

# Compensation Plan

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## Ambassador Ranks and Rank Qualifications

There are no restrictions on how fast an IBA can move through the ranks. Bonus Ranks are calculated each time bonus is processed. To achieve and maintain rank the IBA must have accomplished the below qualifications during the qualification period.

**Independent Business Ambassador (IBA)** To achieve the Rank of Independent Business Ambassador you must purchase an Ambassador Welcome Kit.

**Independent Business Ambassador Active (IBA Active)** To achieve the Rank of Independent Business Ambassador (Active) you must be an IBA and maintain 80 CQV monthly.

**Coral Ambassador (CA)** To achieve the Rank of Coral Ambassador you must be an IBA, maintain 80 CQV monthly and have 2 Personally Enrolled qualified Independent Business Ambassador (Active)'s or higher.

**Jade Ambassador (JA)** To achieve the Rank of Jade Ambassador you must be a qualified Coral Ambassador, maintain 150 CQV monthly and have 2 qualified Coral Ambassador legs or higher. In addition you must have at least 1,500 in Group Qualifying Volume (GQV).

**Sapphire Ambassador (SA)** To achieve the Rank of Sapphire Ambassador you must be a qualified Jade Ambassador, maintain 150 CQV monthly and have 2 Jade Ambassador legs or higher. In addition you must have at least 5,000 in Group Qualifying Volume (GQV).

**Ruby Ambassador (RA)** To achieve the Rank of Ruby Ambassador you must be a qualified Sapphire Ambassador, maintain 150 CQV monthly and have 2 Sapphire Ambassador legs or higher. In addition you must have at least 15,000 in Group Qualifying Volume (GQV).

**Emerald Ambassador (EA)** To achieve the Rank of Emerald Ambassador you must be a qualified Ruby Ambassador, maintain 150 CQV monthly and have 4 Sapphire Ambassador legs or higher. In addition you must have at least 50,000 in Group Qualifying Volume (GQV), with no more than 60% from any one leg.

**Diamond Ambassador (DA)** To achieve the Rank of Diamond Ambassador you must be a qualified Emerald Ambassador, maintain 150 CQV monthly and have 7 Sapphire Ambassador legs or higher. In addition you must have at least 150,000 in Group Qualifying Volume (GQV), with no more than 60% from any one leg.

**Blue Diamond Ambassador (BLUDA)** To achieve the Rank of Blue Diamond Ambassador you must be a qualified Diamond Ambassador, maintain 150 CQV monthly and have 7 Sapphire Ambassador legs, 2 of which must be Diamond Ambassador or higher. In addition you must have at least 500,000 in Group Qualifying Volume (GQV), with no more than 60% in one leg.

**Black Diamond Ambassador (BLKDA)** To achieve the Rank of Black Diamond Ambassador you must be a qualified Blue Diamond Ambassador, maintain 150 CQV monthly and have 7 Sapphire Ambassador legs, 4 of which must be Diamond Ambassador or higher. In addition you must have at least 1,500,000 in Group Qualifying Volume (GQV), with no more than 60% from any one leg.

IBA's have 60 days from enrollment to enroll a new IBA or customer. Failure to do so will cause the IBA to have their rank changed to Preferred Customer. Enrolling an IBA or customer after the change to Preferred Customer will result in regaining IBA status.

There is an annual renewal fee charged to IBA's for web services. Failure to renew will result in having rank changed to Preferred Customer. Paying the renewal fee will result in regaining IBA status.

## Customers

Retail Customers and Preferred Customers are associated with their enrolling IBA. Retail and Preferred Customers cannot sign-up IBA's. Qualifying Volume (QV) from Retail and Preferred Customers will count towards the enrolling IBA's personal volume requirements.

**Retail Customer (RC)** No requirements. Retail customers shop from their enrollers cart and pay retail pricing.

**Preferred Customer (PC)** To achieve and maintain Preferred Customer status a PC must place an initial order of at least \$50 and have an autoship profile of any amount on file.

## Bonuses and Commissions

#	KIND OF BONUS OR COMMISSION	BONUS PERIOD
1	Retail/Preferred Customer Commission	Weekly
2	Personal & Retail/Preferred Customer Bonus	Monthly
3	Fast Start Bonus	Weekly
4	2x2 Team Bonus	Weekly
5	50% Matching 2x2 Team Bonus	Weekly
6	Coding Bonus	Weekly
7	50% Matching Coding Bonus	Weekly
8	Unilevel Commission	Monthly
9	Leadership Infinity Commission	Monthly
10	Generational Commission	Monthly
11	Paradise Pack Override	Monthly
12	Car Bonus	Monthly
13	Global Pool Shares	Monthly
14	Recognition Gifts	

**1. Retail/Preferred Commission (Weekly)** Independent Business Ambassadors and higher earn Retail/Preferred Customer commissions from sales to both Preferred and Retail customers. Bonuses are 90% of the difference between Retail/Preferred pricing and wholesale pricing.

