

# Scent-Sations, Inc. - Compensation Plan

Title	Qualifications	Earnings (% of C.V.)
Gold	You Sponsor 1 Active Distributor Member	10% on 1 <sup>st</sup> Level
Ruby	You Sponsor 2 Active Distributor Members	10% on 1 <sup>st</sup> Level 5% on 2 <sup>nd</sup> Level
Emerald	You Sponsor 3 Active Distributor Members	10% on 1 <sup>st</sup> Level 5% on 2 <sup>nd</sup> Level 5% on 3 <sup>rd</sup> Level
Sapphire	You Sponsor 4 Active Distributor Members	10% on 1 <sup>st</sup> Level 5% on 2 <sup>nd</sup> Level 5% on 3 <sup>rd</sup> Level 5% on 4 <sup>th</sup> Level
Diamond	You Sponsor 5 Active Distributor Members	10% on 1 <sup>st</sup> Level 5% on 2 <sup>nd</sup> Level 5% on 3 <sup>rd</sup> Level 5% on 4 <sup>th</sup> Level 5% on 5 <sup>th</sup> Level 10% on 6 <sup>th</sup> Level
Double Diamond	You Sponsor 5 Active Distributor Members <ul style="list-style-type: none"> <li>• 3 personally sponsored Diamond Distributors               <ul style="list-style-type: none"> <li>• C.V. total of \$25,000 or more on 6 levels                   <ul style="list-style-type: none"> <li>○ No more than \$15,000 from one leg</li> </ul> </li> </ul> </li> </ul>	10% on 1 <sup>st</sup> Level 5% on 2 <sup>nd</sup> Level 5% on 3 <sup>rd</sup> Level 5% on 4 <sup>th</sup> Level 5% on 5 <sup>th</sup> Level 10% on 6 <sup>th</sup> Level 5% on 7 <sup>th</sup> Level
Triple Diamond	You Sponsor 5 Active Distributor Members <ul style="list-style-type: none"> <li>• 4 personally sponsored Diamond Distributors               <ul style="list-style-type: none"> <li>• C.V. total of \$40,000 or more on 6 levels                   <ul style="list-style-type: none"> <li>○ No more than \$25,000 from one leg</li> </ul> </li> </ul> </li> </ul>	10% on 1 <sup>st</sup> Level 5% on 2 <sup>nd</sup> Level 5% on 3 <sup>rd</sup> Level 5% on 4 <sup>th</sup> Level 5% on 5 <sup>th</sup> Level 10% on 6 <sup>th</sup> Level 5% on 7 <sup>th</sup> Level 5% on 8 <sup>th</sup> Level
Director	You Sponsor 5 Active Diamond Distributor Members <ul style="list-style-type: none"> <li>• C.V. total of \$50,000 or more on 6 levels               <ul style="list-style-type: none"> <li>○ No more than \$35,000 from one leg</li> </ul> </li> </ul>	10% on 1 <sup>st</sup> Level 5% on 2 <sup>nd</sup> Level 5% on 3 <sup>rd</sup> Level 5% on 4 <sup>th</sup> Level 5% on 5 <sup>th</sup> Level 10% on 6 <sup>th</sup> Level 5% on 7 <sup>th</sup> Level 5% on 8 <sup>th</sup> Level 1 Share in bonus pool (based on volume)
Senior Director	You Sponsor 7 Active Diamond Distributor Members <ul style="list-style-type: none"> <li>• C.V. total of \$100,000 or more on 6 levels               <ul style="list-style-type: none"> <li>○ No more than \$70,000 from one leg</li> </ul> </li> </ul>	10% on 1 <sup>st</sup> Level 5% on 2 <sup>nd</sup> Level 5% on 3 <sup>rd</sup> Level 5% on 4 <sup>th</sup> Level 5% on 5 <sup>th</sup> Level 10% on 6 <sup>th</sup> Level 5% on 7 <sup>th</sup> Level 5% on 8 <sup>th</sup> Level 2 Shares in bonus pool (based on volume)
Platinum Director	You Sponsor 10 Active Diamond Distributor Members <ul style="list-style-type: none"> <li>• C.V. total of \$200,000 or more on 6 levels               <ul style="list-style-type: none"> <li>○ No more than \$140,000 from any one leg</li> </ul> </li> <li>○ 2 Director Legs (Directors must fall within first 3 levels)</li> </ul> <p>*Award: Platinum Coin Set</p>	10% on 1 <sup>st</sup> Level 5% on 2 <sup>nd</sup> Level 5% on 3 <sup>rd</sup> Level 5% on 4 <sup>th</sup> Level 5% on 5 <sup>th</sup> Level 10% on 6 <sup>th</sup> Level 5% on 7 <sup>th</sup> Level 5% on 8 <sup>th</sup> Level 2 Shares in bonus pool (based on volume)

- \* C.V. = Commissionable Volume
- \* An active distributor is defined as a Canadian distributor with \$39.95 C.V. or greater or a U.S. distributor who is an active Active Distributor member.
- \* The executive bonus pool is calculated from a mathematical formula which takes into account all available received commissionable company-wide volume for the current period and divides a percentage of that volume amongst qualified members by shares. The actual value of each individual share is directly proportional to the amount of volume that particular distributor possesses for a given month. The concept of "shares" refers to how much "weight" a particular distributor carries, i.e. 2 shares are worth exactly twice as much as 1 share, but not necessarily equal to another distributor's shares. This method, contrary to prior bonus plans, completely eliminates blocking.