



# COMPENSATION PLAN



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## 5 WAYS TO EARN



1

### RETAIL CUSTOMER COMMISSION

As a SEACRET Agent you are always eligible to earn commissions from Retail Customer product sales. These are paid out on a weekly basis.

SEACRET Agents can earn up to 150% Retail profit on Customer sales. This is the difference between the Agent and Retail price of the products.



2

### VIP CUSTOMER COMMISSION

Get paid in 2 different ways on your VIP Customer purchases:



**1. WOW Bonus**

Earn 20-25% on the net dollar amount of every Customer order.



**2. Global Customer Pool**

10 Active VIP Customers, who purchase \$70.00 or more in each calendar month, qualifies you for the pool and gives you one share. SEACRET allocates each month 2% of total VIP Customer sales into a global pool. You earn an additional share for every 5 additional VIP Customers you enroll and maintain each month. The more VIP Customers you have the more shares you earn!

## 3

### PERFORMANCE BONUSES



#### 1. Fast Start Bonus

With every Agent that you personally enrol with one of our Agent Starter Sets you will earn a Fast Start Bonus up to \$400!



#### 2. Rank Advancement Bonus

When you achieve the rank of Superstar Agent, you will be eligible to receive the first of many one time Rank Advancement Bonuses. Every time you advance, your bonus increases! See p. 10 for more details.



#### 3. Drive Your Dream Bonus (DYD Bonus)

Royale and Above Agents earn a bonus every 4 weeks that can be used towards anything that drives their dreams: a car, a home, whatever the Agent chooses! See p. 11 for more details.

## 4

### TEAM COMMISSION

The SEACRET Agent Compensation Plan is simple. It is built on the **Power of 2**. Unlike many plans that require focus on a multitude of groups to succeed, our system requires that you focus on building just two teams. You get paid on your entire team. This means there is NO generation cap to your potential income.

Simply share SEACRET with two of your friends, family or colleagues, and encourage them to do the same. When you enrol 2 Agents and help them enrol 2 Agents, you are now building a team. Duplicate this process over and over again and watch your volume GROW. There is no limit to the size your team can grow.

## 5

### LEADERSHIP CHECK MATCH

Qualified Bronze Agents and above are eligible to receive Leadership Check Match. This is an UNLIMITED stream of income for you, by simply helping other Agents achieve success. Earn up to 20% on the Team Commission of Agents that you help achieve Bronze Rank or Above within your enrolment tree. You can earn on up to 4 generations of Bronze Agents and Above.

# 4 WAYS TO JOIN SEACRET

## 1. RETAIL CUSTOMER

Retail Customers are Customers who purchase products at full retail pricing.

*Retail Customer Incentives:*

- Seacret Wallet Credit: 1 point for every dollar spent on product
- Birthday Gift

## 2. VIP CUSTOMER

VIP Customers are Customers who:

- Place an order of at least \$99

*VIP Customer Incentives:*

- Seacret Wallet Credit: 2 points for every dollar spent on product
- Birthday Gift

## 3. HOST

Hosts are Customers who host WOW Parties for Agents with the incentive of free product credit, with no purchase necessary. Hosts are rewarded in 5 different ways:

1. *Seacret Shopping Spree:* Product credits based on Party Sales.

- Retail and VIP Customers who are Hosts are eligible to receive product credit based on the total sales of the Party:
  - ◇ \$250 - \$499 in sales = \$30 product credit
  - ◇ \$500 - \$749 in sales = \$60 product credit
  - ◇ \$750 - \$999 in sales = \$140 product credit
  - ◇ \$1000 and every \$250 over \$1000 = additional \$50

2. *Host Exclusive Items:*

Based on the total Party Sales, Hosts receive FREE or discounted Host Exclusive products.

- ◇ \$250- \$499 in sales = 1 item
- ◇ \$500- \$749 in sales = 2 items
- ◇ \$750-\$999 in sales = 1 item Free & 2 items
- ◇ \$1000 and every \$250 over \$1000 = 2 items Free & 3 items

3. *Free Shipping*

- Hosts are eligible to receive free shipping on their order for hosting a Party.

4. *Instant VIP Status*

- Host earns instant VIP Status if a minimum of \$99 in total Party Sales is achieved.

## 5. Host Half-Price Item

- Host is eligible to choose any Seacret A La Carte product for 50% off the VIP or Retail Price according to their Customer Status if a Party booking was made at a WOW Party. The half-price item will be awarded when the party holds.

While Hosts receive product credit based on the sales of the party, all Customers enrolled by the Hosts will count for the enrolling Agent's commissions.

