

USANA U.S. Compensation Plan: 1 Page/10 Point Summary

Business Centers - The basic component of the USANA Compensation Plan is the **Business Center (BC)**. Think of a **BC** as a position within the USANA Associate network. Each USANA **BC** has a Left and Right Side.

Business Center Activation - Associates can begin their USANA business under the sponsorship of an existing USANA Associate by **activating** 3 **BCs** with **Personal Volume (PV)** product purchases of 200 **Sales Volume Points (SVP)** of **PV**. **BC 2** is placed on the left side of **BC 1** and **BC 3** is placed on the right side of **BC 1**.

Commission Payments - USANA pays commissions weekly, based on **SVP** accumulated on each side of every Qualified **BC**, collectively known as **Group Sales Volume (GSV)**, as of Midnight Friday, US Mountain Time. Commissions of 20% of the lesser side **SVP** (Minimum of 125 **SVP**) of each Qualified **BC** are paid weekly. **GSV** is accumulated throughout the week as Associates and Preferred Customers (PCs) who are placed on each side of a **BC** purchase products with **PV**.

Preferred Customer Order Bonus – Qualified Associates will earn a Commission Bonus of 10% of the Preferred (Wholesale) Price of ALL products purchased by personally sponsored Preferred Customers.

Business Center Qualification - A USANA Associate may **qualify** 1 **BC** (Number 1) for commissions with 100 **SVP** of **PV** every Rolling 4 Week Period, or they can qualify multiple (3 or more) **BCs** for commissions with 200 **SVP** of **PV** every Rolling 4 Week Period. There is no limit to the number of **BCs** which can be qualified with 200 **SVP** of **PV** every Rolling 4 Week Period.

Commission Volume Points - Commissions are paid in **Commission Volume Points (CVP)**. 1 **CVP** equals 1 **US Dollar (USD)** in the US. For example, 150 **CVP** equals \$150 USD of commissions. The **CVP** value varies by country/market based on the currency of that country/market.

CVP Calculation - Associates are paid commissions of 20% of **SVP** on the lesser side volume (Minimum of 125 **SVP**) of any qualified **BC**. For example, a **BC** with 300 **SVP** on one side and 700 **SVP** on the other side will earn commissions of 60 **CVP**, or \$60 USD, which is 20% of the lesser volume of 300 **SVP** in this example. The excess volume on the stronger side (400 **SVP** in this example) will "Rollover" to the following week.

Maximum Earnings of a BC - The maximum commissions that can be paid on any given **BC** in any given week is 1,000 **CVP** (\$1,000 USD) when the **SVP** on both sides of a **BC** reaches at least 5,000 **SVP** (20% of 5,000 **SVP** equals 1,000 **CVP** = \$1,000 USD). A **BC** with 5,000 of **SVP** on each side is said to be "Maxed Out", and will earn commissions of 1,000 **CVP** or \$1,000 USD. For every **BC** Associates max out that generates at least 5,000 **GSV** per side in Auto Order volume, they will receive an additional 25 percent **CVP** payout on that **BC**. This means the total payout on that **BC** would go from 1,000 **CVP** to 1,250 **CVP**.

Opening Additional BCs - USANA Associates can add additional **BCs** to their USANA business the first 2 times any given existing **BC** is Maxed Out. There is no limit to the number of additional **BCs** that a USANA Associate can accumulate in their USANA business over time. This is how USANA Associates can increase their income to the level they choose after their initial **BCs** begin to Max Out.

USANA Leadership Bonus - Qualified Gold Director and above Associates can earn **Leadership Bonus Shares** based on the number of **BCs** they Maximize in any given week: 1 Maxed **BC** = 1 Share; 2 Maxed **BCs** = 3 Shares; 3 Maxed **BCs** = 6 Shares; 4 Maxed **BCs** = 10 Shares; 5 Maxed **BCs** = 15 Shares; 6 Maxed **BCs** = 21 Shares; 7 Maxed **BCs** = 28 Shares, etc. **Leadership Bonus Share** values are determined weekly based on the size of the USANA Leadership Bonus Pool which is 3% of total USANA sales for the given week. The current value of a USANA Leadership Bonus Share is approximately \$150 - \$175 USD.

Disclaimer: *The above is not intended to be an all-inclusive summary of the USANA U.S. Compensation Plan, but rather a listing of selected key points based on information currently available from USANA which may change from time to time. Complete, current details of the USANA Compensation Plan can be found [HERE](#) on The Hub, or in the USANA Compensation Plan Video in The Share USANA Media Center, or at www.bit.ly/CompPlanZdanis. Non-U.S. Market Associates should consult with their respective USANA support teams for details on the Compensation Plan in their market.*

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