

# Compensation PLAN & Career PATH



HOW TO EARN INCOME  
WITH **FIRSTFITNESS NUTRITION**



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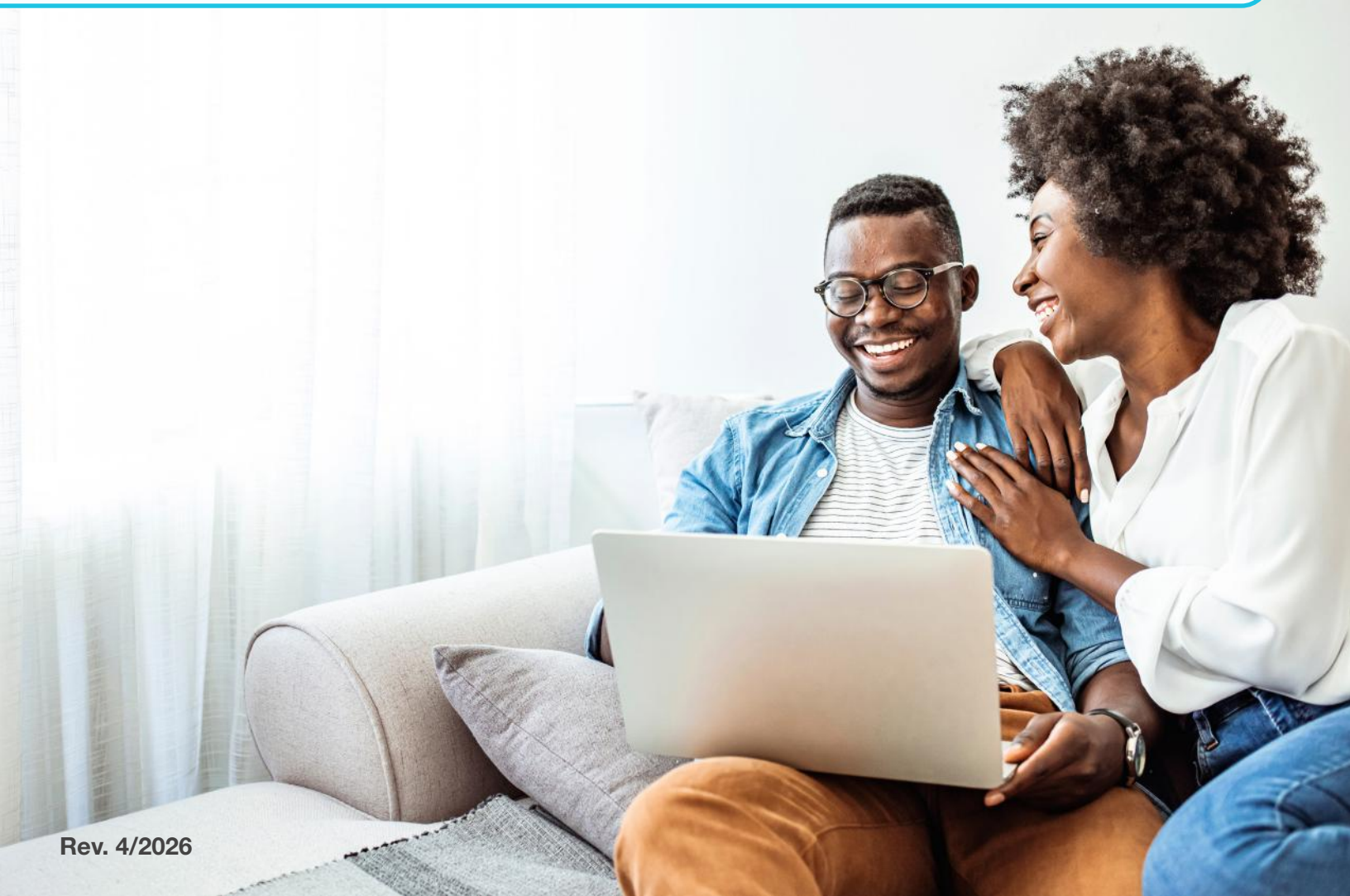
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# Your Career Path to Success Starts Here!