*\*Host Reward Dollars cannot be redeemed for Host Half Price or Host Exclusive Items. Unused Host Reward Dollars are forfeited and not counted towards your Grand Total. Host Exclusive Items may change periodically.*

## 4. AGENT

An Agent is an independent distributor of Seacret who is eligible for commissions. To become an Agent, you must be enrolled by another Agent and pay a \$70 initial registration fee.

- Once enrolled, there will be an annual fee of \$70 to be paid on the anniversary date of enrollment.

### 4.1. ACTIVE AGENT

To unlock most commissions, an Agent must be considered Active. Simply paying the annual \$70 registration fee does not make an Agent Active; to be considered Active, an Agent must do one of the following:

- Has 200 TPV\* in rolling 4 weeks
- Have 4 Active VIP Customers every 4 weeks
- Place a 35 BV order every 4 weeks
  - ◇ An easy way to accomplish this is to have a recurring Replenishment Order scheduled every 28 days or 4 weeks.
  - ◇ An Agent must have a replenishment scheduled in the 5th week following their previous purchase in order to be Active when they enter that week.

*\*See Seacret Agent Code Words glossary on pages 18 - 19.*

## AUGUST

M	T	W	T	F	S	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

5 PM MONDAY

## SEPTEMBER

M	T	W	T	F	S	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

5 PM MONDAY

The week runs from **5 PM AEST Monday** until **4.59 PM AEST the following Monday**. (Daylight savings adjusted.)

## ACTIVE STATUS EXAMPLE

An Agent places a 35 BV order on August 7th, keeping them Active through the week in **green**. The week in **green** counts as Week 1 of the 4 week cycle, and they will remain Active through the weeks in **blue**. The week in **red** indicates when they need to have a Replenishment scheduled.

## INACTIVE GRACE PERIOD

Should an Agent become inactive, they have one commission week to become Active again for volume to restore automatically. The volume will flush in the 2nd week of inactivity and will not restore if the order is placed in the 3rd week or later. In the example above, the Agent's 1st week of inactivity is the week of September 1-7. The Agent's 2nd week of inactivity is the week of September 8-14. To remain Active and restore their volume, the Agent **MUST** become Active by one of the three ways listed above by September 14. Failure to do so will result in the Agent losing their volume.

## COURTESY VOLUME RESTORATION

Agents can use a one-time volume restoration when they are Inactive past their one week Inactive Grace Period as long as the request is received within 6 months of the occurrence. When this is done, volume from the last Active pay period is restored to the current week. Any volume produced or associated bonuses earned in a week that the Agent was Inactive will not be restored.

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# SEACRET COMMISSIONS

There are 5 main ways an Agent can earn with Seacret:

1. Retail Customer Commission
2. VIP Customer Commission
3. Team Commission
4. Leadership Check Match
5. Performance Bonuses

Extra commission can also be earned through the Global Customer Revenue Pool, Fast Start Bonuses, and Drive Your Dream Bonus. All of these commissions are explained in detail below.



## RETAIL CUSTOMER COMMISSION

### 1.1 RETAIL COMMISSIONS

Selling Seacret Products directly to your Customers is the easiest and simplest way to begin earning commissions. As a Seacret Agent, you are always eligible to earn commissions from Retail Customer product sales through your replicated Seacret website or through Customer Order Forms that you submit. These are paid out on a weekly basis and reflect both your website orders and offline product order forms.

Requirements to earn Retail Commissions:

- Be a Seacret Agent
- Do not have to be Active or Qualified to earn this commission.
  - ◇ This is the only commission which does not require Active status
- Customer Orders must be placed through your replicated site, or through order forms which you submit.

#### RETAIL COMMISSION PAYOUT

Seacret Agents can earn up to 150% retail profit on Customer sales. This is the difference between the Agent price of a product and the Retail price of a product.

$$\text{RETAIL PRICING} - \text{AGENT PRICING} = \text{PAYOUT}$$

#### RETAIL COMMISSION EXAMPLE

A Retail Customer orders a Recover Day Masque at the Retail price of \$400.00. The Agent price for the product is \$170.00. The Agent will earn a Retail Commission of \$230.00.

$$\$400.00 - \$170.00 = \$230.00$$

# VIP CUSTOMER COMMISSION

## 2.1 WOW BONUS

The WOW Bonus is for Active Agents, and is calculated on all VIP Customer purchases.

Requirements to earn WOW Bonuses:

- Be an Active Seacret Agent
- Do not need to be Qualified

### WOW BONUS PAYOUT

Earn 20-25% on the net dollar amount, of every new VIP Customer's order.

