



# COMPENSATION PLAN

NHT Global is proud to introduce what we believe is one of the most lucrative and retail-oriented compensation plans in history. Whether part-time or fulltime, through a retail customer base, or as the result of building a team of like minded distributors, NHT Global affords you the opportunity to realize your financial goals and dreams!

## GETTING STARTED WITH NHT GLOBAL

### STEP 1. ENROLL IN NHT GLOBAL

There is no fee or initial product order required to become a Distributor with NHT Global. As you proceed through the application process you will be given two enrollment options from which to choose.



#### A. ENROLL AS A REP ONLY

(Includes your marketing web site)

This option requires a \$75.00US refundable deposit (most states) and includes access to your Back Office Management Support Center for 60 days. After 60 days, you will be billed \$9.95US for any month in which you wish to access your Back Office System.



#### B. BUSINESS BUILDER PACKAGE

(Deposit is waived with this option)

For \$50 per year, you will receive your NHT Global website, an online store to sell your product, plus unlimited access to your Back Office Management Support Center for 12 months.

Once you have chosen your enrollment option and completed the application process, you will be an Independent Representative/Distributor with NHT Global. This will set up your RBC\* (Retail Business Center) within our Two-Team Infinity Compensation System and you can now begin building your business.

\* Your RBC will not hold and accumulate volume in the Two-Team Infinity Compensation System until it has been activated. (See "Activate Your Retail Business Center(optional)" for details.)

### STEP 2. ACTIVATE YOUR RETAIL BUSINESS CENTER (OPTIONAL)

NHT Global is a product driven company. Any and all earned commissions and overrides are based on the sale and consumption of product. While there is no product purchase required, your business will probably grow and flourish more quickly if you are a satisfied product user and have product on hand to share with others. We recommend that you choose the NHT Global Product Package that best suits the goals and needs for your business.

In order to hold and accumulate sales volume generated within your downline in the Two-Team Infinity Compensation structure, an RBC must be activated. An RBC that has been activated will continue to hold and accumulate volume as long as it remains activated by meeting the minimum ongoing maintenance requirements. (The ongoing activation requirement for volume retention and commission payment is detailed below.)

An RBC is activated with a wholesale product order totaling 90 BV points or more. (Any NHT Global product package of 90 BV or more meets this requirement - excluding sales aids and training materials.) We've broken the initial product packages into four categories: Platinum, Gold, Silver, and Bronze Personal Use. With each package you're purchasing product at the lowest wholesale price. Every time product is purchased Bonus Volume points are generated.

RBCs without product orders (inactivated) or product orders that are not paid for within the prescribed time limits do not hold accumulated volume past the end of the weekly pay period in which they were generated. Each pay period runs from 12:00 Midnight Central Time each Monday (Sunday night) through 11:59 p.m. Central Time the following Sunday, with all funds due at the home office by the close of business on the following Wednesday.

### BONUS VOLUME (BV)

The NHT Global Compensation Plan is built around the retailability of our products. In order to keep the products competitively priced at the retail level and to ensure a profitable wholesale to retail margin for our distributor base, we assign a point value (called Bonus Volume or BV) to each of our products, and the compensation program is based on the accumulation of these points. NHT Global gives each product the maximum points possible to create the ideal balance between significant retail profits and substantial override income for our distributors.

### STEP 3. QUALIFY YOUR RBC AND GENERATE AN INCOME WITH NHT GLOBAL

There are 4 ways to earn money with the NHT Global Compensation System:

#### 1. RETAIL PROFITS

As an NHT Global Distributor, you may purchase products at wholesale and resell them at retail, thereby earning retail profits.

