



OOLA LIFE

**Compensation Plan
Description**

Oola.

The Oola Life, Inc. (“Oola”) Compensation Plan (the “Plan” or the “Compensation Plan”) rewards you for sharing the Oola products, programs, and opportunity, and helping others do the same. Oola reserves the right to change or clarify the terms of this plan. A couple things you should remember when looking at this document:

- Because Oola is a new company with recent enhancements to the Plan, no “average” or “normal” income data or information is available for Oola Life Ambassadors as a whole; and
- Success as an Oola Life Ambassador is not guaranteed and will depend on your personal efforts; and
- Oola is not a “get rich quick” scheme.

CUSTOMERS, PREFERRED CUSTOMERS, AFFILIATES, AND AMBASSADORS

Customers are individuals that purchase any of the products or programs that Oola offers, without having a monthly auto-order in place. Customers pay full retail pricing.

A Customer becomes a Preferred Customer, when they subscribe to the Oola Lifestyle Framework monthly subscription, or when they create a monthly auto-order for any product. Preferred Customers receive discounted preferred pricing.

Affiliates also enjoy the products and programs offered by Oola and receive preferred pricing when they have a subscribe and save order in place, otherwise they pay retail pricing. Affiliates are eligible to participate in the Affiliate Commission, Referral Bonus, and Give \$10/Get \$10, as defined in this document. Affiliates do not pay the annual \$97 Ambassador Business Suite and are therefore not eligible to participate in any other commissions or bonuses in the Oola Compensation plan. An Affiliate may, at any time, choose to upgrade their account to an Ambassador account, by simply paying the \$97 annual Ambassador Business Suite, at which point they would be eligible to participate in all features of the Oola Compensation Plan.

An Ambassador also enjoys the products and programs offered by Oola, and may or may not have a monthly auto-order subscription. Ambassadors pay for an annual \$97 Ambassador Business Suite and receive discounted preferred pricing on all products and programs. Ambassadors also receive access to a replicated website, sharing Oola app, tools and resources for sharing Oola, and access to the Oola compensation plan. No commissions are paid on the Ambassador Business Suite fee.

VOLUME POINTS

Volume points are assigned to products, programs, and OolaPalooza live event tickets. These volume points accumulate and are the basis on which many bonuses are paid. Most digital programs carry 100% volume points (i.e. \$100 price provides 100 volume points), whereas most products carry 70% volume points (i.e. \$100 price provides 70 volume points).

OolaPalooza live event tickets carry 30% volume points.

Personal Volume: This is the sum of the volume points accumulated from purchases by an Ambassador or Affiliate and each Customer and Preferred Customer in his or her Customer Group (personally enrolled Customers and Preferred Customers) during a given month, for items designated by the Company as Qualifying Volume. Personal Volume points accumulated by an Ambassador's or Affiliate's own purchases, is limited to 100 points per month.

Qualifying Volume: This is used to determine rank and activity qualification of an Ambassador. Qualifying Volume points may differ from Personal Volume. For example, if an Ambassador purchases products and programs in a month that produce 200 volume points, then the total Personal Volume from those purchases would be 100 (see defined limit in the Personal Volume paragraph above) and the Qualifying Volume would be 200.

Organizational Volume: This is the sum of the Qualifying Volume of each Ambassador, their Customer Group, and their entire Ambassador Tree—including each Ambassador's and Affiliate's Customer Group.

Commissionable Volume: Volume assigned to products, services, or subscriptions designated as commissionable. This is the basis on which Affiliate, Team, and Infinity Bonuses are paid.

Commissionable Products or Qualifying Products: Products, services, or subscriptions that have volume points associated with them.

WAYS TO GET PAID

The Oola Compensation Plan offers seven different types of income opportunities:

Give \$10, Get \$10: When an Ambassador, Affiliate, or Customer refers a new individual that successfully places an order of at least \$90 (before shipping and tax), both the referring and the referred customer receive \$10. The new customer receives \$10 off their first order immediately and the referring Ambassador, Affiliate, or Customer receives \$10 in Oola Moola (loyalty credits that can be applied to future orders).

