

SHIFT

COMPENSATION PLAN

UPDATED: April 2024

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RETAIL CUSTOMER

A Retail Customer is anyone that purchases products that is NOT an Independent Virtual Dispensary Owner.

INDEPENDENT AFFILIATE (IA)

IAs earn 15% on all personal customer volume beginning with their first customer. IAs must remain active to receive commissions.

QUALIFIED INDEPENDENT VIRTUAL DISPENSARY OWNER (QVDO)

To become a Qualified Independent Virtual Dispensary Owner (QVDO) the VDO must personally sell \$100 of products and personally enroll and maintain a minimum of 3 Retail Customers. QVDOs must purchase a Back Office Website and Marketing Platform for \$25 month.

QVDOs must remain active to receive commissions.

CUSTOMER COMMISSIONS (CC)

Every time an IA or QVDO personally sells product to a Retail Customer, the IA/QVDO earns a Customer Commission of 15% the of purchase amount. Customer Commissions are paid in real time and can be withdrawn every Friday before 4:00PM Central Time.

MENTOR CUSTOMER BONUSES (MCB)

Every time a Qualified Independent Virtual Dispensary Owner (QVDO) personally enrolls a new QVDO who sells \$100 of product within his or her first 30 days, the QVDO earns a Mentor Customer Bonus of \$100. There is no limit to the number of QVDO's that a QVDO can enroll, nor the amount of Retail Customers they can sell products to. Mentor Customer Bonuses are paid out in real time and can be withdrawn every Friday before 4:00PM Central Time.

LEADERSHIP CUSTOMER BONUSES (LCB)

When you promote to Area VDO (AVDO) or above, you are paid Leadership Customer Bonuses when a Qualified Virtual Dispensary Owner (QVDO) on your AVDO team sells \$100 of products within his or her first 30 days. Leadership Customer Bonuses are paid through infinite levels when you meet the monthly rank requirements. There are four leadership ranks, and each time you promote to one of these ranks based on product sales, you have the opportunity to earn more Leadership

Customer bonus income. At each leadership rank, you can begin to build a new leadership organization, which can qualify you for new Leadership Customer Bonuses.

* Leadership Customer Bonuses are accumulative based on a Qualified Virtual Dispensary Owner's Rank minus the Rank of the enrolling Qualified Virtual Dispensary Owner on his or her team at the time and date of new Qualified Virtual Dispensary Owner.

LEADERSHIP LEVEL	MENTOR CUSTOMER BONUS	LEADERSHIP CUSTOMER BONUS	FULLY CODED LEADERSHIP BONUS	TOTAL BONUS ON PERSONAL QVDO's
Qualified VDO	\$100	\$0	\$0	\$0
Area VDO	\$0	\$75	\$75	\$175
Regional VDO	\$0	\$25	\$100	\$200
National VDO	\$0	\$25	\$125	\$225
International VDO	\$0	\$50	\$175	\$275

BONUS TOTALS

Every time a QVDO personally sponsors a new QVDO (Qualified Virtual Dispensary Owner who sells \$100 of products in his or her first 30 days from date of enrollment you will earn a total of the Mentor and Leadership Customer Bonuses based on your rank at the time of the new QVDO's enrollment.

* It is important to keep in mind that there are no guarantees regarding income.

CUSTOMER RECURRING INCOME (CRI)

Personal Retail Customers who maintain their products and/or services count toward your CRI. So do the Retail Customers who are sold products and/or services by VDO's in your leadership organization.

CRI is paid starting with the 1st purchase of your customer; and each subsequent purchase thereafter. To receive this income, you must meet both the one-time leadership rank qualifications as well as monthly Personal Retail Customer count qualifications. You meet the one-time rank requirement by attaining a leadership rank. You achieve the monthly Personal Retail Customer count qualification by having met the required number of Personal Retail Customers who have been sold products before or by the last day of the month.

Be sure you have the required number of Retail Customers by month's end to be paid at your leadership rank. Don't miss out on earnings; always have more Retail Customers than required. If your number of Retail Customers is fewer than your qualification requirements, you will not qualify for CRI until you do.

All Retail Customers necessary for commission and bonus qualifications must have purchased products by Friday at 11:59 pm Central Time for a payment to be issued on the following Friday. Any new purchases or status changes received after that time, will be paid the following Friday. Commissions are based on net purchase amount.

LEADERSHIP RANKS AND QUALIFICATIONS

Independent Affiliate (IA)

- There are no requirements to become an Independent Affiliate
- IA's earn 15% on all personal customer volume beginning with their first Retail Customer

Qualified Independent Virtual Dispensary Owner (QVDO)

- Independent Virtual Dispensary Owner (QVDO) must sell \$100 of products
- Must maintain a minimum of 3 Personal Retail Customers on a Monthly Basis
- Independent Virtual Dispensary Owner Website, Back Office, and Platforms \$25 month

Area Virtual Dispensary Owner (AVDO)

- Achieve QVDO status
- Personally enroll and maintain a total of 6 Retail Customers on a Monthly Basis
- Personally Enroll three (3) frontline QVDO's
- Develop a total of 12 QVDO's on your team.
- Have 1 VDO PRO on your Team, which can be you
- Maintain Qualified and Active Status

Regional VDO (RVDO)

- Achieve Area VDO status
- Personally Enroll and Maintain 9 Personal Retail Customers on a Monthly Basis
- Personally Enroll three (3) New frontline QVDO's in your Area Team
- Develop six (6) Area VDOs in your Area Team
- Maintain Qualified and Active Status

National VDO (NVDO)

- Achieve Regional VDO status
- Personally Enroll and Maintain a total of 12 Personal Retail Customers on a Monthly Basis

- Personally Enroll three (3) frontline QVDO's in your Regional Team
- Develop nine (9) Regional QVDOs (RVDOs) in your Regional Team
- Maintain Qualified and Active Status

International VDO (IVDO)

- Achieve National VDO status

ORGANIZATION LEVEL	RANK	CUSTOMER COMMISSION
Level 1 - Your Personal Customers	IA/QVDO	15%
Level 2	IA/QVDO	1%
Level 3	IA/QVDO	1%
Level 4	Qualified Regional	1%
Level 5	Qualified National	1%
Level 6	Qualified International	5%
Unlimited	Area VDO	3%
Unlimited	Regional VDO	3%
Unlimited	National VDO	3%
Unlimited	International VDO	3%

- Personally Enroll and Maintain a total of 15 Personal Customers on a Monthly Basis
- Personally Enroll three (3) frontline Qualified VDO's in your NVDO Team
- Develop twelve (12) National VDOs in your National Team
- Maintain Qualified and Active Status

NOTES:

If a Retail Customer submits a return, requests a refund, or makes a chargeback for products purchased, CannaGlobe will clawback the amount of any paid commissions and bonuses that resulted from the Retail Customer's actions to you and all related VDO's.

In order to qualify for Mentor and Leadership Customer Bonuses, at least 51% of commissions must be from the sale of a product to a Retail Customers.

To receive Mentor Customer Bonuses, you must be a Qualified VDO. Mentor Customer Bonuses are paid in real time.

To receive Leadership Customer Bonuses, your Qualified VDO must sell \$100 of products within the first 30 days of his or her enrollment.

Monthly Recurring Income is paid on Active status customers and is paid in real time and can be withdrawn every Friday at 4pm Central Time.