

Syntek Global Dual Compensation Plan

Syntek Global rewards our valued distributors with the best compensation plan in network marketing by creating a dual structure commission system to maximize earning potential. There are eight ways to earn income through Syntek's

Compensation Plan. To begin building your team, simply sponsor two distributors to reach the Pro rank level and then help others on your team do the same.

Important Terms

- **PV:** The distributor's *personal volume* which is generated by your personal purchases, your retail customer's purchases, or a combination of both.
- **GV:** The distributor's *group volume* which is generated by all purchases in your organization (team).
- **ACTIVE DISTRIBUTOR:** One who generates a minimum of 50 PV each month. This can be achieved by personal purchases, your customers purchases, or a combination of both.
- **QUALIFIED DISTRIBUTOR:** One who is 'Active' (generates a minimum of 50 PV) and has personally sponsored at least one distributor on both your left and right legs who remain 'Active'. To receive Team Commissions a distributor must be both 'Active' and 'Qualified'.
- **CUSTOMER:** One who purchases directly from a distributor or a distributor's website.
- **PREFERRED CUSTOMER:** A customer who is on AutoShip and receives wholesale pricing.

Eight Ways to Earn Income

1. Preferred Customer Commissions
2. Team Commissions
3. MVP Check Match Commissions
4. Fast Start Bonus
5. Infinity Bonus
6. Rank Awards
7. Leadership Bonus Pools
 - Customer Sponsorship Pool*
 - Distributor Sponsorship Pool*
 - Blue Diamond Leadership Pool*
8. Multiple Business Centers

Beginning Steps

1. Secure a distributor position in the Binary Tree by enrolling as a new distributor and purchasing a Fast Start Kit (recommended but not required). Fast Start Kits provide the necessary tools to become a successful distributor.
2. Sign up for a monthly AutoShip (Recommended but not required). An AutoShip is a convenient way to receive product on a monthly basis and meet the minimum PV requirement.
3. Personally sponsor one new distributor on both your left and right legs to become 'Qualified' for commissions.

Fast Start Kit - Fulfills Active & Qualified Requirements

The Syntek Compensation Plan encourages all new distributors to purchase a Fast Start Kit. These kits provide the necessary tools to become a successful distributor. The Fast Start Kits are discounted to the new distributor and include product, information, sales and motivational tools, brochures, enrollment fee, and personal website activation. Purchasing a Fast Start Kit qualifies the new distributor for all commissions available to them in the first month including: preferred customer commissions, team commissions, MVP Check Match, and bonuses. The Fast Start Kit program is the perfect way to

get initial product sampling into a new distributor's hands at a reduced price so that they can experience the product themselves and begin promoting their business to others. To meet your needs, there are two Fast Start Kits to choose from: The MVP Business Builder Kit and the Infinity Starter Kit (Refer to the Distributor Price Sheet for a list of products contained in each kit.) The distributor who purchases the MVP Business Builder Kit and signs up for the MVP AutoShip qualifies for 100% of the commissions available.

Fast Start Kits:	PV	Fast Start Bonus	Infinity Bonus
MVP Business Builder Kit:	500 PV.....	\$50 (USD).....	\$50 (USD)
Infinity Starter Kit:	250 PV.....	\$25 (USD).....	\$25 (USD)

See Distributor Price Sheet for Fast Start Kit prices and bonuses in your country.

Monthly PV Requirement - Distributor AutoShip

Each distributor is required to generate a certain amount of PV on a monthly basis to qualify for different levels of the compensation plan. The AutoShip Program (recommended but not required) is the easiest way to qualify each month for commissions and take full advantage of the compensation plan. The convenience of the Syntek 'AutoShip' program benefits both retail customers and distributors by allowing them to place a recurring monthly order. It's simple and convenient. Your product will be delivered to you on a

regular basis at the wholesale price. To qualify for the team commission portion of the compensation plan you must generate a minimum of 50 PV and personally sponsor an active distributor on both your left and right binary legs. As your business matures, the compensation plan continues to help generate income by adding the MVP Check Match portion of the compensation plan. To qualify for the MVP Check Match a distributor must have a minimum of 100 PV.

