

A large, semi-transparent graphic of a green plant with four leaves and a stem, centered on a light green background. The plant is set against a large, thin, light green circle that overlaps the background.

Compensation **PLAN**

Africa

Congratulations!

WELCOME TO THE NEOLIFE FAMILY!

There has never been a better time to be a part of one of the fastest growing health and wellness companies in Africa. NeoLife offers an exclusive range of quality products and an opportunity for you to take control of your financial future through helping others experience better health.

As a Distributor, you are now able to tap into the unlimited earning potential of the NeoLife Compensation Plan. It is a highly rewarding plan, and in no time at all, you'll be well versed in how it works.

If you have questions, feel free to draw upon the expertise of your up-line sponsor or any member of the NeoLife Distributor Services Team.

The Distributor Startup Opportunity

SUCCESS STARTS HERE!



EXCLUSIVE
PRODUCTS



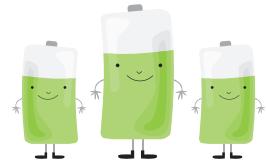
COMPENSATION
PLAN



COMPANY
INFRASTRUCTURE

With the NeoLife Distributor opportunity, we help people have success with startups. It's kind of like a tech startup but with nutrition. There are low barriers to entry because NeoLife provides the infrastructure that any successful business needs, as well as a consumable product and generous compensation plan. So instead of having to raise hundreds of thousands of dollars to get started with a traditional startup, NeoLife makes entrepreneurship accessible to everyone. It's your business on your terms, that can also be passed down as an asset to future generations.

Unlike traditional business startups, building a NeoLife business does not require a significant investment in inventory, sales tools, or other materials. NeoLife Distributors are strongly discouraged from purchasing more than they can reasonably consume or sell in any given month, and they are protected by NeoLife's 100% money-back consumer guarantee as well as repurchase policy for those who decide to leave the business.



WE BELIEVE IN PEOPLE!

Other companies gain legitimacy and brand awareness with ads on TV and splash marketing campaigns. We do it through people. Because we believe in people. So we don't spend on advertising, we pay our Distributors instead...purely and simply based on performance.

Definitions & Terminology

THE PATH TO THE TOP



SOME IMPORTANT TERMS:

PV – Point Value

PV is a Point Value assigned to each product and is used to qualify for bonuses, recognition and achievements. PV doesn't change when prices are adjusted. So no matter what the price of an item, the amount of PV which must be sold to attain particular bonus qualifications does not vary from year to year.

PPV – Personal Point Value

Personal PV is the PV on your Distributor Account and represents the total Point Value of all products that you have purchased during the month.

To participate in NeoLife's Compensation Plan and Distributor Incentives, you need 100 Personal PV, which is the minimum monthly activity required to participate.

QPV – Qualified Point Value

QPV is a combined PV figure: your Personal PV for the month plus the PV of all the Distributors you've sponsored, and that they have sponsored, extending to the next Qualified Director in your downline. Your QPV determines the percentage of Sales Volume Bonus that you qualify to earn each month.

Qualified Director

Qualified Director is a Distributor who has the Director Title and accumulates at least 4,000 QPV. Qualified Directors earn the 25% "Top of the Chart" Sales Volume Bonus.

Group PV – Group Point Value

Is your QPV, plus the QPV of all Qualified Directors, in your first three levels.

BV – Bonus Volume

BV is a currency value assigned to each product on which your bonuses are calculated. BV values for each product can be found in the Confidential Distributor Price List. BV changes along with prices and is therefore an inflation-fighting feature. As the cost of living and product prices go up over time, so does your income!

Note: BV does not have a fixed relationship to PV for each product. The average ratio for products sold in Africa is approximately \$0.60 BV per PV.

SRP – Suggested Retail Price

Suggested Retail Price is the price NeoLife recommends that you use to sell to Retail Customers. Suggested Retail Price List is available from NeoLife.

DP – Distributor Price

Distributor Price is the wholesale price of NeoLife products to the Distributor. All registered Distributors can purchase products directly from NeoLife at Distributor Price.

Auto-Ship

Your standing order with NeoLife delivered to you automatically each month. Placing a 100 PV or more Auto-Ship orders ensures your 100 PPV for the month, and that you qualify to earn a Sales Volume Bonus according to your QPV.

Earning is Simple!

There are many ways to earn income from your NeoLife business:

- 1. Retail & Club Member Profit:** When you buy at wholesale Distributor Price (DP) and sell at Suggested Retail Price ($\pm 20\%$) or Club Member Price (5-15%).
- 2. Sales Volume Bonus:** Become a Manager, have 100 Personal PV and you're eligible to earn a Sales Volume Bonus.
- 3. Leadership Development Bonus (LDB):** When you achieve the Director title you also earn Leadership Development Bonuses on other qualified Directors developed in your downline organisation three levels deep.
- 4. Network Development Bonus (NDB):** When you achieve President's Team you qualify for a Network Development Bonus on your entire network.
- 5. Incentives:** In addition to Compensation Plan benefits, NeoLife Distributors are eligible to earn regular Incentives, Personal Recognition, Gifts and Travel Rewards based on your performance.

