

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	20%
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 products. Tier 2 applies to Associates who order 3 products (the xosialX All Access Plan qualifies).			

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

Leadership Bonuses				
Rank	Worldwide Loyalty Bonus Pools			Paid (monthly payments starting at 25K)
	Rising Leader Pool 1 (5Ks & 10Ks)	Executive Leader Pool 2 (25Ks & 50Ks)	Legacy Leader Pool 3 (100Ks & Above)	
Manager 3	N/A			\$50
Manager 7	N/A			\$200
5K	1 Share Rising Leader Pool (RLP)			\$500
10K	2 Shares Rising Leader Pool (RLP)			\$1,000
25K	1 Share Executive Leader Pool (ELP)			\$2,500
50K	2 Shares Executive Leader Pool (ELP)			\$5,000
100K	1 Share Legacy Leader Pool (LLP)			\$10,000
200K	2 Shares Legacy Leader Pool (LLP)			\$20,000
500K	5 Shares Legacy Leader Pool (LLP)			\$50,000

EARN a MATCHING SHARE from Personally Enrolled Leaders in the ELP or LLP Pools. You earn matching shares for PE Leaders up to your rank. If you are in the LLP you can earn shares in both the ELP and the LLP Pools. There is NO CAP on the potential shares you can earn.

**Worldwide product purchases from all Members go into pools and are shared by qualified 5Ks and above. Earn Unlimited Matching Shares on Personally Enrolled Leaders. Loyalty Agreement required for Legacy Leader Pool.*

**RAB bonuses from 25K and up are paid in monthly installments. You must remain qualified to earn additional payments. One grace month is given. If you miss two months no further RAB bonus payments for that rank will be paid.*

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.

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

Promotional Bonus Pool! 5% of all purchases of xosialX products worldwide go into this bonus pool. This is a Monthly Pool. Earn a share for every three members you enroll during the calendar month with a single order or \$99.97 or more within their first 30 days. This promotional pool is in effect for the third quarter of 2026.

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, xosialX University and our xosialX Business App). These products are not shipped and do not qualify for SmartShip. One virtual product does not qualify for SmartShip discounts on physical products. However, the All-Access Pass does qualify for the 30% off SmartShip discount on all physical products.

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 POOLS (WLBP)

Starting at 5K you can earn income from global sales from all product purchases and sales made by associates, Promoters, and customers. As you rank up you can earn additional shares and qualify for higher pools. You can also earn matching shares when your personally enrolled leaders earn shares in a 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.

7 WAYS TO GET PAID

1. First Experience Bonus (FEB)

2. Repeat Order Bonus (ROB)

3. Regenerating Matrix w/Profit-Sharing Positions (PSPs)

4. Rank Advancement Bonus (RAB)

5. Worldwide Loyalty Bonus Pools (WLBP)

6. Generational Infinity Bonus (GIB)

7. xosialX Promotions

Current Promotion (3rd quarter 2026)

Earn a share in a worldwide bonus pool for every three new members you enroll during the calendar month with a \$100 order on Subscription or SmartShip. All Ranks Qualify. This is a monthly pool and pays out after the subscription or SmartShip runs the following month.

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. The number reflects how many active members you have enrolled.
Manager 3	A Manager with 3 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%.

Manager 1, Manager 2, Manager 4, Manager 5 and Manager 6 are for recognition purposes only. Compensation plan advantages are for Manager 3s, Manager 7s and higher.

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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 (Physical or Virtual)	Purchase 3+ Products (virtual and physical product bundles qualify)
1-2	5%	10%
3-6	20%	20%
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)



xosiaX's Regenerating Matrix is unlike anything you've ever experienced because of our Profit-Sharing Positions! The Profit-Sharing Position is unique to xosiaX 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. xosiaX 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!

xosiaX'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%	Associate
4	5%	Manager 3
5	6%	Manager 3
6	7%	Manager 3
7	10%	Manager 3
8	5%	Manager 7
9	4%	Manager 7
10	3%	Manager 7
11	2%	5K
12	2%	5K
13	2%	5K
14	2%	10K
15	2%	10K
16	2%	10K
17	2%	25K
18	2%	25K
19	2%	25K
20	2%	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.

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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 POOLS



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

Starting at the rank of 5K, you can earn shares in one or more bonus pools and earn additional matching shares from your personally enrolled leaders. 10% of CV from all global sales from Associates and their Customers will go into the pools.

