

# FIVE WAYS

## NATURE'S SUNSHINE PAYS:



SmartStart  
Bonuses



Personal  
Rebates



Group  
Commissions



Retail  
Profits



Manager  
Overrides





# FIVE WAYS NATURE'S SUNSHINE PAYS:

Introduce Others to Nature's Sunshine & Earn  
**SmartStart Bonuses!**

## INSTRUCTIONS

- 1 Enter the new member's compensation plan, Classic or Legacy<sup>1</sup>.
- 2 Enter the new member's sign-up order QV points. SmartStart bonuses are paid on orders of 100-300 QV points.<sup>2</sup>
- 3 Enter your compensation plan, Classic or Legacy.
- 4 Enter the correct bonus percentage. If either the sponsor or new member is a Classic member, the sponsoring bonus is 30%. If both the sponsor and new member are Legacy (or Classic Granted), the sponsoring bonus is 40%.
- 5 Multiply boxes 2 & 4 to give you the sponsoring bonus \$ amount.
- 6 Multiply box 2 by 10%.
- 7 Multiply box 2 by 5%.
- 8 Multiply box 2 by 5%.

**5%** Doug's Upline, Shandi

Bonus %	\$ Amount
5%	8

**5%** Ray's Upline, Doug

Bonus %	\$ Amount
5%	7

**10%** Scott's Upline, Ray

Bonus %	\$ Amount
10%	6

**30/40%**  
Sponsoring Bonus  
Member, Scott

Plan	30 or 40 %	\$ Amount
3	4	5

**\$15**  
Product Offer  
New Member Terry  
100-300 QV points on sign-up order

Plan	Sign-up order QV	Product Offer
1	2	\$15

## THE POWER OF SMARTSTART BONUSES

By personally adding two new members at 100 QV points each month and teaching your group to do the same, you will earn ALL four levels of bonuses!

	Month 1	Month 2	Month 3	Month 4	Month 5	Month 6
<b>5%</b>				\$80	\$320	\$380
<b>5%</b>			\$40	\$120	\$240	\$400
<b>10%</b>		\$40	\$80	\$120	\$160	\$200
<b>30/40%</b>	\$80	\$80	\$80	\$80	\$80	\$80
<b>Bonus!</b>	<b>\$80</b>	<b>\$120</b>	<b>\$200</b>	<b>\$400</b>	<b>\$800</b>	<b>\$1060</b>

1 If you joined Nature's Sunshine before June 2006, you are considered a Classic Member (Classic-G) or Granted. This means you are eligible to receive Legacy sponsoring benefits and Classic rebates.

2 Sign-up order QV points must be between 100 and 300 for SmartStart bonuses to be paid. If the sign-up order QV points fall outside this range, normal compensation plan rules apply.

3 Any QV Points above 300 will be calculated based on normal compensation plan rules, but you'll receive SmartStart bonuses on the first 300 QV Points.

# Example



## FIVE WAYS NATURE'S SUNSHINE PAYS:

Introduce Others to Nature's Sunshine & Earn SmartStart Bonuses!

### INSTRUCTIONS

- 1 Enter the new member's compensation plan, Classic or Legacy<sup>1</sup>.
- 2 Enter the new member's sign-up order QV points. SmartStart bonuses are paid on orders of 100-300 QV points.<sup>2</sup>
- 3 Enter your compensation plan, Classic or Legacy.
- 4 Enter the correct bonus percentage. If either the sponsor or new member is a Classic member, the sponsoring bonus is 30%. If both the sponsor and new member are Legacy (or Classic Granted), the sponsoring bonus is 40%.
- 5 Multiply boxes 2 & 4 to give you the sponsoring bonus \$ amount.
- 6 Multiply box 2 by 10%.
- 7 Multiply box 2 by 5%.
- 8 Multiply box 2 by 5%.

**5%** Doug's Upline, Shandi

Bonus %	\$ Amount
5%	<sup>8</sup> \$7.50

**5%** Ray's Upline, Doug

Bonus %	\$ Amount
5%	<sup>7</sup> \$7.50

**10%** Scott's Upline, Ray

Bonus %	\$ Amount
10%	<sup>6</sup> \$15

**30/40%**  
Sponsoring Bonus  
Member, Scott

Plan	30 or 40 %	\$ Amount
<sup>3</sup> Classic	<sup>4</sup> 30%	<sup>5</sup> \$45

**\$15**  
Product Offer  
New Member Terry  
100-300 QV points on sign-up order

Plan	Sign-up order QV	Product Offer
<sup>1</sup> Classic	<sup>2</sup> \$150	\$15

### THE POWER OF SMARTSTART BONUSES

By personally adding two new members at 100 QV points each month and teaching your group to do the same, you will earn ALL four levels of bonuses!