Distributor Benefits

There are many Benefits available for you to enjoy when you maintain your status as an active Distributor:

- **Own a nutrition startup business**
- Shop & Share NeoLife's **Exclusive Products**
Save $\pm 20\%$ off Suggested Retail
- **Earn a Part-Time or Full-Time Income**
Sharing Good Health
- Participate in All the Benefits of the NeoLife **Compensation Plan**
- Participate in **Exciting Incentives**
like Gifts, Cash and Travel
- Receive **Recognition** for Your Achievements
- Premier **Personal Development** and Leadership Training Resources and Events
- Nutrition and **Product Training**
Resources and Events
- Receive Company Publications and Communications including **Lifestyle Magazine**, NeoLife News and monthly Team-Talk emails

- **Personal Website**

Share with other prospective NeoLife Users
(ShopNeoLife.com/YourName)



- Complimentary **Back Office Website** so you can Manage your Business and Network Online
- Weight Loss and Fitness **Challenges**
- **Belong to a Community of World-Changers!**

N.B Remember to renew your Distributorship every 12 Months, from the Month you started with NeoLife.

The illustrations that are included within this Compensation Plan guide are intended to demonstrate how bonuses are computed as hypothetical networks of participants develop. The network illustrations and earnings calculations are not a guarantee or projection of actual income that a NeoLife Distributor will earn through his or her participation in the Compensation Plan. Any guarantee of earnings would be misleading. Success with the NeoLife Compensation Plan results from successful sales efforts and business development on the part of the Distributor. Income applicable to any individuals or examples depicted are not average. (For average financial performance data, see the Statement of Average Gross Compensation paid by NeoLife at NeoLife.com.)

Sales Volume Bonus

The more products you and your Distributors sell, the more income you can make through Sales Volume Bonuses (SVB). Beginning with the month you become a Manager, you're eligible to earn a Sales Volume Bonus when you accumulate 250 QPV or more in one month. Your Sales Volume Bonus is calculated each month using the percentages shown in the chart. A minimum of 100 Personal PV (PPV) is required to earn a Sales Volume Bonus.

Sales Volume Bonus Chart

DIRECTORS	TOTAL MONTHLY QPV	SALES VOLUME BONUS	MANAGERS & SENIOR MANAGERS
	4,000	25%	
3,000	20%		
2,000	15%		
1,000	10%		
500	5%		
250	3%		

TIP: The best way to ensure that you reach your 100 PPV requirement is to place a monthly Auto order.

QPV – Qualified Point Value – QPV is a combined PV figure: your Personal PV for the month plus the PV of all the Distributors you've sponsored, and that they have sponsored, extending to the next Qualified Director in your downline. Your QPV determines the percentage of Sales Volume Bonus that you qualify to earn each month.

Sales Volume Bonus – A bonus paid monthly. Your SVB level is determined by your QPV. SVB is calculated using the BV (Bonus Volume) you accrue in a sales month.

BV – Bonus Volume – BV is a currency value assigned to each product on which your bonuses are calculated. BV values for each product can be found in the Confidential Distributor Price List. BV changes along with prices and is therefore an inflation-fighting feature. As the cost of living and product prices go up over time, so does your income!

Advance Your Distributor Title

As your monthly sales volume increases, you'll step up to higher Distributor titles.

Manager **500 QPV & up to 5% SVB**



MANAGER QUALIFICATIONS

Accumulate volume from your orders plus the orders of Distributors you sponsored for a total of 500 QPV (Qualified Point Value) in one month, with at least 100 Personal PV.

This PV can be accumulated from multiple orders.

MANAGER BENEFITS

All the Distributor benefits plus...

- Earn a Sales Volume Bonus of up to 5%*
- Receive a "Manager" pin recognising your achievement.
- Attend NeoLife sales meetings, team training, and special events.

Senior Manager **1,000 QPV & up to 20% SVB**



SENIOR MANAGER QUALIFICATIONS

Accumulate 1,000 QPV in one month with 100 PPV.

Special Note: You can achieve both your Manager and Senior Manager qualifications in the same month.

Qualified Senior Manager: Once you reach Senior Manager, maintain "Qualified Status" by achieving 1,000 QPV in a month, and lock in a 10% or more Sales Volume Bonus for that month.

SENIOR MANAGER BENEFITS

All the Manager benefits plus...

