

The X Plan

xosialX Associate Compensation Plan

So powerful it is copyrighted!



xosialX
Get Social. Be Exceptional.

The X Plan At-A-Glance by **xosialX**

Where Anyone Can Achieve Success!

First Experience Bonus (FEB)	
Order	Earn
1 st Customer	50% of CV
1 st Associate	50% of CV
All Members join as a Customer. If they upgrade to Associate, you earn a second FEB.	

Repeat Order Bonus (ROB)			
Active Directs (Tier 1)	Earn	Active Directs (Tier 2)	Earn
1-2	5%	1-2	10%
3-6	20%	3-6	25%
7-13	30%	7+	50%
14-20	40%		
21+	50%		
This bonus is paid on all orders placed by your Active Directs (Personally Enrolled Members) in addition to the Matrix. Tier 1 applies to Associates who order 1-2 physical products or the monthly NuCalm Edge Subscription. Tier 2 applies to Associates with 3+ physical products or the annual NuCalm Edge Subscription.			

Rank	Active Directs	TSV (Team Sales Volume)	Max Volume*
Associate	0	NA	NA
Manager 1	1	NA	NA
Manager 2	2	NA	NA
Manager 3	3	NA	NA
Manager 4	4	NA	NA
Manager 5	5	NA	NA
Manager 6	6	NA	NA
Manager 7	7	NA	NA
5K	7	\$5,000	60/40
10K	7	\$10,000	60/40
25K	7	\$25,000	60/40
50K	7	\$50,000	60/40
100K	7	\$100,000	60/40
200K	7	\$200,000	60/40
500K	7	\$500,000	60/40
*Max TSV Volume Rule: 60% max from a single Personally Enrolled Leg. 30% max from all Placement Volume combined (if applicable).			

Regenerating Matrix with Profit Sharing Positions (PSP)		
Level	Earn	Rank
1	2%	Associate
2	3%	Associate
3	4%	Manager 1
4	5%	Manager 2
5	6%	Manager 3
6	7%	Manager 3
7	10%	Manager 3
8	4%	Manager 4
9	4%	Manager 4
10	4%	Manager 5
11	4%	Manager 5
12	4%	Manager 6
13	4%	Manager 6
14	4%	Manager 7
15	4%	Manager 7
16	4%	5K
17	4%	5K
18	4%	10K
19	4%	10K
20	4%	25K

Commission Volume is adjusted on orders if FEB or ROB bonuses are paid. You can earn additional PSPs starting with your 4th enrollment. There is no limit to the number of PSPs you can earn. Each PSP earns an additional 20 levels in the matrix. With additional PSPs you can earn double pay, triple pay, quadruple pay or more.

Leadership Bonuses			
Rank	WLBP (Worldwide Loyalty Bonus Pool)	RAB (Rank Advancement Bonus)	Total RAB Bonus (Up to \$89,250)
Manager 3	NA	\$50 x 1 month	\$50
Manager 7	NA	\$200 x 1 month	\$200
5K	NA	\$500 x 1 month	\$500
10K	1 Share	\$1,000 x 1 month	\$1,000
25K	2 Shares	\$1,250 x 2 months	\$2,500
50K	3 Shares	\$1,250 x 4 months	\$5,000
100K	4 Shares	\$2,000 x 5 months	\$10,000
200K	5 Shares	\$4,000 x 5 months	\$20,000
500K	7 Shares	\$5,000 x 10 months	\$50,000
*RAB bonuses from 25K and up are paid in monthly installments. You must continue to hit the rank each month to continue to be eligible for payments. One grace month is given. If you miss two months no further RAB bonus payments for that rank will be paid.			
*Worldwide product purchases from all Members go into a pool and are shared by qualified 10Ks and above who sign a loyalty contract.			

Save Big with SmartShip (physical products only)			Save Bigger on Bulk Orders
One Product	Two Products	Three + Products	20+ Products (Mix and Match)
Save 10%	Save 20%	Save 30%	Save 40%

SmartShip is our monthly subscription service where Members can save up to 30% off the wholesale price of our physical products. You may modify or cancel your subscription at any time. Bulk Order Discounts are applied to any Single Order (One Time or SmartShip Orders).

