



Qing Mei, Inc.

COMPENSATION PLAN

1 Retail Profit - paid monthly on retail sales as difference between retail (Customer) and wholesale (Representative) price

2 Weekly Quick Pay - paid on all new Representatives' initial orders; based on sponsoring Rep Personal Volume (PV)

Representative PV:	100 PV Auto	200 PV Auto
First Level	25%	35%
Second Level		10%

- Orders qualifying for Quick Pay are excluded from other commission types
- Quick Pay is limited to 5 Tri-Paks per new Representative order
- Payout levels based on personal sponsorship tree

3 Monthly Commission - paid as percentage of sales at qualified levels

- Commissions exclude orders qualifying for Quick Pay

† Requires personal sponsorship of leaders in separate legs

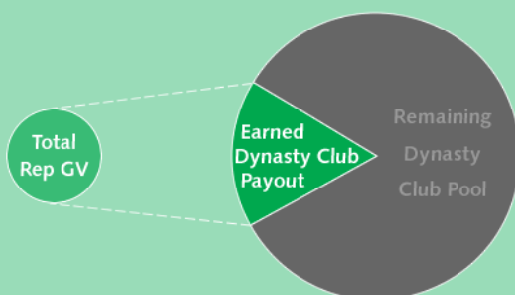
		Qualified Rep	Preferred Rep	Senior Rep	Manager	Senior Manager	Executive	Crown Executive
REQUIREMENTS	Personal Volume (PV)	100 PV	100 PV Auto	100 PV Auto	100 PV Auto	200 PV Auto	200 PV Auto	200 PV Auto
	Sponsored Leadership†			3 Preferred Reps	3 Sr. Reps	3 Managers	3 Sr. Managers	4 Sr. Managers
	Group Volume (GV)			1,000 GV	4,000 GV	15,000 GV	50,000 GV	100,000 GV
PAYOUT PER LEVEL	Level 1	4%	4%	4%	4%	4%	4%	4%
	Level 2		10%	10%	10%	10%	10%	10%
	Level 3		4%	4%	4%	4%	4%	4%
	Level 4			4%	4%	4%	4%	4%
	Level 5				8%	8%	8%	8%
	Level 6					4%	4%	4%
	Level 7						4%	4%
	Level 8							4%
Dynasty Club Pool								

4 Bonus Pools - paid to qualifying leaders as percentage of respective bonus pool

Dynasty Club Pool

- Senior Manager, Executive, and Crown Executive ranks qualify for Dynasty Club Pool
- Paid out monthly, proportional to contributed GV of qualifying Dynasty Club members

3% of Monthly Global Volume



Crown Executive Pool

- Crown Executives qualify each month of quarter with sponsored leadership and GV requirements, as listed
- Paid out quarterly on volume through qualified levels, proportional to contributed GV of Crown Executive members

‡ Requires personal sponsorship of leaders in separate legs

2% of Quarterly Global Volume

GV Req.	Sponsored Leadership†	GV Through
200k GV	5 Sr. Managers	2 Levels
400k GV	6 Sr. Managers	4 Levels
600k GV	7 Sr. Managers	6 Levels
800k GV	8 Sr. Managers	8 Levels

