



COMPENSATION PLAN

US / MX 2022



WELCOME TO THE AMARE GLOBAL COMPENSATION PLAN!

The world is on the cusp of a complete paradigm shift around mental wellness. As The Mental Wellness Company®, Amare is proud to lead the mental wellness movement with our unique, clinically validated, and award-winning products that help facilitate the pursuit of happiness.

Financial health has a tremendous impact on mental wellness, which can affect all areas of life. In fact, over 64% of Americans name money as a significant source of stress.

The good news is that Amare's Compensation Plan is one of the most competitive and innovative business models in the industry — we checked.

We've created lots of tools and resources to help support your Amare journey and we've made it simple.

Mental wellness is something we should all enjoy. With the help from you and the rest of the Amare community, Amare will reach our #MarchToAMillion goal of being in 1 million homes globally within five years.

VOCABULARY & DEFINITIONS

Understanding a compensation plan starts with understanding the vocabulary used within it.

Acronym	Term	Definition
BP	Brand Partner	A person who enrolls with a membership and wants to share the products with other people. As independent business owners, BP's may also qualify to earn commissions and other rewards based on their efforts.
C	Customer	A person who purchases Amare products without enrolling as a BP. Customers are not allowed to sponsor (build a downline) and do not receive commissions.
PV	Personal Volume	The total volume of a single BP from orders placed personally and by their personally enrolled Customers.
PTV	Personal Team Volume	Your PV plus the PV of your personally enrolled BP's. PTV is used for your Me and Three Bonus qualification purposes only.
OV	Organizational Volume	The combined total of all of the PV from a BP and their entire downline.
CV	Commissionable Volume	The sales volume on which commissions to BP's are paid. Each product has a CV value that is not always equal to the dollar amount spent.
	Commission Active	A BP must maintain at least 100 PV to be considered active, and to earn commissions for that month. Otherwise they are considered inactive.
	Enroller*	When you sign someone up under you, you automatically become their enroller.
	Qualified	A BP is considered qualified if they meet the paid-as rank requirements for a particular bonus or title.
	Eligible	A BP is considered eligible to receive a commission if they meet the career or rank title requirements for a particular payout.
	Rank	Your monthly rank is determined by your ability to achieve specific volume and structure requirements. Rank determines commission payouts.
	Placement Sponsor*	The BP directly above another BP in the organization.*
	Leg	A new leg is added to your organization when you personally enroll a new BP. A BP has as many legs as they have first level BP's.

*For more info, see full terms and conditions.





By sharing clinically-backed, sustainably sourced formulations, we can work to see that the health of the planet, farmers, and our Customers are all aligned for a better future.

8

Ways

to

Earn

1. FAST START BONUSES

First Order Bonus, Me & Three Bonus and Focus On 5 Bonus: Brand Partners can earn up to \$500+ by introducing Amare products and retaining new Customers and Brand Partners. **That's close to 100% payout in commissions on your first 5 monthly enrollments!**

2. SOCIAL SELLING BONUS

Personal Customer Bonus: Earn and rank advance without building a team! Combined with our First Order and Unilevel Bonuses, you can **earn up to 38%* in commission** by selling 9k+ product sales, and even earn a spot on the annual international trip!

3. MINIMUM MONTHLY REWARD

At our early Mentor ranks you will earn a Minimum Monthly Reward starting at \$1,000 per month at the rank of Silver, and up to \$2,500 a month at the rank of Platinum.¹

4. REWARDS & CASH PRIZES

Love Your Journey: Earn rewards or cash prizes at every rank starting at Silver. **Earn rewards such as International trips, shopping sprees, and more!**²

5. CAR PROGRAM

Luxury, sports, or family ... YOU choose! Earn a vehicle lease option starting at Executive Leader.³

6. VACATIONS OF A LIFETIME

Path To Paradise: Provides incentives to earn vacations, prizes and cash (deposited in your bank account) as you go.

7. CREATE A LEGACY

As you grow with Amare, get paid 10 levels deep. Our **Dual Compression System** ensures that all 35% of the Unilevel Volume is paid out to the Rank Title that is qualified to receive payments on each level where volume is present. Plus, earn an additional 1% with our **Go Forward Infinity Bonus!**

8. BONUS POOLS

Earn Bonus Pools at different ranks based on company revenue — up to 4% commissionable volume for the company.

*Qualify 38% for generating \$9K in product sales to Brand Partners and/or Customers.

¹To qualify and maintain the Minimum Monthly Reward, Brand Partners must maintain their rank by meeting the rank requirements. ²See Amare's Love Your Journey Terms and conditions to qualify. ³See Car Program Terms and Conditions.

