

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 3 Coral 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 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).

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)

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).

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).

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. See Company Policies and Procedures for more information.

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 80 QV and have at least an 80 QV autoshop profile on file.

Bonuses and Commissions

#	KIND OF BONUS OR COMMISSION	BONUS PERIOD
1	Pacesetter Bonuses	Monthly
2	Coded Bonuses	Weekly
3	50% Matching Coded Bonuses	Weekly
4	Paradise Qualification Override	Monthly
5	First Class Quarterly Bonus Pool	Quarterly
6	Global Bonus Pool	Monthly
7	Car Bonus	Monthly
8	Retail & Preferred Customer Commissions	Weekly
9	Retail, Preferred, & Personal Purchase Bonuses	Monthly
10	Fast Start Bonuses	Weekly
11	Unilevel Commissions	Monthly
12	Leadership Infinity Bonus	Monthly
13	Sapphire Generational Bonus	Monthly
14	Diamond Generational Bonus	Monthly
15	Recognition Gifts	

1. Pacesetter Bonuses Earn up to \$1,500 additional bonuses within your first 90 days as a Pacesetter! The requirements for the Pacesetter program are simple:

Jr Pacesetter (\$100 bonus and recognition) – For Ambassadors that achieve Coral Rank and enroll 1 new Paradise Qualified Ambassador or customer within the first 30 days of enrollment.

Pacesetter (\$400 bonus and recognition) – For Ambassadors that achieve Jr Pacesetter requirements and Jade Rank within the first 60 days of enrollment*

Pacesetter Pro (\$1000 bonus and recognition) – For Ambassadors that achieve Jr Pacesetter and Pacesetter requirements within the first 90 days of enrolment**

**QV and GQV requirements for all Pacesetter levels are calculated from standard product QV and does not include promotional QV (IE Double QV or additional QV from product specials, etc.).*

*** Full Sapphire qualification also includes 150 PQV or CQV, 5000 GQV, 2 Active personally enrolled Ambassadors.*

2. Coded Bonuses Coral Ambassadors and higher can earn Coded Bonuses as Ambassadors achieve Paradise Qualification and as Customers purchase designated Paradise Product Packs within 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:

Must be an Independent Business Ambassador (Active) or higher
Must be Paradise Qualified (PQ)

3. 50% Matching Coded Bonus Coral Ambassadors and higher can earn 50% Matching Coded Bonuses each time a personally enrolled Ambassador earns a Coded Bonus. To earn the 50% Matching Coded Bonus an Ambassador must meet the following requirements in the applicable Qualification Period:

Must be an Independent Business Ambassador (Active) or higher and must be Paradise Qualified (PQ)

CODED GROUP	BONUS AMOUNT	50% MATCH
Coral Ambassador	Up to \$15	Up to \$7.50
Jade Ambassador	Up to \$30	Up to \$15
Sapphire Ambassador	Up to \$60	Up to \$30
Ruby Ambassador	Up to \$90	Up to \$45
Emerald Ambassador	Up to \$105	Up to \$52.50
Diamond Ambassador	Up to \$120	Up to \$60
Blue Diamond Ambassador	Up to \$120	Up to \$60
Black Diamond Ambassador	Up to \$120	Up to \$60

4. Paradise Product Pack Override The Paradise Product Pack Override pays Blue Diamond Ambassador's and above on ALL Paradise Product 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 Product Pack Override: Ambassador #1 is ranked Black Diamond and Ambassador #2 is ranked Blue Diamond Ambassador. #1 would earn \$20 on all Paradise Product Pack sales in their downline until #2. From there #1 would earn \$10 and #2 would earn \$10.

5. First Class Quarterly Bonus Ambassadors with the Paid Rank of Sapphire or higher may earn shares in this Paradise Qualification and Paradise Product Pack driven Bonus Pool. Shares are accumulated monthly and the Pool Bonus is paid proportionately to each qualifier based upon the total number of shares earned during the quarter. Payment follows on the 15th of the month after the closing of each quarter. EG: Q1 quarter is paid on shares earned during January, February, and March. Bonus for this Q1 is paid on April 15th.

