

CLAR8TY

COMPENSATION PLAN

A Better Future Starts With Clar8ty

At Clar8ty, we believe in the possibility of your better future. Our primary intention is to connect with people who desire to live to their full potential, in every area. It means expanding the boundaries of what was previously thought possible...for every individual and every family.

Clar8ty Is Embarking On A New Path

Why? Refreshingly, because we are building a community, a culture and a movement that is attracting and empowering like-minded people to become more, to grow in a common direction...together. The Clar8ty Compensation Plan is the "personal abundance" part of that bigger picture. It is a reflection of our passionate commitment to serve the goals and dreams of every one of our IBOs, regardless of background, skill or experience. It is a reflection of our commitment to excellence through our daily actions and in every aspect of our business.

Clar8ty is introducing a new pathway, one you can leverage to shape your better future starting today...while building a lasting legacy for tomorrow.

Where Are You Going?

It's a question we seldom ask, but it could be the most important question of all. Every choice you have made over the course of your entire life has led you here...to where you are now. Every victory and every setback...here. Clar8ty is a company where moving forward toward everything you want in life starts with the choices you make today. However you decide to answer the question "where are you going?", we hope you go there with Clar8ty.

Welcome To Clar8ty

Pure Potential Lies Ahead



Plan Snapshot

The Clar8ty Compensation Plan delivers the perfect balance between immediate earnings and long-term residual income...right from the get go. Built to reward quick action during your first 30 days, the Clar8ty Compensation Plan offers momentum-driving Fast Start and Team Bonuses plus our powerful Clear Path Incentive, all designed to put your business into profit...fast. While accelerating your early momentum with lucrative weekly commissions, you are simultaneously setting the stage for reliable legacy income that arrives each and every month.

Unlimited Depth And Width

At Clar8ty, you enjoy the flexibility and control to build the way you want. With our innovative Flex Placement feature, you decide placement while maintaining the earning potential from each of your new enrollments.

A Car Bonus Unlike Any Other

Clar8ty Compensation Plan offers an entirely new approach to car bonus programs. We call it the Free and Clear plan, and we mean free and clear. Simply put, the Clar8ty Compensation Plan empowers you to pay cash for your new car without a loan or a lease. It's one of the many ways we are promoting a debt free culture.

Leadership And Lifestyle Bonuses

Add on generous leadership and lifestyle bonuses, and it's easy to see how the Clar8ty Compensation Plan caters to a wide and diverse audience, including part-time and full-time networkers and everyone in between.

A Place You Can Call Home

At Clar8ty, we believe anything is possible, that life offers unlimited potential. It is this core belief that is moving Clar8ty into action, developing real-world, attainable solutions that empower human potential in all areas of our lives.

Your participation places you as a member of a growing community, a movement of like-minded people from all walks of life, all moving together and creating a clearer path toward our highest aspirations.

With breakthrough products, a rewarding opportunity and an ever-expanding library of knowledge and resources, Clar8ty empowers those who are seeking more from life, to become the best they can be...starting today.



Eight Ways To Earn

WEEKLY

- 1 Retail Profit
- 2 Preferred Customer Commission
- 3 Fast Start Bonus
- 4 Team Bonus

MONTHLY

- 5 Residual Income
- 6 Circle-Back Bonus
- 7 Matching Bonus
- 8 Bonus Pools

*You cannot change your destination overnight,
but you can change your direction overnight.*

Jim Rohn

Start-Up Packages

Right Package, Right Path

PACKAGE TYPE	BUSINESS VOLUME	FAST START BONUS	PRICE
FOUNDER'S PACK	800BV		\$839
CULTURE PACK	500BV		\$539
PERSONAL PACK	200BV		\$239

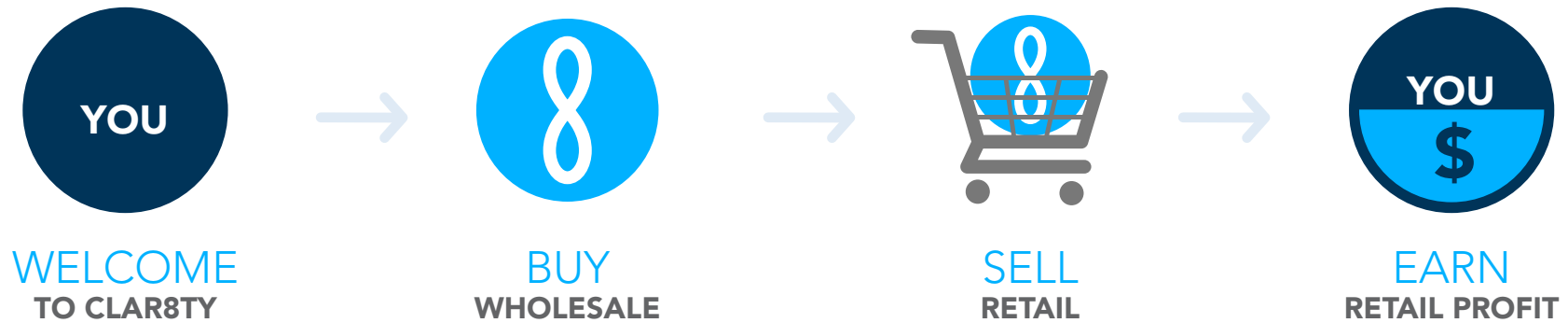
Purchase of a Founder's Pack, Culture Pack or Personal Pack are suggestions only. The only requirement to become a Clar8ty Independent Business Owner is a \$29 one-time Enrollment Fee. The Enrollment Fee is included in the price of a Culture Pack or above.

