



ORENDA[®]
INTERNATIONAL

Orenda Compensation Plan

Orenda International[®] LLC

Corporate Mission Statement:

Orenda International exists to lift people by helping them to discover and develop their god-given power to enhance the quality of their health, their thoughts and their lives and return to them control over their time, finances and career.

Our Focus:

Orenda intends to have the most profitable Marketing Partners in the entire network marketing industry.

Orenda Compensation Plan

Introduction:

The Orenda International's Compensation Plan is designed to create extremely rapid development of your distribution group. So that Independent Marketing Partners, hereafter referred to as "Marketing Partners," can dedicate the necessary time and efforts to rapidly develop their business, the plan is designed to quickly provide excellent full time income opportunities as well as excellent earnings for part time Marketing Partners. All income is based on a foundation of retail sales to the consumer.

I. Discounts and Retail Profits:

Partner:

Marketing Partners begin at 'Partner' and are promoted to Level 2 with Personal Auto-Ship Volume of 48 BV. This Level 2 promotion qualifies the Partner for a 20% discount from Retail pricing. Additionally, the Partner may retail Orenda Products and earn a 20% retail profit.

Affiliate:

Partners who qualify at Level 2 (48 Auto Ship BV) and develop a GV of 500 or more in a single commission month are promoted to the Affiliate level. Affiliates who maintain 48 Auto Ship PV in the current commission month are qualified to receive 30% discount from retail on all Orenda Product purchases. Additionally, the qualified Affiliate may retail the Orenda Products and earn a 30% retail profit as well as earning 10% differential profit on the volume of all Level 2 Partners whom they have sponsored.

Manager:

At PV of 48 BV and GV of 2000 (1000 must be Unencumbered, see definition of terms) the title of 'Manager' is reached and the Marketing Manager pin is awarded. Manager discounts and differential profits Reach the maximum at 40%.

Differential Profits:

As Marketing Partners sponsor other Marketing Partners in Orenda, The sponsoring Marketing Partner earns differential profits based on the

difference in the sponsor's discount level and the down-line Marketing Partner's discount level. For example; a sponsor is at the Manager level (40%) and the Down-line is at level 2 (Receives 20% Discount). In this example the Marketing Manager would earn 20% (40% - 20%) on all of the level 2 Marketing Partner's personal sales volume while at this rank.

After the down-line level 2 Marketing Partner reaches the Affiliate level (receives 30% Discount), the Marketing Manager would earn 10% (40% - 30%) on all of the down-line Affiliate's personal sales volume at this rank.

As the down-line Marketing Partner reaches the Manager level, there is no potential differential profit as both are at the 40% level. At this point Generation Overrides are earned on the down-line Marketing Manager's entire group volume as outlined below.

II. Generation Overrides:

All Marketing Partners who are below the Manager Position in the organization of a Manager Qualified Marketing Partner are in the Manager's Group and their volume increases the Manager's GV. Generation overrides are paid on three compressed generations of Manager Qualified Marketing Partners at 5% of Retail BV. Marketing Managers Qualify each commission period to earn these overrides by generating a total Retail GV of 2000 and Personal Volume (PV) of 48 Retail BV. GV under Marketing Managers who do not meet the 2000 qualification is compressed up-line for payment purposes each month.

III. Infinity Bonuses:

Orenda offers Orenda Infinity Bonuses to Marketing Partners who meet the eligibility criteria for Director, Senior Director, Executive Director, or Senior Presidential Director as outlined below.

Orenda pays a 6.5% Infinity bonus on all levels of the organization "to infinity". This bonus is divided among qualified Director, Senior Director, Executive Director, and Senior Presidential Director Marketing Partners.

Director Infinity Bonus:

As a Qualified Marketing Manager's Director Volume (Compressed 3 Gen-

eration Volume + Group Volume) reaches 50,000 for each of two consecutive commission periods, they are promoted to the title of Director and may earn the Director Infinity bonus in the next month and every month thereafter in which the Director Infinity qualifications are met, their PV is 48 and their GV is 2000. The Director earns 2% Infinity bonus on their down-line organization until reaching another Marketing Partner who is qualified at the Director level or higher.

Senior Director Infinity Bonus:

As a Qualified Marketing Director's Director Volume (Compressed 3 Generation Volume + Group Volume) reaches 100,000 for 2 consecutive months, they are promoted to the title of Senior Director and may earn the Senior Director Infinity bonus in the next month and every month thereafter in which the Senior Director Infinity qualifications are met, and their PV is 48 and their GV is 2000, the Senior Director earns 4% Infinity bonus on their down-line organization until reaching another Marketing Partner who is qualified at the Senior Director level or higher. When a Qualified Senior Director has one or more Director Infinity Qualifiers in their down-line, the infinity bonus is divided (Director earns 2% and Senior Director earns the remaining 2%).