**2. Personal & Retail/Preferred Customer Bonus (Monthly)** Independent Business Ambassador or higher earn an extra Personal & Retail/Preferred Customer bonus when total personal and customer orders are over 150 BV in a single month. This bonus is paid on all BV exceeding 150 BV.

**3. Fast Start Bonus (Weekly)** Independent Business Ambassador or higher earn Fast Start Bonuses of \$50 or \$100 on Paradise Pack sales made by their personally enrolled Ambassadors and their personally enrolled Retail/Preferred Customers

**4. 2x2 Team Bonus (Weekly)** To earn the 2x2 Team Bonus an IBA must meet these requirements in the Qualification Period:

- A) Must be an Independent Business Ambassador (Active) or higher
- B) Must be Paradise Qualified (PQ). Only Paradise Qualified IBA's or customers will have a position in the 2x2 Team. IBA's or customers that are not Paradise Qualified (PQ) will be placed into the 2x2 Team only when they become Paradise Qualified (PQ). Any Paradise Qualified (PQ) IBA or customer an unqualified IBA enrolls will go into their enroller's 2x2 Team.
- C) Must be Paradise Commission Qualified (PCQ). Bonuses earned that do not pay out because the IBA is not PCQ will accrue for 6 months from the date the bonus is earned. If the IBA becomes PCQ the accrued bonus will pay out in the next weekly bonus run. If the IBA does not become PCQ within 6 months the bonus will not be paid.

The Team Bonus pays out upon completion of a 2x2 Team. Payouts consist of a one-time \$100 bonus for a complete 2x2 Team. Upon completion of a 2x2 the IBA will start a new 2x2 Team in the highest available position in their Team genealogy.

**5. 50% Matching 2x2 Team Bonus (Weekly)** To earn the 50% Matching 2x2 Team Bonus an IBA must meet the following requirements in the Qualification Period:

- A) Must be an Independent Business Ambassador (Active) or higher
- B) Must be Paradise Pack Qualified (PQ)
- C) Must be Paradise Commission Qualified (PCQ). Bonuses earned that do not pay out because the IBA is not PCQ will accrue for 6 months from the date the bonus is earned. If the IBA becomes PCQ the accrued bonus will pay out in the next weekly bonus run. If the IBA does not become PCQ within 6 months the bonus will not be paid.

The 50% Matching 2x2 Team Bonus pays out the enroller of the IBA upon their completion of a 2x2 Team. Payouts consist of one-time \$50 for a complete 2x2 Team.

MATRIX LEVEL	POSITIONS FILLED	STATUS	AMBASSADOR PAYOUT	ENROLLER PAYOUT
1	2	–	–	–
2	4	2x2 Team Complete	\$100	\$50

To explain the Team Bonus and Matching Team Bonus:

1. When an IBA's 2x2 Team is filled in through 2 levels, the IBA earns a \$100 one-time bonus and their enroller earns a one-time \$50 bonus.
2. Once the 2x2 Team is filled, the IBA starts a NEW 2x2 Team in the highest available position in their Team genealogy.

**6. Coding Bonus (Weekly)** Coral Ambassadors and higher can earn Coding Bonuses on Paradise Pack Qualified Ambassadors and Customers in their organizations. Coding Bonuses are paid to unlimited levels. To earn the Coding Bonus an IBA must meet the following requirements in the Qualification Period:

- A) Must be an Independent Business Ambassador (Active) or higher
- B) Must be Paradise Pack Qualified (PQ)

**7. 50% Matching Coded Bonus (Weekly)** Coral Ambassadors and higher can earn 50% Matching Coded Bonuses each time an personally enrolled Ambassador earns a Coded Bonus. To earn the 50% Matching Coding Bonus an IBA must meet the following requirements in the Qualification Period:

- A) Must be an Independent Business Ambassador (Active) or higher
- B) Must be Paradise Pack Qualified (PQ)

CODING GROUP	AMBASSADOR PAYOUT AMOUNT	ENROLLER 50% MATCH AMOUNT
Coral Ambassador	\$5	\$2.50
Jade Ambassador	\$5 up to \$20	\$2.50 up to \$10
Sapphire Ambassador	\$10 up to \$40	\$5 up to \$20
Ruby Ambassador	\$10 up to \$60	\$5 up to \$30
Emerald Ambassador	\$5 up to \$70	\$5 up to \$35
Diamond Ambassador	\$5 up to \$80	\$5 up to \$40
Blue Diamond Ambassador	Up to \$80	Up to \$40
Black Diamond Ambassador	Up to \$80	Up to \$40

**8. Unilevel Commission (Monthly)** The Unilevel Commission pays IBA (Active) or higher on Bonus Volume (BV) up to five (5) levels of the Unilevel Tree.