- Earn a Sales Volume Bonus of up to 20%**
- Receive a "Senior Manager" pin recognising your achievement.
- Attend Senior Manager training and other leadership events.
- Active Senior Managers will advance to Director and a 25% Sales Volume Bonus when they accumulate 4,000 QPV in a month!

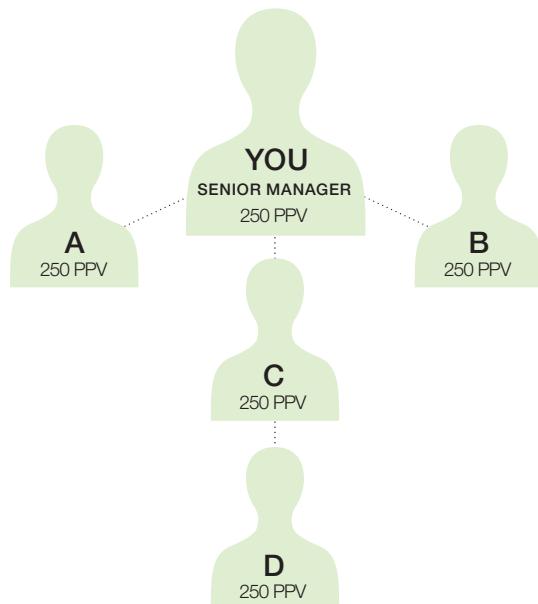
*A Qualified Manager (500 QPV) will earn a 5% SVB. If not Qualified in a month, you earn according to the SVB chart. (ex. 250 QPV+ earns 3%).

**A Qualified Senior Manager with 1,000 QPV+ earns 10%. If you accumulate 2,000 QPV+ in a month, your earnings increase to 15%. If you accumulate 3,000 QPV in a month, your earnings increase to 20%. If not Qualified in a month, you earn according to the SVB chart.

Senior Manager Profit Illustration

NeoLife's Sales Volume Bonus (SVB) rewards you not just for your orders, but also for the orders placed by all the Distributors in your team!

In the example below, you ordered 250 PV of product and so did each of the 4 Distributors that you've sponsored into your team:



Monthly QPV
Determines Your Bonus %

QUALIFIED PV (QPV)	
Example Distributor	PPV
You	250
+A	250
+B	250
+C	250
+D	250
TOTAL:	1,250 QPV
SVB BONUS % FOR YOU IS 10%	

*For illustration 250 PV = 220 BV

QUALIFIED PV (QPV)	
YOUR TEAM EARNS SVB ACCORDING TO THEIR OWN QPV	YOU EARN ON THE VOLUME OF THEIR ORDERS
A has 250 QPV and earns 3% SVB	7% (Your 10% rate less 3% earned by A) 7% X 220 = \$15.40
C has 500 QPV and earns 5% SVB	5% (Your 10% rate less 5% earned by C) 5% X 440 = \$22.00
B has 250 QPV and earns 3% SVB	7% (Your 10% rate less 3% earned by B) 7% X 220 = \$15.40
*For simplicity the income illustrations on this page assume that BV is equal to PV. Actual Sales Volume Bonuses would be significantly larger when paid on true BV.	Plus 10% on your own Orders YOUR TOTAL SALES VOLUME BONUS 10% X 220 = <u><u>22.00</u></u> \$74.80

THE POWER OF NETWORKING!

Notice that by introducing others to NeoLife, you as a Qualified Senior Manager increase your QPV to 1,250.

Without the network of Distributors, you would have had only 250 PV and earn 3% Sales Volume Bonus.

By sponsoring others into NeoLife, You accumulate 1,000 PV as a Qualified Senior Manager and qualify to earn up to 10% Sales Volume Bonus

REACH FOR HIGHER BONUS LEVELS ON THE CHART!

In this example, your Bonus was based upon your 1,250 QPV and you qualified for 10%.

Note that by reaching 2,000 QPV your Bonus rate would have been 15% and you would earn an additional 5% on all the orders in your network of Distributors!

Achieving Director is Your Key to Success

Achieving Director puts you in position to maximise your earning potential by earning the highest Sales Volume Bonus of 25%!

Director **4,000 QPV & up to 25% SVB**



DIRECTOR QUALIFICATIONS

Two simple steps:

1. Be a NeoLife Qualified Senior Manager and Active Distributor.
2. Accumulate 10,000 QPV in a 6 month period with at least 100 Personal PV each month & 4,000 QPV in your last month of qualifying.