#### 2. DIRECT SALES COMMISSIONS AND GENERATIONAL BONUS

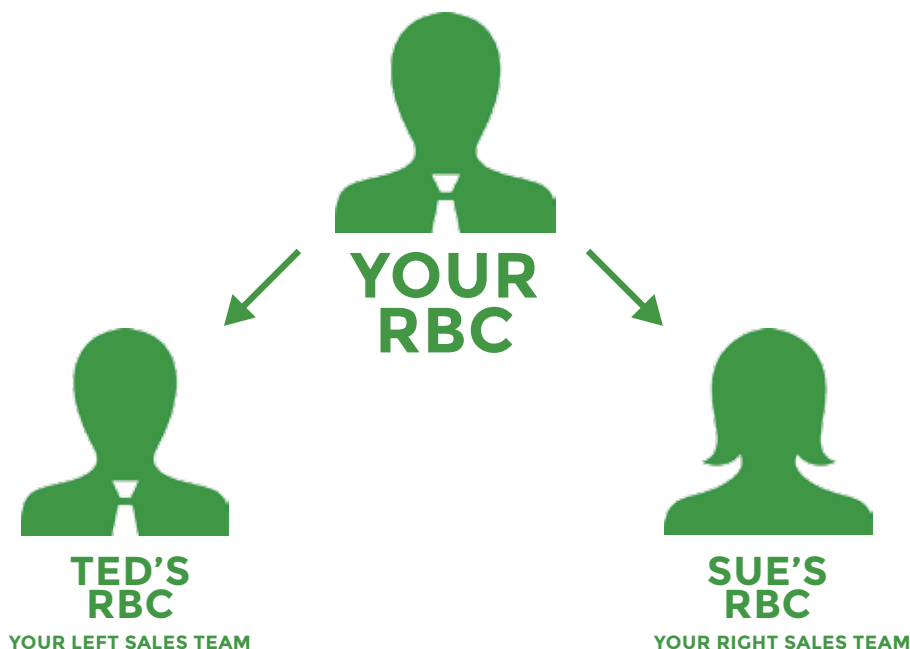
Earn Direct Sales Commissions on the bonus volume generated by every personally sponsored Distributor, up to three levels deep in your Generation Tree.

#### 3. THE TWO-TEAM INFINITY COMPENSATION SYSTEM

You may begin to develop two teams under your RBC by introducing others to NHT Global and our wonderful products and opportunity. As they register their RBCs under you, you will develop a Left Sales Team and a Right Sales Team. You can earn income based on the product sales within your two teams as outlined below.

#### 4. MATCHING BONUS

Earn bonuses on commission cycles earned through your personally sponsored downline up to three levels deep in your Generation Tree.



### EARN DIRECT SALES COMMISSIONS

Generational Bonuses pay off of volume of your personally sponsored distributors up to three levels deep after Platinum or Gold rank of personally sponsored distributors is achieved. Until Platinum or Gold rank is achieved, only the direct personal sponsor of the distributor will receive the Generational Bonus.

There are three levels of the Generational Bonus:

- 1st Level Generational Bonus
- 2nd Level Generational Bonus
- 3rd Level Generational Bonus

If you are a Platinum or Gold distributor, you will receive a 10% bonus (of the BV) on every order placed in your first level personally sponsored downline. If you are a Silver distributor, you will receive 5%. The percentages of BV payout are outlined as follows depending on your rank:

	PLATINUM/GOLD	SILVER	BRONZE
LEVEL 1	10%	5%	3%
LEVEL 2	5%	3%	0%
LEVEL 3	3%	0%	0%

### THE TWO-TEAM SYSTEM

Once you have activated your RBC, there are two simple steps to complete that will allow you to earn an income within the Two-Team Infinity Compensation System: 1) your RBC must be Qualified and 2) your RBC must advance to a commissionable rank. There are three commissionable ranks within the Two-Team Infinity Compensation System – Bronze, Silver, Gold and Platinum ranks – to which you may advance. Advancement in rank, along with your commission increase, will occur immediately during the pay period in which all the criteria for advancement is met (i.e., the week in which you meet the criteria for Gold, you will be paid as a Gold).

### QUALIFY YOUR RBC TO EARN OVERRIDES

To qualify your RBC to earn overrides from the Two-Team Infinity Compensation plan, you must personally sponsor two (2) Distributors – one on your Left Sales Team and one on your Right Sales Team. In order to count for qualification, these sponsored distributors must be activated.

