



# The **USANA** Compensation Plan

(Malaysia)

The USANA Compensation Plan encourages teamwork and ensures a fair distribution of income among Distributors, so you can build a stable leveraged income as your downline organisation grows.

## STARTING YOUR USANA BUSINESS

You start by joining as a member, your sponsor places you in an open position in his or her downline organisation.

As a USANA distributor, you may retail products to your friends, enroll them as Preferred Customers, or sponsor them into your organisation as Distributors (see Figure 1). In Malaysia, USANA allows you to build a maximum of four Distributor legs.

## AREAS OF INCOME:

There are six ways to earn an income in USANA business:

- (1) Retail Sales
- (2) Front Line Commission
- (3) Weekly Commission
- (4) Leadership Bonus
- (5) Elite Bonus
- (6) Matching Bonus

### 1. RETAIL SALES

You earn a retail profit by selling USANA products to your customers at the recommended retail prices which is 10% above the Preferred Price (Member Price). Your retail profit is the difference between what your customer pays (Retail Price) and your Auto Order price.

\*You pay Auto Order price, which is 10% off Preferred price (member price), if you sign up on USANA's Auto Order programme.

### 2. FRONT LINE COMMISSION

A weekly Front Line Commission, which is 5% of the Personal Sales Volume (PSV) generated by all Malaysian Distributors you personally sponsor in Commission Points<sup>†</sup>, which are in US dollars. This commission applies only to orders of 100 or more points.

For example, if you sponsor Ali, Bob, and Chan, and each of them generates 200 PSV points this week, you will receive a Front Line Commission of 30 Commission Points:

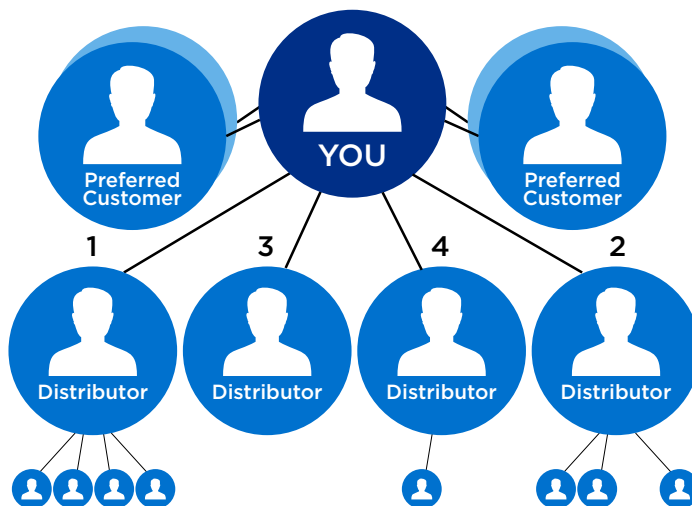
$$5\% \times (200 + 200 + 200) = 30 \text{ (US\$30)}$$

You receive Front Line Commission no matter where Ali, Bob, and Chan are placed in your network, as long as you have personally sponsored them.

<sup>†</sup>Commission Points will be paid to you in your local currency.

If you earn in any week fewer than 25 Commission Points, your commission will be held back for you until they accumulate to 25 points or more, or when you terminate your distributorship.

Figure 1. Distributors and Preferred Customers



### 3. WEEKLY COMMISSION

You earn weekly Commission based on the Group Sales Volume (GSV) of your global organisation. The GSV is the sum of all Sales Volume points from ALL the Distributors and Preferred Customers in your organisation, irrespective of how many levels of referrals, and no matter where in the world they enroll.

The calculation for the Weekly Commission payout will be based on 20% of the total Group Sales Volume (GSV) on the small side of the business. The minimum payout will be at 125 GSV and the maximum is 5000 GSV. Any unmatched volume of the other side will rollover into the next Commission Week.

If two legs under comparison generate the same GSV, then either leg can be considered as having the lower GSV.

Your commission, expressed in US-Dollar Commission Volume Points (CVP), is automatically converted to your home currency at a rate that depends on which country the sales volume is derived.

Sales Volume generated by ALL Distributors and Preferred Customers on your left and right side counts, irrespective of how many levels of referrals, and no matter where in the world the volume comes from.

#### 3.1 CARRYOVER

The Group Sales Volume on the left and right sides of your Business Centres aren't always going to match, but that's okay. Any extra Group Sales Volume (up to 5,000 points on each side) will rollover into the next commission period.

Unpaid GSV of up to 5,000 points carry over indefinitely, as long as your Business Centre remains actively qualified.



### 3.2 MAXIMISING A BUSINESS CENTRE

Each time a lower producing leg hits 5,000 GSV points or more, you have “maximised” a Business Centre. Your Weekly Commission remains at 1,000 Commission Volume Points (CVP) for that Business Centre even if that leg’s GSV exceeds 5,000 points. However, if the business center is maxed out by Auto Orders, you will earn the 1000 CVP PLUS additional 250 CVP.

