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COMPENSATION PLAN



1. INTRODUCTION



As a Seacret Agent, there are no complicated strategies to learn in order to achieve your financial goals. Seacret provides Agents with the right tools, training, and support to earn a residual income. All you have to do is simply share our innovative Dead Sea skin care products with your friends, family, and colleagues.

Seacret Direct offers a comprehensive Compensation Plan with a variety of ways for Agents to 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 building your team and moving products through your network.

IT IS SIMPLE, REWARDING, AND FUN!

2. TYPES OF SEACRET ACCOUNTS

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2.1 RETAIL CUSTOMER

Customers who purchase products at full retail pricing and are eligible for the following:

Retail Customer Incentives:

- Seacret Wallet Credit: 1 point for every dollar spent on product
- Birthday Gift
- Referral Credit: One-time product credit of \$10 per new Customer referred, who purchases \$49 or more

2.2 VIP CUSTOMER

VIP Customers are Customers who do one of the following:

- Accrue 500 points in a 12 month period
- Place a first-time order of at least \$99
- Enroll in our replenishment program, Bundle & Save

VIP Customer Incentives:

- Seacret Wallet Credit: 2 points for every dollar spent on product
- Birthday Gift
- Referral Credit: One-time product credit of \$10 per new Customer referred who purchase \$49 or more

2.3 ELITE CUSTOMER

Elite Customers are Customers who accrue 2,000 points in a 12 month period.

Elite Customer Incentives:

- Seacret Wallet Credit: 3 points for every dollar spent on product
- Birthday Gift
- Referral Credit: One-time product credit of \$10 per new Customer referred who purchase \$49 or more
- Free shipping on minimum orders of \$15.

2.4 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

Host Incentives:

1. One-time \$10 product credit for each new Customer who enrolls at the Party and purchases a minimum of \$49
2. Product Credits based on Party sales. Hosts who are also VIP/Elite Customers receive double credits.
 - Retail Customers who are Hosts are eligible to receive product credit based on the total sales of the Party:
 - o \$250- \$499 in sales = \$15 product credit
 - o \$500- \$749 in sales = \$30 product credit
 - o \$750-\$1000 in sales = \$70 product credit
 - o Every \$250 over \$1000=additional \$25 + Free shipping
 - VIP and Elite Customers who are Hosts are eligible to receive product credit based on the total sales of the Party:
 - o \$250- \$499 in sales = \$30 product credit
 - o \$500- \$749 in sales = \$60 product credit
 - o \$750-\$1000 in sales = \$140 product credit
 - o Every \$250 over \$1000=additional \$50 + Free shipping
3. Host Exclusive items. Based on the total Party sales, Hosts receive Free or discounted Host Exclusive products.
 - o \$250- \$499 in sales = 1 item at \$15
 - o \$500- \$749 in sales = 1 item Free & 1 item at \$15
 - o \$750-\$1000 in sales = 1 item Free & 2 item at \$15
 - o Every \$250 over \$1000=2 items Free & 3 items at \$15
4. Host earns 1 item at 50% off for every new Party booked from their Party. Limit of 2 per Party.
5. Host earns 1 item at 50% off for every new Agent enrolled from their Party.

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.

3. COMMISSIONS

2.5 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 \$49 initial registration fee, or pay an additional \$50 for a total of \$99 to be upgraded to the 5-in-5 Agent Kit. Once enrolled, there will be an annual fee of \$49 to be paid on the anniversary date of enrollment.

2.5.1 Active Agent

To unlock most commissions, an Agent must be considered Active. Simply paying the annual \$49 registration fee does not make an Agent Active; to be considered Active, an Agent must do one of the following:

1. Close each week with 200 TPV
2. Have 4 Active VIP/Elite Customers
3. Place a 35 BV order every 4 weeks
 - o An easy way to accomplish this is to have a recurring Replenishment Order scheduled every 28 days.
 - o 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.

AUGUST

S	M	T	W	Th	F	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						

SEPTEMBER

S	M	T	W	Th	F	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				

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 1 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 1 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 in a week that the Agent was inactive will not be restored.



