

BThere Compensation Plan

November 20, 2025

Qualifying to Represent BThere

To qualify as an Authorized Representative, simply follow these steps:

1. Enroll as a BThere Representative through your Enroller's Back Office.
2. Provide your Social Security Number, your Tax Identification Number (TIN), or your company's EIN (if you are enrolled as a business entity).
3. Complete your BThere Authorized Representative training.
4. Annually renew your status as a BThere Authorized Representative by
 - A. Indicating your intent to continue your affiliation with BThere for another year when notified by the Company of an upcoming annual renewal window
 - B. Achieving "Active" status in at least one of the last three calendar months prior to the anniversary of your enrollment.

Commissions

You will earn commissions for every BUDDY program subscription you personally sell. "Active" status (*see below*) is not required for eligibility to receive commissions on your personal sales. As an Authorized Representative, you will receive a commission payment every month for each of your customer subscriptions, beginning in the month following the creation of the subscription, for up to two years from the beginning of that customer subscription*, as long as you remain a BThere Authorized Representative and your customers maintain current subscriptions. (*Please see *Commission Schedule below*.)

Enroller Check Match Bonus (ECM)

When you tell someone else about BThere and help them enroll as an Authorized Representative, you will thereafter receive a 10% Enroller Check Match (ECM) bonus on all the commissions they earn (*if you are "Active"*). If they earn \$1,000 in a month, you will receive \$100. If they earn \$10,000, you will receive \$1,000.

You may enroll as many Authorized Representatives as you wish and earn a 10% ECM bonus on every commission they earn.

“Active” Status

To receive ECMs, you must be currently “Active”, meaning you must personally sell at least one new Buddy program subscription in the current month, or you must apply for and receive a Temporary Waiver of Active Requirement from the Company (*please see definition below*).

Definitions and Policies

Back Office: A website provided by BThere for Authorized Representatives to receive training, facilitate sales, enroll others, and track earnings. There is no charge for this service for Authorized Representatives.

Book of Business: An Authorized Representative’s quantity of ongoing Buddy program subscriptions.

Current Month: The calendar month in which a sale is made, which is always the month immediately prior to the month in which Commissions and ECMs are paid.

Discontinuation: If an Authorized Representative opts to discontinue working with BThere and dissociates with BThere entirely, or if an Authorized Representative’s Representative Agreement is terminated for any reason, their Book of Business will revert back to the Company, which will determine its disposition at its discretion. To discontinue working with BThere, a Representative should submit a formal written letter to the Company or cancel the Representative Agreement via the Representative Back-Office.

Death of a Representative: An Authorized Representative may transfer his or her Book of Business to an heir or heirs who must become an Authorized Representative and be Active for at least four months of their first year to retain the Book of Business. If no heir is designated upon the death of an Authorized Representative, the business reverts to the company, which will determine its disposition at its discretion.

Code of Conduct: Authorized Representatives must act ethically, professionally, and in compliance with the BThere Policies & Procedures. In the event an Authorized Representative violates any provision of the Policies & Procedures or engages in unethical or unprofessional conduct, the Company may take disciplinary action against the Representative as specified in the Policies & Procedures. Such disciplinary action may include the involuntary termination of the Representative Agreement which will result in the forfeiture of all future commissions and bonuses. The forfeited Book of Business will revert to the company, which will determine its disposition at its discretion.

Sales to Self: Authorized Representatives may not sell BUDDY programs to themselves or receive any commissions for sales to themselves or members of their immediate household.

Temporary Waiver of Active Requirement: Any Authorized Representative may apply through his or her Back Office for a Temporary Waiver of Active Requirement in the case of major life events, such as having a baby, major illnesses, military deployment, or “forces majeure.” Waiver applications will only be considered from Authorized Representatives who have been Active in at least one of the last three calendar months prior to their waiver request.

** Note: policies and procedures are subject to change from time to time as the business environment changes as set forth in the Policies & Procedures. Authorized Representatives will be given notice of such updates and amendments via the Authorized Representative Back Office.

Commission Schedule

Product	Monthly Price	Monthly Commission, 1 st 12 Months	10% ECM	Monthly Commission, 2 nd 12 Months	10% ECM
Peace of Mind BUDDY	\$ 49.95	\$15	\$1.50	\$7.50	\$0.75
Proactive Living BUDDY	\$ 89.95	\$25	\$2.50	\$12.50	\$1.25
My Companion BUDDY	\$199.95	\$40	\$4.00	\$20	\$2.00

NOTE: All payments are subject to a \$10 minimum issuance restriction. Any lesser amount payable will be rolled forward until the amount owed to the payee is equal to or greater than \$10.00.