Referral Bonus: When a new Customer, Affiliate, or Ambassador purchases the Total Rebalancing System, Mind Body Connection Bundle, or Mind and Body Bundle, the Ambassador or Affiliate that introduced them is eligible for a referral bonus of \$50, \$25, or \$15 respectively. If the new individual purchases the Oola Lifestyle Framework, the Referral Bonus is \$37 to the Referring Ambassador or Affiliate and an additional \$7 to the Referring Ambassador's or Affiliate's Enroller. Referral bonuses are paid daily, while the \$7 upline Referral Bonus is paid monthly.

Affiliate Commission: Affiliates and Ambassadors are eligible to be paid a percentage of the purchases made by the Customers and Preferred Customers in their Customer Group. This commission is paid monthly and the percentage paid depends on the total Personal Volume the Affiliate or Ambassador accumulates in a month, as shown below:

MONTHLY PV	% OF CV PAID
0-999	15%
1,000-1,999	20%
2,000-3,999	25%
4,000+	30%

PV (Personal Volume): Sum of the purchases with qualifying volume from an Ambassador or Affiliate and each Customer and Preferred Customer in his or her Customer Group.

CV (Commissionable Volume): Volume assigned to products designated as commissionable.

Team Bonus: The Team Bonus is paid monthly based on Commissionable Volume of an Ambassador's organization and the Rank achieved by that Ambassador. In general, Rank is determined by Personal Volume, Organizational Volume, and success in helping other leaders grow their Personal and Organizational Volumes. Ranks are measured each month based on the characteristics of an Ambassador's sales organization during that month, and Ranks are not guaranteed or permanent.

The sum of all the Personal Volume and Organizational Volume of each Ambassador is used to help calculate the Rank for the month. In addition, each Ambassador's Tree naturally consists of numerous smaller Ambassador Trees belonging to other Ambassadors. Each such smaller, unique Ambassador Tree constitutes a "leg" for purposes of the Compensation Plan.

In the Compensation Plan, the “level” of any particular Ambassador or Affiliate is determined by looking at your Ambassador Tree to determine how many Ambassadors or Affiliates are between you and the Ambassador or Affiliate in question. For example, all of the Ambassadors or Affiliates you Sponsor (whether or not you have also Enrolled them) are on your Level 1. All of the Ambassadors or Affiliates sponsored by someone on your Level 1 are your Level 2. Ambassadors or Affiliates sponsored by someone on your Level 2 are your Level 3, and so forth.

Each Rank has its own qualifications and pay structures for the Team Bonus, as set forth in the chart in Exhibit A. In general, as rank increases, pay percentages increase, and commissions are paid additional levels deep.

Infinity Bonus: The Infinity Bonus is paid as set forth in Exhibit A, on an infinite number of Levels, to Ambassadors who have achieved a Servant Leader level for the relevant month.

Leadership Bonus: The Leadership Bonus is a flat rate bonus that is paid as shown in Exhibit A to Ambassadors who achieve certain ranks within the Compensation Plan for the relevant month. This bonus is in addition to all other commissions and bonuses paid and is paid monthly.

Rank Advancement Bonus: When an Ambassador advances from one of the five Rank Tiers to another Tier (for example, from the Goal Getters Tier to the Business Builders Tier), they may be eligible to receive one of the Rank Advancement Bonuses set forth in Exhibit A. This bonus differs for each Tier, and is set forth in Exhibit A. If the Tier Advancement is achieved within the relevant timeframes set forth in Exhibit A, the Bonus paid to the Ambassador advancing from one Tier to another will be doubled.

For example, when new Ambassadors reach the rank of Gold within their first three calendar months following their initial month of enrollment, they will receive double the Gold Rank Advancement Bonus of \$150, totaling \$300.

Additionally, when an Ambassador achieves the rank of Platinum within 6 months following their advancement to the rank of Gold, they will receive double the Platinum Rank Advancement Bonus of \$500, totaling \$1,000.

In addition, an Upline Bonus, as set forth in Exhibit A, is paid to the next upline in the Enrollment Tree, who has a matching or higher Rank to that of the advancing Ambassador. For the Upline Ambassador to qualify, they must achieve the same or a higher Rank than the Advancing Ambassador in the month of Advancement.

