



MAPLE ORGANICS - DRAFT

SUCCESS PROGRAM

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OVERVIEW

At Maple Organics we call our compensation plan the Success Program. We strongly believe that a rising tide floats all boats so we have created a plan that is easy to understand and yet very competitive in the network marketing industry. The reasons you became a Maple Organics Independent Wellness Consultant are specific to you and we want to help coach you to reach your goals - whether your goal is to promote the products among your immediate network, to a few degrees of separation or to build your own sales organization. The rewards of the Success Program include commissions on personal volume, commissions on team volume, discounts on products, bonuses and access to ongoing product specials, contest incentives and other exclusive products and promotions.

The Success Program was founded on transparency and ease of understanding. It not only lays out how our Independent Wellness Consultants are compensated, but also serves as the foundation to support you in planning how you may grow your business. You determine your goals and the pace of growth and your Coach is there to support you to achieve those goals.

These policies contain statements regarding the Maple Organics compensation plan. **There are no guarantees regarding income, and the success or failure of each Maple Organics Independent Wellness Consultant, like any other independent**

business, depends upon each Maple Organics Independent Wellness Consultants own skills and personal effort.

BENEFITS

Entry Independent Wellness Consultant

- Up to 35% in selling bonuses for personal volume (PV) of Maple Organics Products at the Suggested Retail Price (SRP) to Clients excluding non-commissionable items such as Business Aids, Sample Packs, Enrollment Fees, Product Packs and certain promotions. See table below.
- Up to 25% selling bonuses on orders placed by personally registered Preferred Clients (PC) and on orders that are part of the autoship / subscription program (AS). The selling bonus is paid on suggested retail price and is not applicable to discounted product promotions.
- Up to 35% discount on products purchased for personal consumption.
- An exclusive one time gift upon promotion to the Managing Independent Wellness Consultant rank.
- Opportunity to earn the Fast Start Bonus of an additional 5% on the sales from your new recruits during their first 90 days. See explanation below.
- Access to ongoing product specials, Maple Organics incentives, exclusive products and other monthly promotions and contests.

Selling Bonuses

Personal Sales Commission 0-99 PV	10%
Personal Sales Commission 100-499 PV	25% (+15%)
Personal Sales Commission 500-1,499 PV	30% (+20%)
Personal Sales Commission 1,500+ PV	35% (+25%)
Preferred Customer Discount	10%

Fast Start Bonus

When you sponsor a new recruit and within your first 90 days (Join date + 89 days), you receive a Fast Start Bonus on the Commissionable Volume of orders placed within the first 90 days of that new recruit, beginning with the day of application. This is paid in addition to all other bonuses. To receive this bonus, you simply need to be Active.

Consultant Program – Sell & Sponsor

Entering the Consultant Program is for those who wish to make personal sales and sponsor new recruits. Consultants lead and grow themselves.

Senior Independent Wellness Consultant

Same benefits as Independent Wellness Consultant, plus:

- 3% bonus on the commissionable volume of your 1st Level.

Lead Independent Wellness Consultant

Same benefits as Independent Wellness Consultant, plus:

- 5% bonus on the commissionable volume of your 1st Level.

Managing Independent Wellness Consultant

Same benefits as Independent Wellness Consultant, plus:

- 7% bonus on the commissionable volume of your 1st Level.
- 3% bonus on the commissionable volume of your 2nd Level.
- One-time Advancement Gift.

Management Program – Sell, Sponsor & Build Managers

Entering the Management Program is for those who wish to make personal sales, sponsor new recruits and build those new recruits into Managers who recruit others. Managers lead teams. While recruiting a team is optional, it is encouraged to create a stable business platform for growth and steady, predictable income.

Leader

Same benefits as Independent Wellness Consultant, plus:

- 9% bonus on the commissionable volume of your 1st Level.
- 5% bonus on the commissionable volume of your 2nd Level.

Senior Leader

Same benefits as Independent Wellness Consultant, plus:

- 10% bonus on the commissionable volume of your 1st Level.
- 7% bonus on the commissionable volume of your 2nd Level.
- 3% bonus on the commissionable volume of your 3rd Level.

