



Velara Compensation Plan

3 Easy Steps to starting your Velara Global Business:

STEP 1: ENROLL IN VELARA GLOBAL

Independent Business Partner (IBP)

Signing up as an Independent Business Partner (IBP) with Velara Global Network is easy. There are no products purchase requirements.

To enroll as an IBP, the only requirement is to obtain a Velara Global Network Business Startup Kit for \$29.00 USD so you can understand the products, company policies and procedures on "How to Establish a Successful Retail Business with the Velara Independent Business Opportunity". When you purchase any starter product packages the \$29.00 fee is included.

You will now have access to a Retail Business Center (RBC) and can begin building your business.

STEP 2: ORDER VELARA HEALTH BALANCING PRODUCTS

VELARA Global is a product driven company. Any and all earned commissions and bonuses are based on the sale and consumption of product. While there is no product purchase required, your business will probably grow and flourish more quickly if you are a satisfied product user and have product on hand to share with others. We recommend that you choose the VELARA Global Product Package that best suits the goals and needs for your business.

STEP 3: TAKE CONTROL OF YOUR FINANCIAL FUTURE THOUGH VELARA GLOBAL

In order to earn commissions under the VELARA Global compensation plan, you must advance to a commissionable rank and you must become Fully Qualified.

To be fully qualified:

- A) Try the products and become a product user
- B) Become an Independent Business Partner (IBP)
- C) Sponsor at least one person on each side of your DUAL TEAM tree

Velara offer's eight different ways to support you and your family's financial future:

- 1. Retail Sales**
- 2. Fast Start Bonuses**
- 3. Team Builder Bonuses**
- 4. Dual Team Cycle Bonuses**
- 5. Dual Team Cycle Matching Bonuses**
- 6. Star Generational Matching Bonuses**
- 7. Seven Star Infinity Matching Bonuses**
- 8. Velara Cash Rewards Million Dollar Club Rewards**

1. RETAIL PROFIT

As an Independent Business Partner (IBP), you are entitled to purchase all Velara products at wholesale prices and sell them at the suggested retail price (SRP).

You will earn up to 50% Retail profits. You do not have to be active or qualified to earn retail sales bonuses.

2. FAST START BONUSES

When an IBP personally enrolls an IBP who purchases a start-up product package, the sponsoring IBP earns a Fast Start Bonus.

These bonuses range from \$10 to \$150, depending on the Bonus Volume (BV) of the package.

A Fast Start Bonus is paid directly to the sponsor of the purchaser of any start-up package and paid two pay periods following the purchase date.

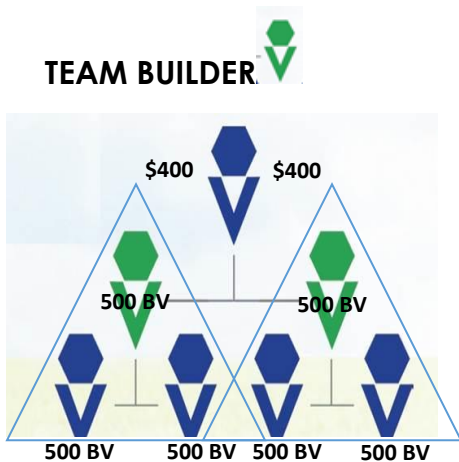
| Package | 99 Business Intro PACK | 215 Executive PACK | 499 BUILDER PACK | 999 PROFESSIONAL PACK |
|----------------------|------------------------|--------------------|------------------|-----------------------|
| 3. Direct Commission | \$10 Bonus | \$50 Bonus | \$100 Bonus | \$150 Bonus |

4. TEAM BUILDER BONUSES

To become a PRO you must accumulate at least 500 Personal Volume (PV)* in your retail business center. There is no time limit to accomplish this. PV point accumulation is ongoing from the moment you enroll in your RBC. Your RBC must remain active for ongoing accumulation. If your RBC becomes inactive, all accumulated PV points will be reset to zero.