COMPENSATION PLAN STRUCTURE

Each Oola Ambassador has a Customer Group and an Ambassador Tree. Affiliates also have a Customer Group. Customers and Preferred Customers become part of the Customer Group, while Ambassadors and Affiliates are placed in the Ambassador Tree. If a Customer wishes to change customer type and become an Ambassador, he or she may do so and will be placed into the appropriate Ambassador Tree in accordance with the Terms and Policies.

Customer Group: When a Customer enrolls with an Ambassador or Affiliate, that Customer is placed in the Ambassador's or Affiliate's Customer Group, and the Customer's purchases become part of the Personal Volume ("PV") of the Ambassador or Affiliate. An Ambassador or Affiliate may have an infinite number of Customers enrolled in their Customer Group, and there is no hierarchy, or structure between or among any Customers enrolled with a specific Ambassador. However, when a Customer refers another Customer, they retain a connected relationship so that in the event the referring Customer chooses later to become an Ambassador or Affiliate, their referred Customers follow them and become part of their new Customer Group. In this example, the new Ambassador or Affiliate and their Customer Group, remain in the Ambassador tree of their enrolling Ambassador or Affiliate.

Ambassador Tree: Each Ambassador has an Ambassador Tree, which is a network of Ambassadors and Affiliates placed "below" the Ambassador for purposes of the Compensation Plan. Each Ambassador may be the Enroller (as defined below) of new Ambassadors and place them anywhere within the Enroller's Ambassador Tree. Each Ambassador Tree has an infinite number of front line positions (immediately "below" the Ambassador) and there is no limit to the number of levels on which Ambassadors and Affiliates may be placed. The Ambassador Tree is the structure from which the Team Bonus, Rank Advancement Bonus, Leadership Bonus, and Infinity Bonus are calculated.

When a new Ambassador begins his or her Oola journey, he or she will have an Enroller (the person most directly responsible for introducing the new Ambassador to Oola) and a Sponsor (the person on whose front line the new Ambassador will be placed). The Enroller and the Sponsor may be the same person or different people. To the extent they are consistent with the Terms and Policies, Oola will use the Enrollment and Sponsorship made upon enrollment of each new Ambassador to create and maintain Ambassador Trees for each Ambassador and for the whole Company, and to calculate and pay relevant commissions and bonuses.

COMPRESSION OF CANCELLED ACCOUNTS

Compression (General): In the event an Ambassador is inactive (0 PV in the month being measured) or otherwise leaves the business, their downline is compressed to their upline sponsor, filling the gap left by the inactive Ambassador. The Ambassador in the first level below the inactive Ambassador, along with their downline, will move up one level within the organization, filling that vacancy. This process takes place during the monthly commission calculation ensuring that Oola maximizes commissions paid to its Independent Oola Ambassadors.

Example of the “Compression Process”: Sarah has three Ambassadors on her first level (Joseph, Mary, and John). Should Sarah’s Ambassador position become inactive with 0 PV in the month, then Joseph, Mary, and John along with their respective organizations will be compressed to Sarah’s upline sponsor, Harry. Joseph, Mary, and John now reside on Harry’s first level.

In the case of inactivity, if the following month Sarah has at least 1 PV, then she will occupy the position in the tree when commissions are calculated, and Joseph, Mary and John will be level 1 to Sarah and level 2 to Harry, in that month.

Compression (Double Platinum and Higher): For a vacancy occurring in an organization where the inactive Ambassador was paid-as a Double Platinum or higher in the last four months, their organization will only be compressed if their upline sponsor has been paid-as Double Platinum or higher at least once in the last four months.

In the event that the upline sponsor has not been paid-as a Double Platinum or higher at least once in the last four months, the upline sponsor will be given the following six months to be paid-as Double Platinum (or higher) at least twice.

Note: If the upline sponsor promotes to Double Platinum in the last month of the six month period, they will be given the following month to qualify as a Double Platinum again (to meet the two months requirement).