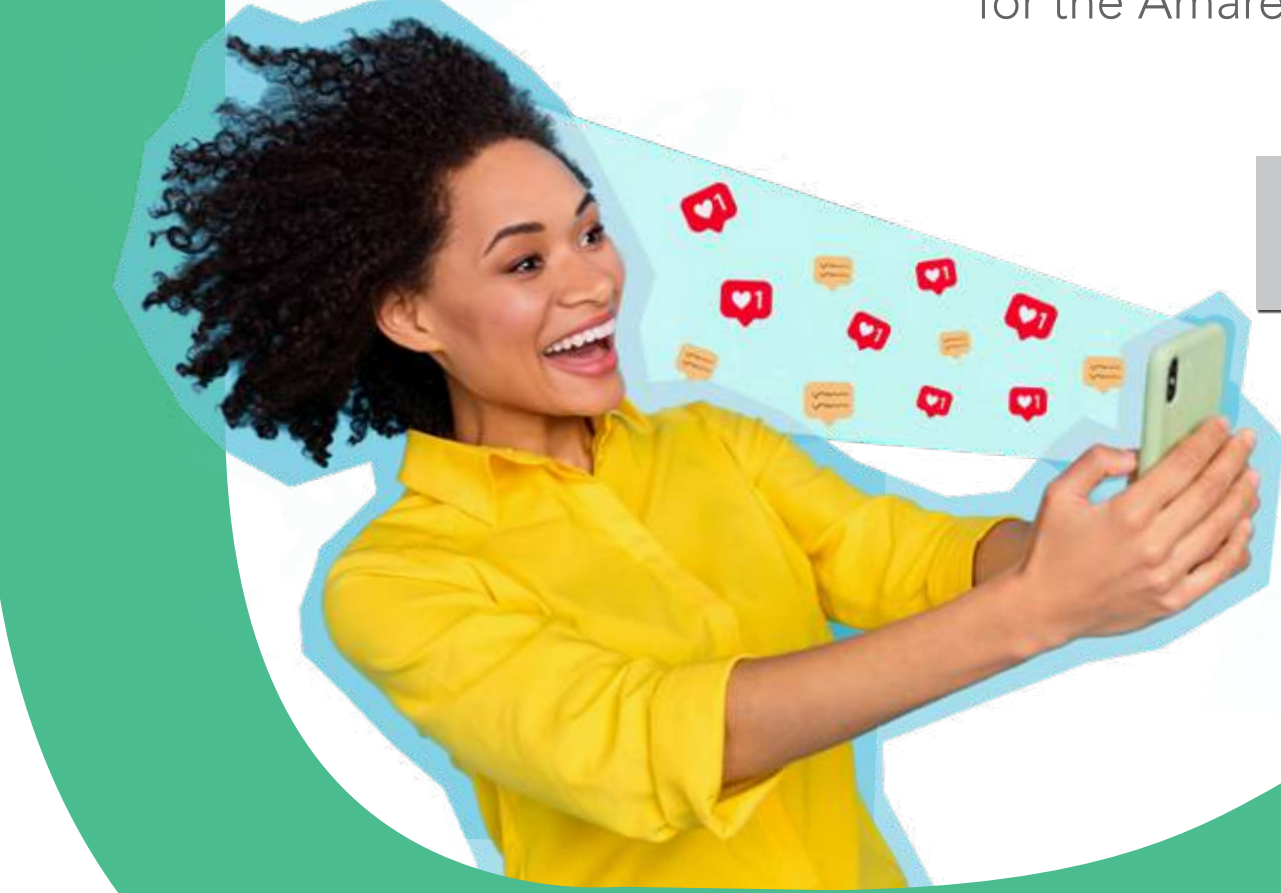
AMARE CAREER PATHS

As a Brand Partner, you have 2 different paths you can take to earn:

1. Amare Affiliate
 BIG INFLUENCE but don't want to build a team? No problem, we got you! Get rewarded and paid in customer volume only! And with 15K+ followers, you can apply for the Amare X program for a custom landing page, code, training, and free products.

2. Brand Promoter
 No influence? No Problem. Build a team to earn bonuses, prizes, and even international trips! Ranks are determined by meeting Commission Active, Organizational Volume, Volume Outside Largest Leg, and Structure Requirements. Refer to the charts for more info.

Big Influence
 but don't want to build a team?



No Influence?
No Problem.