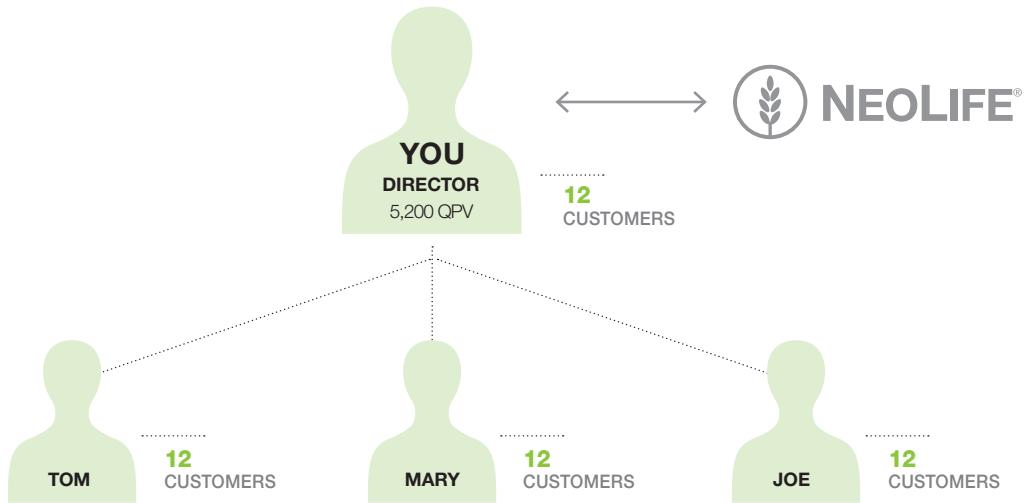
DIRECTOR BENEFITS

All the Senior Manager benefits plus...

- Earn the maximum Sales Volume Bonus (25%).
- A prestigious "Director" pin.
- Earn Leadership Development Bonuses.
- Be recognised in publications and at events.
- Participate in specialised Director training.
- Earn special Director incentives including travel to special NeoLife events.

Achieving Director is Your Key to Success

This NeoLife business would earn **more than \$10,000** per year!



BUILD YOUR BASIC 3

- You have 12 Customers.
- You have started 3 other people as Distributors and they also have 12 Customers each.

In our illustration, we assume each Customer is using 100 PV worth of product. New customers may start with less than this, but regular customers often use much more.

A Director-size business built in this way would earn approximately \$10,000 per year including incentives! This is an excellent income for part-time work.

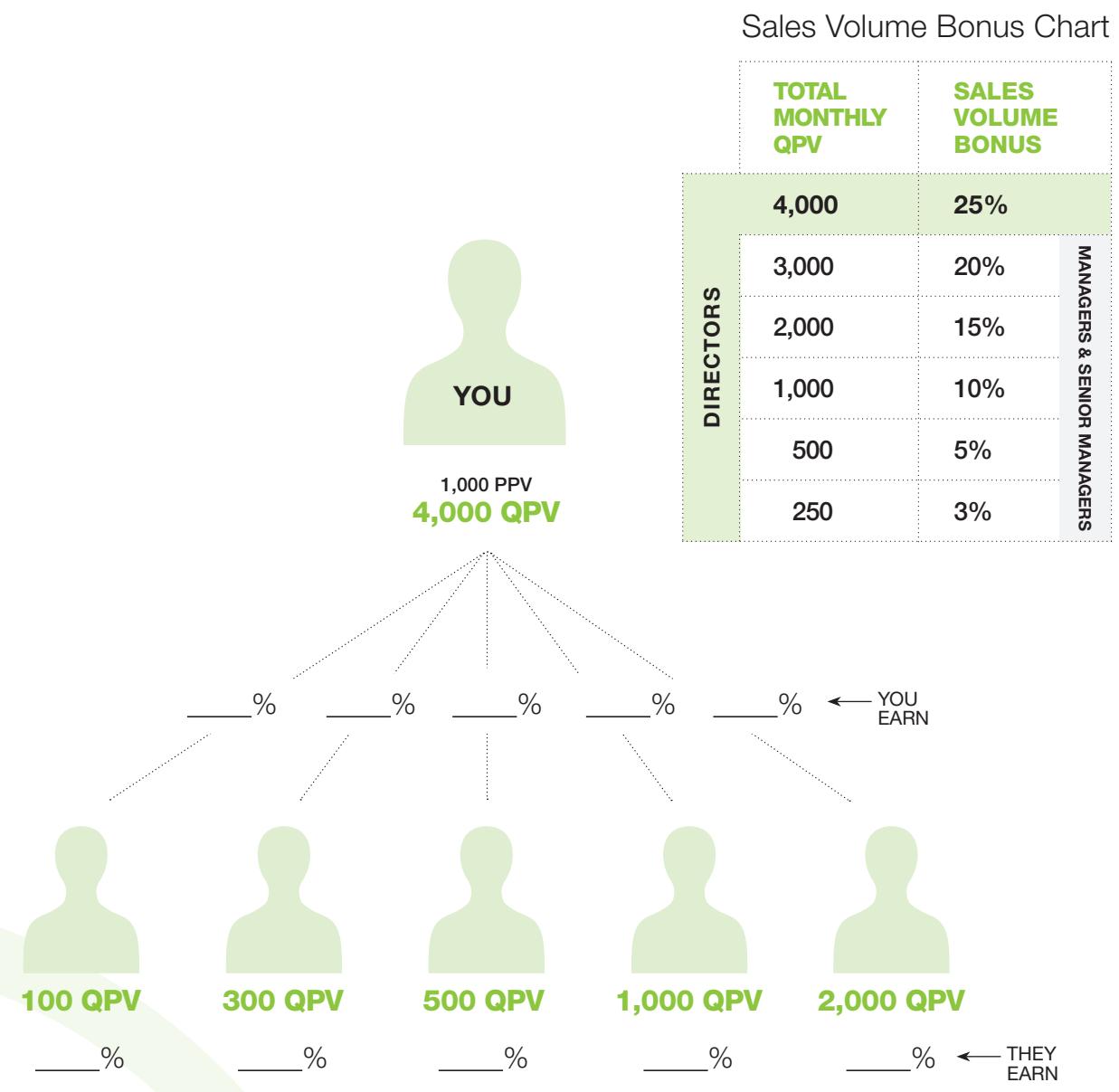
The illustration above is designed to simplify the explanation of how a NeoLife business is built.