**FirstFitness Nutrition (FFN)** offers unique opportunities that can lead to various levels of success. The **Compensation Plan** pays a **percentage of product revenue** to Team Members and rewards performance through Retail Profit, leadership bonuses, and advancement incentives.

The FFN Compensation Plan and Career Path are designed to drive retail sales to Customers through a network of FirstFitness Nutrition Independent Team Members. Compensation is based on product sales volume and organizational performance, providing Team Members an opportunity to earn income.

FirstFitness Nutrition does not guarantee that any specific amount of earnings will be achieved by any Independent Team Member. Individual results will vary and are directly related to the time, effort, skill, and consistency applied in building the business. Each Team Member's success is dependent on **two primary factors**:

- Consistent effort and commitment.
- Product sales generated personally and through their sales organization.

These factors highlight the importance of **training, support, and leadership development**. The FFN Compensation Plan and Career Path include multiple qualification levels, each with defined requirements and benefits designed to recognize performance and reward advancement.



## 9 Ways to Earn Income with FirstFitness Nutrition



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

*Earnings are not guaranteed and will vary based on individual effort and sales performance. Commissions and bonuses are subject to qualification requirements and do not represent typical earnings. See the Income Disclosure Statement at [www.firstfitness.com](http://www.firstfitness.com).*

# 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 and marketing materials.

While no product purchase is required to become or remain a Team Member, **earning certain bonuses within the Compensation Plan requires meeting additional qualification criteria.** (See pages 6 - 13)

Team Members who are **“Active”** (100 PV) may be eligible to earn **Personal Volume, First Order, Team, and Generation Bonuses**. To qualify for **Power, Fast Start, and Rank Advancement Bonuses**, a Team Member must have an active **100 PV Smart Ship** order in the calendar month and meet all other applicable requirements.

*\*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, **FFN Team Members** may place their first product order at a **20% discount** or purchase one of our **optional Product Value Paks**, which offer preferred Team Member pricing and the flexibility to select a Trimsulin Pak or choose the products that align with their wellness and business goals.\*



### Basic - \$149

Over \$195 Value

Includes 1 Trimsulin, brochures, & shaker

100 PV/CV



### Starter - \$279

Over \$370 Value

Includes 2 Trimsulin, brochures, & shaker

200 PV/CV



### Business - \$499

Over \$700 Value

Includes 4 Trimsulin, brochures, & shaker

400 PV/CV

★ BEST VALUE ★

*Paks shown are recommended. Team Members may also choose their own products.*

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

**Personal Volume Bonuses** are **not paid** on **Product Value Paks**, but the Personal Volume from each pak counts toward your monthly Personal Volume qualification.

# FFN Team Member & Customer Descriptions



A person enrolled as an FFN Independent Team Member to build a business, earn income, and participate in the Compensation Plan.

## Team Member—Build & Earn

- Enroll and sponsor Team Members and Customers.
- Purchase products at 20% off retail (wholesale pricing).
- Earn 5% - 20% Personal Volume Bonus on personal and Customer orders.
- Earn commissions, performance and advancement bonuses, and incentive rewards.



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

## VIP Customer—Shop & Save

- Purchase products at retail prices.
- Earn 20% Back in Reward Points on Smart Ship orders—redeemable for free products.
- Receive Free Shipping on Smart Ship orders of \$100 or more.



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

## Retail Customer—Casual Shopper

- Purchase products at retail prices.

## Volume DEFINITIONS

Each FirstFitness Nutrition product has **two types** of **volume assigned** to it.

### Personal Volume (PV)

The value used to determine monthly qualification for commissions, bonuses, and rank advancement. PV is generally equal to the retail price of a product, except for promotional items.

### Commissionable Volume (CV)

The value used to calculate commission and bonus payouts. CV is generally 60% of the retail price, except for promotional items.

## Volume REQUIREMENTS

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. (Retail sales outside the FFN ordering system do not generate PV/CV.)

