

NORLAND Compensation Plan

9 Powerful Ways
for YOU to
EARN...

MONEY



NORLAND has created the perfect compensation plan that rewards everyone from the new member with little or no experience, all the way to the 7-figure per year super stars!

9 POWERFUL INCOME STREAMS

1. Retail Sales
2. Product Voucher Bonus
3. Start-Up Bonus
4. Group Bonus
5. Repeat Purchase Bonus
6. Leadership Bonus (Fast Track Bonus)
7. Leadership Bonus
8. Honorary Bonus (Long Term Dividends)
9. Honorary Bonus (Global Dividends)



CHOOSE YOUR START-UP PURCHASE

You have four different package entry levels to choose from...
starting at \$240.00 and going all the way up to \$3,200.00



ENTRY LEVEL	SR. MEMBER	SILVER	GOLD	DIAMOND
Purchase	\$240.00	\$800.00	\$1,600.00	\$3,200.00
Product PV	192	640	1,280	2,560

*****Upgrades** are eligible within 60 days after Registration Day***

IE: If you purchased the \$240.00 package, then at a later date you purchase another \$560.00 in product from your back office “Upgrade Order” link, that would “upgrade” you to SILVER.

#1 Income Stream: RETAIL SALES



NORLAND has amazing products that sell themselves, which makes it easy to find retail customers who will be thrilled to purchase from you.

Retail sales commissions are equal to 20% of the product PV value. Additionally you can also choose to place a retail markup on sales to generate extra profit.

*Retail sales commissions are paid monthly. A full 80% of the PV generated from any retail sale is paid out in the 12-generation Repeat Purchase Bonus structure.

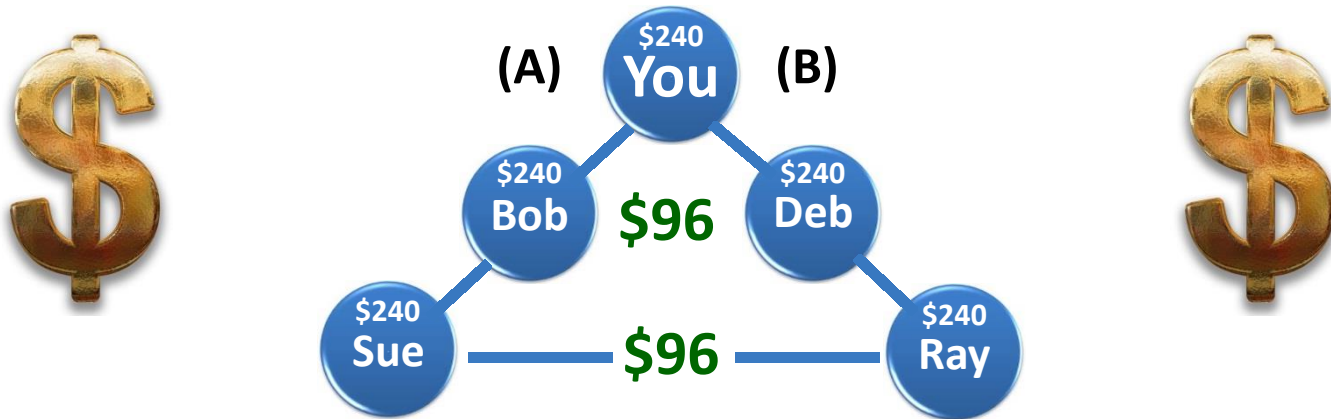
#2 Income Stream: **PRODUCT VOUCHER BONUS**



ENTRY LEVEL	SR. MEMBER	SILVER	GOLD	DIAMOND
Purchase	\$240.00	\$800.00	\$1,600.00	\$3,200.00
Product Voucher >>>	\$60.00	\$200.00	\$400.00	\$800.00

When you sponsor a new member into our business you will earn a Product Voucher equal to 25% of their first purchase, and all of their upgrade purchases, until they have accumulated \$3,200 in personal purchases. *You will use these vouchers, which are paid weekly, to purchase products directly from your back office.