See the Full Detailed Compensation Plan Document available at xosialX.com

All bonuses are paid in United States Dollars (USD) and are subject to change. xosialX makes no promises or guarantees of income or financial success. Income achievements are dependent upon the individual associate's business skills, personal ambition, time, commitment, activity, and demographic factors. Individuals should not rely on the results of others as an indicator of what they should expect to earn.

GLOSSARY

MEMBER

Anyone who becomes a xosialX Customer or Associate.

CUSTOMER

A Member who has not agreed to xosialX's Policies and Procedures. A Customer is a product user only and cannot earn commissions in the xosialX Compensation Plan. Important Note: Everyone who joins xosialX with a product purchase joins first as a Customer and then is given the opportunity to upgrade to an Associate at their convenience.

ASSOCIATE

A Member who has agreed to xosialX's Policies and Procedures and earns commissions in the X Plan.

ACTIVE ASSOCIATE

An Associate who has a personal product purchase of \$39 or more within the previous 31 days or has 10 Active Directs.

ENROLLER

The Member who personally enrolled a new Member into xosialX.

DIRECT

Any Member (Customer or Associate) that is enrolled directly by you.

ACTIVE DIRECT

A Member you have personally enrolled who produces a minimum \$39 PSV in the previous 31 days. This qualification can also be met by having 10 personally enrolled Active Directs.

PERSONAL SALES VOLUME (PSV)

Your personal purchases and/or retail sales of xosialX physical and/or virtual products.

COMMISSION VOLUME (CV)

The numerical amount of each product that commissions are paid on.

SMARTSHIP (Applies to Physical Products)

A monthly subscription program for physical products with discounts of 10% - 30%. Save 10% when you have one product on SmartShip. Save 20% on two products and 30% on three or more products.

PHYSICAL PRODUCTS (Available in Limited Markets)

Tangible goods shipped to a physical address. These items are eligible for SmartShip and determine your SmartShip Discount level (10%, 20%, or 30%). As long as an active SmartShip is on your account, this discount applies to all Physical Products on both recurring and one-time orders. Members can sell physical products in all markets they are available, even if they are not available in a member's home market.

VIRTUAL PRODUCTS

Non-tangible services or digital subscriptions (such as NuCalm and Xosial Wellness). These products are not shipped and do not qualify for SmartShip. They do not receive SmartShip discounts, nor do they count toward the item total needed to trigger a discount level.

PAY PERIODS

WEEKLY: The weekly pay period begins every Wednesday at 12:00 am PT and ends every Tuesday at 11:59:59 pm PT. All bonuses are paid weekly on the Tuesday following the pay period. For RAB bonuses with multiple payments, the first payment is paid the following week, and additional payments are paid monthly.

MONTHLY: The monthly pay period begins at 12:00 am PT on the 1st day of each month and ends at 11:59:59 pm PT on the last day of the month. For RAB Bonuses starting at 25K the first payment is paid with the weekly pay and additional payments are paid with the 1st full commission week of each month.

GLOSSARY (continued)

TEAM SALES VOLUME (TSV)

The wholesale amount of every order placed by you and every Member of your team to infinity. There are Team Sales Volume requirements at leadership ranks starting at 5K.

PLACEMENT VOLUME

Combined volume from all Members of your team who were sponsored by someone upline and placed on your team.

MAX VOLUME RULE (60/40)

UP to 60% of TSV for your rank qualification can come from one single personally enrolled leg. The remainder of 40% must come from all other personally enrolled legs as well as any placement volume you may have. The maximum you can count from total combined placement volume is 30%.

SPILL OVER

In your MatriX you have 3 positions on your level 1. This can be Members you have personally enrolled, a PSP position from someone in your upline, or a Member enrolled by someone in your upline. Additional Members that you enroll will spill over under one of these 3 positions until level 2 is filled. As you add more Members, this will continue throughout your entire MatriX.

FIRST EXPERIENCE BONUS (FEB)

A bonus paid to an Associate on the first order placed by a new xosialX Member they have enrolled. All Members start as a Customer. If they upgrade to an Associate an additional FEB will be paid on the first Associate order placed by the same Member.

REPEAT ORDER BONUS(ROB)

This bonus is paid in addition to the MatriX on all Active Directs (Personally Enrolled Members). The more you enroll, the bigger the bonus.

