



Poland

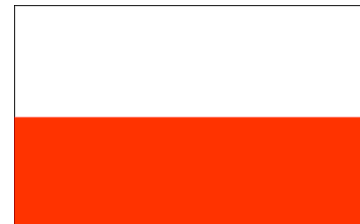
Nature's Sunshine Poland

ul. Prosta 69

00-838 Warszawa, Poland

Tel.: 4822-311-2111 Fax:

Web: www.naturessunshine.pl



Membership Benefits and Income Opportunities

Retail Profit

- Rebates for Personal Volume
- Commissions for Group Volume
- Override Commissions for Manager Generations
- Travel Incentives Including National Convention, Rising Star, and TAC Trips

Membership Fee: 10 PLN if first order equals at least 30 points. 25 PLN if first order is less than 30 points.

Compensation for Personal Rebates and Group Commissions

Rank	Minimum Personal Volume Required	Minimum Group Volume Required	Cumulative Group Volume	1st Level Managers Required	Rebate on Personal Volume	Assistant Groups	Consultant Groups	Manager Groups
Assistant	-	-		-	5%	-	-	-
Consultant	30	150	500	-	10%	5% / 10%	-	-
Manager	30	400	3000	-	15% / 20%	10% / 15%	5% / 10%	-
Leader	30	500/1000	6000	-	20% / 30%	15% / 20%	10% / 15%	5%
Leader Assistant	30	500/1000		1	20% / 30%	15% / 20%	10% / 15%	5%
Leader Consultant	30	500/900		3	20% / 30%	15% / 20%	10% / 15%	5%
Leader Manager	30	500		5	20% / 30%	15% / 20%	10% / 15%	5%
Director Assistant	30	400		7	20%	15%	10%	5%
Director Consultant	30	300		10	20%	15%	10%	5%
Director Manager	30	200		15	20%	15%	10%	5%
Board Member	30	100		20	20%	15%	10%	5%

Leader Bonus

Rank	Gen 1	Gen 2	Gen 3	Gen 4	Gen 5	Gen 6	Gen 7
Leader Assistant	8% / 11%	6% / 8%	-	-	-	-	-
Leader Consultant	8% / 11%	6% / 8%	4% / 5%	-	-	-	-
Leader Manager	8% / 11%	6% / 8%	4% / 5%	2%	-	-	-
Director Assistant	8% / 10%	6% / 8%	4% / 5%	2%	2%	-	-
Director Consultant	8% / 10%	6% / 8%	4% / 5%	2%	2%	2%	-
Director Manager	8% / 10%	6% / 8%	4% / 5%	2%	2%	2%	1%
Board Member	8% / 10%	6% / 8%	4% / 5%	2%	2%	2%	1%

Organizational and Automobile Bonus

Rank	Leader's volume in 7 generations	Leader's volume in 7 gen. per “rule of one”	Bonus %	Automobile Bonus
Leader Assistant	-	-	-	-
Leader Consultant	-	-	-	-
Leader Manager	10000	3000	1	-
Director Assistant	30000	9000	2	15
	10000	3000	1	
Director Consultant	60000	18000	3	20
	30000	9000	2	
	10000	3000	1	
Director Manager	120000	36000	4	25
	60000	18000	3	
	30000	9000	2	
	10000	3000	1	
Board Member	250000	75000	5	30
	120000	36000	4	
	60000	18000	3	
	30000	9000	2	
	10000	3000	1	

Note: Compensation plan may include benefits not mentioned and is subject to change without notice.