Monthly PV Requirement

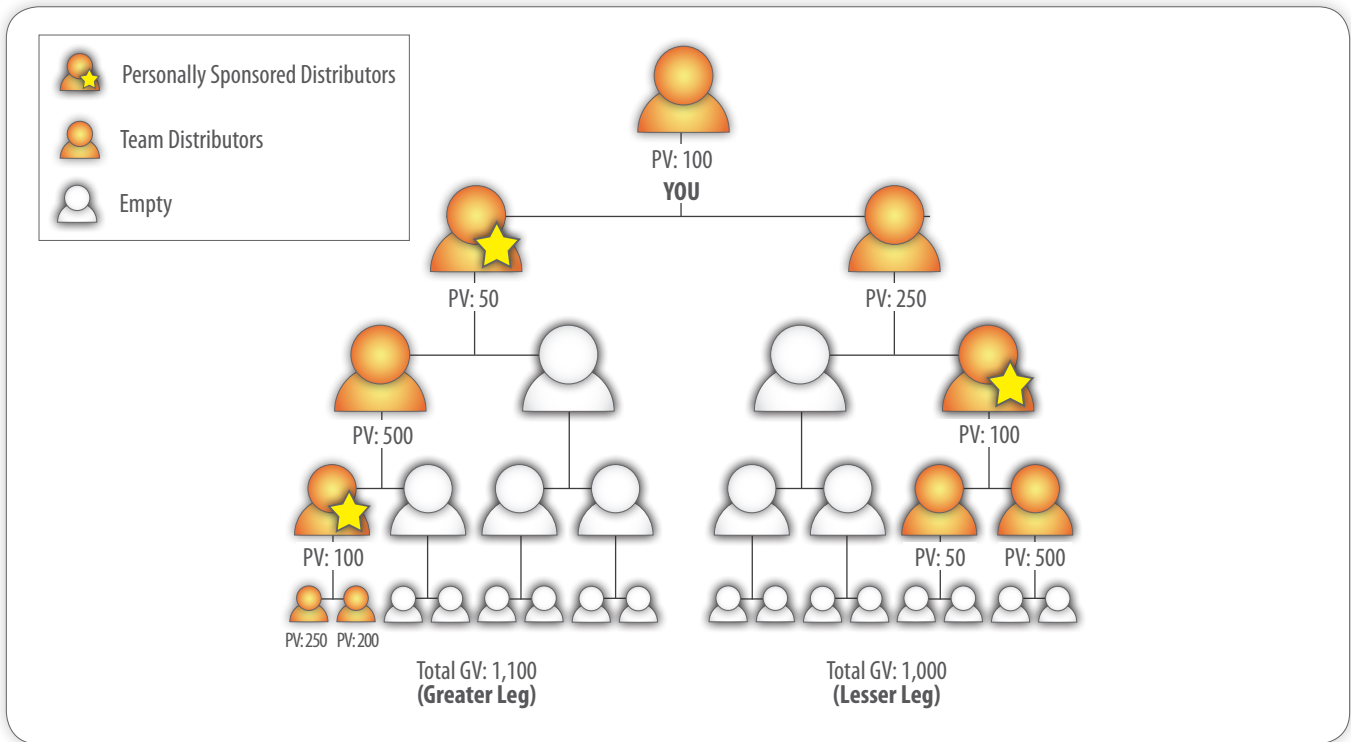
- 100 PV:** Qualifies for total compensation plan including MVP Check Match and all bonus programs.
- 50 PV:** Qualifies for team commissions, preferred customer commissions and infinity bonus program.
- 25 PV:** Qualifies for preferred customer commissions only and allows you to accumulate roll-over volume.

1. Preferred Customer Commissions

A distributor who wants to earn Preferred Customer Commissions must generate 25 PV on a monthly basis to earn 25% commissions on all orders placed by their personally sponsored customers. All customer volume is credited towards

the sponsoring distributors total PV. The PV on all Preferred Customer purchases will be 50% of normal PV because 25% of the sale is already paid in Cash Bonuses.

Binary Tree



2. Team Commissions

Team Commissions from sales are the fundamental building block of the Syntek Compensation Plan. The team commissions portion of the plan is binary. The term binary means that you will be placed in one of two legs (left or right) in your sponsor's organization. You will then be compensated based on the success of building two distributor legs of your own. Your upline and/or other distributors may also place people in your organization. Recruiting retail customer sales is an important component to building distributor success.

If you and at least one personally sponsored distributor on your left and right legs are active with a monthly minimum of 50 PV, you qualify for 10% commissions on the total GV of your lesser volume leg. (Your own PV counts towards the total GV in your lesser volume leg.) Maximum commission payouts are also based on current rank - see page 8. Team commissions are calculated monthly.