	Personal Backoffice	Personal Give \$10 Code	Path to Paradise	Love Your Journey	Amare X Program	Business Builder App	Amare Learning Experience	Weekly Pay
Amare Affiliate	✓	✓	✓	✓	✓	✓	✓	✓

	Personal Backoffice	Personal Give \$10 Code	Path to Paradise	Love Your Journey	Amare X Program	Business Builder App	Amare Learning Experience	Weekly Pay
Brand Promoter	✓	✓	✓	✓	✗	✓	✓	✓

AMARE COMMISSIONS OVERVIEW

				Mentor Ranks			Leader Ranks			Global Ambassador Ranks				
	Brand Partner	Brand Builder	Bronze	Silver	Gold	Platinum	Leader	Senior Leader	Executive Leader	Diamond	1 Star Diamond	2 Star Diamond	3 Star Diamond	Presidential Diamond
Love Your Journey <i>(Prize Value/*Car Option)</i>				\$500	\$1,000	\$2,000	\$3,000	\$5,000	\$7,500*	\$10,000*	\$12,500*	\$15,500*	\$17,500*	\$20,000*
Minimum Monthly Reward				\$1,000	\$2,000	\$2,500								
Free Product Rewards		\$75	\$200	\$200	\$200	\$200	\$200	\$200	\$200	\$200	\$200	\$200	\$200	\$200
PV	100	100	100	100	100	100	100	100	100	100	100	100	100	100
OV <i>(Placement Tree)</i>		1,000	3,000	5,000	10,000	15,000	25,000	50,000	75,000	125,000	250,000	500,000	750,000	1,000,000
Volume Outside Largest Leg <i>(Placement Tree)</i>			600	1500	3,000	4,500	7,500	15,000	22,500	37,500	75,000	150,000	225,000	300,000
Leg Requirement <i>(Enrollment Tree)</i>		1 Brand Partner	1 Brand Partner	2 Brand Builders	3 Brand Builders	3 Brand Builders	3 Bronze	3 Bronze	3 Silver	4 Silver	4 Silver	4 Silver	4 Silver	4 Silver
Level 1	5%	5%	5%	5%	5%	5%	5%	5%	5%	5%	5%	5%	5%	5%
Level 2		5%	5%	5%	5%	5%	5%	5%	5%	5%	5%	5%	5%	5%
Level 3			5%	5%	5%	5%	5%	5%	5%	5%	5%	5%	5%	5%
Level 4				5%	5%	5%	5%	5%	5%	5%	5%	5%	5%	5%
Level 5					4%	4%	4%	4%	4%	4%	4%	4%	4%	4%
Level 6						4%	4%	4%	4%	4%	4%	4%	4%	4%
Level 7							3%	3%	3%	3%	3%	3%	3%	3%
Level 8										1%	1%	2%	2%	2%
Level 9										1%	1%	1%	1%	1%
Level 10											1%	1%	1%	1%
Mentor Pool <i>(2% of CV)</i>				1	3	5								
Leader Pool <i>(2% of CV)</i>							2	3	5	7	9	11	13	15
Global Ambassador Pool <i>(4% of CV)</i>										1	2	3	4	5

FIRST ORDER BONUS

Generous bonuses designed to help you earn income quickly.

In order to get your business thriving right away, Amare's First Order Bonus is designed to help you earn income quickly. As you introduce new Customers and Brand Partners to Amare products, you will be rewarded with generous bonuses on their first commissionable volume order.

The First Order Bonus is paid weekly to the new Brand Partner's first, second, and third level upline Enrollers. The first upline level Enroller receives 20%, the second level upline Enroller receives 10%, and the third level upline Enroller receives 5%.*

Level	Percent Commission
— Level 1 —————	20% —————
— Level 2 —————	10% —————
— Level 3 —————	5% —————