Only Seacret Agents are eligible to earn commissions. For most types of commissions, an Agent must also be Active. There are a total of 5 main types of commissions:

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

There are also additional ways to earn, like WOW Bonuses, Global VIP and Elite Pool, Fast Start Bonuses, Superstar Builder Bonus, Leadership Check Match, and Drive Your Dream Bonus.

3.1 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 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 \$349.99. The Agent price for the product is \$149.99. The Agent will earn a Retail Commission of \$200.

$$\$349.99 - \$149.99 = \$200$$

3.2 WOW BONUS

The WOW Bonus is for Active Agents, and is calculated the next business day on all VIP/Elite Customer orders.

Requirements to earn WOW Bonuses.

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

3. COMMISSIONS CONTINUED

WOW BONUS PAYOUT

Earn 20%-25% on all VIP/Elite Customer purchases.

- 20% payout for Star through Executive Agents
- 25% payout for Bronze and Above Agents

In addition, you earn 30% on Bonus Buys with a first-time Bundle order.

First Time Bonus	WOW Bonus Commission % Active-Executive	WOW Bonus Commission % Bronze +
\$99+ A la carte order	20% of subtotal	25% of subtotal
Bundle	20% of Bundle subtotal	25% of Bundle subtotal
Bonus Buy*	30% of Bonus Buy subtotal	30% of Bonus Buy subtotal

* CV = 18% of Bonus Buy (rounds down)

WOW BONUS EXAMPLE

A Bronze Agent has a Customer who places the below Bundle order:

Bundle Order:

Recover Day Masque - $\$109.99 \times 25\% = \27.50

Refresh Moisturizer - $\$109.99 \times 25\% = \27.50

Body Lotion (2 pack) - $\$25.99 \times 25\% = \6.50

Bonus Buys:

Peeling Gel - $\$44.99 \times 30\% = \13.50

Salt & Oil Scrub - $\$21.74 \times 30\% = \6.52

Total WOW Bonus Payout = \$81.52

The WOW Bonus would be calculated on the next business day. For Agents enrolled with Seacret Pay, WOW Bonuses are also remitted on the next business day. For example, if the Customer placed this order on a Tuesday, the Agent would receive the bonus on Wednesday. If the Customer placed this order on Friday, Saturday, or Sunday, the Agent would receive the bonus on the following Monday.

If the Agent in the above example was ranked Star through Executive, the payout on the Bundle Order would be 20%, while the payout for the Bonus Buys would remain the same, at 30%.

In addition, the Agent in the above example would receive full CV for the Bundle order, regardless of rank, and 18% of the CV for the Bonus Buys, regardless of rank.



3.3 GLOBAL VIP & ELITE CUSTOMER POOL

The Global VIP and Elite Customer Pool is comprised of 2% of the total sales volume from VIP and Elite 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 And Elite Customer Pool

- Be an Active Seacret Agent
- Have a minimum of 10 Active VIP or Elite Customers on the last day of the month at 11:59 p.m. PST.

GLOBAL VIP & ELITE CUSTOMER POOL PAYOUT

Having 10 Active VIP or Elite Customers give you 1 share in the pool. Share value is dependent upon how much sales volume is produced each month by VIP and Elite 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 or Elite Customers after the initial 10, an Agent receives 1 additional share. Customers of Customers also count for the Agent.

Active VIP or Elite Customers	Shares in Pool
10	1
15	2
20	3
25	4
30	5
35+	Every 5 Active VIP or Elite Customers earns an additional share

GLOBAL VIP & ELITE CUSTOMER POOL EXAMPLE

An Agent has 22 Active VIP/Elite Customers on August 31, which entitles them to 3 shares. The total sales volume produced by VIP and Elite Customers for the month of August is 1 million BV.

There were a total of 300 shares awarded in the month of August.

Amount in Global VIP and Elite Customer Pool

1,000,000 sales volume 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

3.4 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

3. COMMISSIONS CONTINUED

Starter Set Type	Active/Star Payout	Superstar + Above Payout
5-in-5 Starter Set	\$20	\$40
WOW Starter Set	\$50	\$100
Professional Starter Set	\$150	\$300

FAST START BONUS PAYOUT

If the enrolled Agent upgrades their Starter Set, 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 5-in-5 Starter Set. Later, the personally enrolled Agent decides to upgrade to a Professional Starter Set.