Calculating Team Commissions: Team commissions are paid on your lesser volume leg and begin when 250 accumulated GV is reached in a monthly cycle on that leg. Any unpaid group volume less than 250 for the month rolls-over to the following monthly cycle to be paid when 250 accumulated GV is met. Team commissions are limited to a cap of 10% of 400,000 GV on the lesser volume leg per monthly cycle, per business center. (See Section 8. Multiple Business Centers)

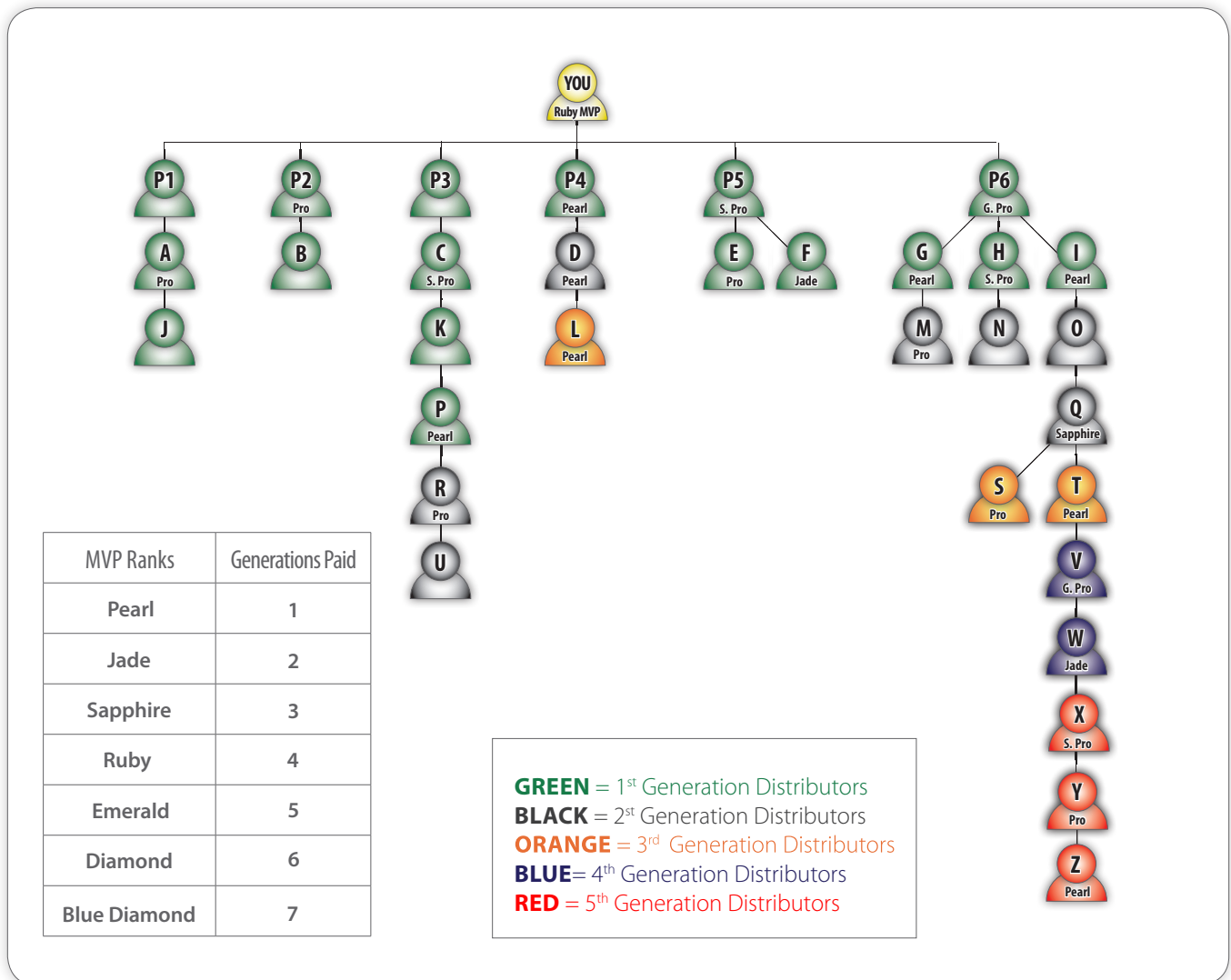
Example: In the diagram example you are active with 100 PV. You are also qualified because you have a personally sponsored distributor on your left leg who is active with 50 PV and a personally sponsored distributor on your right leg who is active with 100 PV. Therefore you qualify for 10% in team commissions* from your lesser volume leg which in this example equates to \$100 (10% of 1,000 GV). *Your own PV is always allocated to the lesser volume leg.* * Equates to earning 5% of the balanced volume from both your left and right legs.