Personally sponsor a PRO on the left side of your DUAL TEAM Tree and a PRO on the right side of your DUAL TEAM Tree. That creates a TEAM.

***Personal Volume (PV): This is your personal sales volume and refers to the product orders that are processed through your Retail Business Center (RBC) and credited to your Member ID number.**



Each time you help one of the PRO's from your team to create a TEAM of their own, that earns you a \$400 TEAM BUILDER BONUS.

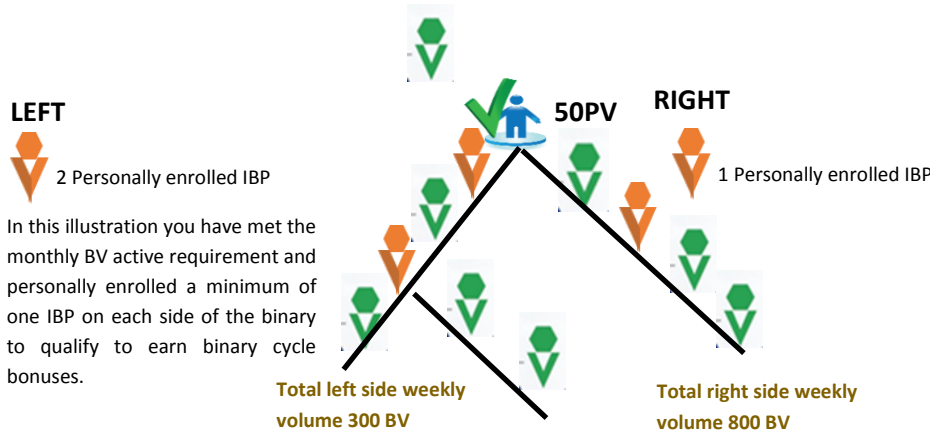
Note: A \$100 Super Team Builder Bonus will be paid to the Sponsor whose personally enrolled IBP becomes a Team Builder as long as that sponsor is a Team Builder, that is active and qualified. If the Sponsor is not an active, qualified team Builder the Bonus will roll up to the first up-line active, qualified Team Builder.

5. DUAL TEAM CYCLE BONUSES 5



A \$25 DUAL TEAM Commission is earned each time the smaller side reaches 250 BV and larger side reaches 500 BV.

This is called completing a cycle and the volume used to calculate that commission is flushed. Cycles continue every time a 250 BV to 500 BV ratios from smaller and larger legs is met, paying \$25. The balance remaining after all cycles have been paid will carry forward to the next weeks weekly cycle bonus, as long as the IBP stays in active status.



LEFT SIDE 300BV

250 BV from the left side volume will be used to calculate weekly DUAL TEAM cycles and balance of 50 CV will be carried over to following week's DUAL TEAM cycle commission calculation.

RIGHT SIDE 800BV

500 BV from the right side volume will be used to calculate the weekly DUAL TEAM cycles and balance of 300 CV will be carried over to following weeks DUAL TEAM cycle commission calculation.

One weekly cycle has been completed with left contribution of 250BV and right contribution of 500BV completing one cycle for a DUAL TEAM cycle commission of \$25.

6. DUAL TEAM CYCLE MATCHING BONUSES

Each of your personally sponsored IBPs is considered to be your first level enrollee in the enrollment tree. Anyone enrolled by your first level personally enrolled becomes your second level and anyone personally enrolled by your second level becomes your third level enrollee. The DUAL TEAM Cycle Matching Bonus is calculated starting from your first personal enrollee's weekly DUAL TEAM Cycle Bonus earnings. The Matching Bonus percentage ranges from up to 25% from the first level to 15% at the third level. To earn matching bonuses, IBP must stay active and meet the qualifications for each rank level's matching bonuses.