- 20% payout for Superstar through to Executive Agents
- 25% payout for Bronze + Above Agents

### WOW BONUS EXAMPLE

A Bronze Agent has a VIP customer who places a order:

REFRESH Moisturizer -  $\$150.00/1.1 \text{ (GST)} \times 25\% = \$34.09$

Restore Facial Serum -  $\$150.00/1.1 \text{ (GST)} \times 25\% = \$34.09$

**Total WOW Bonus Payout = \$68.18**

WOW Bonuses are calculated on the next business day, and are included in the next weekly commission payment.

If the Agent in the above example was ranked Star through Executive, the payout would be 20% on the net dollar amount.

## 2.2 GLOBAL VIP CUSTOMER POOL

The Global VIP Customer Pool is comprised of 2% of the total sales volume from VIP Customer purchases each month from participating countries around the world. Agents can earn shares in the pool, and each share equals a monthly payout.

Requirements for Global VIP Customer Pool:

- Be an Active Seacret Agent
- Have a minimum of 10 Active VIP Customers on the last day of the month at 11:59 PM PST (Pacific Standard Time).

### GLOBAL VIP CUSTOMER POOL PAYOUT

Having 10 Active VIP Customers gives you 1 share in the pool. Share value is dependent upon how much sales volume is produced each month by VIP Customers, and how many shares there are in one calendar month. Payout occurs on the 2nd Friday following the close of the month.

For every 5 active VIP Customers after the initial 10, an Agent receives 1 additional share. Customers of Customers also count for the Agent.



ACTIVE VIP CUSTOMERS	SHARES IN POOL
10	1
15	2
20	3
25	4
30	5
35+	Every 5 Active VIP Customers earns an additional share

### GLOBAL VIP CUSTOMER POOL EXAMPLE

An Agent has 22 Active VIP Customers on August 31, which entitles them to 3 shares.

The total sales volume produced by VIP Customers for the month of August is \$1 million global sales. There were a total of 300 shares awarded in the month of August.

*Amount in Global VIP Customer Pool:*

\$1,000,000 global sales x 2% = \$20,000 in Pool Value of Each Share

\$20,000 in pool / 300 shares = \$66.67 per share

*Agent Payout with 3 shares:*

\$66.67 per share x 3 shares = \$200 paid on 2nd Friday following the close of August



## PERFORMANCE BONUSES

### 3.1 FAST START BONUSES

The Fast Start Bonus is an incentive to encourage the sale of a Starter Set when an Agent enrolls. For every Agent you personally enroll with a Starter Set, you will receive a Fast Start Bonus.

Requirements for Fast Start Bonus:

- Be an Active Seacret Agent
- If ranked Superstar + Above, you will receive double the Bonus
- Personally enrolled Agent must purchase a Starter Set

#### FAST START BONUS PAYOUT

Starter Set Type	Active/Star Payout	Superstar + Above Payout
Basic Starter Set	\$50	\$100
Premium Starter Set	\$100	\$200
Professional Starter Set	\$200	\$400

If the enrolled Agent upgrades a Starter Set in their first 4 weeks from enrollment, there will be an additional payout equal to the difference between the initial set purchased and the upgraded set.

#### FAST START BONUS EXAMPLE

A Bronze Agent personally enrolls an Agent with a WOW Starter Set. Later, the personally enrolled Agent decides to upgrade to a Professional Starter Set.

Initial Payout:	\$100
Second Payout:	\$300
Total Payout:	\$400

### 3.2 RANK ADVANCEMENT

When you achieve the rank of Superstar Agent, you will be eligible for the first of many one-time Rank Advancement Bonuses. Each time you advance, your bonus becomes larger.

Requirements for Rank Advancement Bonuses:

- Be an Active Seacret Agent
- Close a pay week with the requirements of the next rank.

#### RANK ADVANCEMENT REQUIREMENTS

To rank advance, the following volume/enrollment requirements must be met:

Rank	Left Group	Right Group
Star	Personally Enrolled Active Agent on both legs	
Superstar	300 TPV or 4 Active Customers, and Active Agent on both legs with 300 TPV or 4 Active Customers	
Executive	1,000 BV	1,000 BV
Bronze	2,000 BV	2,000 BV
Royale	5,000 BV + Star	5,000 BV + Star
Silver	8,000 BV + Superstar	8,000 BV + Superstar
Gold	14,000 BV + Bronze	14,000 BV + Bronze
Platinum	20,000 BV + Bronze	20,000 BV + Bronze
Ruby	40,000 BV + Silver	40,000 BV + Silver
Diamond	80,000 BV + Gold	80,000 BV + Gold
Blue Diamond	200,000 BV + Platinum	200,000 BV + Platinum
Red Diamond	400,000 BV + Ruby	400,000 BV + Ruby
Crown	800,000 BV + Diamond	800,000 BV + Diamond
Crown Royale	2,000,000 BV + Blue Diamond	2,000,000 BV + Blue Diamond

You must be Superstar qualified to rank advance to Executive, Bronze, and Royale. This means you currently meet the Superstar requirements, or have previously advanced to Superstar.