3. MVP Check Match Commissions

Each personally sponsored distributor in the Binary Tree is then reflected as a new leg in your Enrollment Tree on which MVP Check Match Commissions can be earned in addition to Binary Team Commissions. To qualify for MVP Check Match Commissions, you must purchase or upgrade to the **500 PV Kit** (OR you may qualify by generating 500 PV in a given month or 250 PV generated over two-consecutive months.) After meeting the above qualification a minimum of **100 PV** must be maintained each month. This program allows you to earn a percentage of the team commissions paid to all the distributors you

personally sponsor, the distributors they sponsor, and so on up to seven generations deep of MVP ranked distributors in your Enrollment Tree legs (a generation ends and another begins when a qualified MVP is found in a leg, regardless of depth). The number of Enrollment Tree legs can be unlimited, however, the amount of generations you can qualify for is dependent upon your rank - see page 8. Therefore, to maximize your income, continue advancing to higher MVP ranks by personally sponsoring more distributors which create more Enrollment Tree Legs on which you can earn an MVP Check Match.

Enrollment Tree



Each personally sponsored distributor in the Binary Tree is then reflected as a new leg in your Enrollment Tree on which MVP Check Match Commissions can be earned in addition to Binary Team Commissions.

The above diagram was created to help you understand the MVP Check Match program. In this example, you are a qualified Ruby MVP (four personally sponsored enrollment tree legs that include a qualified Silver Pro or above), which enables you to earn an MVP Check Match through four generations of MVP's on each of your six personal enrollment tree legs.

The first generation MVP ends in a particular leg once a qualified MVP is found. The second generation MVP ends when the next MVP is found on that particular leg and so on - up to 7 generations of MVP's.

To maximize your earnings with the Syntek MVP Check Match program, you should strive to reach our highest MVP ranks by sponsoring and supporting as many personal enrollment tree legs as possible.

EXAMPLES:

- On the personal Enrollment Tree leg that begins with P6, you would earn an MVP Check Match through W because that is the end of the 4th generation MVP on that particular leg. To be paid deeper on this leg, allowing you to be paid through Z, you would need to advance to the rank of Emerald, which would allow you to be paid through five generations of MVP's.
- On the personal Enrollment Tree leg that begins with P5, you would earn an MVP Check Match through E and F, and that would end your first generation. On enrollment tree leg P3, P would end your first generation of MVP's, R and U would be in your second generation.
- On the personal Enrollment Tree leg beginning with P1 and P2, no MVP exists, therefore, everyone in these two legs are considered 1st generation.

4. Fast Start Bonus - Only available on Fast Start Kit Purchases

All Fast Start Bonuses are calculated from the Enrollment Tree.

When a new distributor purchases a Fast Start Kit the sponsoring distributor receives a Fast Start Bonus. The corresponding PV of the Fast Start Kit is also allocated to GV.

\$50 (USD) bonus for the purchase of an MVP Business Builder Kit (500 PV)

\$25 (USD) bonus for the purchase of an Infinity Starter Kit (250 PV)

5. Infinity Bonus - Only available on Fast Start Kit Purchases

When a new distributor purchases a Fast Start Kit the sponsoring distributor receives a Fast Start Bonus, and the qualifying upline receives an Infinity Bonus.

Pro Team

Your 'Pro Team' is created by the first two team members you personally sponsor in your Enrollment Tree. The 'Pro Team' Infinity Bonus is paid to your infinity qualified upline when these first two team members order a Fast Start Kit.

\$50 (USD) bonus for the purchase of an MVP Business Builder Kit

\$25 (USD) bonus for the purchase of an Infinity Starter Kit

Power Team

Your 'Power Team' is created by your third, fourth, fifth, etc. personally sponsored team members in your Enrollment Tree. You earn both the Fast Start Bonus and the 'Power Team' Infinity Bonus when these members order a Fast Start Kit.

\$50+\$50=\$100 (USD) bonus for the purchase of an MVP Business Builder Kit

\$25+\$25=\$50 (USD) bonus for the purchase of an Infinity Starter Kit.

Infinity Bonus

Each of your 'Power Team' (third, fourth, fifth, etc. personally sponsored) members will now start building their personal 'Pro Teams' by sponsoring their first two team members. You earn an Infinity Bonus on all these Pro Team members that purchase a MVP Business Builder Kit or Infinity Starter Kit down your Power Team legs, infinitely deep.

