



# OOLA LIFE

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**Compensation Plan  
Description**

Oola.

The Oola Life, Inc. (“Oola”) Compensation Plan (the “Plan” or the “Compensation Plan”) rewards you for spreading the word about the Oola transformation system 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 startup company, 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.

## MEMBERS AND AMBASSADORS

Members benefit from the same Oola program as Ambassadors, but because they do not make use of the replicated website, back office, and other features available to Ambassadors, they are not required to pay the additional \$97 annual Ambassador fee. No commissions are paid for or based on the Ambassador fee.

<div style="display: flex; align-items: center;"> <div style="text-align: center;"> <p><b>\$47</b></p> <p>PER MONTH</p> <p><small>after initial start-up of \$77 for your first month. No enrollment fee. CANCEL ANYTIME.</small></p> </div> <div style="margin-left: 10px;"> <p><b>30-DAY GUARANTEE MONEY BACK</b></p> </div> </div> <th style="text-align: center;">   <b>MEMBER:</b> </th> <th style="text-align: center;">   <b>AMBASSADOR:</b> </th>	 <b>MEMBER:</b>	 <b>AMBASSADOR:</b>
Design My Life Blueprint	✓	✓
My Breakthrough Experience	✓	✓
My Personalized Path	✓	✓
My Daily Tracker	✓	✓
Oola Support Groups	✓	✓
1 meal/month to a child in need	✓	✓
30-day money back guarantee	✓	✓
Annual subscription option <small>(one month free)</small>	✓	
Personalized Website		✓
Business App		✓
Share Oola App		✓
Business Back-office Dashboard		✓
Ability to earn income		✓
Annual Business Suite	\$0	\$97

## VOLUME POINTS

**Personal Volume:** This is the sum of the purchase price(s) paid (or in some cases, the assigned Qualifying Volume) for products, services, or subscriptions purchased by an Ambassador and each Member in his or her Member Pool during a given month, for items designated by the Company as Qualifying Volume. For personal purchases by an Ambassador, it is limited to 100.

**Qualifying Volume:** This is equal to the sales price of products that carry commissionable volume and personal volume. This is used to determine rank and activity qualification of an Ambassador.

**Organizational Volume:** This is the sum of the Qualifying Volume of each Ambassador, their Member Pool, and their entire Ambassador Tree—including each Ambassador’s Member Pool.

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

**Commissionable Products or Qualifying Products:** Products, services, or subscriptions designated as eligible for payment of commissions.

## WAYS TO GET PAID

The Oola Life, Inc. (“Oola”) Compensation Plan offers seven different types of income for Ambassadors:

- **Subscription Bonus:** It takes extra support to help a brand new Ambassador or Member get started with the Oola transformation process. To compensate Ambassadors for providing this support to every new Oola Ambassador or Member, Oola pays a Subscription Bonus totaling \$44. The direct Enroller of the new Ambassador or Member will receive \$37 and that person’s Enroller will receive \$7, provided they have active status for purposes of being eligible for commissions. The \$37 bonus is paid daily, and the \$7 bonus is paid monthly.

- Double Subscription Bonus:** Ambassadors, within their first three full calendar months following their initial month of enrollment, have an opportunity to earn double the Subscription Bonus by personally enrolling 7 or more new subscribers within a calendar month during that time. This exclusive incentive offered only to new Ambassadors is paid monthly. Limited to 7 Double Subscription Bonuses per calendar month, this exclusive incentive begins the day an Oola Ambassador enrolls and continues until the last day of the third full calendar month.
- Member Sales Bonus:** Each month, each Ambassador is eligible to be paid a percentage of the Personal Volume generated by Members in his or her Member Pool. This bonus is paid monthly. The percentage paid depends on the total Personal Volume of the Ambassador for the month:

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

**PV (Personal Volume):** Sum of the purchases of products with qualifying volume from an Ambassador and their Members (personal purchases limited to 100PV per month).

**CV (Commissionable Volume):** Volume assigned to products designated as commissionable. This is the basis on which many bonuses are paid.