| DUAL TEAM CYCLE MATCHING BONUSES | | | | | | | | |
|----------------------------------|-----|------|----------|------------|------------|-----------|----------|------------|
| RANK TITLE / LEVEL | IBP | STAR | TWO-STAR | THREE-STAR | FOUR-STARS | FIVE-STAR | SIX-STAR | SEVEN-STAR |
| Level - 1 | | | 20% | 20% | 25% | 25% | 25% | 25% |
| Level - 2 | | | 15% | 20% | 20% | 20% | 20% | 20% |
| Level - 3 | | | | 15% | 15% | 15% | 15% | 15% |

The DUAL TEAM Cycle Matching Bonus has unlimited width in the Velara Compensation plan. Velara guarantees a 50% weekly



payout of the company's commissionable volume. If, in any week, the total payout of commissions and bonuses exceeds the capped percentage payout calculations will be adjusted on a pro-rata basis.

Two-Star Partner and above must be active with minimum of 50PV to earn DUAL TEAM Cycle Matching Bonuses. Weekly commissions cannot exceed the limits based on your rank and volume from your lesser volume leg.

7. STAR GENERATIONAL MATCHING BONUSES

Once you have reached the rank of FOUR-STAR and above, Velara recognizes the importance of your role as a Leader of the organization. For taking on this higher role, you will be entitled to receiving a Star Generational Matching Bonus of a 5% matching override on the DUAL TEAM Cycle Bonuses of IBPs from you to the next downline FOUR-STAR within each of your personally enrolled legs in the Unilevel Organization Tree.

As a FIVE-STAR, SIX-STAR or SEVEN-STAR you will be able to reach even deeper into your organization by realizing an additional 5% through second, third and fourth generation FOUR-STARs in each personally enrolled leg

| GENERATION | FOUR-STAR | FIVE-STAR | SIX-STAR | SEVEN-STAR |
|----------------------------|-----------|-----------|----------|------------|
| 1 st Generation | 5% | 5% | 5% | 5% |
| 2 nd Generation | | 5% | 5% | 5% |
| 3 rd Generation | | | 5% | 5% |
| 4 th Generation | | | | 5% |

SEVEN-STAR INFINITY MATCHING BONUS

As a SEVEN-STAR Partner you are also eligible to earn a Seven Star Infinity Matching Bonus of 5% from you to the next Seven-Star Partner in each leg in your Unilevel Enroller Tree.

8. VELARA CASH REWARDS

Velara Global believes in rewarding all active IBPs who are striving to achieve new horizons in their venture and offers outstanding rewards and incentives.

ENTRY LEVEL ACHIEVEMENT AWARD BONUSES:

Home Business Presentation Rewards

- ❖ First 30 Days - 3K Team achievements – Minimum of 4 Home Business Presentations with sales of 3K
- ❖ First 60 Days - 12K Team Achievements – Minimum of 8 Home Business Presentations with sales of 12K
- ❖ First 90 Days - 24K Team Achievements – Minimum of 10 Home Business Presentations with sales of 24K

Note: To qualify for the rewards, you can count no-more than 40% of sales total requirements from each of your personally enrolled Un-level legs.

MANAGEMENT LEVEL ACHIEVEMENT AWARD BONUSES:

Velara Global works to create “WIN WIN” business strategies with all IBPs who are working to promote the Velara philosophy and business principles on daily basis. Velara Global has established bench mark achievers incentive bonuses. Starting with total Unilevel sales of \$100,000 in one calendar month with maximum volume of \$50K or 50% coming from one personally enrolled leg and remaining volume from

your all other directly enrolled leg's total volume. At this level you will be rewarded with an Extra \$5K for your effort. To recognize your achievement Velara has created 4 tiers of Achievement Award Bonuses.



- \$100,000 - \$5K (50% contribution maximum from one personally enrolled Unilevel leg)
- \$250,000 - \$7.5K (40% contribution maximum from one personally enrolled Unilevel leg)
- \$500,000 - \$10K (40% contribution maximum from one personally enrolled Unilevel leg)
- \$750,000 - \$12.5K (30% contribution maximum from one personally enrolled Unilevel leg)

9. MILLION DOLLAR CLUB REWARDS

Welcome to Velara Global Million Dollar Club!

