

# ENGAGE – TEAM BUILDING PROGRAM

Engage life. All of it.

## PREDICTABLE PAY PLAN

| 1. ENROLLMENT BONUSES (PAID WEEKLY) |                  |      | 2. CUSTOMER RESIDUAL COMMISSIONS (PAID MONTHLY) |             |     | 3. FAST START BONUS (PAID ONE TIME WITH MONTHLY COMMISSIONS) |         |                  |         |
|-------------------------------------|------------------|------|---|-------------|-----|--|---------|------------------|---------|
| Bonus Name                          | Acc. Type        | %    | Affiliate Status                                | CV          | %   | Team Status  | Bonus   | Affiliate Status | Bonus   |
| All of it Bonus                     | PC/<br>Affiliate | 100% | Affiliate 10                                    | 100-499     | 10% | Health Advocate 1  | \$150   | Affiliate 15     | \$100   |
|                                     |                  |      | Affiliate 15                                    | 500-999     | 15% | Health Advocate 2  | \$300   | Affiliate 20     | \$300   |
|                                     |                  |      | Affiliate 20                                    | 1,000-1,999 | 20% | Health Advocate 3  | \$600   | Affiliate 25     | \$500   |
| Direct Bonus                        | Customer         | 20%  | Affiliate 25                                    | 2,000-2,999 | 25% | Freedom 1  | \$2,000 | Affiliate 30     | \$1,000 |
|                                     |                  |      | Affiliate 30                                    | 3,000 +     | 30% | Freedom 2  | \$4,000 |                  |         |
|                                     |                  |      |   |             |     | Freedom 3  | \$7,000 |                  |         |

## 4. TEAM RESIDUAL COMMISSIONS (PAID MONTHLY)

| Team Status       | PQV | Active Lines | Leadership | OQV     | Max OQV from One Line | Fixed Commission |
|-------------------|-----|--------------|------------|---------|-----------------------|------------------|
| Health Advocate 1 | 100 | 3            | —          | 1,500   | 750                   | \$150            |
| Health Advocate 2 | 100 | 3            | —          | 3,000   | 1,500                 | \$300            |
| Health Advocate 3 | 100 | 3            | —          | 6,000   | 3,000                 | \$600            |
| Freedom 1         | 100 | 3            | 2-HA1      | 10,000  | 4,000                 | \$1,000          |
| Freedom 2         | 100 | 3            | 2-HA2      | 20,000  | 8,000                 | \$2,000          |
| Freedom 3         | 100 | 3            | 2-HA3      | 35,000  | 14,000                | \$3,500          |
| Legacy 1          | 100 | 3            | 2-HA3      | 50,000  | 20,000                | \$5,000          |
| Legacy 2          | 100 | 3            | 2-HA3      | 100,000 | 40,000                | \$10,000         |
| Legacy 3          | 100 | 3            | 2-HA3      | 175,000 | 70,000                | \$15,000         |
| Ambassador 1      | 100 | 3            | 2-HA3      | 250,000 | 100,000               | \$20,000         |
| Ambassador 2      | 100 | 3            | 2-HA3      | 450,000 | 180,000               | \$32,000         |
| Ambassador 3      | 100 | 3            | 2-HA3      | 750,000 | 300,000               | \$45,000         |

\* **MULTIPLE ACCOUNTS ARE NOT ALLOWED:** A person may only have one PC or Affiliate account. This includes any business entities.

\* **PV:** Personal Purchases

\* **CV:** Customer Volume, which is all personally enrolled Preferred Customers (PC) and Customers' volume.

\* **PQV:** All personally enrolled Preferred Customer and Customer purchases. PQV includes PV. PQV does not count towards OQV. To earn a monthly commission, you need a minimum of 100 PQV.

\* **OQV:** Organization Qualified Volume, which is all of your team volume subject to the max OQV from one line cap. OQV includes PV.

\* **ACTIVE PERSONAL LINES:** To meet this requirement, you need to have personally enrolled three Affiliates who have at least 100 PQV.

\* **LEADERSHIP:** To meet this requirement, your leaders need to be in separate lines in the placement tree.

\* **ALL OF IT BONUS:** This is calculated on CV and will not exceed the amount of the new Preferred Customer's or Affiliate's first Subscription/Autoship up to a maximum of \$150. If a PC or Affiliate signs up, all required fields must be filled out with valid personal information for that PC or Affiliate, including email, phone number and shipping address. If a new PC or Affiliate cancels their subscription before they successfully complete their second subscription order, Engage will clawback 80% of the *All of It* Bonus (see *All of It* Bonus FAQ for more details.)

\* **DIRECT BONUS:** Paid on products purchased at enrollment that do not generate an *All of It* Bonus, and is calculated on CV.

\* **FAST START BONUS:**

\* *Team Status:* Status is measured in the first full month after enrollment.

\* *Affiliate Status:* Status is measured in the second full month after enrollment.

\* You can only earn one Team Status or Affiliate Status bonus. If you hit a Team Status bonus as well as Affiliate Status bonus, you will be paid both bonuses.

\* **WEEKLY PAYMENTS:** Posted each Thursday or the first business day after a weekend or holiday.

\* **MONTHLY PAYMENTS:** Posted on the 10<sup>th</sup> of each month or the first business day after a weekend or holiday.

\* **COMMISSION PAY-OUT:** Allow up to 2-3 business days for funds to be processed and credited to your bank account.

\* Commissions are not paid on marketing materials, samples or swag.

\* Total Commission payout is capped at 45% of company monthly Qualifying Volume (QV).

