

COMPENSATION
— PLAN FOR —

ASEA[®]

ASSOCIATES



COMPENSATION PLAN

Whether you're a professional looking to opt out of the daily nine-to-five grind, a stay-at-home mom wanting to boost your budget, or an entrepreneur with a desire to build a substantial, full-time residual income, ASEA offers you the chance to achieve your personal and financial goals, building a business that will stand the test of time. ASEA's generous compensation plan gives you multiple ways to earn. At every level, you can bring in extra income, from a few hundred to a few thousand dollars a month. Let's take a look at each of the eight ways that you can earn income.

1 RETAIL SALES

Selling product is the most basic way to make a profit. Buy at wholesale, sell at retail, and keep the difference. Or you can send someone to your website, where they can purchase ASEA products at the retail price, and we will pay you the difference between the retail and wholesale price. The volume generated from retail sales is your commissionable volume. It counts toward your personal volume requirements and is added to your lesser-volume leg.

2 PREFERRED CUSTOMER BONUS

When you enroll a preferred customer, you both benefit! Your preferred customer (PC) will get wholesale pricing through ASEA's preferred customer autoship program, and you will earn a \$25 USD bonus for every 50 PV purchase they make on autoship.

To receive this bonus, you must be active, generating 100 PV per month.

3 FAST START BONUS

You can earn an instant Fast Start Bonus every time you personally sponsor someone who purchases an ASEA Product Pack during the enrollment process. Even better, this one-time Fast Start Bonus will be given to you and the next upline paid-at Director 300 and Director 700. If you are the enroller and you are paid as a D300 for the week, you earn both the enroller and D300 bonuses on your enrollment.

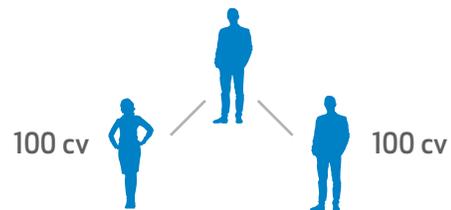
If you are the enroller and paid at D700 or higher for the week, you receive the enroller, D300, and D700 Fast Start Bonuses.

ENROLLMENT PRODUCT PACK	8 CASES	4 CASES	2 CASES	1 CASE
CV	240	120	60	30
Enroller	\$160	\$80	\$40	\$20
1st paid D300	\$80	\$40	\$20	\$10
1st paid D700	\$40	\$20	\$10	\$5

If any associate in the three qualified positions for Fast Start is not eligible, the commission they would have received will compress up to the next level, guaranteeing a 100% payout of the Fast Start Bonus. Product Pack example based on cases of ASEA Redox Supplement bottles. Bonus represented in USD.

4 DIRECTOR BONUS

Achieve the rank of Director (enroll one associate with 100 or more PV on both your right and left legs) in 14 or fewer calendar days from the date of your own enrollment, and receive a \$50 USD one-time bonus.

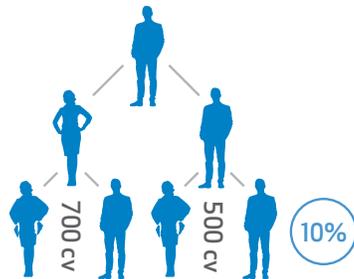


5 TEAM COMMISSIONS

Team Commissions (TC) are the foundation of the ASEA compensation plan. Your organization of associates is known as the binary, meaning it has two legs—your left leg and your right leg. All of the associates placed under you will be in one of these legs. Associates under you in your binary do not necessarily have to be personally sponsored by you. You, your sponsor, or anyone else above you in the binary can place associates in your organization in either one of your legs. This is known as spillover. Your group volume (GV) is the sum total of the PV of all associates in all or a portion of your organization. To start earning Team Commissions, you need to:

- Be active (100 PV)
- Be qualified with an active, personally sponsored associate on each of your left and right legs
- Have an active (100 PV) personally sponsored associate on each of your left and right binary legs

Team Commissions are paid weekly by calculating and paying out 10% of the volume in your lesser-volume leg. For example, if you had 5,000 GV on your lesser leg and 7,000 GV on your greater leg, you would receive a commission of \$500 USD (10% of the 5,000 GV lesser leg). Then 5,000 would be subtracted from both legs, leaving 0 on your lesser leg and 2,000 on the greater leg for the next week. Any leftover volume on your greater leg will carry over to the next week, as long as you remain active with at least 100 PV. Two factors affect the carry over allowed: 1. The most that can be carried over annually is limited to 2 million CV. 2. Associates who have reached the maximum payout in Team Commissions and have volume above the maximum being carried over on the lesser leg can use the carry over on the lesser leg for Team Commissions provided they are bringing new volume into their lesser leg. The allowable payout on the carried over volume on the lesser leg is one volume of carried over volume for every four points of new volume. If you do not remain active during a qualification period with at least 100 PV, the volume on both the left and right legs will be reset to zero. There must be a minimum of 300 CV on each leg in order to earn a Team Commission. Any personal volume (PV) over 200 in a week will be added into the lesser leg.