### ADVANCE TO A COMMISSIONABLE RANK

#### A. THE BRONZE RANK (90BV IN PV\*)

Your RBC will be promoted to the rank of Bronze with a wholesale product order totaling at least 90BV points. (Any NHT Global product purchase of 90BV or more meets this requirement - excluding sales aids and training materials.)

#### B. THE SILVER RANK (500BV IN PV\* OR 1,500BV IN PV + PGV\*\*)

Your RBC will be promoted to the rank of Silver upon enrollment if your FIRST order totals at least 250 BV in wholesale product AND a Business Builder's Package. If your first order contains less than 250 BV, you may obtain Silver rank by the following:

Your RBC will be promoted to the rank of Silver when either your accumulated Personal Bonus Volume (PV)\* has reached 500BV points or the accumulated combined total of your PV and Personal Group BV (PGV)\*\* has reached 1,500BV points. Of the total 1,500BV points, your PV must account for a minimum of 250 points of BV. There is no time limit to accomplish this, as it is based on the ongoing accumulation of BV points from the moment of enrollment of your RBC and the RBCs of your personal group. Your RBC must remain active for ongoing accumulation. If your RBC becomes inactive, all accumulated PV and PGV will be reset to zero.

### C. THE GOLD RANK (1,250BV IN PV\* OR 3,000 BV IN PV + PGV\*\*)

Your RBC will be promoted to the rank of Gold upon enrollment if your FIRST order totals at least 1,000 BV in wholesale product AND a Business Builder's Package. If your first order contains less than 1,000 BV, you may obtain Gold rank by the following:

Your RBC will be promoted to the rank of Gold when either your accumulated PV has reached 1,250 BV points or the accumulated combined total of your PV and PGV has reached 3,000 BV points. Of the total 3,000 BV points, your PV must account for a minimum of 250 BV points and may account for no more than a maximum of 1,000 BV points. There is no time limit to accomplish this as it is based on the ongoing accumulation of BV points from the moment of enrollment of your RBC and the RBCs of your personal group. Your RBC must remain active for ongoing accumulation. If your RBC becomes inactive, all accumulated PV and PGV will be reset to zero.

### D. THE PLATINUM RANK

Your RBC will be promoted to the rank Platinum upon enrollment if your FIRST order totals at least 1,250BV in wholesale product. The Business Builder Package is automatically included in a Platinum order and offers FREE backoffice service for a lifetime. With the purchase of an initial Platinum order, you will also receive six months of activation. Any single reorder of 1,250BV or more will also promote your RBC to the rank Platinum.

**\*Personal BV (PV):** This is your personal sales volume and refers to the product orders that are processed through your RBC and credited to your Distributor ID#. Personal Volume is accumulated in order to advance rank. All bonus volume on product reorders processed through your RBC is also applied to the 1/3 Team Leg, after Gold or Platinum.

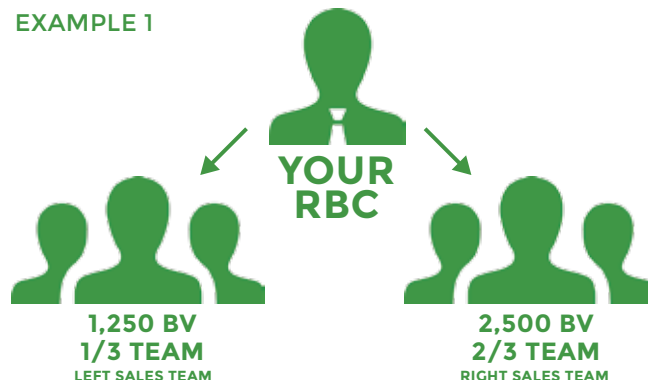
**\*\*Personal Group BV (PGV):** Your Personal Group consists of your personally-sponsored Distributors, regardless of their placement in the genealogy tree. Your Personal Group BV is the combined total of all the wholesale product orders that are processed through the RBCs of your Personal Group Distributors.