	Month 1	Month 2	Month 3	Month 4	Month 5	Month 6
<b>5%</b>				\$80	\$320	\$380
<b>5%</b>			\$40	\$120	\$240	\$400
<b>10%</b>		\$40	\$80	\$120	\$160	\$200
<b>30/40%</b>	\$80	\$80	\$80	\$80	\$80	\$80
<b>Bonus!</b>	<b>\$80</b>	<b>\$120</b>	<b>\$200</b>	<b>\$400</b>	<b>\$800</b>	<b>\$1060</b>

<sup>1</sup> If you joined Nature's Sunshine before June 2006, you are considered a Classic Member (Classic-G) or Granted. This means you are eligible to receive Legacy sponsoring benefits and Classic rebates.

<sup>2</sup> Sign-up order QV points must be between 100 and 300 for SmartStart bonuses to be paid. If the sign-up order QV points fall outside this range, normal compensation plan rules apply.

<sup>3</sup> Any QV Points above 300 will be calculated based on normal compensation plan rules, but you'll receive SmartStart bonuses on the first 300 QV Points.



# FIVE WAYS NATURE'S SUNSHINE PAYS:

## Calculating Rebates & Commissions

### INSTRUCTIONS

- 1 Enter your personal QV points.
- 2 Enter your corresponding rebate % from Rebate & Commission Schedule.
- 3 Multiply boxes 1 & 2.
- 4 No action required.
- 5 Add boxes 3 & 4.

### Your Pay WITHOUT a Group—Rebates\*\*

Your QV	Rebate (%)	Rebate (\$)	Commission (\$)	Total Check
1	2	3	4	5

### INSTRUCTIONS

- 1 Sum of your total group QV points.
- 2 Enter the corresponding rebate % from Rebate & Commission Schedule.
- 3 Multiply box 2 by your personal QV points.
- 4 See instructions below:
  - a) Enter each group member's rebate % below their name.
  - b) Calculate each group member's rebate \$ amount by multiplying the QV points by their rebate %.
  - c) Calculate your commission % on each member by subtracting that member's rebate %(4a) from box 2.
  - d) Calculate your commission \$ amount on each member by multiplying that member's QV points by your commission % (4c).
  - e) Add up all of your commission amounts and put in box 4.
- 5 Add boxes 3 & 4.

### Your Pay WITH a Group—Rebates & Commissions\*\*\*

Group QV	Rebate (%)	Rebate (\$)	Commission (\$)	Total Check
1	2	3	4	5

<b>Your personal QV</b>					
↓ ↓ ↓					
	<b>Member 1</b>	<b>Member 2</b>	<b>Member 3</b>		
Their QV points	_____	_____	_____		
Their Rebate (%)	4a _____	_____	_____		
Their Rebate (\$)	4b _____	_____	_____		
Your Commission (%)	4c _____	_____	_____		
Your Commission (\$)	4d _____	+	_____	+	_____ = 4e _____
				<b>Total Commission (\$)</b>	

### Rebate & Commission Schedule

Classic		Legacy	
QV Points	Rebate %	QV Points	Rebate %
100	10%	100	10%
300	12%	500	15%
600	18%	1,000+	20%
1,000	27%		
3000+	30%		

\*To be eligible to receive a rebate and a commission in a given month, you must have 100 personal QV points in that month.  
 \*\*Rebates: The dollar amount you receive back from Nature's Sunshine for your personal purchases in a given month.  
 \*\*\*Commissions: The dollar amount you earn from your group members' purchases in a given month. Excludes managers.

# Example



# FIVE WAYS NATURE'S SUNSHINE PAYS:

## Calculating Rebates & Commissions

### INSTRUCTIONS

- 1 Enter your personal QV points.
- 2 Enter your corresponding rebate % from Rebate & Commission Schedule.
- 3 Multiply boxes 1 & 2.
- 4 No action required.
- 5 Add boxes 3 & 4.