Rising Leader Pool (3%)		Executive Leader Pool (5%)		Legacy Leader Pool (7%)	
5K	1	25K	1	100K	1
10K	2	50K	2	200K	2
				500K	5

Matching Shares

Earn a Matching Share from All Personally Enrolled Leaders in ELP & LLP

You earn matching shares for PE Leaders up to your rank. If you are in the LLP you can earn shares in both the ELP and the LLP Pools. There is NO CAP on the potential shares you can earn.

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6.

GENERATIONAL INFINITY BONUS

Earn Extra Income Deep Into Your Organization



At xosialX you can earn Extra Income on your Personally Enrolled Teams to Infinity starting at 25K!

RANK	GENERATION 1	GENERATION 2	GENERATION 3
25K	3%	2%	
50K	4%	2%	1%
100K	5%	2%	1%
200K	6%	2%	1%
500K	7%	2%	1%

If you have team leaders who qualify for Infinity Bonuses as well, you will earn the difference between what you qualify for at your rank, and what they qualify for at their rank. If you reach someone with the same rank as you, you move into generation 2. When you reach another leader with the same rank as you, you move into generation 3.

EXAMPLES:

If you are a 25K you will earn 3% additional income on your entire team down to the next 25K. Once you reach that 25K they will earn the 3% and you will move to generation 2 and earn 2% down to the next 25K.

If you are a 500K you will earn 7% on your new personally enrolled team members. Once someone reached 25K you will earn the difference between what you qualify for (7%) and what they qualify for (3%), which is a net result of 4%. When they hit 50K you earn the difference of 3%. When they hit 100K you earn the difference of 2%. When they hit 200K you earn the difference of 1%. When they hit 500K you move to generation 2 and earn 2%.

7.

PROMOTIONAL BONUS

Each quarter xosialX sets aside 5% of CV worldwide for a promotional bonus.

2026 Quarter 3 Bonus: 5% Enroller Pool



Monthly Enroller's Pool (5%)

Earn One Share for every Three New Members you enroll during the calendar month.

