



USANA Compensation Plan

USANA INDONESIA Compensation Plan

USANA is dedicated to helping you get the most out of life—and this includes giving you the opportunity to create your own engaging, sustainable, and ultimately financially successful USANA business. Our compensation plan reflects this dedication, as it gives every Independent USANA Direct Seller the best opportunity for direct-selling success.

AREAS OF INCOME

1 RETAIL SALES

When you purchase products with Direct Seller’s price and sell to your customers at retail price, you earn an immediate profit. Retail sales is the fastest way for you and your new group members to earn immediate income while building a long-term base of satisfied customers for your business.

2 WEEKLY COMMISIONS

With USANA Compensation Plan, commissions are paid only for product sales. Under the Compensation Plan, you build your business by sponsoring new people who sell products and place them at the left and right side of your network. Each product has a point value and the points from product sales will flow up through your business when you and your group members purchase product for personal use and/or re-sell to customers.

The points accumulated by your group are known as Group Sales Volume (GSV). You will receive weekly commission based on the amount of Group Sales Volume (GSV) generated by the left and right side of your network.

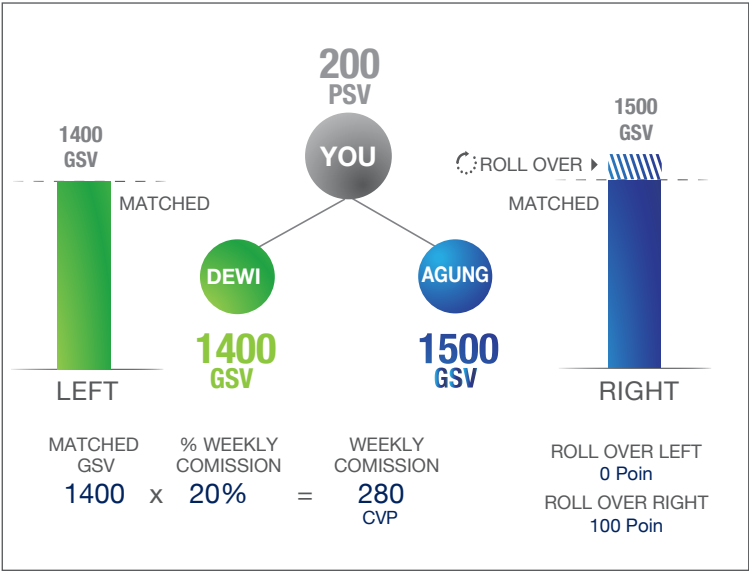
SALES VOLUME POINT (SVP)	Sales Volume Point (SVP) Points assigned to each product
PERSONAL SALES VOLUME (PSV)	Personal Sales Volume (PSV) Accumulated Sales Volume Points (SVP) generated from your orders for your customers and/or your personal use
GROUP SALES VOLUME (GSV)	Group Sales Volume (GSV) Accumulated Sales Volume Points (SVP) generated by your group members
COMMISSION VOLUME POINT (CVP)	Commission Volume Point (CVP) 20% of the Matching GSV on the left and the right side of your network

The USANA Compensation plan is centered on the group, through which your product sales purchases and volume accumulate.

BUILDING A GROUP

To start earning commissions from the group, you need to generate initial 200 PSV. Points can be accumulated and there is no time limit from the enrollment date.

Diagram A.



Volume Roll Over is the remaining GSV (maximum 5.000 GSV for each side) after the GSV on the left and right side matched for the current week that will be rolled-over for your next week commission calculation.

In the example on Diagram A, the remaining 100 GSV will be counted on your right side for your next week commission calculation.

To continue earning weekly commission from 1 group, you must generate at least 100 PSV every 4 week.

POTENTIAL WEEKLY INCOME BASED ON YOUR EFFORTS

Weekly Commissions are paid based on the Group Sales Volume which are matched – starting from 125 GSV – from the left and right side of your Group, multiplied by 20%.

LEFT GROUP SALES VOLUME	RIGHT GROUP SALES VOLUME	MATCHED VOLUME	COMMISSION POINTS (CVP)	WEEKLY COMMISSION (CVP X 13.800*)
125	150	125	25	Rp. 345.000,-
350	425	350	70	Rp. 966.000,-
675	547	547	110	Rp. 1.518.000,-
1,000	1,500	1,000	200	Rp. 2.760.000,-
2,500	2,750	2,500	500	Rp. 6.900.000,-
4,457	4,780	4,457	892	Rp. 12.309.600,-
5,000	5,400	5,000	1,000	Rp. 13.800.000,-

YOU HAVE MAXIMIZED YOUR GROUP!

The remaining Group Sales Volume points that are not matched will be continuously rolled over to the following week, up to 5.000 points.

