



NHTGlobal

# COMPENSATION PLAN

NHT Global is proud to introduce what we believe is one of the most lucrative and retail-oriented compensation plans in history. Whether part-time or fulltime, through a retail customer base, or as the result of building a team of like minded distributors, NHT Global affords you the opportunity to realize your goals and dreams!

## GETTING STARTED WITH NHT GLOBAL

### STEP 1. ENROLL IN NHT GLOBAL

There is no fee or initial product order required to become a Member with NHT Global. As you proceed through the application process you will be given two enrollment options from which to choose.



#### A. ENROLL AS A BUSINESS BUILDER MEMBER

There is no cost to enroll as a Business Builder with NHT Global. Upon enrollment, you will receive your NHT Global website, an online store to sell your product, plus unlimited access to NHT Office, your backoffice management support center for 12 months. Enrolling as a Business Builder allows you to maximize your earning potential within the NHT Global Compensation Plan and there are four levels of Business Builder enrollment to choose from - Platinum, Gold, Silver or Bronze.



#### B. ENROLL AS A PREFERRED CUSTOMER

As an NHT Global Preferred Customer you are able to purchase product at discount preferred pricing (25% discount) for a 6-month period of time directly from NHT Global online. Preferred customers do not earn commissions themselves, nor are they allowed to retail product or enroll new Preferred Customers or Business builders. There is no cost or order / BV requirement to become a Preferred Customer. Preferred Customers purchase product for personal consumption only. After the 6-month period of preferred pricing, a Preferred Customer is encouraged to either upgrade their position to member status or continue purchasing product from the member who introduced them to NHT Global. Preferred Customers can extend their discount pricing period by 6-months by purchasing 150 BV in product purchases during a 6-month period. Preferred Customers are encouraged to enroll in Autoship to ensure a timely, monthly delivery of their favorite NHT Global products. Autoship can be modified or cancelled at anytime. At anytime during their Preferred Customer membership, a Preferred Customer can upgrade to a Distributor rank. If a Preferred Customer upgrades to Distributor status during the initial 3 months as a Preferred Customer, the BV from their personal consumption product purchases will be applied to their Distributor rank.

Business builders earn a Preferred Customer Bonus (the 5% difference between Gold member pricing and the Preferred Customer pricing) in commissions from sales to Preferred Customers. In addition, BV generated from Preferred Customer orders counts toward a Business Builder's personal group volume for the purpose of cycle override commission calculation.

Once you have chosen your enrollment option and completed the application process, you will be able to purchase products from NHT Global. For Business Builder this will set up your RBC\* (Retail Business Center) within our Two-Team Infinity Compensation System and you can now begin building your business and purchasing and consuming products. As a Preferred Customer, you will advance to the order page so you can select the products you wish to consume.

\* Your RBC will not hold and accumulate volume in the Two-Team Infinity Compensation System until it has been activated. (See "Activate Your Retail Business Center(optional)" for details.)



## STEP 2. ACTIVATE YOUR RETAIL BUSINESS CENTER (OPTIONAL)

NHT Global is a product driven company. Any and all earned commissions and overrides 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 NHT Global Product Package that best suits the goals and needs for your business.

In order to hold and accumulate sales volume generated within your downline in the Two-Team Infinity Compensation structure, an RBC must be activated. An RBC that has been activated will continue to hold and accumulate volume as long as it remains active.

An RBC is activated with a wholesale product order totaling 90 BV points or more. (Any NHT Global product package of 90 BV or more meets this requirement - excluding sales aids and training materials.) For Business Builders, we've broken the initial product packages into four categories: Platinum, Gold, Silver, and Bronze. With each package you're purchasing product at the lowest wholesale price according to the discount offered for that rank. Every time product is purchased Bonus Volume points are generated. See the table below for the ongoing product discounts offered at each rank:

		INITIAL BV REQUIREMENT	ONGOING PRODUCT DISCOUNT
	PLATINUM	1250BV	30%
	GOLD	1000BV (500BV PROMOTIONAL PACKAGES)	30%
	SILVER	250BV	10%
	BRONZE	90BV	5%

RBCs without product orders (inactivated) 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. [Each pay period runs from 12:00 a.m. Midnight Central each Monday through 11:59 p.m. Central the following Sunday.](#)

### BONUS VOLUME (BV)

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

### STEP 3. QUALIFY YOUR RBC AND GENERATE AN INCOME WITH NHT GLOBAL

There are 4 ways to earn money with the NHT Global Compensation System as a Business Builder:

#### 1. RETAIL PROFITS

As an NHT Global Member, you may purchase products at wholesale and resell them at retail, thereby earning retail profits.

