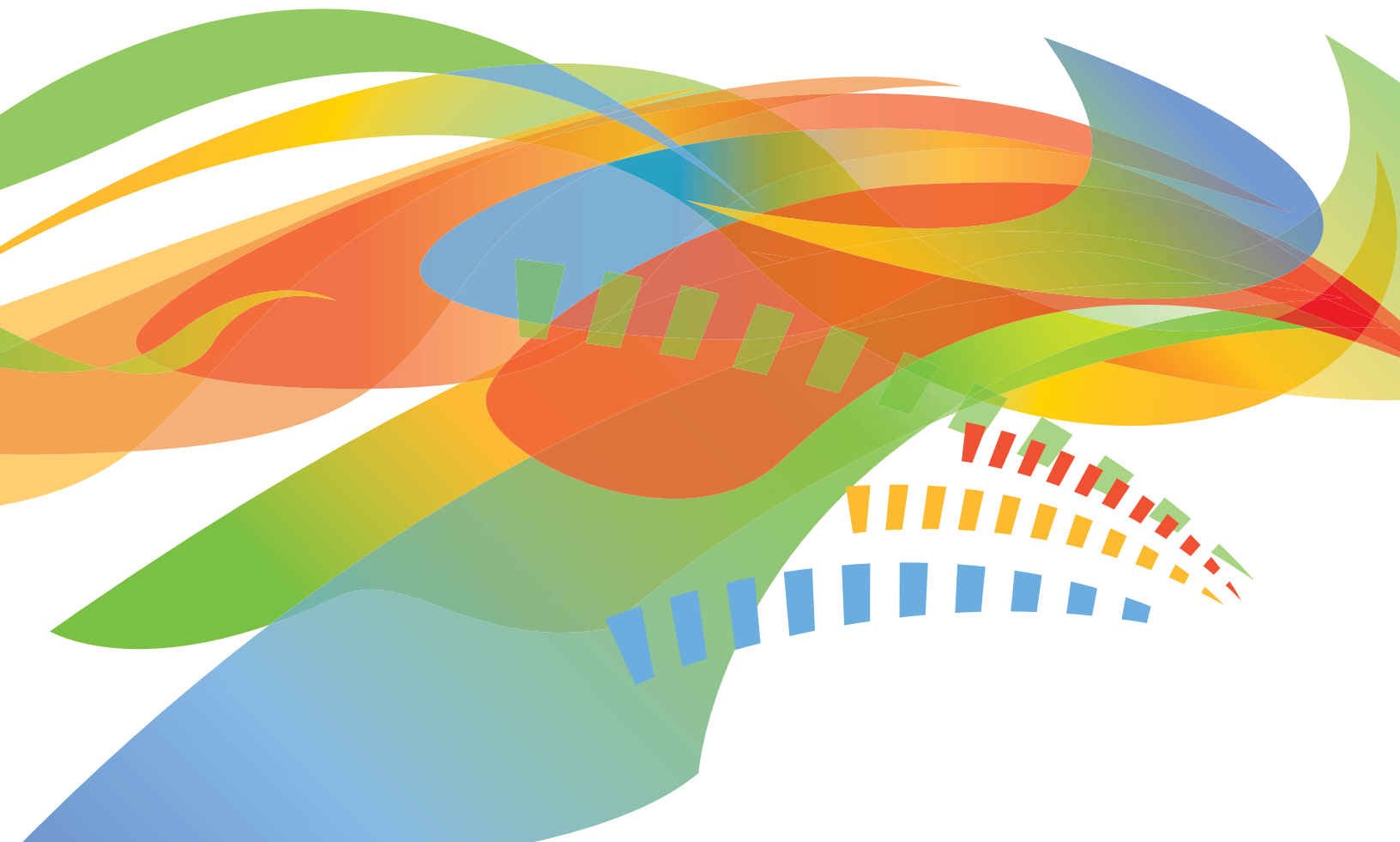


Immunotec Compensation Plan



SIX Ways to Win with Immunotec

1. Retail Sales

Immediate gains when purchasing products at wholesale price and selling them at retail. You earn the difference.

