

Compensation Plan & Career Path

How to Earn Income
with **FirstFitness Nutrition**



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Your Career Path to Success Starts Here!

FirstFitness Nutrition (FFN) offers unique opportunities that can lead to various levels of success. Our **generous Compensation Plan** pays a **high percentage** of **product revenue** to Team Members in the form of: Retail Profit, Personal Volume Bonuses, Power Bonuses, Fast Start Bonuses, Matching Fast Start Bonuses, Team Bonuses, Generation Bonuses, New Leg Bonuses, and rewarding incentives.

The FFN Compensation Plan and Career Path is designed to **maximize retail sales** to Customers through a team of **FirstFitness Nutrition** Independent Team Members. This tested, proven business model **rewards Team Members** for their effort and provides a substantial and ongoing income.

The **FirstFitness Nutrition** business opportunity and Compensation Plan are identical for every Team Member. Each Team Member's success is dependent on **two primary factors**:

- Time, effort, and commitment put into their FirstFitness Nutrition Business.
- Product sales made by a Team Member and their Team Members.

These two factors raise the importance of a **Team Member's responsibility** to **train, support, and motivate** their **team**. There are different levels in the FFN Compensation Plan and Career Path. Each level has specific qualifications and associated benefits to reward Team Members for their efforts to enhance their success.



9 Ways to Earn Income with FirstFitness Nutrition



1. Retail Profit
 2. Personal Volume Bonus
 3. First Order Bonus
 4. Fast Start Bonus
 5. Matching Fast Start Bonus
 6. Power Bonus
 7. Team Bonus
 8. Generation Bonus
 9. New Leg Bonus
- Plus, rewarding incentives***

FirstFitness Nutrition does not guarantee that any specific amount of earnings can be achieved by any individual FirstFitness Nutrition Independent Team Member. Therefore, actual earnings results will vary from Team Member to Team Member and will be directly proportionate to the desire, time, and effort put into building their business.

Becoming a Team Member

with FirstFitness Nutrition



When a completed Team Member Application & Agreement has been received, processed, and accepted by FirstFitness Nutrition, the applicant becomes a **FirstFitness Nutrition Independent Team Member***.

Team Members are not required to purchase any products, sales tools, marketing materials, or services from FirstFitness Nutrition or their Sponsors to become or remain an FFN Team Member and earn commissions.

The **only required purchase** is a **Team Member Kit - \$39****, which includes a 1-year Team Membership, Team Member website, access to Office2Office, and samples of products & marketing materials.

**FirstFitness reserves the right to refuse any Team Member Application.*

***Team Member Kit is non-commissionable.*

Annual Renewal Policy: Team Members **must renew** their Team Membership **status yearly**. The annual renewal payment of **\$39** is due on or before the anniversary date of their original Team Membership Agreement.

Enrollment Options

At the time of enrollment, **FirstFitness Nutrition Team Members** are able to place their first product order **with a 20% discount** or purchase one of our **three optional Product Value Paks.***

Basic Pak - \$149**
Choose up to **\$190** of products

\$41 Free Products

28% Value Free

Starter Pak - \$279**
Choose up to **\$379** of products

\$100 Free Products

36% Value Free

Business Pak - \$499**
Choose up to **\$699** of products

\$200 Free Products

40% Value Free

*Optional Product Value Pak **only available** for purchase **within 30 days** of the new Team Members' **enrollment date**.

**The Personal Volume & Commissionable Volume are the same on the Optional Product Value Paks:
Basic Pak - **100 PV/CV**, Starter Pak - **200 PV/CV**, Business Pak - **400 PV/CV**

- **30% First Order Bonus**—paid to Enroller: Basic Pak = **\$30**, Starter Pak = **\$60**, and Business Pak = **\$120**
- **Personal Volume Bonuses** are **not paid** on **Enrollment Paks**. However, the **Personal Volume (PV)** assigned to each Pak **will count** toward the Personal Volume Bonus **volume requirement**.

FFN Team Member & Customer Descriptions



Team Member

A person enrolled as an FFN Independent Team Member to build their business and participate in the Compensation Plan.

Team Members can:

- Enroll and sponsor other Team Members and Customers.
- Purchase products at 20% off the retail price (wholesale).
- Earn an additional 5% - 20% Personal Volume Bonus on personal & Customer orders.
- Qualify to earn commissions, bonuses, and rewarding incentives.



VIP Customer

A Customer who has subscribed to a monthly Smart Ship order of any amount to receive exclusive VIP benefits and incentives.

