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**COMPENSATION
PLAN**



As a Seacret Agent, there are no complicated strategies. Seacret provides Agents with the right tools, training and support to earn a residual income by simply sharing our innovative skin care products with your friends, family, and colleagues.

The Seacret Agent Compensation Plan has five ways in which you can build substantial wealth. In fact, there is no limit to how much you can earn with Seacret. Your success is a direct result of your consistent efforts in selling products and helping your team to sell products.

It is simple, rewarding and fun!



- 1 CUSTOMER REWARDS
- 2 VIP AND ELITE CUSTOMER REWARDS
- 3 TEAM COMMISSION
- 4 LEADERSHIP CHEQUE MATCH
- 5 PERFORMANCE BONUSES

Note: Glossary of terminology located on page 11.

Numbers used in this material are hypothetical and for illustrative purposes only. All figures are shown in USD and converted to CAD for payment. These numbers do not represent any actual or promised commissions, nor should they be relied upon when determining whether to join the program. We estimate that in Canada most plan participants will earn between \$287 CAD and \$650 CAD per year. Total earnings will vary. Success with Seacret occurs only with sales, which requires hard work, diligence, and leadership.

1 CUSTOMER REWARDS*

Seacret Customers Receive:

- 1 Point for every dollar spent, which can be accrued to redeem toward free product credit
 - 500 points = \$15 in free product credit
 - 1,000 points = \$40 in free product credit
 - 2,500 points = \$120 in free product credit
- Birthday gifts
- Anyone can receive \$10 in product credit for every new Customer they refer that places a minimum order of \$59.99
- Much more!

As a Seacret Agent you are always eligible to earn commissions from Customer product sales. These are paid out on a weekly basis and reflect both your website orders and offline product order forms.



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

*Bonuses are shown in CAD unless indicated.

2 VIP AND ELITE CUSTOMER REWARDS

To Become a VIP Customer :

- Accrue 500 Points in a 12 month period
- **OR:** For only first time orders, place a total minimum order of \$99 at the VIP price and this will unlock all VIP benefits until the end of the calendar year
- **OR:** Enroll in our auto-replenishment program "Bundle and Save" at any time

VIP Benefits:

- All Customer benefits
 - Double (2) points for every dollar spent
 - Just because gifts
 - FREE Shipping on all orders over \$99**
 - Much more!
- **After promotions and discounts, excludes tax.

To Become an Elite Customer:

Accrue 2,000 Points in a 12-month period

Elite Benefits:

- All Customer and VIP benefits
- Triple (3) points for every dollar spent
- FREE Shipping on all orders

All you need is an email address to start shopping with Seacret!



2 VIP AND ELITE CUSTOMER REWARDS (CONT.)

GLOBAL VIP AND ELITE CUSTOMER POOL

10 Active VIP and/or Elite Customers, who purchase \$59.99 or more in each calendar month, qualifies you for the pool and gives you one share. Seacret allocates each month 2% of total VIP and/or Elite Customer sales volume* into a global pool. You earn an additional share for every 5 additional VIP and/or Elite Customers you enroll and maintain each month. The more VIP and/or Elite Customers you have, the more shares you earn! Any of your personally enrolled Customers with their own VIP and/or Elite Customers count for you too!



2% of Total Global VIP and/or Elite Customer Volume*

Example:

VIP AND/OR ELITE PER SHARE	SHARES
10	1
15	2
20	3
25	4
30	5
+5... (and so on)	Every 5 Customers get an additional share!

RESIDUAL COMMISSION

WOW BONUS

Get 20-25% on every VIP/Elite Customer order, plus 30% on all Bonus Buys your Customers take advantage of when they enroll in a Bundle.

- ▶ 20% Star and Superstar
- ▶ 25% Bronze and Above

*Participating countries only.

**200 TPV or 4 Active VIP and/or Elite Customers must be achieved to release VIP and/or Elite Customer commission. VIP and/or Elite Customer Commission will be accumulated for up to 12 weeks as long as an Agent remains Active until qualifications are met. Does not include first-time orders.