#### 2. GENERATIONAL BONUS

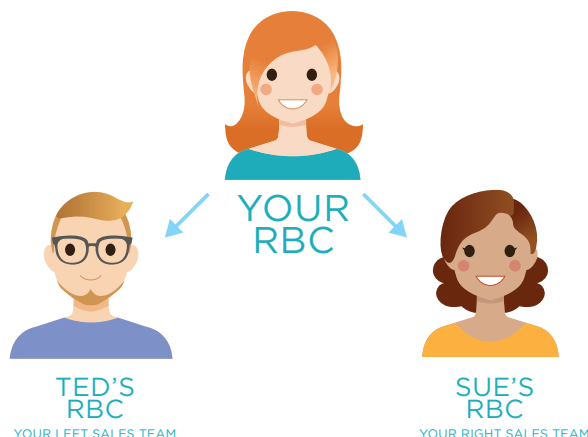
Earn Generational Bonus on the eligible bonus volume generated by personally sponsored Members or Preferred Customers.

#### 3. THE TWO-TEAM INFINITY COMPENSATION SYSTEM

You may begin to develop two teams under your RBC by introducing others to NHT Global and our wonderful products and opportunity. As they register their RBCs under you, you will develop a Left Sales Team and a Right Sales Team. You can earn income based on the product sales within your two teams as outlined below.

#### 4. MATCHING BONUS

Earn bonuses on commission cycles earned through your personally sponsored downline up to seven levels deep in your Generation Tree.



#### THE TWO-TEAM SYSTEM

Once you have activated your RBC, there are two simple steps to complete that will allow you to earn an income within the Two-Team Infinity Compensation System: 1) your RBC must be Qualified and 2) your RBC must advance to a commissionable rank. There are four commissionable ranks within the Two-Team Infinity Compensation System - Bronze, Silver, Gold and Platinum ranks. Advancement in rank, along with your commission increase, will occur immediately during the pay period in which all the criteria for advancement is met (i.e. the week in which you meet the criteria for Gold, you will be paid as a Gold).

#### QUALIFY YOUR RBC TO EARN OVERRIDES

To qualify your RBC to earn overrides from the Two-Team Infinity Compensation plan, you must personally sponsor two (2) Distributors - one on your Left Sales Team and one on your Right Sales Team. In order to count for qualification, these sponsored distributors must be activated.

#### ADVANCE TO A COMMISSIONABLE RANK AS A BUSINESS BUILDER

##### A. THE BRONZE RANK (90BV IN PV\*)

Your RBC will be promoted to the rank of Bronze with a wholesale product order totaling at least 90BV points. (Any NHT Global product purchase of 90BV or more meets this requirement - excluding sales aids and training materials Annual renewal of NHT Office, your backoffice management support center, is required.

#### B. THE SILVER RANK (500BV IN PV\* OR 1,500BV IN PV + PGV\*\*)

Your RBC will be promoted to the rank of Silver upon enrollment if your FIRST order totals at least 250 BV in wholesale product. If your first order contains less than 250 BV, you may obtain Silver rank by the following: Your RBC will be promoted to the rank of Silver when either your accumulated Personal Bonus Volume (PV)\* has reached 500BV points or the accumulated combined total of your PV and Personal Group BV (PGV)\*\* has reached 1,500BV points. Of the total 1,500BV points, your PV must account for a minimum of 250 points of BV. There is no time limit to accomplish this, as it is based on the ongoing accumulation of BV points from the moment of enrollment of your RBC and the RBCs of your personal group. Your RBC must remain active for ongoing accumulation. If your RBC becomes inactive, all accumulated PV and PGV will be reset to zero. Annual renewal of NHT Office, your backoffice management support center, is required.