2. ImmunoDirect

Register customers to the ImmunoDirect program and earn the difference between the Consultant price and what your customers pay. You get paid monthly on all your customers' purchases.

3. Rank Advancement and Residual Commissions

To facilitate a smooth seamless commission structure throughout the many countries Immunotec is conducting business, we have created a point system that enables us to maintain continuity in the compensation plan when dealing with different currencies.

For example a monthly qualifying AutoShip order of 400 PV (Personal Volume Points) would equate to a \$140 order in Canada and the USA.

	ASSOCIATE	VENTURE	SILVER	GOLD	DIAMOND	EXEC. DIAMOND	PLATINUM
	QUALIFICATION REQUIREMENTS		QUALIFICATION REQUIREMENTS & MAINTENANCE				
	\$140 (400 points) in any 1 Commission Month	\$700 (2,000 PGV) of which \$140 (400 points) must be personal in any 1 Commission Month	\$2,100 (6,000 TOV) + 3 qualified Venture legs, with no more than \$945 (2,700 points) per leg [†]	\$10,500 (30,000 TOV) + 3 qualified Venture legs, with no more than \$4,725 (13,500 points) per leg [†]	\$43,750 (125,000 TOV) + 4 qualified Venture legs, with no more than \$19,688 (56,250 points) per leg [†]	\$175,000 (500,000 TOV) + 4 qualified Venture legs, with no more than \$78,750 (225,000 points) per leg [†]	\$525,000 (1,500,000 TOV) + 4 qualified Venture legs, with no more than \$236,250 (675,000 points) per leg [†]
	MAINTENANCE						
	\$63 (180 PV)	\$140 (400 PV)	\$140 (400 PV)	\$210 (600 PV)	\$210 (600 PV)	\$210 (600 PV)	\$210 (600 PV)
G1	5%	5%	5%	5%	5%	5%	5%
G2		5%	10%	10%	10%	10%	10%
G3		5%	5%	7%	7%	7%	7%
G4			5%	7%	7%	7%	7%
G5				7%	7%	7%	7%
G6					7%	7%	7%
G7						2%	2%
G8							2%

[†]A leg is all first level Consultants and their downlines.

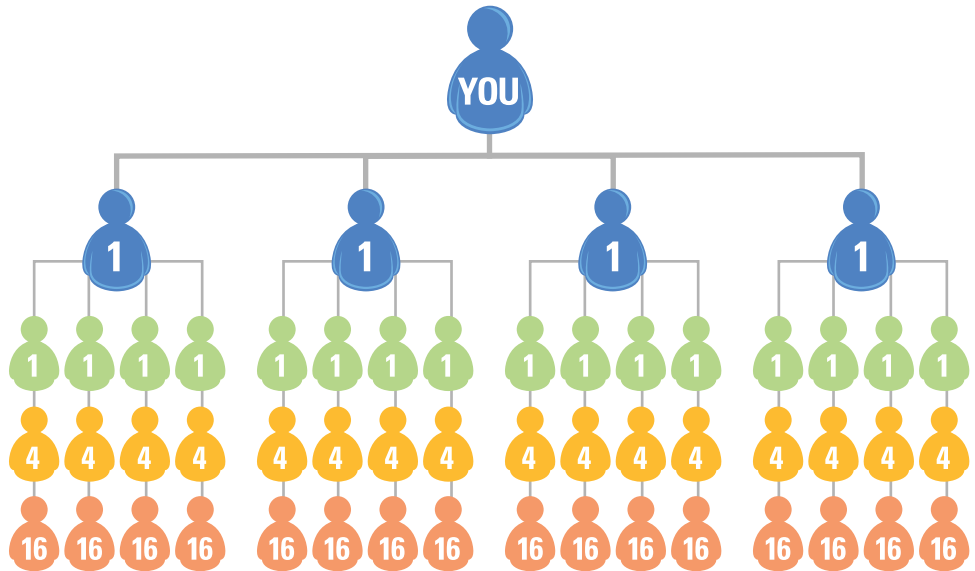
AND THERE'S MORE...

SENIOR EXECUTIVE DIAMOND Consultants earn additional residual income. SENIOR PLATINUM Consultants participate in our Senior Platinum Pool. Please refer to the website or consult with your Upline for details.

