Enroll new Customers and Distributors to begin earning Fast-Start Payments, retail profits and volume commissions.

Complete details are available online by visiting any of our websites (nuskin.com, pharmanex.com or bigplanet.com) and clicking on Opportunity. See Glossary for more information.

NOTE
Commissions and sales bonuses are paid only to active Distributors. See Glossary for explanation of the requirements, including retail sales requirements.

1 The published retail price is only a suggested price and as an independent distributor you are free to set your own retail price for customers. Any potential retail profit will depend on the retail price you set. The potential retail profit described above is an example of how your retail markup can generate additional profits.

2 The only required purchase to become a distributor is a not-for-profit Business Portfolio. All product purchases are optional. There are no bonuses paid for recruiting. All bonuses are paid only when products are sold.

EARNINGS POTENTIAL

AS A DISTRIBUTOR YOU CAN EARN:
- Fast-Start Payments when you sell Fast-Start Product Packages.
  See example below:
  - $375 US ($431.25 CA) suggested retail package price
  - 200 PSV
  - $85 potential retail profit
  - $50 paid to the seller
- Up to 30% profit on Retail Customer purchases
  - 5% commission on L1 sales volume generated monthly

NOTE
Commissions and sales bonuses are paid only to active Distributors. See Glossary for explanation of Active Requirements, including retail sales requirements.

1 The published retail price is only a suggested price and as an independent distributor you are free to set your own retail price for customers. Any potential retail profit will depend on the retail price you set. The potential retail profit described above is an example of how your retail markup can generate additional profits.

2 The only required purchase to become a distributor is a not-for-profit Business Portfolio. All product purchases are optional. There are no bonuses paid for recruiting. All bonuses are paid only when products are sold.

…AND THEN EARN
EXECUTIVE BONUS

<table>
<thead>
<tr>
<th></th>
<th>9%</th>
<th>10%</th>
<th>11%</th>
<th>12%</th>
<th>13%</th>
<th>14%</th>
<th>15%</th>
</tr>
</thead>
<tbody>
<tr>
<td>2,000–2,999 GSV</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>9%</td>
</tr>
<tr>
<td>3,000–4,999 GSV</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>10%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>5,000–9,999 GSV</td>
<td></td>
<td></td>
<td></td>
<td>11%</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>10,000–14,999 GSV</td>
<td>12%</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>15,000–24,999 GSV</td>
<td>13%</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>25,000–49,999 GSV</td>
<td>14%</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>50,000+ GSV</td>
<td>15%</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

EXECUTIVE
PEXEC

Whose sales volume can you count? The chart, at left, explains how your downline’s volume may count toward your GSV requirement.

**EARNINGS POTENTIAL**

**AS AN EXECUTIVE YOU CAN EARN:**
- The same as a Qualifying Executive, PLUS
- A monthly Executive Bonus (EB) on your total GSV

* GSV represents the cumulative volume of all PSV, Retail Customers, Preferred Customers, and Distributors in your Circle Group.

**NOTE**
Executive maintenance requirements are a minimum 100 Personal Sales Volume, 2,000 GSV, and a monthly ADR order.

This brochure is an overview only. The most complete and updated details are available online by visiting any of our websites (nuskin.com, pharmanex.com) and clicking on Opportunity.
Increase your earning potential as Nu Skin pays you the maximum commission possible.

**EARNINGS POTENTIAL**

- Commissions from Step 1 and 2, PLUS
- The method that pays you the most from the Wealth Maximizer calculations

**WEALTH MAXIMIZER**

**MAXIMIZE YOUR BONUS POTENTIAL**

**VOLUME MAXIMIZER**

<table>
<thead>
<tr>
<th>Extra Executive Bonus at 5%</th>
<th>$150</th>
</tr>
</thead>
<tbody>
<tr>
<td>Double G1 (DBLG1) at 10%</td>
<td>$1200</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td><strong>$1350</strong></td>
</tr>
</tbody>
</table>

**DEPTH MAXIMIZER**

| Generation 1 (G1) at 5%       | $600 |
| Generation 2 (G2) at 5%       | $300 |
| **TOTAL**                     | **$900** |

**BONUS PAYOUT EXAMPLE**

Nu Skin automatically maximizes your commissions, every month, and pays you the calculation that earns you the most.
MEGA PERFORMANCE BONUS POOL\(^1\)