PROFIT-SHARING POSITIONS (PSPs)

An additional "income earning position" that you receive for each new Associate or Customer you enroll with an Active order (\$39 PSV or more), after your third enrollment.

REGENERATING MATRIX

xosialX has a 3 X 20 MatriX. That means each Member can only have three Members on their level 1. Additional Members will be placed under the first 3. Unlike traditional matrix pay plans xosialX gives you a PSP above every new Member you enroll, starting with #4. Each PSP gets an additional 3 X 20 MatriX. This allows you to earn double, triple or more on new Members you enroll.

WORLDWIDE LOYALTY BONUS POOL(WLBP)

Starting at 10K you can earn income from global sales from all product purchases and sales made by associates, Promoters, and customers. As you rank up you earn additional shares of this pool.

RANK ADVANCEMENT BONUS (RAB)

Starting at Manager 3, these one-time bonuses are paid with the commissions for the week that you earned the bonus. Rank Advancement Bonuses starting at 25K are paid in installments over a period of months. Each installment is paid during the second commission week of the following month. To continue to get installment payments you must maintain the rank each month you are eligible for the bonus until fully paid. You are given one grace month without missing the rest of your payments.

5 WAYS TO GET PAID



1. First Experience Bonus (FEB)



2. Repeat Order Bonus (ROB)



3. Regenerating MatriX with Copyrighted Profit-Sharing Positions (PSPs)



4. Rank Advancement Bonus (RAB)



5. Worldwide Loyalty Bonus Pool (WLBP)

RANKS & QUALIFICATIONS

Your Rank qualification is based on 3 factors:

1. Your Active Status
2. The number of Active Directs you have.
3. The amount of Team Sales Volume you have starting at 5K.

RANK	QUALIFICATIONS
Associate	A Member who produced a minimum of \$39 PSV at least once and has agreed to the xosialX Policies and Procedures.
Active Associate	An Associate who produced a minimum of \$39 PSV in the previous 31 days or has 10 Active Direct Members.
Manager	An Associate who has enrolled at least one Active Member
Manager 1	A Manager with 1 Active Direct
Manager 2	A Manager with 2 Active Directs
Manager 3	A Manager with 3 Active Directs
Manager 4	A Manager with 4 Active Directs
Manager 5	A Manager with 5 Active Directs
Manager 6	A Manager with 6 Active Directs
Manager 7	A Manager with 7 Active Directs
5K	A Manager 7 with \$5,000 in TSV (Team Sales Volume) *Max Volume Rule (60/40)
10K	A Manager 7 with \$10,000 in TSV (Team Sales Volume) *Max Volume Rule (60/40)
25K	A Manager 7 with \$25,000 in TSV (Team Sales Volume) *Max Volume Rule (60/40)
50K	A Manager 7 with \$50,000 in TSV (Team Sales Volume) *Max Volume Rule (60/40)
100K	A Manager 7 with \$100,000 in TSV (Team Sales Volume) *Max Volume Rule (60/40)
200K	A Manager 7 with \$200,000 in TSV (Team Sales Volume) *Max Volume Rule (60/40)
500K	A Manager 7 with \$500,000 in TSV (Team Sales Volume) *Max Volume Rule (60/40)

*MAX VOLUME RULE (60/40): UP to 60% of TSV for your rank qualification can come from one single personally enrolled leg. The remainder of 40% must come from all other personally enrolled legs as well as any placement volume you may have. The maximum you can count from total combined placement volume is 30%.

1.

FIRST EXPERIENCE BONUS (Paid on Every First Order)



The First Experience Bonus pays 50% of the CV of every first order placed by Customers to the First Active Associate in the Enrollment Upline. In most cases, this will be the Enroller of the purchaser. If the Customer upgrades to an Associate, a First Experience Bonus will also pay out when they place their first order as an Associate.

The remaining 50% of the CV of the order is paid out in the rest of the compensation plan.

2.

REPEAT ORDER BONUS (Paid on 2nd Through Infinity Orders)



The Repeat Order Bonus rewards you 5% to 50% of the CV of each order placed by your Direct Members based on how many Active Direct Members you have when the pay week closes. This bonus is paid to you on each subsequent order placed by your Direct Members, as long as you are Active. The following chart shows what you can earn based on your personal purchases, along with the number of Active Direct Members you have.