#### RANK ADVANCEMENT BONUS PAYOUT

Rank	One-Time Bonus	Rank	One Time Bonus
Star	—	Platinum	\$4,000
Superstar	\$150 or \$300*	Ruby	\$6,000
Executive	Executive Watch	Diamond	\$10,000
Bronze	\$350	Blue Diamond	\$60,000**
Royale	\$750	Red Diamond	\$150,000**
Silver	\$1,500	Crown	\$350,000**
Gold	\$2,000	Crown Royale	\$1,500,000**

\* For Superstar: \$300 bonus if rank achieved within the week you enroll plus 4 additional weeks.

\*\* Blue Diamond and Above: Bonuses are paid in weekly installments.

#### ACHIEVED RANK (OR HIGH RANK) VERSUS PAID RANK

Your “Paid Rank” is determined by where you close out each business week. It is entirely possible to move down ranks. For example, you may achieve the rank of Crown Agent at the end of the week, but drop back down to Red Diamond on the following week.

Once you achieve a rank, that becomes your “Achieved Rank.” Your Achieved Rank never decreases, regardless of what your “Paid Rank” is. For example, even though you may have achieved the rank of Crown Agent one week, but dropped down to Red Diamond the following week, you will always be recognized as a Crown Agent in the eyes of the Seacret Family.

### 3.3 DRIVE YOUR DREAM

At Seacret, we reward Royale and Above Agents with a Drive your Dream Bonus every 4 weeks that can be used towards anything that drives their dreams, that could be a car, home, whatever the Agent chooses!



Requirements for Drive Your Dream Bonus:

- Be an Active Seacret Agent
- Be paid rank Royale or Above
- Maintain Royale or Above rank for 4 consecutive weeks in a rolling 4-week cycle.

The week that an Agent rank advances to Royale Agent, the agent starts the Drive Your Dream 4-week qualification cycle. An Agent must maintain at least Royale each commission week for all 4 weeks in a given cycle to receive the Bonus. If this is achieved, the Agent will receive their Bonus in the 4th week. If, during a 4-week cycle, The Agent Rank drops lower than Royale, the 4-week cycle will start again from the first week Royale is achieved again.

#### DRIVE YOUR DREAM BONUS PAYOUT

Royale	Silver	Gold	Platinum	Ruby	Diamond	Blue Diamond	Red Diamond	Crown	Crown Royale
\$700	\$800	\$1,100	\$1,600	\$1,900	\$2,300	\$2,700	\$4,000	\$5,500	\$8,000

#### DRIVE YOUR DREAM BONUS EXAMPLE

As mentioned above, the Drive Your Dream Bonus works in a 4-week cycle. An Agent must maintain a given rank every week of that cycle to receive that Rank's Drive Your Dream Bonus. If, in a given cycle, the Agent maintains Royale or Above for all 4 weeks, but achieves different ranks for different weeks of that cycle, the Bonus will reflect the lowest rank achieved.

Week 284*	DYD week 1	Week 285	DYD week 2	Week 286	DYD week 3	Week 287	DYD week 4
Achieved Royale	✓	Royale	✓	Royale	✓	Royale	✓ = \$500
Week 288	DYD week 1	Week 289	DYD week 2	Week 290	DYD week 1	Week 291	DYD week 2
Royale	✓	Bronze	X = RANK DECREASE	Royale	✓ = NEW CYCLE STARTS	Royale	✓
Week 292	DYD week 3	Week 293	DYD week 4	Week 294	DYD week 1	Week 295	DYD week 2
Royale	✓	Royale	✓ = \$500	Royale	✓	Silver	✓
Week 296	DYD week 3	Week 297	DYD week 4	Week 298	DYD week 1	Week 299	DYD week 2
Silver	✓	Silver	✓ = \$500	Silver	✓	Silver	✓
Week 300	DYD week 3	Week 301	DYD week 4	Week 302	DYD week 1	Week 303	DYD week 2
Silver	✓	Gold	✓ = \$600	Platinum	✓	Platinum	✓

\*Seacret Commission Week

#### 4.1 TEAM COMMISSION

Team Commissions allow an Agent to earn commissions based on the performance of their team. Each Agent's team is separated into two teams—a left group leg and a right group leg. Typically, one leg will perform better than the other, and this is called your greater volume leg. The other leg is referred to as your lesser volume leg. These two groups make up your Binary Tree. You get paid on your entire team, up to \$25,000 weekly, in team commissions.