CVP = MATCHED GSV X 20%

WEEKLY COMMISSION = CVP X COMMISSION CONVERSION VALUE

To simulate the calculation of the weekly commission, the commission conversion value will be set to 13.800*. The commission conversion value may change at any time and is listed in the USANA Price List.

To earn commissions from the 3 groups, you need to generate initial 400 PSV that can be accumulated before the end of 6th week since the first Friday from your enrollment date.

Example:

You enrolled as Direct Seller on Wednesday January 2nd. The latest Friday for you to generate the 400 PSV is on February 8th.

Diagram B.

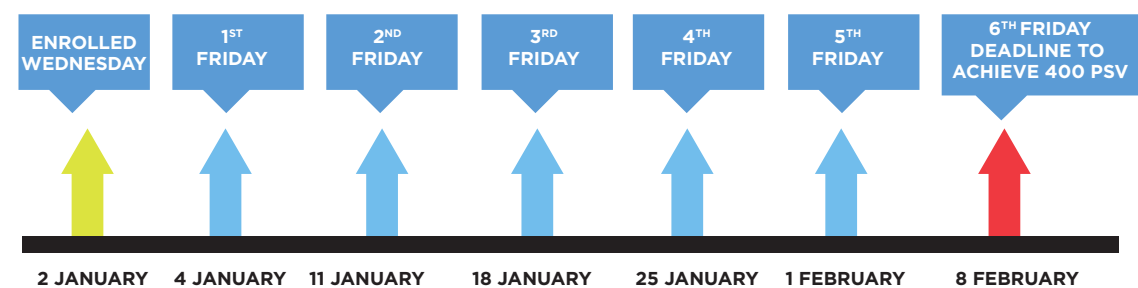
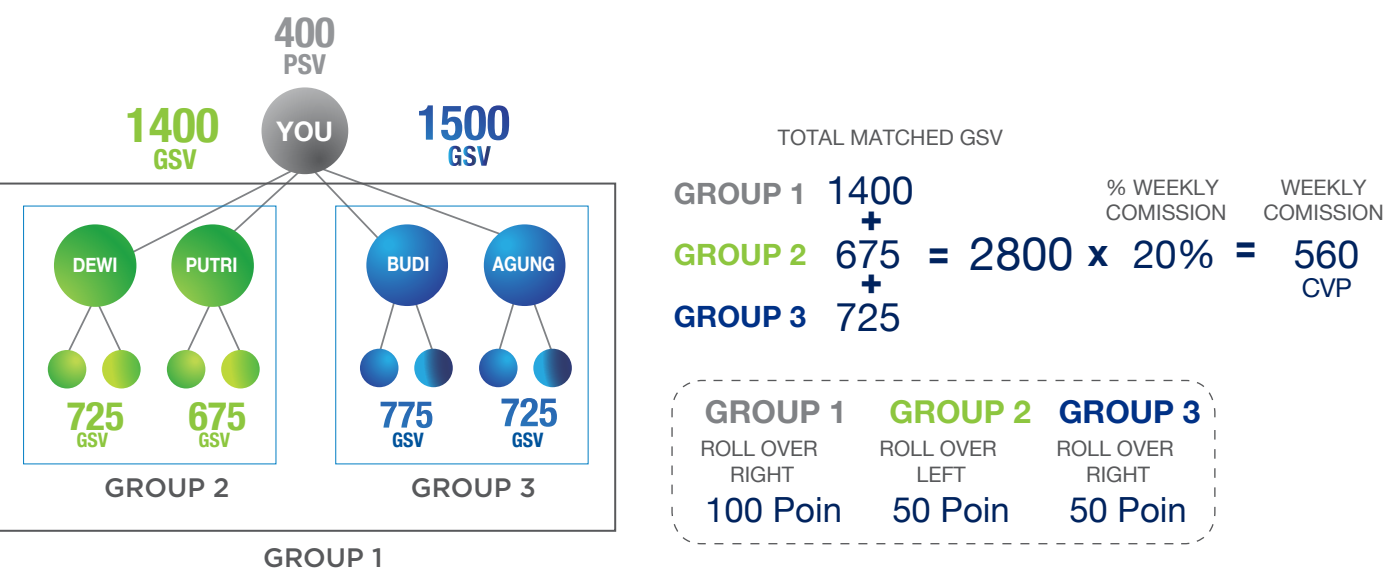


Diagram C.



To continue earning weekly commission from 3 group or more, you must generate at least 200 PSV every 4 week.

The following is an example of the weekly commission calculation:

Diagram D.