Weekly Income

Share The Products And Get Paid...Fast

1 Retail Profit

Enroll as a Clar8ty Independent Business Owner (IBO) and build a retail customer base by purchasing products wholesale and selling retail. This results in Retail Profit. Sell Clar8ty products offline or online through your personal website. Track all your sales real-time through your Clar8ty Office, accessible anywhere, anytime. Retail Profit from online orders is paid weekly.



GLOSSARY

IBO = Independent Business Owner

A person who receives the rights to refer, market, and promote Clar8ty products as an independent distributor operating in their own home-based business.

2 Preferred Customer Commission

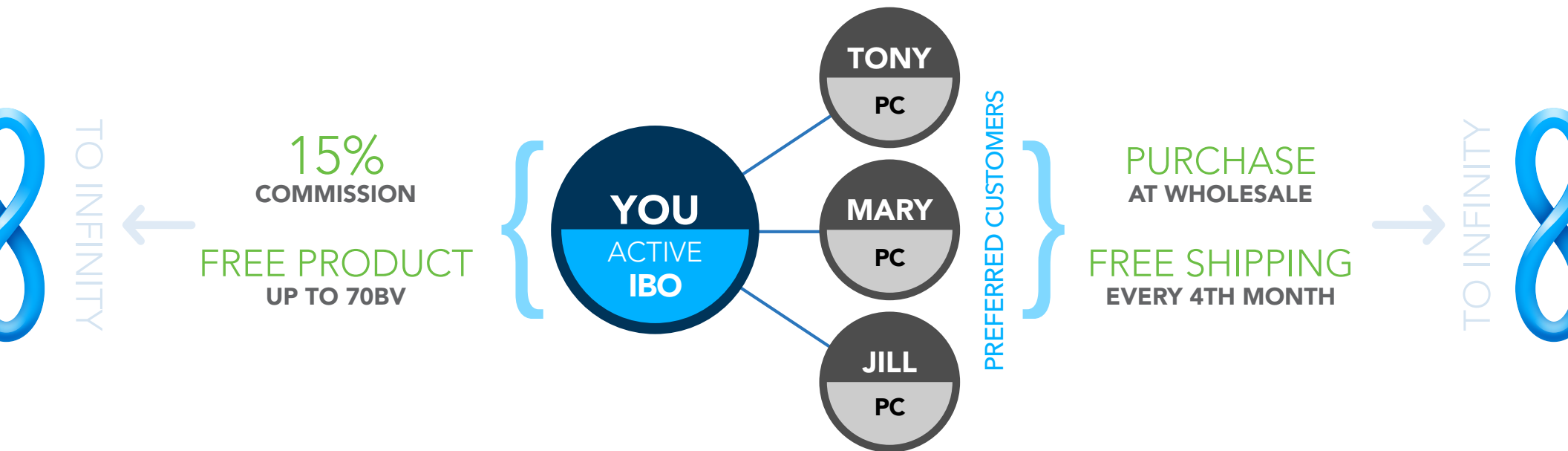
Solidify your growing customer base by enrolling your friends and family as Preferred Customers.