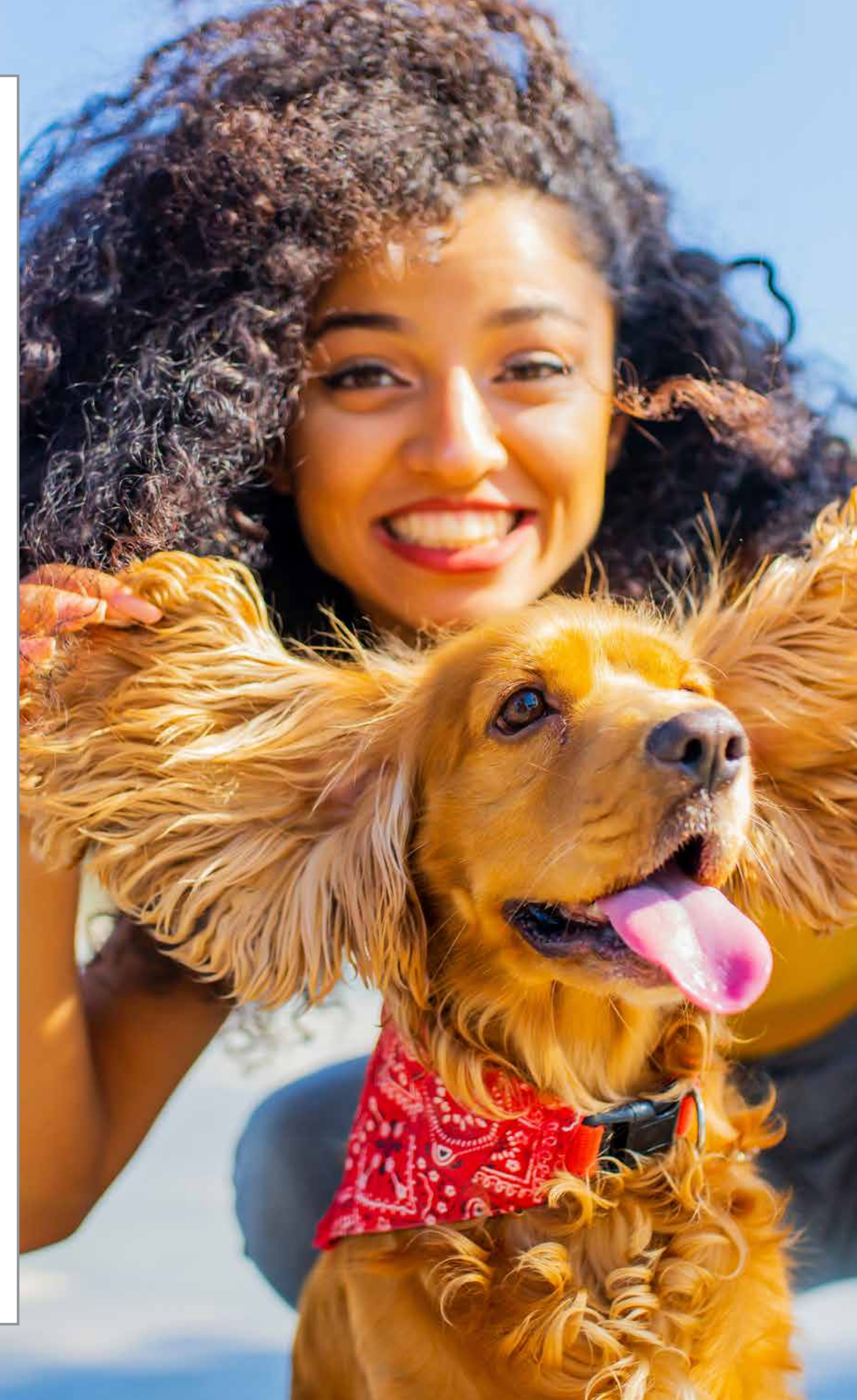
First Order Bonus (FOB) does not pay on upgrade orders

UNILEVEL BONUS

Earn as you build a healthy and deep organization

After the First Order Bonus, Brand Partners are paid on the Unilevel Bonus up to 10 levels. You can earn the largest percentage of commissions as you build a healthy and deep organization.

Level	Percent Commission
— Level 1 —————	5% —————
— Level 2 —————	5% —————
— Level 3 —————	5% —————
— Level 4 —————	5% —————
— Level 5 —————	4% —————
— Level 6 —————	4% —————
— Level 7 —————	3% —————
— Level 8 —————	2% —————
— Level 9 —————	1% —————
— Level 10 —————	1% —————

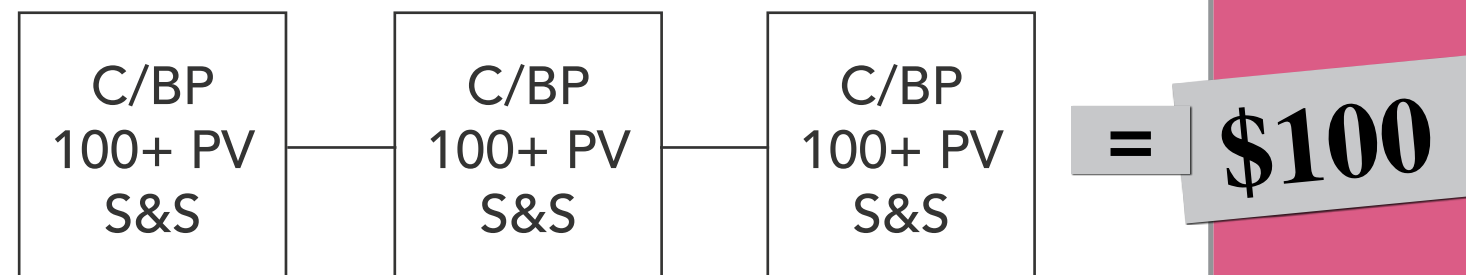


ME & THREE BONUS

Helps you pay for your own product, then earn additional income.

The Me & Three Bonus is paid monthly and is built around our primary method of operation – You earn a \$100 Bonus when you personally introduce products and enroll three Customers or Brand Partners who purchase on Subscribe & Save with at least 100 PV that month. Then you will earn an ADDITIONAL \$250 bonus when you have three people on your team that earn their own Me & Three Bonus.

