

The Dual Line Compensation Plan...

...is based on the simple two team building concept — a left side team (leg) and a right side team (leg). Since there are just two teams to build, this creates excitement as new Members join, one after the other, down team lines, helping more people benefit from the volume and creating greater leverage within the plan. This allows you the opportunity to earn commissions not only on your personal sales but also the sales made by other people that fall under you — no matter who makes the sale, even if they're placed under you by your upline!

When you enroll as a Member and place an Autoship order for at least one Vemma Nutrition Program you will receive access to your back office and a free marketing website. All enrolling is done through this marketing website. You will automatically be placed in one of your Enroller's two teams. Then, you can concentrate on inviting people to visit your site and begin building both of your teams. As soon as you qualify your business by enrolling at least one active member on each of your left and right sides, you are then eligible to earn Team Building income.

Best yet, the Vemma® Compensation Plan pays out a true 50% of the Commissionable Volume (CV) weekly, so you have the opportunity to get paid every week! Your monthly Autoship order will activate your membership for four (4) weeks including the volume week in which the order is placed, plus a one-week grace period.

Vemma features two ways to earn!

- [Team Building Income](#)
- [Global Bonus Pools](#)

Team Building Income

Team Bonus:

Qualifications: Active with 120 Qualifying Volume (QV)*, qualified (two personally-enrolled active Members, one in each leg) and two additional active Members anywhere else in their organization (total of four (4) active personally enrolled members required).

Eligible Members who cycle at least once in the four-week rank advancement period will earn the Team Bonus in the amount of the difference between their TOTAL four-week earnings and \$60 USD, ensuring \$60 USD in earnings every four weeks that they remain qualified.

Instant Sponsor Bonus

The Instant Sponsor Bonus does no longer apply starting from 30th of January 2009.

Fast Start Bonus

Qualifications: Active with 60 QV. Members with rank of Platinum and above Active with 120 QV. Eligible Enrollers will receive the Fast Start Bonus on the first order of those Members or Customers whom they personally enrolled. Each first sale will contribute half of the order's Cycle Credit or half QV and CV.

Fast Start Bonus is subject to Compression. If the Enroller is inactive then the first eligible upline Enroller will receive the Fast Start Bonus.

Product Name/ Description	QV	FAST START Bonus	Fast Start Cycle Volume
Premix 1-pack	60	\$10 USD	30
Premix 2-pack	120	\$20 USD	60
Premix 4-pack	240	\$40 USD	120
Premix 10-pack	420	\$80 USD	240
Builder Pack Starter	300	\$60 USD	180
Builder Pack Silver	490	\$120 USD	240
Builder Pack Gold	860	\$250 USD	360
V2 - 1 pack	60	\$10 USD	30
V2 - 2 pack	120	\$20 USD	60
V2 - 4 pack	240	\$40 USD	120
V2 - 10 pack	420	\$80 USD	240
MIX 2-pack (1 PREMIX - 1 V'2)	120	\$20 USD	60
MIX 4-pack (2 PREMIX - 2 V'2)	240	\$40 USD	120
MIX 10-pack (5 PREMIX - 5 V'2)	420	\$80 USD	240
Verve 1-pack	60	\$10 USD	30
Verve 2-pack *not available in all countries	120	\$ 20 USD	60
Verve 3-pack	180	\$30 USD	90
Verve Builder Pack Starter (= Verve 4-pack)	200	\$60 USD	80
Verve Builder Pack Silver (= Verve 8-pack)	350	\$120 USD	110
Verve Builder Pack Gold	750	\$250 USD	250
100 Pack	3360	\$ 1000 USD	1360
MIX Verve V2-pack	120	\$20 USD	60

NOTE: Verve is available in the USA, Canada, Australia, New Zealand, and Europe only.

Fast Start Bonus will be paid on the first purchase of any of the Builder Packages regardless of the order history. During the first 90 days, any Builder Pack purchase will pay Fast Start if the account has not already been upgraded to the Ultimate Earning level.