ACTION STEP

**Refer three (3)
and yours is free**

- Earn 15% monthly from sales to your Preferred Customers
- Maintain three (3) Preferred Customers and your monthly order is free
- Become a Preferred Customer with a monthly Auto-Ship order of 70+BV
- Preferred Customers receive Clar8ty products at the IBO Wholesale cost
- Preferred Customers receive free shipping every fourth month

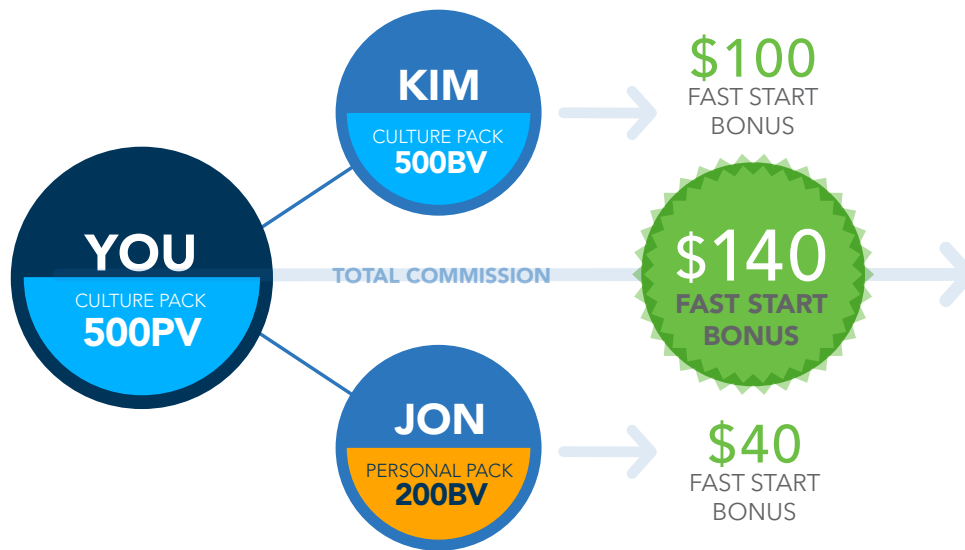


BV = Business Volume The commissionable portion of a wholesale order amount assigned to each product.

Note: In return for a deep discount, Preferred Customers maintain a monthly Auto-Ship order of 70+BV and cannot be enrolled as Clar8ty Independent Business Owners. Preferred Customers may convert to IBO at any time. IBOs must be Active to qualify.

3 Fast Start Bonus

The Clar8ty Fast Start Bonus is paid weekly each time you refer someone to one of the Clar8ty Product Packs, including the Founder's Pack \$839 (800BV), Culture Pack \$539 (500BV) or Personal Pack \$239 (200BV). The Fast Start Bonus pays 20% of the package BV and is a quick way to generate immediate weekly income. It's also an important tool for generating rapid growth and momentum.



EXAMPLE

You enroll with a Culture Pack (500BV) or accumulate 500PV. You then enroll Kimberly who also purchases a Culture Pack (500BV). You will earn \$100 Fast Start Bonus from Kimberly's order and she will accumulate 500BV while experiencing the benefits of the Culture Pack and the extra product on hand to share with others. This is a one-time purchase.

LEGEND

Product Packs That Pay The Fast Start Bonus

\$839
800BV **FOUNDER'S PACK**
FSB: \$160

\$539
500BV **CULTURE PACK**
FSB: \$100

\$239
200BV **PERSONAL PACK**
FSB: \$40

Glossary Of Terms

Personal Volume (PV):

The commissionable portion of retail purchases, Preferred Customers, and personal use orders by an IBO.

BV = Business Volume

The commissionable portion of a wholesale order amount assigned to each product.

FSB = Fast Start Bonus

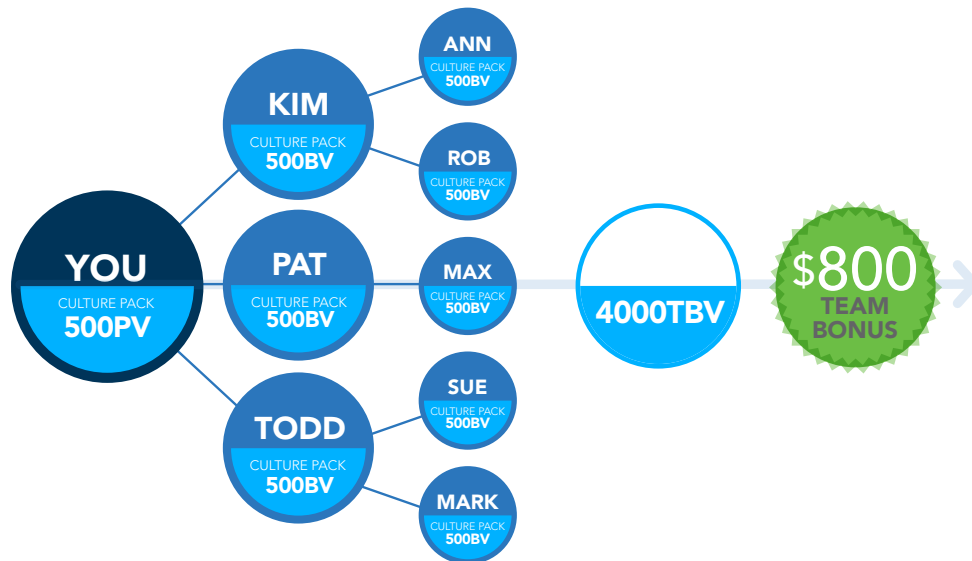
Enrollment Fee Waiver

The \$29 Enrollment Fee is waived when you purchase a Culture Pack or above.