VIP Customers can:

- Purchase products at retail prices.
- Earn VIP Reward Points on Smart Ship Orders—redeemable for free products.
- Receive Free Shipping on Smart Ship Orders of \$100+.

VIP Customers who place additional product orders other than their Smart Ship order do not receive VIP Benefits on those orders.



Retail Customer

A Customer who orders products on an as-needed basis.

Retail Customers can:

- Purchase products at retail prices.

Volume Definitions

When a FirstFitness Nutrition product is purchased, it has two types of Volume assigned to it: **Personal Volume (PV)** and **Commissionable Volume (CV)**.

- 1. Personal Volume (PV)** is the value used for monthly volume requirements to qualify for commissions and bonuses and achieve higher titles. PV is generally the retail price of a product, with the exception of promotional items.
- 2. Commissionable Volume (CV)** is the value used for calculating and determining payout amounts on commissions and bonuses. The CV amount ranges from 60% - 70% of the retail price, with the exception of promotional items.

The **FirstFitness Nutrition Compensation Plan** uses “**volume requirements**” needed to achieve the different titles and to be paid at the respective titles each month.

- **Personal Volume (PV)** includes a Team Member’s personal product orders, plus their Retail and VIP Customers’ product orders purchased from the Team Member’s FFN website or directly from FFN.
- **Group Volume (GV)** includes a Team Member’s Personal Volume and all their Team Members’ Personal Volume (PV) within the **first two (2) levels** of their organization, **regardless of title**.
- **Organizational Volume (OV)** includes the total Personal Volume of a Team Member’s entire downline. It includes their **PV** and all their downline Team Member’s **PV**.

Compensation Plan • At-A-Glance

Qualifications	Active Team Member	1 Star	2 Star	3 Star	Director
Personal Volume (PV)	100	100	150	500	500
Group Volume (GV) 2 Levels Deep	—	300	600	1,250	2,500
Leg Requirements	—	—	—	—	—
Organizational Volume (OV)	—	—	—	—	—

Retail Profit Earn **20% - 40%** on Retail Customer Sales

Personal Volume Bonus **Purchase or Sell... 250 PV - 749 PV—earn 5%**

First Order Bonus (Paid on New Team Member's First Product Order/Product Value Pak) **30%**

Power Bonus **Focus on 3** to earn **\$3K** Qualifications: 100 PV | 500 GV

Fast Start Bonus **\$250** New Team Members must be paid as a Director & achieve a Phase 1 Bonus in their Fast Start period (Enrollment date, plus 3 months)

Team Bonus	Level 1	3%	4%	5%	6%	9%
	Level 2	—	—	—	3%	4%
	Level 3	—	—	—	—	3%
	Level 4	—	—	—	—	—
	Level 5	—	—	—	—	—

Generation Bonus Paid on Bronze Director+ Generations	Generation 1	—	—	—	—	—
	Generation 2	—	—	—	—	—
	Generation 3	—	—	—	—	—
	Generation 4	—	—	—	—	—
	Generation 5	—	—	—	—	—

New Leg Bonus Paid to Gold Directors and above on each 10K+ Leg (Does NOT apply to strongest leg)

Bronze Director	Silver Director	Gold Director	Presidential Director	Diamond Presidential	Crown Presidential
500	500	500	500	500	500
4,000	5,000	5,000	5,000	5,000	5,000
2 Legs @ 500	3 Legs @ 1K	3 Legs @ 2K	3 Legs @ 4K	3 Legs @ 10K	3 Legs @ 20K
5,000	10,000	20,000	40,000	80,000	160,000

Other orders • Earn **10% - 30%** on VIP Customer monthly Smart Ship orders

750 PV - 1,499 PV—earn 10% • **1,500 PV - 2,999 PV—earn 15%** • **3,000 PV—earn 20%**

0% to Enroller • **5% to Next Upline Director+** • **5% to Next Upline Bronze+** • **5% to Next Upline Gold+**

0 PV | 3 people • **Get 3—earn \$100** • **Teach 3—earn \$300** • **Repeat—earn \$2,400**

Matching Fast Start Bonus	\$250	Paid to the Enroller of New Team Member if they are paid as a Director or above in the same Fast Start period
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9%	9%	9%	9%	9%	9%
5%	6%	6%	6%	6%	6%
4%	5%	6%	6%	6%	6%
3%	4%	5%	5%	5%	5%
—	3%	4%	4%	4%	4%

2%	3%	4%	4%	4%	4%
—	2%	3%	4%	4%	4%
—	—	2%	3%	4%	4%
—	—	—	2%	3%	4%
—	—	—	—	2%	3%

Leg Requirement (excluding strongest leg)	10,000 OV Leg	20,000 OV Leg	50,000 OV Leg	100,000 OV Leg
New Leg Bonus	\$500	\$1,000	\$2,500	\$5,000

*Certain qualifications required. See individual bonuses for complete details.