The Director Model accumulating 5,200 QPV is illustrated throughout these income examples. The minimum qualification for Qualified Director is 4,000 QPV; however the average QPV among Qualifying Directors is significantly higher. In NeoLife examples this Director Model is commonly used.

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Understanding How SVB is Calculated

Complete this fill-in-the-blank exercise with your upline sponsor for an understanding of how earnings are calculated.



When you develop a downline Director (4,000 QPV)
your earnings on their volume shifts to the
Leadership Development Bonus (LDB)!
See page 15.

They Earn: 0%, 3%, 5%, 10%, 15%
A: (Left to Right) You Earn: 25%, 22%, 20%, 15%, 10%

Your Next Step: Achieve Emerald Director

Becoming an Emerald Director reflects consistency in your growing Director business.

Emerald Director



EMERALD DIRECTOR QUALIFICATIONS

1. Be a NeoLife Director.
2. Achieve 3 consecutive months as a Qualified Director with at least 100 PPV and 4,000 QPV.

Maintaining Emerald Director:

Once you become an Emerald Director, maintain your qualification by achieving Qualified Director status with 4,000 QPV a minimum of 1 in every 3 months and at least 100 PPV each month.

EMERALD DIRECTOR BENEFITS

All the Director benefits plus...

- Receive a prestigious "Emerald Director" Pin.
- Earn Leadership Development Bonuses.
- Be recognised in publications and at events.
- Qualify to attend Leadership School.
- You're one step closer to achieving World Team and all its benefits including exciting Travel Incentives!

Exciting Incentives Available to Emeralds!*

GET AN EXCLUSIVE INVITE TO Leadership School

Emerald Directors who remain qualified at title for 6 consecutive months. Do 25,000 QPV, sponsor 25 new Distributors in your Director Team, of which 3 new Distributors must be personally sponsored.*



*See International Incentives book for more details. Available at ShopNeoLife.com
Login to your back office at ShopNeoLife.com > Go to 'Resource' > click on 'Resource Library' > scroll down to your regional 'International Incentives Book'.

Incentives are subject to change at the discretion of the company.

NeoLife World Team

Developing Qualified Directors is your springboard to success!

WORLD TEAM QUALIFICATIONS:

1. Achieve the specified amount of First Level Director Legs* and Total Group PV as listed in the chart for a given title.
2. Maintain that level for a total of 3 months within a six-month period:
 - Do a minimum of 100 PPV & 4,000 QPV.
 - Develop a Qualified Director in your group.
 - Accumulate at least 10,000 Group PV.

PRO TIP: Keep it up!

Achieve 3 consecutive months at your new World Team title, and earn a Step-Up Bonus of \$400 - \$26,000!**

Your step-up month can be counted as the first month of the 3 consecutive month requirement.

**"First Level Director Legs" refers to Qualified Directors or higher in your Qualifying Team.

**See International Incentives book for more details. Available at ShopNeoLife.com. Login to your back office at ShopNeoLife.com > Go to 'Resource' > click on 'Resource Library' > scroll down to your regional 'International Incentives Book'.

Incentives are subject to change at the discretion of the company.

WORLD TEAM BENEFITS:

- Receive a World Team Pin.
- Qualify for special incentives like step-up consistency cash.
- Attend World Team Conference and travel to luxurious vacation destinations.
- Be recognised in publications and on-stage at events.
- Attend special meetings, trainings, and invitation-only events.