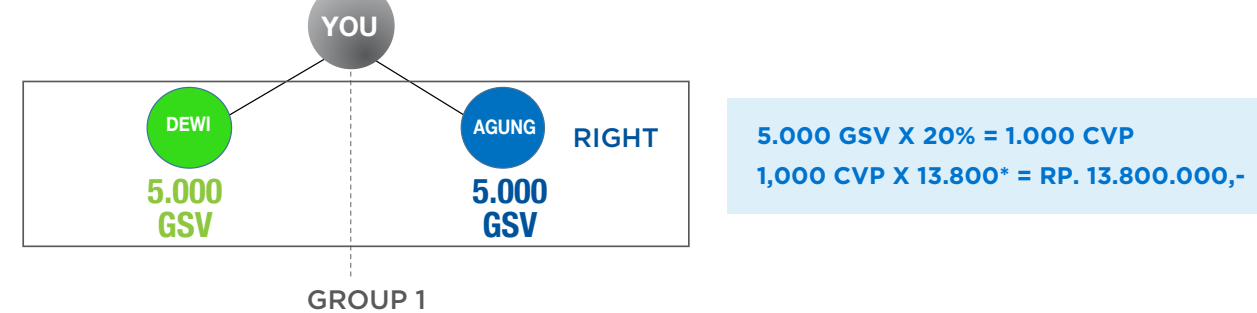
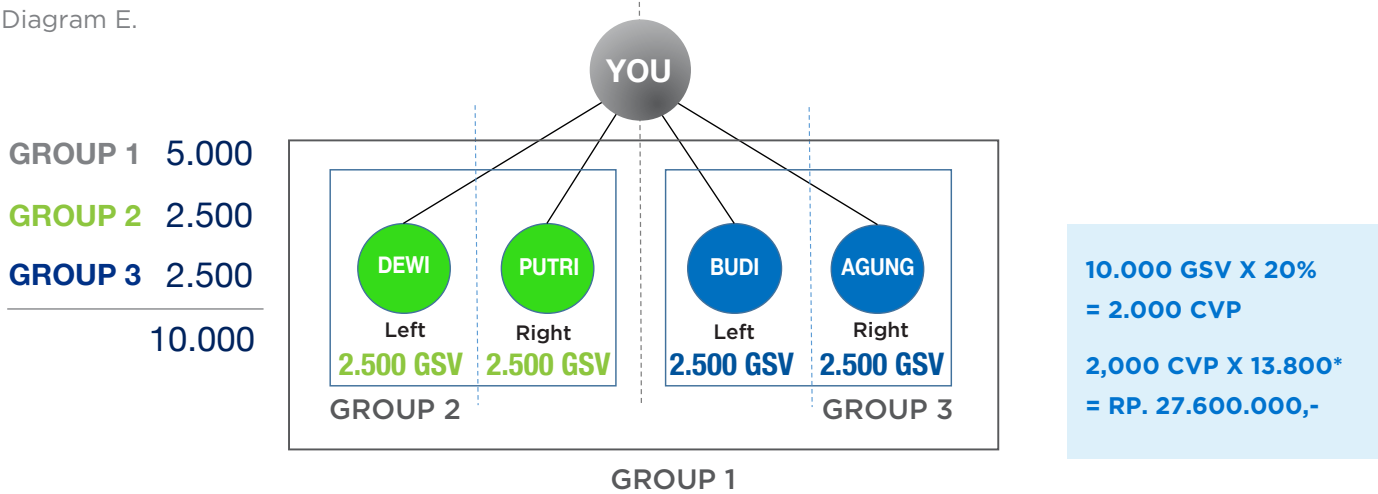


Diagram E.



BUILDING ADDITIONAL GROUPS

When one of your groups is maxed out, you are eligible to build an additional group. You can build an additional group by generating an additional 200 PSV outside the 200 PSV required to keep your existing group active for a period of 4 weeks.

