



E. EXCEL Compensation Plan

YOUR OPPORTUNITY

“Success is achieving your dreams.”

Dr. Jau-Fei Chen

Reach for your dreams! At E. EXCEL we believe that success is just that—reaching your dreams. If one of your dreams is to be financially independent, E. EXCEL provides you the opportunity to achieve your dreams!



BONUS PROGRAMS

We provide bonus programs that boost your earnings in the early stages of your E. EXCEL experience.

The Builder's Bonus

The Builder's Bonus rewards E. Excellers each time they bring a new Club of Excellence (COE) member into their E. EXCEL organizations. The purchase of an Excelerator Pack when new E. Excellers join E. EXCEL also triggers the payment of the Excelerator Bonus!



The Excelerator Bonus

The purchase of an Excelerator Pack and the outstanding E. EXCEL products by a new E. EXCEL Distributor will result in the payment of our unparalleled Excelerator Bonuses. This program rewards the following three E. Excellers: The sponsor, the sponsor's sponsor and the first Qualified Upline Master. These three E. EXCEL members help their new Distributors learn more about E. EXCEL, our outstanding products and how to get their E. EXCEL businesses into high gear.



BUILDER'S BONUS	
Referring Sponsor	\$50
EXCELERATOR BONUS	
Sponsor	\$45
Sponsor's Sponsor	\$45
1 st Qualified Upline Master	\$45

The COE Bonus Program

Give yourself and your E. EXCEL business a head start with the COE Bonus Program—and earn extra rewards during your first year in the Club of Excellence!

As a new COE member, we automatically enroll you in the COE Bonus Program! When you have been a COE member for six (6) consecutive months (personally purchase a minimum of 100 CV each month) you earn a product gift certificate equal to 3% of the products you purchased (3% of Commission Volume).

Keep purchasing 100 CV for the next six (6) months—for a total of twelve (12) consecutive months—and we reward you again with a second COE Bonus product gift certificate equal to 4% of the CV on all products you purchased during your first full year in the Club of Excellence!

(Product Transfers are not included in qualifying for the COE Bonus or in calculating the reward.)

E. EXCEL COMPENSATION PLAN OVERVIEW

The E. EXCEL Compensation Plan rewards our Distributors for their efforts in building their organizations. Specifically, it provides commissions and bonuses to E. Excellers for the E. EXCEL products sold in their organizations. Time has proven that our Compensation Plan can create lucrative financial rewards for both part-time and full-time E. Excellers.
 (See E. EXCEL's Policies & Procedures for complete details of the E. EXCEL Compensation Plan.)

- ◆ **Distributors:** Join E. EXCEL with an Excelerator Pack and begin building your group with the Builder's Bonus and the Excelerator Bonus to maximize your earning power!

Distributors		<ul style="list-style-type: none"> • Earn commissions with the Distributor Development Bonus on your first 4 levels of Distributors 	To reach the next level: Become a MASTER! <ul style="list-style-type: none"> • Maintain 100 PCV • Achieve a Personal Group Qualifying Volume (PGQV) of 3,000 over a 1–2 month period (min. 1,000 PGQV in 2nd month)
GROW WITH E. EXCEL	Distributor		
Build Your Own Group			
Distributor Development Bonus	5% on Level 1 4% on Level 2 3% on Level 3 2% on Level 4		



Masters: When you reach the rank of Master, you are well on your way to enjoying the financial rewards of the E. EXCEL Compensation Plan.

Masters		<ul style="list-style-type: none"> • Earn commissions with the Distributor Development Bonus • Receive the Qualified Master Bonus on your Personal Group Commission Volume (PGCV) 	To reach the next level: Become a SILVER MASTER! <ul style="list-style-type: none"> • Maintain 100 PCV • Maintain 2,000 Qualifying Volume in your personal group (PGQV) • Help one member of your 1st Generation become a Master
GROW WITH E. EXCEL	Master		
Build Your Own Group			
Distributor Development Bonus	5% on Level 1 4% on Level 2 3% on Level 3 2% on Level 4		
Qualified Master Bonus	10% of your Personal Group CV		





Silver Masters: Silver Masters take the first step into the Master Leadership Bonus. The Master Leadership Bonus rewards your leadership in helping your E. Excellers grow and prosper.

