

TEAM★BONUS PROGRAM



The Team Bonus Program is a very exciting component of the FFN Compensation Plan. It has been designed to generate a significant income very quickly.

The Team Bonus Program is based on the initial Enrollment Pak purchase made by a New Distributor who joins your team and purchases one of three Enrollment Paks: an **Executive Pak** (500 BV), a **Business Pak** (250 BV), or an **Intro Pak** (100 BV).

There are also three types of bonuses that are paid on the initial Enrollment Pak purchases: **Fast Start**, **Super-Star**, and **Team Bonuses**.

Initial Enrollment Pak Options

When you join FFN as a Distributor you can choose one of three initial Enrollment Pak options, along with a one-time \$29 Distributor Kit. (No BV or commission is paid on the \$29 Distributor Kit.)

Enrollment Pak	Price	Bonus Volume - BV	Discount Level	FFN WEBSITE <small>for one year</small>
Executive Pak	\$549	500 BV	30%	✓
Business Pak	\$279	250 BV	25%	✓
Intro Pak	\$119	100 BV	20%	✓

IMPORTANT: After your Enrollment Pak purchase, set up your \$100 monthly Auto-Ship, as it is a requirement to accumulate volume and qualify for bonuses and commissions. Log in to Office2Office, select My Account to set up your Auto-Ship.

Fast Start Bonus - Paid Weekly

Distributors can earn Fast Start Bonuses on the initial Enrollment Pak purchase when they personally enroll new Distributors with an Executive Pak (500 BV), a Business Pak (250 BV), or an Intro Pak (100 BV). Fast Start Bonuses are paid to the Enroller.

How to Qualify:

- Must be Active - \$100 Auto-Ship and/or a Personal Volume of \$150 in a calendar month.

Benefits

- Earn a **\$100** Fast Start Bonus on an **Executive Pak** (500 BV)
- Earn a **\$50** Fast Start Bonus on a **Business Pak** (250 BV)
- Earn a **\$20** Fast Start Bonus on an **Intro Pak** (100 BV)

Super-Star Bonus - Paid Weekly

Each new Distributor has an opportunity to qualify for a **one-time** \$800 Super-Star Bonus within the first month of their enrollment date. (First Month = Enrollment week, plus 4 additional weeks)

How to Qualify:

- Achieve a Team Bonus Volume of 3,000 TBV in new business from the enrollment of new Distributors who purchase an Executive Pak (500 BV), a Business Pak (250 BV), or an Intro Pak (100 BV).
- Must be Active - \$100 Auto-Ship and/or a Personal Volume of \$150 in a calendar month.
- Only 50% of the Team Bonus Volume (TBV) can come from one leg.
- Must be achieved within the first month of their enrollment date.



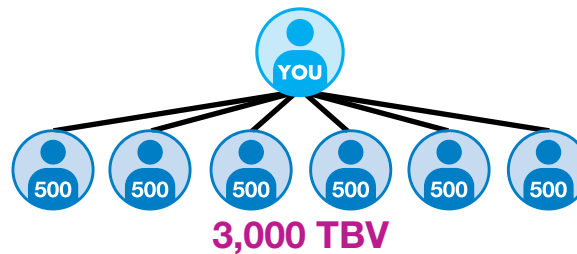
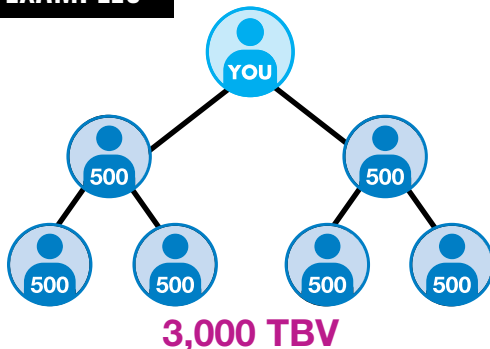
\$800
ONE-TIME BONUS

THAT ONLY HAPPENS
IN YOUR
FIRST MONTH

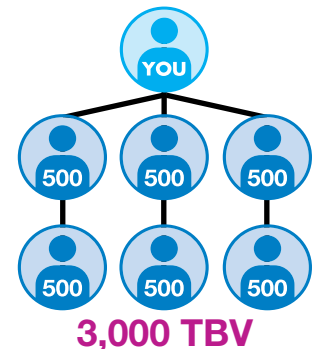
Benefits

- Receive an **\$800** Super-Star Bonus
- Promotion to **Director** Status (40% discount and profit level)
- Receive a Director Recognition Pin

EXAMPLES:



You can achieve any combination with no more than 50% TBV coming from one leg



Team Bonus - Paid Weekly

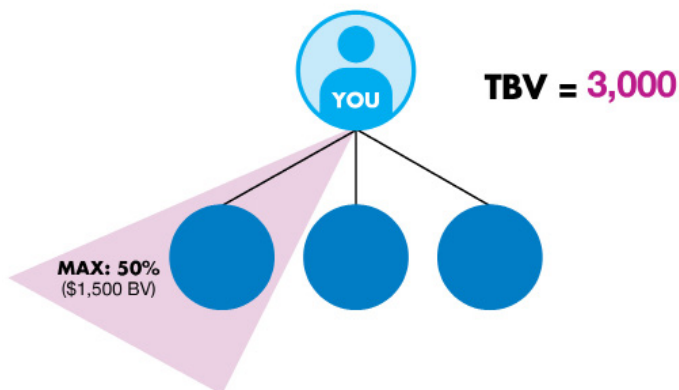
All Distributors at the rank of Supervisor and above can qualify for a \$400 Team Bonus when they achieve 3,000 Team Bonus Volume (TBV) in new business from the enrollment of a new Distributor and their initial purchase of an Executive Pak (500 BV), a Business Pak (250 BV), or an Intro Pak (100 BV) anywhere within your organization in any given week. Team Bonus Volume (TBV) is not accumulated if you are not Active.