Auto Orders help you build a strong, stable business with consistent leveraged income. You can still maximise a Business Centre from a mix of one-time orders and Auto Orders. But if you maximise a Business Centre with Auto Orders alone (it’s called having an Auto Order Maxed Business Centre), you receive an additional 250 Commission Volume Points for that week! That’s 25% more!

### 3.5 PREFERRED CUSTOMERS AND PSPs

Another way you accumulate GSV is to sponsor Preferred Customers and assign them to any one of your four legs (see Figure 1). Preferred Customers do not form part of your downline network, but their orders earn volume points, which are added to the GSV of the leg they are assigned.

Finally, you may assign any Personal Sales Volume (PSV) in excess of what you need to stay qualified (see section 5) to any one of the four legs. This is called Personal Sales Placement, or PSP. Hence, you also receive commission for sales to end users who do not become Distributors or Preferred Customers.

Sales volume from Preferred Customers and PSP are added each week to your Group Sales Volume (GSV) when your Global Commission is calculated.

### 4. LEADERSHIP BONUS

Each week, 3% of the global GSV is divided among qualifying Gold Directors and above. Your actual share of the pool depends on the number of Business Centres you “maximised” the previous week.

Maximised BCs	How your share is calculated	Your share
1	1 =	1 Share
2	2 + 1 =	3 Shares
3	3 + 2 + 1 =	6 Shares
etc.		



All shares, including the first share, will be based on a percentage of sales for the week and will fluctuate. The amount fluctuates due to the number of shares and the amount of the 3 percent bonus pool for the week.

To share in this bonus, you must be actively qualified and must do the following:

- Help, every 4 weeks (1), a minimum of one personally sponsored Distributor earn his or her first cheque
- Be available by phone to your downline organisation
- Train and actively supervise your downline organisation
- Refrain from participating in any other network marketing company

Each sponsored Distributor who earns their first commission cheque advances your Leadership Bonus qualification date. Whether you're vested or not, each Sharer earning their first cheque will advance your qualification four weeks. If you're vested, a sponsored Distributor earning their first cheque at Believer will advance your qualification 13 weeks. And if you're vested, you can also earn an additional nine weeks of qualification when a personally sponsored Distributor who earns their first cheque from USANA at the Sharer level goes on to earn their first cheque at the Believer level within 26 weeks of their initial commission check.

## 5. ELITE BONUS

Every three months, over USD 1 million is divided among USANA's top 60 income earners.\* The Elite Bonus is a percentage of USANA's total Group Sales Volume for the quarter, distributed among five different tiers of qualifying Distributors, and is a powerful way to increase your earnings potential.

\*Actual payout amounts vary each quarter

## 6. MATCHING BONUS

You can begin receiving Matching Bonus when you and your new team members each reach a certain PaceSetter status within your first eight weeks as a Distributor (see Section 7).

Matching Bonus will pay you up to 15-percent match on the base commissions of your new Distributor on his or her USANA business.\* And here's the best part - you can received a bonus for each qualifying Distributor you personally sponsor, putting you on the pathway to leveraged income.

Matching Bonus %	You Are		
The Distributor you sponsor is a	Platinum PaceSetter	PaceSetter	Neither
Premier Platinum PaceSetter	15%	10%	5%
Premier PaceSetter	10%	5%	2.5%

\*As long as you are commission qualified and in compliance with the Distributor Agreement. Please see official rules on USANA.com

## 7. THE PACESETTER PROGRAMME

The PaceSetter programme rewards you for making a fast start, and allows you to maximize you potential Matching Bonus earnings. Your status is determined by the number of Distributors & Preferred Customers you sponsor, the Sales Volume Points (SVP) they generate, and how soon you complete the task.

Matching Bonus %	Sponsor 4 who generate 1,600 SVP	Sponsor 2 who generate 800 SVP
Within 8 weeks	Premier Platinum PaceSetter	Premier PaceSetter
Within 16 weeks	Annual Platinum PaceSetter	Annual PaceSetter

**QUALIFYING AS PREMIER PLATINUM PACESETTER**  
Within eight weeks of your enrollment, generate 1600 SVP from four or more Distributors & Preferred Customers you sponsor.

**QUALIFYING AS PREMIER PACESETTER**  
Within eight weeks of your enrollment, generate 800 SVP from two or more Distributors & Preferred Customers you sponsor.

**QUALIFYING FOR ANNUAL STATUS**  
You can still enjoy the same Matching Bonus benefits - if you miss the Premier status - by meeting the requirements in 16 weeks instead of eight. The "annual" status means that every year on your enrolment anniversary, are given eight weeks to renew the status for another year. Premier status offers lifetime benefits.