ENROLL 3 (with 600 PTV)



Personal Retention Bonus

Maintain three Customers or Brand Partners with 100+PV on S&S and 600 PTV and earn \$50 Bonus *(if you don't earn the personal enrollment bonus)*

= \$50

Team Group Bonus

Earn an ADDITIONAL \$250 bonus when you have three people on your team that earn their own Me & Three Bonus.

= \$250

FOCUS ON 5 BONUS

Just share Amare with 5 people!

Introduce products and enroll a total of 5 new Customers or Brand Partners with at least 100 PV Subscribe & Save order by the end of month and earn an extra \$500 or more (First Order Bonus \$100 (20% x 500PV), Me & Three Bonus \$100 and Focus on 5 Bonus \$300 = \$500+)

ENROLL 1

BP or Customer by the 15th with at least 100 PV S&S order and **earn a product credit**

+

ENROLL 2

BPs or Customers with at least 100 PV S&S order and **earn your \$100 Me & Three Bonus**

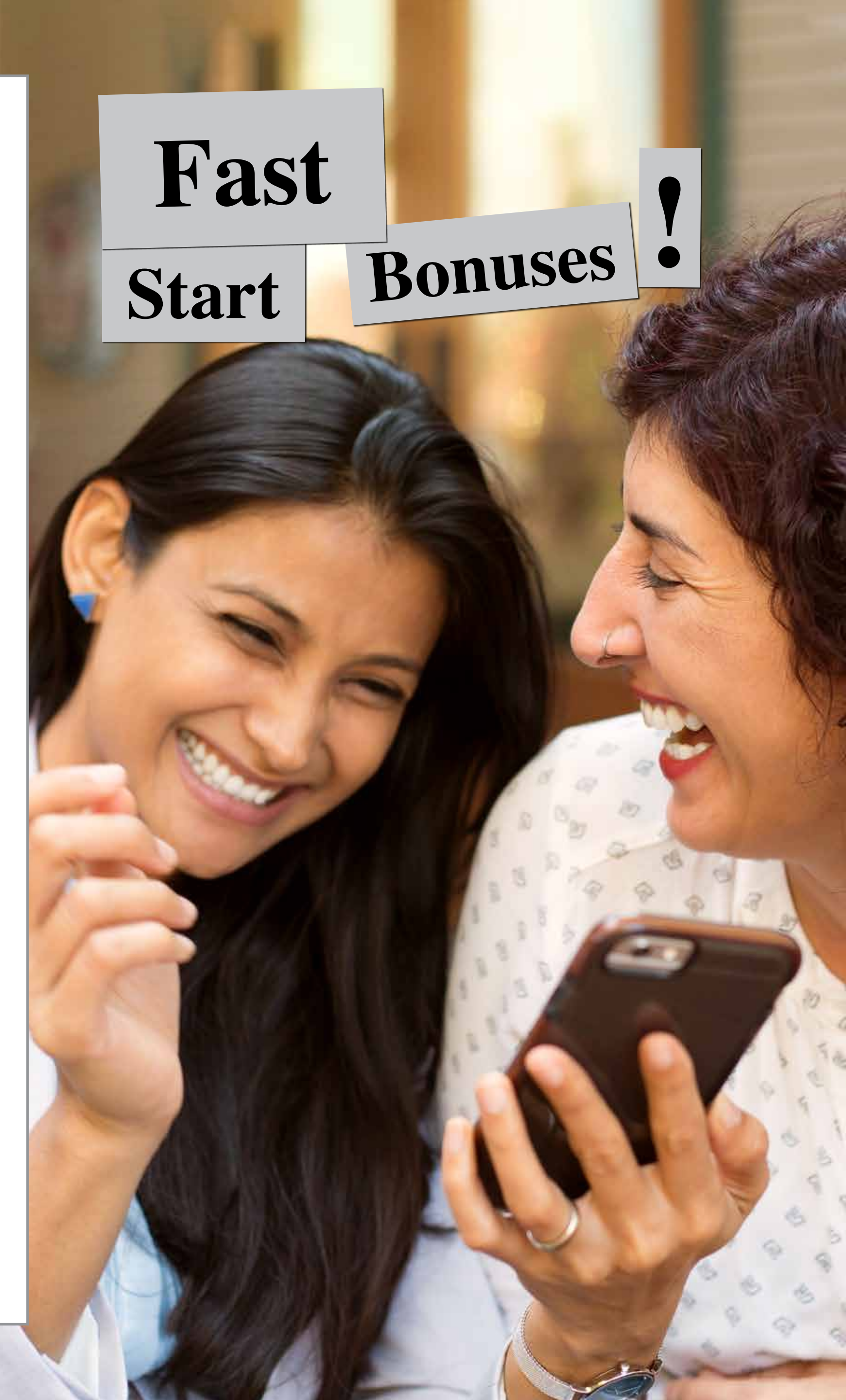
+

ENROLL 2

BPs or Customers with at least 100 PV S&S order and **earn \$100 First Order Bonus plus your \$300 Focus on 5 Bonus**

= \$500+

Fast Start Bonuses !