\$50 (USD) bonus for the purchase of an MVP Business Builder Kit

\$25 (USD) bonus for the purchase of an Infinity Starter Kit

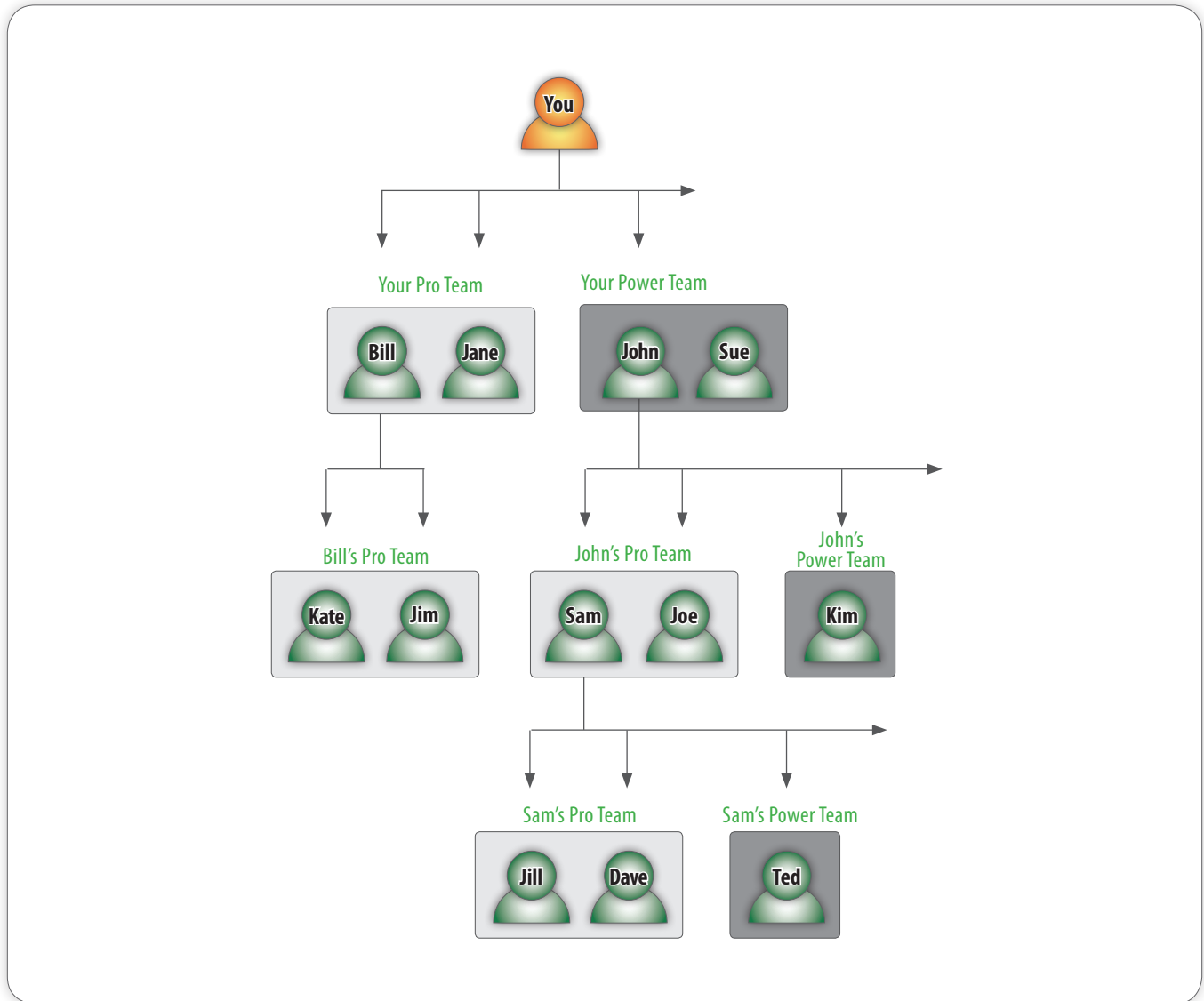
Once your Pro Team members start building their own Power Teams by personally sponsoring their third, fourth, fifth, etc. distributor, they will then qualify for the Infinity Bonus as they help their Power Team distributors build their own Pro Teams.

Qualifications for the Infinity Bonus - A distributor must be active currently or active during the previous month by generating a minimum of 50 PV. In addition a distributor must have purchased the Infinity Starter Kit or MVP Business Builder Kit to receive the Infinity Bonus.