Initial Payout: \$40
Second Payout: \$260

3.5 SUPERSTAR BUILDER BONUS

This Bonus is an incentive to encourage Agents to help others achieve the rank of Superstar within their first 28 days.

Requirements for Superstar Builder Bonus

- Be an Active Seacret Agent
- Be a paid rank Royale or Above

SUPERSTAR BUILDER BONUS PAYOUT

A Royale or Above Agent receives a \$100 bonus with each Agent in their Royale openline who achieves Superstar within their first 28 days.

3.6 TEAM COMMISSIONS

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 infinitely, 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 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.



TEAM COMMISSION PAYOUT EXAMPLE

Period	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

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

3.7 RANK ADVANCEMENT BONUSES

When you achieve the rank of Star 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.

3. COMMISSIONS CONTINUED

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 (Become SSE*)	Personally Enrolled SSE	Personally Enrolled SSE
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

* Superstar Eligible (SSE): Must have 300 TPV or 4 active VIP/Elite Customers in a rolling 4 week period.

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	\$15	Platinum	\$3,000
Superstar	\$100 or \$200*	Ruby	\$4,000
Executive	Executive Watch	Diamond	\$7,000
Bronze	\$250 or iPad	Blue Diamond	\$40,000**
Royale	\$500	Red Diamond	\$100,000**
Silver	\$1,000	Crown	\$250,000**
Gold	\$1,500	Crown Royale	\$1,000,000**

* For Superstar: \$200 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.



3.8 LEADERSHIP CHECK MATCH BONUS

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

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 high ranks, you are eligible to receive this bonus for multiple generations of Bronze or Above Agents in your enrollment 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 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 above 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.

3. COMMISSIONS CONTINUED

3.9 DRIVE YOUR DREAM BONUS (DYD)

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. You 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.

DRIVE YOUR DREAM BONUS PAYOUT

Royale	Silver	Gold	Platinum	Ruby	Diamond	Blue Diamond	Red Diamond	Crown	Crown Royale
\$500	\$600	\$800	\$1,200	\$1,400	\$1,600	\$2,000	\$3,000	\$4,000	\$6,000

DRIVE YOUR DREAM BONUS EXAMPLE

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

Week 10	DYD week 1	Week 11	DYD week 2	Week 12	DYD week 3	Week 13	DYD week 4
Achieved Royale	✓	Royale	✓	Royale	✓	Royale	✓ = \$500
Week 14	DYD week 1	Week 15	DYD week 2	Week 16	DYD week 1	Week 17	DYD week 2
Royale	✓	Bronze	X = START OVER	Royale	✓	Royale	✓
Week 18	DYD week 3	Week 19	DYD week 4	Week 20	DYD week 1	Week 21	DYD week 2
Royale	✓	Royale	✓ = \$500	Royale	✓	Silver	✓
Week 22	DYD week 3	Week 23	DYD week 4	Week 24	DYD week 1	Week 25	DYD week 2
Silver	✓	Silver	✓ = \$500	Silver	✓	Silver	✓
Week 26	DYD week 3	Week 27	DYD week 4	Week 28	DYD week 1	Week 29	DYD week 2
Silver	✓	Gold	✓ = \$600	Platinum	✓	Platinum	✓



3.10 OTHER SEACRET AGENT INCENTIVES

Along with the 9 different commissions offered in our Compensation Plan, there are other incentives which Agents may receive as well.

12 WEEKS PAID AS BRONZE

Requirements: Accumulate 1,000 TPV. This must be completed within the first week of enrollment, plus 4 additional weeks. An Agent must be Active and qualified to get paid as Bronze.

Incentive: 12 Weeks Paid as Bronze will code the Agent to receive Bronze Agent pay for 12 weeks from the week of completion, but will not change their highest achieved rank. This incentive increases the payout percentages of the WOW Bonus, Team Commissions, and unlocks Leadership Check Match. This DOES NOT mean you will receive the Bronze Rank Advancement Bonus.

ENROLL 4 PAY NO MORE

An Agent can earn free product credit every month by enrolling VIP/Elite Customers.