4 Team Bonus

Earn up to \$10,000 per week. The Team Bonus pays \$100 each time your accumulated Team Business Volume (TBV) reaches 500TBV anywhere in your organization to unlimited depth and width. With momentum, you can cycle many times each week.

EARN \$100 EACH TIME YOUR ACCUMULATED TBV REACHES 500. PAYS TO INFINITY!



EXAMPLE

You enroll Kim, Pat and Todd, each with a Culture Pack. Between the three of them, they enroll Ann, Rob, Max, Sue and Mark, also with a Culture Pack. This makes your total accumulated Team Business Volume 4000TBV (500BV x 8), instantly earning you another \$800 in weekly Team Bonus.

LEGEND

Team Bonus Qualifiers

Qualify by purchasing a Culture Pack or above (or accumulating 500PV). TBV will hold, awaiting IBO to qualify and collect, as long as the following qualifiers are met:

1. IBO is Active
2. IBO qualifies for the Retention Bonus (see page 15, waived during the first 90 days)

Earn Team Bonus when your Team Business Volume (TBV) reaches 500TBV.

TBV is created from the sale of start-up packages only (Founder's Pack, Culture Pack or Personal Pack).

TBV is credited to the upline at the time the new IBO successfully submits their application.

Weekly TBV applies on a one-time basis.

IBOs and above earn up to \$5,000 per week. Emerald and above earn up to \$10,000 per week.

In the event a Team Bonus is paid and a portion of BV is refunded, Clar8ty will deduct the refunded BV from the next Team Bonus.

Clar8ty may, at its discretion, cap the Team Bonus at 65% of the preceding week's qualifying revenue.

LegRule: IBO may use 50% TBV from their largest leg during their first 90 days. After 90 days the maximum is 40%.

Carry-Over: Remaining volume carries over to the next commission period. Volume will hold as long as you remain Active for three (3) consecutive months and you have purchased a Culture Pack or above at any time, or accumulated 500PV. Carry-Over resets to zero when qualifiers are not met.

ACCELERATE YOUR MOMENTUM

WITH

TEAM BONUS PLUS

Earn \$400 in Team Bonus your first 30 days and Clar8ty will increase it to \$1,000.



CLEAR PATH INCENTIVE

The Clear Path Incentive rewards fast action with up to 25% in added Team Bonus earnings during your first 90 days.

	30 DAYS	90 DAYS	TOTAL TEAM BONUS + CLEAR PATH EARNINGS AFTER 90 DAYS
<p>ACTION STEP #1</p> <p>Enroll with a Culture Pack or above then enroll two (2) who do the same during your first 30 days</p>	<p>YOU CULTURE PACK 500PV</p> <p>KIM CULTURE PACK 500BV</p> <p>PAT CULTURE PACK 500BV</p>	<p>MARK CULTURE PACK 500BV</p> <p>SUE CULTURE PACK 500BV</p>	<p>+15%</p> <p>\$7,800 TEAM BONUS + \$1,170 CLEAR PATH EARNINGS</p>
<p>ACTION STEP #2</p> <p>Complete Action Step #1, then enroll two (2) more with a Culture Pack or above anytime during your first 90 days</p>			<p>+25%</p> <p>\$16,200 TEAM BONUS + \$4,050 CLEAR PATH EARNINGS</p>

EXAMPLE

You accumulate \$7,800 in Team Bonus earnings during your first 90 days. Clar8ty will pay you an additional 15% (\$1,170) in Clear Path earnings.

EXAMPLE

You accumulate \$16,200 in Team Bonus earnings during your first 90 days. Clar8ty will pay you an additional 25% (\$4,050) in Clear Path earnings.

Qualifier: To earn the Clear Path Incentive, you must have earned the Team Bonus Plus.

Monthly Income

Your Path To A Lasting Legacy

It's no secret...every business owner strives to create monthly recurring income, independent of their daily involvement. The Residual Income part of the Clar8ty plan empowers you to build a growing and lasting income stream that never stops. It's income you can rely on each and every month for a more abundant and secure future.

5 Residual Income

Maintain your Active Status and qualify for a \$5 monthly commission on each of your personally enrolled IBOs. Accumulate 500 in Qualifying Business Volume (QBV) and begin earning \$2 monthly from each IBO in your Line Of Sponsorship. Residual Income is paid to infinity, down to the next qualified IBO, ranging from \$2 to \$20.


