

E. EXCEL Compensation Plan as of January 1, 2018

E. EXCEL's exciting new Master rank qualifications will take effect on January 1, 2018. These updated rank requirements are designed to provide increased income to those Distributors actively sharing Nutritional Immunology and building their E. EXCEL businesses. In addition, they encourage leaders to support those in their organizations who want to become business builders themselves, increasing the financial opportunities for all.

E. Excellers are compensated according to the E. EXCEL Compensation Plan, shown below. To participate in the Compensation Plan, E. Excellers must have a minimum of

100 QV in their personal account at the end of each month. How much compensation an E. Exceller receives is based on their rank. Distributor is the first rank, followed by Master, Silver Master, Gold Master, Pearl Master, Jade Master, and Diamond Master. Each Master rank is determined by a set of qualifications. See www.eexcel.net/ranks for the updated Master rank qualifications starting in 2018. In addition, you will find explanations of actual levels, generations, and strong legs available from this page. These concepts will help you understand how the Compensation Plan generates income for your E. EXCEL business.

The E. EXCEL Compensation Plan	Distributor Development Bonus 14%				Qualified Master Bonus 10%	Master Leadership Bonus 30%					
	Level 1	Level 2	Level 3	Level 4	Master's PGCV	1 st Gen	2 nd Gen	3 rd Gen	4 th Gen	5 th Gen	6 th Gen
Distributor	5%	4%	3%	2%							
Master	5%	4%	3%	2%	10%	5%					
Silver Master	5%	4%	3%	2%	10%	5%	5%				
Gold Master	5%	4%	3%	2%	10%	5%	5%	5%			
Pearl Master	5%	4%	3%	2%	10%	5%	5%	5%	5%		
Jade Master	5%	4%	3%	2%	10%	5%	5%	5%	5%	5%	
Diamond Master	5%	4%	3%	2%	10%	5%	5%	5%	5%	5%	5%

E. EXCEL uses 3% of its Commission Volume for contests, promotions, conferences, conventions and other incentives in which all Distributors may participate.

As part of the Compensation Plan, E. Excellers may also participate in Performance Bonuses (6% of E. EXCEL North America's company-wide Commission Volume) as they met the requisite qualifications shown below.

Performance Bonus Qualifications

6% of E. EXCEL's CV	Qualified Master Legs	Qualified Volume (within 10 Actual Levels)	Strong Legs (1st Generation)
GOLD Performance Bonus	2	12,000	1 Qualified GOLD Master Leg
DOUBLE GOLD Performance Bonus	4	22,000	2 Qualified GOLD Master Legs
GOLD / PEARL Performance Bonus	4	30,000	1 Qualified GOLD & 1 Qualified PEARL Master Legs
DOUBLE PEARL Performance Bonus	4	38,000	2 Qualified PEARL Master Legs

For complete information on the E. EXCEL Compensation Plan and qualification for Master ranks, please see the E. EXCEL Policies & Procedures, the most current version of which can always be found in the EVO library.



E. EXCEL Compensation Plan as of January 1, 2018

Master Rank Qualifications

As a unified group, the E. EXCEL North America Working Committee (NAWC) unanimously voted to update the Master Rank Qualifications (effective January 1, 2018) that are both exciting and beneficial for Distributors and for E. EXCEL's future. They agreed these

enhancements will help ensure that more E. Excellers will achieve their financial goals. One NAWC member stated that, "Change creates opportunity... and we are excited about these changes, as they will provide the opportunity that our Distributors have been asking for."

Master Rank Qualifications

	PGQV (per month)	Minimum Qualified Master Legs	Qualifying Volume (20 actual levels)	Strong Legs (up to 6 generations)
Master*	3,000 (New Master), 2,000 to requalify	NA	NA	NA
Silver Master	2,000	1	NA	NA
Gold Master	2,000	2	7,000	NA
Pearl Master	2,000	4	14,000	NA
Jade Master	2,000	6	125,000	3 Qualified PEARLS
Diamond Master	2,000	8	200,000	2 Qualified JADES

*To become a New Master, have a cumulative PGQV of 3,000 over the two consecutive months ending in the qualification month; with a minimum of 1,000 PGQV in the second month; or achieve the rank of Master by having 100 PQV and 3,000 PGQV in any one month.

All Distributor, including Masters, must have 100 PQV in their account to qualify for commissions.

Power Pools Become Performance Bonuses

The NAWC also voted unanimously to modify E. EXCEL's Power Pools effective January 1, 2018. The Power Pool bonus will change to Performance Bonus to more accurately reflect the goals of the program and the Distributors who earn the bonuses.

Performance Bonuses

	Qualified Master Legs	Qualified Volume (within 10 actual levels)	Strong Legs (1st generation)
GOLD Performance Bonus	2	12,000	1 Qualified GOLD Master Leg
DOUBLE GOLD Performance Bonus	4	22,000	2 Qualified GOLD Master Leg
GOLD / PEARL Performance Bonus	4	30,000	1 Qualified GOLD & 1 Qualified PEARL Master Leg
DOUBLE PEARL Performance Bonus	4	38,000	2 Qualified PEARL Master Leg



E.EXCEL