3. Continued

Move Up in Rank and Increase Your Residual Income

Share the products and the Immunotec opportunity with individuals who need to maintain or improve their health, save money or make money. Move up in rank and start enjoying the benefits of Immunotec's Compensation Plan.



			COMMISSIONS		
Level	Your probable rank	People	Rate/Level	Income/ Level ¹	Income/ Year
1	Venture/Silver	4	5%	\$384	\$384
2	Silver	16	10%	\$3,072	\$3,456
3	Gold	64	7%	\$8,602	\$12,058
4	Diamond	256	7%	\$34,406	\$46,464

¹Number of people on level x average order size (\$160) x 12 months x commission rate/level


Immunotec's AutoShip Program

Benefits of AutoShip:


- **Convenience** - Receive all your products and sales aids automatically every month – it will save you time and frees you from having to place an order every month.
- **Monthly Commissions** - AutoShip ensures that you meet your personal volume (PV) for paid qualification every month so that you receive your monthly commission check.
- **Increases Your Monthly Residual Income** - Grow a solid business by training your personal team and downline to choose AutoShip when they sign up.
- **Bonus Programs** - AutoShip makes you eligible for all of the very lucrative Immunotec Bonus Programs and Promotions! For complete details on bonus program eligibility, please refer to the Compensation Plan brochure or to your online Business Center.

4.

Business Builder Bonus

Sponsor  Consultant and earn a Business Builder Bonus of **5%** on his/her first month's purchases*.

- Eg.: $\$495 \times 1 \times 5\% = \mathbf{\$24.75}$

Sponsor  Consultants and earn a Business Builder Bonus of **10%** on **BOTH** their first month's purchases*.

- Eg.: $\$495 \times 2 \times 10\% = \mathbf{\$99.00}$

Sponsor  or more Consultants and earn a Business Builder Bonus of **20%** on **ALL** of their first month's purchases*.

- Eg.: $\$495 \times 3 \times 20\% = \mathbf{\$297.00}$

*Commissionable products only.

Note: This bonus can be earned each month as long as you have an Active AutoShip.

5.

Moving Up Bonus and Accelerated Moving Up Bonus

MOVING UP BONUS*		OR	ACCELERATED MOVING UP BONUS**						
MOVE UP TO	YOUR MOVING UP BONUS		MOVE UP IN YOUR FIRST	MONTH 2	MONTH 3	MONTH 4	MONTH 5	MONTH 6	TOTAL
SILVER	\$200		2 MONTHS	\$200	\$200				\$400
GOLD	\$500		4 MONTHS	\$500	\$500				\$1,000
DIAMOND	\$2,500		8 MONTHS	\$2,500	\$1,250	\$1,250			\$5,000
EXECUTIVE DIAMOND	\$5,000		12 MONTHS	\$5,000	\$5,000	\$5,000	\$5,000		\$20,000
PLATINUM	\$10,000		24 MONTHS	\$20,000	\$20,000	\$20,000	\$20,000	\$20,000	\$100,000

Generous bonuses are paid every time a Consultant promotes to a new rank. In order to receive the Moving Up Bonus and the Accelerated Moving Up Bonus a Consultant must have an Active AutoShip.

* The Moving Up Bonus is paid when a Consultant promotes and maintains his/her new rank for a second consecutive month.

**The Accelerated Moving Up Bonus is paid when a Consultant promotes to a new rank within a specific period of time and pays out across several months. The new rank must be maintained each month to earn the bonus.

Note: Bonuses apply to new promotions and are earned once per rank. There are no Moving Up or Accelerated Moving Up Bonuses for promoting to Senior Executive Diamond and Senior Platinum.