Consistency Bonus

Qualifications: Active with 120 QV

Eligible enrollers will receive a Consistency Bonus of 5% of the CV for each subsequent order for those Members and Customers whom they personally enrolled. Any Consistency Bonus that is generated, but not eligible for, will be added to the weekly cycle value amount.

Product Name/ Description	QV	Consistency Bonus	Consistency Cycle Volume
Premix 1-pack	60	\$3 USD	60
Premix 2-pack	120	\$6 USD	120
Premix 4-pack	240	\$12 USD	240
Premix 10-pack	420	\$18 USD	420
Builder Pack Starter	300	\$15 USD	300
Builder Pack Silver	490	\$24,50 USD	490
Builder Pack Gold	860	\$43 USD	860
V2 - 1 pack	60	\$3 USD	60
V2 - 2 pack	120	\$6 USD	120
V2 - 4 pack	240	\$12 USD	240
V2 - 10 pack	420	\$18 USD	420
MIX 2-pack (1 PREMIX - 1 V'2)	120	\$6 USD	120
MIX 4-pack (2 PREMIX - 2 V'2)	240	\$12 USD	240
MIX 10-pack (5 PREMIX - 5 V'2)	420	\$18 USD	420
Verve 1-pack	60	\$3 USD	60
Verve 2-pack *not available in all countries	120	\$ 6 USD	120
Verve 3-pack	180	\$9 USD	180
Verve Builder Pack Starter (= Verve 4-pack)	200	\$10 USD	200
Verve Builder Pack Silver (= Verve 8-pack)	350	\$17,50 USD	350
Verve Builder Pack Gold	750	\$37,50 USD	750
100 Pack	3360	\$ 168 USD	3360
Mix Verve V2-pack	120	\$20 USD	120

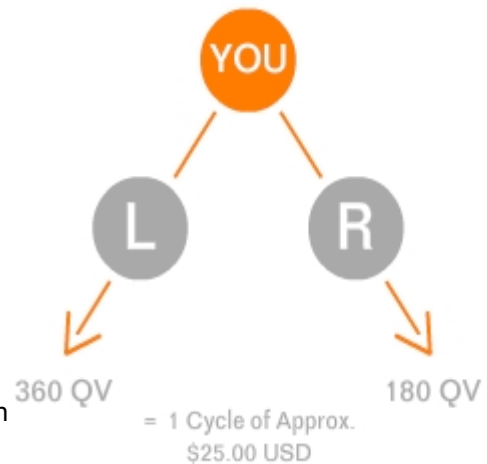
*The Consistency Bonus amount does not total 5% on this item in order to allow seven cycle credits.

NOTE: Verve is available in the USA, Canada, Australia, New Zealand, and Europe only.

Cycle Bonus

Qualifications: Active with 120 QV and Qualified (two personally-enrolled active Members, one in each leg).

At the end of each volume period (week), Vemma searches down your left and right teams (legs) and whenever three sales (180 QV) in one leg and six sales (360 QV) in the opposite teams occur (sides can switch back and forth), Members are eligible to earn a Cycle Bonus of approximately \$22 - \$26 USD.



In order to calculate the highest possible cycle value payout, Vemma will set aside 46% of the commissionable volume (CV) to the cycle value each week. The weekly cycle value will be determined each week based upon total sales.

Presidential or above Members are required to maintain a specific personally enrolled downline structure to receive 100% of their cycle earnings. Please refer to the Rank Advancement section for structure requirements and timeline details.

Cycle Credit

Vemma Nutrition Program Purchased	Successive Sales	QV / CV
1-Pack Vemma/V2 Fridge Brick	1 cycle credit	60
2-Pack Vemma/ V2 Fridge Brick/ Mix Pack/Mix Verve V2	2 cycle credits	120
4-Pack Vemma/ V2 Fridge Brick/ Mix Pack	4 cycle credits	240
10-Pack Vemma/ V2 Fridge Brick/ Mix Pack	7 cycle credits	420
1-Pack Verve!	1 cycle credits	60
2-Pack Verve!	2 cycle credits	120
3-Pack Verve!	3 cycle credits	180
Verve Builder Pack Starter (= Verve 4-pack)	3 1/3 cycle credits	200
Verve Builder Pack Silver (= Verve 8-pack)	5 5/6 cycle credits	350
Verve Builder Pack Gold	12 1/2 cycle credits	750
Builder Pack Starter	5 cycle credits	300
Builder Pack Silver	8 1/6 cycle credits	490
Builder Pack Gold	14 1/3 cycle credits	860

NOTE: Verve is available in the USA, Canada, Australia, New Zealand, and Europe only.