### Your Pay WITHOUT a Group—Rebates\*\*

Your QV	Rebate (%)	Rebate (\$)	Commission (\$)	Total Check
1 <b>300</b>	2 <b>12%</b>	3 <b>\$36</b>	4 <b>\$0</b>	5 <b>\$36</b>

### INSTRUCTIONS

- 1 Sum of your total group QV points.
- 2 Enter the corresponding rebate % from Rebate & Commission Schedule.
- 3 Multiply box 2 by your personal QV points.
- 4 See instructions below:
  - a) Enter each group member's rebate % below their name.
  - b) Calculate each group member's rebate \$ amount by multiplying the QV points by their rebate %.
  - c) Calculate your commission % on each member by subtracting that member's rebate % (4a) from box 2.
  - d) Calculate your commission \$ amount on each member by multiplying that member's QV points by your commission % (4c).
  - e) Add up all of your commission amounts and put in box 4.
- 5 Add boxes 3 & 4.

### Your Pay WITH a Group—Rebates & Commissions\*\*\*

Group QV	Rebate (%)	Rebate (\$)	Commission (\$)	Total Check
1 <b>1,290</b>	2 <b>27%</b>	3 <b>\$81</b>	4 <b>\$121.<sup>30</sup></b>	5 <b>\$202.<sup>30</sup></b>

**Your personal QV**  
**300**

	Member 1	Member 2	Member 3	Total Commission (\$)
Their QV points	<b>90</b>	<b>200</b>	<b>700</b>	
Their Rebate (%)	4a <b>0%</b>	<b>10%</b>	<b>18%</b>	
Their Rebate (\$)	4b <b>\$0</b>	<b>\$20</b>	<b>\$126</b>	
Your Commission (%)	4c <b>27%</b>	<b>17%</b>	<b>9%</b>	
Your Commission (\$)	4d <b>\$24.<sup>30</sup></b>	<b>\$34</b>	<b>\$63</b>	= 4e <b>\$121.<sup>30</sup></b>

### Rebate & Commission Schedule

Classic		Legacy	
QV Points	Rebate %	QV Points	Rebate %
100	10%	100	10%
300	12%	500	15%
600	18%	1,000+	20%
1,000	27%		
3000+	30%		

\*To be eligible to receive a rebate and a commission in a given month, you must have 100 personal QV points in that month.  
 \*\*Rebates: The dollar amount you receive back from Nature's Sunshine for your personal purchases in a given month.  
 \*\*\*Commissions: The dollar amount you earn from your group members' purchases in a given month. Excludes managers.



# FIVE WAYS NATURE'S SUNSHINE PAYS:

Earn Retail Profits by **Purchasing at Direct Cost** and **Selling at Retail!**



## INSTRUCTIONS

- 1 Enter the direct cost of the product.
- 2 Multiply box 1 by 1.5  
(or enter retail price from Nature's Sunshine's price list).
- 3 Subtract box 1 from box 2.

### First Product

Direct Cost <sup>1</sup>	Markup	MSRP <sup>2</sup>	Profit
1	<b>50%</b>	2	3



- 4 Enter the direct cost of the second product.
- 5 Multiply box 4 by 1.5  
(or enter retail price from Nature's Sunshine's price list).
- 6 Subtract box 4 from box 5.



### Second Product

Direct Cost <sup>1</sup>	Markup	MSRP <sup>2</sup>	Profit
4	<b>50%</b>	5	6

- 7 For your total profit, add boxes 3 & 6.



Total Profit
7

<sup>1</sup> Direct cost is the price you paid to receive a product directly from Nature's Sunshine.  
<sup>2</sup> MSRP = Manufacturer's Suggested Retail Price

# Example



## FIVE WAYS NATURE'S SUNSHINE PAYS:

Earn Retail Profits by **Purchasing at Direct Cost** and **Selling at Retail!**



### INSTRUCTIONS

- 1 Enter the direct cost of the product.
- 2 Multiply box 1 by 1.5  
(or enter retail price from Nature's Sunshine's price list).
- 3 Subtract box 1 from box 2.

#### First Product

Direct Cost <sup>1</sup>	Markup	MSRP <sup>2</sup>	Profit
<sup>1</sup> \$12	50%	<sup>2</sup> \$18	<sup>3</sup> \$6



- 4 Enter the direct cost of the second product.
- 5 Multiply box 4 by 1.5  
(or enter retail price from Nature's Sunshine's price list).
- 6 Subtract box 4 from box 5.