Active Direct Members	% of CV Earned on Direct Member Orders	
	Purchase 1-2 Products or NuCalm Monthly Edge Subscription	Purchase 3+ Products or NuCalm Annual Edge Subscription
1-2	5%	10%
3-6	20%	25%
7-13	30%	50%
14-20	40%	50%
21+	50%	50%

The ROB percentage you are qualified for at the end of the week will pay you that percentage on all of your Active Direct Member's purchases for that week. The difference in volume goes into the rest of the compensation plan simultaneously.

3.

REGENERATING MATRIX WITH Copyrighted Profit Sharing Positions (PSPs)



xosialX's Regenerating Matrix is unlike anything you've ever experienced because of our Profit-Sharing Positions! The Profit-Sharing Position is unique to xosialX and is one of the most powerful parts of our compensation plan because it allows you to get paid multiple times on the same order! In a standard forced matrix, growth can mean that commissionable sales easily get forced deep into your organization, ending up beneath the levels from which you get paid. xosialX solved this dilemma with the invention of the Copyrighted Profit-Sharing Position. A Profit-Sharing Position is an additional "income earning position" that you receive for each new Associate or Customer you enroll with an Active order (\$39 PSV or more), starting with your 4th, and continuing with each Active Direct after that! This enables you to double, triple, quadruple your pay, OR MORE!

xosialX's Regenerating Matrix is 20 levels deep. Each level pays out depending on what your rank is. See the following chart for details:

LEVELS EARNED	PERCENT EARNED	RANK REQUIRED
1	2%	Associate
2	3%	Associate
3	4%	Manager 1
4	5%	Manager 2
5	6%	Manager 3
6	7%	Manager 3
7	10%	Manager 3
8	4%	Manager 4
9	4%	Manager 4
10	4%	Manager 5
11	4%	Manager 5
12	4%	Manager 6
13	4%	Manager 6
14	4%	Manager 7
15	4%	Manager 7
16	4%	5K
17	4%	5K
18	4%	10K
19	4%	10K
20	4%	25K

If an order pays out either the FEB or the ROB, the remaining CV of that order is used to pay out in the rest of the compensation plan. If neither of those bonuses pay out, then 100% of CV is paid out in the rest of the compensation plan.

4.

RANK ADVANCEMENT BONUS

Earn Extra Money As You Rank Up



You can earn up to \$89,250 in Extra Money as you rank-up through the compensation plan.

Rank qualifications are based on what you do throughout the month. When you hit a new rank for the first time, starting at Manager 3, you will receive one-time Rank Advancement Bonuses included in your commissions for the week you earned your new rank. At higher levels where a RAB is paid over multiple months, each installment is paid during the second commission week of the following month. To receive installment payments, you must remain qualified at the rank each month the payment is due. One grace month is given. If you miss qualifications for two or more months, no further installment will be paid on that RAB, but you are eligible for a bonus when you reach a higher rank with a new bonus.

RANK	TOTAL BONUS	MONTHLY PAYMENTS	GRACE MONTH
Manager 3	\$50	\$50 x 1 month	
Manager 7	\$200	\$200 x 1 month	
5K	\$500	\$500 x 1 month	
10K	\$1,000	\$1,000 x 1 month	
25K	\$2,500	\$1,250 x 2 months	1
50K	\$5,000	\$1,250 x 4 months	1
100K	\$10,000	\$2,000 x 5 months	1
200K	\$20,000	\$4,000 x 5 months	1
500K	\$50,000	\$5,000 x 10 months	1

There is no time limit to earning Rank Advancement Bonuses. Bonuses can be earned concurrently. You must continue to be qualified at the rank you are earning the RAB bonus for if paid over time. You are given one grace month at each rank. If you miss 2 or more payments you are not eligible for the remaining payments at that rank but you are eligible for the remaining ranks.

5.

WORLDWIDE LOYALTY BONUS POOL



Do you wish you could earn a portion of all the sales that happen WORLDWIDE at xosialX? Now you can!

Starting at the rank of 10K, you can earn shares of this Loyalty Bonus Pool. 10% of CV from all global sales from Associates and their Customers will go into the pool.