**Group Volume (GV)** includes a Team Member’s Personal Volume and the Personal Volume of all Team Members within the **first two (2) levels** of their organization, **regardless of title**.

**Organizational Volume (OV)** includes the total Personal Volume generated by a Team Member and their entire downline organization.

# 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	TEAM MEMBER				CORE RANK	TEAM MANAGER			TEAM LEADER		
	Team Member	1 Star	2 Star	3 Star	Director	Bronze Director	Silver Director	Gold Director	Presidential Director	Diamond Presidential	Crown Presidential
Active (Personal Order)	100	100	100	100	100	100	100	100	100	100	100
Personal Volume (PV) <i>Includes Personal Order</i>	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

## How Buying & Earning Income Works

- **Team Members** purchase products at **20% off retail (wholesale pricing)**.
- When **Retail Customers** purchase at full retail price, Team Members earn a **20% Retail Profit** and may earn an additional **5% - 20% Personal Volume Bonus**—for a potential **total of up to 40%** based on their monthly volume.
- On **VIP Customer** Smart Ship orders, Team Members earn a **10% commission** and are eligible to earn an additional **5% - 20% Personal Volume Bonus**—for a potential **total of up to 30%**. This lower commission reflects the VIP Customer Rewards Program benefits, including **free shipping**, a **20% product credit**, and **additional incentives**.



# Retail Profit

Team Members earn **20%** Retail Profit on **Retail Customer orders** and **10%** Retail Profit on **VIP Customer Smart Ship orders** placed within a calendar month.

They may also earn an additional **5% - 20%** **Personal Volume Bonus** on those same orders.

Customer Type	Team Member Earns
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 places a **\$200 personal order** and receives an immediate **20% discount**. By month-end, they reach **2,000 PV**, qualifying for a **15% Personal Volume Bonus**. This results in a combined benefit of up to **35%** on their **personal order**.

## Example #2 • Retail Customer Order

A Retail Customer places a **\$200 order**. The Team Member earns **20% Retail Profit**. With 2,000 PV for the month, they also qualify for a **15% Personal Volume Bonus**. This results in a combined benefit of up to **35% Retail Profit** on the **Retail Customer's order**.

## Example #3 • VIP Customer Order

A **VIP Customer** places a **\$200 Smart Ship order**. The Team Member earns **10% Retail Profit**. With 2,000 PV for the month, they also qualify for a **15% Personal Volume Bonus**. This results in a combined benefit of up to **25% Retail Profit** on the **VIP Customer's order**.

This bonus is based on Personal Volume (PV) and is calculated **retroactively** to the beginning of the month on all eligible **personal** and **Retail/VIP Customer orders**. It is paid in the 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+
<b>1st CV order of New Team Member</b>	<b>30%</b>	<b>5%</b>	<b>5%</b>	<b>5%</b>

## 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

The **Fast Start Bonus** rewards **new Team Members** who **take action early** and **start building right away** within their **Fast Start Period**. These Bonuses are **earned monthly**—not one-time—and are paid in addition to regular commissions.

## How to Qualify EACH MONTH

To earn a **Fast Start Bonus** in any month, a **new Team Member** must be:

- **Phase 1 Power Bonus** qualified
- **Paid-as a 2 Star, 3 Star, or Director**
- **Qualified within their Fast Start Period**

## Fast Start PERIOD

**Enrollment month, plus the next three (3) months**  
—up to four (4) months total



Paid-As Title	Fast Start Bonus	Total Fast Start Bonus Potential
<b>2 Star</b>	<b>\$100</b> product credit	up to <b>\$400</b> product credit
<b>3 Star</b>	<b>\$100</b> bonus	up to <b>\$400</b> bonus
<b>Director</b>	<b>\$200</b> bonus	up to <b>\$800</b> bonus

## FAST START Enroller Bonus

When a **new Team Member** qualifies for a **Fast Start Bonus** at the **Director** level, their **Enroller** may also **earn a bonus**.

