



COMPENSATION PLAN



They said I couldn't,
so I did.

GEMINI



Welcome to your **GEMINI** hustle.

Here at **GEMINI**, it starts with your customer. We create a unique experience and provide the most significant opportunity for each Member.

Our compensation plan is built to drive behaviors, which define experiences and create value. Our primary drive at GEMINI is to help you attract, retain, and grow customers.

Our GEMINI Plan boils down to **three key behaviors**:

- ✦ **acquiring customers,**
- ✦ **building a team, and**
- ✦ **developing leaders.**

Engage **daily** with these three keys goals and you will kick ass at GEMINI.

4 Ways to Make Money in GEMINI

1 Retail Sales



GEMINI **Retail Sales** allow you to earn income by purchasing products at the wholesale price and then selling them at the retail price. You can also earn Retail Sales commissions from Customers who order directly from your replicated GEMINI website.

As a Member, you qualify to receive the difference between the wholesale price and the Customer price as a retail commission. Retail Commissions are paid weekly.

2 PAK Bonuses

GEMINI **PAK Bonuses** allow you to earn on orders of Enrollment PAKs placed by your new personally sponsored Members. The PAK bonus pays every time 3 of your personally enrolled members purchase Enrollment PAKs*.

When you enroll with GEMINI, you have a boost period within the first 30 days where you received boosted payouts.

After your first 30 days with GEMINI, you return to the standard PAK bonus payout.

CATALYST PAK

*Bonuses pay out after the first 3 PAKs are sold, and then pay out for every 1 PAK each after past the initial 3 PAK threshold.



3

Monthly/Weekly/Residual Earnings

GEMINI's **FloodGate Plan** is unique, and presents one of the richest and fulfilling opportunities to make money in any industry. As you focus on building your team and introducing GEMINI products to Customers, you get paid a set amount for each new rank you achieve.



No guessing what your check with GEMINI will be. No drawing circles. No worrying if you should place your new leader on your left or right. Even though the bonuses are calculated for a monthly amount, we break them up into weekly payouts so that you don't have to wait over a month to receive your commission for the hard work you've put in.

4

Car Bonuses

The **GEMINI Car Bonus** pays between \$200 and \$2,500 a month for the lease or purchase of an approved luxury car. Cars must not be more than three years old at the time of purchase or lease. Members must provide lease or purchase documents and a photo of themselves with the car within 30 days of lease or purchase.



GEMINI PAK Bonus Breakdown

PAK bonuses allow you to earn on orders of product PAKs placed by your new personally sponsored Members.

PAK	PAK PRICE	CV	PAK bonus (each) when three (3) of any PAK is sold within first 30 days	PAK bonus (each) when three (3) of any PAK is sold after first 30 days
CATALYST PAK	\$250.00	100	\$75.00	\$50.00
VITALYST PAK	\$250.00	100	\$75.00	\$50.00
CATALYST PET 450 PAK	\$250.00	100	\$75.00	\$50.00
STARTER SAMPLE PAK	\$250.00	100	\$75.00	\$50.00
HEMPLE SAMPLE PAK	\$500.00	200	\$150.00	\$100.00
HEMPLE PAK	\$500.00	200	\$150.00	\$100.00
HEMPLE 5K PAK	\$500.00	200	\$150.00	\$100.00
HUSTLE & TRIFECTA PAK	\$500.00	200	\$150.00	\$100.00
HEMP HUSTLE 1250 PAK	\$500.00	200	\$150.00	\$100.00
HEMP HUSTLE 2500 PAK	\$500.00	200	\$150.00	\$100.00
HEMP HUSTLE PET	\$500.00	200	\$150.00	\$100.00
ACTION PAK	\$1,000.00	300	\$250.00	\$150.00

Monthly GEMINI Bonus Breakdown

To earn commissions and bonuses with GEMINI, these are the following things you should focus on. First, build your Personal Volume from any combination of having your own Autoship, your personally sponsored Member volume, and your Retail Customer's volume. Second, have enough active qualified customers and/or Members for your desired rank. Third, have enough qualified group volume for your desired rank.

Personal Volume (PV) This is the cumulative volume during the last five pay periods (current weekly pay period plus last four weeks) from:

- ✦ - Volume that you directly receive from your personal product purchases at GEMINI
- ✦ - Volume from products sold to personal Customers, (through your GEMINI site(s))
- ✦ - Volume from products sold to personally enrolled Members.

Personal Customers and Members Customers are the people who purchase GEMINI products through your replicated website, and Members are the people who have chosen to join you in your GEMINI business.