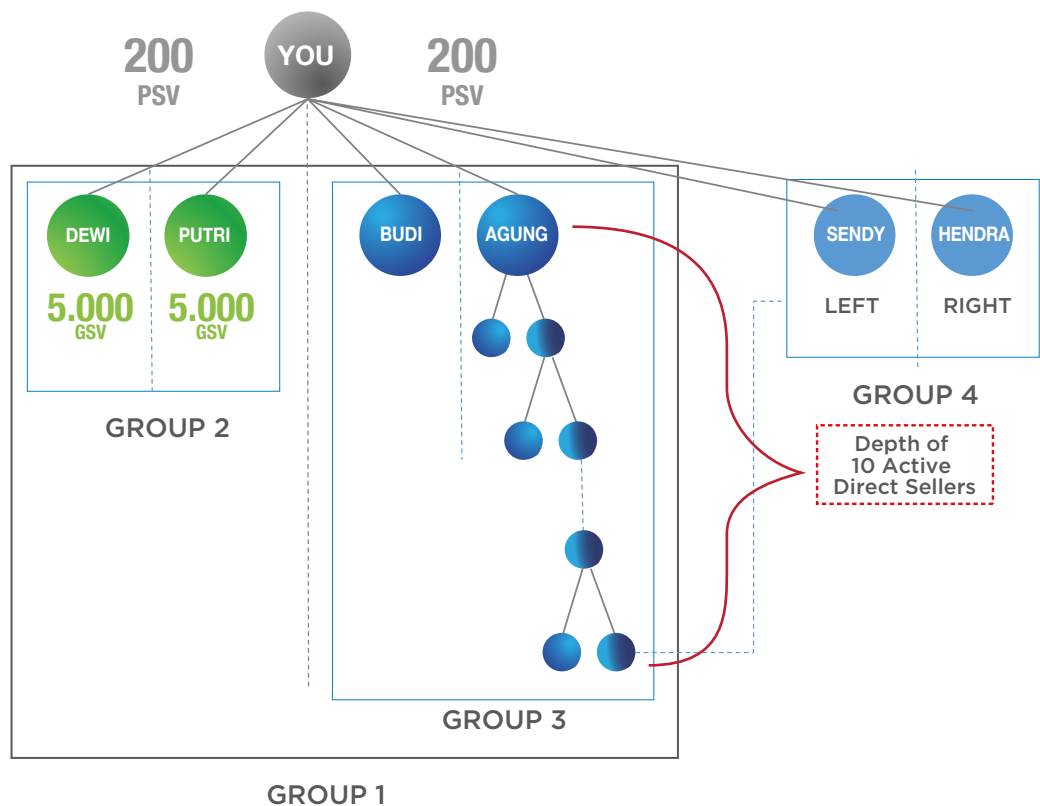
Your group will be maxed out when they achieve 5,000 GSV on each side