To celebrate your success and accomplishments with Velara Global Network, we have included in our compensation plan an auto reward program and cash bonuses.

Million Dollar Club “Auto Program”

- When your personal Unilevel group volume (GV) reaches a million Dollars (with maximum contribution from any one leg limited to 20% of total volume) you will be rewarded with Velara's Million Dollar Club Auto Bonus of \$40,000.
- In addition, every 3rd year, with total accumulative GV of 5 million dollars from your Unilevel group (with maximum limit of 15% from any one personally enrolled leg) you will be rewarded with another Million Dollar Club Auto Bonus of up to \$60,000.

Total Annual Sales Reward bonuses:

- **5 Million Dollar Club** - \$150,000 Cash Bonus
- (Maximum contribution from any one personally enrolled leg limited to 30% of total GV
- Second year on - One Year Maximum Contribution per personally enrolled leg -25%
- **10 Million Dollar Club** - \$400,000 Cash Bonus
- (Maximum contribution from any one personally enrolled leg limited to 25% of total GV
- Second year on - One Year Maximum Contribution per personally enrolled leg -20%
- **20 Million Dollar Club** - \$1,000,000 Cash Bonus
- (Maximum contribution from any one personally enrolled leg limited to 20% of total GV
- Second year on - One Year Maximum Contribution per personally enrolled leg -15%
- **30 Million Dollar Club:** \$2,000,000 Cash Bonus
- (Maximum contribution from any one personally enrolled leg limited to 15% of total GV
- Second year on - One Year Maximum Contribution per personally enrolled leg -10%

Summary of Velara Compensation Plan

Entry Level

International Business Partner (IBP)

- Purchase products at wholesale direct from Velara and earn up to 50% retail profit when sold at the Manufacturer's Suggested Retail Price (MSRP).

Requirements:

Purchase Sales kit from Velara. Product purchase is optional.

One-Star Partner

- Purchase products at wholesale directly from Velara and earn up to 50% retail profit when sold at the Manufacturer's Suggested Retail Price (MSRP).
- Eligible to earn weekly DUAL TEAM commissions (up to 60 cycles per week or total of \$1500 in cycle bonuses).

Requirements:

Meet the personal monthly requirement of 50 Personal Volume (PV).

Enroll one Team IBP on each side of the DUAL TEAM tree.

Two-Star Partner

- Purchase products at wholesale direct from Velara and earn up to 50% retail profit when sold at the Manufacturer's Suggested Retail Price (MSRP).
- Eligible to earn weekly DUAL TEAM commissions (up to 100 cycles per week or total of \$2500 in cycle bonuses).
- Eligible to earn Matching Bonuses from Two (2) Levels of Sponsorship in Uni-level Enroller Tree:
 - First Level Matching Bonus Percentage (MBP) 20%
 - Second Level MBP 15%

Requirements:

- Meet the personal monthly requirement of 50 Personal Volume (PV).
- Must have a minimum of Three (3) personally enrolled active IBPs with minimum of one in each leg of DUAL TEAM tree.

Three-Star Partner

- Purchase products at wholesale direct from Velara and realize earn up to 50% retail profit when sold at the Manufacturer's Suggested Retail Price (MSRP).
- Eligible to earn weekly DUAL TEAM commissions (up to 200 cycles per week or total of \$5000 in cycle bonuses).
- Eligible to earn Matching Bonuses from Three (3) Levels of Sponsorship in Uni-level Enroller Tree:
 - First Level Matching Bonus Percentage (MBP) 20%



- Second Level MBP 20%
- Third Level MBP 15%

Requirements:

- Meet the personal monthly requirement of 50 Personal Volume (PV).
- Must have a minimum of Four (4) personally enrolled active IBPs.
- Must have at least one (1) personally enrolled active Two-Star Partner or above on each side of DUAL TEAM tree.