### Director LEVEL ONLY

## How to Qualify...

To earn an **Enroller Bonus** in any month, the **Enroller** must be:

- **Paid-as Director** or higher
- **Phase 1 Power Bonus** qualified
- **Qualified** in the **same month** the **new Team Member** qualifies as **Director**

New Team Member Level	Enroller Bonus	Enroller Bonus Potential
<b>Director</b> (Fast Start)	<b>\$100</b> bonus	up to <b>\$400</b> bonus

# Power Bonus

Power Bonuses are earned on qualifying **Smart Ship volume** and may be earned **multiple times each month** as long as all requirements are met.

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.

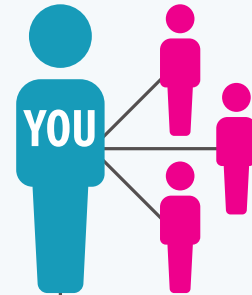
## Get 3

**Phase 1** **\$100**  
Power Bonus

To qualify for a Phase 1 Power Bonus in a calendar month, a Team Member must:

- Have an active 100 PV Smart Ship order
- Generate a total of 500 Personal Volume (PV) from your personal and VIP Customer orders
- Enroll any combination of 3 VIP Customers or personally sponsored Team Members each with an active 100 PV Smart Ship order

Get 3



## Teach 3

**Phase 2** **\$300**  
Power Bonus

**Phase 2 Qualification Requirements:**

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

Teach 3



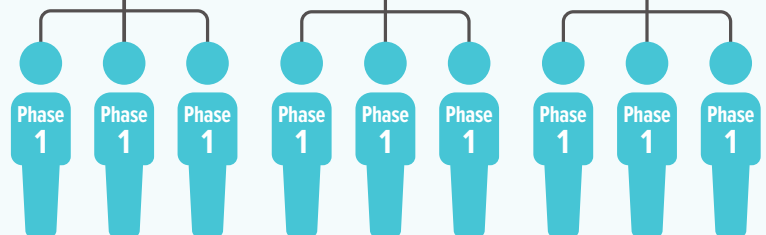
## Repeat

**Phase 3** **\$2,400**  
Power Bonus

**Phase 3 Qualification Requirements:**

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

Repeat



- KEY NOTES:**
- Personal Volume (PV) includes personal orders and Retail/VIP Customer orders
  - Smart Ship orders from personally sponsored Team Members do not count toward 500 PV requirement
  - Each additional set of qualified volume and enrollments generates another \$100 Power Bonus



# Earning Power Bonuses IS AS SIMPLE AS...

Get 3

Teach 3

Repeat

## Team Members can earn multiple 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 may be **repeated multiple times** when qualification requirements are met.

**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 multiple Phase 2 - \$300 Power Bonuses

without earning Phase 3

After a Team Member completes their first Phase 2, they will need **another set of 3** personally sponsored Team Members who qualify for the Phase 1 - \$100 Power Bonus. This process may be **repeated multiple times** when qualification requirements are met.

**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 multiple 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**.

\*New Team Members must be personally sponsored after Jan. 1, 2022.

VIP Smart Ship orders must be paid by the customer and shipped to their address.

Team Members may not pay for their Customer/Team Member's Smart Ship orders.

# 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	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 a 1st–5th level Team Member has **0 PV**, volume below them rolls up to you for 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** earn **Generation Bonuses** on the **Commissionable Volume (CV)** of their **downline Generations**.

A Generation begins with the **first "paid-as" Bronze Director** (or higher) in a leg and includes all Team Members below them, down to—but not including—the **next "paid-as" Bronze Director** or higher in that leg.

Generation Bonuses are **paid monthly in addition to Team Bonuses** and **stack** on the **same Commissionable Volume (CV)** when qualified.

**Example:** A qualified Bronze Director earning a **9% Team Bonus** may also earn an **additional 2% Generation Bonus** on the same volume.

"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%

- Generations and percentages paid are determined by the Team Member's "paid-as" title each month.
- Generation Bonuses are paid on CV, **excluding** the CV used to **qualify** for a **First Order Bonus**.

