

SHIFT

COMPENSATION PLAN

UPDATED: April 2024

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RETAIL CUSTOMER

A Retail Customer is anyone that purchases products that is NOT an Independent Brand Ambassador.

INDEPENDENT AFFILIATE (IA)

IAs earn 15% on all personal customer volume beginning with their first customer. IAs must remain active to receive commissions.

QUALIFIED INDEPENDENT Brand Ambassador (QAMB)

To become a Qualified Independent Brand Ambassador (QAMB) the AMB must personally sell \$40 of products and personally enroll and maintain a minimum of 3 Retail Customers. QAMBs must purchase a Back Office Website and Marketing Platform for \$25 month.

QAMBs must remain active to receive commissions.

CUSTOMER COMMISSIONS (CC)

Every time an IA or QAMB personally sells product to a Retail Customer, the IA/QAMB earns a Customer Commission of 15% the of purchase amount. Customer Commissions are paid in real time and can be withdrawn every Friday before 4:00PM Central Time.

SHIFT PACK COMMISSIONS (SPC)

Every time a Qualified Independent Brand Ambassador (QAMB) personally sells a SHIFT Pack, the QAMB earns a SHIFT PACK COMMISSION of \$100. There is no limit to the number of SHIFT Packs that an AMB can sell, nor the amount of Retail Customers they can sell products to. SHIFT PACK Bonuses are paid out in real time and can be withdrawn every Friday before 4:00PM Central Time.

SHIFT PACK BONUSES (SPB)

When you promote to Area AMB (AAMB) or above, you are paid SHIFT PACK Bonuses when a Brand Ambassador (AMB) in your AAMB Network sells a SHIFT PACK. SHIFT PACK Bonuses are paid through infinite levels when you meet the monthly rank requirements. There are four leadership ranks, and each time you promote to one of these ranks based on product sales, you have the opportunity to earn more SHIFT PACK bonus income. At each leadership rank, you can begin to build a new leadership organization, which can qualify you for new SHIFT PACK Bonuses.

* SHIFT PACK Bonuses are accumulative based on a Qualified Brand Ambassador's Rank minus the Rank of the enrolling Qualified Brand Ambassador on his or her team at the time and date of new Qualified Brand Ambassador.

COMMISSION & BONUS TOTALS

Every time a QAMB personally sells a SHIFT Pack the QAMB earns the total of the Commission plus the Bonus based on their

LEADERSHIP LEVEL	MENTOR CUSTOMER BONUS	LEADERSHIP CUSTOMER BONUS	FULLY CODED LEADERSHIP BONUS	TOTAL BONUS ON PERSONAL QAMB's
Qualified AMB	\$100	\$0	\$0	\$0
Area AMB	\$0	\$100	\$100	\$200
Regional AMB	\$0	\$25	\$100	\$225
National AMB	\$0	\$25	\$150	\$250
International AMB	\$0	\$50	\$200	\$300

rank at the time of the new SHIFT Pack sale.

* It is important to keep in mind that there are no guarantees regarding income.

CUSTOMER RECURRING INCOME (CRI)

Personal Retail Customers who maintain their products and/or services count toward your CRI. So do the Retail Customers who are sold products and/or services by AMB's in your leadership organization.

CRI is paid starting with the 1st purchase of your customer; and each subsequent purchase thereafter. To receive this income, you must meet both the one-time leadership rank qualifications as well as monthly Personal Retail Customer count qualifications. You meet the one-time rank requirement by attaining a leadership rank. You achieve the monthly Personal Retail Customer count qualification by having met the required number of Personal Retail Customers who have been sold products before or by the last day of the month.

Be sure you have the required number of Retail Customers by month's end to be paid at your leadership rank. Don't miss out on earnings; always have more Retail Customers than required. If your number of Retail Customers is fewer than your qualification requirements, you will not qualify for CRI until you do.

All Retail Customers necessary for commission and bonus qualifications must have purchased products by Friday at 11:59 pm Central Time for a payment to be issued on the following Friday. Any new purchases or status changes received after that time, will be paid the following Friday. Commissions are based on net purchase amount.

LEADERSHIP RANKS AND QUALIFICATIONS

Independent Affiliate (IA)

- There are no requirements to become an Independent Affiliate

- IA's earn 15% on all personal customer volume beginning with their first Retail Customer

Qualified Independent Brand Ambassador (QAMB)

- Independent Brand Ambassador (QAMB) must sell \$40 of products
- Must maintain a minimum of 3 Personal Retail Customers on a Monthly Basis
- Independent Brand Ambassador Website, Back Office, and Platforms \$25 month

Area Brand Ambassador (AAMB)

- Achieve QAMB status
- Personally enroll and maintain a total of 6 Retail Customers on a Monthly Basis
- Personally Enroll three (3) frontline QAMB's
- Develop a total of 12 QAMB's on your team.
- Maintain Qualified and Active Status

Regional AMB (RAMB)

- Achieve Area AMB status
- Personally Enroll and Maintain 9 Personal Retail Customers on a Monthly Basis
- Personally Enroll three (3) New frontline QAMB's in your Area Team
- Develop six (6) Area AMBs in your Area Team
- Maintain Qualified and Active Status

National AMB (NAMB)

- Achieve Regional AMB status
- Personally Enroll and Maintain a total of 12 Personal Retail Customers on a Monthly Basis
- Personally Enroll three (3) frontline QAMB's in your Regional Team
- Develop nine (9) Regional QAMBs (RAMBs) in your Regional Team
- Maintain Qualified and Active Status

International AMB (IAMB)

- Achieve National AMB status
- Personally Enroll and Maintain a total of 15 Personal Customers on a Monthly Basis
- Personally Enroll three (3) frontline Qualified AMB's in your NAMB Team
- Develop twelve (12) National AMBs in your National Team
- Maintain Qualified and Active Status

NOTES:

If a Retail Customer submits a return, requests a refund, or makes a chargeback for products purchased, SHIFT will clawback the amount of any paid commissions and bonuses that resulted from the Retail Customer's actions to you and all related

ORGANIZATION LEVEL	RANK	CUSTOMER COMMISSION
Level 1 - Your Personal Customers	IA/QAMB	15%
Level 2	IA/QAMB	1%
Level 3	IA/QAMB	1%
Level 4	Qualified Regional	1%
Level 5	Qualified National	1%
Level 6	Qualified International	5%
Unlimited	Area AMB	3%
Unlimited	Regional AMB	3%
Unlimited	National AMB	3%
Unlimited	International AMB	3%

AMB's.

In order to qualify for SHIFT Pack Commissions and Bonuses, at least 51% of commissions must be from the sale of a product to a Retail Customer/s.

To receive SHIFT Pack Commissions, you must be a Qualified AMB. SHIFT Pack Commissions are paid in real time.

To receive SHIFT Pack Bonuses, your Qualified AMB must sell \$40 of product..

Monthly Recurring Income is paid on Active status customers and is paid in real time and can be withdrawn every Friday at 4pm Central Time.