Four-Star Partner

- Purchase products at wholesale direct from Velara and earn up to 50% retail profit when sold at the Manufacturer's Suggested Retail Price (MSRP).
- Eligible to earn weekly DUAL TEAM commissions up to 250 cycles per week or total of \$6250 in cycle bonuses.
- Eligible to earn Matching Bonuses from Three (3) Levels of Sponsorship in Unilevel Enroller Tree:
 - First Level Matching Bonus Percentage (MBP) 25%
 - Second Level MBP 20%
 - Third Level MBP 15%
- Eligible to earn Leadership Generational Matching Bonuses - 5% of the DUAL TEAM CYCLE BONUSES of all RBCs from you to next Four-Star Partner in your Unilevel downline organization.

Requirements:

- Meet the personal monthly requirement of 100 Personal Volume (PV)
- Must have a minimum of 6 personally enrolled active IBPs.
- Of the 6 personally enrolled active IBPs 4 must be Two-Star Partners or above, with a minimum of 2 on each side of the DUAL TEAM tree,

Five-Star Partner

- Purchase products at wholesale direct from Velara and earn up to 50% retail profit when sold at the Manufacturer's Suggested Retail Price (MSRP).
- Eligible to earn weekly DUAL TEAM commissions of up to 300 cycles per week or total of \$7500 in cycle bonuses.
- Eligible to earn Matching Bonuses from Three (3) Levels of Sponsorship in Unilevel Enroller Tree:
 - First Level Matching Bonus Percentage (MBP) 25%
 - Second Level MBP 20%
 - Third Level MBP 15%
- Eligible to earn Leadership Generational Matching Bonuses - 5% of the DUAL TEAM CYCLE BONUSES of all RBCs from you to your Second Generation Four-Star Partner in your Unilevel downline organization.

Requirement:



- Meet the personal monthly requirement of 100 Personal Volume (PV)
- Must have a minimum of 8 personally enrolled active IBPs who have attained the rank of Two-Star or above, with a minimum of 3 on each side of the DUAL TEAM tree.
- Of the 8 personally enrolled active Two-Star Partners 3 must have attained the rank of Four-Star Partner or above, with a minimum of one on each side of the DUAL TEAM tree.

Six-Star Partner

- Purchase products at wholesale direct from Velara and earn up to 50% retail profit when sold at the Manufacturer's Suggested Retail Price (MSRP).
- Eligible to earn weekly DUAL TEAM commissions of up to 350 cycles per week or total of \$8750 in cycle bonuses.
- Eligible to earn Matching Bonuses from Three (3) Levels of Sponsorship in Unilevel Enroller Tree:
 - First Level Matching Bonuses Percentage (MBP) 25%
 - Second Level MBP 20%
 - Third Level MBP 15%
- Eligible to earn Leadership Generational Matching Bonuses - 5% of the DUAL TEAM CYCLE BONUSES of all RBCs from you to your Third Generation Four-Star Partner in your Unilevel downline organization.

Requirements:

- Meet the personal monthly requirement of 100 Personal Volume (PV)
- Must have 10 personally enrolled active Two-Star Partners or above, with a minimum of 4 on each side of the DUAL TEAM tree.
- Of the 10 Two-Star Partners 6 must have attained the rank of Four-Star Partner or above, with a minimum of 2 on each side of the DUAL TEAM tree.

Seven-Star Partner

- Purchase products at wholesale direct from Velara and earn up to 50% retail profit when sold at the Manufacturer's Suggested Retail Price (MSRP).
- Eligible to earn weekly DUAL TEAM commissions of up to 400 cycles per week or total of \$10,000 in cycle bonuses.
- Eligible to earn Matching Bonuses from Three (3) Levels of Sponsorship in Uni-level Enroller Tree:
 - First Level Matching Bonuses Percentage (MBP) 25%
 - Second Level MBP 20%
 - Third Level MBP 15%
- Eligible to earn Leadership Generational Matching Bonuses - 5% from you to your Fourth Generation Four-Star Partner in your Unilevel downline organization.
- Eligible to earn Seven Star Infinity Matching Bonus of 5% of the DUAL TEAM CYCLE BONUSES of all RBCs from you to the next Seven-Star Partner in your Unilevel Enroller Tree