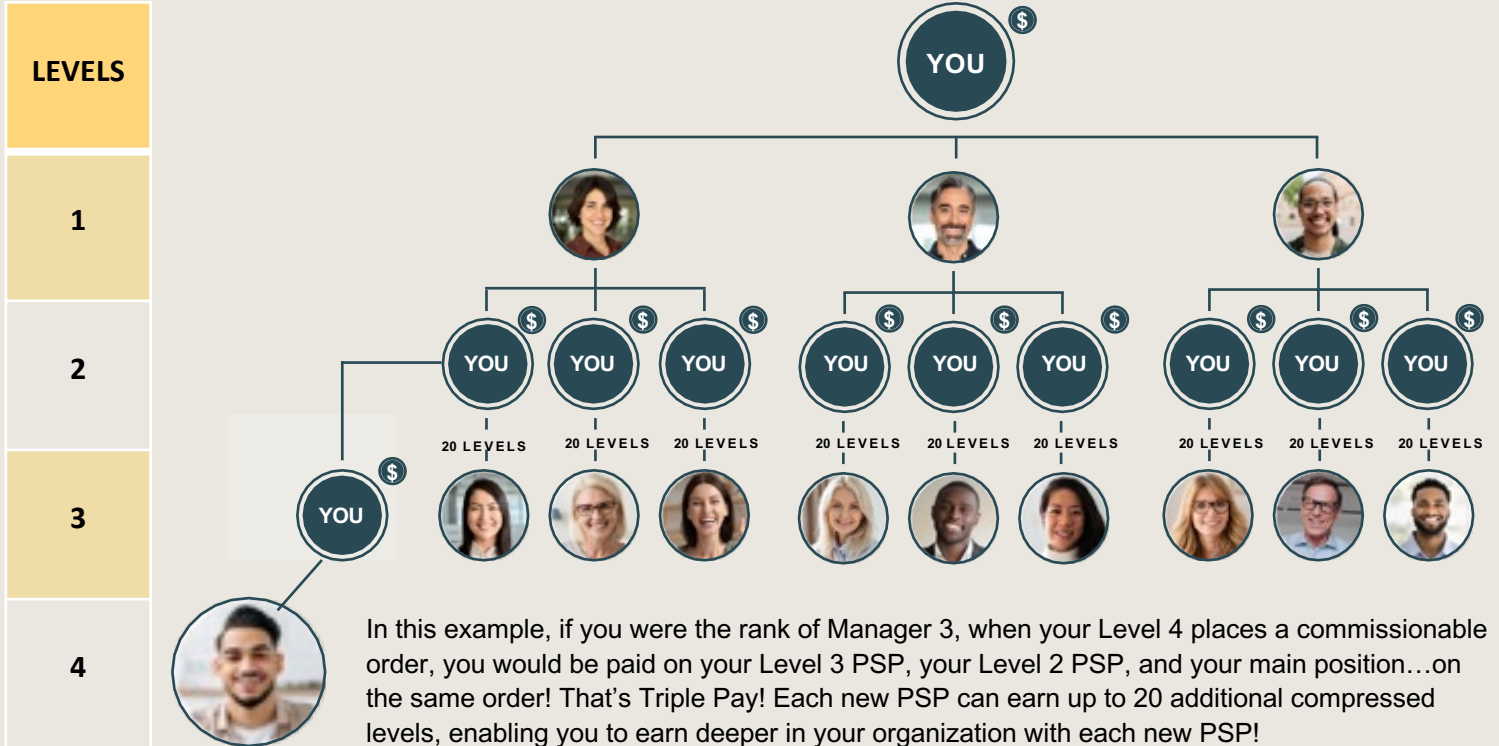
RANK	SHARES
10K	1
25K	2
50K	3
100K	4
200K	5
500K	7

This is a Loyalty Bonus. All Associates can earn one or more shares in the pool starting at 10K. The higher you rank up, the more shares you earn. Once you reach the rank of 100K you can choose to sign a "loyalty agreement", which means you agree to not publicly promote other network marketing companies (product or opportunity). For members who choose to sign the loyalty agreement, they may continue to earn additional shares in the pool all the way to 500K. This bonus is paid weekly.

Profit Sharing Positions (PSPs)

Earn double, triple or more on the sale of products or services purchased by your team members through our copyrighted Profit-Sharing Positions.

