

GANO EXCEL COMPENSATION PLAN

NORTH AMERICA (EFFECTIVE FEB. 1, 2009)

FIVE POWERFUL WAYS TO EARN WITH GANO EXCEL

1. Direct Sales
2. Fast Start Bonuses
3. Progressive Team Commissions
4. Executive Check Matching Bonuses
5. Pool Bonuses

GETTING STARTED

Become an Affiliate by submitting an Affiliate Application or simply enroll online, the Affiliate Membership is only \$25 and will entitle you to participate immediately in Gano Excel's powerful and lucrative Compensation plan.

You may also elect to explore our Executive Success Pack (ESP) options which include ESP-1 (\$195), ESP-2 (\$495) or ESP-3 (\$995). Our most popular ESP-3 package is designed to give you adequate inventory to promote your new business as well as maximize your earning potential in our Fast Start and Binary Team Commissions.

	ESP-1	ESP-2	ESP-3
Wholesale Price	\$195	\$495	\$995
Product Value (wholesale)	\$200	\$500	\$1000
+5% Binary Team Commission	2 Months	4 Months	6 Months
Success Team Fast Start Payout	\$20	\$50	\$100
Power Team Infinity Fast Start Payout	\$40	\$100	\$200
Commissionable Volume	125	250	500

Gano Excel's compensation plan is designed to be generous and fair, giving beginners and experienced builders a solid road map to success and financial reward for their hard work. Through weekly commission payout, affiliates receive the immediate cash-flow needed to propel success. Additionally, our plan features a guaranteed payout of 50%* of total company CV to our Affiliates.

*Payout guarantee through Executive Check Matching Bonuses

1. DIRECT SALES

Retail Sales - Purchase product through your distributor account at wholesale price Gano Excel ships the product directly to you, then you directly sell the product at retail price.

Retail Profits your retail customers place orders directly from Gano Excel at retail price, we ship directly to your customers and then we send you the difference between wholesale and retail price.

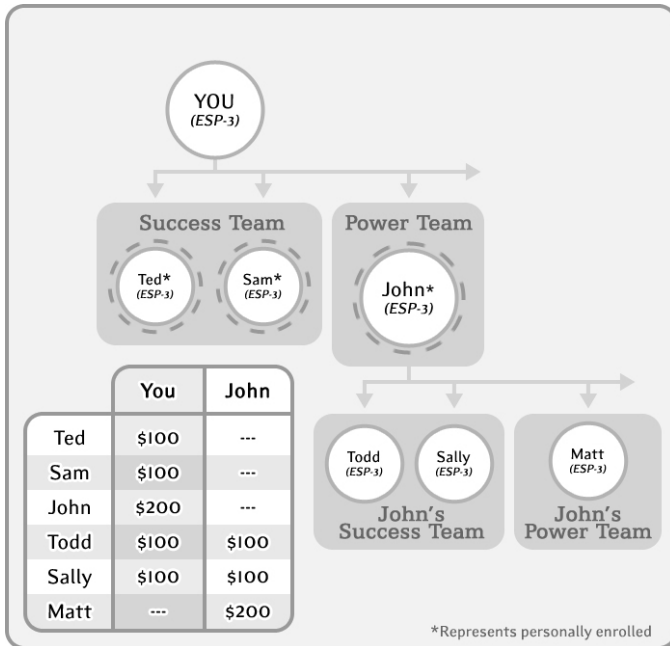
Preferred Customer Program to help you build stability and consistency in your customer base, we offer all retail customers the ability to become Preferred Customers by establishing an auto-replenishment order of at least \$30 per month and by doing so receive a 25% discount on the retail price.

2. FAST START BONUSES

Success Team Bonuses earn you up to \$100* for every ESP-3 sold within your Success Team.

Power Team Infinity Bonuses earn you up to \$200* for every ESP-3 sold within your Power Team.