RANK AND MAX TEAM COMMISSION EARNINGS POTENTIAL PER WEEK

Associate	0	Gold	\$2,000
Director	0	Platinum	\$4,000
Director 300	\$500	Diamond	\$6,000
Director 700	\$750	Double Diamond	\$8,000
Bronze	\$1,000	Triple Diamond	\$10,000
Silver	\$1,500		

6 EXECUTIVE MOMENTUM POOL

The Executive Momentum Pool will allow you to earn extra bonuses for a period of time as you build your long-term residual income. It is an exciting way to be compensated based on advancement through the executive ranks—Bronze, Silver, Gold, and Platinum. This bonus also allows you to participate

in the overall success of the company, since as a new paid-as Bronze, Silver, Gold, or Platinum, you have the opportunity to receive a portion of ASEA's global volume. Funded with 3% of total global CV, the Executive Momentum Pool is shared in tiers based on rank for a specified period of time once your shares have been unlocked by two consecutive qualifying weeks at your new rank.*

Shares are allocated and paid based on rank as a percentage of PGV3 (personal group volume through three levels of your sponsorship tree).

You may qualify for one share payout level at a time. Advancing from one executive rank to another before the number of weeks has elapsed for the current rank will cause rank shares to be paid at the higher percentage and the weeks allocated to the newer rank to be additional, meaning that if you reach Silver for two consecutive weeks within 12 weeks of reaching Bronze for two consecutive weeks, you will receive shares based on 60% of PGV3 for the remainder of your Bronze period in addition to the 16 weeks for Silver, as long as you maintain your paid-as Silver rank. Qualification and paid-as rank must be reached each week in order to receive shares for that week. Executive Momentum Pool shares are paid every four weeks.

3% GLOBAL SALES			
BRONZE POOL	SILVER POOL	GOLD POOL	PLATINUM POOL
LENGTH OF ELIGIBILITY			
12 WEEKS	16 WEEKS	20 WEEKS	24 WEEKS
TO UNLOCK SHARES			
Bronze two times consecutive	Silver two times consecutive	Gold two times consecutive	Platinum two times consecutive
% PGV3			
50%	60%	75%	100%
ELIGIBILITY CUTOFF			
34 weeks from enrollment	44 weeks from enrollment	54 weeks from enrollment	74 weeks from enrollment
72 WEEKS			

*Active, qualified associates with 1.5 times the amount of lesser-leg volume necessary for the paid-as rank and who maintain 1.5 times the lesser-leg volume for two consecutive weeks will also unlock access to the pool based on the rank that they qualified for. For example, if an associate has 3,000 lesser-leg volume in week one and 3,500 in week two, he or she will automatically unlock the weeks in the pool at the Bronze level. However, in order to receive shares in the pool, he or she must be paid at the qualification rank (Bronze, Silver, Gold, or Platinum).

Executive Momentum Pool is paid using a percentage of PGV3 as a measure to allocate shares, not to indicate in dollars the value of the bonus.

EMP Fast Track

You may increase your share in the Executive Momentum Pool by participating in the EMP Fast Track. This is done by moving into and through the executive ranks at an advanced pace. If you unlock your weeks in the Executive Momentum Pool within the Fast Track period, you are eligible for the increased share value until you reach the end of the eligibility timeframe. If the end of the eligibility timeframe is reached and eligible payout weeks remain, normal share amounts for the remaining eligibility weeks will be paid. You may move between the standard and Fast Tracks of the Executive Momentum Pool as long as you achieve paid-as rank within eligibility timeframes.