3 TEAM COMMISSION

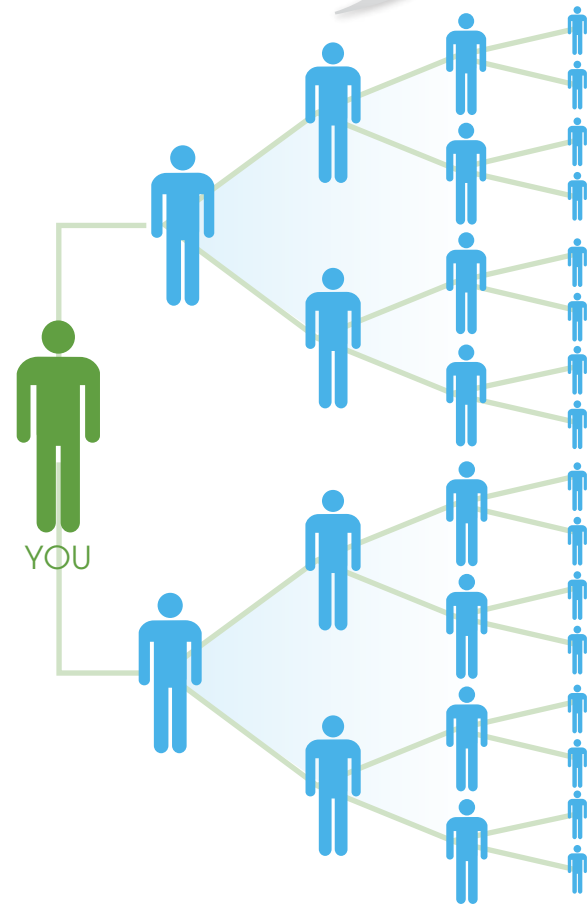
The Seacret Agent Compensation Plan is simple and focuses on helping you and your team sell product. The Seacret Agent Compensation Plan is built on the Power of 2, limiting your focus to building no more than two teams. You get paid on your team's total sales. This means there is NO generation cap to your potential income.

How does it work?

Simply share your Seacret with two of your friends, family or colleagues, and encourage them to do the same. When you help two personally enrolled Agents sell product and teach them to do the same, you are now building a team. Duplicate this process over and over again and watch your volume and team GROW.

The Seacret Agent Compensation Plan is based on two legs with a 1/3, 2/3 payout. As a Star, you earn 10% of the lesser volume team. As a Bronze or Above Agent, you earn 15% of the lesser volume team. Team Commission Matches are paid in increments of 500 lesser leg volume which match against 1,000 greater leg volume. When a binary match is paid, the volume is deducted from the left and right team volumes in a 1/3, 2/3 ratio. For example, if a Team Commission is paid on a lesser leg volume of 3,000, then you deduct 3,000 from the lesser leg and 6,000 from the greater leg. The remaining volume that has not been matched carries over to the next period.

THE POWER OF 2



Agents can earn up to \$25,000 USD[†] per week with this one income stream alone!

[†]Shown in USD and converted to CAD for payment.

*In order to receive team commissions, you must be an Active Agent (35 PV or 200 TPV) and Qualified (Help one personally enrolled Agent on both your Left and Right Team sell product and become active).

In Canada, the typical Consultant during 2015 earned an average of \$380 CAD, excluding retail profits.

4 LEADERSHIP CHEQUE MATCH

Qualified Bronze Agents and Above are eligible to receive **Leadership Cheque 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 enrollment tree. You can earn up to 4 generations* of Bronze Agents and Above.

		TEAM 1										
		Bronze	Royale	Silver	Gold	Platinum	Ruby	Diamond	Blue Diamond	Red Diamond	Crown	Crown Royale
GENERATION	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%	10%
	4	▶				10%	10%	10%	10%	10%	10%	10%



As a Seacret Agent,
success comes when you help
others fulfill their hopes and dreams.