Members will not be eligible to receive most earnings until they have qualified their membership by having a 120 QV Autoship on file and one active Vemma Member on their right side and one active Vemma Member on their left side whom they personally enrolled. Members will be able to accrue volume in their profit leg if they are qualified. However, if an active member has four (4) consecutive weeks of non-qualification, the volume in their profit leg only will flush. For every consecutive week after the four-week flush that they continue to not qualify, no volume will accumulate on the profit side. Any sales that they have in the power leg of their organization will remain there until they have qualified their membership as long as they are active. Members can accumulate or bank a maximum of 2,000,000 CV in their power leg.

Members below the rank of Platinum are considered active if they have an active Autoship base order with a 60 QV minimum order every five weeks. Platinum and above Members are considered active if they have an active Autoship base order with a 120 QV minimum order every five weeks.

If they have four (4) consecutive volume periods in which they are not active, all accumulated volume in both legs will flush.

At the end of every corporate 52 week period, all power leg volume in excess of fifteen (15) times the total amount of the member's most recent four-week profit leg volume will be flushed, if that member was enrolled prior to week 27. Members enrolled during or after week 27 will not flush until the following year. At the start of Week 1, all Power leg volume exceeding the set threshold will be flushed. The threshold is equal to 150,000 QV or fifteen (15) times the Profit leg volume generated during weeks 49-52, whichever is greater. The most recent four week Profit leg volume is defined as any and all generated volume that occurs in Member's Profit leg during weeks 49 through 52.

After 24 consecutive weeks without activity, the membership will be terminated.

Cycle Earnings Levels

The cycle earnings levels only apply to the Cycle Bonus and do not affect any other areas of income in the Vemma Dual Line Compensation Plan. A Member has twelve (12) weeks to upgrade their account before their earnings level is locked in for that position. The cumulative Personal Volume (PV) from all packs purchased within the first ninety (90) days of Membership will determine the earnings level established for the account. Once they reach the maximum cycle level earnings on that position for four consecutive weeks, they will be given one new position above their maxed position. That position will have the same earning level limit, unless they purchase an upgrade package for that position. Up to two positions maximum are allowed per Member, four individual positions per married couple.

Earnings Level	QV range	Or Builder Pack
\$1000 USD per week/\$52,000 USD per year	0-349	N/A
\$3000 USD per week/\$156,000 USD per year	350-499	Builder Pack Starter
\$10000 USD per week/\$520,000 USD per year	500-999	Builder Pack Silver
\$25000 USD per week/\$1,300,000 USD per year	>1000	Builder Pack Gold

Earnings Level	QV range	Or Builder Pack	Rank
\$30,000 per week/\$1,560,000 USD per year	N/A	N/A	Star Royal Ambassador
\$35,000 per week/\$1,820,000 USD per year	N/A	N/A	Pinnacle Leader

By purchasing the Builder Packs, you automatically qualify for Silver Rank (10,000 per/week) resp. Gold Rank (25,000/per week).

This rule concerns purchasing of Premix Builder Packs as well as when purchasing Verve Builder Packs.

NOTE: Cycle earnings level upgrading system applies to all markets where Vemma is open.

Enroller Matching Bonus

Qualifications: Active with 120 QV and Qualified (four personally-enrolled active Members, one in each leg, two anywhere)

The Enroller Matching Bonus pays Enroller 10% on all of their personally-enrolled Members' Cycle Bonus earned amounts. If a Member does not meet the eligibility requirements to earn it, the Enroller Matching Bonus will compress to the first eligible upline Enroller.

Second Tier Matching Bonus

Qualifications: Active with 120 QV and Qualified (six personally-enrolled active Members, one in each leg, four anywhere).