Requirements for Team Commissions:

- Be an Active and Qualified Seacret Agent
  - ◇ Qualified means you have at least 1 personally enrolled Active Agent on each of your left and right binary legs.

#### TEAM COMMISSION PAYOUT

Team Commissions are based on a 1/3, 2/3 system. Team Commissions are produced when the lesser volume leg is equal to 1/3 of the total team volume and the greater volume leg is equal to 2/3 of the total team volume. When this happens, this is referred to as a Binary Match. Your Team Commission is based on the lesser volume leg's volume. An Agent's Team Commission is 10-15% of the lesser leg's volume.

- Star through Executive: 10% of lesser group's volume
- Bronze or Above: 15% of lesser group's volume.

The minimum possible volume needed to make a Binary Match and receive a Team Commission is 500 lesser group volume and 1,000 greater group volume. Higher payouts are achieved in increments of 500 on the lesser volume leg, as long as the 1/3, 2/3 ratio is maintained.

When a Team Commission is paid, the volume is deducted from the greater and lesser legs in a 2/3, 1/3 ratio. Any remaining volume carries over to the next period.

In Week 211 of the above example, the Agent is not eligible to receive a Team Commission,

### TEAM COMMISSION PAYOUT EXAMPLE:

Week*	Rank	Paid Rank	Carry Forward Left Group Volume	Carry Forward Right Group Volume	New Left Group Volume	New Right Group Volume	Total Left Group Volume	Total Right Group Volume	Binary Match
Week 213	Bronze	Bronze	100	91	0	-424	100	-333	0
Week 212	Active	Bronze	800	300	1300	3791	2100	4091	2000
Week 211	Agent	Active	0	0	800	300	800	300	0

because a Binary Match was not achieved, nor were the minimum volume requirements. The volume for both legs then carries forward to Week 212.

In Week 212, the Agent's left and right legs increased their volume by 1,300, and 3,791, respectively. This new volume is then added to the carry forward volume from the previous week, making the total Left Group Volume 2,100 and the total Right Group Volume 4,091. The Agent is now eligible for a Team Commission as a Binary Match was achieved.

Since Binary Matches are achieved in increments of 500, the Agent will be paid a Team Commission based on their lesser group volume of 2,000. Furthermore, since the Agent is ranked Bronze for that week, they will receive 15% of the lesser group's volume.

$$2,000 \text{ LGV} \times 15\% = \$300 \text{ Team Commission}^{**}$$

Since 2,000 Left Group Volume and 4,000 Right Group Volume was used for the Binary Match in Week 212, those amounts are deducted from the total left and right group volumes and the remainders carry forward to Week 213 (100 volume and 91 volume, respectively).

Team Commissions are paid out each week there is a Binary Match.

### NEGATIVE/DROPPED VOLUME

In the above example, the Agent had a new Right Group Volume of -424 in week 213. Negative volume, or a decreased amount of volume, is due to a return somewhere in the Agent's Binary Tree.

When an order in the Binary Tree is placed, the CV is deposited into the appropriate leg. When an order is returned, the CV is debited from the appropriate leg, which creates a drop in the Agent's volume and sometimes creates a negative number.

### EXCESS VOLUME

Excess volume is a feature that effectively refunds Agents who make larger purchases, for example, for selling at a WOW Party. Excess volume is created any time an Agent has a single order that is more than 200 CV, and is the difference between the CV from the single order and 200 CV. For example, if an Agent purchases a Professional Starter Set, which is 1,000 CV, then the excess volume will be 800 CV.

Since the CV of an Agent's purchase does not typically count towards their Team Commissions, in the case of Excess Volume, it does. This excess Volume is applied to the Agent's lesser volume leg. If there is no lesser volume leg, it will go to the left leg.

\*Seacret Commission Week

\*\*Team Commission will be paid in USD and converted to AUD at a fixed rate of exchange.

# 5

# LEADERSHIP CHECK MATCH

## 5.1 LEADERSHIP CHECK MATCH

Qualified Bronze and Above Agents are eligible to receive a Leadership Check Match for simply helping other Agents achieve success. The Leadership Check Match enables you to earn up to 20% on the Team Commission of Agents that you help achieve Bronze Rank or Above within your openline tree.