6. Upline Moving Up Bonus and Accelerated Moving Up Bonus

UPLINE MOVING UP BONUS*			ACCELERATED UPLINE MOVING UP BONUS**					
A CONSULTANT IN YOUR DOWNLINE MOVES UP TO	YOUR RANK (PAID AS)	MONTH 2	A CONSULTANT IN YOUR DOWNLINE MOVES UP IN THEIR FIRST	MONTH 3	MONTH 4	MONTH 5	MONTH 6	MAXIMUM EARNINGS
GOLD	1st qualified Gold or higher	\$250	4 MONTHS	\$250				\$500
DIAMOND	1st qualified Diamond or higher and next qualified Executive Diamond or higher	\$1,000	8 MONTHS	\$1,000	\$1,000			\$3,000
EXECUTIVE DIAMOND	1st qualified Executive Diamond or higher and next qualified Platinum	\$2,500	12 MONTHS	\$1,666	\$1,666	\$1,668		\$7,500
PLATINUM	1st qualified Platinum and next qualified Platinum	\$10,000	24 MONTHS	\$6,250	\$6,250	\$6,250	\$6,250	\$35,000

Immunotec recognizes the efforts of our upline Consultants who have coached and inspired a Consultant to promote. We offer them the Upline Moving Up Bonus and Accelerated Upline Moving Up Bonus. In order to receive these bonuses a Consultant must have an Active AutoShip.

*The Upline Moving Up Bonus is paid to the upline of equal or greater "Paid As" rank when a Moving Up Bonus is earned by their downline Consultants at Gold rank and above. As an example: when a downline Consultant promotes to Diamond and earns the Moving Up Bonus, the first upline "Paid As" Diamond or above will receive \$1,000 and then the next upline "Paid As" Executive Diamond or above will receive \$1,000.

**The Upline Accelerated Moving Up Bonus is paid when a downline Consultant promotes to a new rank within a specific period of time and pays out across several months. The downline Consultants new rank must be maintained each month to earn the bonus.

Note: Bonuses apply to new promotions and are earned once per rank. There are no Upline Moving Up and Accelerated Upline Moving Up Bonuses paid for Senior Executive Diamond and Senior Platinum.

Additional Reward for Rank Advancement

DIAMOND

- Executive team visit to the Consultant's home city for:
 - Dinner celebration with spouse
 - Recognition event
 - Business planning session

EXECUTIVE DIAMOND

- Executive team visit to the Consultant's home city for:
 - Dinner celebration with spouse and key leaders
 - Recognition event
 - Business planning session
 - Video documentary of family and business
 - Business trip to Immunotec offices
 - Trip for 2 to a resort for 1 week

PLATINUM

- Executive team visit to the Consultant's home city for:
 - Dinner celebration with spouse and key leaders
 - Recognition event
 - Business planning session
 - Video documentary of family and business
 - Business trip to Immunotec offices
 - Trip for family to a resort for 1 week

Definitions

Rank Glossary

Customer: A Customer is an individual who purchases at retail price but does not participate in the business opportunity. Customers may also benefit from the Customer Referral Program.

ImmunoDirect Customer: A Customer who subscribes to a monthly ImmunoDirect program and receives a 20% discount. ImmunoDirect Customers may also benefit from the Customer Referral Program.

Entrepreneur Consultant: An Entrepreneur Consultant is a Consultant who has purchased a Consultant Kit but has not met the requirements for Associate rank or higher. An Entrepreneur Consultant is eligible for a 20% discount.

Associate Consultant: An Associate Consultant is a Consultant that has accumulated 400 PV within one commission period. Associate Consultants qualify for the maximum 30% discount and are eligible to be paid down one generation (G1) on Customers and other Associates. Associate Consultants must maintain 180 PV monthly to maintain their "paid as" Associate status.

Venture Consultant: A Venture Consultant is a Consultant that has accumulated 2,000 PGV of which 400 points must be PV within one commission period. Venture Consultants are eligible to be paid down three generations (G1-G3). Venture Consultants must accumulate 400 PV monthly to maintain their paid as Venture status.

Silver Consultant: A Silver Consultant is a Consultant that has accumulated 6,000 TOV which includes 400 PV, 3 qualified Venture Legs with no more than 2,700 points coming from any one leg. Silver Consultants are eligible to be paid down four generations (G1-G4).

Gold Consultant: A Gold Consultant is a Consultant that has accumulated 30,000 TOV which includes 600 PV, 3 qualified Venture Legs with no more than 13,500 coming from any one leg. Gold Consultants are eligible to be paid down five generations (G1-G5).