Team Bonuses are paid through infinite levels.

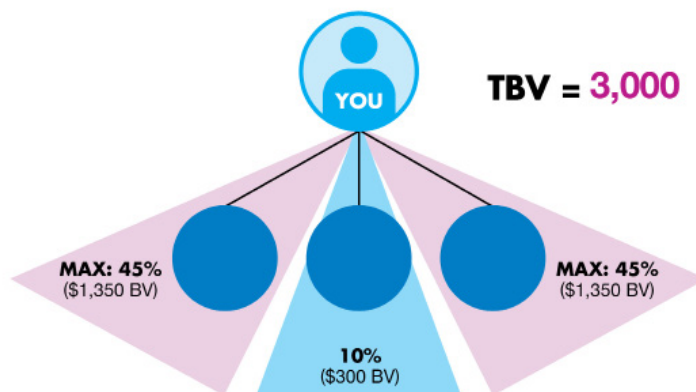
How to Qualify:

- Achieve a Team Bonus Volume of 3,000 TBV anywhere within your organization in any given week.
- Must be Active - \$100 Auto-Ship and/or a Personal Volume of \$150 in a calendar month.
- Distributors with the rank of Supervisor, Director, Bronze, Silver, and Gold cannot use more than 50% TBV from any leg.
- Presidential, Diamond, Crown, and Triple Crown cannot use more than 45% TBV from any leg.

TBV - Leg Requirements



Distributors with the rank of Supervisor, Director, Bronze, Silver, and Gold cannot use more than **50% TBV** from any leg.



Presidential, Diamond, Crown, and Triple Crown cannot use more than **45% TBV** from any leg.

Team Bonus Payout - Paid Weekly

The maximum number of Team Bonuses a FFN distributor can earn weekly is based on their paid rank within the regular FFN compensation plan—see chart below.

Rank	#-Team Bonuses	\$ Per Week \$	\$ Per Month \$	\$ Per Year \$
Supervisor	1 Bonus	\$400	\$1,600	\$20,800
Director	1 Bonus	\$400	\$1,600	\$20,800
Bronze	1 Bonus	\$400	\$1,600	\$20,800
Silver	1 Bonus	\$400	\$1,600	\$20,800
Gold	2 Bonuses	\$800	\$3,200	\$41,600
Presidential	3 Bonuses	\$1,200	\$4,800	\$62,400
Diamond	4 Bonuses	\$1,600	\$6,400	\$83,200
Crown	6 Bonuses	\$2,400	\$9,600	\$124,800
Triple Crown	8 Bonuses	\$3,200	\$12,800	\$166,400

*Actual earning results will vary from Distributor to Distributor, and will be directly proportionate to the desire, time, and effort put into building your business.

Team Bonus Volume (TBV)

- Bonus Volume accumulated from new Distributor's initial Enrollment Pak purchase of either an Executive Pak (500 BV), Business Pak (250 BV), or an Intro Pak (100 BV).
- Team Bonus Volume (TBV) is not accumulated if you are not Active.

New Distributor Team Bonus Volume Rollover

- New Distributor Team Bonus Volume (TBV) has a "lifespan" of 13 weeks* and will rollover from week to week if Team Bonus is not achieved. Once the first Team Bonus has been achieved, or if 13 weeks has passed, Existing Distributor Team Bonus Volume Rollover terms apply.

*Lifespan for new Distributors Rollover Volume = Enrollment week, plus 12 additional weeks

Existing Distributor Team Bonus Volume Rollover

- Team Bonus Volume has a "lifespan" of 4 weeks and will rollover from week to week if a Team Bonus is not achieved.
- Distributors with the rank of Supervisor, Director, Bronze, Silver, and Gold cannot use more than **50% TBV** from any leg.
- Presidential, Diamond, Crown, and Triple Crown cannot use more than **45% TBV** from any leg.

Note:

- Only the initial Enrollment Pak purchase made by a new Distributor will count for Team Bonus Volume (TBV).
- Wholesale Commissions, and Royalty and Infinity Bonuses are not paid on initial Enrollment Pak purchases.
- Subsequent Enrollment Pak purchases, Auto-Ship, and regular product orders will not count toward TBV and do not pay Fast Start Bonuses. However, they do count as Personal Group Volume (PGV) in the FFN Compensation Plan and payout Wholesale Commissions as well as Royalty and Infinity Bonuses.
- FirstFitness Nutrition reserves the right to limit the Commissions paid out up to 65% of the previous business week's Company Qualifying Volume. If the bonus payout is more than 65% of the previous week's Company Qualified Volume, FFN will payout the Team Bonuses as follows:
 - Fast Start Bonuses are paid in full.
 - \$800 Super-Star Bonus is paid in full.
 - First \$400 Team Bonus of the week for a Distributor is paid in full.
 - The remaining Team Bonus is prorated by calculating the remaining Qualifying Team Bonus Revenue divided by the number of outstanding shares and paying the remaining shares of that amount.
- All Team Bonuses are paid weekly. The weekly pay cycle runs from Sunday to Saturday night at 11:59 PM CST. All Team Bonus checks are mailed the following Friday.