Qualifying Group Volume (QGV) This is the volume that you receive from your combined groups' activity during the last five pay periods (current weekly pay period plus last four weeks). The QGV is always calculated with the max volume per leg qualification factored into the number.

Rank/Title	Definition and details for payout	Weekly Bonus
Member	<ol style="list-style-type: none"> 1. Complete Member registration 2. Paid Member Registration Fee 	Retail Bonus PAK Bonus Eligible
Star	<p>During last 5 pay periods (current pay period week plus last four 4 weeks):</p> <ol style="list-style-type: none"> 1. 100 PV Minimum Personal Volume [see Note #1]. 2. 100 PV Personal Customer Volume. 3. 200 PV Personal Customer Volume and Personal Member Volume. 4. 300 PV Total Personal Volume. 5. 1 Customers or more personally enrolled & active. 6. 2 Customers and/or Members or more personally enrolled & active [see Note #2]. 7. 400 QGV of which no more than 200 GV max per leg can count toward total. 8. Must meet these requirements weekly. 	Retail Bonus PAK Bonus Eligible GV Bonus \$25
Star 1K	<p>During last 5 pay periods (current pay period week plus last four 4 weeks):</p> <ol style="list-style-type: none"> 1. 100 PV Minimum Personal Volume [see Note #1]. 2. 100 PV Personal Customer Volume. 3. 200 PV Personal Customer Volume and Personal Member Volume. 4. 300 PV Total Personal Volume. 5. 2 Customers or more personally enrolled & active. 6. 3 Customers and/or Members or more personally enrolled & active [see Note #2]. 7. 1,000 QGV of which no more than 500 GV max per leg can count toward total. 8. Must meet these requirements weekly. 	Retail Bonus PAK Bonus Eligible GV Bonus \$62.50
Star 2K	<p>During last 5 pay periods (current pay period week plus last four 4 weeks):</p> <ol style="list-style-type: none"> 1. 100 PV Minimum Personal Volume [see Note #1]. 2. 100 PV Personal Customer Volume. 3. 200 PV Personal Customer Volume and Personal Member Volume. 4. 300 PV Total Personal Volume. 5. 2 Customers or more personally enrolled & active. 6. 3 Customers and/or Members or more personally enrolled & active [see Note #2]. 7. 2,000 QGV of which no more than 1000 GV max per leg can count toward total. 8. Must meet these requirements weekly. 	Retail Bonus PAK Bonus Eligible GV Bonus \$125
Star 4K	<p>During last 5 pay periods (current pay period week plus last four 4 weeks):</p> <ol style="list-style-type: none"> 1. 100 PV Minimum Personal Volume [see Note #1]. 2. 200 PV Personal Customer Volume. 3. 300 PV Personal Customer Volume and Personal Member Volume. 4. 400 PV Total Personal Volume. 5. 2 Customers or more personally enrolled & active. 6. 3 Customers and/or Members or more personally enrolled & active [see Note #2]. 7. 4,000 QGV of which no more than 2000 GV max per leg can count toward total. 8. Must meet these requirements weekly. 	Retail Bonus PAK Bonus Eligible GV Bonus \$250
Star 8K	<p>During last 5 pay periods (current pay period week plus last four 4 weeks):</p> <ol style="list-style-type: none"> 1. 100 PV Minimum Personal Volume [see Note #1]. 2. 300 PV Personal Customer Volume. 3. 500 PV Personal Customer Volume and Personal Member Volume. 4. 600 PV Total Personal Volume. 5. 3 Customers or more personally enrolled & active. 6. 5 Customers and/or Members or more personally enrolled & active [see Note #2]. 7. 8,000 QGV of which no more than 3,200 GV max per leg can count toward total. 8. Must meet these requirements weekly. 	Retail Bonus PAK Bonus Eligible GV Bonus \$375