Not only can Members earn on the people that they personally enrolled, but they are eligible to earn a 10% matching bonus on all of their personal enrollees' personally-enrolled Members' Cycle Bonus earned amounts. If a Member does not meet the eligibility requirements to earn it, the Second Tier Matching Bonus will compress to the first eligible upline Enroller.

Tier Matching Bonus Cap

Earnings of the Matching Bonuses up to \$5,000.00 USD in a four-week rank advancement period will not require specific structure or rank qualifications. To be eligible to earn the matching bonuses in excess of \$5,000.00 USD in a four-week rank advancement period, a Member must earn and maintain the "paid as" rank of Platinum or higher.

Effective September 12, 2008.

Global Bonus Pools

Global Bonus Pool Levels

These twelve-week bonus pools encourage team building and cross-line cooperation by rewarding leaders with a bonus that encompasses 3% of overall Vemma sales. To qualify for a full share of this bonus, memberships must meet or exceed the cycle requirements shown below. Each level of this bonus Members qualify for, also entitles them to a share of the previous bonus pool up to a share of all five pools.

Global Bonus Pools	Percentage	Half Share	Full Share
Pearl Bonus Pool	.5%	160 Cycles	240 Cycles
Ruby Bonus Pool	.5%	400 Cycles	600 Cycles
Sapphire Bonus Pool	.5%	1000 Cycles	1500 Cycles
Emerald Bonus Pool	.5%	2000 Cycles	3000 Cycles
Royal Bonus Pool	1%	5000 Cycles	10000 Cycles

Effective January 2, 2009 members "paid as" Presidential and higher rank will need to meet the Elite Balanced Building Requirements to receive 100% of their Global Bonus Pool earnings. Those members who do not meet the Elite Balanced Building Requirements will contribute 10% and up to 20% of their Global Bonus Pool share to the Cycle Bonus value over the twelve-week period. Please refer to the Rank Advancement section for structure requirements and timeline details.

One Time Rank Advancement Rewards

After qualifying at a new rank for TWO consecutive four-week Rank Advancement periods, a one time bonus will pay out. These bonuses increase at each rank with the following rewards:

Two Consecutive Four-Week Periods	
Silver	\$100 USD
Gold	\$250 USD
Diamond	\$500 USD
Platinum	\$750 USD
Star Platinum	\$1,000 USD
Executive	\$1,500 USD
Star Executive	\$2,000 USD

Effective September 12, 2008, all members who reach a rank of Platinum and above will need to be active with a 120 QV Autoship.

After qualifying at a new rank for SIX consecutive four-week Rank Advancement periods, a one time bonus will pay out for those members who maintain a minimum of one member "paid as" Star Platinum in their personally enrolled downline on each side of their business. These bonuses increase at each rank with the following rewards:


Six Consecutive Four-Week Periods	
Presidential	\$3,000 USD
Star Presidential	\$5,000 USD
Ambassador	\$10,000 USD

Star Ambassador	\$15,000 USD
Royal Ambassador	\$25,000 USD
Star Royal Ambassador	\$100,000 USD
Pinnacle Leader	\$250,000 USD

Rank Advancement Award Levels

Rank Advancement and other recognition will be based on four-week periods and calculated when bonuses are run for the last week of the four-week period. This recognition will be posted in your Vemma back office approximately two weeks after the bonus run.

By earning a certain number of cycles in a four-week period, Members can achieve various ranks and be recognized as a Leader!

Pin	Leader Rank	Number of cycles in a four-week period
N/A*	Bronze	1
	Silver	5
	Gold	10
	Diamond	20
	Platinum	50
	Star Platinum	75
	Executive	100
	Star Executive	175
	Presidential	250
	Star Presidential	375
	Ambassador	500
	Star Ambassador	1000
	Royal Ambassador	2000
	*Star Royal Ambassador	4000
	**Pinnacle Leader	6000

*In addition to earning 4000 cycles in a 4-week rank advancement period, to be paid as a Star Royal Ambassador member must have two (2) Presidential enroller legs on each side.

**In addition to earning 6000 cycles in a 4-week rank advancement period, to be paid as a Pinnacle Leader member must have three (3) Presidential enroller legs on each side.

