

XANGO COMPENSATION PLAN

Automatic Delivery Program (ADP) is a valuable program that authorizes the Company to automatically ship Product to a Distributor on a recurring monthly basis. This opportunity assists with qualifications, building organizations and growing a Distributor's business.

Dynamic Compression

The XanGo Compensation Plan has Dynamic Compression which seeks out qualified Distributors until the full 50% commission is paid. Dynamic Compression is used three different ways in the payout structure to help maximize Distributor earnings:

- PowerStart Commission payments (paid weekly)
- UniLevel Commission payments (paid monthly)
- Sponsorship Compression (for qualification purposes)

There are 4 ways Distributors can earn money with the XanGo business opportunity:

- 1 Distributors can earn a Retail Profit from sales to customers (the difference between the wholesale and retail pricing).
- 2 Distributors can earn a weekly PowerStart Commission from new personally sponsored Distributors that are trained and make their first sale within 30 days of sign-up.
- 3 Distributors can earn a UniLevel Commission for additional sales made by Distributors in their downline, based on a qualified rank.
- 4 Premier Distributors and above can earn a portion from Global Bonus Pool.

1 RETAIL SALES
Buy Wholesale and Sell Retail

2 POWERSTART COMMISSIONS (Paid Weekly)

PowerStart is paid (up to 1,000 points in product volume) on a Distributor's **Initial Order** that is placed within 30 days of sign-up. PowerStart is paid to the first two qualifying sponsors (see chart). PowerStart compresses up to the next qualified sponsor level as needed.

Qualified Sponsor	PowerStart "Basic"		PowerStart "Plus"	
	Minimum Qualification	Commission Paid	Minimum Qualification	Commission Paid
1st level	100PV without ADP	20%	100PV/100ADP*	30%
2nd level	200PV/200ADP**	25%	200PV/200ADP**	15%

ADP (Automatic Delivery Program) – A valuable program that authorizes XanGo to automatically ship XanGo products to Distributors on a recurring monthly basis.

*When a qualification requirement says 100PV/100ADP it means you have 100 PV and an active ADP set up with 100 PV. It does not mean you must have 200 in volume.

**When a qualification requirement says 200PV/200ADP it means you have 200 PV and an active ADP set up with 200 PV. It does not mean you must have 400 in volume.

Distributors do not earn commission on their own order.

3

UNILEVEL COMMISSIONS (Paid Monthly)

	Level	Rep	Pref Rep	1K	5K	20K	Premier	
Commission % paid per level	1st	5%	5%	5%	5%	5%	5%	* Premier to X-1 all are paid 9 levels
	2nd	5%	5%	5%	5%	5%	5%	
	3rd		10%	10%	10%	10%	10%	
	4th			5%	5%	5%	5%	
	5th				5%	5%	5%	
	6th					5%	5%	
	7th					5%	5%	
	8th						5%	
	9th						2%	

Rank/Title	Personal Volume	Personal ADP	Minimum GV	Minimum Personally Sponsored	Global Bonus Pool*	500K Bonus Pool*	Global Pool Minimum Check Amount Requirement
Representative	100	- NA -	- NA -	- NA -	- NA -	- NA -	- NA -
Preferred Representative	100	100	- NA -	- NA -	- NA -	- NA -	- NA -
1K	100	100	1,000	{3} Pref Reps or Pref Cust	- NA -	- NA -	- NA -
5K	100	100	5,000	{3} 1Ks	- NA -	- NA -	- NA -
20K	200	200	20,000	{3} 5Ks	- NA -	- NA -	- NA -
Premier	200	200	50,000	{2} 20Ks {1} 5K	GV3	- NA -	\$2,500 USD
Premier 100K	200	200	100,000	{3} 20Ks {1} 5K	GV6	- NA -	\$5,000 USD
Premier 200K	200	200	200,000	{3} Premiers {1} 20K	GV9	- NA -	\$10,000 USD
Premier 500K	200	200	500,000	{1} 200K {2} 100Ks {2} Premiers	GV9	GV6	\$10,000 USD
Quantum Premier Bonus \$750,000	200	200	750,000 GV6	{1} 500K {1} 200K {1} 100K {3} Premiers	GV9	GV6	\$10,000 USD
Premier X1 Bonus \$1,000,000	200	200	1,000,000 GV6	{1} 500K {2} 200Ks {4} Premiers	GV9	GV6	\$10,000 USD

*Qualifications for that rank must be met for all three months of the calendar quarter.

A Distributor earns a title (highest achieved rank) in the XanGo Compensation Plan and these are retained. Titles are never lost but replaced with a higher title as the Distributor advances. Commission payments are made based on the rank that a Distributor qualifies. Qualifications must be made each month to get paid at a specific rank.

500K and 200K "Ranks" must be earned before they will count towards qualification. Meaning, the 100K, 200K, 500K, and X1 Premier Select Distributors must have already achieved the rank for an entire calendar quarter and been paid at that rank before they can count towards the next distributor qualification. They also must maintain their qualification each month during the quarter to qualify. This includes all requirements to be paid in the Global Bonus Pool.

4

BONUS POOLS (Paid Quarterly)

Global Bonus Pool

The Global Bonus Pool consists of 3% of worldwide commissionable volume from all orders. The pool is shared by all qualified Premiers and above.

500K Bonus Pool

The 500K Pool consists of 2% of commissionable volume from PowerStart orders worldwide. The 500K Pool is shared by all qualified 500K, Quantum and X1 Premiers.