

Univera Disclosure Statement & Sales Compensation Summary for US Associates
Numbers based on 2018 statistics

What Should I Know About Being a Univera Independent Associate?

How Can I Participate?

As a Univera Independent Associate, you can partake in 2 ways:

- You can sell Univera products and earn retail commissions
- You can recruit Associates who will purchase products for their own use and sell products for retail commission

If you are just seeking a discount on products, we have several options to receive a discounted price:

- If you set up a subscription during your initial order, you will receive, on average, 10% off as a Customer
- Alternatively, if you know an Associate, they can provide you a Gift Card that will get you, on average, 20% off retail price

What Should I Know About the Business?

- There is a recommended purchase of a Starter Pack which includes Univera product and a Starter Kit (\$106.63). Additionally, there is an annual \$20 renewal fee on your start date.
- You must meet two requirements to receive a commission payment monthly:
 - o Purchase a minimum of 40 Personal Volume (PV) (approximately \$60–80) is required for levels of Associate and 100 PV (approximately \$150–200) for levels at or above Senior Associate.
 - o Earn more than \$25 in commissions
- You are able to set your own schedule and work on your own terms.
- There are no guarantees that you will earn money. Like all businesses, some Associates succeed and some do not. Success with Univera results from successful sales efforts,

which require hard work, diligence, and leadership. Your success depends on how effectively you exercise these qualities. A Univera business is *not* a get rich quick program.

How Can I Earn Money?

Associates can buy products from Univera at wholesale price and resell the products to retail customers. The difference between the price at which they buy the product and the price at which they resell it is their retail markup, and therefore cannot be reported by Univera due to variability in resale prices. Those profits to Associates are not included in the average sales compensation for Associates.

Associates may also earn commissions for the product sales they and their downteam make. No commissions are paid for sales of promotional materials. In 2018, Univera paid about \$4.97M in commissions to Associates residing in the United States.

You **cannot** earn money by simply recruiting or sponsoring new Associates.

How Much Can I Earn in a Typical Month?

The average sales compensation paid to all US Associates (active and inactive) each month was \$23.72, or \$284.66 on an annualized basis. The average sales compensation paid to active US Associates each month was \$71.19, or \$854.27 on an annualized basis. In 2018, the average monthly sales commission paid to US Associates who earned commissions payments was \$248.39, or \$2,980.71 on an annualized basis. These figures do not represent an Associate's overall profit, as they do not include expenses incurred by an Associate in the promotion of their business. On a monthly basis, an average of 28.7% of active US Associates earned commissions payments. For purposes of this document, an "active Associate" is an Associate who placed a product order with Univera within the last 12 months. In the United States in 2018, Univera had an average of 5,820 active Associates. Active Associates represented an average of 33.3% of total Associates.

Rank	Monthly Average Commissions	Annualized Commissions ¹	Percentage of All Associates ²	Percentage of Active Associates ³	Percentage of Commissions Earners ⁴	Average Time to Achieve Rank from Sign-up ⁵
Associate	\$25	\$300	3.80%	11.4%	39.8%	1 month
Senior Associate	\$57	\$684	3.65%	11.0%	38.2%	5 months
Executive	\$196	\$2,352	0.86%	2.6%	9.0%	7 months
Bronze	\$322	\$3,864	0.63%	1.9%	6.6%	7 months
Silver	\$775	\$9,300	0.33%	1.0%	3.5%	6 months
Gold	\$1,904	\$22,848	0.14%	0.4%	1.5%	11 months
Platinum	\$5,139	\$61,668	0.09%	0.3%	1.0%	7 months
Emerald	\$10,814	\$129,768	0.02%	0.05%	0.2%	**
Diamond	\$14,039	\$168,468	0.02%	0.05%	0.2%	**
Blue Diamond	\$45,292	\$543,504	<0.01%	0.02%	0.06%	**

What If I'm Not Successful?

You can resign from your Independent Univera Business at any time by contacting Customer Care at 877-627-4787.

If you decide to resign, Univera will repurchase Univera products purchased in the normal course of business, excluding shipping and handling. All products must be received by Univera within 30 days of the receipt of the letter of resignation, within 12 months of the order date and must be in resalable condition. Products will not be considered resalable if they are opened, if the shelf life has expired, or if they are not restockable.

¹ These numbers are calculated by multiplying the amount in the preceding column by twelve.

² This is the number of Associates at each rank divided by the total number of Associates (active and inactive).

³ This is the number of Associates at each rank divided by the total number of active Associates (those who have purchased product in the preceding twelve months).

⁴ This is the number of Associates at each rank divided by the total number of commissions-earning Associates.

⁵ This is the amount of time it took US Associates who reached the specified rank, on average, to reach that rank from their date of sign-up. This data represents the efforts of Associates who have joined since December 2013.

**Rank not reached by any US Associate who has joined since December 2013.