Your Success Team is created by the first two affiliates you enrolled with an ESP; once the Success Team is built, you're ready to develop your Power Team. Your Power Team consists of your third, fourth, fifth, etc. personally enrolled affiliates. Just as your first two enrolled affiliates became your Success Team, everyone in your Power Team's first two enrolled affiliates become part of your Power Team. This creates the powerful nature of the Power Team Infinity Bonus.

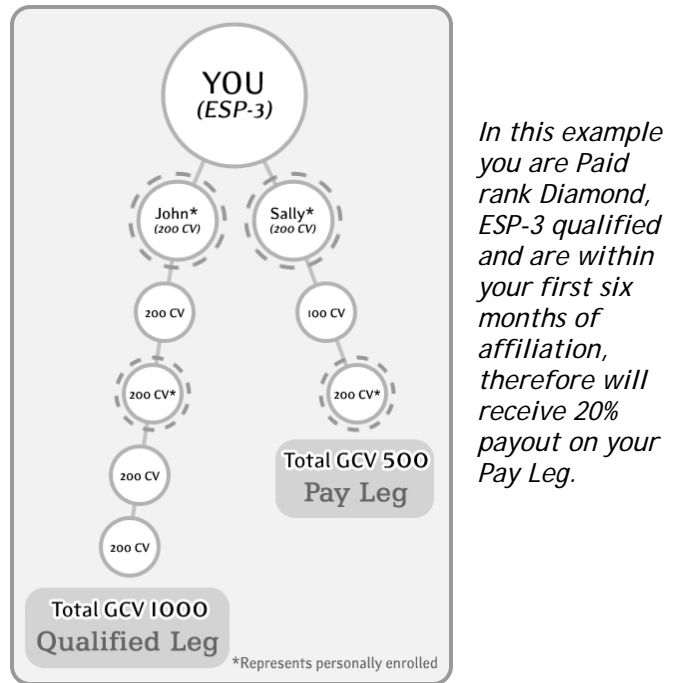


Just as the Fast Start Bonuses can provide immediate income in your Success Team, the Infinity Bonuses offer higher earning potential in your Power Team.

*If you're ESP-3 Package Qualified.

3. BINARY TEAM COMMISSIONS

At the heart of the Gano Excel compensation plan is the Progressive Team Commissions, which is further enhanced by our unique "fast start" earning opportunity. In the Binary plan you'll be placed in one of two teams (Left Sales Team or Right Sales Team) of your enroller's group. You'll then earn commissions on the development of your own two teams. The power of the Binary plan comes from your enroller and upline also placing people into your two teams. If you are ESP-3 qualified you're eligible to earn up to 20% Progressive Team Commissions for a period of six months (refer to ESP Package Selection above). After the fast start period, you'll earn up to 15% in your Pay Leg (your lesser volume leg).



In this example you are Paid rank Diamond, ESP-3 qualified and are within your first six months of affiliation, therefore will receive 20% payout on your Pay Leg.

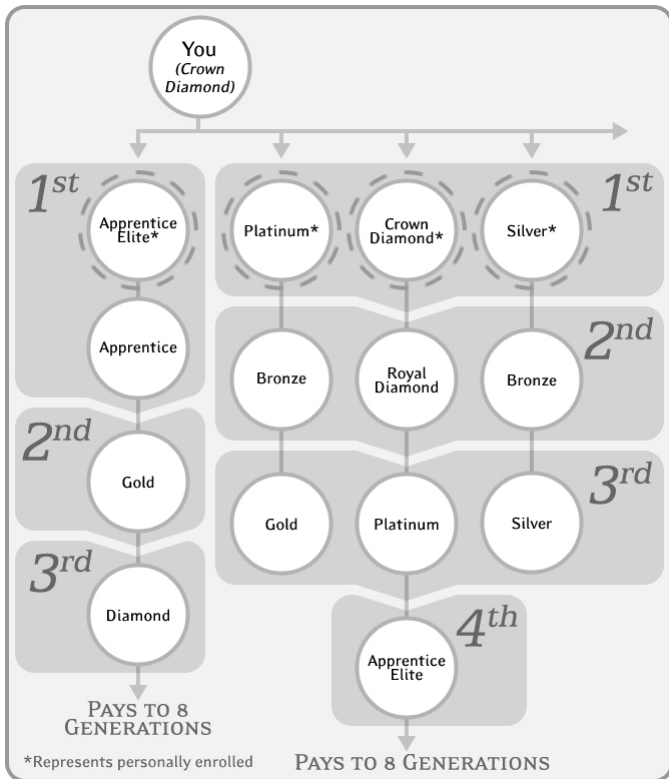
All Progressive Team Commissions are earned on your lesser volume leg (Pay Leg) that begins payout with 500 total GCV in the pay leg, and pays on every 100 points thereafter. All unpaid team volume carries over each week and can be paid if there is a minimum of 500 GCV in your Pay Leg (if you're inactive for 4 consecutive cycles all carried over volume will reset to 0). You can earn Progressive Team Commissions up to \$7,500 per week, per Business Center.