#### C. THE GOLD RANK (1,250BV IN PV\* OR 3,000 BV IN PV + PGV\*\*)

Your RBC will be promoted to the rank of Gold upon enrollment if your FIRST order totals at least 1,000 BV in wholesale product. If your first order contains less than 1,000 BV, you may obtain Gold rank by the following: Your RBC will be promoted to the rank of Gold when either your accumulated PV has reached 1,250 BV points or the accumulated combined total of your PV and PGV has reached 3,000 BV points. Of the total 3,000 BV points, your PV must account for a minimum of 250 BV points and may account for no more than a maximum of 1,000 BV points. There is no time limit to accomplish this as it is based on the ongoing accumulation of BV points from the moment of enrollment of your RBC and the RBCs of your personal group. Your RBC must remain active for ongoing accumulation. If your RBC becomes inactive, all accumulated PV and PGV will be reset to zero. Annual renewal of NHT Office, your backoffice management support center, is required.

#### D. THE PLATINUM RANK

Your RBC will be promoted to the rank Platinum upon enrollment if your FIRST order totals at least 1,250BV in wholesale product. The benefit of Platinum enrollment is that annual renewal of NHT Office, your backoffice management support center, is not required. With the purchase of an initial Platinum order, you will also receive six months of activation. Any single reorder of 1,250BV or more will also promote your RBC to the rank Platinum.

**\*Personal BV (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#. Personal Volume is accumulated in order to advance rank. All bonus volume on product reorders processed through your RBC are also applied to the 1/3 Team Leg, after Gold or Platinum rank is achieved.

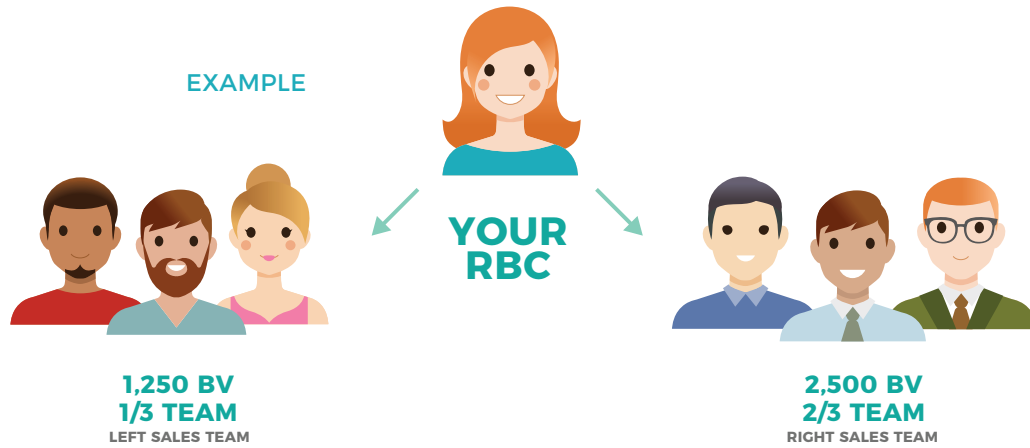
**\*\*Personal Group BV (PGV):** Your Personal Group consists of your personally-sponsored Members, regardless of their placement in the genealogy tree. Your Personal Group BV is the combined total of all the wholesale product orders that are processed through the RBCs of your Personal Group Distributors.

#### TWO-TEAM INFINITY COMPENSATION

Once your RBC has been activated, has earned the pay rank of Bronze, Silver, Gold or Platinum and has been qualified, you are eligible to receive weekly express overrides based on Commissionable Bonus Volume (CBV), as well as a direct bonus payment for orders placed by your personally sponsored Members.

