

2012 INCENTIVES & EVENTS PROMOTION DETAILS & RULES

BONUS PROGRAMS

Weekly Pay Pack Bonuses: Jumpstart Your Earnings!

Univera understands that getting money into people's pockets quickly is important. When you enroll a new Associate who purchases one of the packs during their enrollment month*, you will receive the bonus payment the following Friday.**

The following chart lists the pack names, SKU numbers, pricing, business volume (BV) and bonus amounts for each pack.

US Packs	SKU	Associate	Preferred	Customer	BV	Bonus
Basic Xtra Pack	100395	\$159.00	\$176.95	\$198.95	110	\$40.00
Basic 3 Pack	100408	\$159.00	\$176.95	\$198.95	100	\$50.00
Core 4 Pack	106004	\$435.00	\$483.00	\$543.00	300	\$100.00
VibrantU Pack US	03720100	\$420.00	\$466.95	\$525.00	257	\$100.00
VibrantU Pack Calif	03720101	\$420.00	\$466.95	\$525.00	257	\$100.00
Executive Pack	106003	\$1,300.00	\$1,445.00	\$1,625.00	1,000	\$300.00

Canada Packs	SKU	Associate	Preferred	Customer	BV	Bonus
Basic Xtra Pack	100395	\$189.00	\$210.00	\$236.50	110	\$40.00
Basic 3 Pack	106006	\$189.00	\$210.00	\$236.50	100	\$50.00
Core 4 Pack	106007	\$435.00	\$483.00	\$543.00	300	\$100.00
VibrantU Pack CAN	02720100	\$422.00	\$469.00	\$528.00	257	\$100.00
Executive Pack	106008	\$1,450.00	\$1,611.50	\$1,812.50	1,000	\$300.00

Sponsor Requirements

- Must have an active Convenience Plan (CP)***
- Must have 100PV

Purchaser Requirements

- Must be an Associate
- Must enroll on CP*** prior to purchasing one of the packs
- Must place an order with an eligible pack SKU

Weekly Pay Rules

1. Bonuses are only paid on new Associate enrollments who purchase a pack during their enrollment month*
2. Limit of one bonus per account
3. Bonus is paid to the Sponsor

*Enrollment month is the calendar month in which you enroll.

**Weekly bonuses are paid every Friday. Packs purchased by end of day Tuesday will generate payments on Friday.

***CP – Associates must have a signed CP Agreement on file.

First Month Rank Bonus

You can now earn a Rank Bonus on the first month of new Bronze through Diamond rank achievement. Associates will now receive \$100 for Bronze, \$200 for Silver, \$500 for Gold, \$1,500 for Platinum and \$5,000 for both Emerald and Diamond first-time rank achievements. First month Rank Bonuses + Xpress Rank Bonuses = huge potential rewards as you advance through Univera’s business ranks!

Achieve any new rank, Bronze through Diamond, for the first time in your career, and Univera will pay you the following bonus based on first month qualification:

Rank	First Month Rank Bonus
Bronze	\$100
Silver	\$200
Gold	\$500
Platinum	\$1,500
Emerald	\$5,000
Diamond	\$5,000

*To earn the First Month Rank Bonuses, you must have an active CP and a minimum 100 PV.

Xpress Rank Bonuses: Give Yourself a Promotion!

The saying is true: Hard work pays off. Univera wants you to *get* more when you *do* more. That’s why we created the Xpress Rank Bonuses, and here’s how it works:

Associates who advance to the rank of Bronze within three months of enrollment, Silver within three months of Bronze, Gold within three months of Silver, Platinum within three months of Gold, Emerald within 3 months of Platinum, and Diamond within three months of Emerald are eligible to qualify for the Xpress Rank Bonuses. Associates must maintain their rank for two consecutive months for the payout of bonuses.

Below is a chart that lists the ranks, achievement schedule, the bonus amounts and the potential bonus amount payout.

Rank	Rank Achievement* Schedule	2nd Month Bonus	Potential Accumulative Payout
Bronze	Enrollment month plus 3 months	\$200.00	\$200.00
Silver	Within 3 months of achieving Bronze	\$400.00	\$600.00
Gold	Within 3 months of achieving Silver	\$1,000.00	\$1,600.00
Platinum	Within 3 months of achieving Gold	\$3,000.00	\$4,600.00
Emerald	Within 3 months of achieving Platinum	\$10,000.00	\$14,600.00
Diamond	Within 3 months of achieving Emerald	\$10,000.00	\$24,600.00

* The achievement schedule starts after the second consecutive month a rank is achieved. The bonus is paid after the second consecutive month at each rank.