PERSONAL CUSTOMER BONUS

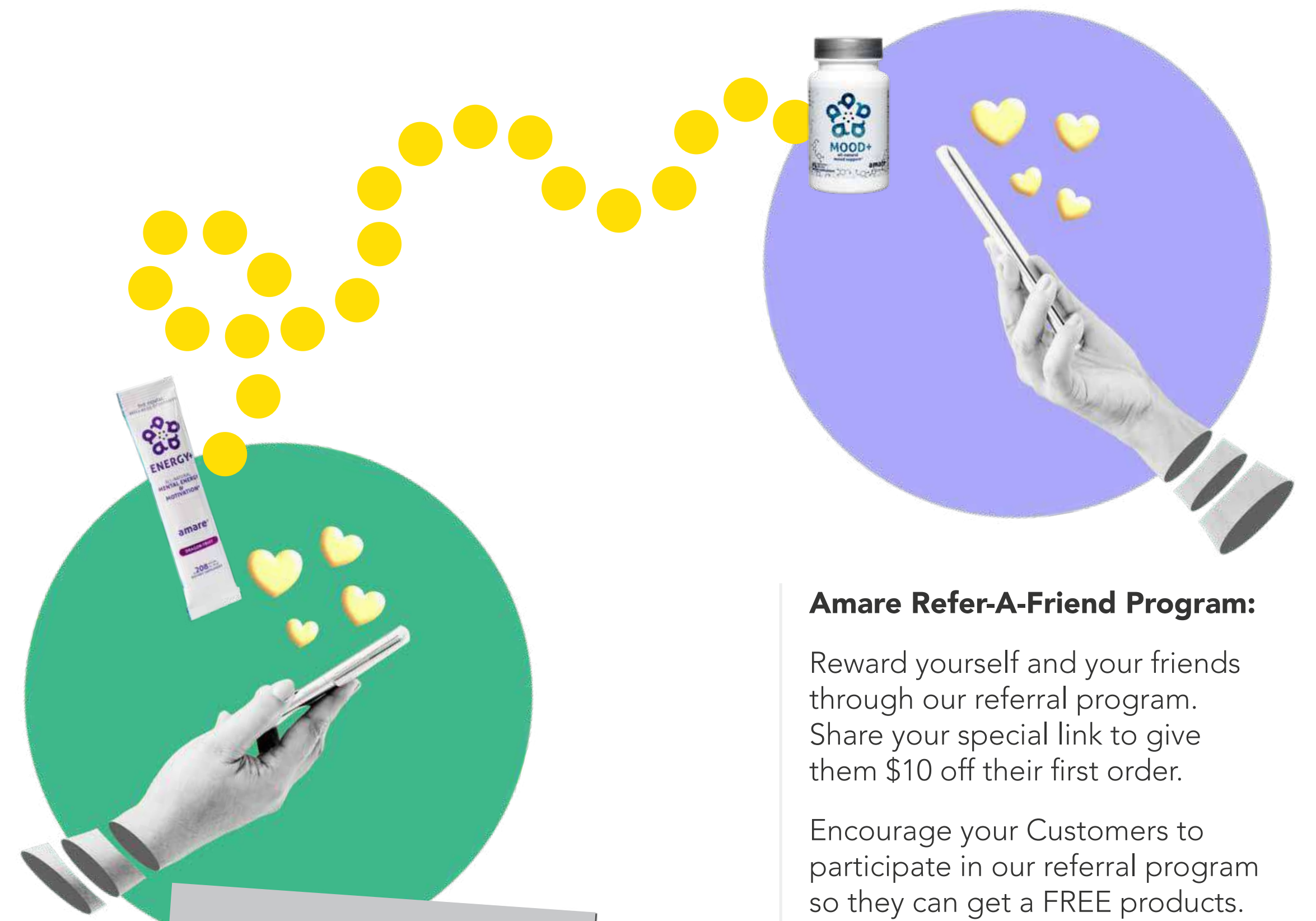
When the volume of your personally enrolled Customers reaches certain amounts, you are paid between **5%-38%** in Personal Customer Volume Bonuses.