#### Second Product

Direct Cost <sup>1</sup>	Markup	MSRP <sup>2</sup>	Profit
<sup>4</sup> \$16	50%	<sup>5</sup> \$24	<sup>6</sup> \$8

- 7 For your total profit, add boxes 3 & 6.



Total Profit
<sup>7</sup> \$14

<sup>1</sup> Direct cost is the price you paid to receive a product directly from Nature's Sunshine.  
<sup>2</sup> MSRP = Manufacturer's Suggested Retail Price



# FIVE WAYS NATURE'S SUNSHINE PAYS:

Earn Generous Overrides as you **Develop Managers!**

## REGIONAL MANAGER<sup>2</sup>

### INSTRUCTIONS

- 1 Enter your 1<sup>st</sup> level manager's compensation plan-Classic or Legacy.
- 2 Enter your 1<sup>st</sup> level manager's group QV points.
- 3 Refer to your 1<sup>st</sup> level manager's compensation plan override table and enter the correct %-12% for Classic; 10% for Legacy.
- 4 Multiply boxes 2 & 3 to get the override \$ amount.

#### First Level

Plan	Group QV	Override %	Override \$
1	2	3	4

- 5 Enter your 2<sup>nd</sup> level manager's compensation plan -Classic or Legacy.
- 6 Enter your 2<sup>nd</sup> level manager's group QV points.
- 7 Refer to your 2<sup>nd</sup> level manager's compensation plan override table and enter the correct % -4% for Classic; 7% for Legacy
- 8 Multiply boxes 6 & 7 to get the override \$ amount.



#### Second Level

Plan	Group QV	Override %	Override \$
5	6	7	8

- 9 Enter your 3<sup>rd</sup> level manager's compensation plan -Classic or Legacy.
- 10 Enter your 3<sup>rd</sup> level manager's group QV points.
- 11 Refer to your 3<sup>rd</sup> level manager's compensation plan override table and enter the correct % -2% for Classic; 6% for Legacy
- 12 Multiply boxes 10 & 11 to get the override \$ amount.
- 13 Add boxes 4, 8, 12 to get the total override \$ amount.



#### Third Level

Plan	Group QV	Override %	Override \$
9	10	11	12



### NATURE'S SUNSHINE LEGACY Compensation/Benefits Summary

Rank	Minimum First-Level Mgrs.	Total Managers Required (5 Levels)	Manager Overrides						
			1 <sup>st</sup>	2 <sup>nd</sup>	3 <sup>rd</sup>	4 <sup>th</sup>	5 <sup>th</sup>	6 <sup>th</sup>	7 <sup>th</sup>
Member	0	-	-	-	-	-	-	-	-
Manager	0	-	-	-	-	-	-	-	-
Star	1	-	10%	-	-	-	-	-	-
District	2	-	10%	7%	-	-	-	-	-
Area	4	5	10%	7%	4%	-	-	-	-
Regional	6	15	10%	7%	6%	-	-	-	-
Divisional	8	40	10%	7%	6%	3%	-	-	-
Sr. Divisional	10	70	10%	7%	6%	5%	-	-	-
National	12	100	10%	7%	6%	5%	3%	-	-
Sr. National	15	200	10%	7%	6%	5%	5%	-	-
Global Elite	15	200	10%	7%	6%	5%	5%	5%	1%

Total Override \$
13

- 1 A Manager is someone in your organization who has at least 1,000 group QV points in a given month.
- 2 Increasing in rank allows you to receive manager overrides on deeper level managers. Refer to the manager override tables for details.



### NATURE'S SUNSHINE CLASSIC Compensation/Benefits Summary

Rank	Minimum First-Level Mgrs.	Total Managers Required (5 Levels)	Manager Overrides				
			1 <sup>st</sup>	2 <sup>nd</sup>	3 <sup>rd</sup>	4 <sup>th</sup>	5 <sup>th</sup>
Member	0	-	-	-	-	-	-
Manager	0	-	-	-	-	-	-
Star	1	-	12%	-	-	-	-
District	2	-	12%	4%	-	-	-
Area	5	5	12%	4%	2%	-	-
Regional	10	15	12%	4%	2%	-	-
Divisional	15	40	12%	4%	2%	0.5%	-
Sr. Divisional	20	70	12%	4%	2%	1%	-
National	22	100	12%	4%	2%	1.5%	.5%
Sr. National	25	200	12%	4%	2%	2%	1%
Global Elite	25	200	12%	4%	2%	2%	1%

NATURE'S SUNSHINE®

# Example



# FIVE WAYS NATURE'S SUNSHINE PAYS:

Earn Generous Overrides as you **Develop Managers!**

## REGIONAL MANAGER<sup>2</sup>

### INSTRUCTIONS

- 1 Enter your 1<sup>st</sup> level manager's compensation plan-Classic or Legacy.
- 2 Enter your 1<sup>st</sup> level manager's group QV points.
- 3 Refer to your 1<sup>st</sup> level manager's compensation plan override table and enter the correct %-12% for Classic; 10% for Legacy.
- 4 Multiply boxes 2 & 3 to get the override \$ amount.