The Infinity Bonus is always paid. If the sponsoring distributor is not infinity qualified the bonus will roll-up to the next infinity qualified upline in that specific Enrollment Tree Leg. **See Page 6 for graph and details.**

Fast Start Bonuses and Infinity Bonuses are paid weekly. Any bonus earned during a given week will be paid the following Friday.

Infinity Bonus



Your Pro Team is created by the first two distributors you personally sponsor. Once the Pro Team is built, you're ready to build your Power Team. Your Power Team consists of your third, fourth, fifth, etc. personally sponsored distributors. Just as your first two personally sponsored distributors become your Pro Team, everyone in your Power Team's first two sponsored distributors become part of your Power Team. This creates the powerful nature of the Infinity Bonus.

The Pro Team Bonuses and Power Team Bonuses generate immediate income, while the Infinity Bonus offers continual earning potential.

EXAMPLES:

(Based on each distributor purchasing an MVP Business Builder Kit.)

- You begin your Power Team by sponsoring your third distributor **John**. **John** then sponsors **Sam** and **Joe** which

make up his Pro Team. **Sam** and **Joe** each purchase an MVP Business Builder Kit. You earn an Infinity Bonus of \$50 (USD) from **Sam's** Fast Start Kit purchase and another \$50 (USD) from **Joe's** Fast Start Kit purchase. **Sam** then sponsors **Jill** and **Dave** which make up his Pro Team. Again you earn an Infinity Bonus of \$50 (USD) each from **Jill** and **Dave's** Fast Start Kit purchase.

- John** and **Sam** both sponsor their third distributors, **Kim** and **Ted** which begin their respective Power Teams. When **Kim** sponsors her first and second distributor, **John** earns a \$50 (USD) Infinity bonus for each distributor. When **Ted** sponsors his first and second distributors, **Sam** earns a \$50 (USD) Infinity Bonus for each distributor.
- The Infinity Bonuses from **Bill's** and **Jane's** Pro Teams are paid to your qualified upline distributor.

6. Rank Awards

Ranks must be earned and maintained through TWO commission cycles to receive awards.

MVP RANKS:

- **Sapphire** - Custom Syntek Global Watch
- **Ruby** - \$1,000 (USD) Cash or (47" Flat Screen TV - U.S. only)
- **Emerald** - Emerald Retreat
- **Diamond** - Custom Syntek Global "Diamond Watch"
- **Blue Diamond** - \$250/\$500 (USD) allowance for Car Program

TEAM ELITE RANKS:

- **Royal Team Elite** - Diamond Ring (women's / men's)
- **Presidential** - Monthly Expense Account \$1,000 (USD)
- **Imperial** - Monthly Expense Account \$1,500 (USD)
- **Crown** - Monthly Expense Account \$3,000 (USD)

7. Leadership Bonus Pools

Customer Sponsorship Pool

Syntek reserves 1% of the company's total commissionable volume, in a one month cycle, for our distributors who have personally sponsored numerous customers on AutoShip over the lifetime of their distributorship. You must be a qualified Pro with 100 PV to qualify for this bonus pool. Each month, 1% of the company's total commissionable volume is divided amongst qualifying distributors according to their shares earned in this pool.

- 5 Customers = 1 Share
- 10 Customers = 2 Shares
- 15 Customers = 3 Shares
- 20 Customers = 4 Shares
- 25 Customers = 5 Shares

Distributor Sponsorship Pool

Syntek reserves 1% of the company's total commissionable volume, in a one month cycle, for our distributors who have personally sponsored four new distributors or more who have purchased a 250 PV or 500 PV Kit during that month. You must be a qualified Pro with 100 PV to qualify for this bonus pool. 1 additional share is earned in the pool for each additional distributor sponsored. Each month, 1% of the company's total commissionable volume is divided amongst qualifying distributors according to their shares earned in this pool.

EXAMPLE:

(This is an example only, not a reflection of actual income)

- \$10,000,000 total company commissionable volume at 1% = \$100,000
- 40 distributors with a total of 200 shares in pool
- Each share is worth \$500 (\$100,000 divided by 200)
- The distributor who sponsored four new distributors (4 shares) would earn a \$2,000 bonus; the distributor who sponsored 6 new distributors (6 shares) would earn a \$3,000 bonus.

Blue Diamond Leadership Pool

Syntek reserves 1% of the company's total commissionable volume during each monthly cycle for our Blue Diamond MVP distributors with at least 100 PV. As a qualified Blue Diamond, you can earn a share in this pool for each of your personal Enrollment Tree Legs that contain a distributor with the 'paid as' rank of Ruby MVP or above. The more personal Enrollment Tree legs you create that contain a distributor with a 'paid as' rank of Ruby MVP or higher the more shares you earn in our Blue Diamond Leadership Pool. Each month, 1% of the company's total commissionable volume is divided amongst qualifying Blue Diamond MVPs according to their shares earned in this pool.