#### EARN WEEKLY EXPRESS OVERRIDE BONUSES

As mentioned, over time you will develop two sales team legs, your Left Sales Team leg and your Right Sales Team leg. Typically, it is natural that one team leg will accumulate more or less BV points in a given commission week than the other. The override bonus is calculated on the Commissionable Bonus Volume (CBV) of your team leg with the lesser amount of total accumulated bonus volume at the time of commission calculation based upon a 1/3 - 2/3 ratio. Once your RBC has been activated, has earned a rank, and has been qualified, you are eligible to receive express overrides for every 3,750 in Total Group BV points generated by your Two-Team Marketing Organization. When one sales team has generated 2,500 points in Total Group BV (2/3) and your other sales team has generated 1,250 points Total Group BV, you will have completed a sales cycle and in turn will earn an express override bonus. An RBC may complete up to 200 sales cycles per week at \$250 per cycle for a maximum weekly income of US\$50,000 per week. Any unused or unpaid accumulated BV in any Team leg after commission payment will be carried forward for payment in future weeks.



Example: Your Left Sales Team leg's accumulated volume at the end of the week is 1,250BV and the Right Sales Team leg's accumulated volume is 2,500BV. Your Left Sales Team leg is your 1/3 Team leg and your Right Sales Team leg is your 2/3 Team leg. The CBV is the entire accumulated 1,250 in the 1/3 Team leg as there is twice that accumulated volume in your 2/3 Team leg. After payment of commission, the balance of volume in your Sales Team legs if any exists, will be carried forward for future commission calculation.

### EARN ADVANCE OVERRIDE BONUS

To get members started on the right path to success, we also offer a one-time "advance" express override bonus of \$50USD when a Member's CBV reaches 2,000BV / 1,000BV. This advance override bonus will only be paid once on a Member's initial cycle. In addition, because of the \$50USD advance, the first express cycle of 2,500BV / 1,250BV will pay the balance of the full express override bonus.

The maximum amount of unpaid accumulated volume that may be carried forward at the end of any weekly pay period in either the Left or Right Sales Team legs is 250,000BV.

### COMMISSION AMOUNTS:

AN RBC AT PLATINUM OR GOLD RANK EARNS 20% OF THE CBV GENERATED WITHIN THE 1/3 TEAM LEG.

AN RBC AT SILVER RANK EARNS 10% OF THE CBV GENERATED WITHIN THE 1/3 TEAM LEG.

AN RBC AT BRONZE RANK EARNS 5% OF THE CBV GENERATED WITHIN THE 1/3 TEAM LEG.

		CYCLE OVERRIDE BONUS	MAXIMUM WEEKLY EARNINGS*
PLATINUM		20%	\$50,000
GOLD		20%	\$50,000
SILVER		10%	\$50,000
BRONZE		5%	\$50,000

\* All volumes are calculated to unlimited depth. A Business Builder RBC's income is allowed to reach a maximum of US\$50,000 per week.

Different international markets may have a minimum commission amount required before issuance of commission check or electronic payment. Check with local customer support in any market for local requirements.

To further ensure the strength and stability of the Two-Team Infinity Compensation Plan, all commissions are paid within the guidelines of our 60% cap rule. See below for an explanation of the 60% cap.

### MATCHING EXTRA BONUS

Matching Extra Bonuses are paid on personally sponsored Member's express override bonuses up to seven levels deep and according to a Member's rank in the International Recognition Program (IRP). The higher your rank, the more levels deep you qualify to earn. Leaders can earn up to seven levels deep in their Generation Downline to support the unlimited growth of team development.

Bronze and Silver members are eligible to earn 1 or 2 generations deep respectively for maximum quarterly matching extra bonus payments of \$500. Gold members with prior quarter IRP ranks 0 - 4 are eligible to earn three levels deep with varying maximum quarterly payments (see table below for maximum quarterly payouts based on IRP rank). Members rank 5 and above, are able to earn unlimited matching extra bonuses up to their associated IRP rank and at percentages according to the chart below.