- Unilevel Bonus:** The Unilevel 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 is determined by looking at your Ambassador Tree to determine how many Ambassadors are between you and the Ambassador in question. For example, all of the Ambassadors you Sponsor (whether or not you have also Enrolled them) are on your Level 1. All of the Ambassadors Sponsored by someone on your Level 1 are your Level 2. Ambassadors 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 Unilevel 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 Rewards Bonus:** The Leadership Rewards bonus is a flat rate, cash bonus that is paid as shown in Exhibit A to Ambassadors who achieve certain ranks within the Compensation Plan for the relevant month. It is in addition to all other commissions and bonuses paid and is paid monthly.
- **Tier Advancement Bonus and Upline Bonus:** When you advance from one of the five Rank Tiers to another Tier (for example, from the Goal Getters Tier to the Business Builders Tier), you may be eligible to receive one of the Tier 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.

**Double Tier Advancement Bonus:** 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 Tier Advancement Bonus of \$150, totaling \$300. Doubled Gold Tier Advancement Bonuses are paid along with their monthly commissions.

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 Tier Advancement Bonus of \$500, totaling \$1000. Doubled Platinum Tier Advancement Bonuses are paid along with their monthly commissions.

In addition, an Upline Bonus, as set forth in Exhibit A on page 7, 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 Member Pool and an Ambassador Tree. Members are placed in the Member Pool and Ambassadors are placed in the Ambassador Tree. If a Member 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.

**Member Pool:** When a Member enrolls with an Ambassador, that Member is placed in the Ambassador's Member Pool, and the Member's purchases become part of the Personal Volume ("PV") of the Ambassador. An Ambassador may have an infinite number of Members enrolled in the Member Pool, and there is no relationship, hierarchy, or structure between or among any Members enrolled with a specific Ambassador. Members are not paid any commissions or bonuses. The Member Sales Bonus is calculated based on the Personal Volume in an Ambassador's Member Pool.

**Ambassador Tree:** Each Ambassador has an Ambassador Tree, which is a network of Ambassadors 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 may be placed. The Ambassador Tree is the structure from which the Uni-level Bonus, Tier Advancement Bonus, Leadership Rewards Bonus, and Infinity Bonus are calculated.

When a new Ambassador begins his or her Oola journey, he or she must specify 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	1: 400 OV legs			2: 400 OV legs			3: G2 or higher			3: P2 or higher			3: D2 or higher		
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 REWARDS BONUSES (PAID MONTHLY)															
	\$100	\$200	\$300	\$400	\$1000	\$2,000	\$4,000	\$7,000	\$15,000	\$20,000	\$30,000	\$40,000	\$50,000	\$60,000	\$70,000
REGULAR BONUS	\$500														
DOUBLED BONUS**	\$1,000														
UPLINE BONUS***	\$500														
TIER ADVANCEMENT BONUS															
	\$5,000****														
	\$25,000****														

**DEFINITIONS:**  
 CV (Commissionable Volume): Volume assigned to products designated as commissionable. This is the basis on which Unilevel Bonus, Infinity Bonus, and Member Sales 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 Member Pool, and their entire Ambassador Tree, including each Ambassador's Member Pool.  
 PV (Personal Volume): Sum of the purchases of the products with qualifying volume from an Ambassador and their Members.  
 NG (New Generation): In order to hold a rank within the Servant Leader tier, Ambassadors serve their organization by helping at least one person, anywhere within their organization, rank advance to Platinum or higher every 12 months.

\* The Infinity Bonus pays a percentage on all Commissionable Volume on Level 8 (or lower) and below in the Placement Genealogy. The starting point for this bonus is the level after the last Level Bonus that was paid. Due to roll-up, that may be on Level 8 or lower, depending on how much, if any, roll-up there is. The percentage that an Ambassador receives is based on their paid-as title for that period. Ambassadors will not be blocked from receiving their payout by other Ambassadors with the same or higher paid-as title. Infinity bonus subject to a 2% cap of all company commissionable volume.  
 \*\* Double if within 3 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.