New Associates

- New enrollments will have their enrollment month plus 3 full calendar months to achieve the rank of Bronze or higher.

Existing Associates

- Associates who do not advance in rank within the given timeframe are still eligible for future higher-level bonuses when they advance to the next rank.

For example, Associates who earned the Bronze and Silver bonus but do not advance to Gold within 3 months of Silver (forfeiting the Gold bonus) are still eligible for the Platinum as long as it is earned within 3 months after the second consecutive month of Gold.

- Bonuses will not be paid on previously achieved ranks.
- Associates who advance multiple ranks within a shorter period of time will receive all Xpress Rank Bonuses earned.

Below are two hypothetical scenarios in which the bonuses could be earned. Note: in order for the bonuses to be paid, the Associate must advance within the scheduled timeframe and the rank must be achieved a second consecutive month for the bonuses to be paid.

Scenario 1 - Achieve Silver in 6 Months

	Enrollment Month	Month 1	Month 2	Month 3	Month 4	Month 5	Month 6
Qualified Rank	Senior Associate	Executive	Executive	Bronze	Bronze	Silver	Silver
Monthly Average Earnings	\$62.00	\$150.00	\$150.00	\$277.00	\$277.00	\$655.00	\$655.00
Xpress Rank Bonus	—	—	—	—	\$200.00	—	\$400.00

Scenario 2 - Achieve Gold in 6 Months

	Enrollment Month	Month 1	Month 2	Month 3	Month 4	Month 5	Month 6
Qualified Rank	Executive	Executive	Bronze	Silver	Silver	Gold	Gold
Monthly Average Earnings	\$150.00	\$150.00	\$277.00	\$655.00	\$655.00	\$1,497.00	\$1,497.00
Xpress Rank Bonus	—	—	—	\$200.00	\$400.00	—	\$1,000.00

In the event of compensation plan manipulation or returned merchandise Univera reserves the right to audit the program participants and reverse some or all of the bonuses paid and decline refunds of returned products.

50% Xpress Rank Bonus: Help others, help yourself!

It's time to get rewarded for building your Team. When you Sponsor and help a member of your Team to a new rank and they earn the Xpress Rank Bonus, you will earn a 50% Xpress Rank Matching Bonus.

50% Xpress Rank Bonuses will be paid to the Sponsor of the Associate earning the Xpress Rank Bonus (paid in the same month).

To participate in the program, the Sponsor must do the following:

- Have a minimum of 100 PV

Rank	50% Xpress Rank Bonus	Potential Cumulative Payout
Bronze	\$100.00	\$100.00
Silver	\$200.00	\$300.00
Gold	\$500.00	\$800.00
Platinum	\$1,500.00	\$2,300.00
Emerald	\$5,000.00	\$7,300.00
Diamond	\$5,000.00	\$12,300.00

Example 1: You personally sponsor and place Sue frontline. Sue is paid \$3,000 in Xpress Rank Bonuses. You will earn \$1,500 in Xpress 50% Matching Bonuses.

Example 2: You personally sponsor Sally and place her under Mike. Sally earns \$1,000 in Xpress Rank Bonuses and You, Sally's sponsor, will earn a total of \$500 in Xpress Rank 50% Matching Bonus.

In the event of compensation plan manipulation or returned merchandise Univera reserves the right to audit the program participants and reverse some or all of the bonuses paid and decline refunds of returned products.

Convention 2012 Incentives: Commit to Convention!

Univera's Annual Convention, scheduled for August 9-12 in beautiful downtown Seattle, is planned to be the most exciting and impactful convention in Univera history! You don't want to miss out on experienced industry speakers, helpful training and motivational business-building tips, as well as recognition of those who achieved advancement in the past year! As a thank you for all you do, we have reduced the Convention registration cost to just \$199! In addition, we have created three special Convention incentives for you to use to your business advantage! Set your business goal and register now to take full advantage of this business building opportunity!

1. Free Product Incentive
2. Hotel Incentive - Set your goal for Bronze or Silver this year, and register now
3. Business Builder Challenge

Free Product Incentive

Commit to Convention by registering now! Anyone who registers before January 31, 2012 (or within 30 days after enrolling as a new Associate) will receive \$100 worth of free product. We expect to be launching an exciting NEW product, so you can be the first to receive it, while receiving half of your registration price back in product! That's hard to beat!