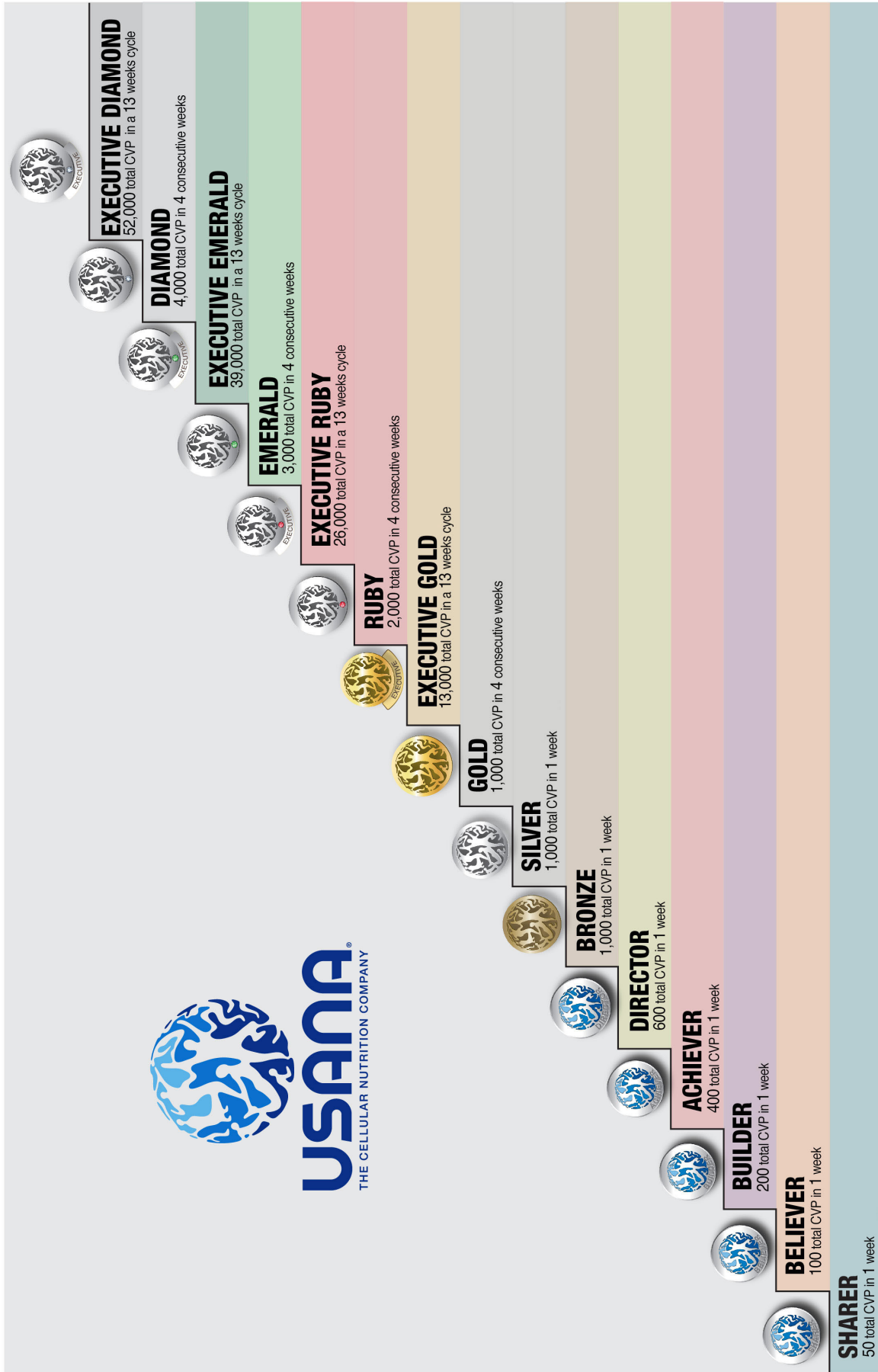


Requirements to Build Additional Group:

1. One of your groups is maxed-out
2. One of your existing groups has a minimum depth of 10 active Direct Sellers.
3. Generate an additional 200 PSV outside the 200 PSV required to keep your existing group active for a period of 4 weeks.

Diagram F





For each additional rank advancement starting from 1-STAR Diamond and above, continue by adding 1,000 CVP.

3 LIFETIME MATCHING BONUS

When you sponsor to a new Direct Seller who generate sales, you will be given the opportunity to receive a **LIFETIME MATCHING BONUS**. The bonus amount will depend on the status of your PaceSetter and the status of the new member of the group that you sponsored.

QUALIFYING AS A LIFETIME PACESETTER

LIFETIME PREMIER PACESETTER

Within 56 days (8 weeks) since you became a Direct Seller, sponsored a minimum of 2 new Direct Sellers who each generate a minimum of 100 PSV with a total PSV generated by all new Direct Sellers reaching 800 PSV.

Example:

Diagram G

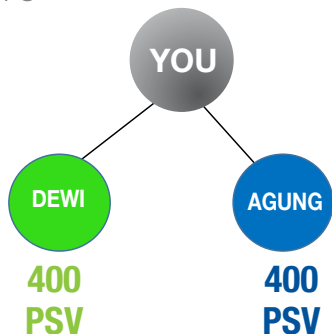
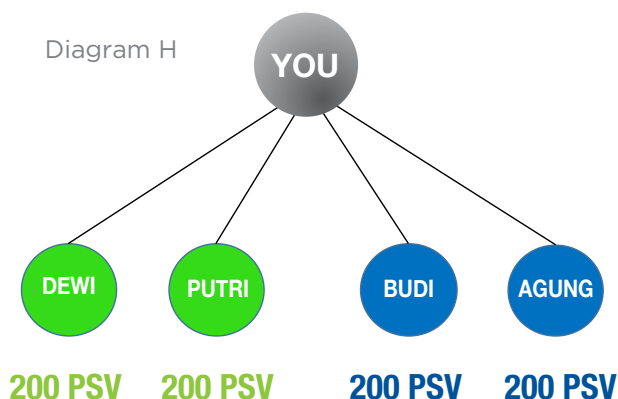


Diagram H



LIFE TIME PLATINUM PACESETTER

Within 56 days (8 weeks) since you became a Direct Seller, sponsored a minimum of 4 new Direct Sellers who each generate a minimum of 100 PSV with a total PSV generated by all new Direct Sellers reaching 1600 PSV.

Example:

Diagram I

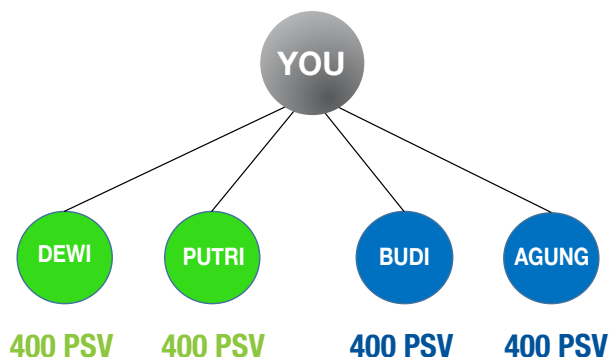
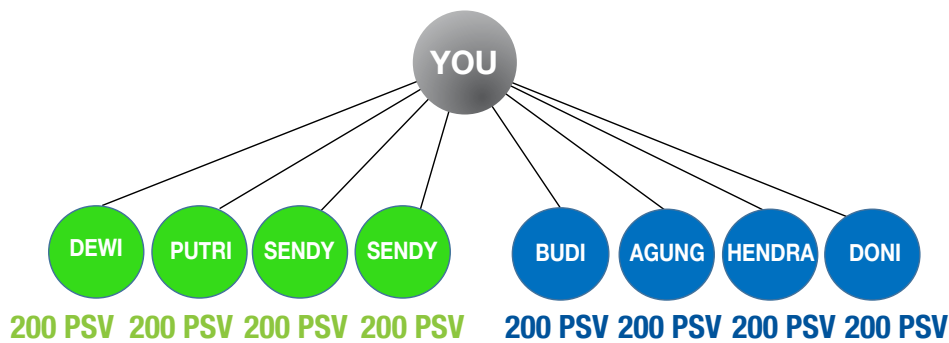