FirstFitness Nutrition Career Path

The **FFN Career Path** allows Team Members to **achieve higher titles**, encouraging them to focus on building their business, **increasing their income-earning opportunities** and **business growth**.

The **monthly qualifications below** are required to **achieve** the different titles and to **be paid** each month at the respective titles.



Qualifications	Active Team Member	1 Star	2 Star	3 Star	Director	Bronze Director	Silver Director	Gold Director	Presidential Director	Diamond Presidential	Crown Presidential
Personal Volume (PV)	100	100	150	500	500	500	500	500	500	500	500
Group Volume (GV) 2 Levels Deep	—	300	600	1,250	2,500	4,000	5,000	5,000	5,000	5,000	5,000
Leg Requirements (OV)	—	—	—	—	—	2 Legs @ 500	3 Legs @ 1K	3 Legs @ 2K	3 Legs @ 4K	3 Legs @ 10K	3 Legs @ 20K
Organizational Volume (OV)	—	—	—	—	—	5,000	10,000	20,000	40,000	80,000	160,000

Retail Profit

Team Members earn Retail Profit on all **Retail** and **VIP Customer orders** placed in a calendar month.

Team Members can earn up to an **additional 20%** Personal Volume Bonus based on the amount of Personal Volume (PV) they achieve in a calendar month. **(See Personal Volume Bonus)**

Customer Type	Team Member
Retail Customer	20%
VIP Customer	10%



Personal Volume Bonus

Team Members that achieve the required Personal Volume (PV) in a calendar month will be qualified to receive an **additional bonus percentage** on their **total Personal Volume (PV)**.

Personal Volume (PV) consists of a **Team Member's personal product orders** plus their **Retail** and **VIP Customer orders**.

This bonus is paid on the **highest Personal Volume (PV)** achieved in a calendar month, shown in the chart.

Personal Volume (PV) Requirement	Additional Bonus Percentage
250 - 749.99	5%
750 - 1,499.99	10%
1,500 - 2,999.99	15%
3,000+	20%

Example #1 • Team Member Personal Order



A **Team Member** placed a **\$200 personal product order**. They received an **immediate 20% discount** on that order. Then, by the end of the calendar month, they achieved **2,000 PV**. This qualified the Team Member to receive a **15% Personal Volume Bonus**. This is **equivalent** to a **35% discount** on the product order the Team Member placed earlier in the month.

Example #2 • Retail Customer Order



A Team Member has a **Retail Customer** who placed a **\$100 product order**. The Team Member will **receive 20% Retail Profit** on their monthly pay cycle. Then, by the end of the calendar month, they achieved **2,000 PV**. This qualified the Team Member to receive a **15% Personal Volume Bonus**. This is **equivalent** to a **35% Retail Profit** on their **Retail Customer's order**.

Example #3 • VIP Customer Order



A Team Member has a **VIP Customer** who placed a **\$100 Smart Ship order**. The Team Member will **receive 10% Retail Profit** on their monthly pay cycle. Then, by the end of the calendar month, they achieved **2,000 PV**. This qualified the Team Member to receive a **15% Personal Volume Bonus**. This is equivalent to a **25% Retail Profit** on their **VIP Customer's order**.



- This bonus is based on Personal Volume (PV). It is calculated **retroactively** to the beginning of the current month on all eligible **Team Member personal orders** and **Retail/VIP Customer orders**.
- The **Personal Volume Bonus** is included in a Team Member's monthly pay cycle.

First Order Bonus



All Team Members can earn a **30% First Order Bonus** on the **CV** of the **first product order** placed by **every new Team Member** they enroll.

In addition to paying the Active Team Member a **30% First Order Bonus** (paid weekly), the next Upline “paid-as”: **Director, Bronze Director, Gold Director**—or higher will each receive a **5% First Order Bonus** (paid monthly).

“Paid-As” Title	Active Team Member	Next Upline Director+	Next Upline Bronze Director+	Next Upline Gold Director+
1st CV order of New Team Member	30%	5%	5%	5%

Active Team Member

The Enroller of a New Team Member will receive a **30% First Order Bonus** (paid weekly) if they are “**Active**”. If the Enroller is not active in the week the first product order is placed, they may receive this bonus with their monthly pay cycle if they are “**Active**” by the end of the calendar month.