Managing Leader

Same benefits as Independent Wellness Consultant, plus:

- 11% bonus on the commissionable volume of your 1st Level.
- 9% bonus on the commissionable volume of your 2nd Level.
- 5% bonus on the commissionable volume of your 3rd Level.

- 1% Infinite Personal Group Bonus.
- 1% bonus on the commissionable volume of your 1st Generation.
- One time Advancement Gift.

Team Building Bonuses

Paid-As Title	WC	SWC	LWC	MWC	LR	SLR	MLR+
Level 1 Bonus		3%	5%	7%	9%	10%	11%
Level 2 Bonus				3%	5%	7%	9%
Level 3 Bonus						3%	5%
Infinite Personal Group Bonus							1%
Generation 1							1%

Leadership Program – Sell, Sponsor, Build Managers & Build Leaders

Entering the Leadership Program is for those who wish to make personal sales, sponsor new recruits, build those new recruits into Managers who recruit others and build Leaders who grow their own organizations within Maple Organics. Leaders lead organizations. While recruiting a team is optional, it is encouraged to create a stable business platform for growth and steady, predictable income.

Associate Director

Same benefits as Independent Wellness Consultant, plus:

- 11% bonus on the commissionable volume of your 1st Level.
- 9% bonus on the commissionable volume of your 2nd Level.
- 5% bonus on the commissionable volume of your 3rd Level.
- 1% Infinite Personal Group Bonus on the commissionable volume of your entire personal group.
- 3% bonus on the commissionable volume of your 1st Generation.

Director

Same benefits as Independent Wellness Consultant, plus:

- 11% bonus on the commissionable volume of your 1st Level.
- 9% bonus on the commissionable volume of your 2nd Level.
- 5% bonus on the commissionable volume of your 3rd Level.
- 1% Infinite Personal Group Bonus on the commissionable volume of your entire personal group.

- 4% bonus on the commissionable volume of your 1st Generation.
- 3% bonus on the commissionable volume of your 2nd Generation.

Senior Director

Same benefits as Independent Wellness Consultant, plus:

- 11% bonus on the commissionable volume of your 1st Level.
- 9% bonus on the commissionable volume of your 2nd Level.
- 5% bonus on the commissionable volume of your 3rd Level.
- 1% Infinite Personal Group Bonus on the commissionable volume of your entire personal group.
- 4% bonus on the commissionable volume of your 1st Generation.
- 4% bonus on the commissionable volume of your 2nd Generation.
- 3% bonus on the commissionable volume of your 3rd Generation.

Managing Director

Same benefits as Independent Wellness Consultant, plus:

- 11% bonus on the commissionable volume of your 1st Level.
- 9% bonus on the commissionable volume of your 2nd Level.
- 5% bonus on the commissionable volume of your 3rd Level.
- 1% Infinite Personal Group Bonus on the commissionable volume of your entire personal group.
- 4% bonus on the commissionable volume of your 1st Generation.
- 4% bonus on the commissionable volume of your 2nd Generation.
- 4% bonus on the commissionable volume of your 3rd Generation.
- 3% bonus on the commissionable volume of your 4th Generation.

Leadership Rewards

Title Abbreviations	ADR	DR	SDR	MDR
Generation 1	3%	4%	4%	4%
Generation 2		3%	4%	4%
Generation 3			3%	4%
Generation 4				3%

QUALIFICATION PROGRAMS

Qualified Status

In order to maintain the Independent Wellness Consultant position and receive associated Independent Wellness Consultant benefits, you must maintain at least 300 Personal Volume (PV) to be considered Active for that period. Many bonuses require you to be active in order to receive the bonus. Please refer to the individual bonus definitions for requirements. PV is made up of the sales to your registered Clients and Preferred Clients and sales and purchases under your own Maple Organics ID.

Career Title: Your Career Title is your recognition title. Your Career Title does not change unless you are promoted or demoted (see Requalification Policy), unlike a Paid-as Title which may vary from month to month. Under the Requalification Policy, it is possible for you to be paid-as a title higher than your Career Title.

You are paid at the title for which you qualify during the period. The requirements to be paid-as a title is the same as the requirements to promote to that title. If in any period you fail to achieve your Career Title level, you are paid at the lower title to which you do qualify for during the period. You retain your Career Title but are paid as the title you actually qualify for. Unless otherwise stated, the qualification period to promote is a one month timeframe.