### TWO-TEAM INFINITY COMPENSATION

Once your RBC has been activated, has earned the pay rank of Bronze, Silver, Gold or Platinum and has been qualified, you are eligible to receive weekly express overrides based on Commissionable Bonus Volume (CBV), as well as a direct bonus payment for sponsoring new members.

### EARN WEEKLY EXPRESS OVERRIDE BONUSES

As mentioned, over time you will develop two sales team legs, your Left Sales Team leg and your Right Sales Team leg. Typically, it is natural that one team leg will accumulate more or less BV points in a given commission week than the other. The override bonus is calculated on the Commissionable Bonus Volume (CBV) of your team leg with the lesser amount of total accumulated points at the time of commission calculation based upon a 1/3-2/3 ratio. Once your RBC has been activated, has earned either the rank of Silver or Gold, and has been qualified, you are eligible to receive express overrides for every 3,750 in Total Group BV points generated by your Two-Team Marketing Organization. When one sales team has generated 2,500 points in Total Group BV (2/3) and your other sales team has generated 1,250 points Total Group BV, you will have completed a sales cycle and in turn will earn an express override bonus. An RBC may complete unlimited sales cycles per week. Any unused or unpaid accumulated BV in any Team leg after commission payment will be carried forward for payment in future weeks.



Example: Your Left Sales Team leg's accumulated volume at the end of the week is 1,250BV and the Right Sales Team leg's accumulated volume is 2,500BV. Your Left Sales Team leg is your 1/3 Team leg and your Right Sales Team leg is your 2/3 Team leg. The CBV is the entire accumulated 1,250 in the 1/3 Team leg as there is twice that accumulated volume in your 2/3 Team leg. After payment of commission, the balance of volume in your Right Sales Team leg will be carried forward for future commission calculation.

**EARN ADVANCE OVERRIDE BONUS**

To get members started on the right path to success, we also offer a one-time “advance” express override bonus of \$50USD when a Distributor’s CBV reaches 2,000BV / 1,000BV. This advance override bonus will only be paid once on a Distributor’s initial cycle. In addition, because of the \$50USD advance, the first express cycle of 2,500BV / 1,250BV will pay the balance of the full express override bonus.

The maximum amount of unpaid accumulated volume that may be carried forward at the end of any weekly pay period in either the Left or Right Sales Team legs is 50,000BV.

**COMMISSION AMOUNTS:**

**AN RBC AT PLATINUM OR GOLD RANK EARNS 20% OF THE CBV GENERATED WITHIN THE 1/3 TEAM LEG.**

**AN RBC AT SILVER RANK EARNS 10% OF THE CBV GENERATED WITHIN THE 1/3 TEAM LEG.**

**AN RBC AT BRONZE RANK EARNS 5% OF THE CBV GENERATED WITHIN THE 1/3 TEAM LEG.**

	DOWNLINE VOLUME	2/3 TEAM VOLUME	1/3 TEAM VOLUME	COMISSIONS EARNED	MAXIMUM WEEKLY*
<b>PLATINUM/ GOLD</b>	<b>3,750</b>	<b>2,500</b>	<b>1,250</b>	<b>\$250.00</b>	<b>\$50,000</b>
<b>SILVER</b>	<b>3,750</b>	<b>2,500</b>	<b>1,250</b>	<b>\$125.00</b>	<b>\$50,000</b>
<b>BRONZE</b>	<b>3,750</b>	<b>2,500</b>	<b>1,250</b>	<b>\$62.50</b>	<b>\$50,000</b>

\* All volumes are calculated to unlimited depth. An RBC’s income is allowed to reach a maximum of US\$50,000 per week.

Different international markets may have a minimum commission amount required before issuance of commission check or electronic payment. Check with local customer support in any market for local requirements.