## 8. ACTIVATING YOUR BUSINESS CENTRES

To start to earn Front Line Commission, Global Commission, Leadership Bonus, and Matching Bonus, you must first generate

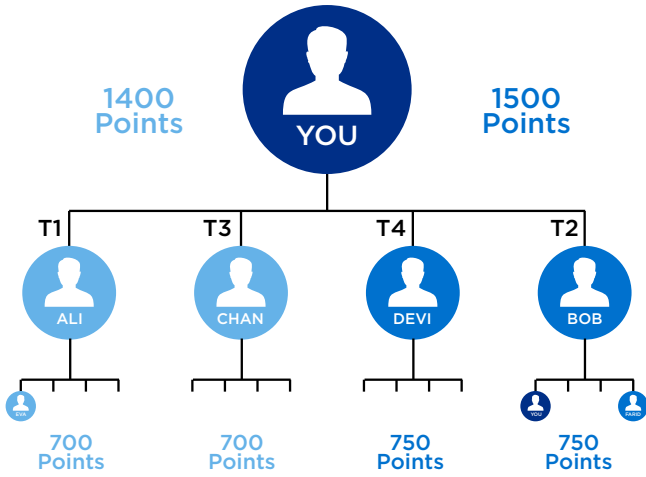
- 200 PSV points to activate BC001 (only) or
- 400 PSV points within 6 Fridays of your enrollment to activate all three Business Centres (2).

These PSV points may be satisfied in a single order at the time of enrollment (3), or accumulated over multiple orders. We call this 'activating' the Business Centre(s).

Once activated, you remain eligible for all commissions and Leadership Bonus, and continued carryover of GSV, if you generate

- 100 PSV every four weeks (on a rolling basis) for one BC
- 200 PSV every four weeks (on a rolling basis) for more than one BC's (4).

**BUSINESS CENTRE (BC):**



**COMMISSION CALCULATION:**

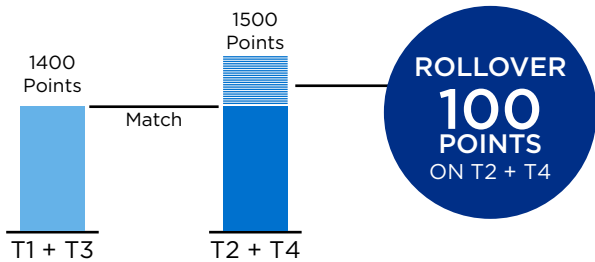
BC1	T1 + T3 vs T2 + T4	Small Team 1400
BC2	T1 + T3	700
BC3	T2 + T4	750
Total Small Team		2850



Earning On Three Business Centres

**2850 x 20% = 570 CVP**

**COMMISSION ROLLS OVER:**



**FOOTNOTES:**

- 1 You may assist up to 13 individuals (one year's worth) at a time to meet this requirement. Any Distributor you ever sponsored who has not earned a cheque is eligible. The date of sponsorship is irrelevant, only the date of receiving their first cheques. You are considered "vested" after five consecutive years of qualifying for Leadership Bonus, after which you must, at least once every quarter, help one personally sponsored Distributor achieve the rank of Believer, or you may assist four individuals (one year's worth) at once to meet this requirement.
- 2 Should you fail to produce 400 PSV by the sixth Friday of your enrollment, you will henceforth earn Global Commission from only BC001, i.e., the lower of the odd legs' vs. the even legs' GSV. You do not earn the additional Global Commission from BC002 (the lower GSV of the two odd legs) or BC003 (the lower GSV of the two even legs).
- 3 If your order at enrollment is equal to or more than 400 PSV points, USANA will "split" the points so that 200 points are placed as PSV, and the balance is divided equally and added to the GSV in your legs 1 and 2 for computing Global Commission.
- 4 Should you choose to produce less than 200 PSV (but 100 PSV or more) during any 4 rolling weeks after activating 3-BCs, you will earn commission from only BC001 during those weeks, and you carryover only GSV in BC001.

USANA has created leadership levels to help direct your short-term goals and establish milestones to help you measure your progress as you work toward your ultimate goal.

Each leadership level is earned as you produce specific volume requirements. The levels of leadership are defined in the chart below.

Sharer	50 Commission Volume Points (CVP) for one week
Believer	100 CVP for one week
Builder	200 CVP for one week
Achiever	400 CVP for one week
Director	600 CVP for one week
Bronze Director	800 CVP for one week
Silver Director	1,000 CVP for one week
Gold Director	1,000 CVP for four consecutive weeks
Ruby Director	2,000 CVP for four consecutive weeks
Emerald Director	3,000 CVP for four consecutive weeks
Diamond Director	4,000 CVP for four consecutive weeks
1-Star Diamond Director	5,000 CVP for four consecutive weeks
2-Star Diamond Director	6,000 CVP for four consecutive weeks
3-Star Diamond Director	7,000 CVP for four consecutive weeks
4-Star Diamond Director	8,000 CVP for four consecutive weeks
5-Star Diamond Director	9,000 CVP for four consecutive weeks
6-Star Diamond Director	10,000 CVP for four consecutive weeks
7-Star Diamond Director	11,000 CVP for four consecutive weeks
8-Star Diamond Director	12,000 CVP for four consecutive weeks
9-Star Diamond Director	13,000 CVP for four consecutive weeks
10-Star Diamond Director	14,000 CVP for four consecutive weeks
11-Star Diamond Director	15,000 CVP for four consecutive weeks