Requirements for Leadership Check Match Bonus

- Be an Active Seacret Agent
- Be paid rank Bronze or Above
- Have a Bronze or Above Agent in your enroller tree

Generation	Bronze	Royale	Silver	Gold	Platinum	Ruby	Diamond	Blue Diamond	Red Diamond	Crown	Crown Royale
1	20%	20%	20%	20%	20%	20%	20%	20%	20%	20%	20%
2			10%	10%	10%	10%	10%	10%	10%	10%	10%
3					10%	10%	10%	10%	10%	10%	10%
4							10%	10%	10%	10%	10%

### LEADERSHIP CHECKMATCH PAYOUT

Up to 20% on the dollar amount earned from the Team Commission binary match of Agents that are ranked Bronze or Above in your openline tree. For Agents ranked Bronze and Royale, you will receive this Bonus on the first Bronze or Above Agent down your enrollment tree. For higher ranks, you are eligible to receive this bonus for multiple generations of Bronze or Above Agents in your enrollment tree.

### LEADERSHIP CHECKMATCH EXAMPLE

In Week 215, Tom is a Gold Agent, who is the direct enroller of Star Agent Jill. Jill directly enrolled Royale Agent Mary, who directly enrolled Bronze Agent John.



For Week 215, Royale Agent Mary has a Binary Match of 1,000 to 2,000 which produces her a Team Commission of \$150. In the same week, Bronze Agent John has a Binary Match of 2,000 to 4,000 which produces him a Team Commission of \$300 (see Team Commissions).

As a “paid as” Gold Agent, Tom is eligible for a Leadership Check Match Bonus. Since Tom is a Gold Agent and eligible to receive this bonus for 2 generations, he will receive 20% of the dollar amount of Mary’s payout, and 10% of the dollar amount of John’s payout. He will receive no Leadership Check Match Bonus from Jill, because she is not ranked Bronze or Above.

Payout from Mary:

$\$150 \times 20\% = \$30$  Leadership Check Match\*\*

Payout from John:

$\$300 \times 10\% = \$30$  Leadership Check Match\*\*

Total Leadership Check Match Payout for Tom =  $\$60^{**}$

In the previous example, if Tom were only ranked Bronze or Royale, he would still receive a \$30 Leadership Check Match Bonus for Mary's Team Commission payout, but not for John. This is because Bronze and Royale Agents are only eligible for 1 generation of Leadership Check Match Bonuses.

## OTHER SEACRET AGENT INCENTIVES

Along with the 5 different ways to earn offered in our Compensation Plan, there are other incentives which Agents may receive as well.

### 12 WEEKS PAID AS BRONZE AGENT

Requirements: Purchase Professional Starter Set to accumulate 1000 BV. This must be completed within the first 4 weeks of enrollment.

Incentive: Receive 8 weeks Active Agent Status.  
Enjoy 12 weeks paid as Bronze and earn:  
25% VIP Commission  
15% Team Commission  
20% Leadership Check Match

### EARN CREDIT - PAY NO MORE

Requirements: An Agent can earn free product credit every month by enrolling VIP Customers. An Agent must be Active and have a minimum of 4 VIP Customers (VIPs of VIPs and/or Hosts are included) with at least a \$70 order in one calendar month.

Incentive: Product credit is calculated by adding the subtotal of all VIP Customer's orders in the calendar month and crediting 25%. Credit is awarded the following calendar month and it will apply automatically to the first monthly Bundle scheduled in the month. All credit must be used in the one order, as it does not carry forward.

Example: An Agent has 6 VIP Customers enrolled with the following orders in April: \$70, \$19, \$150, \$35, \$74, and \$70. Since 4 of the Agent's VIPs have orders totaling \$70 or more, then those 4 VIP Customers are considered "Active" for the month, and the Agent is qualified for Enroll 4 Credit. Even though the VIPs with only \$19 and \$35 do not meet the minimum requirement to be considered Active, ALL of an Agents' VIP Customers' orders are totaled for the Enroll 4 calculation. Therefore, all 6 orders would be added together to arrive at a total of \$418; from that total, 25% is credited, equaling \$104.50, which would be applied in May.

\*\*Leadership Check Match Commission will be paid in USD and converted to AUD at a fixed rate of exchange.

## RECEIVING YOUR COMMISSIONS

All commissions are processed on a weekly basis with the exception of WOW Bonus, which is calculated daily, and the VIP Customer Pool, which is paid monthly. A “Commission Week” is considered the period of time between Monday at 5 PM AEST and ends the following Monday at 4:59 PM AEST. (Daylight Savings adjusted.) All bonuses earned during that period of time will be paid out together.