CURRENT QUARTERLY IRP RANKING*	GENERATION DOWNLINE FOR MATCHING BONUS							QUARTERLY MATCHING BONUS LIMIT
	1	2	3	4	5	6	7	
BRONZE	3%							US\$500
SILVER	5%	3%						US\$500
0	10%	5%	3%					US\$500
1	10%	5%	3%					US\$1,000
2	10%	5%	3%					US\$2,000
3	10%	5%	3%					US\$3,000
4	10%	5%	3%					US\$4,000
5	10%	5%	3%	1%	1%			NO LIMIT
6	10%	5%	3%	1%	1%	1%		NO LIMIT
7+	10%	5%	3%	1%	1%	1%	1%	NO LIMIT

\* Rank refers to ranks 1 through 9 as determined by the International Recognition Program (IRP).

### EARN GENERATIONAL BONUS

Generational Bonuses pay off of volume of your personally sponsored Members. You are a Platinum or Gold distributor, you will receive a 10% bonus (of the BV) on every order placed your personally sponsored downline. If you are a Silver distributor, you will receive 5%. The percentages of BV payout are outlined as follows depending on your rank:

1ST GENERATION BONUS	
PLATINUM	10%
GOLD	10%
SILVER	5%
BRONZE	3%

For example: Sam is Mary's sponsor and he is a Gold distributor. Sam earns 10% of the bonus volume on all of Mary's product purchases. If Sam were a Silver distributor, he would earn 5% of the bonus volume on all of Mary's product purchases. If Sam were a Bronze distributor, he would earn 3% of the bonus volume on all of Mary's product purchases.

#### ACTIVATION PERIOD

Initial activation periods vary based on the amount of BV in your first order. An order containing 1,249BV or less receives 8 weeks of activation. An order containing 1,250BV or more receives 24 weeks of activation. You can monitor your organization through NHT Office, your backoffice management support center. After your initial activation period, activation periods run every 4 weeks. The pay period runs from Monday to Sunday, commencing at 12:00 a.m. Midnight Central Monday and concluding at 11:59 p.m. Central the following Sunday. (Remember, an RBC must be activated and remain active to continue holding and accumulating volume.)

#### ONGOING MINIMUM MAINTENANCE REQUIREMENTS

This is a retail marketing program. Members may purchase product and earn profits through retail sales at any time with no maintenance requirement. In order to continue accumulating and holding volume, and earning override commissions in the Two-Team program, an RBC must reactivate their RBC after the initial 8 weeks and every 4-week activation period thereafter. To simplify this requirement for our Members, we designed Autoship Bank which allows Members who have earned more than \$1000 in commissions to apply a small portion of banked commissions (10% up to \$40 per week) toward the purchase of product. Upon enrollment, or at anytime of their term, if a Member selects Autoship Bank as their preferred activation method, they do not have a monthly minimum maintenance requirement.

For Members who do not select Autoship Bank, in order to maintain ongoing activation requirements, an RBC must have a minimum of 35 BV points of PV through Autoship in each activation period until the RBC has earned a total commission accumulation of \$500. After a member has earned \$500 in commissions, they must have a minimum of 70 points of PV in each activation period thereafter. If the RBC is not on Autoship prior to earning \$500 of accumulated commission, the minimum requirement will be 70 BV points of PV per activation period. In the event that an RBC does not meet and maintain the minimum requirements within the prescribed timeframe, any accumulated volume will be flushed and no commission check will be earned. In the event someone reactivates (places and pays for an order) after this has happened, volume will once again start to accumulate (no previously flushed volume will be reinstated) and commissions can again be earned.

#### 60% CAP RULE

NHT Global has one of the strongest payouts in the network marketing industry. We pay out the field, in the form of commissions, up to 60% of commissionable revenues we receive on product purchases over the lifetime of our program.

When the cycle commissions calculated exceed 60% of the commissionable revenue in a particular week, based on a 5-week moving average calculation the Company continuously monitors, the cycle commissions earned on those cycles beyond the first ten (10) cycles in that week of any member will be subject to a pro rata dilution to bring the total commissions actually paid back down to no more than 60% of the commissionable revenue. The dilution will be applied equally on all cycle commissions beyond the first 10 cycles.

\*All references to income, implied or stated, in the NHT Global Compensation Plan are for illustration purposes only. NHT Global does NOT guarantee that anyone will earn any level of income, or any income at all. Earnings from the NHT Global Compensation Plan, if any, will depend solely on each person's effort, skill, and ability.