*Each Bronze Agent and Above down your enrollment tree line counts as one generation.

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PERFORMANCE BONUSES

RANK ADVANCEMENT + DRIVE YOUR DREAM BONUSES[†]

When you achieve the rank of Star Agent, you will be eligible to receive the first of many one-time Rank Advancement Bonuses. Every time you advance, the larger your bonus becomes. Rank Advancement Bonuses start at \$15 USD, with the potential to reach up to \$1,000,000 USD!

RANK	RANK ADVANCEMENT: 1 Time	DRIVE YOUR DREAM: Every 4 Weeks*
Star	\$15 USD	
Superstar	\$200 USD (First 28 Days) or \$100 USD	
Executive	Exclusive Executive Wrist Watch	
Bronze	\$ 250 USD or Tablet	
Royale	\$ 500 USD	\$ 500 USD
Silver	\$ 1,000 USD	\$ 600 USD
Gold	\$ 1,500 USD	\$ 800 USD
Platinum	\$ 3,000 USD	\$ 1,200 USD
Ruby	\$ 4,000 USD	\$ 1,400 USD
Diamond	\$ 7,000 USD	\$ 1,600 USD
Blue Diamond	\$ 40,000 USD**	\$ 2,000 USD
Red Diamond	\$ 100,000 USD**	\$ 3,000 USD
Crown	\$ 250,000 USD**	\$ 4,000 USD
Crown Royale	\$ 1,000,000 USD**	\$ 6,000 USD



FAST START BONUSES

With Every Agent that you personally enroll with one of our Agent Starter Sets you will earn a Fast Start Bonus up to \$300!

STARTER SET	ACTIVE/STAR	SUPERSTAR + ABOVE
5-in-5	\$ 20 USD	\$ 40 USD
WOW	\$ 50 USD	\$ 100 USD
Professional	\$ 150 USD	\$ 300 USD

SUPERSTAR BUILDER BONUSES[†]

Qualified Royale Agents and Above earn a \$100 USD Superstar Builder Bonus with each Superstar promoted within their first 28 days in their "ROYALE" openline!



[†]Bonuses are shown in CAD unless indicated.

*For Agents to receive the Drive Your Dream Bonus they must remain qualified at the specific rank indicated in the table for four consecutive weekly pay periods. As you advance through the ranks, in order to maintain the higher bonus, you must be paid as the higher rank for four consecutive pay periods. If Agents fall out of qualification they must maintain the rank for four consecutive pay periods to requalify for the bonus.

**Red Diamond paid in 26 equal weekly installments. Crown and Crown Royale paid in 52 equal weekly installments.

In Canada, the typical Consultant during 2015 earned an average of \$380 CAD, excluding retail profits.

YOUR FIRST STEPS TO SUCCESS

SEACRET AGENT

Rank Achievement Requirements:

- Pay the \$59 CAD registration fee and complete the Seacret Agent Application.
Note: The \$59 CAD registration fee is annual.

ACTIVE AGENT

Rank Achievement Requirements:

- Minimum of 35 PV or 200 TPV every 4weeks.

STAR AGENT (QUALIFIED)

Rank Achievement Requirements:

- Active
- Help a personally enrolled active Agent on the Left and Right team each sell 35 PV or 200 TPV in product.



RANKING SYSTEM

12 WEEKS PAID AS BRONZE

BONUS INCENTIVE

- Be a qualified Agent*
- Accumulate 900 TPV in the first four weeks
- Qualifies you for 15% Team Commission, first generation Leadership Cheque Match and 25% WOW Bonus for your first 12 weeks.