### 3.1 COMMISSION PAYMENT METHOD

Agents can receive their commissions by providing their bank account details. Commissions are transferred to the nominated bank account every Friday.

### 3.2 COMMISSION REFERENCE GUIDE

Though commission payout types are weekly, not all commissions pay out every week. For example, the Global VIP Customer Pool payout occurs monthly, while the Drive Your Dream Bonus payout occurs in a 4-week cycle. If a commission pays out with a frequency greater than 1 week, that commission will simply be added to the payout for the commission week in which it occurs.

Commission Type	Payout Frequency
Retail Commissions	Weekly
WOW Bonus	Weekly
Global VIP Customer Pool	Monthly
Fast Start Bonus	Weekly
Team Commissions	Weekly
Rank Advancement Bonus	Once a new rank is achieved**
Leadership Checkmatch Bonus	Weekly
Drive Your Dream Bonus	At the end of each 4-week cycle (see DYD section)

\*\*Rank Advancement Bonuses for Blue Diamond and Above are paid out in weekly installments.

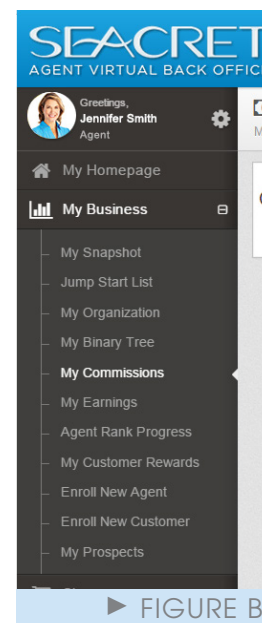


Should you have questions regarding your commissions, you can simply log in to your Backoffice to see what you're being paid. Once you log in, click on the "My Business" tab on the left side of your Backoffice. From there, you can either click "My Commissions" or "My Earnings." (FIGURE B)

Clicking on "My Commissions" will allow you to select either "WOW BONUS" or "WEEKLY COMMISSIONS." (FIGURE C)

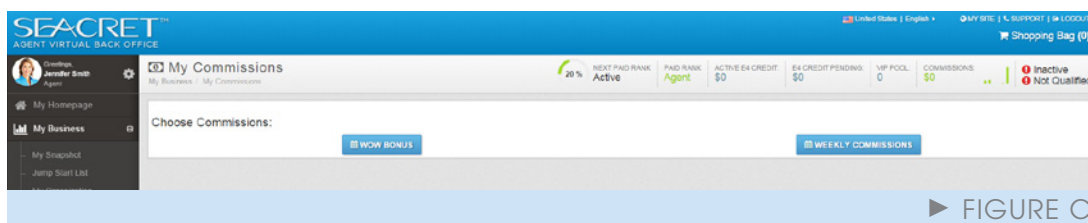
Selecting "WOW BONUS" will allow you to see a history of your WOW Bonus earnings, while selecting "WEEKLY COMMISSIONS" will allow you to see a week-by-week breakdown of your weekly earnings. Selecting a specific week in the "Weekly Commissions" viewer will allow you to see a further breakdown of the types of bonuses and commissions you earned during that week.

Please note that fluctuation may occur in "Real-time Commissions" as a result of changes in your team, returned or cancelled orders, and other factors. Commission and Bonus payout amounts are not final until a commission period is closed and accepted.



▶ FIGURE B

Should you have any additional questions about your commissions, please feel free to contact Customer Service at [support@seacretdirect.com.au](mailto:support@seacretdirect.com.au).