#3 Income Stream: START-UP BONUS



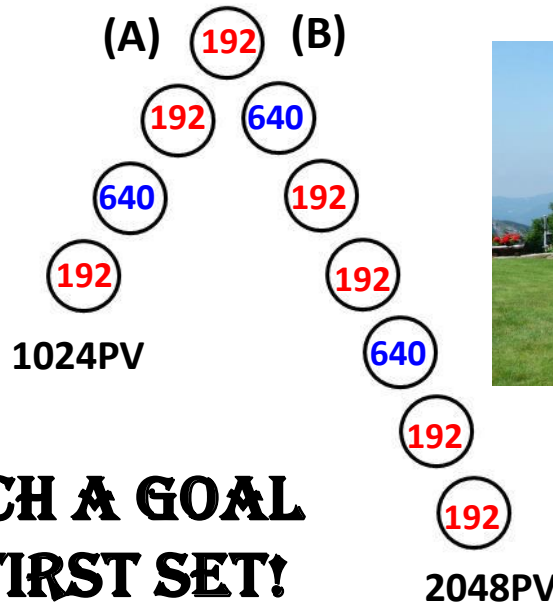
You can earn a 1-time 50% Start-Up Bonus when your first two binary tree positions are filled, and again when you have two more positions on your 2nd level filled with at least 1-(A) leg, and 1-(B) leg. Start-Up Bonus is equal to 50% of your lessor leg PV. IE: $\$240 = 192PV \times 50\% = \96.00

*No matter what the purchase level is in the positions below you, you will be limited to only be able to earn 50% according to your personal purchase level. IE: If you were at the \$240 level and you had people purchase in at the \$3,200 level, you would still only be able to earn a maximum of \$96 2 times in Start-Up Bonus for those two 1st level people. *If you upgrade in the pay period a purchase is made, to the same level of those two purchases, then you can earn the Start-Up Bonus at that higher purchase level.

ABOVE EXAMPLE: If your initial purchase was \$240 and you sponsored Bob at \$240 in your (A) leg, and your sponsor personally sponsored and placed Deb at \$240 in your (B) leg, then you would earn a \$96 SUB on your 1st level, with a potential to earn another \$96 SUB on your second level. *With \$800 purchases your potential is \$320 1st level and \$320 2nd level SUB *With \$1600 purchases your potential is \$640 1st level and \$640 2nd level SUB. *With \$3200 purchases your potential is \$1280 1st level and \$1280 2nd level Start-Up Bonuses.

*No personal sponsor requirement is needed in order to qualify for (SUB) Start-Up Bonus.

#4 Income Stream: GROUP BONUS



YOU'LL NEVER REACH A GOAL THAT YOU DO NOT FIRST SET!

DREAM BIG!

ENTRY LEVEL	SR. MEMBER	SILVER	GOLD	DIAMOND
Purchase	\$240.00	\$800.00	\$1,600.00	\$3,200.00
Binary Lessor Leg Pay %	10%	11%	12%	13%

*In the example above the person at the top purchased in at the \$240 Senior Member level, which allows them to earn a maximum of 10% on their lessor binary leg each week. IE: 1024PV x 10% = \$102.00 in Group Bonus commissions for this pay period. *No personal sponsor requirement is needed to qualify for binary Group Bonus.

#5 Income Stream: REPEAT PURCHASE BONUS

To build a long term residual income with a company it is important to have ongoing reorders to create that solid base.



NORLAND pays out an unheard of 12-generations of overrides on 100% of the PV generated from all Repeat Purchases, and on 80% of the PV generated from all Retail Sales.

Generations	1	2	3	4	5	6	7	8	9	10	11	12
Percentages	8%	7%	6%	5%	4%	3%	3%	4%	5%	6%	7%	8%

When you stop to figure out the potential income that can be earned from this income stream it will blow your mind.



Example: This Repeat Purchase Bonus is driven by your sponsorship tree. So let's just say you personally sponsor "10" people into our business, and of those "10" only "1" gets excited and builds a big global team. That "1" person alone could potentially earn you an absolute fortune down through 12-generations!

*When your monthly commissions from all income streams is \$150 or more, then 5% is automatically set aside and placed in your Repeat Order account, up to a maximum of \$150 per month. IE: $\$3,000 \times 5\% = \150

Monthly Qualifications: Sell \$80.00 (64PV) worth of retail products from your back office, or have more than \$80.00 in your Repeat Purchase account. *Must have two personally sponsored with one in your (A) Leg, and one in your (B) Leg.

#6 Income Stream: LEADERSHIP BONUS

“Fast Track Bonus”



NORLAND has created a Fast Track Bonus, based on personal purchase, that allows everyone from day one to start earning 1 to 3 generations of matching paychecks from our team’s weekly Group Bonus (binary) earnings!