Independent Wellness Consultant

You qualify to start a Maple Organics business at the Independent Wellness Consultant rank by enrolling and purchasing the Starter Kit for \$129+shipping+tax and completing the Maple Organics Consultant Agreement and Application.

Once enrolled, you may choose to add on a Product Pack within the first 30 days of having enrolled as a Consultant. Three packs are offered: Hobby Business Pack - \$238 of Maple Organics product for \$142.80 (a 40% discount off of retail price); Success Business Pack - \$422 of Maple Organics product for \$253.20 (a 40% discount off of retail price) or the Overachiever Business Pack - \$608 of Maple Organics product for \$364.80 (a 40% discount off of retail price). While we recommend purchasing one of these packs, they are optional.

Preferred Clients and Clients may upgrade their registration with Maple Organics to Independent Wellness Consultant in the same manner. This will result in a change in the individual's position from Preferred Client or Client to Independent Consultant as of the date of payment.

Consultant Program – *Sell & Sponsor*

Senior Independent Wellness Consultant

- 300 Personal Volume ("PV")
- 800 Three Level Volume ("3LV")

Lead Independent Wellness Consultant

- 400 PV
- 1200 3LV

Managing Independent Wellness Consultant

- 500 PV
- 1800 3LV

Management Program – *Sell, Sponsor & Build Managers*

Leader

- 600 PV
- 3000 3LV

Senior Leader

- 700 PV
- 5000 3LV

Managing Leader

- 800 PV
- 8,000 3LV

Leadership Program – *Sell, Sponsor, Build Managers & Build Leaders*

Associate Director

- 800 PV
- 15,000 Downline Volume (“DV”)
- 8,000 3LV
- MVR: 9,000

Director

- 800 PV
- 30,000 DV
- 8,000 3LV
- MVR: 18,000

Senior Director

- 800 PV
- 70,000 DV
- 8,000 3LV
- MVR: 42,000

Managing Director

- 800 PV
- 200,000 DV
- 8,000 3LV
- MVR: 120,000

MAINTENANCE REQUIREMENTS

Independent Wellness Consultant

You must have a minimum of 1,200 PV in a 12-month period and have paid your annual renewal in order to remain an Independent Wellness Consultant in good standing and keep your downline. If you fail to meet this requirement in any 12-month period, you will be

canceled as an Independent Wellness Consultant, which causes you to be removed from the company downline organization. Your downline and customers will be compressed into the next upline Independent Wellness Consultant who is in good standing. Annual Renewals will be based on your Join Date. Failure to pay any monthly or annual fees will be cause for Consultant cancellation.

If you do not meet these maintenance requirements, you will be assigned to Preferred Client position provided you have paid the annual fee within the last 12 months, or to Client position if you have not.

Requalification Policy

Managing Leaders and higher must be paid-as their Career title at least twice every 12 months in order to keep their Career Title. If you achieve Managing Leader rank or above and are not paid-as your Career Title at least twice within 12 consecutive months your Career Title will be demoted to your Paid-As title in the 12th month to be effective in that same period. There are no demotions for titles lower than Managing Leader. If the title you were paid-as in the 12th month is lower than Senior Leader the lowest you will be demoted to will be Senior Leader.

If you fail to requalify for your Career Title, you may promote to that title again in the future but only when you have been qualified/paid-as that title for two out of 12 months. In the second month of qualification, the Career Title would be updated. In this case, during the first month of requalification, you would be paid-as the title you qualify for so your Paid-as Title would be higher than your Career Title.

Annual Renewal

The term of the Agreement is one year. Each Independent Wellness Consultant or Preferred Client must renew his or her Agreement with Maple Organics every year prior to the end of his or her anniversary month by submitting the Annual Renewal Fee to Maple Organics.

As you grow, nurture and inspire your team you have the ability to earn in many different ways with Maple Organics. We look forward to celebrating your business growth and success!