4. EXECUTIVE CHECK MATCHING

Our executive check matching bonuses ensure a guaranteed 50% payout and are determined after paying the Diamond Executive Pool and Progressive Team Commissions. All paid rank Diamonds and above have the opportunity to earn Progressive Team Commissions check matching on all of their leaders in their personal enrollment tree up to eight generations deep.

RANK	PAY DEPTH
Diamond	4 GENERATIONS
Executive Diamond	5 GENERATIONS
Premier Diamond	6 GENERATIONS
Royal Diamond	7 GENERATIONS
Crown Diamond	8 GENERATIONS

Each generation will begin and end on a paid rank Affiliate Elite or higher. Check match will be a floating percentage based upon the total company wide percentage payout below the guaranteed 50% payout.



5. POOL BONUSES

Diamond Executive Pool - All paid rank Executive Diamonds and above will have the ability to share in 4% of company wide commissionable volume. For every leg in your personal enrollment tree that contains a paid rank Gold or above you'll receive 1 Diamond Executive share. The more successful personal enrollment legs you develop the more shares you'll earn.

BUSINESS CENTER DEVELOPMENT

To support affiliate's developing organizations, we offer each distributor the ability to create additional business centers (up to 4 centers).

With each additional business center you may earn up to another \$7,500 per week in Progressive Team Commissions. You will be awarded your second business center at Premier Diamond, your third at Royal Diamond and fourth at Crown Diamond. Your original business center must meet and maintain the requirements of a qualified Premier Diamond to earn commissions on additional business centers.

ESP PACKAGE QUALIFICATION

The benefits of ESP Package qualification can be achieved through the development of your organization (or by package purchases). To become ESP Package eligible you must be Active (maintain 50 PV monthly) and meet the following qualifications:

ESP-1 Package Qualified: Retail a minimum of 200 PV during a four week period OR accumulate 350 GCV from one Personal Enrollment Tree leg (no time period restrictions)

ESP-2 Package Qualified: Retail a minimum of 600 PV during a four week period OR accumulate 750 GCV from your Personal Enrollment Tree (maximum of 300 GCV allowed in each Enrollment Tree leg, no time period restrictions)

ESP-3 Package Qualified: Retail a minimum of 1,200 PV during a four week period OR accumulate 1,500 GCV from your Personal Enrollment Tree (maximum of 500 GCV allowed in each Enrollment Tree leg, no time period restrictions)

Affiliates that purchase a lesser ESP Package (\$195 or \$495) may purchase a higher tier ESP package to take advantage of the benefits. If a higher tier is purchased, the benefits of +5% Binary Team commissions will be based upon original enrollment date of the affiliate and Fast Start earning missed due to non ESP Package Qualification will not be retroactive.

