

# Sunland Source™

## Compensation Plan



## The Sunland Source™ Compensation Plan

The Basics. There are three ways you can be involved with Sunland Source™: 1. As a customer: order as much or as little product as you want, whenever you want, through our secure online shopping cart. 2. As a Preferred Customer, by receiving recurring monthly product orders (autoship) that you receive at discounted prices. 3. As a Distributor who sells product and sponsors Preferred Customers and other Distributors.

In order to participate in the Sunland Source™ Compensation Plan, you must become a Distributor. You have 4 options to become Distributor: the \$40 Distributor Kit, or one of three Product Packs: the Starter Pack (\$195), the Executive Pack (\$350) or the Business Builder Pack (\$695).

- Purchasing the \$40 Distributor Kit will allow you to begin working the business at the rank of Consultant 1 where you can purchase and sell products and qualify for any unilevel and bonus commissions except for the Fast Start Bonus.
- Purchasing the Starter Pack (\$195) will allow you to enter the plan at the rank of Consultant 2 where you can begin to purchase and sell products and qualify for unilevel commissions and the Fast Start Bonus. The Starter Pack includes 2 bottles of Noni Nitro™ Concentrate, 1 bottle of Vital Active Beverage, 1 tube of Noni Nitro™ Tropical Lotion, as well as the Distributor Kit and your personalized replicated website.
- Purchase of the Executive Pack (\$350) will automatically qualify you for the rank of Senior Consultant for a period of 2 (two) months. As long as you are Active and maintain the PSV requirements for this rank, you will be paid for all qualified commissions and bonuses at the Senior Consultant level. The Executive Pack includes 5 bottles of Noni Nitro™ Concentrate, 2 bottles of Vital Active Beverage, 1 tube Noni Nitro™ Tropical Lotion, as well as the Distributor Kit and your personalized replicated website.
- Purchase of the Business Builder Pack (\$695) will automatically qualify you for the rank of Supervisor for a period of 3 (three) months. As long as you are Active and maintain the PSV requirements for this rank, you will

be paid for all qualified commissions and bonuses at the Supervisor level. The Business Builder Pack includes 11 bottles of Noni Nitro™ Concentrate, 4 bottles of Vital Active Beverage, 2 tubes Noni Nitro™ Tropical Lotion, as well as the Distributor Kit and your personalized replicated website.

## Upgrading

Distributors may upgrade to another Product Pack by paying the difference between their current rank and the cost of the upgrade. A Fast Start Bonus will be paid on the difference between the CV of the current pack and the CV of the upgrade pack. The full Fast Start Bonus will be paid on upgrades from the \$40 Distributor Kit. Distributors have 60 days from their enrollment date to upgrade by paying the difference. After 60 days distributors may upgrade at full price. For example: a Distributor who purchased the \$195 (80 CV) Starter Pack upgrades to the \$695 (400 CV) Business Builder Pack by paying the difference: \$500. A Fast Start Bonus would then be paid on 320 CV (400 CV – 80 CV).

## How do I get paid?

Once enrolled as a Distributor, you may earn income through as many as 8 different components:

**1. Retail Profits** – the backbone of the direct sales industry is a thriving retail business. Simply put, Distributors buy product at wholesale prices and can sell them to retail customers at retail prices, thereby keeping the difference. As a Distributor you will receive a 20% commission based on the retail price of any order processed through your replicated website. Retail sales volume will count towards the sponsor's personal sales volume (PSV).

**2. Preferred Customers** – another pillar of direct sales is having a strong Preferred Customer base. Preferred Customers receive discount pricing by enrolling in a monthly autoship. Distributors receive a 20% commission of each Preferred Customer Order processed through their replicated website. An order of one Noni Nitro™ concentrate, \$45, will yield a \$9 (20% of \$45) commission to the Distributor; an order of Vital Active Beverage, \$42.50, will yield an \$8.50 (20% of \$42.50) commission and an order of one Tropical Lotion,

\$35, will yield a \$7 (20% of \$35) commission. Additionally, Preferred Customer volume will count toward a distributor's personal sales volume (PSV).