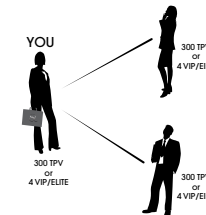
SUPERSTAR AGENT

Rank Achievement Requirements:

- 300 Total Personal Volume (TPV) or 4 Active VIP and/or Elite Customers in a rolling 4 week period
- Personally enrolled Agent on your Left Team sell 300 TPV or have 4 Active VIP/Elite Customers in a rolling 4 week period
- Personally enrolled Agent on your Right Team sell 300 TPV or have 4 Active VIP/Elite Customers in a rolling 4 week period

Maintenance Requirements:

- Active
- Qualified
- Once you become Superstar Eligible, there is no time limit for when your Left and Right Teams reach 300 TPV or enroll 4 Active VIP/Elite Customers



EXECUTIVE AGENT

Rank Achievement Requirements:

- Personally qualified as a Superstar Agent
- 1,000 new sales volume within 4 weeks on Left Team
- 1,000 new sales volume within 4 weeks on Right Team

Maintenance Requirements:

- Active
- Qualified
- 1,000 new volume on your Left Team, 1,000 new volume on your Right Team within 4 weeks



BRONZE AGENT

Rank Achievement & Maintenance Requirements:

- Personally qualified as a Superstar Agent
- 2,000 new sales volume on Left Team, 2,000 new sales volume on Right Team within 4 weeks



ROYALE AGENT

Rank Achievement & Maintenance Requirements:

- Personally qualified as a Superstar Agent
- Qualified Star Agent on your Left Team (enroller tree)
- Qualified Star Agent on your Right Team (enroller tree)
- 5,000 new sales volume on Left Team, 5,000 new sales volume on Right Team within 4 weeks



*To be a qualified Agent you must have an Active, personally enrolled Agent on both your Left and Right teams.

ACHIEVEMENT QUALIFICATIONS

RANK	RANK ADVANCE THROUGH GROUP VOLUME	
	LEFT	RIGHT
Bronze	2,000 BV	2,000 BV
Royale	5,000 BV + Star	5,000 BV + Star
Silver	8,000 BV + Superstar (300 BV)	8,000 BV + Superstar (300 BV)
Gold	14,000 BV + Bronze (2,000 BV)	14,000 BV + Bronze (2,000 BV)
Platinum	20,000 BV + Bronze (2,000 BV)	20,000 BV + Bronze (2,000 BV)
Ruby	40,000 BV + Silver (8,000 BV)	40,000 BV + Silver (8,000 BV)
Diamond	80,000 BV + Gold (14,000 BV)	80,000 BV + Gold (14,000 BV)
Blue Diamond	200,000 BV + Platinum (20,000 BV)	200,000 BV + Platinum (20,000 BV)
Red Diamond	400,000 BV + Ruby (40,000 BV)	400,000 BV + Ruby (40,000 BV)
Crown	800,000 BV + Diamond (80,000 BV)	800,000 BV + Diamond (80,000 BV)
Crown Royale	2,000,000 BV + Blue Diamond (200,000 BV)	2,000,000 BV + Blue Diamond (200,000 BV)



REFER 4 AND PAY NO MORE

Want to receive your favourite Seacret products for FREE*? Simply **Refer 4 and Pay No More!**

This incentive is available as a way to quickly grow your VIP and/or Elite Customer base by implementing a powerful referral plan. Agents earn 25% in product credit from the total sales of their VIP and/or Elite Customer spending total each calendar month when they have 4 Active VIP and/or Elite Customers who purchase \$59.99 or more each in a calendar month.

You earn 25%** of the total sales of your VIP and/or Elite Customers on a calendar-month basis.

Examples:

$$\begin{array}{r} 4 \text{ VIP and/or Elite} \times \$50/\text{mo} \\ = \$ 200 \text{ total dollars spent}^{**} \\ \hline \times 25 \% \end{array}$$

\$50[†] in Product Credit!

$$\begin{array}{r} 8 \text{ VIP and/or Elite} \times \$50/\text{mo} \\ = \$ 400 \text{ total dollars spent}^{**} \\ \hline \times 25 \% \end{array}$$

\$100[†] in Product Credit!