Next Upline Director or Higher

Starting with the Enroller of the new Team Member who received the 30% Bonus, a **5% First Order Bonus** is paid to the next Team Member in the upline with the “paid-as” title of **Director** or **higher** in a calendar month.

Next Upline Bronze Director or Higher

Starting with the Enroller of the first Upline “paid-as” Director or higher, a **5% First Order Bonus** is paid to the next Team Member in the upline with the “paid-as” title of **Bronze Director** or **higher** in a calendar month.

Next Upline Gold Director or Higher

Starting with the Enroller of the first Upline “paid-as” Bronze Director or higher, a **5% First Order Bonus** is paid to the next Team Member in the upline with the “paid-as” title of **Gold Director** or **higher** in a calendar month.

- 30% First Order Bonus pays weekly and/or monthly.
- Qualified “paid-as” Director+, Bronze+, and Gold+ will receive this bonus with their monthly pay cycle.
- This bonus pays on the Commissionable Volume (CV).
- A Team Member may only receive one First Order Bonus per new Team Member.
- Team & Generation Bonuses are not paid on an order that pays First Order Bonuses.

Fast Start Bonus

New Team Members are eligible to earn a one-time **\$250 Fast Start Bonus** within their Fast Start Period (Enrollment date + 3 additional months).

"Paid-As" Requirement	New Team Member
Director + Phase 1 - Power Bonus	\$250

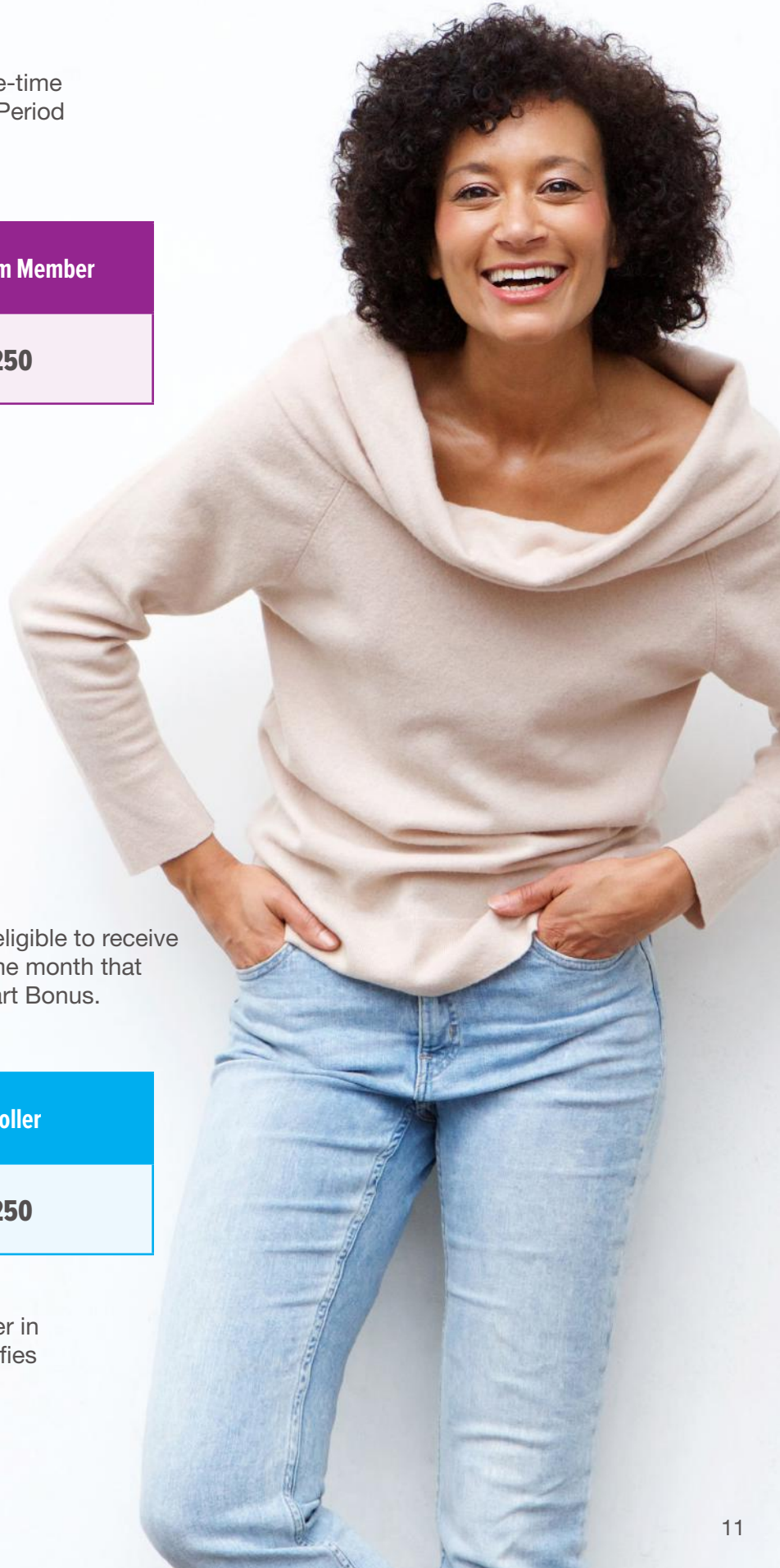
To earn this bonus, a new Team Member must be **"paid-as"** a **Director** or higher and **qualify for their Phase 1 - \$100 Power Bonus** in the **same month** during their Fast Start Period.