8. Multiple Business Centers

A Business Center is your personal Binary Tree. As your Binary Tree grows, you can earn a maximum of four business centers - your initial center plus three additional centers. (PV is only required on one business center.) Each business center potentially earns \$40,000 (USD) per monthly cycle in team commissions from the lesser volume leg. Distributors are awarded a second business center when the GV in the lesser

volume leg of their initial business center reaches 400,000 GV. A third and fourth business center is awarded when the GV of the previous business center's lesser volume leg also reaches 400,000 GV. Only one greater leg of a minimum 400,000 GV is required allowing you to build 4 lesser legs of 400,000 GV or more. You must maintain a Blue Diamond MVP rank to earn commissions on multiple business centers.

Ranks	Qualifications	Earning Potential	
Pro Ranks			
Pro	Personally active and qualified (personally sponsor two distributors who remain active).		
Silver Pro	500 GV in your lesser volume leg for the month.		Earn up to \$500 (USD) Monthly
Gold Pro	1,000 GV in your lesser volume leg for the month.		Earn up to \$750 (USD) Monthly
MVP Ranks Eligible Generation Check Match ↘			
Pearl	2,000 GV in your lesser volume leg for the month and a minimum of one personal Sponsorship Tree leg that includes a qualified Silver Pro or above.	1	Earn up to \$1,000 (USD) Monthly
Jade	5,000 GV in your lesser volume leg for the month and a minimum of two personal Sponsorship Tree legs that include a qualified Silver Pro or above in each leg.	2	Earn up to \$2,500 (USD) Monthly
Sapphire	10,000 GV in your lesser volume leg for the month and a minimum of three personal Sponsorship Tree legs that include a qualified Silver Pro or above in each leg. After TWO consecutive months you will also receive a Custom Syntek Global Watch.	3	Earn up to \$5,000 (USD) Monthly
Ruby	20,000 GV in your lesser volume leg for the month and a minimum of four personal Sponsorship Tree legs that include a qualified Silver Pro or above in each leg. After TWO consecutive months you will also receive \$1,000 (USD) or Flat Screen TV.	4	Earn up to \$10,000 (USD) Monthly
Emerald	30,000 GV in your lesser volume leg for the month and a minimum of five personal Sponsorship Tree legs that include a qualified Silver Pro or above in each leg. After TWO consecutive months you will also qualify to participate in the Emerald Retreat.	5	Earn up to \$15,000 (USD) Monthly
Diamond	40,000 GV in your lesser volume leg for the month and a minimum of six personal Sponsorship Tree legs that include a qualified Silver Pro or above in each leg. After TWO consecutive months you will also receive our Custom Syntek Global "Diamond Watch".	6	Earn up to \$20,000 (USD) Monthly
Blue Diamond	50,000 GV in your lesser volume leg for the month and a minimum of seven personal Sponsorship Tree legs that include a qualified Silver Pro or above in each leg. After TWO consecutive months you will also receive a monthly \$250/\$500 (USD) allowance for Car Program.	7	Unlimited Monthly Earning Potential
Team Elite Ranks - Ranks must be earned and maintained through TWO commission cycles to receive awards.			
Royal Team Elite	100,000 GV in Enrollment Tree volume with no more than 25,000 GV coming from any single Enrollment Tree leg. You will receive our Syntek Global Diamond Ring		Unlimited Monthly Earning Potential
Presidential	250,000 GV in Enrollment Tree volume with no more than 50,000 GV coming from any single Enrollment Tree leg. You will receive a \$1,000 (USD) monthly expense account.		Unlimited Monthly Earning Potential
Imperial	500,000 GV in Enrollment Tree volume with no more than 75,000 GV coming from any single Enrollment Tree leg. You will receive a \$1,500 (USD) monthly expense account.		Unlimited Monthly Earning Potential
Crown	1,000,000 GV in Enrollment Tree volume with no more than 150,000 GV coming from any single Enrollment Tree leg. You will receive a \$3,000 (USD) monthly expense account.		Unlimited Monthly Earning Potential

*Distributors must be personally active and qualified to advance any rank. The ranks from Silver Pro to Blue Diamond MVP are maintained by the volume over a monthly cycle in the distributors lesser leg. All references to income, implied or stated, through the Syntek Dual Pay Compensation Plan are for illustration purposes only. Syntek does not guarantee any level of income or earnings to any distributor. The represented earning potential equates to the maximum you can earn at that respective rank. Earnings from the compensation plan solely depend on each distributor's skill, ability, and personal application. A distributor partnership is two or more distributors assigned to the same ID number. Each ID number receives one award.