# Rank Advancement Bonus

The **Rank Advancement Bonus** rewards **Team Members** who **advance** into **leadership ranks** (Bronze Director and above) and maintain their qualification. **Each time a new leadership rank is achieved** and held, a **one-time Rank Advancement Bonus** is earned, ranging from **\$1,000** to **\$20,000**, in addition to regular commissions.

CAREER PATH RANK QUALIFICATIONS	CORE RANK	TEAM MANAGER			TEAM LEADER		
	DIRECTOR	BRONZE DIRECTOR	SILVER DIRECTOR	GOLD DIRECTOR	PRESIDENTIAL DIRECTOR	DIAMOND PRESIDENTIAL	CROWN PRESIDENTIAL
Active (Personal Order)	100	100	100	100	100	100	100
Personal Volume (PV) <i>Includes Personal Order</i>	500	500	500	500	500	500	500
Group Volume (GV) 2 Levels Deep	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
RANK ADVANCEMENT BONUSES							
Paid to Bronze Directors and above		\$1,000	\$2,000	\$3,000	\$6,000	\$10,000	\$20,000

Leadership ranks are earned by meeting the rank qualification requirements shown above.

## How to QUALIFY

To earn **Rank Advancement Bonuses**, a **Team Member** must:

- Promote to a leadership title of **Bronze Director** or higher
- Be **Phase 1 Power Bonus** qualified
- Be **Paid-As** the **new title** (or higher) for **two (2) consecutive months**

**Note:** The month of promotion may count as the first qualifying month if Phase 1 Power Bonus qualifications are also met.

<b>Bronze</b> DIRECTOR  <b>\$1,000</b> RANK ADVANCEMENT BONUS	<b>Silver</b> DIRECTOR  <b>\$2,000</b> RANK ADVANCEMENT BONUS	<b>Gold</b> DIRECTOR  <b>\$3,000</b> RANK ADVANCEMENT BONUS	<b>Presidential</b> DIRECTOR  <b>\$6,000</b> RANK ADVANCEMENT BONUS	<b>Diamond</b> PRESIDENTIAL  <b>\$10,000</b> RANK ADVANCEMENT BONUS	<b>Crown</b> PRESIDENTIAL  <b>\$20,000</b> RANK ADVANCEMENT BONUS
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## Important DETAILS

- Rank Advancement Bonuses are **separate from rank promotion**, subject to qualification requirements, and do not represent typical earnings.
- **Multiple Rank Advancement Bonuses** may be earned as Team Members advance.
- If Phase 1 qualification or the second consecutive month is missed, the two-month qualification cycle resets.

# 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**



### Get 20% Back

in Reward Points on Smart Ships of any amount



### 4 Points

for every \$1 spent  
(spend \$100—get \$20 back)



### Free Shipping

on \$100 Smart Ship orders



### Free Products

when you redeem your VIP Reward Points



### 2,000 Points

Anniversary Bonus  
after 12 consecutive Smart Ships



### 200 Points

Birthday Bonus  
our gift to you



### 100 Points

Follow Us  
on Instagram



### VIP Perks

Exclusive incentives  
and specials



To learn more about the VIP Customer Rewards Program,  
go to [www.firstfitness.com/rewards](http://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

S	M	T	W	T	F	S
S	M	T	W	T	F	S

↑  
**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, Rank Advancement Bonus, Power Bonus, Team Bonus, and Generation 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.



# Compensation Plan

## Reference Chart

### 2026 Detailed Qualifications & Bonus Structure

CAREER PATH QUALIFICATIONS	TEAM MEMBER			
	TEAM MEMBER	1 STAR	2 STAR	3 STAR
Active (Personal Order)	100	100	100	100
Personal Volume (PV) <i>Includes Personal Order</i>	100	100	150	500
Group Volume (GV) 2 Levels Deep		300	600	1,250
Leg Requirements (OV)				
Organizational Volume (OV)				
RESIDUAL INCOME				
1 <sup>st</sup> Level Team + Generation Bonus	3%	4%	5%	6%
2 <sup>nd</sup> Level Team + Generation Bonus				3%
3 <sup>rd</sup> Level Team + Generation Bonus				
4 <sup>th</sup> Level Team + Generation Bonus				
5 <sup>th</sup> Level Team + Generation Bonus				
Infinity				
FAST START BONUS				
Paid to New Team Members			Up to \$400 product credit	Up to \$400 bonus
Enroller Bonus (Paid to Directors and above)				
RANK ADVANCEMENT BONUS				
Paid to Bronze Directors and above				