PAID-AS RANK	LEVEL 1	LEVEL 2	LEVEL 3	LEVEL 4	LEVEL 5
Independent Business Ambassador	0%				
Independent Business Ambassador (Active)	10%	10%			
Coral Ambassador	20%	20%			
Jade Ambassador	20%	20%	5%	5%	
Sapphire Ambassador	20%	20%	5%	5%	5%
Ruby Ambassador	20%	20%	5%	5%	5%
Emerald Ambassador	20%	20%	5%	5%	5%
Diamond Ambassador	20%	20%	5%	5%	5%
Blue Diamond Ambassador	20%	20%	5%	5%	5%
Black Diamond Ambassador	20%	20%	5%	5%	5%
Double Black Diamond Ambassador	20%	20%	5%	5%	5%

**9. Leadership Infinity Commission (Monthly)** Sapphire Ambassadors or higher can earn Leadership Infinity Commission. The Leadership Infinity Commission pays a percentage on BV up to infinite levels of the Unilevel Tree. The bonus begins on the 1<sup>st</sup> level and continues downward until an Ambassador with equal or greater rank is met. This Ambassador cuts off the bonus. If an Ambassador is met that also qualifies for the Leadership Infinity Commission but is a lesser rank the higher ranked Ambassador will continue to earn the difference between the 2 payout percentages until another Ambassador is met that cuts off the bonus.

PAID-AS RANK	PAYOUT
Sapphire Ambassador	2%
Ruby Ambassador	3%
Emerald Ambassador	4%
Diamond Ambassador	6%
Blue Diamond Ambassador	6%
Black Diamond Ambassador	6%

**10. Generational Commission (Monthly)** There are 2 Generational Commission types: Sapphire Ambassador and Diamond Ambassador:

**Sapphire Generational Commission:** Sapphire Ambassadors or higher earn the Generational Commission. This bonus begins on Level 6. The Generational Commission pays Ambassadors a percentage on the BV through 2 generations of Sapphire Ambassadors. This "Generation" includes every Ambassador in the Unilevel Tree down to and including the first Sapphire Ambassador or higher. An Ambassador's 1st Generation Sapphire Ambassador would be the first Ambassador in their downline with a rank of Sapphire Ambassador or higher. A 2nd Generation Sapphire Ambassador would be the next downline Ambassador below the 1st Generation Sapphire Ambassador who also has a rank of Sapphire Ambassador or higher.

PAID-AS RANK	PAYOUT
Sapphire Ambassador	Receive 2% through 2 Generations of Sapphire Ambassadors
Ruby Ambassador	Receive 2% through 2 Generations of Sapphire Ambassadors
Emerald Ambassador	Receive 2% through 2 Generations of Sapphire Ambassadors
Diamond Ambassador	Receive 2% through 2 Generations of Sapphire Ambassadors
Blue Diamond Ambassador	Receive 2% through 2 Generations of Sapphire Ambassadors
Black Diamond Ambassador	Receive 2% through 2 Generations of Sapphire Ambassadors
Double Black Diamond Ambassador	Receive 2% through 2 Generations of Sapphire Ambassadors

**Diamond Generational Commission:** Diamond Ambassadors or higher earn the Generational Commission. This bonus begins on Level 6. The Generational Commission pays Ambassadors a percentage on the BV through up to 3 generations of Diamond Ambassadors. This "Generation" includes every Ambassador in the Unilevel Tree down to and including the first Diamond Ambassador or higher. An Ambassadors 1st Generation Diamond Ambassador would be the first Ambassador in their downline with a rank of Diamond Ambassador or higher. A 2nd Generation Diamond Ambassador would be the next downline Ambassador below the 1st Generation Diamond Ambassador who also has a rank of Sapphire Ambassador or higher.

PAID-AS RANK	PAYOUT
Diamond Ambassador	Receive 2% on First Generation of Diamond Ambassadors
Blue Diamond Ambassador	Receive 2% on First Generation of Diamond Ambassadors Receive 1% on Second Generation of Diamond Ambassadors
Black Diamond Ambassador	Receive 2% on First Generation of Diamond Ambassadors Receive 1% on Second Generation of Diamond Ambassadors Receive 1% on Third Generation of Diamond Ambassadors

**11. Paradise Pack Override (Monthly)**

The Paradise Pack Override pays Blue Diamond Ambassador's and above on ALL Paradise Pack sales in their organization based on the below table.