RANK QUALIFICATIONS

BUILDER	PV	ORG. VOLUME	BINARY	EARNING POTENTIAL	
AFFILIATE					
APPRENTICE	50 MTH			CAN EARN DIRECT SALES & FAST START	
APPRENTICE ELITE	50 MTH	WEEKLY 500 GCV IN PAY LEG	10% (+5%*)	\$500 MAX WEEKLY EARNINGS	
EXECUTIVE	PV	ORG. VOLUME	PERSONAL ENROLLMENT	BINARY	EARNING POTENTIAL
BRONZE	50 MTH	WEEKLY 1,500 GCV IN PAY LEG	1 LEG W/ APPRENTICE ELITE	11% (+5%*)	\$1,000 MAX WEEKLY EARNINGS
SILVER	50 MTH	WEEKLY 2,500 GCV IN PAY LEG	1 LEG W/ APPRENTICE ELITE	12% (+5%*)	\$1,250 MAX WEEKLY EARNINGS
GOLD	100 MTH	WEEKLY 4,000 GCV IN PAY LEG	2 LEGS W/ APPRENTICE ELITE	13% (+5%*)	\$2,000 MAX WEEKLY EARNINGS
PLATINUM	100 MTH	WEEKLY 8,000 GCV IN PAY LEG	2 LEGS W/ APPRENTICE ELITE	14% (+5%*)	\$4,000 MAX WEEKLY EARNINGS
SENIOR EXECUTIVE	PV	ORG. VOLUME	PERSONAL ENROLLMENT	BINARY	EARNING POTENTIAL
DIAMOND	100 MTH	WEEKLY 12,000 GCV IN PAY LEG	3 LEGS W/ APPRENTICE ELITE	15% (+5%*)	\$6,000 MAX WEEKLY EARNINGS
DIAMOND EXECUTIVE	PV	ORG. VOLUME	PERSONAL ENROLLMENT	BINARY	EARNING POTENTIAL
EXECUTIVE DIAMOND	100 MTH	WEEKLY 15,000 GCV IN PAY LEG	3 LEGS W/ APPRENTICE ELITE	15% (+5%*)	\$10,000 MAX WEEKLY EARNINGS
PREMIER DIAMOND	100 MTH	WEEKLY 20,000 GCV IN PAY LEG	4 LEGS W/ APPRENTICE ELITE	15% (+5%*)	\$12,250 MAX WEEKLY EARNINGS
ROYAL DIAMOND	100 MTH	WEEKLY 30,000 GCV IN PAY LEG	4 LEGS W/ APPRENTICE ELITE	15% (+5%*)	\$15,000 MAX WEEKLY EARNINGS
EXECUTIVE ELITE	PV	ORG. VOLUME	PERSONAL ENROLLMENT	BINARY	EARNING POTENTIAL
CROWN DIAMOND	100 MTH	4-WEEK 125,000 GCV IN ENROLLMENT TREE VOLUME MAX \$40K FROM ANY ENROLLMENT LEG		15% (+5%*)	UNLIMITED WKLY EARNINGS

*Binary % Payout (+5) is for the period where an additional 5% is paid for ESP Package qualified. Weekly Earning Potential applies to combined earnings from Binary Team Commissions, Executive Check Matching and Diamond Executive Pool. The Fast Start Bonuses offers unlimited earning potential for all ranks. Paid Rank of Apprentice is qualified for Fast Start Bonuses and Direct Sales only.

TERMINOLOGY GUIDE

Personal Volume (PV) volume associated with personal purchases used to determine rank and bonus qualification.

Commissionable Volume (CV) volume associated with personal and group purchases used to calculate bonuses.

Group Commissionable Volume (GCV) the total CV of all purchases by affiliates in your personal organization (including your Binary Tree); GCV is also used for rank qualification.

Active purchases at least 50 PV within the current four (4) week period.

Power Team is the third and subsequent affiliates you personally enroll who purchase an ESP Package.

Success Team is the first two affiliates you personally enroll who purchase an ESP Package.

Enroller is the affiliate who introduced an individual to Gano Excel.

Sponsor is the affiliate where a new enrollee is placed in the Gano organization for commission purposes.

Business Center a business center is where you are personally placed within the Gano organization (also referred to as your position).

All references to income, implied or stated, through the Gano Excel North American Compensation Plan are for demonstration purposes only. Gano Excel does NOT guarantee any level of income or earnings to any affiliate. Earnings from this Compensation Plan solely depend on sales and each affiliate's skill, ability, and personal application. Plan subject to change.