Rank/Title	Definition and details for payout	Weekly Bonus
Elite 12K	During last 5 pay periods (current pay period week plus last four 4 weeks): <ol style="list-style-type: none"> 1. 100 PV Minimum Personal Volume [see Note #1]. 2. 300 PV Personal Customer Volume. 3. 500 PV Personal Customer Volume and Personal Member Volume. 4. 600 PV Total Personal Volume. 5. 3 Customers or more personally enrolled & active. 6. 5 Customers and/or Members or more personally enrolled & active [see Note #2]. 7. 12,000 QGV of which no more than 4,800 GV max per leg can count toward total. 8. Must meet these requirements weekly. 	Retail Bonus PAK Bonus Eligible GV Bonus \$500 Car Bonus \$50
Elite 24K	During last 5 pay periods (current pay period week plus last four 4 weeks): <ol style="list-style-type: none"> 1. 100 PV Minimum Personal Volume [see Note #1]. 2. 300 PV Personal Customer Volume. 3. 500 PV Personal Customer Volume and Personal Member Volume. 4. 600 PV Total Personal Volume. 5. 3 Customers or more personally enrolled & active. 6. 5 Customers and/or Members or more personally enrolled & active [see Note #2]. 7. 24,000 QGV of which no more than 9,600 GV max per leg can count toward total. 8. Must meet these requirements weekly. 	Retail Bonus PAK Bonus Eligible GV Bonus \$750 Car Bonus \$75
Elite 50K	During last 5 pay periods (current pay period week plus last four 4 weeks): <ol style="list-style-type: none"> 1. 100 PV Minimum Personal Volume [see Note #1]. 2. 400 PV Personal Customer Volume. 3. 600 PV Personal Customer Volume and Personal Member Volume. 4. 700 PV Total Personal Volume. 5. 4 Customers or more personally enrolled & active. 6. 6 Customers and/or Members or more personally enrolled & active [see Note #2]. 7. 50,000 QGV of which no more than 20,000 GV max per leg can count toward total. 8. Must meet these requirements weekly. 	Retail Bonus PAK Bonus Eligible GV Bonus \$1,250 Car Bonus \$100
Elite 75K	During last 5 pay periods (current pay period week plus last four 4 weeks): <ol style="list-style-type: none"> 1. 100 PV Minimum Personal Volume [see Note #1]. 2. 400 PV Personal Customer Volume. 3. 600 PV Personal Customer Volume and Personal Member Volume. 4. 700 PV Total Personal Volume. 5. 4 Customers or more personally enrolled & active. 6. 6 Customers and/or Members or more personally enrolled & active [see Note #2]. 7. 75,000 QGV of which no more than 30,000 GV max per leg can count toward total. 8. Must meet these requirements weekly. 	Retail Bonus PAK Bonus Eligible GV Bonus \$1,875 Car Bonus \$125

Rank/Title	Definition and details for payout	Weekly Bonus
Premier 100K	During last 5 pay periods (current pay period week plus last four 4 weeks): <ol style="list-style-type: none"> 1. 100 PV Minimum Personal Volume [see Note #1]. 2. 400 PV Personal Customer Volume. 3. 600 PV Personal Customer Volume and Personal Member Volume. 4. 700 PV Total Personal Volume. 5. 4 Customers or more personally enrolled & active. 6. 6 Customers and/or Members or more personally enrolled & active [see Note #2]. 7. 100,000 QGV of which no more than 40,000 GV max per leg can count toward total. 8. Must meet these requirements weekly. 	Retail Bonus PAK Bonus Eligible GV Bonus \$2,500 Car Bonus \$150
Premier 150K	During last 5 pay periods (current pay period week plus last four 4 weeks): <ol style="list-style-type: none"> 1. 100 PV Minimum Personal Volume [see Note #1]. 2. 600 PV Personal Customer Volume. 3. 900 PV Personal Customer Volume and Personal Member Volume. 4. 1,000 PV Total Personal Volume. 5. 6 Customers or more personally enrolled & active. 6. 9 Customers and/or Members or more personally enrolled & active [see Note #2]. 7. 150,000 QGV of which no more than 60,000 GV max per leg can count toward total. 8. Must meet these requirements weekly. 	Retail Bonus PAK Bonus Eligible GV Bonus \$3,750 Car Bonus \$175
Premier 300K	During last 5 pay periods (current pay period week plus last four 4 weeks): <ol style="list-style-type: none"> 1. 100 PV Minimum Personal Volume [see Note #1]. 2. 600 PV Personal Customer Volume. 3. 900 PV Personal Customer Volume and Personal Member Volume. 4. 1,000 PV Total Personal Volume. 5. 6 Customers or more personally enrolled & active. 6. 9 Customers and/or Members or more personally enrolled & active [see Note #2]. 7. 300,000 QGV of which no more than 120,000 GV max per leg can count toward total. 8. Must meet these requirements weekly. 	Retail Bonus PAK Bonus Eligible GV Bonus \$7,500 Car Bonus \$200
Premier 500K	During last 5 pay periods (current pay period week plus last four 4 weeks): <ol style="list-style-type: none"> 1. 100 PV Minimum Personal Volume [see Note #1]. 2. 800 PV Personal Customer Volume. 3. 1,200 PV Personal Customer Volume and Personal Member Volume. 4. 1,300 PV Total Personal Volume. 5. 8 Customers or more personally enrolled & active. 6. 12 Customers and/or Members or more personally enrolled & active [see Note #2]. 7. 500,000 QGV of which no more than 200,000 GV max per leg can count toward total. 8. Must meet these requirements weekly. 	Retail Bonus PAK Bonus Eligible GV Bonus \$12,500 Car Bonus \$250
Premier 750K	During last 5 pay periods (current pay period week plus last four 4 weeks): <ol style="list-style-type: none"> 1. 100 PV Minimum Personal Volume [see Note #1]. 2. 800 PV Personal Customer Volume. 3. 1,200 PV Personal Customer Volume and Personal Member Volume. 4. 1,300 PV Total Personal Volume. 5. 8 Customers or more personally enrolled & active. 6. 12 Customers and/or Members or more personally enrolled & active [see Note #2]. 7. 750,000 QGV of which no more than 300,000 GV max per leg can count toward total. 8. Must meet these requirements weekly. 	Retail Bonus PAK Bonus Eligible GV Bonus \$18,750 Car Bonus \$300

