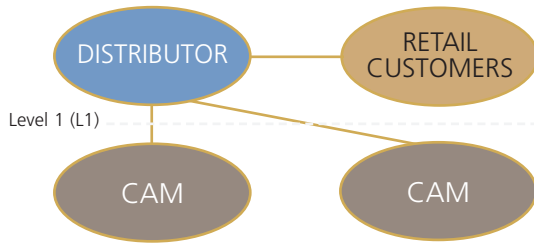


Canadian | Sales Compensation Plan



STEP 1 enroll customers

Introduce Retail Customers and enroll Customer Advantage Members (CAM)† to our products and services.



* You are free to set your own resale prices to retail customers. The published purchase price is only a suggested purchase price.

Note: Commissions and sales bonuses are paid only to active Distributors. †(see definitions for explanation of active requirement)

* The only requirement to become a Distributor is the purchase of a not-for-profit \$15 Starter Package.

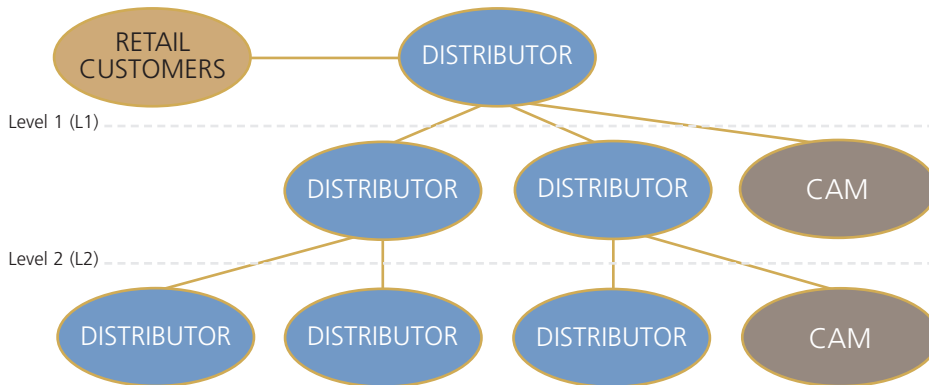
You May Earn:

Up to 30% profit on retail customer purchases*

6% or 12% commission on Customer Advantage Member purchases

STEP 2 enroll distributors

Introduce the business to new Distributors and earn commissions on their sales and CAM purchases on your first two levels.*



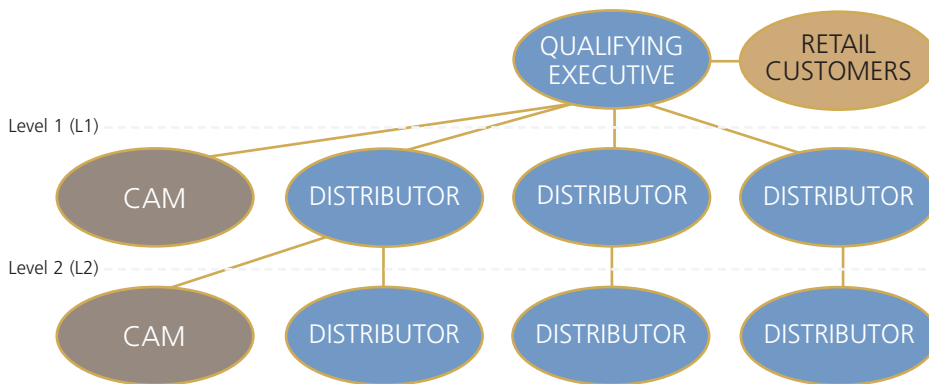
In addition to the commissions and bonuses in Step 1, you may earn:

6% — Level 1 Bonus (L1)†

7% — Level 2 Bonus (L2)†

STEP 3 become an executive leader

Qualify to become an Executive. Enter Executive Qualification by achieving 100 PSV, one Customer Advantage Service and 1,000 GSV.*†



In addition to the commissions and bonuses in Steps 1–2, you may earn:

Bonus Doubler
12% — Level 1 Bonus

14% — Level 2 Bonus

* GSV is the cumulative sales volume of all Retail Customers, CAM subscribers and Distributors in your sales organization (Circle Group).

STEP 3 become an executive leader (continued)

How to Qualify

Complete Executive Qualification by achieving 100 PSV, one Customer Advantage Service, 1,000 GSV.*

LOI Month	Month 1 (Q1)	Month 2 (Q2)
Active 1,000 GSV	Active 1,500 GSV	Active 2,000 GSV

Whose sales volume can you count during Executive Qualification?