EARN \$5 ON ALL PERSONALLY ENROLLED, PLUS:		
MONTHLY RESIDUAL	RANK LEVEL	QUALIFYING BUSINESS VOLUME (QBV)
\$2	BRONZE	500
\$4	SILVER	2000
\$6	GOLD	10,000
\$8	RUBY	25,000
\$10	EMERALD	50,000
\$15	PLATINUM	100,000
\$20	DIAMOND	250,000

TO INFINITY

QBV = Qualifying Business Volume The commissionable portion of a wholesale order amount allocated toward the calculation of Residual Income and rank advancement.

Notes: Residual Income is based on Line Of Sponsorship and applies to the first 70BV. Volume generated above 70BV is calculated toward the Circle-Back Bonus (see page 13 for more details). Monthly Residual Income is paid to infinity down to the next qualified IBO (see example on page 12 for more details).






ACTION STEP
Achieve Bronze quickly and begin receiving Residual Income to infinity

EXAMPLE

You achieve the rank of Ruby, earning you \$8 in Residual Income from everyone in your Line Of Sponsorship. The next Bronze, Mike, is located 30 levels deep inside your organization. You will earn \$8 on every level all the way to the 30th level. After your 30th level, you will earn \$6 while Mike (the next Bronze) will earn \$2 all the way to infinity or to the next Bronze (see page 11 for details).

LEGEND

-  YOUR RESIDUAL INCOME WHEN PAID-AS RUBY
-  MIKE'S RESIDUAL INCOME WHEN PAID-AS BRONZE

Qualifiers

Residual Income is calculated from the first 70BV of each monthly product order.

Volume over 70BV is calculated toward the Circle-Back Bonus which is added to Team Business Volume (see page 13). For purposes of rank advancement, only the first 70BV of any monthly order is considered Qualifying Business Volume (QBV).

The PV from Retail Sales, Preferred Customer Sales, and personal-use orders all count toward the volume requirements for rank advancement.

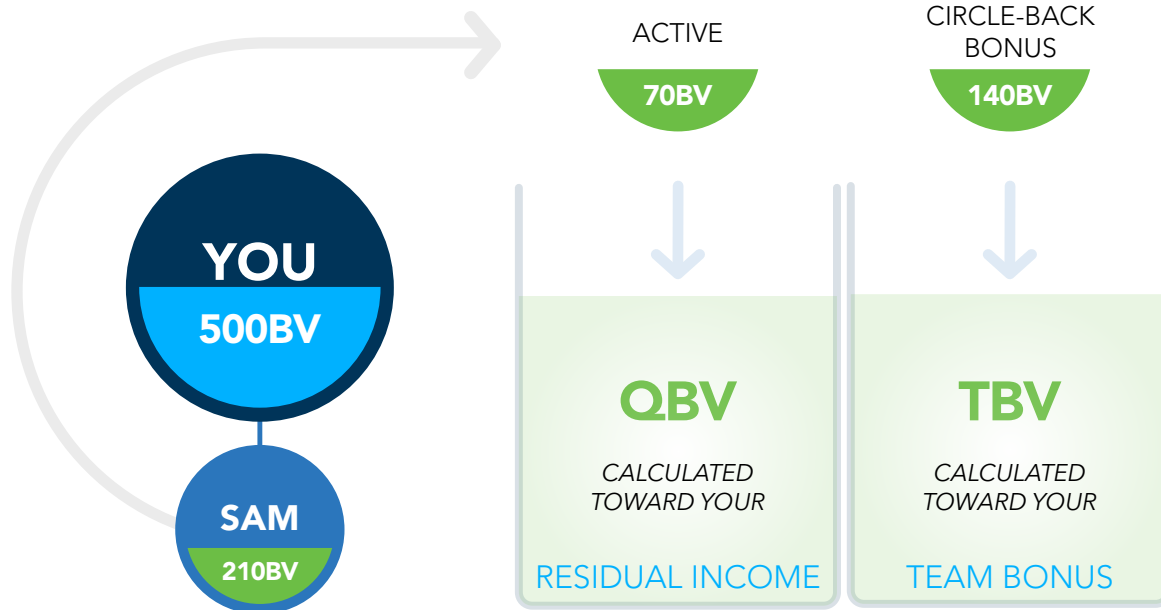
Leg Rule: 40% of your Qualifying Business Volume (QBV) can originate from a single leg, at which point you will want to consider starting a new leg.