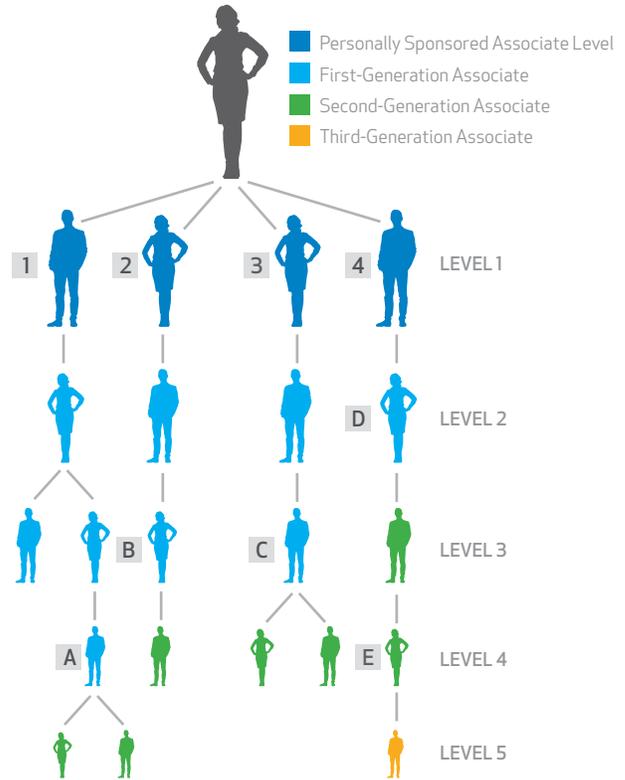
For example, if you reach Bronze for the first time in week 32 from enrollment and for the second time in week 33, you would receive shares based on 75% of PGV3 for week 33. Then if you reach paid-as Bronze again in week 34, you would again receive shares based on 75%. Continuing to maintain paid-as Bronze in week 35, you are now beyond the Fast Track eligibility cutoff and would receive shares based on the standard 50% (third of 12 potential Bronze weeks). If you continue to qualify at paid-as Bronze until advancing to Silver in week 41 and again in week 42, you would be paid based on the Silver Fast Track percentage of 90%. Reach Silver again in weeks 43 and 44, and you would receive the 90% Fast Track shares for those weeks. Week 45, however, is outside the Fast Track eligibility period, so for week 45, you would be paid on 60%, the standard Silver shares allocation (week 4 of 17).

EMP Fast Track shares are paid every four weeks.

7 CHECK MATCH

With Check Match, you can earn a match on the Team Commissions paid to associates you've personally sponsored, and the ones they've sponsored, and so on, up to seven generations! Check Match is determined on the rank you achieve and your personal sponsorship tree, which is simply all of the associates you've personally sponsored and the associates that they have personally sponsored, and so on. In each personal sponsorship tree leg, each personally sponsored associate begins a new leg, and a generation ends with a qualified ranked associate of Bronze Executive or higher.

There are no limits to the width of your personal sponsorship tree, so you can continue to add more legs in order to add associates to your generations! The maximum amount of Team Commissions that you can match per associate in your personal enrollment tree within the qualified generations is \$2,500 USD.



The example above will help you understand how the Check Match works within the sponsorship tree. In this example, let's consider that you (top of your sponsorship tree) are active with a minimum of 200 PV and are qualified as a Silver Executive. This means that you will earn the Check Match through two generations on each of your four personal sponsorship legs. Once a qualified Bronze Executive or above is found on any leg, it completes the first generation for that particular leg.

As you can see, 1, 2, 3, and 4 are your personally sponsored associates and are blue (first generation). In these legs, there are additional associates underneath them that are blue, since they also count as your first generation. In this example, A, B, C, and D, which are blue or first generation, are qualified as Bronze Executives or above, and therefore they complete the first generation for each sponsorship leg. In this example, you will earn a Check Match on 13 associates (blue) for your first generation match.

As a Silver Executive, you can earn two generations of Check Match, so you would also earn the match on the seven associates who are represented by the color green (your second generation). However, you will not earn a match on the associate represented by the color orange, since E qualified as a Bronze Executive or higher and completes the second generation.

In order to earn a match on your third generation you would need to qualify as a Gold Executive.

As you increase in rank, more generations will be added into your Check Match commission. The breakdown of generations included in your Check Match (CM) is as follows:

- Bronze (first generation)
- Silver (second generations)
- Gold (third generations)
- Platinum (fourth generations)
- Diamond (fifth generations)
- Double Diamond (sixth generations)
- Triple Diamond and above (seventh generations).