PRESIDENT'S TEAM BENEFITS:

All the World Team Benefits Plus...

- Receive a President's Team Pin, made of real gold and precious gemstones.
- Attend Diamond Director Lifestyle events at the most highly sought after destinations around the world.
- Qualify for exclusive incentives including President's Team Consistency Cash of up to \$20,000, President's Team Emerald Director Development Bonus of up to \$50,000, and much, much more!

World Team Qualification Chart

PRESIDENT'S TEAM	TITLE	QUALIFICATIONS	
		First Level Director Legs	Total Group PV
	5 Diamond Director	18	500,000
	4 Diamond Director	16	400,000
	3 Diamond Director	14	300,000
	2 Diamond Director	12	250,000
	1 Diamond Director	10	200,000
	5 Ruby Director	8	150,000
	4 Ruby Director	6	100,000
	3 Ruby Director	5	50,000
	2 Ruby Director	4	30,000
	1 Ruby Director	3	20,000
	Sapphire Director	1	10,000

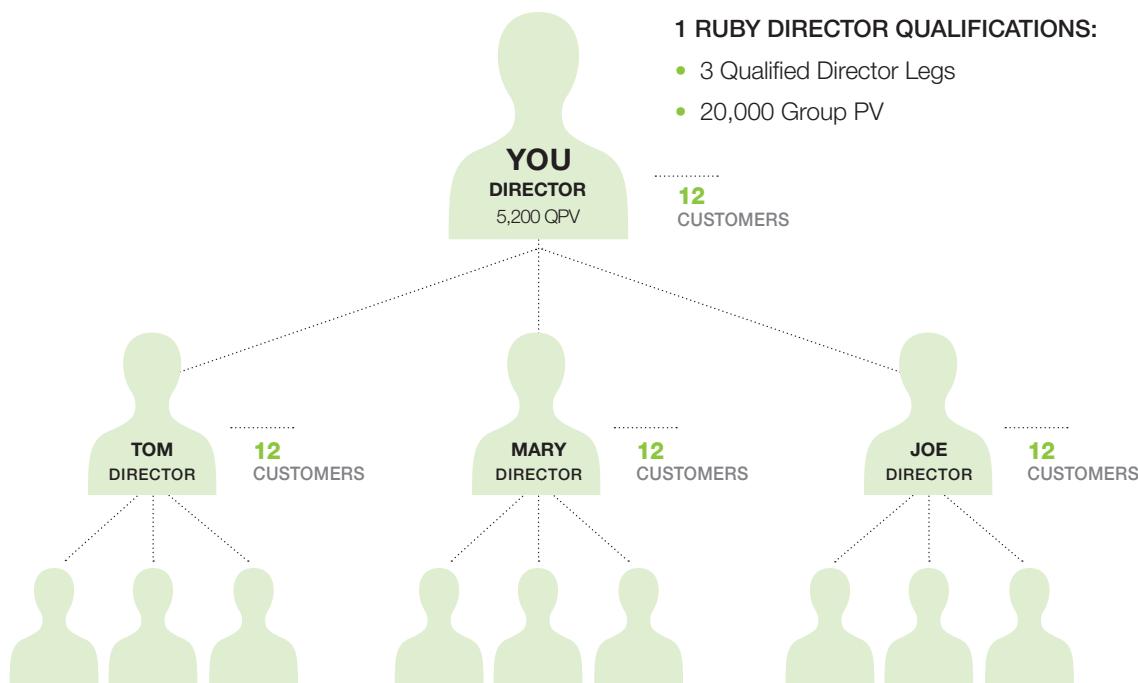
TIP: Group PV is your QPV plus the QPV of three levels of Qualified Directors in your group.

The Power of Duplication

YOUR BUSINESS: BUILDING THROUGH DUPLICATION

Each of the Directors in the illustration below has developed their own network of Customers and Distributors, and so each is maintaining a business averaging approximately 5,200 Points per month.

A NeoLife business structured like this would earn **more than \$20,000** per year!



This illustration also shows you continuing to service your 12 customers, but it's important to note that Directors at this level have quite often built a much larger personal customer base—and are therefore earning much more residual income than that indicated by this basic illustration.

This is a simplified illustration of a 1 Ruby Director-size NeoLife business.