▶ FIGURE C



## SEACRET AGENT CODE WORDS

<b>ACTIVE AGENT</b>	An Agent is considered Active by having 200 TPV in rolling 4 weeks, having 4 VIP Customers, or by placing a 35 BV order every 4 weeks. An Agent must have a replenishment scheduled no later than their 5th week from week of signup to be considered Active for that week.
<b>AGENT</b>	A person or business entity that is enrolled in SEACRET. Agents are entered in the database with their own user ID number. An Agent may enroll other Agents into SEACRET and acquire Retail Customers and VIP Customers.
<b>BINARY MATCH</b>	A Binary Match occurs when a minimum of 500 lesser group volume is produced with 1,000 greater group volume—an Agent is paid 10% or 15% (for Bronze Rank or Above). An Agent must be Active and Qualified. Binary Matches are increments of 500 on the lesser leg and doubled on the greater leg. Possible matches: 500 to 1,000, 1,000 to 2,000, 1,500 to 3,000, 2,000 to 4,000, and so on.
<b>BINARY TREE</b>	The Binary Tree begins with the Agent and includes their entire downline. An Agent can have a maximum of 2 legs in the Binary tree—referred to as a Left Leg or Left Group and a Right Leg or Right Group. When an Agent enrolls a New Agent, they can be sorted into either the Left Group or the Right Group.
<b>BUSINESS VOLUME (BV)</b>	These are points assigned to each product/set and is used to determine Active status and Rank Advancement. 1 BV does not correlate to a specific dollar amount, as BV is used across all markets and currencies.
<b>COMMISSION WEEK</b>	A weekly Commission Period begins Monday at 5 PM AEST and ends the following Monday at 4:59 PM AEST. (Daylight Savings adjusted.)
<b>COMMISSIONABLE VOLUME (CV)</b>	Commissionable Volume are points assigned to each product/set and is the volume that goes into the left group and right group volumes and is used for determining bonuses and commissions. CV does not always equal BV, as CV is reduced for products sold at a reduced price.
<b>DOWNLINE</b>	There are 2 downline organisations:
<b>1. BINARY TREE DOWNLINE</b>	All first-level Agents in the Binary Tree and their first-level Agents, and so on, until the end of the Binary Tree is reached.
<b>2. ENROLLER TREE DOWNLINE</b>	All first-level Agents in the Enroller Tree and their first-level Agents, and so on, until the end of the Enroller Tree is reached.
<b>ENROLLER TREE</b>	The Enroller Tree begins with the Agent and includes their entire downline. An Agent can have an unlimited number of legs in the Enroller tree.
<b>GREATER VOLUME LEG</b>	The Left Leg or Right Leg that has the greater amount of CV in a given period. Also see Lesser-Volume Leg.

<b>GROUP VOLUME (GV)</b>	There are two (2) accumulations of Group Volume:
<b>1. LEFT GROUP VOLUME (LGV)</b>	The accumulation of BV from all product orders placed by Customers, VIP Customers, Elite Customers, and Agents that are placed in the downline of the Agent's Left Leg (in the Placement Tree). An Agent must be Active to accumulate LGV.
<b>2. RIGHT GROUP VOLUME (RGV)</b>	The accumulation of BV from all product orders placed by Customers, VIP Customers, Elite Customers, and Agents that are placed in the downline of the Agent's Right Leg (in the Placement Tree). An Agent must be Active to accumulate RGV.
<b>LEG</b>	There are two (2) types of Legs:
<b>1. ENROLLMENT TREE LEG</b>	A personally-enrolled Agent (in the Enroller Tree) and their entire downline. An Agent can have an unlimited number of legs in the Enroller Tree.
<b>2. BINARY TREE LEG</b>	A first-level Agent (in the Binary Tree) and their entire downline. An Agent can have a maximum of two legs in the Binary Tree (i.e., the Left Leg and the Right Leg).
<b>LESSER VOLUME LEG</b>	The left leg or right leg of an Agent's Binary Tree that has the lesser amount of CV in a given period. Also See Greater Volume Leg.
<b>OPENLINE</b>	Your enrollment tree organization down to the next Agent that is at your rank or higher.
<b>PERSONAL VOLUME (PV)</b>	The sum of BV over the last 4 weeks (the current week plus the previous 3) from an Agent's personal transactions. PV does NOT include BV from VIP Customers.
<b>QUALIFIED</b>	An Agent is considered Qualified when they personally enroll an Agent on their left leg and their right leg (this is also the rank requirement for Star Agent), and allows the Agent to be paid Team Commissions. To remain Qualified, the personally enrolled Agent on the left and right leg must be Active.
<b>RANK</b>	A title assigned to an Agent that is based on the Agent's performance.
<b>RANK-SPECIFIC OPENLINE</b>	When a rank is indicated before the term "openline", this refers to the enrollment tree organization down to the next Agent at that specific rank.
<b>REPLENISHMENT</b>	This is a future recurring order Agents typically have scheduled at a frequency of their choosing to keep them Active.
<b>TOTAL PERSONAL VOLUME (TPV)</b>	The sum of an Agent's BV from VIP Customers, Retail Customers, and personal purchases of the Agent at the wholesale price.
<b>UPLINE</b>	There are two (2) upline organizations:
<b>1. ENROLLMENT TREE UPLINE</b>	An Agent's Enroller and their Enroller and so on until the beginning of the Enrollment Tree is reached.
<b>2. PLACEMENT TREE UPLINE</b>	An Agent's Placement Sponsor and their Placement Sponsor and so on until the beginning of the Placement Tree is reached.