

Eurasia

Armenia, Azerbaijan, Belarus, Estonia, Georgia,
Kazakhstan, Kyrgyzstan, Latvia, Lithuania, Moldova,
Russia, Tajikistan, Ukraine, Uzbekistan and Mongolia

Nature's Sunshine Russia, Inc. (A Utah Corporation)

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Membership Benefits and Income Opportunities

- Rebates for Personal Volume
- Bonuses for Group, Leader, and Organizational performance
- Travel Incentives, Including TAC, Rising Star.

Membership Fee: There is no sign up fee or minimum order.

Compensation for Personal Rebates and Group Commissions

| Rank | Minimum Personal Volume Required | Minimum Group Volume Required | 1st Level Managers Required | Total Volume through 7 Levels | Rebate on Personal Volume | Assistant Groups | Consultant Groups | Manager Groups |
|---------------------|----------------------------------|-------------------------------|-----------------------------|-------------------------------|---------------------------|------------------|-------------------|----------------|
| Assistant | - | - | - | - | 5% | - | - | - |
| Consultant | 30 | 150 | - | - | 10% | 5% / 10% | - | - |
| Manager | 30 | 400 | - | - | 15% / 20% | 10% / 15% | 5% / 10% | - |
| Leader | 30 | 500/1000 | - | - | 20% / 30% | 15% / 20% | 10% / 15% | 5% |
| Leader Assistant | 30 | 500/1000 | 1 | - | 20% / 30% | 15% / 20% | 10% / 15% | 5% |
| Leader Consultant | 30 | 500/900 | 3 | - | 20% / 30% | 15% / 20% | 10% / 15% | 5% |
| Leader Manager | 30 | 500 | 5 | 10,000 | 20% / 30% | 15% / 20% | 10% / 15% | 5% |
| Director Assistant | 30 | 400 | 7 | 30,000 | 20% | 15% | 10% | 5% |
| Director Consultant | 30 | 300 | 10 | 60,000 | 20% | 15% | 10% | 5% |
| Director Manager | 30 | 200 | 15 | 120,000 | 20% | 15% | 10% | 5% |
| Board Member | 30 | 100 | 20 | 250,000 | 20% | 15% | 10% | 5% |

Leader Bonus

| Rank | Gen 1 | Gen 2 | Gen 3 | Gen 4 | Gen 5 | Gen 6 | Gen 7 |
|---------------------|----------|---------|---------|-------|-------|-------|-------|
| Leader Assistant | 8% / 10% | 6% / 8% | - | - | - | - | - |
| Leader Consultant | 8% / 10% | 6% / 8% | 4% / 5% | - | - | - | - |
| Leader Manager | 8% / 10% | 6% / 8% | 4% / 5% | 2% | - | - | - |
| Director Assistant | 8% / 9% | 6% / 7% | 4% | 2% | 2% | - | - |
| Director Consultant | 8% / 9% | 6% / 7% | 4% | 2% | 2% | 2% | - |
| Director Manager | 8% / 9% | 6% / 7% | 4% | 2% | 2% | 2% | 1% |
| Board Member | 8% / 9% | 6% / 7% | 4% | 2% | 2% | 2% | 1% |

Organizational and Automobile Bonus

| Rank | Leader's volume | Bonus | Automobile Bonus |
|---------------------|-----------------|-------|------------------|
| Leader Assistant | - | - | - |
| Leader Consultant | - | - | - |
| Leader Manager | 3000 | 1 | - |
| Director Assistant | 9000 | 2 | 15 |
| Director Consultant | 18000 | 3 | 20 |
| Director Manager | 36000 | 4 | 25 |
| Board Member | 75000 | 5 | 30 |

Note: Compensation plan may include benefits not mentioned and is subject to change without notice.