Requirements: An Agent must be Active and have a minimum of 4 VIP/Elite Customers (VIPs/Elites of VIPs/Elites and/or Hosts are included) with at least a \$49 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, as it does not carry forward.

Example: An Agent has 6 VIP/Elite Customers enrolled with the following orders in April: \$49.99, \$25.99, \$149.99, \$38.99, \$89.99, and \$49.99. Since 4 of the Agent's VIPs/Elites have orders totaling \$49 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 \$25.99 and \$38.99 do not meet the minimum requirement to be considered Active, ALL of an Agents' VIP/Elite Customers' orders are totaled for the Enroll 4 calculation. Therefore, all 6 orders would be added together to arrive at a total of \$404.94; from that total, 25% is credited, equaling \$101.24, which would be applied in May.

4. RECEIVING YOUR COMMISSIONS

All commissions are processed on a weekly basis, with the exception of WOW Bonuses which is paid daily with Seacret Pay (see below) and the VIP/Elite Customer Pool which is paid monthly. A “Commission Week” is considered the period of time between 12:00 AM Pacific Time on a Monday, through 11:59 PM Pacific Time the following Sunday. All bonuses earned during that period of time will be paid out together.

4.1 COMMISSION PAYMENT METHODS

Agents receive their commissions through Seacret Pay. With Seacret Pay, we will transfer your commissions directly to your Seacret Pay account, however, a minimum of \$22 must be earned before it can be transferred. Once the funds are in your account, you may elect to transfer the funds directly to your bank account, load the funds onto a pay card that can be used like a debit card, or have the funds sent to you by check.

SIGNING UP FOR SEACRET PAY

To sign up for Seacret Pay, log in to your Backoffice and select the Gear Icon in the upper left corner near your name. From the menu that appears, select Seacret Pay (FIGURE A)
From here, you will see a series of on-screen prompts that will guide you through the process.



4.2 COMMISSION PAYOUT TYPES

There are two types of payout an Agent may receive:

Daily Payout – Agents receive a daily payout for their WOW Bonuses. WOW Bonuses will be added to the Agent’s Seacret Pay account on the next business day after the commission has been earned. For example, if an Agent hosts a WOW Party on Monday, the commissions will be added to their account the following business day, Tuesday. If an Agent hosts a WOW Party on a Friday, Saturday, or Sunday, the commissions will be added to their account on Monday.

Weekly Payout – All other commissions are paid out through weekly Seacret Pay transfers. All commissions, with the exception of the WOW Bonus, earned during a commission week are added together and paid to the agent in one lump sum. Commissions are processed on the 2nd Friday following the close of the commission week, and added to the Seacret Pay account once they are processed.



4.3 COMMISSION REFERENCE GUIDE

Though commission payout types are either weekly or daily, not all commissions pay out every week. For example, the Global VIP and Elite 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 Type	Payout Frequency
Retail Commissions	Weekly	Weekly
WOW Bonus	Daily*	Daily*
Global VIP and Elite Customer Pool	Weekly	Monthly
Fast Start Bonus	Weekly	Weekly
Superstar Builder Bonus	Weekly	Weekly
Team Commissions	Weekly	Weekly
Rank Advancement Bonus	Weekly	Once a new rank is achieved**
Leadership Checkmatch Bonus	Weekly	Weekly
Drive Your Dream Bonus	Weekly	At the end of each 4-week cycle (see DYD section)

*WOW Bonuses pay out on the following business day.

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

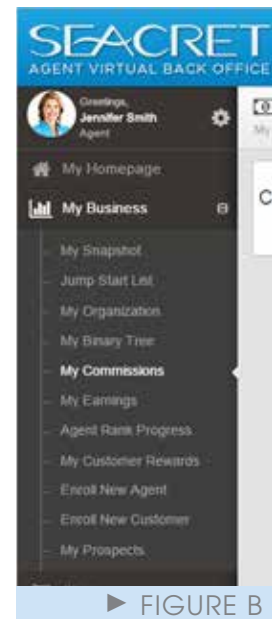
4.4 UNDERSTANDING YOUR COMMISSIONS

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)

