 20 Personal Volume (PV) during the commissions period.

DOWNLINE:
Those you sponsor, and the people they sponsor, etc.
ENROLLEE SPONSOR:
The Distributor who is directly above you in the sponsorship tree of the unilevel. The enrollee sponsor represents where you are physically placed in the sponsorship tree and is used for qualification and commission purposes in the Leadership Generational Bonus. This can be different from your placement sponsor.

For example: Sue is the placement sponsor of Allen, but Jen (who is Sue’s placement sponsor) is the enrollee sponsor of Allen. In the unilevel genealogy Allen would be frontline to Sue. However, for qualification purposes in the Leadership Generational bonus Allen is frontline to Jen.

FRONT LINE:
The Distributors placed on the 1st level of a specified Distributor. This relationship is maintained in the Placement Tree.

GROUP VOLUME 50% (GV-50):
Used only for generational bonus to replace the specific leg requirements. Must have at least two legs and no more than half of the qualifying volume can come from one single leg.

GROUP VOLUME:
Comprised of all commissionable volume in your unilevel organization. The commissionable volume from your downline customers add to your overall group volume for qualification purposes in the Unilevel and Leadership Generational bonuses. However, you are only paid commissions on the Commissionable Group Volume derived from your downline distributors orders.

GUEST:
A person who has not signed up to be a Customer or a Distributor. Guest are people who are invited to attend a party.

HOST:
Host can be any type of member (Guest, Product Partner, Loyal Product Partner, or even a Distributor), A host has to have a consultant or a Distributor who has set up their host link. A Distributor can be both the Host and the Consultant for their own parties.

LOYAL PRODUCT PARTNER (LPP):
Retail customers who agree to a monthly autoship of at least $31.00. LPPs receive wholesale pricing and 6% back in rewards points on every order as long as they maintain an active autoship. If a loyal Product Partner cancels their auto-ship they will be converted to a Product Partner and pay retail price for their products.

Note: A LPP does not have to have their 1st autoship set up until 30 days after their enrolled.

PARTY RETAIL SALES VOLUME (PRSV):
The commissionable volume of sales generated from a party. Displayed in your virtual office as Upline Volume or CV.
PAY LEVEL:
The level a Distributor received commission on. This can be different than the physical level due to compression.

PERSONAL GROUP VOLUME (PGV):
The PGV is your Personal Volume combined with the Group Volume of all Distributors in your downline.

PERSONAL VOLUME (PV):
Personal Volume is the assigned value of a product for the purpose of qualification and calculation of bonuses and commissions for Distributor (or higher) ranked members. PV is Calculated at 65% of the whole sale price of products, and is shown as in the same column as upline volume in the shopping cart.

PHYSICAL LEVEL:
The physical level a Distributors downline genealogy is placed. This structure does not change as Pay Level may.

PLACEMENT SPONSOR:
The Distributor who is directly above you in the placement tree of the unilevel. The placement sponsor only represents where you are physically placed in the unilevel genealogy. This can be different from your enroller sponsor.

PLACEMENT TOOL:
Distributors are able to place their personally sponsored distributors. This can be done in their Virtual Office through the “Unilevel Move Tool” if the placement change meets the qualification as outlined in the Distributor Agreement.

PRODUCT PARTNER:
Retail Customers who purchase product at retail price.

QUALIFIED:
Meeting all the applicable requirements for a bonus whether they be Leg, Personal Volume, Group Volume, Personal Group Volume, Active Customer and/or Active Distributor.

SHARING PARTNER (SP):
Sharing Partner is the first leadership rank of the company and brings with it substantial increase in the payout percentages a distributor earn each commission period.

TRAINER:
A distributor that has successfully started building some teams below them. To achieve the Leadership ranking of Trainer a Distributor needs to have two mentor legs one being a Team Leg and one being a Builder Leg. Additionally, they need to have 3,200 Group Volume or 6,400 GV-50 and 100 Personal Volume (PV).

UNILEVEL:
The main genealogy structure for Distributors. Is a sponsor based bonus which allow for unlimited width and depth of sponsoring.

UPLINE:
Your sponsor, their sponsor, etc.

VARIOUS TYPES OF LEGS:
These definitions are presented in hierarchical order from lowest to highest. Leg definitions are based on Sponsorship structure:

Leg: Each front line Distributor and their entire down line.

Starter Leg: A leg that has at least 400 total GV in it.

Team Leg: Front Line Distributor with at least 2 Starter or higher legs.

Builder Leg: A Front Line Distributor with at least 2 Starter or higher legs and 1 Team or higher legs.

Trainer Leg: A leg headed by a Frontline Trainer or higher.

Director Leg: A leg headed by a Frontline Director or higher.

Executive Leg: A leg headed by a Frontline Executive or higher.

Presidential Leg: A leg headed by a Frontline Presidential or higher.
BETTER HORIZONS
THE VANTAGE POINT OF A LIFE THAT IS TRULY REWARDED