Convention Free Hotel Nights Incentive

Anyone who registers by January 31, 2012 (or within 30 days after enrolling as a new Associate), has a chance to earn free hotel nights at The Westin Seattle during Univera's 2012 Convention.

The Westin Seattle
1900 5th Avenue
Seattle, WA 98101
(206) 728-1000

Qualification Period: January 1, 2012-June 30, 2012

Rank Achievement Rules

Achieve the Rank of Bronze for the first time for two consecutive months and earn 1 free hotel night stay.

OR

Achieve the rank of Silver for the first time for two consecutive months and earn 1 free hotel night stay.

*An Associate has the opportunity to earn up to two free hotel nights by achieving Bronze for the first time (2 consecutive months) and then achieving Silver for the first time (2 consecutive months) during the qualification period.

Hotel Promotion Rules

- Offer open to any Univera Associate. Promotion officially begins January 1, 2012-June 30, 2012.
- To redeem hotel award, Associate must have registered for the 2012 Univera Convention by January 31, 2012 (or within 30 days after enrolling as a new Associate).
- Based on Rank Achievement Rules listed above.* Purchaser is awarded 1 to 2 hotel room night(s) at The Westin Seattle which covers room and taxes, for a value of \$199.00(USD) plus taxes, per hotel room night. Univera reserves the right to utilize an equivalent hotel should space no longer be available at The Westin Seattle.
- Based on double occupancy.
- No cash value.
- Non-transferrable.
- Free hotel night(s) must be used Thursday, August 9th, Friday, August 10th, or Saturday, August 11th at The Westin Seattle.
- Free hotel night(s) will be included on Univera's Master Account. Non-awarded hotel night(s) will be paid by the Associate.
- NOTE - A credit card needs to be presented at check-in for any additional room nights and incidentals.

Business Builder Challenge – Building to Convention 2012

Are you up for a challenge?

Univera wants to celebrate and recognize the accomplishments of our hard working Univera Associates at Convention 2012. As always, it will be a momentous occasion, and the perfect time to show your peers how hard you worked to be the best leader you can be. What better way to do this than by offering a Business Builder Challenge.

Are you game?

Simply model these leadership behaviors:

1. Must be an active Univera Associate generating a minimum CP of 100+ BV each month during the time frame of the challenge.
2. Enroll a minimum of 4 new personally sponsored Associates. Each new Associate must enroll with a minimum 100+BV.
 - a. Only newly enrolled Associates beginning January 1, 2012 count towards this challenge.

Can you do this? We know you can!

All Associates who participate in this Business Builder Challenge will be recognized at Convention 2012.

It gets even better...

The Top 10 achievers in the Business Builder Challenge will be recognized on stage with a very special gift from Univera!

Rules and FAQs

Qualification Period: January 1, 2012 through June 30, 2012

Associate Requirements:

1. Enroll a minimum of 4 Associates – personally sponsored – during the Challenge time frame
 - a. Only new enrollments beginning January 1, 2012 will count towards this Challenge
 - b. Your new Associates must enroll with a minimum 100+BV
2. Sponsors CP must generate a minimum of 100 BV each month during the time frame of the Challenge
 - a. Any holds or deferrals of the CP will remove you from the Challenge

FAQs

Q. If I personally sponsor an Associate and place them in one of my Downteam legs will this count towards my enrollment minimum?

A. Yes. Unlike other programs, you may personally sponsor a new Associate and place them anywhere in your organization. As long as YOU are the sponsor you get credit towards the Challenge.

Q. I enrolled an Associate on December 31, 2011 at 11:00pm PT. Will this enrollment counts towards the Challenge?

A. No. The Business Builder Challenge officially begins on January 1, 2012 at 12:01am PT.

Q. I put my CP on hold for the month of March, 2012 and I had been participating in the Challenge. What is my current status?

A. You will have to begin your basic qualifications again beginning April, 2012. All enrollments received in January, February, and March will not count towards your overall goal for the Challenge because you placed your March, 2012 CP on hold. Good news is that you have the months of April, May, and June to work towards our Top 10.

Q. Must my new Associate enroll with one of Univera's entry packs to count towards this Challenge?

A. No. Your new Associate must enroll with a 100BV or more to qualify for the Challenge. Remember that Univera's Weekly Pay is still in effect, so if you enroll your new Associate with a 100+BV entry pack, your Associate counts towards the Challenge and you receive a Weekly Pay bonus.