Requirements:

- Meet the personal monthly requirement of 100 Personal Volume (PV)
- Must have 10 personally enrolled active Two-Star Partners or above, with a minimum of 4 on each side of the DUAL TEAM tree.
- Of the 10 Two-Star Partners or above 6 must have attained the rank of Four-Star Partner or above, with a minimum of 2 on each side of the DUAL TEAM tree.
- Three of the above must have attained the rank of Six-Star Partner or above, with minimum of one on each side of the DUAL TEAM tree.
- Must have 400 cycles per week for 12 consecutive weeks.



| RANK | REQUIREMENT | ADVANTAGES | CYCLE LIMITS | UNI-LEVEL TEAM MATCHING BONUS LEVELS |
|----------------------------|---|---|--|---|
| RETAIL CUSTOMERS | No Requirement | Purchase products at Retail | NA | NA |
| PREFERRED CUSTOMERS | Auto ship | Purchase products at wholesale | NA | NA |
| MEMBER | Purchase Sales kit | Purchase products at wholesale and earn Direct bonuses | NA | NA |
| One-Star | Enroll one Team IBP on each side Meet the personal 50 PV requirement | Eligible to earn weekly DUAL TEAM commissions | Entitled to 60 cycles per week or \$1500 in Cycle Bonuses | |
| Two-Star | Must have at least 3 personally enrolled active IBPs (minimum of one on each side of the DUAL TEAM tree) Meet the personal 50 PV requirement | Eligible to earn weekly DUAL TEAM commissions and eligible to earn Matching Bonuses from two levels of sponsorship in Unilevel Enroller Tree | Entitled to 100 cycles per week or \$2500 in Cycle Bonuses | Level 1 20% Level 2 15% |
| Three-Star | Must have a minimum of 4 active and qualified personally sponsored active IBPs (minimum of 1 active Two-Star Partner or above on each side of the DUAL TEAM tree) Meet the personal 50 PV requirement | Eligible to earn weekly DUAL TEAM commissions and eligible to earn Matching Bonuses from three levels of sponsorship in Unilevel Enroller Tree | Entitled to 200 cycles per week or \$5000 in Cycle Bonuses | Level 1 20% Level 2 20% Level 3 15% |
| Four-Star | Must have a minimum of 6 active and qualified personally enrolled active IBPs 4 of these must be Two-Star Partners or above (minimum of 2 on each side of the DUAL TEAM tree) Meet the personal 100PV requirement | Eligible to earn weekly DUAL TEAM commissions and eligible to earn Matching Bonuses from four levels of sponsorship in the Unilevel Enroller Tree | Entitled to 250 cycles per week or \$6250 in Cycle Bonuses | Level 1 25% Level 2 20% Level 3 15% Plus 5% Star Generational Bonus 1 Level |
| Five-Star | Must have a minimum of 8 active and qualified personally enrolled Two-Star Partners or above (minimum of 2 on each side) 3 of these must be Four-Star Partners or above (minimum of one on each side) Meet the personal 100PV requirement | Eligible to earn weekly DUAL TEAM commissions and eligible to earn Matching Bonuses from five levels of sponsorship in Unilevel Enroller Tree | Entitled to 300 cycles per week or \$7500 in Cycle Bonuses | Level 1 25% Level 2 20% Level 3 15% Plus 5% Star Generational Matching Bonus 2 Levels |
| Six-Star | Must have a minimum of 10 active and qualified personally enrolled Two-Star Partners or above 6 of these must be Four-Star Partners or above (minimum of two on each side) Meet the personal 100 PV requirement | Eligible to earn weekly DUAL TEAM commissions and eligible to earn Matching Bonuses from six levels of sponsorship in Unilevel Enroller Tree | Entitled to 350 cycles per week or \$8750 in Cycle Bonuses | Level 1 25% Level 2 20% Level 3 15% Plus 5% Star Generational Bonus 3 Levels |
| Seven-Star | Must have a minimum of 10 active and qualified personally enrolled Two-Star Partners or above. 6 of these must be Four-Star Partners or above (minimum of two on each side) with at least 3 attaining the rank of Six-Star Partner or above (minimum of one on each side) Must have 400 cycles per week for 12 consecutive weeks. Meet the personal 100 PV requirement | Eligible to earn weekly DUAL TEAM commissions and eligible to earn Matching Bonuses from seven levels of sponsorship in Unilevel Enroller Tree | Entitled to 400 cycles per week or \$10,000 in Cycle Bonuses | Level 1 25% Level 2 20% Level 3 15% Plus 5% Star Generational Bonus 4 Levels Plus 5% Seven-Star Infinity Matching Bonus |