[†]Please note: There is no cost or purchase required to participate in the Refer 4 Pay No More promotion. You will receive your bonus credit in the month following the sales through the replenishment program made to your 4 VIP and/or Elite Customers. This credit will expire 30 days after received. Refer 4 Pay No More credits can only be used on your autoshipment.

*Plus Shipping and Handling and GST/HST, and PST where required.

**Agent ranked Bronze and Above.



SEACRET AGENT CODE WORDS

Bonus Volume (BV) - A value assigned to all commissionable services that is used to determine Active status, ranks, and to calculate incentives. BV is a generic term for all point volume in the system. PV and GV are types of BV.

Commissional Volume (CV) - 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.

Personal Volume (PV) - The sum of BV over the last 4 weeks (current + previous 3) from an Agent's personal transactions. PV does NOT include BV from Customers, VIP Customers and Elite Customers. See Total Personal Volume (TPV).

Total Personal Volume (TPV) - The sum of an Agent's BV based on (or at) Agent wholesale value, for the resale of personally purchased products and for sales to Customers, VIP Customers, and Elite Customers.

Group Volume (GV) - There are two (2) accumulations of Group Volume:

1. **Left Group Volume (LGV):** 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.
2. **Right Group Volume (RGV):** 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.

Active - An Agent is considered Active for a specific week if they have at least 35 PV or 200 TPV within four (4) consecutive weeks.

Agent - A person or business entity that is enrolled in Seacret

- Agents are entered in the database with their own user identification number
- May enroll other Agents into Seacret
- May obtain Customers, VIP Customers and Elite Customers
- Agents are eligible to earn all compensation incentives (i.e. commission)

Active Replenishment - A Replenishment order that has at least 35 BV, or for VIP Customers and Elite Customers, at least \$59.99 in value. A left and right Active Replenishment count is used in rank advancement and rank maintenance requirements for Bronze Agents and Above.

Downline - There are two (2) downline organizations:

1. **Enroller Tree Downline:** All first-level (i.e. front-line) Agents in the Enroller Tree and their first-level Agents, and so on, until the end of the Enroller Tree is reached.
2. **Binary Tree Downline:** All first-level Agents (i.e., front-line) in the Binary Tree and their first-level Agents, and so on, until the end of the Binary Tree is reached.

Enroller - An Agent that introduces and signs up another Agent. An Enroller is the first upline Agent of any given Agent in the Enroller Tree.

Greater-Volume Leg - The Left Leg or Right Leg that has the greater amount of GV in a given period. Also see Lesser-Volume Leg.

Left Leg - The Left Leg comprises the first-level Agent on the Left side of the placement tree and their entire downline.

Right Leg - The Right Leg comprises the first-level Agents on the Right side of the placement tree and their entire downline.

Legs - There are two (2) types of Legs:

1. **Enrollment Tree Leg:** 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.
2. **Binary Tree Leg:** 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).

Lesser-Volume Leg - The Left Leg or Right Leg that has the lesser amount of BV in a given period. Also see Greater-Volume Leg.

Openline - Your enrollment tree organization down to the next Agent that is at your rank or higher.

Qualified - An Agent who is Active and has two (2) personally enrolled Agents that are each Active. One (1) must be placed in the Left Leg and one (1) must be placed in the Right Leg (i.e. in the binary tree).

Rank - A title assigned to an Agent that is based on the Agent's performance.

Rank-Specific Openline - 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.

Replenishment/Bundle Program - A service provided by Seacret that automatically ships products on a repeating 4-week basis to Agents, VIP Customers and Elite Customers.

Upline - There are two (2) upline organizations:

1. **Enrollment Tree Upline:** An Agent's Enroller and their Enroller and so on until the beginning of the Enrollment Tree is reached.
2. **Placement Tree Upline:** An Agent's Placement Sponsor and their Placement Sponsor and so on until the beginning of the Placement Tree is reached.

Week - A weekly Commission Period begins Monday morning at 12:00^{AM} and ends the following Sunday night at 11:59^{PM} PST.



SEACRET™

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