The following chart explains whom in your downline you may count toward your GSV requirement while in qualification.

upline title (you)

	Distributor	LOI Month	Month 1 (Q1)	Month 2 (Q2)	Executive	Requalifying Executive
downline title	Distributor	*	*	*	*	*
	LOI Month	*	*	*	*	*
	Month 1 (Q1)				*	
	Month 2 (Q2)				*	
	Executive					
	Requalifying Executive				*	

* Upline counts Group Sales Volume

* You must also meet other requirements of the Sales Compensation Plan including the retail sales requirements found in the Policies and Procedures, Section 5.

STEP 4 participate in the qualifying executive bonus pool

Qualifying Executives can earn a portion of .25% of North America commissionable sales through the Qualifying Executive Bonus Pool.*

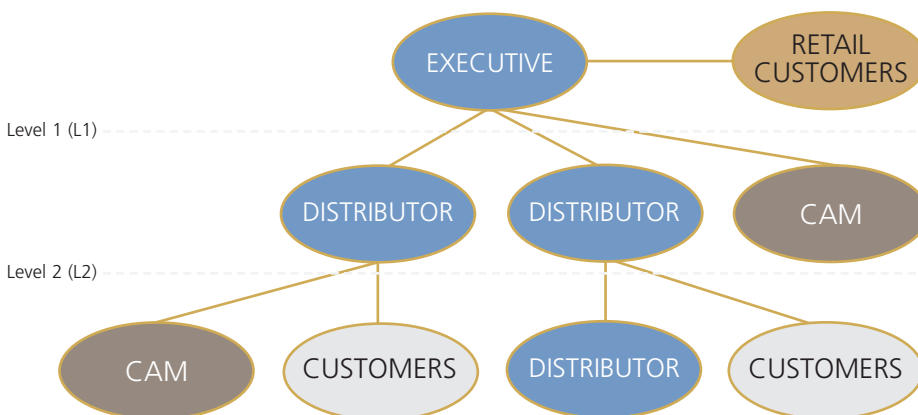
* In order to qualify, a Qualifying Executive must meet the minimum bonus and sales criteria in effect at the end of each commission period as set forth by the Company and fulfill the other requirements of the Sales Compensation Plan. Complete details are available online by going to <http://www.compensationplan.ca>

In addition to the commissions and bonuses in Step 1-3 you can earn:

A portion of .25% of North America Commissionable Sales

STEP 5 build your organization

Earn Executive Bonuses on the sales in your Executive Circle Group.



In addition to the commissions and bonuses in Step 1 and the Level 1 Bonus in Step 2,* you can earn:

- 9% — 2,000-2,999 GSV
- 10% — 3,000-3,999 GSV
- 11% — 4,000-4,999 GSV
- 12% — 5,000-9,999 GSV
- 13% — 10,000-24,999 GSV
- 14% — 25,000-49,999 GSV
- 15% — 50,000+ GSV

* As an Executive Level Distributor you are not eligible to receive L2 bonus.

† See Glossary for explanation of terms

STEP 6 participate in the executive performance bonus pool

Executives can earn a portion of 1.5% of North America commissionable sales through the Executive Performance Bonus Pool.*

* In order to qualify, an Executive must meet the minimum performance and sales criteria in effect at the end of each commission period as set forth by the Company. Complete details are available by going to <http://www.compensationplan.ca>

In addition to the commissions and bonuses in Step 1, the Level 1 Bonus in Step 2, and the Executive bonuses of Step 5, you can earn:

A pro-rated portion of 1.5% of North America commissionable sales

STEP 7 build leaders

Executive Breakaway Bonus.

Number of Breakaway Executives

	1	2	4	6	8	12
1	5%	5%	5%	5%	5%	5%
2						
3						
4						
5						
6						

In addition to the commissions and bonuses in Step 1, the Level 1 Bonus in Step 2, and the Executive bonuses of 5 and 6, you can earn:

Up to 5%* commission on the GSV of every Breakaway Executive in your sales organization**

* To receive a 5% Breakaway Bonus, an Executive must have a GSV of at least 3,000 points. If your GSV falls below 3,000 points, the Company will pay a 5% Breakaway Bonus for that month only. This is called a Commission Reserve month. Each Executive may have one Commission Reserve month per calendar year. If your GSV falls below 3,000 in subsequent months, the Breakaway Bonus will be paid at 2.5% on the Breakaway Executives' GSV for that month.