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Leadership Development Bonus

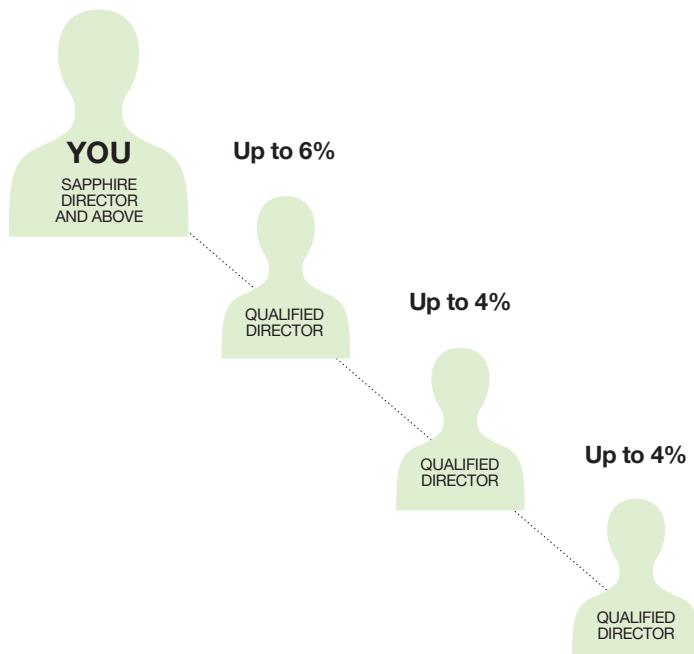
HERE'S HOW IT WORKS:

When you help others to grow their own Director-size NeoLife business, they begin earning top-of-the-chart Sales Volume Bonus—and your earnings on their volume shifts to Leadership Development Bonus.

Leadership Development Bonus is how NeoLife rewards your leadership role in developing your network of Director-size businesses.

You earn Leadership Development Bonus on 3 levels of Qualified Directors: As you advance up the World Team to 3 Ruby Director, your Bonus percentages grow to 6% on your First-Level Directors, 4% on your Second-Level Directors, and 4% on your Third-Level Directors.

EXAMPLE:



Leadership Development Bonus Chart

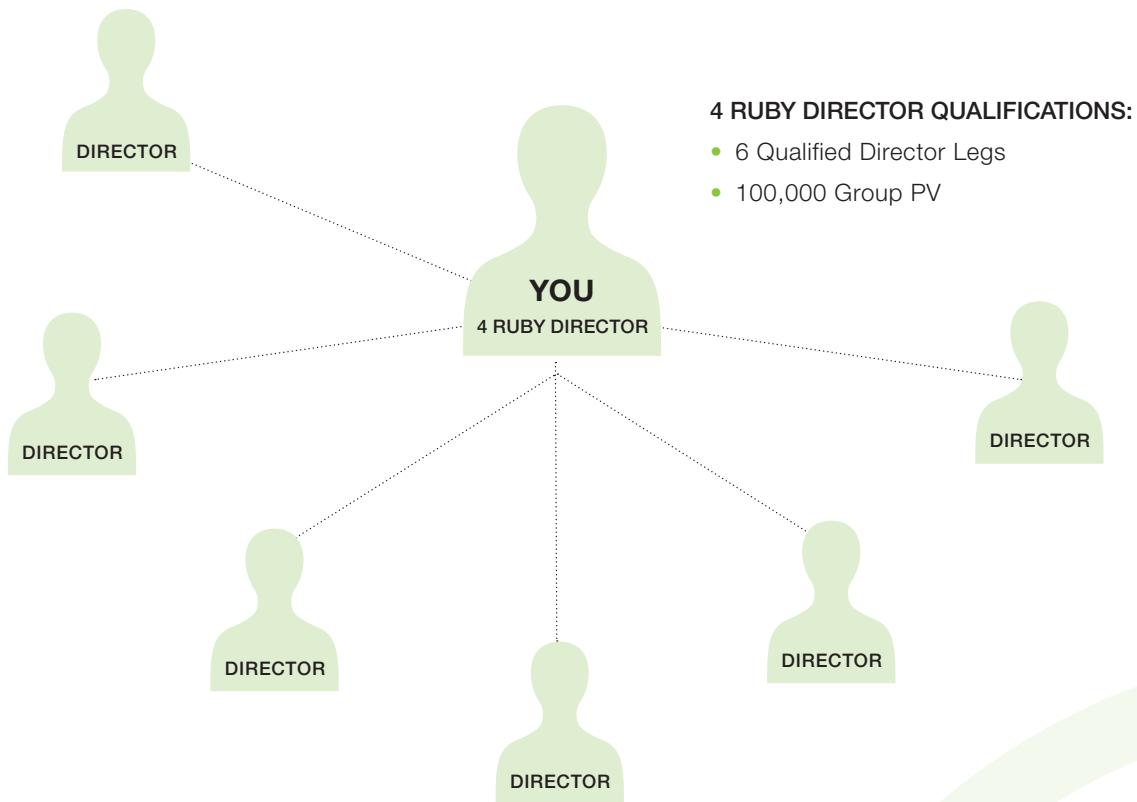
QUALIFIED	TITLE	QUALIFICATIONS		
		1st Level	2nd level	3rd level
	4 Ruby and above	6%	4%	4%
	3 Ruby Director	6%	4%	4%
	2 Ruby Director	6%	4%	3%
	1 Ruby Director	6%	3%	2%
	Sapphire Director	6%	2%	1%
	Director	5%	2%	1%

For qualification requirements, see page 13.