**3. Fast Start Bonus** – this bonus is structured to put money quickly into the hands of the working Distributor as he or she builds the business. The Fast Start Bonus is paid weekly on the sale of one of three initial order Product Packs: The Starter Pack (\$195/80CV), the Executive Pack (\$350/180CV) or the Business Builder Pack (\$695/400 CV). Distributors who sell this pack will receive a commission based on the CV of the pack or on their place in the sponsoring distributor's upline. Please see diagram below. Only Active, Qualified Distributors who have enrolled with one of the three initial purchase packs are eligible to receive Fast Start Bonuses. Fast Start Order volume is excluded from Unilevel and Matching Bonus Volume but included for rank qualifications.

Sunland Source™ Fast Start Bonus Plan				
Product Pack		Starter Pack	Executive Pack	Business Builder Pack
Price		\$195	\$350	\$695
Volume (CV)		80	180	400
FSB Payout	Percentage			
Sponsor	50 %	\$40	\$90	\$200
Generation #1	15%	\$12	\$27	\$60
Generation #2	10%	\$8	\$18	\$40
Generation #3	10%	\$8	\$18	\$40
Generation #4	10%	\$8	\$18	\$40
Generation #5	5%	\$4	\$9	\$20

The FSB is a dynamic compression plan paying out up to 100% CV to a Sponsor and 5 generations of Active, Qualified upline distributors. For example: A Distributor sells a Business Builder Pack \$695 (400 CV), as such he receives \$200 (50%). His upline receives \$60 (15%). Her upline receives \$40 (10%) and so on as per the diagram until all 5 generations are paid. The Fast Start Bonus week is Tuesday 12:00am PT through Monday 11:59pm PT with the commission paid out on Friday of the same week.

**4. Matching Bonus** – the Matching Bonus is paid to Distributors on the Personal Sales Volume (PSV) of their personally-sponsored Distributors. The Matching Bonus is paid out based on the rank of the Sponsor and is based on monthly unilevel commissions. Only Active, Qualified Distributors are eligible to receive the Matching Bonus. It is paid monthly and is based on a floating percentage. Sunland Source™ guarantees a maximum payout of up to 67 % of sales volume (PSV). After the various other ways of earning bonuses with Sunland Source™ are calculated, any remaining available bonuses are allocated to the Matching Bonus. The Matching Bonus pays out a maximum of \$20,000 monthly per Active, Qualified Distributor. See diagram below.

Sunland Source™ Matching Bonus	
Rank	Matching Percentage
Supervisor	30%
Manager	35%
Senior Manager	40%
Vice President	45%
Presidential & Corporate	50%

**5. Luxury Auto Bonus** – this bonus rewards the hard work of Distributors who achieve and maintain the rank of Senior Manager or Vice President. Sunland Source™ will pay \$500/month at the Senior Manager rank and \$750/month at the Vice President rank for the lease or purchase of a luxury auto. Distributors must be Active and Qualified\* to qualify for the Luxury Auto Bonus. Distributors may use the bonus for something other than an auto only with express, written permission from Sunland Source™. \*To qualify for this bonus, a minimum of 60% of qualifying PSV and GSV must come from within a distributor's unilevel plan.

**6. Leadership Pool Bonus** – each month Sunland Source™ sets aside two (2%) percent of the company's entire worldwide volume to reward our company leaders. Once you reach the Vice President or Presidential levels, you become eligible to share in this incredible bonus pool. Leaders who qualify each month will receive their pro-rata share of the leadership bonus pool. Distributors receive shares based on their rank. Please see diagram below.

LEADERSHIP POOL BONUS	
Rank	Number of Shares
Vice President	1
Presidential	2
Corporate	3

Example: There are 3 Distributors who qualify to earn a pool bonus: 2 are at Corporate rank (3 shares each) and one is at Vice President rank (1 share). The total number of shares is  $(2 \times 3) + 1 = 7$  shares. If the total company sales volume for the period was \$1,000,000 CV and 2% was to be used for the pool, the total amount in the pool would be \$20,000 CV (based upon  $2\% \times \$1,000,000$  CV). Distributors at the Corporate rank, with 3 shares, would each earn  $(3/7) \times \$20,000$  CV = \$8570 CV each, while the Distributor at Vice President rank would earn  $(1/7) \times \$20,000$  CV = \$2857 CV.