Rank/Title	Definition and details for payout	Weekly Bonus
Presidential 1M	During last 5 pay periods (current pay period week plus last four 4 weeks): 1. 100 PV Minimum Personal Volume [see Note #1]. 2. 1,000 PV Personal Customer Volume. 3. 1,500 PV Personal Customer Volume and Personal Member Volume. 4. 1,600 PV Total Personal Volume. 5. 10 Customers or more personally enrolled & active. 6. 15 Customers and/or Members or more personally enrolled & active [see Note #2]. 7. 1,000,000 QGV of which no more than 400,000 GV max per leg can count toward total. 8. Must meet these requirements weekly.	Retail Bonus PAK Bonus Eligible GV Bonus \$25,000 Car Bonus \$350
Presidential 1.5M	During last 5 pay periods (current pay period week plus last four 4 weeks): 1. 100 PV Minimum Personal Volume [see Note #1]. 2. 1,000 PV Personal Customer Volume. 3. 1,500 PV Personal Customer Volume and Personal Member Volume. 4. 1,600 PV Total Personal Volume. 5. 10 Customers or more personally enrolled & active. 6. 15 Customers and/or Members or more personally enrolled & active [see Note #2]. 7. 1,500,000 QGV of which no more than 600,000 GV max per leg can count toward total. 8. Must meet these requirements weekly.	Retail Bonus PAK Bonus Eligible GV Bonus \$37,500 Car Bonus \$400
Presidential 2M	During last 5 pay periods (current pay period week plus last four 4 weeks): 1. 100 PV Minimum Personal Volume [see Note #1]. 2. 1,200 PV Personal Customer Volume. 3. 1,800 PV Personal Customer Volume and Personal Member Volume. 4. 1,900 PV Total Personal Volume. 5. 12 Customers or more personally enrolled & active. 6. 18 Customers and/or Members or more personally enrolled & active [see Note #2]. 7. 2,000,000 QGV of which no more than 800,000 GV max per leg can count toward total. 8. Must meet these requirements weekly.	Retail Bonus PAK Bonus Eligible GV Bonus \$50,000 Car Bonus \$450
Presidential 3M	During last 5 pay periods (current pay period week plus last four 4 weeks): 1. 100 PV Minimum Personal Volume [see Note #1]. 2. 1,200 PV Personal Customer Volume. 3. 1,800 PV Personal Customer Volume and Personal Member Volume. 4. 1,900 PV Total Personal Volume. 5. 12 Customers or more personally enrolled & active. 6. 18 Customers and/or Members or more personally enrolled & active [see Note #2]. 7. 3,000,000 QGV of which no more than 1,200,000 GV max per/leg counts toward total. 8. Must meet these requirements weekly.	Retail Bonus PAK Bonus Eligible GV Bonus \$75,000 Car Bonus \$500
Presidential 5M	During last 5 pay periods (current pay period week plus last four 4 weeks): 1. 100 PV Minimum Personal Volume [see Note #1]. 2. 1,400 PV Personal Customer Volume. 3. 2,200 PV Personal Customer Volume and Personal Member Volume. 4. 2,300 PV Total Personal Volume. 5. 14 Customers or more personally enrolled & active. 6. 22 Customers and/or Members or more personally enrolled & active [see Note #2]. 7. 5,000,000 QGV of which no more than 2,000,000 GV max per/leg counts toward total. 8. Must meet these requirements weekly.	Retail Bonus PAK Bonus Eligible GV Bonus \$125,000 Car Bonus \$625

NOTE # 1: Minimum Personal Volume can be met with personal purchase or with additional 100CV in Personal Customer Volume to the Rank requirements. No more than 100CV from a Member's personal purchases can count towards that individual Member's Group Volume.