Personal Customer Bonus For First Order Bonus Orders

Volume	First Order Bonus	Customer Bonus	Total Payout
1 - 499	20%		20%
500 - 999	20%		20%
1,000 - 1,999	20%		20%
2,000 - 2,999	20%		20%
3,000 - 4,999	20%	5%	25%
5,000 - 6,999	20%	8%	28%
7,000 - 8,999	20%	11%	31%
9,000+	20%	18%	38%

Personal Customer Bonus For Unilevel Orders

Volume	Unilevel Bonus	Customer Bonus	Total Payout
1 - 499	5%		5%
500 - 999	5%	5%	10%
1,000 - 1,999	5%	10%	15%
2,000 - 2,999	5%	15%	20%
3,000 - 4,999	5%	20%	25%
5,000 - 6,999	5%	23%	28%
7,000 - 8,999	5%	26%	31%
9,000+	5%	33%	38%



Amare Refer-A-Friend Program:

Reward yourself and your friends through our referral program. Share your special link to give them \$10 off their first order.

Encourage your Customers to participate in our referral program so they can get a FREE products. Not only does your Customer get rewarded but this new referred Customer now counts towards your personally enrolled volume for commissions.

Earn
up to **38%***



SUBSCRIBE & SAVE REWARDS

Consistency is KEY - more consistent = more rewards!

As you order Amare products through the Subscribe & Save program, not only do you save on those purchases, but you'll also earn Rewards Points (SSR Points) that can be redeemed to purchase additional Amare products.*

The best part? The longer you participate, the more Points you'll earn! You can also earn 100% of your order shipping amount paid as SSR Points!

Months	Points Earned
0-4 Months	10% of Order
5-8 Months	15% of Order
9-12 Months	20% of Order
13+ Months	25% of Order



SSR Example: Stacey has ordered consistently for 13+ months and achieved the 25% SSR level. She places a \$250 S&S order and earns 62 SSR Points. **1 POINT = 1 DOLLAR**, so Stacey plans to redeem them for a FREE Mood+.

*A redemption fee is applied for each 100 SSR Points redeemed. For more info, see full [terms and conditions](#).

MINIMUM MONTHLY REWARD

Earn bonus SSR Points and MORE each month!

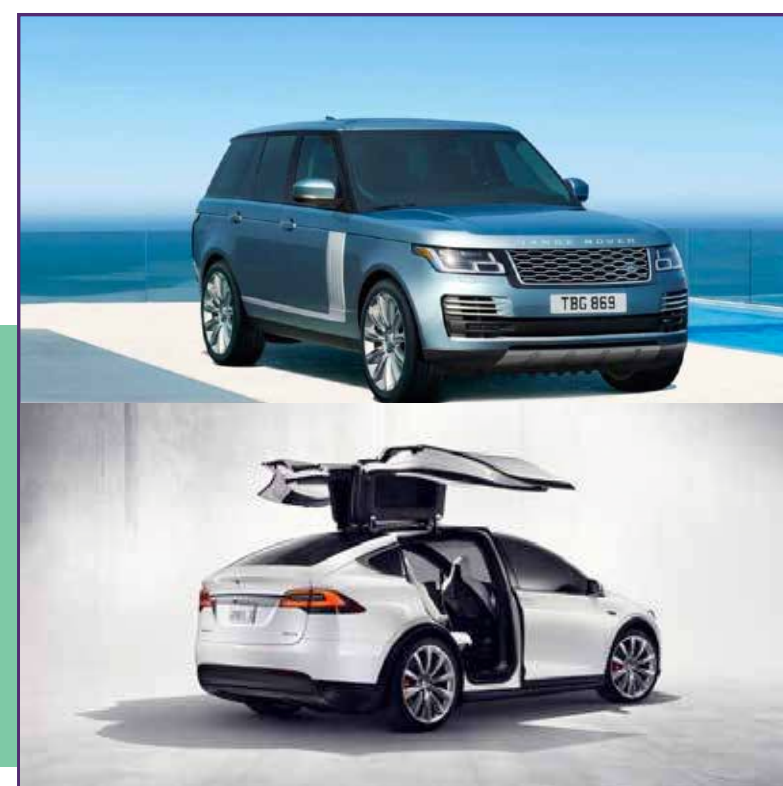
Get money and product credits in your pocket quicker! The month you HIT IT, YOU GET IT! All new and existing Brand Partners can participate! Advance to the ranks of Bronze and above and start earning these additional reward points and a minimum monthly reward for up to 6 months! Qualifying order of 100 PV on Subscribe & Save required to receive SSR bonus points.

Rank	Rewards
Brand Builder	75 SSR Points
Bronze	200 SSR Points
Silver	200 SSR Points and \$1,000 Minimum Monthly Reward
Gold	200 SSR Points and \$2,000 Minimum Monthly Reward
Platinum	200 SSR Points and \$2,500 Minimum Monthly Reward

LOVE_{your} journey

Amare= Love. Love for yourself. Love for others. Love for high quality products. We want you to truly love your journey, which is why we created this program to reward and recognize Brand Partners as they share Amare and rank up from Silver to Presidential Diamond. When you rank up and maintain that specific rank for at least 3 months in a 12-month period, you get to choose from different reward options ranging from Apple products, designer handbags, cash and exotic humanitarian service trips.