FREQUENTLY USED ABBREVIATIONS

Abbreviation	Definition
CV	Commissionable Volume
DV	Downline Volume
Generation x Bonus	Generation Bonus (Generation Overrides)
Level x Bonus	Level Bonuses (Level Overrides / Uni-Level)
MVR / Max DV Rule	Downline Volume Cap

NewGenQ	NewGenQ (New 1st Generation Managing Leader)
PC	Preferred Customer
PV	Personal Volume
QV	Qualifying Volume
3LV	3 Level Volume

DEFINITIONS

The following defined terms apply throughout the Success Program:

3 Level Volume: The total Qualifying Volume (QV) from a Wellness Consultant and their downline organization down 3 levels of depth. It includes the Wellness Consultant and their customers and downline Wellness Consultants and their customers, regardless of their titles. Inactive Wellness Consultants are considered a Level in the depth – no rollup or compression unless a Wellness Consultant is cancelled or terminated (see Cancellation Policy). This 3 Level Volume can be entirely achieved alone by the Wellness Consultant or only with a single recruit. We prefer that each Wellness Consultant develop a team so they can coach them to succeed and contribute to the sponsor’s 3 Level Volume.

A Max Downline Volume Rule of 60% is in effect to avoid plan manipulation through stacking where many people qualify for title from the volume of a single person. For purposes of title qualifications only, a maximum of 60% of the required 3LV will be counted from either:

- The Wellness Consultant’s total PV (including their customers)
- The total QV from any single leg (all Wellness Consultants and customers within that leg) within 3 levels of depth of the sponsor.

Advancement Bonus – Managing Independent Wellness Consultant: When a person is promoted to Managing Independent Wellness Consultant for the first time and is within their first 3 full months (Join Month + 3 Months), they will receive a one-time gift (not a cash award).

Advancement Bonus - Managing Leader: When a person is promoted to Managing Leader for the first time, they will receive a one-time Advancement gift (not a cash award).

Builder Leg: Any first level Independent Wellness Consultant and their entire downline where at least one Independent Wellness Consultant is considered to be Active and within the leg there is at least a total of 1,500 QV.

Commissionable Volume (CV): Each inventory item has both a Qualifying Volume (QV) and Commissionable Volume (CV) assigned to it. Commissionable Volume (CV) is the volume on which commissions are paid.

Compression (General): When a Independent Wellness Consultant is canceled and no longer part of the company, their downline is compressed to their upline, filling the gap left by the canceled Independent Wellness Consultant.

Compression (Associate Director and higher): If a Independent Wellness Consultant that was paid-as an ADR or higher in the last four periods is canceled (whether voluntarily or involuntarily), their downline will only be compressed up under the following conditions:

- If their Personal Sponsor has been paid-as an ADR or higher at least once in the last four periods, then the downline will immediately be compressed up.
- If their Personal Sponsor has not been paid-as an ADR or higher at least once in the last four periods, then they will be given the following six periods to be paid-as an ADR or higher at least twice. If the Independent Wellness Consultant promotes to ADR in the last of the six-month period, then they will be given the following period to qualify as an ADR again (to meet the 2 periods of being paid-as ADR or higher).
 - If the Personal Sponsor qualifies under these conditions, then the downline of the canceled Independent Wellness Consultant will be compressed up upon the completion of the qualifications but no retroactive commissions will be paid.
 - If the Personal Sponsor does not qualify under these conditions, then the position of the canceled Independent Wellness Consultant will remain permanently vacant but not removed from the genealogy so that the lineage remains intact and is considered to be one leg to the upline.

Independent Wellness Consultant: A generic term for any person who has completed the agreement with the company to participate within the career path.

Customer: A customer is an individual who purchases products for personal use and has not signed an agreement with the company. There are two types of customers: Retail Customers and Preferred Customers. When used alone, the term "customer" refers to both types. Customers are not allowed to sponsor (i.e. have a downline), do not receive commissions, and are not credited with volume. The volume from a customer's purchase(s) is credited to the Independent Wellness Consultant who sponsored them. Customers do not hold positions in a genealogy. They are considered to be a Level 0 to their sponsor (rather than a Level 1 which a Independent Wellness Consultant would be considered to be to their sponsor).

Demotion: A Demotion occurs when a Independent Wellness Consultant fails to requalify for their Career Title of Managing Leader or higher. Please refer to the Requalification Policy.

Downline: All of the people below a Independent Wellness Consultant are considered to be part of their downline.