**Activating your RBC**

In order to hold and accumulate the sales volume generated within your downline Sales Team, your RBC must be activated. An RBC that has been activated will continue to hold and accumulate volume as long as it remains active by meeting the minimum ongoing maintenance requirements. An RBC is activated with a product order totaling 50 BV points or more. You will receive a six (6) week initial activation period for your first order of 50 BV or more. After this initial period, the activation period runs every four (4) weeks.

RBCs without product orders (inactive) or product orders that are not paid for within the prescribed time limits do not hold accumulated volume past the end of the weekly pay period in which they were generated.

Bonus Volume (BV)

The VELARA Global Compensation Plan is built around the retail salability of our products. In order to keep the products competitively priced at the retail level and to ensure a profitable wholesale to retail margin for our IBP base, we assign a point value (called Bonus Volume or BV) to each of our products. The compensation program is based on the accumulation of these points. VELARA Global gives each product the maximum points possible to create the ideal balance between significant retail profits and substantial override income for our IBPs. Every time product is purchased Bonus Volume points are generated.

Group Volume (GV)

Group Volume is the total of your personal BV and the amount of BV accumulated by your personally enrolled group.

IBP

Independent Business Partner - Eligible to earn personal retail commissions by purchasing the Business Startup kit from Velara.

Member ID Number

Unique individual number issued by Velara to identify you within the organization

Ongoing Minimum Maintenance Requirements

Velara is a retail marketing program. IBPs may purchase product and earn profits through retail sales at any time with no maintenance requirement.

In order to continue accumulating and holding personal and organizational volume, and earn applicable commissions, an IBP must reactivate their RBC after the initial 6 weeks and every 4-week activation period thereafter. In order to maintain ongoing activation, an RBC must have a minimum of 50 points of personal volume (PV*) in each activation period to participate in all Rewards other than Retail Sales Commissions. (Four-Star IBPs and above must maintain 100 points of PV in each activation period).

In the event that an RBC does not meet and maintain the minimum requirements within the prescribed timeframe, any accumulated volume will not be held and no commissions will be earned. In the event an RBC reactivates (places and pays for their order) volume will once again start to accumulate (no previously flushed volume will be reinstated) and commissions can be earned.

To participate in the Leadership Match and Leadership Bonus & Rewards programs, an RBC must meet additional minimum maintenance requirements. See the Leadership Match and Leadership Bonus & Rewards sections for details.

Personal Retail Commission

When products are purchased from Velara at wholesale and sold at the MSRP you can earn retail profits of earn up to 50%.

Personal Volume (PV)

This is your personal sales volume and refers to the product orders that are processed through your RBC and credited to your member ID. This includes your personal purchases as well as customer and preferred customer purchases made through your Velara website.

Retail Business Center (RBC)

A Retail Business Center is your personal position represented within the DUAL TEAM Organizational Tree. All business transactions for your personal business are conducted through the center.

Retail and Preferred Customers



VELARA[®]

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Retail Customers and Preferred Customers do not earn commissions. Preferred customers can enjoy discount purchases by being on a monthly auto-ship.