To further ensure the strength and stability of the Two-Team Infinity Compensation Plan, all commissions are paid within the guidelines of our 60% cap rule.

See below for an explanation of the 60% cap.

**TRUE MATCHING BONUS**

True Matching Bonuses are paid on personally sponsored distributors express override bonuses up to three levels deep.

**1st Level                      2nd Level                      3rd Level**  
**Matching Bonus      Matching Bonus      Matching Bonus**

**THE PERCENTAGES OF EXPRESS OVERRIDE BONUS PAYOUT ARE OUTLINED AS FOLLOWS  
DEPENDING ON YOUR RANK**

	PLATINUM/GOLD	SILVER	BRONZE
<b>LEVEL 1</b>	<b>10%</b>	<b>5%</b>	<b>3%</b>
<b>LEVEL 2</b>	<b>5%</b>	<b>3%</b>	<b>0%</b>
<b>LEVEL 3</b>	<b>3%</b>	<b>0%</b>	<b>0%</b>

For example, if you are a Gold distributor and a member in your first level personally sponsored downline earns an express override bonus off of their CBV (Commissionable Bonus Volume), you will receive a bonus of 10% on the cycle amount. If you are a silver distributor, you will receive a 5% bonus on the cycle amount.

### ACTIVATION PERIOD

Initial activation periods vary based on the amount of BV in your first order. An order containing 1,249BV or less receives 8 weeks of activation. An order containing 1,250BV or more receives 24 weeks of activation. You can monitor your organization through your Back Office Management Support Center. After this initial period, the activation period runs every 4 weeks. The pay period runs from Sunday to Sunday, commencing at 12:00 Midnight Central time (Monday morning) and concluding at 11:59 p.m. Central Time the following Sunday with all funds due in the home office no later than close of business (5:00 PM Central Time) Wednesday. (Remember, an RBC must be activated and remain so to continue holding and accumulating volume.)

### ONGOING MINIMUM MAINTENANCE REQUIREMENTS

This is a retail marketing program. Distributors may purchase product and earn profits through retail sales at any time with no maintenance requirement. In order to continue accumulating and holding volume, and earning override commissions in the Two-Team program, an RBC must reactivate their RBC after the initial 8 weeks and every 4-week activation period thereafter. In order to maintain ongoing activation, an RBC must have a minimum of 35 BV points of PV through Autoship in each activation period until the RBC has earned a total accumulation of \$500 in team bonus commission income and then must have a minimum of 70 points of PV in each activation period thereafter whether or not the RBC is on Autoship. If the RBC is not on Autoship prior to earning \$500 of accumulated commission, the minimum requirement will be 70 BV points of PV per activation period.

In the event that an RBC does not meet and maintain the minimum requirements within the prescribed timeframe, any accumulated volume will be flushed and no commission check will be earned. In the event someone reactivates (places and pays for their order) after this has happened, volume will once again start to accumulate (no previously flushed volume will be reinstated) and commissions can be earned.

Members also have the choice to enroll in Autoship Bank which allows them to apply a portion of banked commissions toward the purchase of product. If a member selects this method of Autoship they do not have a monthly maintenance requirement.

### 60% CAP RULE

NHT Global has one of the strongest payouts in the network marketing industry. We pay out the field, in the form of commissions, up to 60% of commissionable revenues we receive on product purchases over the lifetime of our program.

When the cycle commissions calculated exceed 60% of the commissionable revenue in a particular week, based on a 5-week moving average calculation the Company continuously monitors, the cycle commissions earned on those cycles beyond the first ten (10) cycles in that week of any member will be subject to a pro rata dilution to bring the total commissions actually paid back down to no more than 60% of the commissionable revenue. The dilution will be applied equally on all cycle commissions beyond the first 10 cycles.

\*All references to income, implied or stated, in the NHT Global Compensation Plan are for illustration purposes only. NHT Global does NOT guarantee that anyone will earn any level of income, or any income at all. Earnings from the NHT Global Compensation Plan, if any, will depend solely on each person's effort, skill, and ability.