PAID-AS RANK	PAYOUT
Blue Diamond Ambassador	\$10
Black Diamond Ambassador	up to \$20

To explain the Paradise Pack Override:

IBA 101 is ranked Black Diamond Ambassador and IBA 102 is ranked Blue Diamond Ambassador. IBA 101 would earn \$20 on all Paradise Pack sales in their downline until IBA 102. From there IBA 101 would earn \$10 and IBA 102 would earn \$10.

## 12. Car Bonus (Monthly)

Paradise Qualified (PQ) Ruby Ambassadors or higher qualify to earn car bonuses. Must qualify for 2 consecutive months (Qualify in January and February and payout in March during February pay run.)

RANK	CAR BONUS
Ruby Ambassador	\$300
Emerald Ambassador	\$400
Diamond Ambassador	\$600
Blue Diamond Ambassador	\$800
Black Diamond Ambassador	\$1000
Double Black Diamond Ambassador	\$1000

## 13. Global Pool Shares (Monthly)

Pool Total = 1% of monthly BV. To earn on the Bonus Pool an IBA must meet the following requirements in the qualification period:

- Must be a Paid As Blue Diamond Ambassador or higher
- Must be Paradise Pack Qualified
- Must Qualify for 3 consecutive months (Qualify in January, February and March payout on April 15 for March pay run)

Blue Diamond Ambassador 's and Black Diamond Ambassador's receive 1 share of the pool.

Pool Cap = No one IBA can earn more than 33% of the pool total.

The pool total is divided in half. The first half is divided equally among the qualified IBA's.

The second half of the pool is divided according to the qualifying IBA's group volume.

**Group Volume** Unencumbered volume will count 100%. Encumbered volume will count 50%. (Encumbered = A pool qualified IBA having a pool qualified IBA anywhere in their organization. Any volume under the second IBA will calculate at 50%.)

## 14. Recognition Gifts

Recognition Gifts are received when an ambassador achieves the Rank of Ruby Ambassador or higher for two consecutive months. These gifts are earned one-time and are often given at National Conventions.

Ruby	Laptop Bag
Emerald	Wakaya Timepiece
Diamond	Wakaya Jacket/Sportscoat
Blue Diamond	TBA
Black Diamond	TBA

## Definitions

**Bonus Volume (BV)** The volume on which commissions are calculated.

**Customer Qualifying Volume (CQV)** The sum of your own qualifying volume (QV) plus the qualifying volume of your Preferred and Retail customers.

**Diamond Generation** A Diamond Generation includes each and every IBA in the Unilevel Tree down to and including the first Paid As Diamond or higher. An IBA's 1st Generation Diamond would be the first IBA in his or her downline with a Paid As Rank of Diamond or higher. A 2nd Generation Diamond would be the next downline Diamond below the 1st Generation Diamond.

**Group Qualifying Volume (GQV)** The sum of all Qualifying Volume in your organization through infinite levels. No more than 50% of the total can come from any one leg.

**IBA** Independent Business Ambassador.

**Leg** A Leg is a segment of your organization that starts at one of your first-level IBA's and encompasses that entire organization. If you have 10 first-level IBA's, you have 10 legs. No more than 60% of the total can come from any one leg for Emerald and higher ranks.

**2x2 Matrix Complete** The 2 levels (6 total positions) of the 2x2 Matrix filled with Paradise Qualified (PQ) IBA's or customers.

**Paradise Qualified (PQ)** An IBA or customer can become Paradise Qualified by purchasing a Paradise Pack OR accumulate 500 CQV within a single commissionable calendar month.

**Paradise Commission Qualified (PCQ)** An IBA can become PCQ by personally enrolling 2 Paradise Qualified (PQ) IBA's.

**Placement** Placement is allowed for IBA's in the Unilevel Tree for 5 days from enrollment. Unilevel placement is restricted to Level 2. Placement is not allowed in the Matrix.

**Qualifying Volume (QV)** Volume used to calculate rank qualifications.

**Sapphire Generation** A Sapphire Generation includes each and every IBA in the Unilevel Tree down to and including the first Paid As Sapphire or higher. An IBA's 1st Generation Sapphire would be the first IBA in his or her downline with a Paid As Rank of Sapphire or higher. A 2nd Generation Sapphire would be the next downline Sapphire below the 1st Generation Sapphire.