NOTE # 2: Active Qualified Customers and/or Active Qualified Member count requirement can be met with a combination of Active Qualified Customers and Active Qualified Members, or Active Qualified Customers only.

Holding Tank. Members are allowed to place personally enrolled Members within their organization. All new Members automatically go into the holding tank (front line) and can be placed anywhere in the Placement Tree organization within 30 days of their join date.

Q&A

Q. Why am I considered “active” for five weeks?

A. At GEMINI, we pay commissions weekly rather than monthly, so our definition of an Active Member is having personal volume during a rolling five-week period, where each commission week runs from 12:00 am MST Monday through 11:59 pm MST Sunday.

Q. If I go inactive what happens?

A. After 5 weeks without Personal Volume a member account goes to an inactive status. The calculation, accumulation, and display of your QGV continues even though you will not receive commissions or bonuses until reactivated. Once you reactivate your position by meeting your minimum PV requirement you begin to qualify to receive commissions and bonuses.

Q. Once I've earned commissions, when can I expect to be paid?

A. The commission week ends Sunday at 11:59 pm MST. Any earned commissions will be paid out the second Friday after the end of a commission period. On the creation of your first commission or bonus you will receive an email with instructions with your commission collection details.

Q. How do I generate PV?

A. PV is generated through your own personal purchases. You also generate PV through personally enrolled Member purchases and retail customer purchases.

Terms

GEMINI products are products, services, and other related items, which may be introduced, from time to time by GEMINI for purchase and resale by its Members.

A **Member** is a person authorized to purchase GEMINI products at wholesale and sell these products at retail, earn commissions, and to give guidance and support to Retail Customers and Members.

The **recommended retail price** of a product is the price at which GEMINI recommends the product be sold to retail customers by GEMINI Members.

The **wholesale price** of a product is the price at which GEMINI sells the product to its Members.

The **Autoship/Subscription/Recurring Order (AS), (SUB), (RO) program** is the way Members can guarantee their monthly personal volume qualifications, (See GEMINI LOYALTY PROGRAM for Perks).

Personal Volume (PV) equals the accumulated volume of all products personally purchased by a Member in any rolling 5 week period for resale to Customers or for personal use, the volume from products sold to personally enrolled Retail Customers through the GEMINI online store and the volume from products sold to personally enrolled Members.

Commissionable Volume (CV) - equals the volume assigned by the company for a given product by which commissions are calculated and ranks can be attained.

Qualifying Group Volume (QGV) includes volume accrued in a Member's organization. This is limited to a max volume per leg based on the qualifying rank of that member during the qualification period. Qualifying Group Volume is used to determine rank.

Inactive status occurs when your Personal Volume requirements are not met, during a rolling five-week period.

Paid-as Rank is the rank for which you have earned and maintained all requirements during the current period.

Terms

Weekly Commission Period is a seven day period that runs from 12:00 am Monday through 11:59 pm Sunday. Commissions are paid on the second Friday after the close of the commission week.

A **Personal enroller** is the Member who personally enrolls a new Member or Customer

A **Customer** is someone who a Member sells product to at the retail price.

Active Qualified Customer - a Customer, who during the last five pay periods (current pay period week plus last four weeks), has placed an order for at least 30CV.

Active Qualified Member - A Member, who during the last five pay periods (current pay period week plus last four weeks), has placed an order for at least 100CV.

Holding Tank - Members are allowed to place personally enrolled customers and Members within their organization. All new customers and Members automatically go into the holding tank (front-line) and can be placed anywhere in the Placement Tree organization within 30 days of their join date.

DISCLAIMER

ALL REFERENCES TO INCOME, IMPLIED OR STATED, THROUGHOUT THE GEMINI COMPENSATION PLAN ARE FOR ILLUSTRATION PURPOSES ONLY. GEMINI, DOES NOT GUARANTEE ANY LEVEL OF INCOME OR EARNINGS TO ANY MEMBER. EARNINGS FROM THE GEMINI COMPENSATION PLAN SOLELY DEPEND ON SALES AND EACH MEMBER'S SKILL, ABILITY, AND PERSONAL APPLICATION.

ALL MONETARY FIGURES THROUGHOUT THE GEMINI COMPENSATION PLAN ARE IN U.S. DOLLARS.