Elite Balanced Building Requirements

Effective December 1, 2007, Balanced Building requirements apply to Vemma Members who are "paid at" Presidential rank or above. Affected members will be required to maintain a specific minimum structure within their personally enrolled downline on both sides of their organization to continue to receive 100% of their Cycle Bonus and Global Bonus Pools share earnings. All contributions from each week are used to increase the company wide cycle point value in future weeks.

Vemma Elite Structure Requirements:

Timetable for Vemma Elite at current rank prior to December 1, 2007:

Elite Member "Paid as" Rank	Personally Enrolled Downline Rank requirement*	Date by which requirements must be met	% of cycle bonus withheld if not met**
Presidential / Star Presidential	Star Platinum or Above	March 27, 2008	10%
Ambassador / Star Ambassador / Royal Ambassador/Star Royal Ambassador / Pinnacle Leader	Star Executive or Above	September 25, 2008	20%

Timetable for new Elite Members who achieved their current Vemma Elite Rank after December 1, 2007:

Elite Member "Paid as" Rank	Personally Enrolled Downline Rank requirement*	Time in which to meet requirement after Elite rank achieved	% of cycle bonus withheld if not met**
Presidential / Star Presidential	Star Platinum or Above	12 weeks	10%
Ambassador / Star Ambassador / Royal Ambassador / Star Royal Ambassador / Pinnacle Leader	Star Executive or Above	24 weeks	20%

*Personally enrolled downline rank refers to any member in your enrollment downline.

**If you do not meet the Balanced Building requirements for your 'paid as' rank and you do not meet the requirements for a lower rank, the contribution will be at the higher percentage. For example if someone is paid as Ambassador and does not meet Balanced Building requirements for Ambassador and Presidential ranks by their deadline, the total percentage withheld will be 20%. Those members paid at Ambassador and higher rank who meet the Presidential Rank requirements, but not the Ambassador Rank requirements will contribute 10% of their Cycle Bonus earnings.

These requirements are individual and not cumulative. For example if someone is growing quickly and reaches Presidential and then advances to Ambassador rank the next 4-week qualifying cycle, that does NOT waive the 12 weeks to develop a Star Platinum. Additionally, the clock will start for the Ambassador requirement 24 weeks from that rank advancement date.

PLEASE NOTE: Maintaining the leader ranks in both legs means that although a member may meet the qualified pin requirement if the qualified level is not MAINTAINED on a monthly basis member will be treated as if the level was not attained and forfeit the corresponding portion of their cycle bonus income until it becomes qualified again. This new membership you'll build to the Star Platinum level and beyond, cannot be a spouse, any other family member or business entity that would fall into the 'dual interest' category.

Glossary of Terms

CV/QV

Equal in the Vemma plan, both CV and QV are the value associated to the specific product that allows you to build cycles and earn bonuses.

Enroller

When you introduce a new person to the Vemma opportunity and sign them up, you are the Enroller. Your Enroller is the person who introduced you to Vemma.

Sponsor

The term sponsor refers to the person immediately above you in the tree structure. You are the sponsor of the two people immediately below you.

Autoship

Autoship is a recurring monthly order that is delivered to you each month saving you the trouble of having to call in or go online.

Qualify

Each membership must be qualified to earn bonuses. You qualify your membership by being Active with 120 QV autoship and personally enrolling one Member on your left side and one Member on your right side, each with a minimum 60 QV order.

Active

In order to be considered active, you must have an active Autoship base order with a 60 QV minimum order every five weeks. Platinum and above are considered active if they have an active Autoship base order with a 120 QV minimum order every five weeks. A 60 QV or 120 QV order will activate your account for four (4) volume periods including the volume week in which the order is placed, plus one volume week grace period. As an active member you can accrue volume from sales that occur under you in your power leg.

*** For the countries below EUR 20,000 GDP, which include Nigeria and the following Eastern European countries:**

1: Baltics

2: Ukraine

3: Poland

4: Hungary

5: Romania

6: Turkey

the purchase of a 1-Pack (60 QV) is enough to qualify TMs to earn bonuses.