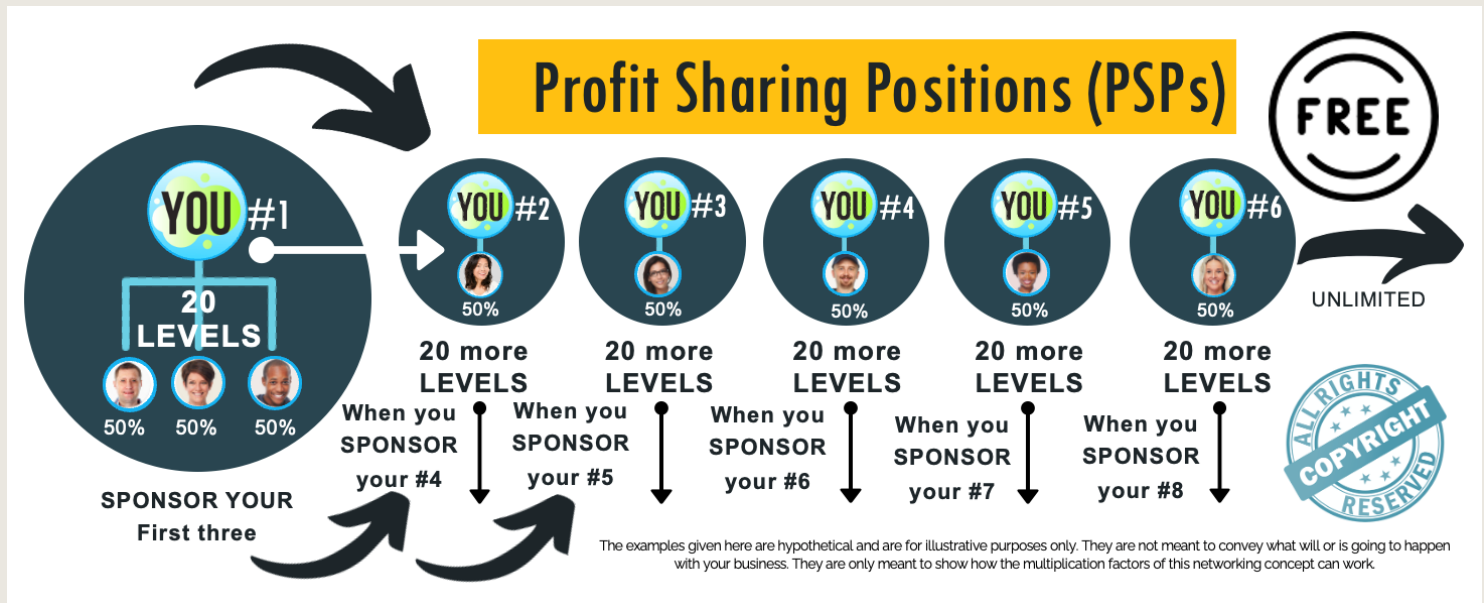
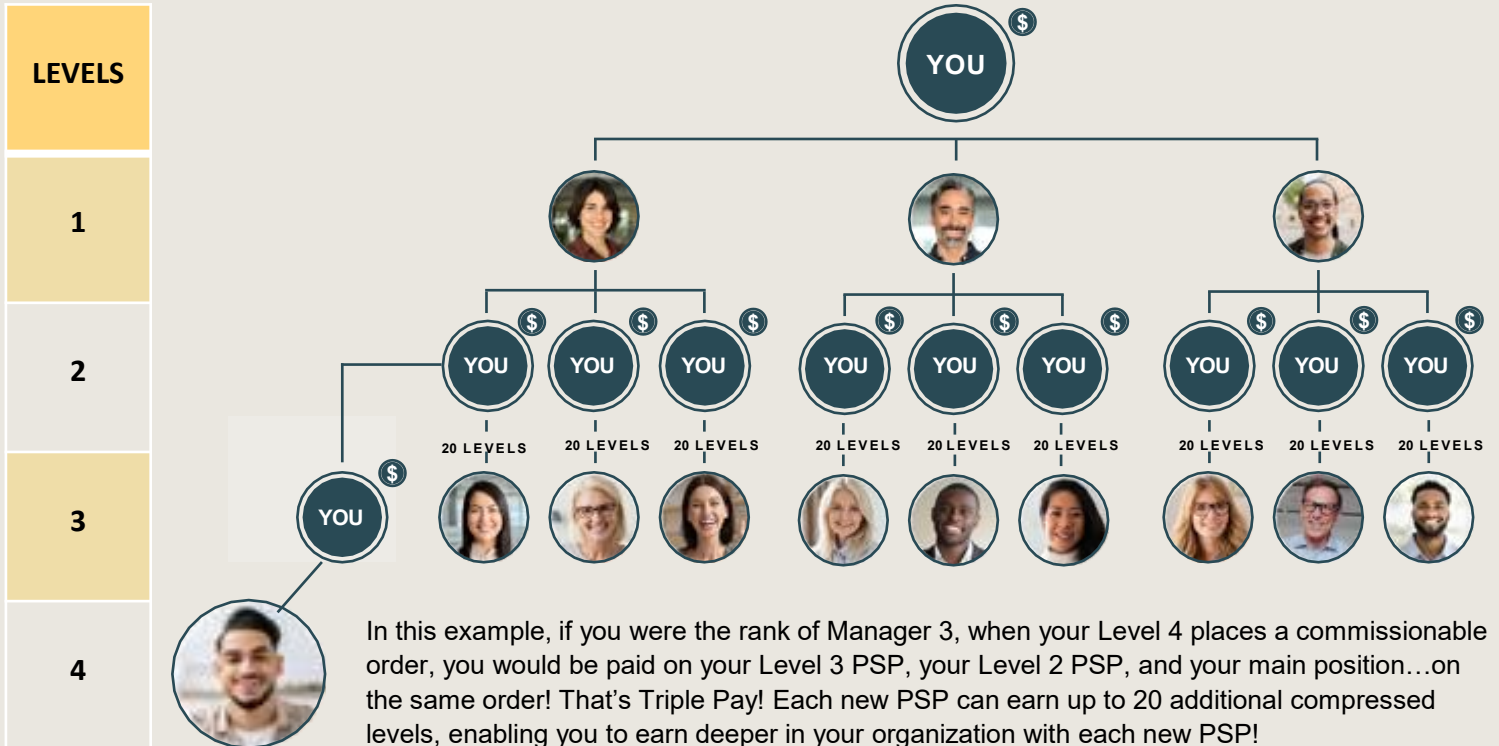
Each new member must have a single order with a product price of \$99.97 or more within first 30 days.

Bonus is paid monthly.

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, xosialX App, xosialX University are available in all xosialX markets.



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. If you purchase the All-Access Pass you will receive the 20% off SmartShip Discount on Physical Products.

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%
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