You will always maintain the title of your highest achieved rank. However, if your QBV falls below the required threshold during a given month for that rank, your Paid-As Rank will be the rank at which you qualify. Recapture your Paid-As Rank during any subsequent month by achieving the QBV.

Paid-As Ruby or higher must maintain 130PV monthly through Retail Sales, Preferred Customer Sales or personal-use orders. Purchase any mix of products.

6 Circle-Back Bonus

Adding fuel to the fire! The Circle-Back Bonus applies volume generated above 70BV from any one (1) IBO product order into your Team Business Volume calculation. This is in addition to volume generated from sales of enrollment packs (Personal Pack or above).



EXAMPLE

You personally enroll Sam as an IBO. Sam purchases a total of 210BV in a given month. The first 70BV of Sam's order is calculated toward your Residual Income. The remaining 140BV of Sam's order is considered Circle-Back Bonus which feeds the TBV that is calculated toward your Team Bonus.



ACTION STEP

Introduce your customers to the value of all products and help feed the Circle-Back Bonus

Glossary Of Terms

BV = Business Volume

The commissionable portion of a wholesale order amount assigned to each product.

QBV = Qualifying Business Volume

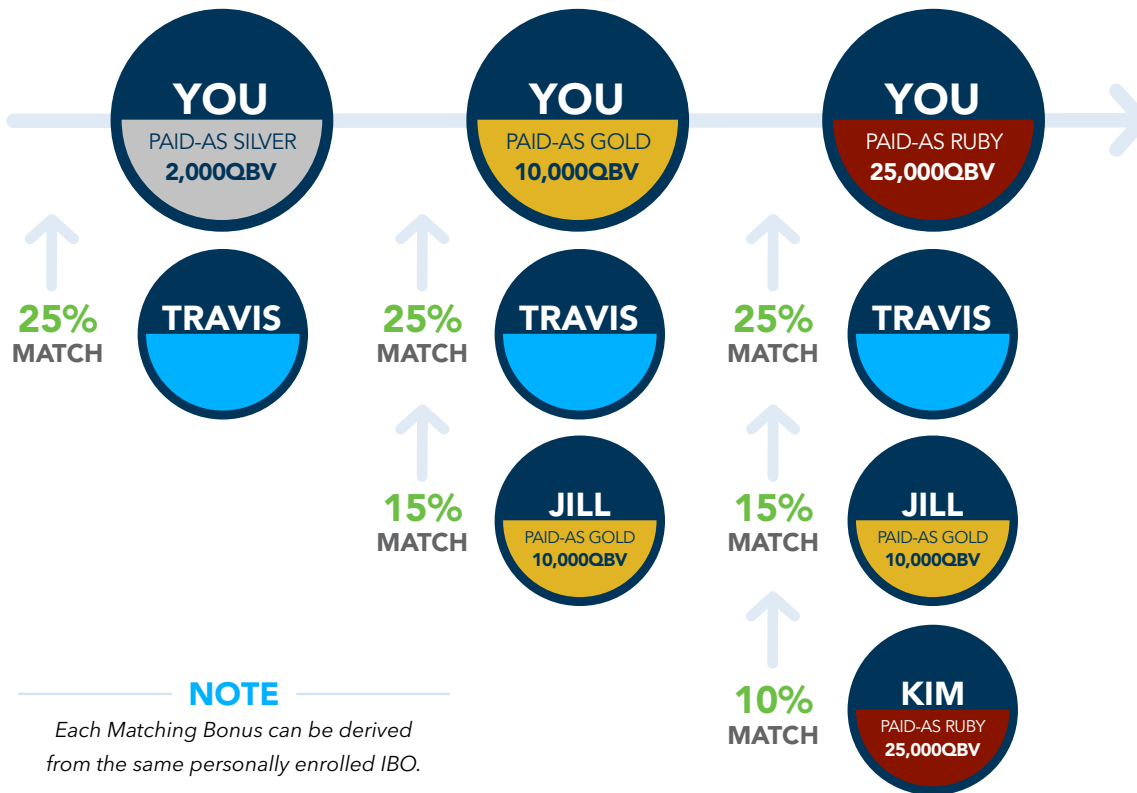
The commissionable portion of a wholesale order amount allocated toward the calculation of Residual Income and rank advancement.

TBV = Team Business Volume

The commissionable portion of a wholesale order amount allocated toward the calculation of the Team Bonus.

7 Matching Bonus

Earn up to a 25% Matching Bonus on the Residual Income of each IBO in your Line Of Sponsorship. The Matching Bonus is triggered once you reach the rank of Silver and is a key incentive to continue building your organization. The Matching Bonus applies to the Line Of Sponsorship, encouraging you to retain your enrollments while providing the flexibility of placement anywhere you wish. This allows you to honor each relationship uniquely and still earn commissions for your efforts.