Q. How will Univera determine the Top 10 participants?

A. Once the Challenge is officially closed (June 30, 2012 at 11:59pm PT), we will determine the Top 10 Associates who have enrolled the most Associates during the Challenge while maintaining their 100+BV on CP each month during the Challenge. In the case of a tie, we will assess overall Group Volume GV of the two organizations and the highest GV will break the tie.

GOLD ACADEMY 2012

All Associates who achieve the newly qualified* rank of Gold will be rewarded with leadership training designed to meet the specific needs of your new leadership role and provide you with the tools to move your business to the next level.

Gold Academy will be conducted at Univera Corporate. Associates can expect to receive the following when they qualify for Univera's Gold Academy:

- All expenses paid trip to Univera Corporate Headquarters. To include air transportation, lodging, and meals.
- Advanced training from top Field Leadership and Univera Corporate
- Time to network and learn from your fellow Gold Associates
- Recognition for your accomplishments and successes
- Unigen Lab Overview Tour led by Univera's CSO, Stephen Cherniske
- Be motivated and encouraged to lead your Team to new heights!

*Qualified rank is any Associate who achieves the rank of Gold for the first time in their career and maintains that rank for two consecutive months. Invitation to Gold Academy will be extended providing the qualifying Associate has not been paid below the rank of Silver after their Gold qualification period

Achievers Invitational: Reaching for Excellence!

Steps to Success

Qualification Period: January 1, 2012-August 31, 2012

Rules to Earn the Trip

Your baseline is the highest rank you were paid as during the previous 8 months (May-December 2011).

New Associates to Silver: You may earn the trip by being paid as Gold or above for 4 out of the 8 month qualification period. (Must have 2 consecutive months out of the 4.)

Gold, Platinum and Emerald: If you were paid as Gold, Platinum or Emerald 1 to 5 times during the previous 8 months, you may earn the trip by increasing your paid as months by 3.

Example: If you were paid as Gold 4 times in the previous 8 months, you will need to be paid as Gold 7 months between January 1, 2012-August 31, 2012.

Gold, Platinum and Emerald: If you were paid as Gold, Platinum or Emerald 6 to 8 months during the previous 8 months you must achieve the next rank and qualify 2 consecutive months.

Example: If you were paid as Gold 8 out of 8 months in the previous period, you must achieve Platinum and be paid as Platinum at least 2 consecutive months from January 1, 2012-August 31, 2012.

Diamonds and Blue Diamonds: Have a minimum of 2 Associates in your organization qualifying for the trip. You must be the first Upline Diamond to the qualifying Associates.

AND

Grow your volume outside your largest leg (OLL) by 5%. This looks at the average OLL for the previous 8 months and calculates a new average OLL for the qualification period.

For Example: If your previous OLL average was 258,751 between May-Dec, 2011 you will need to have an average of 271,689 in the qualification period of January, 2012 – August 31, 2012 to achieve the trip.

*If multiple steps are achieved within the qualification period, rewards and special recognition will be presented on the trip.

** All qualifiers must be paid at their qualifying rank or one rank below in September, 2012 to attend the November trip

Contest Rules

An Associate who meets the qualifications for the trip must be an active Associate in good standing at the time of the trip in order to participate in this event. Univera reserves the right to withhold final approval of all qualifiers pending verification of compliance with contest rules. All prizes will be awarded as stated. Prizes are nontransferable and may not be redeemed for cash. Unused earned air travel cannot be redeemed for cash or any other substitution. Univera reserves the right to interpret the rules and prizes and all Univera decisions shall be final. Univera reserves the right to change the rules at its sole discretion. In the event that any qualifier is a corporation, limited liability company, or partnership, said entity shall be entitled to one prize.

Grow a step in 2012

January - August

Earn a fabulous trip!



Diamond Club

Earn an amazing trip to the gorgeous Grand Wailea Resort and Spa in Maui, Hawaii during the winter of 2013! All new Diamonds in 2012 that achieve the Diamond level for two consecutive months will earn this unforgettable getaway! Re-qualifying Diamonds need to achieve two consecutive months of qualification, plus any four additional months at the Diamond level. Univera will provide a world class trip for two, including airfare, five nights at the Grand Wailea, food, and special activities. Don't miss it!

Blue Diamond Korean Experience!

Achieve the level of Blue Diamond for the first time and for at least 2 consecutive months in 2012 and earn an all-expense paid trip to Korea to experience the richness of the Univera heritage.