You will receive a new PSP for every new member you enroll starting with your 4th enrollment. This happens automatically and is free. Each PSP is placed above the new member you are enrolling and their team and can earn up to 20 more levels. What is exciting is that it falls below your existing positions allowing you to to earn double, triple or more on each



Sponsor 3 and earn on the Power of Three. Sponsor 4 or more and unlock unlimited potential! You will sponsor 4 or more because you want to, not because you have to.

Products

Virtual Products (available in 100+ markets worldwide)

Virtual products are not physical products. They do not require shipping. Virtual products count toward your personal purchase qualification in the compensation plan so long as the total of all virtual and physical products you purchase equates to \$39 or more. **NuCalm is available in all xosialX markets.**



xosial
Wellness
- xosialX



Physical Products (available in 20+ markets worldwide)

SmartShip is our monthly subscription program for our physical products (available in select markets). The more you shop, the more you save. Members can customize their SmartShip with the products they love and qualify for bigger savings.

SmartShip Discounts (Physical Products)

SmartShip Discounts are for physical products only. Virtual products that are available through subscription do not receive SmartShip discounts and do not count toward earning SmartShip discounts.

Products on SmartShip	Discount
1 Product	Save 10%
2 Products	Save 20%
3 Products or More	Save 30%

Bulk Order Discount (Physical Products)

A Bulk Order is any single order of physical products (regular order or SmartShip order) that has 20 or more products on the same order. You can purchase 20 of one single product or mix and match any number of products to earn the discount. Bulk order discounts are great for selling at fairs and tradeshows.

Order 20 Products or More (Mix or Match)

Save 40%

Xosial Promoter Program

The Xosial Promoter Program is for people who want to earn by sharing the xosialX Products they love without the need to train and build a team. Who do you know that might be a perfect fit for the Xosial Promoter Program?

Mega Influencers

They have a prominent social media following, and people trust their opinions and suggestions. They're extremely active on social and typically have a polished Instagram grid.



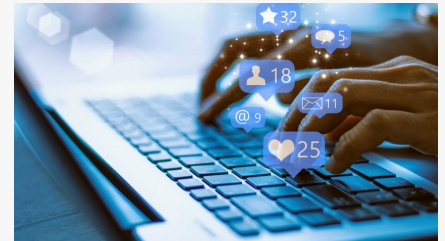
Macro & Micro Influencers

They are a center of influence, and people trust their opinions and suggestions.



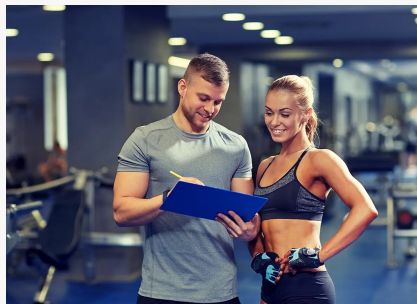
Salons, Clubs, Business Owners

Their passion is in their main business, but they're always looking for opportunities to access a new stream of income while continuing to help their clients.



Former Product Sharers

These are people who love xosialX and the products, have a knack for enrolling customers, and are looking for another way to share and earn because building a team wasn't the right fit for them.



Affiliate Marketers

These are individuals who are already working with companies and earning commissions for promoting products. They'd love to add xosialX to their list of partnerships.

Promoter Program Qualifications & Pay (Based on Gross Sales)

Promoter	Monthly Gross Sales	Commissions		WLBP (Global Bonus Pool)
Silver	\$0.01 - \$9,999.99	20% on Direct Customers	5% on Referred Promoter Volume	25%
Gold	\$10,000 - \$39,999.99	30% on Direct Customers	5% on Referred Promoter Volume	15%
Platinum	\$40,000 or more	40% on Direct Customers	5% on Referred Promoter Volume	5%
Associates Earn	5% on all sales made by personal enrolled Promoters. 5% - 25% of a Promoters Gross Sales go into the WLBP and is shared by qualified 10Ks and above.			
Promoters Earn	20% - 40% on Direct Customer Purchases (based on gross sales) 5% on Referred Promoter Volume No personal product purchases are required for Promoters to earn income.			

xosialX Promoters may also take part of the xosialX Associate Program and visa versa. Associates can leverage and build a team of associates, Promoters and customers and earn commissions on multiple levels of active Member purchases on their entire team. Promoters can sponsor other Promoters and earn on personal and referred Promoter volume.

See the Promoter Program document for full details on the Promoter program.

xosial X

Get Social. Be Exceptional.