The Ultimate Reward: JOINING THE PRESIDENT'S TEAM

Using the Power of Duplication, in this illustration you have now helped a total of 6 Directors and they have each helped 3 others to achieve a Director-size business.

A NeoLife business structured like this would earn **approximately \$60,000** per year!



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Network Development Bonus

WHAT IS A NETWORK DEVELOPMENT BONUS?

As you continue to take advantage of the Power of Duplication, adding new Directors and helping your group develop Directors in their networks, you will achieve 4 Ruby Director title which makes you a member of the elite President's Team — and you begin earning your Network Development Bonus (NDB).

4 Ruby Directors and above earn their Network Development Bonus on their entire network's organisations, through unlimited levels, down to and including the next Director of the same pay status.

As a Diamond Director you earn 0.5% bonus on all the Directors in your network, up to and including the first Diamond Director below you. This is regardless of the status of that Diamond Director, and continues down through all levels until another Diamond Director is reached.

These Network Development Bonuses are paid in addition to the Leadership Development Bonuses you earn!

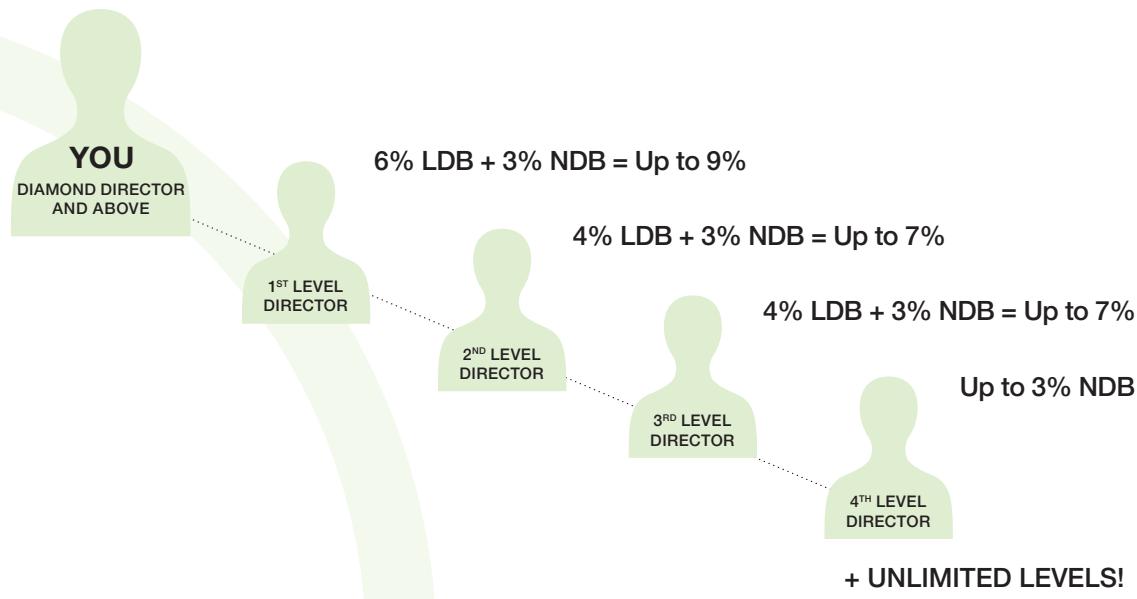
President's Team — Network Development Bonus

	Legs/Group	Own Team	4 Ruby	5 Ruby	1 Diamond	2-5 Diamond
5 Diamond Director	18/500,000	3.0%	2.5%	2.0%	1.0%	0.5%
4 Diamond Director	16/400,000	3.0%	2.5%	2.0%	1.0%	0.5%
3 Diamond Director	14/300,000	3.0%	2.5%	2.0%	1.0%	0.5%
2 Diamond Director	12/250,000	3.0%	2.5%	2.0%	1.0%	0.5%
1 Diamond Director	10/200,000	2.0%	1.5%	1.0%	0.5%	0.5%
5 Ruby Director	8/150,000	1.0%	0.5%	0.5%*		
4 Ruby Director	6/100,000	0.5%	0.5%*			

*Paid on downline Qualified Directors under Ruby Directors of the same status.

WITH NEOLIFE, THERE IS NO LIMIT ON YOUR INCOME!

You help yourself by helping others—the bigger you build, the more you earn!



Notes



NeoLifeSA



NeoLifeSA



NeoLifeAfrica



NeoLife_Africa



NeoLife_Africa



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NEOLIFE®



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