NOTE

Each Matching Bonus can be derived from the same personally enrolled IBO.



ACTION STEP

Continue enrolling new IBOs to maximize the Matching Bonus

EXAMPLE

You achieve the rank of Silver and earn a 25% Matching Bonus on your personally enrolled IBOs (Travis in this case). You will earn a 15% Match on your 1st Gold (Jill) when you reach the rank of Gold. You will earn a 10% Match on your 1st Ruby (Kim) when you reach the rank of Ruby.

QUALIFIERS

To receive the Matching Bonus, IBOs must be Active and qualified for Retention Bonus (see page 15, waived during the first 90 days). IBOs must have purchased the Culture Pack or accumulated 500PV at any time.

8 Bonus Pools

EARN A SHARE OF COMPANY GROWTH

Retention Bonus Pool

1% of the company Business Volume (BV) is split among the IBOs who earn one (1) or more shares of the Retention Bonus Pool during a given calendar month. Maintain your Active Status for three (3) consecutive months and earn one (1) share of the pool. Earn additional shares for every three (3) personally enrolled IBOs who also qualify for the pool. Every IBO who remains Active for three (3) consecutive months qualifies.

Builder's Bonus Pool

The Builder's Pool is another incentive to build quickly during the early going. IBOs up to the rank of Silver, earn one (1) share of the Builder's Bonus Pool for every 1000QBV increase in your personal Line Of Sponsorship (see glossary). 1% of the company Business Volume (BV) is split among all qualified IBOs who earn one (1) or more shares of the Builder's Bonus Pool during a given calendar month.

1% BV



Free & Clear Car Bonus

Debt free living is one of our core values. It's a simple truth...eliminate debt and life gets better. When you are a Paid-As Ruby, you will receive \$400 each month toward a car of your choice. Pick any car you like without restrictions.

While many car programs result in high debt and repossession, Clar8ty takes a different approach. We will reward you for saving your monthly car bonus until you can buy your car in cash. Instead of making a payment to a lender, we encourage you to deposit your car bonus into a savings account.

Clar8ty will recognize every IBO who exercises diligence in saving for their free and clear car. Accelerate your purchase by supplementing your savings account from your other Clar8ty earnings!



\$400
EACH MONTH
TOWARD YOUR
DREAM CAR

Free & Clear Means Free & Clear!



Lifestyle Bonus Pool

The Lifestyle Bonus will reward Paid-As Emeralds and above with \$800 monthly towards a new home, travel, shopping or anything you desire. Call it *fun money*. Clar8ty will recognize IBOs who creatively spend their Lifestyle Bonus earnings, whether for a new home, dream vacation, college tuition, family support, or anything you can imagine. We encourage saving your Lifestyle Bonus for the things that matter most to you.



\$800
EACH MONTH
TO FULFILL
YOUR DREAMS

Platinum Bonus Pool

1% of company Business Volume (BV) will be shared among all IBOs who achieve the rank of Paid-As Platinum.



Diamond Bonus Pool

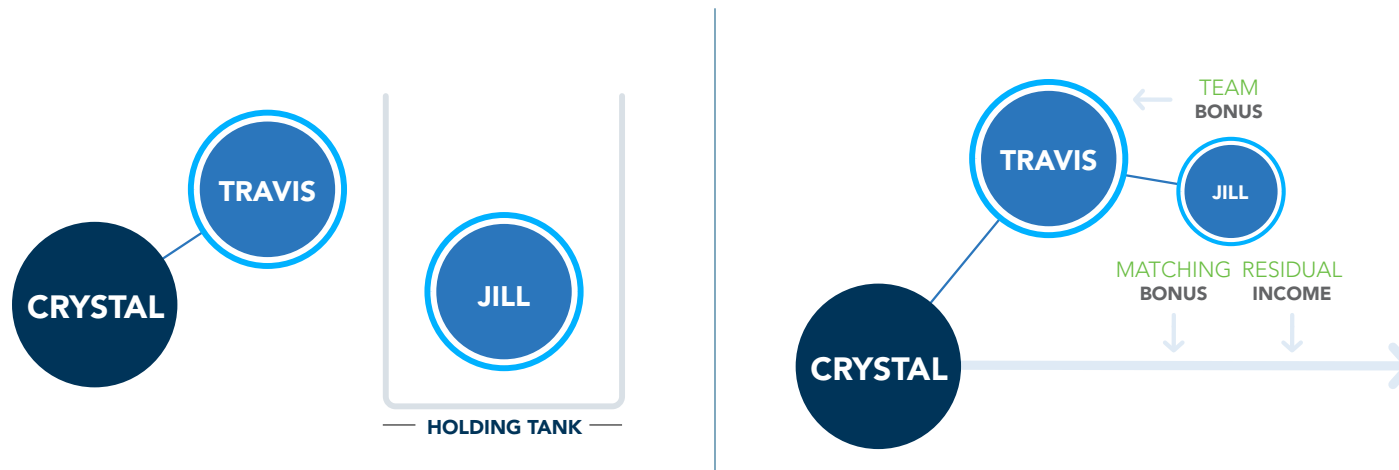
1% of the company Business Volume (BV) will be shared among all IBOs who achieve the rank of Paid-As Diamond.