Diamond Consultant: A Diamond Consultant is a Consultant that has accumulated 125,000 TOV which includes 600 PV, 4 qualified Venture Legs with no more than 56,250 coming from any one leg. Diamond Consultants are eligible to be paid down six generations (G1-G6).

Executive Diamond Consultant: An Executive Diamond Consultant is a Consultant that has accumulated 500,000 TOV which includes 600 PV, 4 qualified Venture Legs with no more than 225,000 coming from any one leg. Executive Diamond Consultants are eligible to be paid down seven generations (G1-G7).

Senior Executive Diamond Consultant: A Senior Executive Diamond Consultant is a Consultant that has accumulated 500,000 TOV which includes 600 PV, 4 qualified Venture Legs with no more than 225,000 coming from any one leg. A Senior Executive Diamond Consultant must also have a minimum of 1 qualified Executive Diamond or higher in their downline. Senior Executive Diamond Consultants are eligible to be paid down seven generations (G1-G7) and are eligible for the Senior Executive Diamond Payment.

Platinum Consultant: A Platinum Consultant is a Consultant that has accumulated 1,500,000 TOV which includes 600 PV, 4 qualified Venture Legs with no more than 675,000 coming from any one leg. Platinum Consultants are eligible to be paid down eight generations (G1-G8).

Senior Platinum Consultant: A Senior Platinum Consultant is a Consultant that has accumulated 1,500,000 TOV which includes 600 PV, 4 qualified Venture Legs with no more than 675,000 coming from any one leg. A Senior Platinum Consultant must also have at least 1 qualified Platinum Consultant or higher in their downline. Senior Platinum Consultants are eligible to be paid down eight generations (G1-G8) and are eligible for the Senior Platinum Pool.

Glossary

Active Consultant: A Consultant who has made a purchase of products with associated PV in the current month, or who is qualified as an Associate Consultant or higher.

AutoShip: The automatic monthly shipping system for Independent Consultants. AutoShip may be cancelled at any time.

Active AutoShip: A Consultant who has made a purchase, in the current month, on the automatic monthly shipping system.

Commissionable Volume (CV): Dollar base assigned to a product on which commissions are paid.

Downline: All Independent Consultants and Customers who are below you in your organization.

Full Compression: Full compression allows Immunotec to fully pay out all commissions. Commissions flow upline to qualified Consultants until each pay level (Generation) has been paid.

Generation: A generation is the relationship between a qualified upline Consultant and a qualified Consultant in their downline. Qualification is dependent on the Consultant being "paid as" their rank title during a given monthly period.

ImmunoDirect: The automatic monthly shipping system for Customers. ImmunoDirect may be cancelled at any time.

Leg: A leg is all first level Consultants and their downline.

Leg Qualification: For a Consultant to be paid Silver or above, the Consultant must have sales volume coming from at least one Qualified Venture in each "leg" of their downline organization. The number of required Qualified Venture legs depends on your "paid as" title.

Personal Group Volume (PGV): Includes personal volume, Customer volume and all volume of personally sponsored Consultant lines that haven't promoted to Associate or higher in the prior month.

Personal Sponsorship: A Consultant you personally sponsored into the Immunotec business.

Personal Volume (PV): Is the sum of all volume points developed from personal orders placed by a Consultant.

Qualified Venture: A Consultant who is paid at the rank of Venture or above.

Qualifying Volume: Is the sum of all personal volume (PV), personal customer volume and the volume of all legs up to the maximum volume allowed for rank achievement.

Rank: Your rank depends on your sales volume (total, personal and group) as well as the number of qualified Venture Legs.

Residual Income: This is payment for work you did in the past. You get a commission based on what the Consultants you sponsored are doing today.

Retail Sales: These are any sales you make to Customers at the suggested retail price.

Sponsor: The person who introduced you to this business is your sponsor. You'll be the sponsor of the people you bring into the business.

Total Organizational Volume (TOV): Includes all personal volume (PV) plus the total volume of all downline Consultants and Customers.

Upline: Either your Sponsor or the person your Sponsor "placed you under" on their team.

Volume Points: Are used for rank advancement and qualification purposes. All products and packs have an associated PV; please refer to the price list for more details.