**7. Rank Advancement Bonus** – this bonus rewards those leaders who have worked their way to the upper ranks of the compensation plan. The Rank Advancement Bonus is a one-time cash bonus paid to a Distributor when a given rank is achieved and maintained for two (2) consecutive monthly bonus periods. At the Manager rank the bonus is \$1,000, at the Senior Manager - \$5,000, at Vice President - \$10,000, at Presidential - \$20,000 and at Corporate - \$40,000.

Additionally, as added incentive to continue building your organization, Sunland Source™ offers a management bonus. Here's how it works: when you have achieved the rank of Senior Manager or above and you help three (3) of your personally sponsored distributors achieve and maintain the rank of Manager for two (2) consecutive monthly bonus periods, you will receive a cash bonus of \$1,500.

## 8. Monthly Unilevel Compensation Plan

### Sunland Source™ Compensation Plan Summary

	Consultant 1 & 2	Senior Consultant	Supervisor	Manager	Senior Manager	Vice President	Presidential	Corporate
Qualifications								
Sponsorship Requirements		2	2	2	4	4	4	4
				1 as Sup.	1 as Mgr.	1 as Sr. Mgr.	1 as VP	1 as Presidential
Monthly PSV	25	60	60	105	105	130	130	150
Monthly GSV		500	2500	10,000	25,000	50,000	100,000	200,000
Pay Levels								
Level 1	10%	10%	10%	10%	10%	10%	10%	10%
Level 2		10%	10%	10%	10%	10%	10%	10%
Level 3			10%	10%	10%	10%	10%	10%
Level 4				15%	15%	15%	15%	15%
Level 5					10%	10%	10%	10%
Level 6						5%	5%	5%
Level 7							5%	5%
Level 8							0.5%∞	1%∞

### Sunland Source™ Compensation Plan Summary

#### CONSULTANT 1 & 2

Both the Consultant 1 and 2 ranks are eligible to earn 10% commission through one level of their team of Distributors (Level 1 - 10%) and a 20% commission on products purchased by qualified Customers and Preferred Customers. Consultant 1 position requires an initial order of a \$40 Distributor Kit (0 CV – Not eligible for Fast Start Bonus) and then a monthly total of 25 PSV/GSV. Consultant 2 position requires an initial order of a \$195 (80 CV – Eligible for Fast Start Bonus) Starter Pack and then a monthly total of 25 PSV/GSV.

### SENIOR CONSULTANT

The Senior Consultant is eligible to earn up to 20% commission through two levels of their team of Distributors (Level 1 - 10%, Level 2 - 10%) and a 20% commission on products purchased by qualified Customers and Preferred Customers. This position requires two personally sponsored Distributors and a monthly total of 60 PSV and 500 GSV.

### SUPERVISOR

The Supervisor is eligible to earn up to 30% commission through three levels of their team of Distributors (Level 1 - 10%, Level 2 - 10%, Level 3 - 10%) and 20% commission on products purchased by qualified Customers and Preferred Customers. This position requires two personally sponsored Distributors and a monthly total of 60 PSV and 2500 GSV.

### MANAGER

The Manager is eligible to earn up to 45% commission through four levels of their team of Distributors (Level 1 - 10%, Level 2 - 10%, Level 3 - 10%, Level 4 - 15%) and 20% commission on products purchased by qualified Customers and Preferred Customers. This position requires two personally sponsored Distributors of which at least one is a Supervisor and a monthly total of 105 PSV and 10,000 GSV.

### SENIOR MANAGER

The Senior Manager is eligible to earn up to 55% commission through five levels of their team of Distributors (Level 1 - 10%, Level 2 - 10%, Level 3 - 10%, Level 4 - 15%, Level 5 - 10%) and 20% commission on products purchased by qualified Customers and Preferred Customers. This position requires four personally sponsored Distributors of which at least one is a Manager and a monthly total of 105 PSV and 25,000 GSV.

### VICE PRESIDENT

The Vice President is eligible to earn up to 60% commission through six levels of their team of Distributors (Level 1 - 10%, Level 2 - 10%, Level 3 - 10%, Level 4 - 15%, Level 5 - 10%, Level 6 - 5%) and a 20% commission on products purchased by qualified Customers and Preferred Customers. This position requires four personally sponsored Distributors of which at least one is a Senior Manager and a monthly total of 130 PSV and 50,000 GSV.