Qualifications

- Participants must be Paradise Qualified
- Participants must be paid at Sapphire rank or higher to earn pool shares for that month.
- Must personally enroll a minimum of 2 Paradise Qualified Ambassadors or sell 2 designated Paradise Product Packs to 2 personally enrolled Customers or Ambassadors, or any combination thereof.

Award of Shares

- Paradise Product Pack Sale: 1 Share
- 500 CQV Paradise Qualification or Premier Paradise Product Pack Sale: 2 Shares
- Ultimate Paradise Product Pack Sale: 3 Shares
- Maximum awarded during any calendar month: 10 Shares

Pool Contributions

For every Paradise Product Pack sale and or Paradise Qualification achieved, a prespecified dollar amount will be added to the pool (not just qualifying sales).

- Paradise Product Pack Sale: \$10
- 500 CQV Paradise Qualification or Premier Paradise Product Pack Sale: \$20
- Ultimate Paradise Product Pack Sale: \$30

6. Global Bonus Pool Qualifying Ambassadors participate in the Global Bonus Pool, which is comprised of 1% of the total company BV during a given calendar month.

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 for the given calendar month.
- Must be Paradise Qualified
- Must Qualify for 3 consecutive months (Qualify in January, February and March payout on April 15 for March pay run)
- Blue Diamond Ambassadors receive 1 share, and Black Diamond Ambassadors receive 2 shares of the pool.
- Pool Cap = Any 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%.)

7. Car Bonus 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 Dimaond Ambassador	\$800
Black Diamond Ambassador	\$1000

8. Retail/Preferred Commissions and Bonuses Independent Business Ambassadors and higher earn Retail/Preferred Customer bonuses from sales to both Preferred and Retail customers. Bonuses are 90% of the difference between Retail/Preferred pricing and wholesale pricing.

BONUS	APPROXIMATE PAYOUT BASED UPON SALES PRICE
Retail Customer	20%
Preferred Customer	10%

9. Retail/Preferred Personal Purchase Bonus Ambassadors with the Paid Rank of AMB Active or higher are eligible to earn this bonus. For all BV over 150 from Preferred & Retail Customers, as well as personal purchases, a bonus equivalent to your level 1 Unilevel commission will be paid.

PAID-AS RANK	BONUS
Independent Business Ambassador	0%
Independent Business Ambassador (Active)	10%
Coral Ambassador	20%
Jade Ambassador	20%
Sapphire Ambassador	Up to 22%
Ruby Ambassador	Up to 23%
Emerald Ambassador	Up to 24%
Diamond Ambassador	Up to 26%
Blue Diamond Ambassador	Up to 26%
Black Diamond Ambassador	Up to 26%

10. Fast Start Bonus Commission Qualified Ambassadors earn a Fast Start Bonus of \$50 to \$150 as Paradise Qualifications are earned by their personally enrolled Ambassadors and as their personally enrolled Ambassadors or Customers purchase designated Paradise Product Packs.

11. Unilevel Commission 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%	5%		
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%

12. Car Bonus 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 1st 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.

RANK	CAR BONUS
Sapphire Ambassador	2%
Ruby Ambassador	3%
Emerald Ambassador	4%
Diamond Ambassador	6%
Blue Diamond Ambassador	6%
Black Diamond Ambassador	6%

13. Sapphire Generational Bonuses 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

14. 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

15. 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.

ACHIEVED RANK	WAKAYA GIFT
Ruby Ambassador	Custom Wakaya Laptop Briefcase
Emerald Ambassador	Custom Wakaya Watch
Diamond Ambassador	Custom Wakaya Diaomond Blazer
Blue Diamond Ambassador	Custom Wakaya Blue Diamond Blazer
Black Diamond Ambassador	Custom Wakaya Black Diamond Blazer

Definitions

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

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

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

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.

Paradise Qualified (PQ) An IBA or customer can become Paradise Qualified by purchasing a Paradise Product Pack OR accumulate \$1000 in Retail/Preferred Customer Bonus in a rolling 6-month period.

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.

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.

Diamond Generation A Sapphire 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 Sapphire would be the next downline Diamond below the 1st Generation Diamond.