



PROmotion Bonus PROgram

Fall & Winter 2016

CAREER TITLE	ACHIEVEMENT PERIOD	TITLE BONUS	BONUS TO PRO	UPLINE MATCHING BONUS
Mentor	First 4 months	\$100	\$100 if within achievement period or \$50 if after achievement period.	\$100 if within achievement period only.
Sr. Mentor	First 6 months	\$200	\$200 if within achievement period or \$100 if after achievement period.	\$200 if within achievement period only.
Director	First 12 months	\$500	\$250 when within achievement period plus another \$250 after being paid at Director for 3 consecutive months.*	Payout same as Pro.
Crystal Director	Anytime	\$1000	\$500 in the commission period they promote to Crystal Director plus another \$500 after being paid at Crystal Director for 3 consecutive months.*	
Pearl Director	Anytime	\$2000	\$1000 in the commission period they promote to Pearl Director plus another \$1000 after being paid at Pearl Director for 3 consecutive months.*	
Diamond Director	Anytime	\$4000	\$2000 in the commission period they promote to Diamond Director plus another \$2000 after being paid at Diamond Director for 3 consecutive months.*	

All Title Advancement & Matching Bonuses are for "first time" promotions only. Example: A Director who demotes to Sr. Mentor and then promotes again to Director does not earn a bonus again. Even if they demoted before this new bonus was installed.

Achievement Period

- Mentor = 4 months (commission periods)
- Sr. Mentor = 6 months (commission periods)
- Director = 12 months (commission periods)
- The enrollment month is included in the total months required. Month is defined as a commission period.
- Enrollment month is the month in which the new Pro enrolls regardless if it is on the first day of the month or the last day of the month.

Title Advancement Bonuses

Mentor to Sr. Mentor

- If a Pro earns the title advancement bonus during the achievement time period then they receive 100% of the bonus.
- If it is after the achievement period then they receive 50% of the bonus.
- The bonus is paid during the commission processing for the final period of qualification.
- If a Pro meets the qualifications for the new title before the end of the achievement period then the bonus is paid out in the commission period in which they earn the new title.
- There are no retroactive bonuses paid for title advancements prior to the installation of this new bonus.

Director to Diamond Director

- Director Title Advancement: \$250 when within achievement period plus another \$250 after being paid at Director for 3 consecutive months.
- There is no achievement period requirement for the initial payment of Crystal and higher titles.
- Half of the bonus is paid at the time of the new title advancement.
- The second half is paid once the Director or higher is paid at the new title for three consecutive months. The promotion month can count as one of the three months.
- There is a 12-month time period required for the second half of the payment. The new Director or higher needs to be paid at their new title for three consecutive months within 12 months from initial title advancement (including the title advancement month) to earn the second half of the payment. After 12 months the second half is not paid out.
- If a Director or higher is demoted to Sr. Mentor before qualifying for the second payment then they forfeit the second payment.

Matching Bonuses

- This is a bonus paid to the enroller of the Pro receiving a title advancement bonus for Mentor, Sr. Mentor or Director .
- If a Pro promotes to Mentor, Sr. Mentor or Director within the achievement period then the enroller receives a 100% matching bonus.
- If a Pro promotes to Mentor, Sr. Mentor or Director outside of the achievement period there is no matching bonus awarded to the enroller.
- To receive a matching bonus an enroller must be Paid-As the same or higher title than the Pro receiving the advancement bonus.
- If a Pro promotes up more than one title in a single commission period then they are paid the bonus on each title advancement bonus up to and including the highest title achieved. The same is true for the matching bonus.
- There is no matching bonus for Crystal Director or higher titles.

What about Compression?

- A matching bonus will be paid on a compressed Pro who is on the front line of the new Sponsor if the compressed Pro has been on the new Sponsor's front line for at least half of the achievement period.
 - Mentor = 2 months
 - Sr. Mentor = 3 months
 - Director = 6 months

For example:

- **New Sponsor receives matching bonus**

- PRO50 enrolled Jan '16 under PRO40 who is under PRO30
- PRO40 terminated in Mar '16
- PRO50 promoted to Mentor in April '16
- PRO30 would receive matching bonus since PRO50 was under PRO30 for 2 months before promoting to Mentor.
- This is based on PRO40 requesting termination or for some other reason being terminated for actions in the February commission period. We terminate Pros after the month that they request to be terminated. In this case PRO50 was frontline to PRO30 for March & April.

- **New Sponsor does not receive matching bonus**

- PRO50 enrolled Jan '16 under PRO40 who is under PRO30
- PRO40 terminated in Apr '16
- PRO50 promoted to Mentor in April '16
- PRO30 would not receive matching bonus since PRO50 was under PRO30 for 1 month before promoting to Mentor.