Executive Director Infinity Bonus:

As a Qualified Senior Director's Director Volume (Compressed 3 Generation Volume + Group Volume) reaches 200,000 for each of two consecutive commission periods, they are promoted to the title of Executive Director and may earn the Executive Director Infinity bonus in the next month and every month thereafter in which the Executive Director Infinity qualifications are met and their PV is 48 and their GV is 2000. The Executive Director earns 6% Infinity bonus on their down-line organization until reaching another Marketing Partner who is qualified at the Executive Director level. When an Qualified Executive Marketing Partner has one or more Senior Director Infinity Qualifiers in their down-line, the infinity bonus is divided (Senior Director earns 4% and Executive Director earns the remaining 2%).

Senior Presidential Director Infinity Bonus:

As a Qualified Executive Director's Director Volume (Compressed 3 Generation Volume + Group Volume) reaches 400,000 for each of two con-

secutive commission periods, they are promoted to the title of Senior Presidential Director and may earn the Senior Presidential Director Infinity bonus in the next month and every month thereafter in which the Senior Presidential Director Infinity qualifications are met and their PV is 48 and their GV is 2000. The Senior Presidential Director earns 6.5% Infinity bonus on their down-line organization until reaching another Marketing Partner who is qualified at the Senior Presidential Director



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Distribution and Marketing Plan

G	Manager	Director	Senior Director	Executive Director	Sr. Presidential Director
1	5%	7%	9%	11%	11.5%
2	5%	7%	9%	11%	11.5%
3	5%	7%	9%	11%	11.5%
		2%	4%	6%	6.5%
		∞	∞	∞	∞

level. When a Qualified Senior Presidential Marketing Partner has one or more Executive Director Infinity Qualifiers in their down-line, the infinity bonus is divided (Executive Director earns 6% and Senior Presidential Director earns the remaining .5%).

IV. Executive Fast Start Bonus:

Orenda Marketing Partners who create a fast start by generating a cumulative GV of 8,000 Retail BV in 3 consecutive Bonus periods (2000 must be fast start unencumbered), will be promoted to "Fast Start Executive", Receive their Fast Start Executive Watch, and qualify to receive one-time bonuses on new Marketing Partners they involve with Orenda. Orenda will pay an additional \$100 on any new Marketing Partners who have PV \geq 500 BV and $<$ 1000 BV in their first commission month, \$200 on a Marketing Partner who has PV \geq 1000 and $<$ 2000 in their first commission month, or \$400 on each new qualifying Manager with \geq 2000 PV in their first commission month in their down-line (unless paid to another down-line Fast Start Executive within the genealogy). The Fast Start Executive will qualify to receive Fast Start Bonuses for the six consecutive Bonus periods following the bonus period

in which they qualified as a Fast Start Executive.

Note: Fast Start Executive Marketing Partners must qualify for Executive Infinity bonuses as previously outlined above under III. "Director/Executive Infinity Bonuses".

* An Orenda associate will call the new Marketing Partner to verify that the sales volume is from a bona fide new Marketing Partner who intends to pursue the Orenda Opportunity.

V. Stay-Fast Bonus:

From time to time Orenda will announce a "Stay-Fast" Bonus that is not a permanent part of the Orenda Compensation Plan, will typically run on a calendar year basis, and may be modified or eliminated in any subsequent year. Please see the "Stay-Fast Bonus—Official Rules" for specific details.

VI. Orenda Global Bonus:

Orenda sets aside *up to 1%* of total worldwide company net product sales to be paid as an Orenda Global Bonus Award to Executive Directors who meet certain requirements. The Global Bonus is not a permanent part of the Orenda Compensation Plan, will run on a calendar basis, and may be modified or eliminated in any subsequent year. Please see the "Orenda Global Bonus—Official Rules" for specific details.