Matching Fast Start Bonus

When a New Team Member qualifies for their **\$250 Fast Start Bonus**, their **Enroller** is also eligible to receive a **\$250 Matching Fast Start Bonus** in the same month that the New Team Member achieves their Fast Start Bonus.

"Paid-As" Requirement	Enroller
Director	\$250

Enroller must be **"paid-as"** a **Director** or higher in the **same month** the New Team Member qualifies for their Fast Start Bonus.



Power Bonus

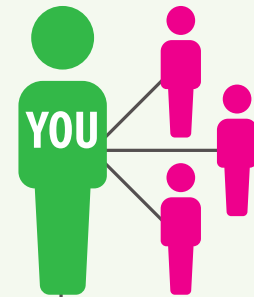
Team Members are eligible to earn monthly Power Bonuses on their **VIP Customer's** and **Team Member's Smart Ship orders**. This bonus has **three award phases**: Phase 1, Phase 2, and Phase 3. A Team Member may **earn multiples** of each phase without qualifying for higher phases.

Phase 1 \$100 Power Bonus

Phase 1 Qualification Requirements:

- 100 PV Smart Ship order
- Total of 500 PV*
- 3 VIP Customers and/or personally sponsored Team Members** with a 100 PV Smart Ship order.

Get 3

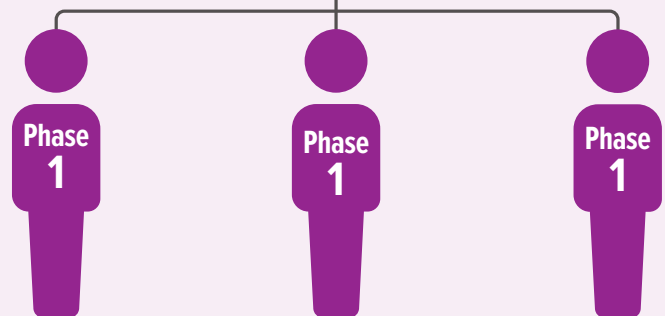


Phase 2 \$300 Power Bonus

Phase 2 Qualification Requirements:

- You qualify for the Phase 1 - \$100 Power Bonus
- Have 3 Team Members who qualify for their Phase 1 - \$100 Power Bonus

Teach 3

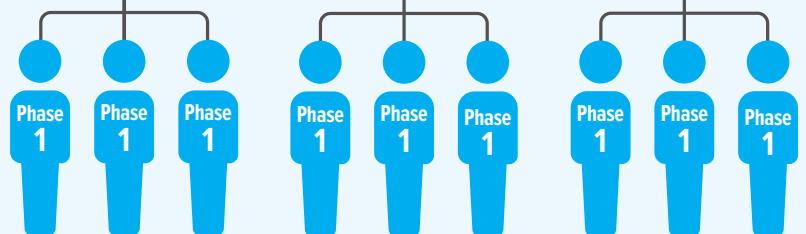


Phase 3 \$2,400 Power Bonus

Phase 3 Qualification Requirements:

- You qualify for the Phase 2 - \$300 Power Bonus
- Have 3 Team Members who qualify for their Phase 2 - \$300 Power Bonus

Repeat



*Personal Volume (PV): Your product orders + your VIP/Retail Customers' orders. Team Members' PV does not count toward your 500 PV requirement.

**To achieve Phase 1, you may use any combination of 3 VIP Customers and/or Team Members—personally sponsored after Jan. 1, 2022. All VIP Customer Smart Ship orders must be paid using the Customer's payment method on file with FFN and shipped to their registered address. Team Members are not allowed to pay for any VIP Customers and/or their Team Members Smart Ship orders.



Earning Power Bonuses is as Simple as...