Silver Masters		<ul style="list-style-type: none"> • Earn commissions with the Distributor Development Bonus • Receive the Qualified Master Bonus on your Personal Group Commission Volume (PGCV) • Earn Master Leadership Bonuses on all 1st and 2nd Generation Masters 	<p>To reach the next level:</p> <p>Become a GOLD MASTER!</p> <ul style="list-style-type: none"> • Maintain 100 PCV • Maintain 2,000 Qualifying Volume in your personal group (PGQV) • Help maintain your current 1st Generation Master • Help one additional member of your 1st Generation become a Master
GROW WITH E. EXCEL	Silver Master		
Number of 1 st Generation Masters	1		
Build Your Own Group			
Distributor Development Bonus	5% on Level 1 4% on Level 2 3% on Level 3 2% on Level 4		
Qualified Master Bonus	10% of your Personal Group CV		
Share in the Success of Your Qualified Masters			
Master Leadership Bonus	5% of 1st Generation		
	5% of 2nd Generation		



Leadership Power Pools

E. EXCEL provides Leadership Power Pools to reward E. Excellers for their leadership and commitment. Six percent (6%) of the Company monthly Commission Volume is dedicated to the four Leadership Power Pools. As you build your organization and add new 1st Generation Qualified Masters, you participate in higher pools and earn greater rewards.



- With 2–3 1st Generation Qualified Masters, you participate in the **Manager Power Pool**
- With 4–5 1st Generation Qualified Masters, you participate in the **Executive Power Pool**
- With 6–7 1st Generation Qualified Masters, you participate in the **Director Power Pool**
- With 8+ 1st Generation Qualified Masters, you participate in the **Presidential Power Pool**



The value of the Leadership Power Pools will vary monthly based on the total Company monthly Commission Volume and the number of participants qualifying at each pool level.



Gold Masters: As your groups continue to grow, your personally sponsored E. Excellers will achieve the rank of Master. Your Master Leadership Bonuses will continue to grow with additional group volume. At Gold Master you begin to participate in the Leadership Power Pools.

Gold Masters		<ul style="list-style-type: none"> • Earn commissions with the Distributor Development Bonus • Receive the Qualified Master Bonus on your Personal Group Commission Volume (PGCV) • Earn Master Leadership Bonuses on all 1st, 2nd and 3rd Generation Masters • Earn bonuses on the Company's monthly Commission Volume through the Manager Power Pool 	<p>To reach the next level:</p> <p>Become a PEARL MASTER!</p> <ul style="list-style-type: none"> • Maintain 100 PCV • Maintain 2,000 Qualifying Volume (QV) in your personal group (PGQV) • Help maintain your current 1st Generation Masters • Help two additional members of your 1st Generation become Masters
GROW WITH E. EXCEL	Gold Master		
Number of 1st Generation Masters	2-3		
Build Your Own Group			
Distributor Development Bonus	5% on Level 1 4% on Level 2 3% on Level 3 2% on Level 4		
Qualified Master Bonus	10% of your Personal Group CV		
Share in the Success of Your Qualified Masters			
Master Leadership Bonus	5% of 1st Generation		
	5% of 2nd Generation		
	5% of 3rd Generation		
Share in the Success of the Company			
Leadership Power Pools	Manager Power Pool		



Pearl Masters: Reaching the rank of Pearl Master is a milestone in your E. EXCEL career. Your leadership skills are well established. The opportunity to help others, as well as maximize your financial rewards, has never been greater.

Pearl Masters			
GROW WITH E. EXCEL	Pearl Master	Pearl Master	Pearl Master
Number of 1 st Generation Masters	4-5	6-7	8-9
Build Your Own Group			
Distributor Development Bonus	5% on Level 1		
	4% on Level 2		
	3% on Level 3		
	2% on Level 4		
Qualified Master Bonus	10% of your Personal Group CV		
Share in the Success of Your Qualified Masters			
Master Leadership Bonus	5% of 1 st Generation		
	5% of 2 nd Generation		
	5% of 3 rd Generation		
	5% of 4 th Generation		
Share in the Success of the Company			
Leadership Power Pools	Executive Power Pool	Director Power Pool	Presidential Power Pool

- Earn commissions with the Distributor Development Bonus

- Receive the Qualified Master Bonus on your Personal Group Commission Volume (PGCV)

- Earn Master Leadership Bonuses on all 1st, 2nd, 3rd and 4th Generation Masters

- Qualify for higher Leadership Power Pools as you add new 1st Generation Qualified Masters

- 4-5 Masters — Executive Power Pool
- 6-7 Masters — Director Power Pool
- 8-9 Masters — Presidential Power Pool

To reach the next level:

Become a JADE MASTER!