As you can see, increasing your rank only increases the number of generations you can benefit from with Check Match! ASEA will calculate the CM as a floating percentage of company-wide commissionable volume and will guarantee a payout of up to 50% of commissionable volume every commission period. Bronze Executives and above must be active with at least 200 PV to earn CM, and weekly commissions from CM cannot exceed the volume from your lesser-volume leg.

When you achieve more than 10,000 personal group volume (PGV) weekly and have qualified to earn Check Match, an adjustment to the CM percentage earned will be made based on the size of your largest sponsorship leg. This calculation looks at the total weekly PV in the largest leg seven generations down, compared to the total PGV seven generations down, and divides the volume of the largest leg by the total PGV for the week to get its payout percentage. For example, if your total PGV is 12,000 and your largest-leg PV is 8,000, your volume contribution percentage from that leg is 66%. This would mean that you would earn 80% of the CM percentage for seven generations in that leg.

Largest Enroller Tree Leg Volume as % of Total PGV through Seven Generations	Percent of CM Percentage Earned on Each Generation of the Largest Leg
Less than 50%	100%
51–60%	90%
61–70%	80%
71–80%	70%
81–90%	60%
91+ %	50%

8 DIAMOND POOL

Once you reach the Diamond ranks at ASEA, you have access to a bonus pool that represents 2% of ASEA's global volume! Your share is prorated based on your highest paid-as rank and its corresponding PGV depth (see chart below).

You may count the first Gold associates that fall within levels 2 through the given PGV required level at 100%. Your first Gold associates in depth may only be counted by the next qualified upline Diamond or above.

The Diamond Pool is paid every 12 weeks based on each week you qualify for the pool. Percentages by rank are as follows:

RANK	MINIMUM GOLD LEGS	PERSONALLY SPONSORED GOLD PGV LEVELS
Diamond	2	PGV6
Double Diamond	3	PGV7
Triple Diamond	4	PGV8
Ambassador Diamond	5	PGV9
Ambassador Double Diamond	6	PGV10
Ambassador Triple Diamond	7	PGV11

Once you earn a lifetime rank of Diamond or above, you may qualify for this bonus at one rank below lifetime for a period of six months from the first qualification date at a new lifetime rank. Otherwise, you must qualify at your current lifetime rank.

ASEA RANK AND QUALIFICATIONS

RANK	QUALIFICATION
ASSOCIATE	Enroll 100 PV monthly
DIRECTOR	Team Commissions qualified 100 PV monthly
DIRECTOR 300	300 GV weekly in lesser-volume leg 100 PV monthly
DIRECTOR 700	700 GV weekly in lesser-volume leg 100 PV monthly
BRONZE EXECUTIVE	Two sponsorship legs with a Director 300 in each 2,000 GV weekly in lesser-volume leg 200 PV monthly
SILVER EXECUTIVE	Three sponsorship legs with a Director 300 in each 3,000 GV weekly in lesser-volume leg 200 PV monthly
GOLD EXECUTIVE	Four sponsorship legs, with a Director 300 in each 5,000 GV weekly in lesser-volume leg 200 PV monthly
PLATINUM EXECUTIVE	Five sponsorship legs, with a Director 300 in each 10,000 GV weekly in lesser-volume leg 200 PV monthly
DIAMOND EXECUTIVE	15,000 PGV weekly and 15,000 GV weekly in lesser leg Must average both volume requirements for 2 weeks and have 6 sponsorship legs with a Director 300 in each 200 PV monthly.
DOUBLE DIAMOND EXECUTIVE	20,000 PGV weekly and 20,000 GV weekly in lesser leg Must average both volume requirements for 3 weeks and have 7 sponsorship legs with a Director 300 in each 200 PV monthly.
TRIPLE DIAMOND EXECUTIVE	25,000 PGV weekly and 25,000 GV weekly in lesser leg Must average both volume requirements for 3 weeks and have 7 sponsorship legs with a Director 300 in each 200 PV monthly.
AMBASSADOR DIAMOND EXECUTIVE	Meet Triple Diamond Executive requirements and 60,000 PGV for 4 consecutive weeks with no more than 20,000 PGV coming from any single enrollment tree leg
AMBASSADOR DOUBLE DIAMOND EXECUTIVE	Meet Triple Diamond Executive requirements and 100,000 PGV for 4 consecutive weeks with no more than 35,000 PGV coming from any single enrollment tree leg
AMBASSADOR TRIPLE DIAMOND EXECUTIVE	Meet Triple Diamond Executive requirements and 150,000 PGV for 4 consecutive weeks with no more than 50,000 PGV coming from any single enrollment tree leg
PRESIDENTIAL DIAMOND EXECUTIVE	Meet Triple Diamond Executive requirements and 250,000 PGV for 4 consecutive weeks with no more than 50,000 PGV coming from any single enrollment tree leg
PRESIDENTIAL DOUBLE DIAMOND EXECUTIVE	Meet Triple Diamond Executive requirements and 400,000 PGV for 4 consecutive weeks with no more than 80,000 PGV coming from any single enrollment tree leg
PRESIDENTIAL TRIPLE DIAMOND EXECUTIVE	Meet Triple Diamond Executive requirements and 600,000 PGV for 4 consecutive weeks with no more than 120,000 PGV coming from any single enrollment tree leg