Downline Volume (DV): The total Qualifying Volume (QV) from a Independent Wellness Consultant and their entire downline organization. It includes the Independent Wellness Consultant and their customers and ALL downline Independent Wellness Consultants and

customers, regardless of their titles. A Max Downline Volume Rule is in effect, please refer to the definition "Downline Volume Cap" below.

Maximum Volume Rule (MVR): For purposes of title qualifications only, a maximum DV amount has been established (see table above) where no more than a specified amount will be counted towards the DV requirement from either:

- The Independent Wellness Consultant's total QV (including their customers), OR
- The total QV from any single leg (all Independent Wellness Consultants and customers within that leg). See also definitions for Downline Volume and Leg.

See also definitions for Downline Volume and Leg.

This rule also applies to 3 Level Volume (3LV) which is set to 60% of the required 3LV from any one leg. Please refer to the 3 Level Volume (3LV) definition for more details.

Enroller: The person who introduces an individual to the company is considered to be the "Enroller."

Generation: A Generation is a group that has formed in a downline. It starts with a Career Title Managing Leader or higher and includes everyone below them, down to but not including then next Managing Leader or higher, based on Career Titles. If a MLR or higher is not paid-as a MLR, they are still considered a Generation to their upline MLR or higher. Similarly, if an Independent Wellness Consultant is paid-as a Managing Leader or higher but does not have a Career Title of MLR or higher, then they will not be considered a generation in that period. See Requalification Policy

Generation Bonuses: Career Title Managing Leaders and higher that are also paid as a Managing Leader or higher may receive Generation Bonuses on the Commissionable Volume (CV) from their downline Generations and their (the downline generation) personal group. For example, a G1 would pay out on the sales from the first downline MLR or higher title (based on Career Title) and all the people below them, down to but not including the next MLR or higher (Career Title). If a Career Title Managing Leader or higher is not paid as a Managing Leader or higher, then any generations they would have received had they been qualified will be kept as breakage to the company.

Group: An Independent Wellness Consultant themselves and their entire downline, down to but not including, the next Managing Leader (Career Title) or higher (which would be the start of a generation). This is sometimes referred to as a "personal group" when talking about a specific Independent Wellness Consultant and their group.

Infinite Personal Group Bonus: Career Title Managing Leaders and higher that are also paid as a Managing Leader or higher may receive the Infinite Personal Group Bonus on the Commissionable Volume (CV) from their own personal group which includes themselves and everyone below them, down to but not including the next Career Title Managing Leader or higher.

Level: The position an Independent Wellness Consultant has in a downline relative to another upline or downline Independent Wellness Consultant. Independent Wellness Consultants personally sponsored (i.e. first level) are Level One. Those Independent Wellness Consultants sponsored by Level One Independent Wellness Consultants are Level Two, relative to the original Independent Wellness Consultant. Customers are not considered when counting levels and do not occupy a position in a Independent Wellness Consultant's genealogy.

Level Bonuses: Active Independent Wellness Consultants that are paid-as a Senior Independent Wellness Consultant or higher may receive a percentage on the Commissionable Volume (CV) from the sales of their downline. The percentages and number of levels that an Independent Wellness Consultant receives is based on their Paid-as Title and is regardless of the title of the people below them. If an Independent Wellness Consultant is not qualified to receive a Level Bonus, then it will not roll upline.

Leg: A Leg begins with a first level Independent Wellness Consultant and includes all of the Independent Wellness Consultants beneath them. An Independent Wellness Consultant has as many legs as they have first level Independent Wellness Consultants. For example, if Sally has five first level Independent Wellness Consultants then she has five legs. Sarah is one of Sally's first level Independent Wellness Consultants. Sarah, and her entire downline, is considered to be one leg to Sally.

Minimum Commission Disbursement Amount: \$10 – no commission disbursement will be issued for less than \$10.

Net Retail Price: The Net Retail Price represents the price of the product (local country currency) if it was purchased at the full retail value, not including tax or shipping. The Net Retail Price is the value on which the Personal Sales Commission is paid on, even if it is not the actual price paid if they are qualified for a discount. If a product was 'on sale' or discounted, the Personal Sales Commission would be based on what was identified as the "Net Retail Price" for that discounted rate.