### PRESIDENTIAL

The Presidential level is eligible to earn up to 65% commission through seven levels of their team of Distributors (Level 1 - 10%, Level 2 - 10%, Level 3 - 10%, Level 4 - 15%, Level 5 - 10%, Level 6 - 5%) Level 7 - 5%) PLUS a 0.5% commission on Levels 8 and above as well as a 20% commission on products purchased by qualified Customers and Preferred Customers. This position requires four personally sponsored Distributors of which at least one is a Vice President and a monthly total of 130 PSV and 100,000 GSV.



## CORPORATE

The Corporate level is eligible to earn up to 65% commission through eleven levels of their team of Distributors (Level 1 - 10%, Level 2 - 10%, Level 3 - 10%, Level 4 - 15%, Level 5 - 10%, Level 6 - 5%) Level 7 - 5%) **PLUS** a 1% commission on Levels 8 and above, as well as a 20% commission on products purchased by qualified Customers and Preferred Customers. This position requires four personally sponsored Distributors of which at least one is a Presidential and a monthly total of 150 PSV and 200,000 GSV.

### Rank Qualification Table

Rank	Qualification
<b>Consultant 1</b>	Enroll with \$40 Distributor Kit (not Fast Start Bonus eligible). Maintain 25 PSV/GSV monthly.
<b>Consultant 2</b>	Enroll with \$195 Starter Pack to be eligible for Fast Start Bonus. Maintain 25 PSV/GSV monthly.
<b>Senior Consultant*</b>	Enroll with \$350 Executive Pack. Maintain 60 PSV, 500 GSV monthly and have 2 personally sponsored distributors.
<b>Supervisor*</b>	Enroll with \$695 Business Builder Pack. Maintain 60 PSV, 2500 GSV monthly and have 2 personally sponsored distributors.
<b>Manager</b>	Maintain 105 PSV, 10000 GSV monthly and have 4 personally sponsored distributors, 1 as Supervisor.
<b>Senior Manager</b>	Maintain 105 PSV, 25000 GSV monthly and have 4 personally sponsored distributors, 2 as Manager.
<b>Vice President</b>	Maintain 130 PSV, 50000 GSV monthly and have 4 personally sponsored distributors, 1 as Senior Manager.
<b>Presidential</b>	Maintain 130 PSV, 100000 GSV monthly and have 4 personally sponsored distributors, 1 as Vice President.
<b>Corporate</b>	Maintain 150 PSV, 200000 GSV monthly and have 4 personally sponsored distributors, 1 as Presidential OR 2 as Vice President.

\*Distributors may achieve these ranks and receive all associated bonuses including Fast Start Bonus without purchasing the associated product packs, simply by meeting the qualifications of that rank as per the compensation plan summary. \*\* The Sunland Source™ Compensation Plan pays out a maximum of 67% of commissionable volume.

<u>Pricing</u>	<u>RETAIL</u>	<u>PREF. CUSTOMER</u>	<u>WHOLESALE</u>	<u>CV</u>
1 Noni Nitro™ Tropical Lotion	\$39.95	\$35	\$30	25
1 Vital Active Beverage	\$49.95	\$45	\$40	30
1 Noni Nitro™ Concentrate	\$49.95	\$45	\$40	35
1 Case (4 bottles) Vital	\$180.00	\$160	\$140	90
6 Noni Nitro™ Tropical Lotion	\$239.70	\$180	\$180	120
6 Noni Nitro™ Concentrate	\$299.70	\$240	\$225	210
3 Cases (12 bottles) Vital	\$510.00	\$450	\$390	240

## Terms

**Commissionable Volume (CV)** – that portion of the cost of a product upon which commissions are paid.

**Group Sales Volume (GSV)** – the total personal sales volume of a Distributor’s entire downline.

**Personal Sales Volume (PSV)** – the total sales volume of a Distributor’s personal sales (includes Customer and Preferred Customer sales volume.)

Disclaimer: The Sunland Source™ Compensation Plan is designed as a Plan of Hope and Financial Reward for both part- and full-time people. A Sunland Source™ Independent Distributor’s success depends in great part upon his or her skills, efforts, dedication, desire, and motivation. Becoming an Independent Distributor is NOT a guarantee of income. Average income from the Sunland Source™ Consultant Compensation Plan has not been established. Sunland Source LLC dba Noni Nitro™ reserves the right to change or alter this compensation plan at its own discretion.