- Maintain 100 PCV
- Maintain 2,000 Qualifying Volume in your personal group (PGQV)
- Help maintain your 1st Generation Masters
- Help additional members of your 1st Generation become Masters until you have 10 1st Generation Masters





Jade Masters:



Diamond Masters:

Jade and Diamond Masters represent E. EXCEL's best and most successful business leaders. These individuals have proven track records of helping people build successful businesses.

Jade Masters	
GROW WITH E. EXCEL	Jade Master
Number of 1 st Generation Masters	10-15
Build Your Own Group	
Distributor Development Bonus	5% on Level 1 4% on Level 2 3% on Level 3 2% on Level 4
Qualified Master Bonus	10% of your Personal Group CV
Share in the Success of Your Qualified Masters	
Master Leadership Bonus	5% of 1 st Generation
	5% of 2 nd Generation
	5% of 3 rd Generation
	5% of 4 th Generation
	5% of 5th Generation
Share in the Success of the Company	
Leadership Power Pools	Presidential Power Pool
<ul style="list-style-type: none"> Jade Masters maximize their earning potential by capitalizing on the Distributor Development Bonuses, the Qualified Master Bonus and on five generations of Masters in the Master Leadership Bonus Participation in the Presidential Power Pool provides a significant financial reward 	

Diamond Masters	
GROW WITH E. EXCEL	Diamond Master
Number of 1 st Generation Masters	16+
Build Your Own Group	
Distributor Development Bonus	5% on Level 1 4% on Level 2 3% on Level 3 2% on Level 4
Qualified Master Bonus	10% of your Personal Group CV
Share in the Success of Your Qualified Masters	
Master Leadership Bonus	5% of 1 st Generation
	5% of 2 nd Generation
	5% of 3 rd Generation
	5% of 4 th Generation
	5% of 5 th Generation
	5% of 6th Generation
Share in the Success of the Company	
Leadership Power Pools	Presidential Power Pool
<ul style="list-style-type: none"> Diamond Masters have at least 16 1st Generation Qualified Masters. They earn Master Leadership Bonuses on 6 generations of Masters This combination can result in substantial financial rewards that are life changing! 	

THE E. EXCEL COMPENSATION PLAN

60% Payout* + 3% Promotional Fund

Unparalleled in the Direct-Selling Industry

GROW WITH E. EXCEL								
	Distributor	Master	Silver Master	Gold Master	Pearl Master	Jade Master	Diamond Master	
Build Your Own Group								
Distributor Development 14%	Level 1	5%	5%	5%	5%	5%	5%	5%
	Level 2	4%	4%	4%	4%	4%	4%	4%
	Level 3	3%	3%	3%	3%	3%	3%	3%
	Level 4	2%	2%	2%	2%	2%	2%	2%
Qualified Master 10%	10% of your Personal Group CV	10%	10%	10%	10%	10%	10%	10%
Share in the Success of Your Qualified Masters								
Master Leadership Bonus 30%	1st Generation		5%	5%	5%	5%	5%	5%
	2nd Generation			5%	5%	5%	5%	5%
	3rd Generation				5%	5%	5%	5%
	4th Generation					5%	5%	5%
	5th Generation						5%	5%
	6th Generation							5%

Share in the Success of the Company					
Leadership Power Pools 6% of CV†		Gold Master 2-3 1st Generation Masters	Pearl Master 4-5 1st Generation Masters	Pearl Master 6-7 1st Generation Masters	Pearl, Jade, Diamond Masters 8 or more 1st Generation Masters
	Manager Power Pool				
	Executive Power Pool				
	Director Power Pool				
	Presidential Power Pool				

Promotional Fund 3%	E. EXCEL uses 3% of its Commission Volume for contests, promotions, conferences, conventions and other incentives in which all Distributors may participate.
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* 60% Payout represents potential payout of Commission Volume (CV).
 †Total E. EXCEL Monthly Commission Volume (CV) in North America.