#### First Level

Plan	Group QV	Override %	Override \$
<sup>1</sup> Classic	<sup>2</sup> \$1,600	<sup>3</sup> 12%	<sup>4</sup> \$192

- 5 Enter your 2<sup>nd</sup> level manager's compensation plan -Classic or Legacy.
- 6 Enter your 2<sup>nd</sup> level manager's group QV points.
- 7 Refer to your 2<sup>nd</sup> level manager's compensation plan override table and enter the correct % -4% for Classic; 7% for Legacy
- 8 Multiply boxes 6 & 7 to get the override \$ amount.



#### Second Level

Plan	Group QV	Override %	Override \$
<sup>5</sup> Legacy	<sup>6</sup> \$2,400	<sup>7</sup> 7%	<sup>8</sup> \$168

- 9 Enter your 3<sup>rd</sup> level manager's compensation plan -Classic or Legacy.
- 10 Enter your 3<sup>rd</sup> level manager's group QV points.
- 11 Refer to your 3<sup>rd</sup> level manager's compensation plan override table and enter the correct % -2% for Classic; 6% for Legacy
- 12 Multiply boxes 10 & 11 to get the override \$ amount.
- 13 Add boxes 4, 8, 12 to get the total override \$ amount.



#### Third Level

Plan	Group QV	Override %	Override \$
<sup>9</sup> Legacy	<sup>10</sup> \$1,250	<sup>11</sup> 6%	<sup>12</sup> \$75

## NATURE'S SUNSHINE LEGACY Compensation/Benefits Summary



Rank	Minimum First-Level Mgrs.	Total Managers Required (5 Levels)	Manager Overrides						
			1 <sup>st</sup>	2 <sup>nd</sup>	3 <sup>rd</sup>	4 <sup>th</sup>	5 <sup>th</sup>	6 <sup>th</sup>	7 <sup>th</sup>
Member	0	-	-	-	-	-	-	-	-
Manager	0	-	-	-	-	-	-	-	-
Star	1	-	10%	-	-	-	-	-	-
District	2	-	10%	7%	-	-	-	-	-
Area	4	5	10%	7%	4%	-	-	-	-
Regional	6	15	10%	7%	6%	-	-	-	-
Divisional	8	40	10%	7%	6%	3%	-	-	-
Sr. Divisional	10	70	10%	7%	6%	5%	-	-	-
National	12	100	10%	7%	6%	5%	3%	-	-
Sr. National	15	200	10%	7%	6%	5%	5%	-	-
Global Elite	15	200	10%	7%	6%	5%	5%	5%	1%

Total Override \$
<sup>13</sup> \$435

- 1 A Manager is someone in your organization who has at least 1,000 group QV points in a given month.
- 2 Increasing in rank allows you to receive manager overrides on deeper level managers. Refer to the manager override tables for details.

## NATURE'S SUNSHINE CLASSIC Compensation/Benefits Summary

Rank	Minimum First-Level Mgrs.	Total Managers Required (5 Levels)	Manager Overrides				
			1 <sup>st</sup>	2 <sup>nd</sup>	3 <sup>rd</sup>	4 <sup>th</sup>	5 <sup>th</sup>
Member	0	-	-	-	-	-	-
Manager	0	-	-	-	-	-	-
Star	1	-	12%	-	-	-	-
District	2	-	12%	4%	-	-	-
Area	5	5	12%	4%	2%	-	-
Regional	10	15	12%	4%	2%	-	-
Divisional	15	40	12%	4%	2%	0.5%	-
Sr. Divisional	20	70	12%	4%	2%	1%	-
National	22	100	12%	4%	2%	1.5%	.5%
Sr. National	25	200	12%	4%	2%	2%	1%
Global Elite	25	200	12%	4%	2%	2%	1%