

SUNRIDER®
The Art of Herbal Science®



INFINITY COMPENSATION
PROGRAM

GETTING STARTED

Our compensation plan streamlines a clear path to success through your work hard and dedication.

GROWING YOUR BUSINESS

Share your passion and knowledge with your team to build a robust, sustainable business.

Requirements	IBO	STAR	STAR PRIME	STAR ELITE	ACE	ACE PRIME	ACE ELITE	ACE ROYAL 1st Generation
PV	ENROLL	200	300	400	500	600	700	800
DV		500	1,000	1,800	3,000	5,000	7,000	10,000
Max Volume Rule				900	1,500	2,500	3,500	5,000
Structure					I Builder Leg (BL)	2 BL	3 BL	4 BL

Compensation	UNILEVEL COMMISSION PERCENTAGES				UNILEVEL COMMISSION PERCENTAGES			
Level 1		5%	7%	9%	10%	10%	10%	10%
Level 2				2%	4%	5%	6%	8%
Level 3						2%	4%	5%
Level 4								2%
Level 5								

Retail Sales Bonus: Paid on a WEEKLY basis, to eligible IBOs with direct deposit!

PV	0-499	500-1,999	2,000-4,999	5,000+
Personal Sales Commissions		5%	10%	15%
Retail Profit	15%	15%	15%	15%
Retail Sales Bonus	15%	20%	25%	30%

Ace Royal Advancement Bonus

Advance or sponsor someone in your personal group who advances to Ace Royal for the first time and receive \$500. There is NO time limit for this bonus. You must be paid as an Ace Royal or higher to receive the matching bonus.



Fast Start Incentive Program

New Independent Business Owners (IBOs) can earn the following rewards in their first 6 full months with Sunrider!

EARN DURING YOUR JOINING MONTH + 6 MONTHS!

FREE PRODUCT	Earn a free product for each Preferred Customer you sign up with a \$100 Subscription order and when you have at least 250 PV in personal purchases.
\$50 PRODUCT CREDIT	Earn a \$50 Product Credit for each New IBO you sponsor who purchases 250 PV of product. You just need to have at least 250 PV that same month in personal purchases. Credit will expire within 30 days.

ADVANCE YOUR TITLE FOR THE FIRST TIME AND EARN MORE BONUSES!*

Joining Month + 1st MONTH	Joining Month + 3 MONTHS	Joining Month + 6 MONTHS FOR ANY OF THESE RANKS		
STAR PRIME \$50 Bonus	STAR ELITE \$100 Bonus	ACE \$200 Bonus	ACE PRIME \$300 Bonus	ACE ELITE \$400 Bonus

Development Bonus (2% CAP)

Each month, when you are qualified as an Ace Prime or higher, earn the Development Bonus on:

- Each leg in your personal group that has at least one qualified Ace+. This bonus is paid on the highest Ace to Ace Elite in each leg, not to exceed your own paid-as title.
- AND
- Each leg in your organization that has at least one 1st Generation IBO who is paid-as an Ace Royal or higher in that month, anywhere in that leg. The amount is US\$100 when you qualify as Ace Royal or higher or equal to your own title of Ace Prime – Ace Elite.

ACE	ACE PRIME	ACE ELITE	ACE ROYAL 1st Gen
Paid-as Title of Pay on IBO — 1 per leg in personal group +1 per leg w/1st Generation Ace Royal+			
US\$30	US\$60	US\$80	US\$100

* Sponsor must be at equal or higher title and have at least 250 PV in personal purchases that month. This is a one-time bonus to both you and your sponsor.

Monthly Fixed Bonus Paid to Ace Prime and above (2% Cap)

DEVELOPING YOUR LEADERS

By inspiring and guiding rising stars to success, you reap the rewards of helping others. That's extraordinary.

MAXIMIZING YOUR POTENTIAL

Reach the top levels to take full advantage of the plan's incentive-rich structure and earning potential.

Requirements	HERO	HERO ELITE	HERO ROYAL	ICON	ICON ELITE	ICON ROYAL
PV	800	800	800	800	800	800
DV	18,000	36,000	90,000	225,000	600,000	1,650,000
Max Volume Rule	9,000	18,000	45,000	112,500	300,000	825,000
Structure	3 BL + 1 Ace Royal (Total of 4 legs)	2 BL + 2 Ace Royal (Total of 4 legs)	1 BL + 3 Ace Royal (Total of 4 legs)	3 Ace Royal+ legs + 2 Hero+ legs NewGenQ (Total of 5 legs)	3 Ace Royal+ legs + 2 Hero E+ legs NewGenQ (Total of 5 legs)	3 Ace Royal+ legs + 2 Hero R+ legs NewGenQ (Total of 5 legs)

Compensation	UNILEVEL COMMISSION PERCENTAGES			UNILEVEL COMMISSION PERCENTAGES		
Level 1	10%	10%	10%	10%	10%	10%
Level 2	8%	8%	8%	8%	8%	8%
Level 3	5%	5%	5%	5%	5%	5%
Level 4	2%	2%	2%	2%	2%	2%
Level 5	2%	2%	2%	2%	2%	2%

Check Match (8% Company CV Cap)

When you are qualified as a Leader (Hero+), you can receive a match on the Unilevel Bonus, Fast Start Bonus, and Turbo Infinity Bonus earnings of the generations below you. The amount of the match is based on the paid-as title of the individual on which you are receiving the match, but not to exceed your own paid-as title. The higher paid-as title you reach, the more generations deep you can receive a Check Match on. The per match cap is based on your own paid-as title.