** In the month a Distributor is unable to meet Executive maintenance requirements and has previously used the allotted grace month, the GSV of this Distributor will roll up when calculating monthly bonuses. However, the GSV will not count towards the Executive maintenance or qualification requirements of the upline.†

STEP 8 earn the leadership advancement bonus

The Leadership Advancement Bonus is a one-time bonus paid each time an Executive advances to the next pin level, beginning with Gold/Director Executives.*

The Leadership Advancement Bonus is awarded as follows:

Gold/Director:	\$500
Lapis/Sr. Director:	\$1,000
Ruby/Managing Director:	\$2,000
Emerald/Executive Director:	\$3,000
Diamond/Vice Presidential Dir.:	\$4,000
Blue Diamond/Presidential:	\$5,000

Double your Leadership Advancement Bonus when your pin title increases within three months of previous pin title promotion.*

Gold/Director:	\$1,000
Lapis/Sr. Director:	\$2,000
Ruby/Managing Director:	\$4,000
Emerald/Executive Director:	\$6,000
Diamond/Vice Presidential Dir.:	\$8,000
Blue Diamond/Presidential:	\$10,000

* The LAB is only paid when Executives achieve a higher pin title for the first time and if they maintain the new, first-time pin title for two consecutive months. Complete details are available online by going to <http://www.compensationplan.ca>

Grace Month won't count towards this bonus.

We offer one of the most rewarding sales compensation plans in the network marketing industry, designed to compensate Independent Distributors generously for their hard work and long-term commitment to selling world-class products and services.

Our plan provides a simple eight step process to develop your business and increase your earnings potential.

The 8 Step Plan to Success

- | | |
|---|---|
| <div style="text-align: center; border: 1px solid #ccc; border-radius: 50%; width: 40px; height: 40px; margin: 0 auto; display: flex; align-items: center; justify-content: center; margin-bottom: 10px;">1</div> <p>Enroll Customers</p> | <div style="font-size: 2em; line-height: 1; padding: 0 10px;">[</div> <ul style="list-style-type: none"> <li style="margin-bottom: 10px;">Retail Customers Earn up to 30% profit on selected products. Customer Advantage Members Earn 6% or 12% on subscription purchases made by your Customer Advantage Members. |
| <div style="text-align: center; border: 1px solid #ccc; border-radius: 50%; width: 40px; height: 40px; margin: 0 auto; display: flex; align-items: center; justify-content: center; margin-bottom: 10px;">2</div> <p>Enroll Distributors</p> | <div style="font-size: 2em; line-height: 1; padding: 0 10px;">[</div> <ul style="list-style-type: none"> <li style="margin-bottom: 10px;">Level 1 Bonus — 6% Earn 6% commission on all Level 1 business activity Level 2 Bonus — 7% Earn 7% commission on all Level 2 business activity |
| <div style="text-align: center; border: 1px solid #ccc; border-radius: 50%; width: 40px; height: 40px; margin: 0 auto; display: flex; align-items: center; justify-content: center; margin-bottom: 10px;">3</div> <p>Become an Executive Leader</p> | <p>In order to begin qualifying, you must achieve 100 PSV, one Customer Advantage Service (ADP and/or FC 25 and/or NTC ADP (20 points) and 1,000 GSV.</p> <p>Executive Qualification is a three month process with one grace period. Earn L1 and L2 Bonus Doubler throughout Executive Qualification.</p> |
| <div style="text-align: center; border: 1px solid #ccc; border-radius: 50%; width: 40px; height: 40px; margin: 0 auto; display: flex; align-items: center; justify-content: center; margin-bottom: 10px;">4</div> <p>Participate in the Qualifying Executive Bonus Pool</p> | <p>As a Qualifying Executive, you can qualify to participate in the Qualifying Executive Bonus Pool. The pool is made up of .25% of total North America commissionable sales. Qualifying bonuses from the pool are pro-rated after meeting the minimum criteria to participate in the Qualifying Executive Bonus Pool.</p> |
| <div style="text-align: center; border: 1px solid #ccc; border-radius: 50%; width: 40px; height: 40px; margin: 0 auto; display: flex; align-items: center; justify-content: center; margin-bottom: 10px;">5</div> <p>Build Your Organization</p> | <p>As an Executive Leader, you can now earn a 9% – 15% commission on your entire Circle Group—the higher your sales, the higher your commissions will climb.</p> |
| <div style="text-align: center; border: 1px solid #ccc; border-radius: 50%; width: 40px; height: 40px; margin: 0 auto; display: flex; align-items: center; justify-content: center; margin-bottom: 10px;">6</div> <p>Participate in the Executive Performance Bonus Pool</p> | <p>As an Executive, you can qualify to participate in the Executive Performance Bonus Pool. The pool will represent 1.5% of total North America commissionable sales. Executive bonuses from the pool are pro-rated after meeting the minimum criteria to participate in the Executive Performance Bonus Pool.</p> |
| <div style="text-align: center; border: 1px solid #ccc; border-radius: 50%; width: 40px; height: 40px; margin: 0 auto; display: flex; align-items: center; justify-content: center; margin-bottom: 10px;">7</div> <p>Build Leaders</p> | <p>As an Executive Builder, you can now qualify to earn up to 5% commission on the GSV of each of the new Executives created throughout your sales organization down six levels of Executives.</p> |
| <div style="text-align: center; border: 1px solid #ccc; border-radius: 50%; width: 40px; height: 40px; margin: 0 auto; display: flex; align-items: center; justify-content: center; margin-bottom: 10px;">8</div> <p>Leadership Advancement Bonus</p> | <p>The Leadership Advancement Bonus is a one-time bonus paid each time an Executive advances to the next pin level, beginning with Gold/Director Executives.</p> |
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Glossary