NewGenQ (New 1st Generation Managing Leader): Managing Directors (MDR) and above must meet an additional requirement for both promotion and to be paid-as their title. To be considered NewGenQ, they need to have at least 1 New 1st Generation Managing Leader (MLR) every 12 months (current period and previous 11). This means that every 12 month rolling period (oldest month off, newest month on), they need to have at least 1 Managing Leader promotion from their personal group. If they fail to meet this, then they will be paid-as demoted to a Senior Director. Please note that a "new 1st generation" means that they have someone who does not have a Managing Leader Career Title promote to that Career Title or higher. If someone had previously been a Managing Leader but was later demoted according to the Requalification Policy, they could become a "new 1st Generation" if they promoted to Managing Leader again.

Paid As Title (also referred to as Paid-as): Each Independent Wellness Consultant is paid at the title for which they qualify during the period. The requirements to be paid-as a title is the same as the requirements to promote to that title. If in any period they fail to achieve their Career Title level, they are paid at the lower title to which they do qualify for

during the period. They retain their Career Title but are paid as the title they actually qualify for.

PayOn Independent Wellness Consultant: This refers to the Independent Wellness Consultant (or the Independent Wellness Consultant's customer) upon whom the award or earnings is originating from. This is often times due to an order placed or by a specific milestone reached by the Independent Wellness Consultant or the Independent Wellness Consultant's customer.

PayTo Independent Wellness Consultant: This refers to the Independent Wellness Consultant who is receiving an award or earnings.

Period: A period refers to the specific time frame in which qualifications and payouts are calculated for. In this plan, a period is equal to an actual Calendar month. Six periods would be six calendar months.

Personal Sales Commission: Independent Wellness Consultants may receive a Personal Sales Commission on all of their PV in the period which includes their own personal orders and their customers' orders (including both Retail Customers and Preferred Customers). The percentage they earn is based on their PV for the period, less the 10% personal discount they received at the time of purchase on their own orders and the 10% discount Preferred Customers receive when they purchase. The percentage will be paid on the total Net Retail Price of their orders and any customer orders they have from the entire Period.

For example, Ashley has 500 PV in the month. 100 was from her own purchases, 100 was from Retail Customer purchases, and 300 was from Preferred Customer Purchases. Ashley will receive a 10% discount on her own personal order at the time of purchase so she will earn an additional 20% as the Personal Sales Commission on her own 100 PV purchase ($100 * 20\% = \$20$). Ashley will earn 30% on her Retail Customer purchases (they received no discount) ($100 * 30\% = \$30$) and she will earn a 20% Personal Sales Commission on her Preferred Customers' purchases (they received a 10% discount so Ashley receives the remaining 20%) ($300 * 20\% = \$60$). Ashley's total Personal Sales Commission for the month is \$110.

Please refer to the Personal Sales Commission table for specific volume requirements and their related bonus percentage.

Personal Sponsor: The Independent Wellness Consultant directly above another Independent Wellness Consultant in the genealogy is considered to be the "Personal Sponsor." If placement is allowed, then the personal sponsor may be different than the Enroller. This may also be referred to as "Sponsor". Please refer to the Placement Genealogy definition below for further information on if placement is allowed.

Personal Volume (PV): The total Qualifying Volume (QV) of a single Independent Wellness Consultant from orders placed personally and by their personally sponsored customers (orders placed directly with the company by customers) within the period.

Placement Genealogy: The Placement Genealogy follows the line of Personal sponsorship (see also Personal Sponsor). In this plan, Placement of new recruits on an Independent Wellness Consultant's level 2 or below is not allowed.

Preferred Customer: A Preferred Customer is a customer that is signed up on Autoship and receives a 10% discount off the retail price of the product.

Pricing Strategy: The following guidelines should be followed when setting up Products within the software system.

Retail Purchase Price = To be determined by Company

Net Retail Price = Retail Price (does not include GST/VAT) – Used as basis for Retail Profit and Personal Sales Commission

Preferred Customer Price = 90% of Retail Price

Independent Wellness Consultant Price = 90% of Retail Price

Qualifying Volume = Net Retail Price, in case of Internationalization, there should be one point value decided and used for all price types and countries. Will use CAD as a starting point for establishing QV

Commissionable Volume = 70% of Net Retail Price (currency specific)

Retail Profit (Retail) = Difference between Retail Price and Consultant Price (this is the initial 10% portion of the Personal Sales Commission)

Retail Profit (Preferred Customer and Consultant) = 0

Promote (Promotion): An Independent Wellness Consultant promotes to a new Career Title when they meet all of the qualifications for that title in the period. The promotion is effective the first day of the same period meaning that regardless of what day the promotion was actually qualified for, the new Career Title is effective for the entire period.