**TEAM MEMBER DISCOUNT** Purchase at 20%

**PERSONAL VOLUME BONUS** Purchase or Sell... 250+ PV—earn 5%

**RETAIL INCOME** Eligible to Earn 20 - 40% on Retail Customers

**FIRST ORDER BONUS** 30% to Enroller • 5% to Next Up

**POWER BONUS** Focus on 3 to earn \$3K (100 PV | 3 people |

CORE RANK	TEAM MANAGER			TEAM LEADER		
DIRECTOR	BRONZE DIRECTOR	SILVER DIRECTOR	GOLD DIRECTOR	PRESIDENTIAL DIRECTOR	DIAMOND PRESIDENTIAL	CROWN PRESIDENTIAL
100	100	100	100	100	100	100
500	500	500	500	500	500	500
2,500	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
9%	9% + 2%	9% + 3%	9% + 4%	9% + 4%	9% + 4%	9% + 4%
4%	5%	6% + 2%	6% + 3%	6% + 4%	6% + 4%	6% + 4%
3%	4%	5%	6% + 2%	6% + 3%	6% + 4%	6% + 4%
	3%	4%	5%	5% + 2%	5% + 3%	5% + 4%
		3%	4%	4%	4% + 2%	4% + 3%
Up to \$800 bonus						
Up to \$400 bonus	Up to \$400 bonus	Up to \$400 bonus	Up to \$400 bonus	Up to \$400 bonus	Up to \$400 bonus	Up to \$400 bonus
	\$1,000	\$2,000	\$3,000	\$6,000	\$10,000	\$20,000

% off retail + up to 20% Personal Volume Bonus (40% total)

- 750+ PV—earn 10%
- 1,500+ PV—earn 15%
- 3,000+ PV—earn 20%

• Eligible to Earn 10% - 30% on VIP Customer monthly Smart Ship orders

• 5% to Next Upline Bronze+ • 5% to Next Upline Gold+

500 PV) Get 3—earn \$100 • Teach 3—earn \$300 • Repeat—earn \$2,400

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

# Definition of Terms

**Active** - A Team Member is considered “Active” with at least 100 Personal Volume (PV) in a calendar month. Customer purchases may count toward this total.

**Active Team Members, may be eligible to earn:**

- Personal Volume Bonus
- Team Bonus
- First Order Bonus
- Generation Bonus

Eligibility for each bonus is subject to the specific qualification requirements outlined in the Compensation Plan.

**Smart Ship Active** - A Team Member is considered “Smart Ship Active” when they have an active 100 PV Smart Ship order in the commission month.

**Smart Ship Active status is required to qualify for:**

- Power Bonus
- Fast Start Bonuses
- Rank Advancement Bonuses

These bonuses are available to Team Members who meet the Smart Ship Active requirement and all other applicable qualification criteria.

**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 Member’s recognition title or the highest title they achieve within the FFN Career Path.

**Commissionable Volume (CV)** - The value used to calculate commission and bonus payouts. CV is generally 60% of the retail price, except for promotional items.

**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 and the Personal Volume of all Team Members 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 you personally sponsor a Team Member, they are on your first level.

When your personally sponsored Team Member sponsors a new Team Member, that new Team Member is on your 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 generated by a Team Member and their entire downline organization.

**"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. (Retail sales outside the FFN ordering system do not generate PV/CV.)

**Smart Ship** - A recurring monthly product order processed automatically on a selected date.

Participation in Smart Ship is optional; however, maintaining an active 100 PV Smart Ship order is required to achieve Smart Ship Active status and qualify for certain bonuses within the Compensation Plan.

**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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