Check Match %	10%	15%	18%	20%	22%	25%	27%	30%
Paid-as Title of Pay on IBO	ACE ELITE OR LOWER (Career Title Ace Royal+)	ACE ROYAL	HERO	HERO E	HERO 4	ICON	ICON E	ICON R
Generation Depth			1	2	3	4	5	6
Per Match Cap			\$1,000	\$2,000	\$3,000	\$4,000	\$5,000	\$6,000
YOUR PAID AS TITLE	HERO			HERO E	HERO R	ICON	ICON E	ICON R

Turbo Infinity Bonus (3% Company CV Cap)

HERO	HERO ELITE	HERO ROYAL	ICON	ICON ELITE	ICON ROYAL
0.5% Infinitely deep	0.5% Infinitely deep	0.5% Infinitely deep	0.5% Infinitely deep	0.5% Infinitely deep	0.5% Infinitely deep

When you are qualified as a Hero and above, you can receive a Turbo Infinity Bonus on the sales beginning with your 6th level and extending Infinitely Deep.

There is no blocking so you can have leaders with your same or higher title and still earn on the sales in their downline. If the total payout for the bonus exceeds 3% of total company CV, then all of these payouts will be reduced by an equal percentage to remain within budget (but you still earn on all of that volume).

0.5%
NO BLOCKING
INFINITELY DEEP

Icon Bonus

The Icon Bonus recognizes extraordinary achievement in leadership and development.

When you become an Icon, Icon Elite, and Icon Royal for the first time, you will receive the corresponding Icon Bonus paid over a period of months. To qualify for your Icon Bonus during each month over the time period, you must be paid at that Icon rank.

\$10,000 paid over 5 mos. ICON	\$20,000 paid over 8 mos. ICON ELITE	\$50,000 paid over 12 mos. ICON ROYAL
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3 WAYS TO JOIN SUNRIDER

RETAIL CUSTOMER

Buy Sunrider® products directly from Sunrider and enjoy online shopping access 24/7 at Retail Price

PREFERRED CUSTOMER

By agreeing to the terms, paying a \$19.95 enrollment fee, and purchasing 200 PPV within 12 months

- Enjoy a 5% discount off Retail Prices on every purchase
- Enjoy a 10% discount on Subscription orders exceeding \$100
- Earn Sunrider Rewards points that are redeemable for Sunrider® Products

INDEPENDENT BUSINESS OWNER (IBO)

is someone who wants to build a Sunrider business and participate in Sunrider's Infinity Compensation Plan and automatically enjoy the 15% discount off of Retail Prices. To become a Sunrider IBO, you must:

- Join online with a virtual starter kit
- Purchase 400 PPV within 12 months
- **8 Ways to Earn:** You bring the energy, we boost your earnings with bonuses—8 of them! PLUS, earn your commissions payout weekly and monthly!

Visit us at us.sunrider.com for more information.

DEFINITIONS

Builder Leg (BL)

A Leg with at least one Active IBO (200 PV) and at least 1,000 DV in the entire leg.

Commissionable Volume (CV)

The assigned value of each purchased product on which commissions are paid. It is currency specific in the country where the order is placed.

Downline Volume (DV)

The total Personal Volume (PV) from you and all IBOs in your entire downline. This goes infinitely deep, regardless of titles. This will NEVER break away.

Max Volume Rule

Applied to DV qualification only. Usually 50% of required DV will be counted from any one leg or from the IBO's PV. Applies only to qualification of rank — the IBO will be paid on all volume including the volume that exceeds the Max Volume Rule.

Personally Purchased Volume (PPV)

The volume you personally purchase with your Sunrider account. PPV is different than Personal Volume (PV), which also includes Volume from your Retail Customers (RCs) and Preferred Customers (PCs).

Newly Qualified First Generation (NewGenQ)

A qualification requirement for Icon rank and above which requires that at least once every 12 months, the Icon or above must help to promote someone in his or her personal group in his or her home country to Ace Royal, who then qualifies at that rank (or above) for at least 3 consecutive months. This rolling twelve month period will restart each time the Icon or above meets the above requirements. Attempting to circumvent this requirement by any means (including but not limited to creating false Customer, Preferred Customer, or IBO accounts, purchasing Sunrider® products on behalf of another account, and the like) will be considered a violation of the Code of Ethics and the Business Guide.

Personal Volume (PV)

The total Qualifying Volume (QV) from your personal purchases and your customers' purchases (Retail and Preferred Customer). This does NOT include the purchases of downline IBOs.

Qualifying Volume (QV)

The value of a commissionable product that is applied toward IBO qualifications in the compensation plan. QV is not currency specific so qualifications apply internationally.

Sunrider® makes no guarantees of income or profit you may earn as a Sunrider® Independent Business Owner (IBO). Personal earnings will vary. Your success depends on your effort, commitment, skill, and leadership abilities, and how effectively you exercise those qualities. In 2022, a typical active U.S. Sunrider IBO earned \$2,615.01 USD per annum before expenses. Please see the Sunrider® Annual Income Disclosure Statement and Business Guide for more information.