Qualifications

A distributor who is active with 25 PV is eligible for preferred customers commissions and Fast Start Bonuses.

A distributor who is active with 50 PV and “qualified” is eligible for Binary Team Commissions and Fast Start Bonuses.

A distributor who enrolls or upgrades to the 250 PV kit and

is active with 100 PV and “qualified” is eligible for Binary Team Commissions, Fast Start Bonuses, Infinity Bonuses, and All Bonus Pools.

A distributor who enrolls or upgrades to the 500 PV kit and is active with 100 PV and “qualified” is eligible for MVP Check Match and all other compensation plan benefits.

Definitions

AUTOSHIP: An automatic and convenient purchase program that ships product to you every month.

BINARY TREE: Each distributor has two legs into which they and their upline place new distributors. The binary tree is the structure of all those distributors in one’s organization which has one or two established legs.

PERSONAL ENROLLMENT TREE: The line of sponsorship that connects each distributor to the upline distributor who sponsored them.

MVP CHECK MATCH: This is the second phase of the compensation plan where you earn a percentage of the team commissions paid to all the distributors in your enrollment tree based on your rank and depth of eligible generations.

RETAIL CUSTOMER: A non-distributor who purchases products for their own consumption.

BUSINESS CENTER: Where you personally place distributors and build your business in the binary tree.

GENERATION: The line of sponsorship between distributors who qualify for at least a Pearl MVP rank. A generation ends and another begins when a qualified MVP is found in the leg, regardless of depth.

LESSER LEG: The left or right leg of your binary tree with the smallest GV.

‘PAID AS’ RANK: A distributor will always be recognized for their highest rank achieved. Monthly commissions will be paid according to distributors current volume or ‘paid as’ rank.

ROLL-OVER VOLUME: Any unpaid volume in your greater leg rolls-over to the following month as long as you maintain 25 PV.

Questions & Answers

When does the commission cycle end?

The commission cycle ends on the last day of each calendar month at midnight (MST)

When are commissions paid?

All commissions are paid on the 5th day of the following month.

Does the company payout a specific commission percentage?

Yes, Syntek Global pays 52% of total GV every commission cycle.

What happens to unpaid volume from my team commissions?

All volume on both your left and right legs that was used to pay out commissions is deducted and any unpaid volume rolls over to the following month as long as you remain active.

If I become inactive by not meeting the minimum requirement of 50 PV during the month, what happens to my volume?

All accumulated GV will be reset to zero. Once you reactivate by generating 50 PV during a month, you will once again accumulate GV as products are purchased in your downline organization.

Can my distributorship ever be cancelled due to inactivity?

If the minimum 50 PV requirement has not been reached for 6 consecutive months, your distributorship will be cancelled and you will be reclassified as a customer only.

SYNTEK GLOBAL RECOGNITION & AWARDS

MVP RANK AWARDS

RANKS MUST BE EARNED AND MAINTAINED THROUGH TWO COMMISSION CYCLES TO RECEIVE AWARDS.



SAPPHIRE:

Syntek Watch (women's / men's)*



DIAMOND:

Syntek Diamond Watch (women's / men's)*



RUBY:

\$1,000 (USD) or 47" Big Screen TV (U.S. only - go to Bestbuy.com and pick out your TV \$1,000 value must include shipping)*



BLUE DIAMOND:

\$250 / \$500 (USD) Monthly Car Allowance (\$250 without marketing kit applied, \$500 with marketing kit applied)*



EMERALD:

Emerald Retreat*

TEAM ELITE RANK AWARDS

PATHWAY TO FINANCIAL FREEDOM

RANKS MUST BE EARNED AND MAINTAINED THROUGH TWO COMMISSION CYCLES TO RECEIVE AWARDS.



ROYAL TEAM ELITE:

Diamond Ring (women's / men's)*



IMPERIAL TEAM ELITE:

Monthly Expense Account \$1,500 (USD)*



PRESIDENTIAL TEAM ELITE:

Monthly Expense Account \$1,000 (USD)*



CROWN TEAM ELITE:

Monthly Expense Account \$3,000 (USD)*

*A distributor partnership is two or more distributors assigned to the same ID number. Each ID number receives one award.