Diagram J



QUALIFYING AS AN ANNUAL PACESETTER

If you do not achieve the status of Lifetime PaceSetter within 56 days (8 weeks), you have the opportunity to achieve the Annual PaceSetter status within 112 days (16 weeks) from the day you became a Direct Seller.

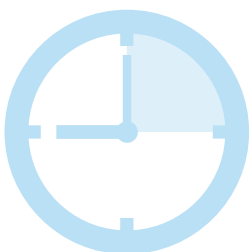
For those who are Annual PaceSetter or have not yet achieved PaceSetter status, you have the opportunity to achieve the annual PaceSetter each year the same way within 8 weeks from the date of your enrollment anniversary.

Using your PaceSetter status and your new sponsored Direct Seller's status, use the following table to determine your Lifetime Matching Bonus amount.



Your PaceSetter Status	Your New Sponsored Direct Seller's status	
	Platinum PaceSetter	Premier PaceSetter
Platinum PaceSetter	15%	10%
Premier PaceSetter	10%	5%
Direct Seller	5%	2.5%

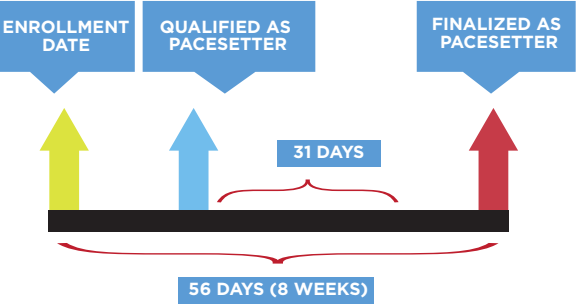
There is no maximum depth in sponsoring new Direct Seller in achieving Lifetime Matching Bonus



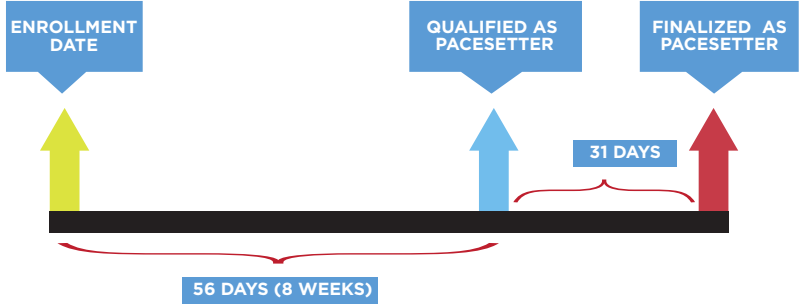
When a Direct Seller has qualified as a PaceSetter, a Direct Seller's PaceSetter status will be finalized after the latter of two dates:

- End of **56 days (8 weeks)** qualification period of Premier PaceSetter
- **31 days** after a Direct Seller generate total SVP either 800 or 1.600

Example 1:



Example 2:

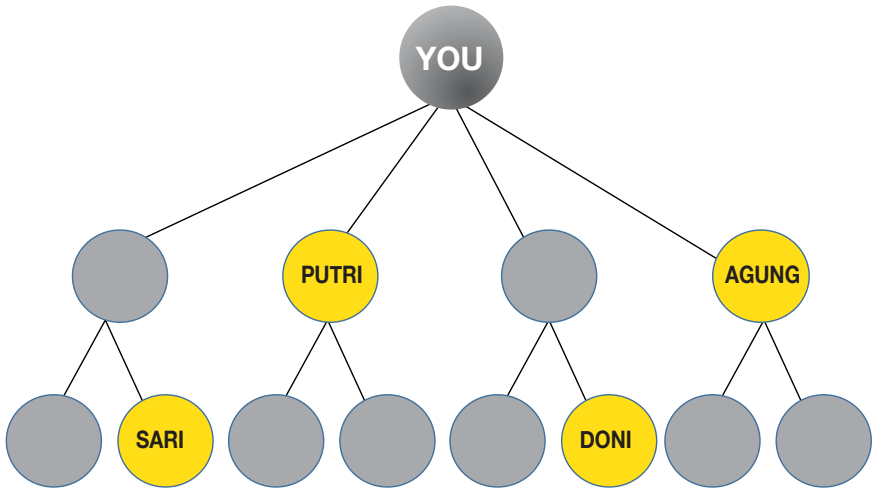


As long as you are commission qualified by generating 100 or 200 PSV every 4 weeks and in compliance with your Direct Seller's agreement, you will receive:

WEEKLY COMMISION
FROM THE SPONSORED DIRECT SELLER

X
% LIFETIME
MATCHING BONUS

Example:



You are sponsoring Putri, Agung, Sari and Doni. If you, Putri, Agung, Sari and Doni are Platinum PaceSetter then the Lifetime Matching Bonus amount you will receive:

YOUR SPONSORED DIRECT SELLER	ACHIEVED CVP	% LIFETIME MATCHING BONUS	YOUR LIFETIME MATCHING BONUS
PUTRI	1,000	15%	150.00
AGUNG	875	15%	131.25
SARI	500	15%	75.00
DONI	300	15%	45.00

401.25

401.25 MULTIPLIED BY THE COMMISSION CONVERTER VALUE 13.800*, YOU WILL RECEIVE THE LIFETIME MATCHING BONUS FOR RP. 5.537.250,-

4 LEADERSHIP BONUS

3% OF USANA'S SALES VOLUME IS DIVIDED EVERY WEEK AMONG QUALIFYING DIRECT SELLERS.

Eligibility Requirement:

- GOLD Director and above
- ACTIVELY generate a minimum 100 or 200 PSV every 4 week
- Every 4 week, HELP minimum 1 Direct Seller that you personally sponsored who conducts sales and achieve a new SHARER rank.
- BE AVAILABLE to your Group by phone or other means of communication.
- Actively TRAIN AND SUPERVISE your Groups.
- Prohibited from participating in other direct sales businesses.

WEEK	1	2	3	4	5	6	7	8	9
Sponsoring New Sharer	← 4 WEEKS →					← 4 WEEKS →			
Group Maxed-out	YES	NO	YES	NO	YES	YES	YES	NO	YES
Leadership Bonus	✓	NOT MAXED-OUT	✓	NOT MAXED-OUT	NO DIRECT SPONSOR	✓	✓	NOT MAXED-OUT	✓

**If you qualify for the Leadership Bonus for 5 years,
you will only need to sponsor
1 new Believer or above who conducts sales, every 13 weeks
to stay qualified**

HOW TO CALCULATE SHARE

1. Your Leadership Bonus will be counted from the groups that have maxed out at least 2 CONSECUTIVE WEEKS
2. If you have group(s) that maxed out on the current week but not maxed out on the week before (Development Group), maximum only one of the groups will be counted for Leadership Bonus.

Example:

Group	Last Week	This Week	That counts for Leadership Bonus
1	Maxed-out	Maxed-out	✓
2	Maxed-out	Maxed-out	✓
Plus 1 Development Group → 3	–	Maxed-out	✓
4	Maxed-out	–	
5	–	Maxed-out	

THE TOTAL MAXED-OUT GROUP THAT CAN BE CALCULATED FOR THE LEADERSHIP BONUS DEPENDS ON YOUR CURRENT RANK

RANK	GROUP
Gold Director	1
Ruby Director	2
Emerald Director	3
Diamond Director	4
1-Star Diamond Director	5
2-Star Diamond Director	6
3-Star Diamond Director	7
4-Star Diamond Director	8
5-Star Diamond Director	9
Etc	+1

**Add 1 if there is Group Development

The amount of your Leadership Bonus is determined by the Share amount you earn.

Maxed-Out Group	How to calculate share	Your Leadership Bonus Share
1	= 1	1
2	= 2+1	3
3	= 3+2+1	6
4	= 4+3+2+1	10
5	= 5+4+3+2+1	15
6	= 6+5+4+3+2+1	21
Etc	:	:

$$1 \text{ share} = \frac{3\% \text{ OF TOTAL VOLUME}}{\text{TOTAL SHARE}}$$

Example:

If the pool was Rp. 200.000.000,- and there were 1.000 shares between all the participating Direct Sellers, each share would be worth Rp. 200.000,-

Therefore, if a Direct Seller has 3 shares, the Leadership bonus would:

3 share x Rp. 200.000,- = Rp. 600.000,-

5 ELITE BONUS

1% OF USANA SALES VOLUME IS DIVIDED AMONG USANA'S 60 TOP INCOME EARNERS EVERY THREE MONTHS.