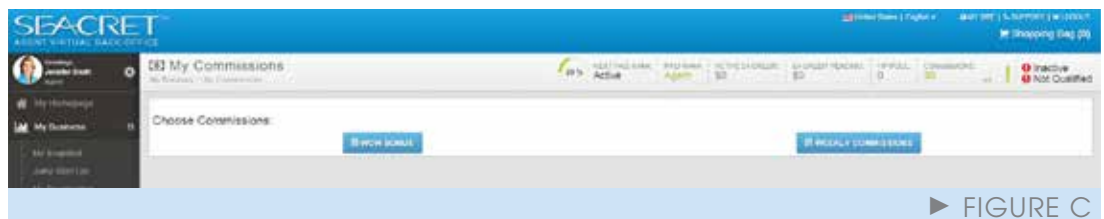
Selecting “WOW BONUS” will allow you to see a history of your WOW Bonus earnings, while selecting “WEEKLY COMMISSIONS” will allow you to see a week-by-week breakdown of your weekly earnings. Selecting a specific week in the “Weekly Commissions” viewer will allow you to see a further breakdown of the 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 canceled orders, and other factors. Commission and Bonus payout amounts are not final until a commission period is closed and accepted.

Should you have any additional questions about your commissions, please feel free to contact Customer Care at support@seacretdirect.com!



▶ FIGURE B



▶ FIGURE C

5. SEACRET TERMS & DEFINITIONS

AGENT	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/Elite Customers.
ACTIVE AGENT	An Agent is considered Active by closing each week with 200 TPV, having 4 VIP/Elite Customers, or by placing a 35 BV order every 4 weeks. An Agent must have a replenishment scheduled in their 5th week to be considered Active for that week.
BINARY MATCH	<p>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.</p> <p>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.</p>
BINARY TREE	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.
BINARY TREE DOWNLINE	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.
BUSINESS VOLUME (BV)	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.
COMMISSION WEEK	A weekly Commission Period begins Monday morning at 12:00 AM Pacific Time and ends the following Sunday night at 11:59 PM Pacific Time
COMMISSIONABLE 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.
ENROLLER TREE	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.



ENROLLER TREE DOWNLINE	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.
LEFT GROUP VOLUME (LGV)	The accumulation of BV from all product orders placed by Retail Customers, VIP/Elite Customers, and Agents that are placed in the downline of the Agent's left leg (in the Binary Tree, excluding personally enrolled Retail and VIP/Elite Customers). An Agent must be Active to accumulate LGV.
LESSER VOLUME LEG	The left leg or right leg of an Agent's Binary Tree that has the lesser amount of CV in a given period.
PERSONAL VOLUME (PV)	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/Elite Customers.
QUALIFIED	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.
RIGHT GROUP VOLUME (RGV)	The accumulation of BV from all product orders placed by Retail Customers, VIP/Elite Customers, and Agents that are placed in the downline of the Agent's Right Leg (in the Binary Tree, excluding personally enrolled Retail and VIP/Elite Customers). An Agent must be Active to accumulate RGV.
SEACRET REPLENISHMENTS	This is a future recurring order agents typically have scheduled at a frequency of their choosing to keep them Active.
SUPERSTAR ELIGIBLE	An Agent is Superstar Eligible (SSE) when they accrue 300 TPV or have 4 Active VIP/Elite Customers Enrolled in a rolling 4 week period. Once you become Superstar Eligible, you will always have Superstar Eligible status.
TOTAL PERSONAL VOLUME (TPV)	The sum an Agent's BV from VIP/Elite Customers, Retail Customers, and personal purchases of the Agent at the wholesale price.

The income representations and examples set forth in this document are hypothetical examples that are intended to explain the components and operation of the Seacret Direct Compensation Plan. These hypothetical examples are not representative of the income, if any, that you may earn as a Seacret Agent through the Seacret Direct Compensation Plan. These figures should not be considered as guarantees or projections of your actual earning or profits. Any guarantee of earnings, whether made by Seacret Direct or a Seacret Agent, would be misleading. Success with Seacret Direct results only from successful sales efforts, which require hard work, diligence, and leadership. Your success will depend upon how effectively you exercise these qualities.



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