* PGV may not have more than 50% of the PGV from any one sponsorship tree leg. The 50% is determined based on the qualifying rank. For example, for the rank of Diamond, the weekly PGV requirement is 15,000. 50% of 15,000 is 7,500, so the maximum that each sponsorship leg can add towards the volume qualification is 7,500. This is the same for any rank with a PGV requirement.

EARLY				EXECUTIVE			DIAMOND			AMBASSADOR			PRESIDENTIAL			
Associate	Director	Director 300	Director 700	Bronze	Silver	Gold	Platinum	Diamond	Double Diamond	Triple Diamond	Diamond	Double Diamond	Triple Diamond	Diamond	Double Diamond	Triple Diamond
RETAIL SALES																
PREFERRED CUSTOMER BONUS																
FAST START BONUS																
DIRECTOR BONUS																
TEAM COMMISSIONS																
EXECUTIVE MOMENTUM POOL																
CHECK MATCH																
DIAMOND POOL																

■ Qualifies
 ■ Does Not Qualify

ASEA GLOSSARY OF TERMS

ACTIVE

You remain an active associate by generating a minimum of 100 PV in each monthly period.

AUTOSHIP

An automated program that ships products to an associate or preferred customer on their chosen date each month. This program is recommended so that no associate will miss a qualification period by missing an order.

BUSINESS CENTER

Your position in the Team Commissions pay structure.

CARRY OVER

Volume that is not paid out (normally on the greater leg of the binary) when Team Commissions are generated as long as the associate is active. This volume then applies to the following commission period.

COMMISSION PERIOD

The period in which the volume is calculated from product sales to produce commissions and bonuses. The weekly commission period runs from Saturday at 12:00:00 a.m. Eastern Time to Friday at 11:59:59 p.m. Eastern Time.

COMMISSIONABLE VOLUME

The volume amount that commissions are paid on. CV is determined by adding up all orders underneath you placed on that leg for that period. Each order is assigned a commissionable amount that may be different than the qualifying amount and price of the item.

GREATER-VOLUME LEG

The leg in the binary structure with the greater amount of volume.

GV

Group Volume. The sum total of the PV of all associates in all or a portion of Team Commissions organization.

LEG

A line or organization of associates placed under a sponsoring associate.

LESSER-VOLUME LEG

The leg in the binary structure with the lesser amount of volume.

LIFETIME RANK

The highest rank achieved by an associate, used for recognition purposes.

MONTHLY COMMISSION PERIOD

ASEA defines monthly commission period based on individual calendar months.

PAID-AS RANK

The rank which an associate qualifies for and is paid at for a given commission period.

PC

Preferred customer, a customer who has signed up on autoship. A PC is not involved with the opportunity at ASEA, but is simply a consumer of the product. A PC account is not designed for redistribution or resale, but rather personal consumption.

PGV

Personal group volume, the sum total of the PV of all the associates in a given group.

PGV3

Personal group volume through three (3) levels of your personal sponsorship tree.

PV

Personal volume, the volume from product purchases attributed to your business center, which qualifies you to receive commissions.

QUALIFIED

The standard by which eligibility for TC is determined. You become qualified by personally sponsoring an associate who is active on your left leg and your right leg.

RETAIL CUSTOMER

Someone who purchases the product at retail cost. Retail customers purchase product on an on-demand basis.

SPONSORSHIP TREE

The associate structure that determines Check Match bonuses. All personally enrolled associates are at the first level in an associate's sponsorship tree, no matter in which binary leg they are placed. Their personally enrolled associates are the second level in the sponsorship tree, and so on.

Please visit aseaglobal.com for the latest ASEA compensation plan document.