GENERATION	SR. MEMBER	SILVER	GOLD	DIAMOND
1 st	0%	8%	8%	8%
2 nd	0%		5%	5%
3 rd	0%			5%

IE: SILVER members who have purchased \$800 worth of product earn an 8% match on the binary paychecks earned by their personally sponsored. **GOLD** has the potential to earn 8% match on their 1st Generation, and 5% match 2nd Generation. **DIAMOND** has the potential to earn 8% match on their 1st Generation, 5% match 2nd Generation and 5% match 3rd Generation. ***Members can purchase more products at any time to upgrade and receive this SILVER, GOLD or DIAMOND Leadership Bonus.

#7 Income Stream: LEADERSHIP BONUS

Lifetime PV Lessor Leg		16000	40000	96000	352000	960000	2880000	DS 2 Red Diamond	DS 2 Yellow Diamond	DS 3 Yellow Diamond
Ranking		Silver	Gold	Silver Diamond	Gold Diamond	Blue Diamond	Red Diamond	Yellow Diamond	CROWN	Double CROWN
New Monthly PV Lessor Leg		3100 PV	7750 PV	23250 PV	46500 PV	124000 PV	310000 PV	465000 PV	558000 PV	---
P R O F I T	1 st Gen	8%	8%	8%	8%	8%	8%	8%	8%	8%
	2 nd Gen	5%	5%	5%	5%	5%	5%	5%	5%	5%
	3 rd Gen	5%	5%	5%	5%	5%	5%	5%	5%	5%
	4 th Gen	5%	5%	5%	5%	5%	5%	5%	5%	5%
	5 th Gen	5%	5%	5%	5%	5%	5%	5%	5%	5%
	6 th Gen		5%	5%	5%	5%	5%	5%	5%	5%
	7 th Gen			5%	5%	5%	5%	5%	5%	5%
	8 th Gen				5%	5%	5%	5%	5%	5%
	9 th Gen					2%	2%	2%	2%	2%

NORLAND Leadership Bonus pays you on up to 9-generations of binary Group Bonus checks earned by your personal sponsorship tree. IE: You sponsor Paul = 8% check match, Paul sponsors Mary = 5% match, Mary sponsor Pete = 5% Match, Pete sponsors Sue = 5% match... Up to 9-generations of check match on your team's weekly Group Bonus checks.

Qualifications: Personally sponsor 1-Left + 1-Right in binary, your lessor leg has accumulated 16,000PV in lifetime volume, with at least 3,100PV of that 16,000PV coming from new volume that month. *You also have the ability to tap into these Leadership Bonus commissions based on your personal product purchases. (See income stream #6)

#8 Income Stream: HONORARY BONUS

“Long Term Dividends”



NORLAND has set aside a significant amount of money into the Honorary Bonus section of our comp plan. It's available for all leaders reaching the rank of Gold Diamond and above.

LONG TERM DIVIDENDS

Gold Diamond - Crown are entitled to share in 2% Honorary Bonus

1% - Based on your personal portion of all North American PV

1% - Shared equally with all North American ranking members

Qualifications: Have personally purchased, or upgraded to the \$3,200 Diamond level. Maintain at least 46,500 in new monthly PV in your lessor leg for a period of three consecutive months. This monthly earning bonus applies to anyone who holds the rank of Gold Diamond through Crown.

#9 Income Stream: HONORARY BONUS

“Global Dividends”



NORLAND has pulled out all the stops for those who reach the rank of Red Diamond and above, by placing 1% of the worldwide PV into pools that are only shared by super stars!

RANKING	RED DIAMOND	YELLOW DIAMOND	CROWN	DOUBLE CROWN
Percentage of Global PV SHARED between reps at this Rank	0.4%	0.4%	0.4%	0.4%
		0.3%	0.3%	0.3%
			0.2%	0.2%
				0.1%

IE: Red Diamond through Double Crown, share .04% of Global PV based on their personal team’s percentage of total Global PV. Yellow Diamond through Double Crown, share .03% of Global PV based on their personal team’s percentage of total Global PV. Crown and Double Crown, share .02% of Global PV based on their personal team’s percentage of total Global PV. Double Crowns, share .01% of Global PV based on their personal team’s percentage of total Global PV.

NORLAND has placed YOU in the drivers seat...



Every journey starts with the first step... We'll see YOU at the TOP!