<table>
<thead>
<tr>
<th>MINIMUM 4 SHARES REQUIRED TO PARTICIPATE</th>
</tr>
</thead>
<tbody>
<tr>
<td>QEXEC</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>MINIMUM 6 SHARES REQUIRED TO PARTICIPATE</th>
</tr>
</thead>
<tbody>
<tr>
<td>EXEC</td>
</tr>
</tbody>
</table>

PROVISIONAL EXECUTIVE

An Executive who does not maintain their Executive status and does not have a grace month available will become a Provisional Executive. Provisional Executives count as Executives for genealogy purposes, i.e., they count as a Breakaway Executive until such time as they become a DEXEC. Their GSV is not included in their upline’s GSV, and they maintain their own Breakaway Executives. A Distributor account can maintain the title of Provisional Executive for up to 3 consecutive months. If at any time during the 3 months the Provisional Executive meets Executive maintenance requirements, he/she will be immediately promoted to and paid as an Executive in that same month. If an Executive, who has been a Provisional Executive, subsequently fails to maintain Executive status, he/she will fall back to Distributor at the first of the next month.

Provisional Executive status is available once per Executive qualification. Provisional Executives can only earn L1 Bonus at 5%, provided they continue to meet Activity Requirements. Provisional Executives may still earn Fast-Start Payments and retail products. See Example below:

<table>
<thead>
<tr>
<th>PSV</th>
<th>GSV</th>
<th>TITLE</th>
<th>PAID AS</th>
<th>UPLINE PAID AS</th>
</tr>
</thead>
<tbody>
<tr>
<td>FEB</td>
<td>100</td>
<td>1900</td>
<td>GRACE</td>
<td>DISTRIBUTOR G1</td>
</tr>
<tr>
<td>MARCH</td>
<td>100</td>
<td>800</td>
<td>PEXEC 1</td>
<td>DISTRIBUTOR G1</td>
</tr>
<tr>
<td>APRIL</td>
<td>100</td>
<td>800</td>
<td>PEXEC 2</td>
<td>DISTRIBUTOR G1</td>
</tr>
<tr>
<td>MAY</td>
<td>100</td>
<td>800</td>
<td>PEXEC 3</td>
<td>DISTRIBUTOR G1</td>
</tr>
<tr>
<td>JUNE</td>
<td>100</td>
<td>800</td>
<td>DISTRIBUTOR</td>
<td>ROLL-UP</td>
</tr>
</tbody>
</table>

1. This bonus pool is a temporary incentive and not considered a part of the Sales Compensation Plan, and may be modified or discontinued at any time with 30 days notice from Nu Skin.
2. In order to qualify, a Qualifying Executive or Executive must meet the minimum bonus and sales criteria in effect at the end of each commission period as set forth by the Company and fulfill the other Active Requirements of the Sales Compensation Plan. Complete details are available online by visiting any of our websites (nuskin.com or pharmanex.com) and clicking on Opportunity.
**COMPENSATION PLAN,** obtain 100 PSV and make five retail sales per month.

† your GSV. To receive this extra 5% Extra Executive Bonus, an Executive must have a distributor is a not-for-profit Business Portfolio. All product purchases are optional.

Enterprises' products or services. The only required purchase to become a GRP: Gross Retail Profit customer at the suggested retail price or at any price you choose to set for products.

LOI: Letter of Intent

Executive in the past and wishes to enter Executive Qualification again, the requirements for Month 1 (referred to as the LOI Month) are met. During their CIRCLE GROUP: For non-Executives, a circle group consists of all Retail, Customers, Preferred Customers and Distributors. For Executives, a circle group includes all Retail customers, Preferred Customers, Distributors and Qualifying Executives.

DBLG1: Double G1 Bonus is a bonus that offers 10% earnings on the total GSV of G1 Executives. To receive a 10% Double G1 Bonus, an Executive must have at least 3,000 GSV. This bonus is only paid in accordance with the Volume Maximizer calculation if it contributes to the higher payout of the two alternatives.

DISTRIBUTOR: A person engaged in the general distribution of Nu Skin Enterprises' products or services. The only required purchase to become a distributor is a not-for-profit Business Portfolio. All product purchases are optional.

EB: Executive Bonus is a bonus earned monthly on your total GSV. Executive Bonuses range from 9% to 15% depending on total GSV and the Extra Executive Bonus (see chart in Step 2).

EEB: Extra Executive Bonus is a bonus that offers an additional 5% earnings on your GSV. To receive this extra 5% Extra Executive Bonus, an Executive must have at least 3,000 GSV (see chart on Step 3). This bonus is only paid in accordance with the Volume Maximizer calculation if it contributes to the higher payout of the two alternatives.