Flex Placement Feature

Build It Your Way

The Clar8ty Flex Placement feature is an effective and useful tool to help you maximize each and every enrollment to its fullest. Here's how...when you enroll a new IBO, you will have 60 days to place your new team member anywhere you wish within your organization. This added flexibility allows you to carefully consider the highest and best use of each new enrollment before making a decision on placement.



EXAMPLE

Crystal enrolls Travis, then Jill a week later. Using the Clar8ty Flex Placement feature, Crystal places Jill in her "holding tank." One week later, Crystal decides to place Jill under Travis. While Crystal shares Jill's Team Business Volume (TBV) with Travis, Crystal keeps both the Residual Income and Matching Bonus. This allows Crystal to uniquely honor each relationship based on a number of factors, all while never leaving money on the table.

NOTE

Until Crystal places Jill, volume generated will accrue toward Crystal's earnings. Once Crystal moves Jill under Travis, Travis will begin receiving Jill's Team Business Volume (TBV). Placement is a one-time, irreversible action.

Glossary Of Terms

ACTIVE STATUS:

An IBO is considered Active when they have reached 70PV during a given calendar month. This volume may be derived from purchases for personal use, Retail or Preferred Customer Sales either offline or online.

BACKUP ORDER:

A standing monthly order that ships automatically, also referred to as Auto-Ship. An Auto-Ship order ensures that Preferred Customers and IBOs receive their desired products each month. Preferred Customers enjoy the benefits of the Preferred Customer Program while IBOs maintain their Active Status.

BUSINESS VOLUME (BV):

The commissionable portion of a wholesale order amount assigned to each product.

INDEPENDENT BUSINESS OWNER (IBO):

A person who receives the rights to refer, market, and promote Clar8ty products as an IBO operating in their own home-based business. IBOs remain in good standing and have the right to purchase products at wholesale and sell at retail online or offline. IBOs also enjoy the rights to enroll other IBOs and earn commissions from the efforts of others.

LINE OF SPONSORSHIP:

When an IBO sponsors another IBO and so forth down a straight line, that line is known as the Line Of Sponsorship.

ORGANIZATION:

The group of IBOs sponsored by you and other IBOs within your team to infinity. This is also commonly referred to as a downline.

PAID-AS RANK:

The Rank at which an IBO is qualified to receive commissions. Once an IBO achieves a Rank, they never lose that Rank. However, they must meet specific qualifying conditions to be paid at that Rank. If they do not meet these conditions, the IBO will be "Paid-As" the actual Rank for which they have qualified in a given calendar month.

PLACEMENT:

Placement is the location within the organization where an IBO is located. For example, Crystal enrolls Matthew and is Mathew's Sponsor. Crystal decides to place Matthew directly under Samantha as a method for creating momentum.

PERSONAL VOLUME (PV):

The commissionable portion of retail purchases, Preferred Customers, and personal use orders by an IBO.

PREFERRED CUSTOMER:

A person who is not an IBO who purchases product at a reduced price in exchange for subscribing to a standing monthly order.

QUALIFYING BUSINESS VOLUME (QBV):

The commissionable portion of a wholesale order amount allocated toward the calculation of Residual Income and rank advancement.

RANK:

Also known as Pin Level, Rank is one of several achievement levels within the compensation plan. Each successive rank offers IBOs the opportunity to receive additional compensation from a larger part of their organization to infinity or from within the company as a whole.

RETAIL CUSTOMER:

A customer who is not an IBO who purchases product at the retail price from an IBO.

QUALIFICATIONS:

Pre-defined minimum requirements necessary for advancement into various aspects of the compensation plan.

RETAIL:

The amount over and above the wholesale price which an IBO may sell a product, creating a profit.

SPONSOR:

When one IBO enrolls another IBO, the IBO who enrolls a new IBO is referred to as their Sponsor.

TEAM BUSINESS VOLUME (TBV):

The commissionable portion of a wholesale order amount allocated toward the calculation of the Team Bonus.

WHOLESALE:

The price at which an IBO and Preferred Customers may purchase Clar8ty products.