Get 3

Teach 3

Repeat

Team Members can earn unlimited Phase 1 - \$100 Power Bonuses

without earning
Phase 2 or 3

After a Team Member completes their first Phase 1 Bonus, they will need **another set** of 3 VIP Customers and/or Team Members with a 100 PV Smart Ship order and an **additional 500 PV**. This process can be **repeated** an **unlimited number of times**.

Example: To **earn two** Phase 1 - \$100 Power Bonuses, a Team Member must have a **100 PV** Smart Ship order, **1,000 PV**, and **6 VIP Customers** and/or **Team Members** with a 100 PV Smart Ship order.

Team Members can earn unlimited Phase 2 - \$300 Power Bonuses

without earning
Phase 3

After a Team Member completes their first Phase 2 - Power Bonus, they will need **another set** of 3 personally sponsored Team Members who qualify for the Phase 1 - \$100 Power Bonus. This process can be **repeated** an **unlimited number of times**.

Example: To **earn two** Phase 2 - \$300 Power Bonuses, a Team Member must have **qualified** for the **Phase 1 - \$100 Power Bonus** and have **6 personally sponsored Team Members** who **qualify** for their **Phase 1 - \$100 Power Bonus**.

Team Members can earn unlimited Phase 3 - \$2,400 Power Bonuses

After a Team Member completes their first Phase 3, they will need to complete **another Phase 1 & 2**, and then have **another set** of 3 personally sponsored Team Members who **qualify** for their **Phase 2 - \$300 Power Bonus**.

Example: To **earn two Phase 3 - \$2,400 Power Bonuses**, a Team Member must complete **another Phase 1 & Phase 2** and have a total of **6 personally sponsored Team Members** who **qualify** for their **Phase 2 - \$300 Power Bonus**.

Note: The **Phase 3 - \$2,400 Bonus** is paid in addition to the **Phase 1 - \$100 Bonus** and **Phase 2 - \$300 Bonus** for a total of **\$2,800** in Power Bonuses.

Team Bonus

All Team Members are eligible to **earn up to 5 levels of Team Bonuses** on the **Commissionable Volume (CV)** of the product purchases from their Team Members and their Retail/VIP Customers.

The **number of levels** and **percentage paid** is based on a Team Member's **"paid-as" title** in a calendar month.

"Paid-As" Title	Active Team Member	1 Star	2 Star	3 Star	Director	Bronze Director	Silver Director	Gold Director	Presidential Director	Diamond Presidential	Crown Presidential
Level 1	3%	4%	5%	6%	9%	9%	9%	9%	9%	9%	9%
Level 2	—	—	—	3%	4%	5%	6%	6%	6%	6%	6%
Level 3	—	—	—	—	3%	4%	5%	6%	6%	6%	6%
Level 4	—	—	—	—	—	3%	4%	5%	5%	5%	5%
Level 5	—	—	—	—	—	—	3%	4%	4%	4%	4%

- If any of your 1st - 5th level Team Members have **0 PV**, then the PV from any Team Members below them will **roll up** to you that month.
- Team Bonuses are paid on CV, **excluding** the **CV** used to **qualify** for a **First Order Bonus**.

Generation Bonus

"Paid-As" Bronze Directors or higher are eligible to earn **Generation Bonuses** on the **Commissionable Volume (CV)** of their **downline Generations**.

A Generation is defined as starting with the **first "paid-as" Bronze Director or higher** and their downline, down to, but not including the **next "paid-as" Bronze Director or higher** in that leg.

"Paid-As" Title	Bronze Director	Silver Director	Gold Director	Presidential Director	Diamond Presidential	Crown Presidential
Generation 1	2%	3%	4%	4%	4%	4%
Generation 2	—	2%	3%	4%	4%	4%
Generation 3	—	—	2%	3%	4%	4%
Generation 4	—	—	—	2%	3%	4%
Generation 5	—	—	—	—	2%	3%

Example: A Generation 1 Bonus pays out on the first downline "paid-as" Bronze Director or higher and all the people below them, down to, but not including the next "paid-as" Bronze Director or higher.

- The **number of Generations** and **percentage paid** is based on a Team Member's **"paid-as" title** in a calendar month.
- Generation Bonuses are paid on CV, **excluding** the **CV** used to **qualify** for a **First Order Bonus**.

New Leg Bonus

Team Members who are “paid-as” **Gold Director** or **higher** are eligible to earn this bonus for **each “New Leg”** with at least **10,000 in Organizational Volume (OV)**, not including their strongest leg*.

Every new personally sponsored Team Member counts as a “New Leg”.