VI. Additional Rules:

Important Five Customer Rule:

Non-Marketing Partner customers are critical to developing long term stability in your Orenda organization. A good personal goal would be to develop and maintain a group of 20 or more Retail or Preferred Customers with an absolute minimum of 10. Various state and federal regulators view such customer development as an important measure of a legal, responsible compensation structure and business process. To guide Orenda Partners in developing their businesses in a responsible fashion, all Marketing Partners are required to maintain a minimum of five Retail and/or Preferred Customers (defined as Retail Non-Partners with an active Auto-Ship Order). This requirement must be met to par-

ticipate in all areas of the Orenda Compensation Plan as follows:

Starting with the sixth commission month as a titled Marketing Manager (or Higher), all Marketing Partners must have five Preferred Customers who were active measured by the successful processing of their Auto Ship Order or the Partner's completion of the Retail Sale Certification form for each of five monthly retail sales during the commission month being paid. The certification form is electronic and available on the Partner's section of orendainternational.com. Should a Marketing Partner have fewer than five Retail and/or Preferred Customers in the commission month, Generation Overrides and Infinity Bonuses will be paid as follows:

Percentages are applied to the normal earnings percentage as described elsewhere in this description of the Orenda Compensation Plan.

# of Preferred Customers	Generation Overrides	Infinity Bonuses
5 or more	100%	100%
3 or 4	80	80%
2 or fewer	50%	0%

Use the five customer rule to motivate you to maintain 20 Preferred Customers so that you never worry about meeting the minimum requirement. If you ever see your Preferred Customer total fall to 10, you will know that more focus on retailing is needed to maintain a healthy balance in your business.

Mid Month Promotion:

At any time in which a Marketing Partner reaches Level 2, or Level 3 (Affiliate) they are qualified to order at the new discount level. This new discount will apply to the order which qualifies them for the new discount level. Any time in which a Marketing Partner reaches the Manager level (2000 GV) they are qualified to receive the Maximum 40% discount level on all subsequent orders. **For all subsequent orders placed in the same qualifying commission period, the additional discount will be rebated on the commission check.**

The ability to order at 40% discount will commence with the beginning of the new commission period. Marketing Partners who complete the requirements of Executive Fast Start (See section IV above), are promoted to Executive fast start as of the date and time of the entry of the order which completes the 8,000 GV requirement. All Manager qualifications in their downline which occur subsequent to the Fast Start Mid-Month Promotion date and time will pay the fast start bonus to the new Mid-Month qualified Fast Start Executive. (Unless another member of the downline has Fast Start qualified to earn the bonus.)

Auto-Ship:

Preferred Customers and Marketing Partners may sign up to receive product automatically every month with charges debited to their credit card or checking account. When a Marketing Partner enrolls an auto ship Preferred Customer, the Marketing Partner has the option to offer the Preferred Customer a 10 or 20% discount. This discount will, of course reduce the Marketing Partner's profit proportionately.

Caution: To receive profit on a customer discounted 20% you must be at the 30% (Affiliate) or 40% (Manager) discount level. When a new Marketing Partner places an Auto-Ship order, they automatically receive a 20% discount and their volumes will accumulate over three commission periods for Manager promotion purposes. Without a qualifying Auto-Ship order of 48 BV promotion volumes must be achieved in the current commission month (Unencumbered Volume requirements must be met in the final commission period for Manager Promotion in all cases).

Manager Relink / Roll Up Rule:

When one of a Sponsor's down-line Marketing Managers achieves a monthly organizational volume of 10,000 or more that Manager will permanently pass-up their up-line sponsor in the genealogy unless certain requirements are met by that up-line Sponsor:

1. The up-line Sponsor must be fully qualified with 48 PV and 2,000 GV for a minimum of six (6) of the most recent twelve (12) months.
2. At the time of commission calculation, the computer will determine if the down-line Manager's OV is 10,000 or greater, and, if it is, the up-line Sponsor's most recent 12

months will be checked for full qualification (48 PV and 2,000 GV). If seven (7) or more months without full qualification are found, the down-line Manager will permanently roll-up to the next up-line Sponsor who is so qualified.

Definition of Terms:

Unencumbered Volume:

Unencumbered Volume is volume that is not used by another Marketing Partner to qualify for the promotion in question.

Web Access and Independent Partner Information Services:

Orenda provides the latest in web based information services for Independent Marketing Partners at the title of Manager and above, for them and their down-line to use to facilitate the management of their business in an efficient 7X24 manner. These services are called The Partner VirtualOffice Package and include access to all down-line order and volume information as well as a host of other options. To defray the cost of the continuing project of providing and developing this service, all Independent Marketing partners will receive the following Information Services charges* on their commission statements.

Marketing Manager	\$4.00 Per Month
Fully Qualified Manager	\$6.50 Per Month
Fully Qualified Director	\$9.00 Per Month
Fully Qualified Senior Director	\$11.50 Per Month
Fully Qualified Executive	\$16.50 Per Month

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