More love = more success!



Rank	Volume*	Reward Value
Silver	5,000	\$500
Gold	10,000	\$1,000
Platinum	15,000	\$2,000
Leader	25,000	\$3,000
Senior Leader	50,000	\$5,000
Executive Leader	75,000	\$7,000
Diamond	125,000	\$10,000
1 Star Diamond	250,000	\$12,500
2 Star Diamond	500,000	\$15,000
3 Star Diamond	750,000	\$17,500
Presidential Diamond	1,000,000	\$20,000

***Structure needed if volume comes outside Customer volume only ***



PLUS, for each Leader and Above LYJ Reward, Amare will donate 5% to The Children's Center Utah in your name!

[Learn More About LOVE Your Journey](#)



PATH^{to} PARADISE

Path to Paradise is a rewards program created to celebrate your efforts in helping others and sharing the love with Amare!

On your Path to Paradise, you'll earn points and rewards when you introduce products and enroll Customers and Brand Partners and for hitting and maintaining certain Ranks — all while you help others be mentally, physically, and financially well.

The ultimate reward? A free trip to paradise to celebrate your success and enjoy time with other like minded, passionate individuals. We can't wait to see you there!

[Learn More About Path to Paradise](#)

DUAL COMPRESSION SYSTEM

Combining the best of Standard Compression and Dynamic Compression, Amare's Dual Compression System not only compresses non-qualified, inactive Brand Partners but also compresses people who don't qualify for a specific level of commission payout allowing you to be paid deeper in your organization.

Standard Compression

When someone is not qualified (100 PV) to receive payment the downline compresses before paying out. 10 Levels is the LIMIT for potential pay.

Dynamic Compression

Ensures that all 35% of the Unilevel Volume is paid out to the upline RANK TITLE that is qualified to receive payments on each level where Volume is present!



GO FORWARD INFINITY BONUS

When a Brand Partner reaches Diamond Ambassador Rank they begin to earn Go Forward Infinity Bonuses (1%) on all new legs and organizations they start after the rank is achieved.

This is paid to unlimited depth!

Diamond Ambassador

NEW LEGS

1%

1% Paid on all Brand Partner Legs you start after you achieve Diamond Ambassador Rank.

To Unlimited Depth!



Paid in addition to all other commissions!

MENTOR, LEADER, & GLOBAL AMBASSADOR BONUS POOLS

In true partnership, Amare believes in sharing in the success of the company revenues with those Mentors, Leaders and Global Ambassadors who truly share in our mission. The Revenue Bonus Pools are earned and paid each month to Silver ranks and above. They collectively represent seven percent of the Company Commissionable Volume—the Mentor Pool (2%), the Leader Pool (2%), and the Global Ambassador Pool (4%). A Brand Partner qualifies to earn one or more shares from these pools, paid pro rata, each month that they meet the rank requirements

	Mentor Bonus Pools		
	Silver	Gold	Platinum
# of Shares	1	3	5
Extra Shares*	1+	1+	1+

2%
Of the Company
CV



*Earn a one-time additional share for each new Brand Builder you introduce products and personally enroll in the month they first promote.

	Leader Bonus Pools							
	Leader	Senior Leader	Executive Leader	Diamond	1 Star Diamond	2 Star Diamond	3 Star Diamond	Presidential Diamond
# of Shares	2	3	5	7	9	11	13	15
Extra Shares*	1+	1+	1+	1+	1+	1+	1+	1+

2%
Of the Company
CV

*Earn a one-time additional share for each new Silver you introduce products and personally enroll in the month they first promote.

	Global Ambassador Bonus Pools				
	Diamond	1 Star Diamond	2 Star Diamond	3 Star Diamond	Presidential Diamond
# of Shares	1	2	3	4	5
Extra Shares*	1+	1+	1+	1+	1+

4%
Of the Company
CV

*Earn a one-time additional share for each new Gold you introduce products and personally enroll in the month they first promote.



A MILLION STARTS WITH ONE.

Global mental wellness is a \$120 billion economy with no sign of slowing down.

There is something special about the timing of all this. The business, the science, and the growing societal need for mental wellness have aligned in a rare and remarkable way. And now you can see how Amare's compensation plan is unique and competitive. It makes sharing Amare rewarding for those you help—and you—with bonuses that make your business simple from day one and programs that reward and delight.

By linking arms with our Brand Partners, this community will unquestionably make a difference around the world, and the rewards will be much greater than compensation alone.

We're poised for exponential growth and new market expansion to bring the benefits of Amare to more people all over the world. With your help we can bring mental wellness and Amare to a million homes in five years with our #MarchToAMillion goal.

A million starts with one. **A MILLION STARTS WITH YOU.** 