- If the upline sponsor qualifies under these conditions, the organization of the inactive Ambassador will be compressed upon the completion of the qualifications during the monthly commission process. Retroactive commissions will not be paid.
- If the upline sponsor does not qualify under these conditions, the position of the inactive Ambassador will remain permanently vacant and will not be removed from the genealogy. The organization will remain intact and will be considered to be one leg of the upline sponsor.

EXHIBIT A

TIER RANK	GOAL GETTERS			BUSINESS BUILDERS			TEAM LEADERS			GLOBAL LEADERS			SERVANT LEADERS		
	Silver (\$1)	Double Silver (\$2)	Triple Silver (\$3)	Gold (G1)	Double Gold (G2)	Triple Gold (G3)	Platinum (P1)	Double Platinum (P2)	Triple Platinum (P3)	Diamond (D1)	Double Diamond (D2)	Triple Diamond (D3)	Blue Heart (H1)	Double Blue Heart (H2)	Triple Blue Heart (H3)
PV	70	70	120	150	150	150	225	225	225	225	225	225	225	225	225
OV	-	300	500	900	1,600	2,900	5,400	10,000	19,000	37,000	75,000	150,000	300,000	600,000	1,200,000
# OF LEGS AT RANK	1: 400 OV legs			2: 400 OV legs			3: G1 or higher			3: P1 or higher			3: D1 or higher		
NG	3: 700 OV legs			3: 700 OV legs			3: G2 or higher			3: P2 or higher			3: D2 or higher		
RANK REQUIREMENTS															
TEAM BONUS															
LEVEL 1	2%	4%	6%	8%	8%	8%	8%	8%	8%	8%	8%	8%	8%	8%	8%
LEVEL 2			2%	4%	7%	8%	8%	8%	8%	8%	8%	8%	8%	8%	8%
LEVEL 3				3%	3%	5%	6%	6%	6%	6%	6%	6%	6%	6%	6%
LEVEL 4						3%	5%	5%	5%	5%	5%	5%	5%	5%	5%
LEVEL 5							3%	3%	3%	3%	3%	3%	3%	3%	3%
LEVEL 6								3%	3%	3%	3%	3%	3%	3%	3%
LEVEL 7									3%	3%	3%	3%	3%	3%	3%
INFINITY BONUS (PAID MONTHLY ON LEVEL 8 AND BEYOND)*															
LEADERSHIP BONUS (PAID MONTHLY)															
	\$100	\$200	\$300	\$400	\$1000	\$2,000	\$4,000	\$7,000	\$15,000	\$20,000	\$30,000	\$40,000			
RANK ADVANCEMENT BONUS															
REGULAR BONUS	\$500														
DOUBLED BONUS**	\$1,000														
UPLINE BONUS***	\$500														

DEFINITIONS:
 CV (Commissionable Volume): Volume assigned to products designated as commissionable. This is the basis on which Affiliate Bonus, Team Bonus, and Infinity Bonus is paid.
 OV (Qualifying Volume): Equal to the sales price of products that carry commissionable volume and personal volume. Used to determine rank and activity qualification of an Ambassador.
 OV (Organizational Volume): This is the sum of the Qualifying Volume of each Ambassador, their Customer Group, and their entire Ambassador Tree, including each Ambassador's and Affiliate's Customer Group.
 PV (Personal Volume): Sum of the purchases made with qualifying volume from an Ambassador or Affiliate, and each Customer and Preferred Customer in his or her Customer Group. Limited to 100 coming from own purchases.
 NG (New Generation): In order to hold a rank within the Servant Leader tier, Ambassadors serve their organization by helping at least one person in their first generation, rank advance to Platinum or higher every rolling 12-month period. An Ambassador's first generation includes themselves and their entire downline, down to but not including the next Platinum (annual title) or higher.
 ** Double if within 3 months for G1 and 6 months for P1. The 6 month clock for P1 begins when G1 is attained.
 *** Paid to the next upline in the enrollment genealogy that has a matching or higher rank to that of the advancing Ambassador. Such rank must be achieved in the same month of the advancement.
 **** 50% paid the month of promotion to this rank and 50% paid the next month that the ambassador achieves this rank, regardless of when that occurs.