This bonus is **paid each time** a New Team Member** **achieves** the following **OV requirements**—shown in the chart below.



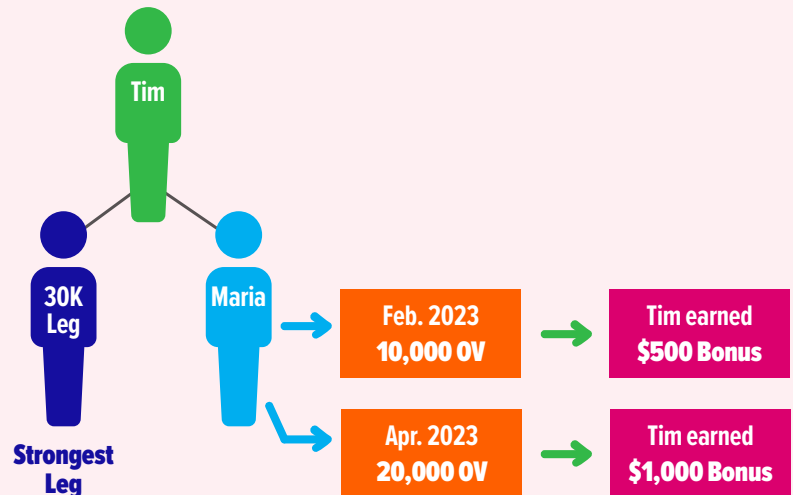
Leg Requirement (excluding strongest leg)	10,000 OV Leg	20,000 OV Leg	50,000 OV Leg	100,000 OV Leg
New Leg Bonus	\$500	\$1,000	\$2,500	\$5,000

Example

Tim sponsors Maria in January, starting a “**New Leg**” that is eligible to pay Tim a New Leg Bonus.

In February, Maria’s Leg achieved **10,000 OV** for the first time. Tim received a **\$500 Bonus**.

In April, Maria’s Leg achieved **20,000 OV** for the first time. Tim received a **\$1,000 Bonus**.



*Leg with highest amount of OV.

**Team Members enrolled October 1, 2022, or later will count as a “New Leg”.

- A bonus is triggered in the month when a “New Leg” achieves the OV thresholds shown in the chart above. A Team Member can only earn one New Leg Bonus per OV category for each “New Leg”.

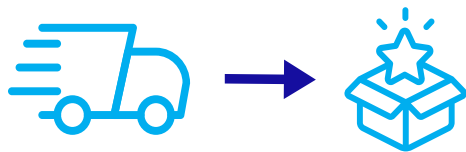
VIP Customer Rewards Program











The VIP Customer Rewards Program allows Team Members to offer their Customers a way to **Shop & Save!**

When VIP Customers set up their favorite FFN products on a **monthly Smart Ship order**, they receive...

- **VIP Reward Points**
- **Free Shipping** on Smart Ship orders of \$100+
- **Exclusive benefits & incentives**



How VIP Customers Get Rewarded...

 <p>Get 20% Back in Points</p> <p>4 points for every dollar spent \$100 = 400 points</p>	 <p>Redeem Points for Free Products</p>	 <p>Free Shipping on \$100+ Smart Ships</p>	 <p>Follow Us on Instagram</p> <p>100 points</p>
 <p>Write a Review on Google</p> <p>150 points</p>	 <p>Birthday Bonus</p> <p>200 points</p>	 <p>Anniversary Bonus</p> <p>2,000 points</p>	 <p>Exclusive VIP Incentives</p>

To learn more about the VIP Customer Rewards Program, go to www.firstfitness.com/rewards

Commission & Bonus Pay Cycles

Weekly Pay Cycle

The following is paid weekly:

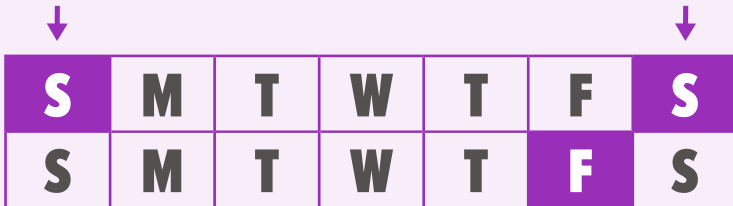
30% First Order Bonus

The weekly pay cycle runs from Sunday through Saturday at 11:59 PM CST.

All weekly commissions are mailed the following Friday.

Business week starts Sunday

Business week ends Saturday



30% First Order Bonus mailed to Enroller

Monthly Pay Cycle

The following are paid monthly:

Retail Profit, Personal Volume Bonus, First Order Bonus (Paid to Upline), Fast Start Bonus, Matching Fast Start Bonus, Power Bonus, Team Bonus, Generation Bonus, and New Leg Bonus

Monthly commissions are paid for product sales and bonuses earned during the prior calendar month.