The Elite Bonus you can earn is determined by the following:

1. Your place in the top 60 income earners in the previous quarter.
2. The earnings from the current quarter.
3. The absolute CVP growth you achieve in the current quarter over the corresponding quarter of the prior year.

The top 60 income earners are divided into 5 equal quintiles based on their income rank from the previous quarter.

Quintile	Rank	Elite Bonus Percentage
First	1-12	35%
Second	13-24	24%
Third	25-36	19%
Fourth	37-48	14%
Fifth	49-60	8%

EVERY QUINTILE
RECEIVES

45 Shares
divided into:

30 Income
Shares

&

15 Growth
Shares

HOW TO CALCULATE YOUR SHARE

INCOME SHARES



$$\frac{\text{YOUR TOTAL INCOME This Quarter}}{\text{TOTAL INCOME on Your Quintile}} \times 30$$

GROWTH SHARES



$$\frac{\text{YOUR TOTAL GROWTH This Quarter (Compared to last year)}}{\text{TOTAL GROWTH on Your Quintile}} \times 15$$

ADD
Your Income Share and Growth Share
THEN MULTIPLY IT WITH
total share in your Quintile



Your Elite Bonus

Example:

Suppose the Elite Bonus pool Rp. 500.000.000,-

The second quintile pool = 24 percent of Rp. 500.000.000,- or Rp. 120.000.000,-

And each share of the second quintile pool = Rp. 120.000.000,- / 45 or Rp. 2.666.666,-

If the 12 Direct Sellers earned and grew by the amount shown below during the current quarter, their Elite Bonus will be as follows:

SECOND QUINTILE DIRECT SELLER	QUARTER'S INCOME	QUARTER'S GROWTH	INCOME SHARE	GROWTH SHARE	TOTAL SHARES	ELITE BONUS (IN RUPIAH)
#13 ANDI	100.000.000	10.000.000	1,74	1,67	3,41	9.082.126
#14 AMINAH	200.000.000	7.500.000	3,48	1,25	4,73	12.608.696
#15 BOBI	175.000.000	4.500.000	3,04	0,75	3,79	10.115.942
#16 KARIN	165.000.000	3.000.000	2,87	0,50	3,37	8.985.507
#17 ERIK	160.000.000	15.000.000	2,78	2,50	5,28	14.086.957
#18 LINA	105.000.000	7.500.000	1,83	1,25	3,08	8.202.899
#19 JAMAL	100.000.000	2.850.000	1,74	0,48	2,21	5.904.348
#20 ALI	100.000.000	2.500.000	1,74	0,42	2,16	5.748.792
#21 AGUS	67.500.000	4.000.000	1,17	0,67	1,84	4.908.213
#22 ERNI	275.000.000	21.500.000	4,78	3,58	8,37	22.309.179
#23 DESI	145.000.000	10.000.000	2,52	1,67	4,19	11.169.082
#24 ROSA	132.500.000	1.650.000	2,30	0,28	2,58	6.878.261
TOTAL	1.725.000.000	90.000.000	30	15	45	120.000.000

Direct Seller	Second Quintile #13 Andi
Quarterly Income	Rp. 100.000.000,-
Quarterly Growth	Rp. 10.000.000,-
Income Share	$1,74 = (100.000.000 / 1.725.000.000) \times 30$
Income Growth Share	$1,67 = (10.000.000 / 90.000.000) \times 15$
Total Share	$3,41 = 1,74 + 1,67$
Elite Bonus	$\text{Rp. } 9.082.126,- = 3,41 \times \text{Rp. } 2.666.666,-$

**Actual Payout amounts vary each quarter*

KEEPING YOUR GROUPS ACTIVE

To receive commissions in the USANA Compensation Plan, you must keep your group active.

To earn weekly commission from 1 group, you must generate at least 100 PSV every 4 week.

To earn weekly commission from 3 groups or more, you must generate at least 200 PSV every 4 week.

IMPORTANT: If you do not meet the above requirements, all volume from your group will be lost, and the volume will begin at 0 points when you are active again.

Example:

If during 4 week period, you were generated less than 100 PSV in 1 Group, your GSV in the 5th week will begin in 0 point.

If during 4 week period, you were generated less than 100 PSV in 3 Groups, your GSV in the 5th week will begin in 0 point.

If during 4 week period, you were generated more than 100 PSV but less than 200 PSV in 3 Groups, your GSV in the 5th week for Group 2 and 3 are 0 points, while GSV in Group 1 will be rolled over.

SIGN UP FOR AUTO ORDER

Auto Order is a recurring shipment of your order sent directly to you based on your desired frequency. You will receive an additional 10% discount from the Direct Seller price.

To take the advantage of this program, please complete the Auto Order form or fill in the order online to get the product shipment automatically every 4 weeks.



USANA.

USANA.com

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