EXECUTIVE MAINTENANCE REQUIREMENTS: 100 Personal Sales Volume and 2,000 GSV.

EXECUTIVE RE-ENTRY: The process by which fallen Executives complete the qualification process again and regain Executive status. If an account who was once an Executive goes through qualification and passes to Executive within 6 months of falling to Distributor, they will recapture their former Breakaway organization. While an account can go through qualification as many times as they like, the option to recapture one’s Breakaway organization is only available during the six months after falling to Distributor. Executive Re-entry is only available once per Executiveship.

FAST-START PAYMENT: The Fast-Start Payment is earned by selling corporately approved Fast-Start Product Packages to newly sponsored Customers and Distributors. There will be a $1 processing fee, per transaction, for the weekly direct deposit option (only available in the US).

G1: Generation 1 refers to your first generation of Breakaway Executives.

GRP: Gross Retail Profit is the amount earned by purchasing products at wholesale price and re-selling at retail. It is earned by selling product to retail customers at the suggested retail price or at any price you choose to set for products.

GSV: Group Sales Volume represents the total PSV in your Circle Group, including your own PSV, for a given month.

LOI: Letter of Intent is a letter showing a Distributor's intention to become an Executive. In the US and Canada, a formal letter is no longer required. A Distributor will automatically be put into Executive qualification once the LOI month and is now fully on track to qualify as an Executive distributor for Nu Skin (see chart in Step 2 for month-to-month requirements).

RETAIL CUSTOMER: A Retail Customer is a non-Distributor who purchases products at retail price from a Distributor or from the Company. Volume from product purchases made through the company by retail customers assigned to a Distributor account are counted towards the sponsor's PSV.†

QEXEC: Qualifying Executive is a Distributor who has successfully passed their first month of Executive qualification (called an LOI month) and is now fully on track to qualify as an Executive distributor for Nu Skin (see chart in Step 2 for month-to-month requirements).

ROLL-UP EXECUTIVE: An Executive that used to be on your second generation breakdown (G2), but because their upline Executive failed to maintain the Executive status, they now a first-generation Breakaway (G3) Executive to you.

ROLL-UP BREAKAWAY EXECUTIVE: A Breakaway Executive in your G1-G6, who, because their upline Executive fails to maintain their Executive status, rolls up to the next eligible upline Executive. To recapture a Breakaway Executive, the upline Executive’s qualification date must be on or before the roll-up Breakaway Executive’s date.

ROLL-UP GSV*: When a first-level (G1) Breakaway Executive falls to Distributor, the GSV of that fallen Breakaway Executive rolls-up in to their upline’s GSV. The portion of one’s GSV that comes from fallen Breakaway Executives is called roll-up GSV. This only applies to uplines who have Breakaway Executives in markets that do not participate in the PEXEC program. Executives cannot count roll-up GSV towards Executive Maintenance.

SPONSOR: A Distributor who personally recruits another Distributor or Preferred Customer to sign up in their L1.

WEALTH MAXIMIZER: A bonus calculating component of the Sales Compensation Plan that will automatically pay the higher of the two alternate bonus calculations: Volume Maximizer (including Extra Executive Bonus + Double G1 Bonus) OR Depth Maximizer (including Breakaway Executive Bonus).

* Qualification for all bonuses requires retail sales to at least five individuals on a monthly basis. You must keep all records of retail sales for at least four years. Compliance with the retail sales requirements of the Company is randomly monitored. Each product purchased through ADR of orders by Non-Distributors or Customers is automatically counted on a monthly basis toward retail sales requirements. Bonuses are never paid for recruiting. All Executives earn a bonus through the sale of products.

† All bonuses are calculated on a monthly basis, and mailed or deposited on or about the 20th of the following month.

‡ In order to qualify for the Mega Performance Bonus Pool, a Qualifying Executive must meet the minimum bonus and sales requirements in effect at the end of each commission period as set forth by the Company and fulfill the other Active Requirements of the Sales Compensation Plan. Complete details are available online by visiting any of our websites (nuskin.com or pharmanex.com) and clicking on Opportunity.

** Provided if PSV must be sold or consumed prior to your next order.

†† For a summary of distributor compensation paid to distributors at all levels within the Sales Compensation Plan, please refer to the Resource section of the CD-rom located in your business portfolio; visit our company website at nuskin.com or pharmanex.com, or contact the company by telephone at 800-487-1000, or see the document entitled Distributor Compensation Summary included in the Distributor Business Kit.