Each calendar month begins the first day of the month at midnight CST and closes the last day of the month at 11:59 PM CST.

Monthly commissions are paid on or about the 20th of the following month.

Month-End Processing

Online Orders: May be placed until 11:59 PM CST on the last day of the month.

Phone: If the last day of the month falls on a weekend/holiday, the last business day of the month for all call-in orders will be the previous business day at 5PM CST—unless hours are extended.

Commission Check Minimum: If a commission check is less than \$10, it will accumulate monthly and be issued when the check totals \$10 or more.

Data Processing Fee: FFN assesses a data processing fee for monthly commissions over \$50. This fee is 1% of the monthly commissions with a \$5 minimum, up to \$25 maximum.



Definition of Terms

Active - To qualify for bonuses and commissions, Team Members must have a Personal Volume of at least 100 PV to be considered “Active” in a calendar month. Customer purchases count towards PV.

A Smart Ship order of at least 100 PV is required to earn Fast Start, Matching Fast Start, and Power Bonuses.

Annual Renewal Policy - All Team Members are required to pay an annual renewal fee of \$39. The renewal date is based on the Enrollment Date of the Team Member.

Failure to pay the renewal fee will result in the Team Member’s account being suspended. All commissions due will be held until the required fees have been paid.

If the renewal fee is not paid within one month of the suspension date, the Team Member’s account will be cancelled.

Career Path - The primary way to recognize and reward skill and competency within FFN Compensation Plan.

Progression through the Career Path is available only to Team Members. Please see the related definitions for the career title and “paid-as” title.

Career Title - A Team Members recognition title or the highest title they achieve within the FFN Career Path.

Commissionable Volume (CV) - The value used for calculating and determining payout amounts on bonuses and commissions. The CV amount ranges from 60% - 70% of the retail price.

Customer - An individual who purchases products for personal use and has not signed an agreement with FFN. There are two types of Customers: Retail Customers and VIP Customers. There is no fee to become a Customer.



Enroller - The person responsible for introducing the Customer or Team Member to FFN. The Enroller is paid the First Order Bonus and Fast Start Bonuses on New Team Members.

The Enroller may place the new Team Member under another Team Member (the Sponsor) at time of enrollment. (The Enroller and Sponsor can be the same person).

Generation - A Generation is defined as starting with the first “paid-as” Bronze Director or higher and everyone below them, down to, but not including, the next “paid-as” Bronze Director or higher, based on “paid-as” Titles.

Group Volume (GV) - Includes a Team Member’s Personal Volume (PV), plus all their Team Member’s Personal Volume (PV) within the first two (2) levels of their organization, regardless of title.

Leg - A Leg begins with a personally sponsored first-level Team Member and includes all Team Members below them.

A Team Member has as many legs as they have first-level Team Members. (Customers do not count as a leg.)



Level - The position of a Team Member in your downline in relation to you.

When a Team Member personally sponsors a Team Member, they are on their first level. Customers are considered Level 0 to their Sponsor.

When they personally sponsor a new Team Member, that new Team Member is on their second level, and so on.

Organization - All the people below a Team Member that are part of that Team Member's downline. Your organization is also referred to as your **downline**.

Organizational Volume (OV) - Includes the total Personal Volume of your entire downline. It includes your PV and all your downline Team Member's PV.

"Paid-As" Title - Team Members are paid monthly at the title they qualify for based on their performance level.

If a Team Member is paid at a lower title, they still retain their career title for recognition.

Personal Volume (PV) - Includes a Team Member's personal product orders, plus their Retail and VIP Customers' product orders purchased from the Team Member's FFN website or directly from FFN.

Smart Ship - An optional product order that is automatically shipped to Team Members and Customers on a selected date each month.

Note: Customers that have a Smart Ship order are classified as VIP Customers.

Sponsor - The Team Member under whom a new Team Member is "placed" by the Enroller.

Title Promotion - A Team Member promotes to a new Career Title when they meet all the qualifications.

The promotion is effective the first day of the same month, meaning that regardless of what day the promotion was achieved, the new Career Title is effective for the entire month.

Example: If a Team Member meets the qualifications for a Gold Director on June 23, they are "promoted" to the title of Gold Director for the month of June (effective June 1) and will be paid as a Gold Director for the entire month of June.

Upline - Your Sponsor is your direct "Upline", plus all Team Members above your Sponsor are also considered your "Upline".

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