Active Requirement: 100 Personal Sales Volume (PSV) and subscribes monthly to one of the following Customer Advantage Services: FountainClub, Automatic Delivery (Total of 25 PSV) and NTC ADP (20 PSV).

Compensation on Scan Certificates: Bonuses are paid to the scan operator for initial and subsequent scans. The following are definitions and explanations of the scan bonuses:

1. **Initial Scan:** A distributor or customer who scans prior to enrolling on LifePak® ADP.
2. **Initial Scan Bonus:** A \$15 bonus is paid to the scan operator for every initial scan of a distributor or customer who enrolls on LifePak® ADP.
3. **Initial Scan Benchmark Bonus:** A \$150 bonus is paid to the scan operator for 50 initial scans in a calendar month that results in a distributor or customer enrolling on LifePak® ADP. A \$300 bonus will be paid to the scan operator for 100 initial scans in a calendar month that results in a distributor or customer enrolling on LifePak® ADP. Maximum Initial Scan Benchmark Bonus is \$300.
4. **Scan Operator:** The distributor or customer who is leasing the scanner.
5. **Subsequent Scan:** A distributor or customer who is scanned with a subsequent scan certificate following LifePak® ADP enrollment.
6. **Subsequent Scan Bonus:** A \$7.50 bonus is paid to the scan operator for every subsequent scan, provided that the distributor or customer is still enrolled on LifePak® ADP.

Executive Circle Group: Executive Circle Group consists of all Retail Customers, Customer Advantage Members, Distributors and Qualifying Executives. Your Executive Circle Group does not include other Executive level Distributors.

Group Sales Volume (GSV): Group Sales Volume represents the cumulative volume of all Retail Customers, Customer Advantage Members, and Distributors. Executive level Distributors may also count qualifying Executive's volume in their GSV.

L1 Bonus: A bonus paid based on the PSV of all personally sponsored Distributors and Customer Advantage Members. When personally sponsored Distributors are inactive for at least six months, the L1 Bonus is paid only on the PSV of the next level Distributor (Compression). L1 Bonus is paid only to Distributors that fulfill the active requirement.

L2 Bonus: A bonus paid only to Distributors and qualifying Executives based on the PSV of all second level Distributors and all Customer Advantage Members of their personally sponsored Distributors. When second level Distributors are inactive for at least six months, the L2 Bonus is only paid on the PSV of the next level Distributor (Compression).

L2 Qualifiers: L2 Bonus is paid to Distributors or qualifying Executives that fulfill the following requirement:
500 PSV plus one new active distributor (100 PSV)

Monthly Executive Maintenance Requirements: 100 Personal Sales Volume and 2,000 Group Sales Volume.*

Personal Sales Volume (PSV): The monthly point value of the products and services you purchase from the Company primarily for retail sale.**

Point Value (PV): The point value assigned to the purchase of products and services upon which bonuses are calculated.

Customer Advantage Member: A Customer Advantage Member is a non-Distributor who subscribes to at least one subscription service. A CAM qualifies for product purchases at wholesale prices, plus a Customer Advantage Member can earn points to redeem for selected personal care products and receive immediate discounts on Pharmanex products.

Customer Advantage Services: Nu Skin FountainClub and Pharmanex Automatic Delivery Program plus NTC ADP.

* All bonuses are calculated on a monthly basis, and mailed on or about the 20th of the following month.

** 80% of PSV must be sold or consumed prior to your next order.

NOTE: All bonuses and commissions require retail sales to at least five individuals on a monthly basis or 80% of PSV must be sold or consumed. You must keep all records of retail sales for at least one year. Compliance with the retail sales requirements of the Company is randomly monitored. Bonuses are never paid for recruiting. The only way to earn bonuses is when products are sold.