The first time an Independent Wellness Consultant achieves meets the qualifications for a new Career Title that they have never had in the past, their promotion will be effective for that period they qualified in. If an Independent Wellness Consultant is promoting to a Career Title that they had previously attained but had lost due to the Requalification Policy, then the promotion will not occur until that Independent Wellness Consultant has been paid-as that Career Title at least twice in a rolling 12-month period. In this case, the Career Title will be effective the first day of that second period that they qualified in.

Qualified: An Independent Wellness Consultant is considered to be Qualified if they meet the Paid-As requirements for a particular payout and/or title.

Qualified Leg: Qualified Legs require that at least one individual in the leg is qualified to be paid as a specific title position (or above) during the month. For example, to be a Senior Director, one needs five legs, two of them Builder Legs and three of them must have at least one Independent Wellness Consultant that is paid-as a Managing Leader or higher in each of these three legs. Qualified Legs depend on the monthly Paid-As Title.

Qualifying Volume (QV): Each inventory item has both a Qualifying Volume (QV) and Commissionable Volume (CV) assigned to it. QV is a currency neutral point value used for Personal Volume (PV) and Downline Volume (DV) calculations and is used solely to determine if the Independent Wellness Consultant is qualified based on the terms of their respective title. The Qualifying Volume is equal to the Net Retail Price.

Reinstatement Policy: If an Independent Wellness Consultant is canceled or resigns, they may request reinstatement at any time and, if approved, will be reinstated under their original sponsor. Their downline organization will not be reinstated nor will their previous title. They will be considered a new Independent Wellness Consultant for all intent and purposes. If an Independent Wellness Consultant wishes to join under a different sponsor, they must wait for a minimum of six months after termination before reapplying and will start as a new Independent Wellness Consultant, without their former downline and title.

Requalification Policy: Managing Leaders and higher must be paid-as their Career title at least twice every 12 months in order to keep their Career Title. This policy applies beginning with the 13th month after a new Career Title was attained and continues to move forward each month, adding on the newest month and dropping off the oldest month. If an Independent Wellness Consultant is not paid-as their Career Title at least twice within 12 consecutive months their Career Title will be demoted to their Paid-As title in the 12th month to be effective in that same period. There are no demotions for titles lower than Managing Leader. If the title they were paid-as in the 12th month is lower than Senior Leader the lowest they will be demoted to will be Senior Leader.

If an Independent Wellness Consultant fails to requalify for their Career Title, they may promote to that title again in the future but only when they have been qualified/paid-as that title for two out of 12 months. In the second month of qualification, the Career Title would be updated. In this case, during the first month of requalification, they would be paid-as the title they qualify for so their Paid-as Title would be higher than their Career Title.

Retail Customer: A Retail Customer is a customer that is not signed up on Autoship. They pay the full retail price and purchase when they desire. Independent Wellness Consultants will earn at least a 10% Personal Sales Commission on orders placed by their Retail Customers.

Starter Kit and Supplies: Starter Kits (a.k.a. Business or Enrollment Kits) are the core item to become an Independent Wellness Consultant. Starter Kits do not have any QV or

CV assigned to them. Likewise, Business Supplies do not have any volume assigned to them and are not to be used as a profit center.

All currency is represented in Canadian dollars unless otherwise stated.

AMENDMENTS

Maple Organics reserves the right to periodically amend or modify this Success Program, Privacy Policy, and the Independent Consultant Application & Consultant Agreement (the Consultant Agreement). The Maple Organics Independent Wellness Consultant agrees to abide by the Consultant Agreement and all amendments and modifications.

No Maple Organics Independent Wellness Consultant of any status may alter, amend or waive any provision of the Consultant Agreement and any representation or statement to the contrary, or which is inconsistent with the foregoing, should not be relied upon and will not be binding on Maple Organics.