



# COMPENSATION PLAN

## JANUARY 2017 UPDATE

NORTH AMERICA VERSION

### Q: Why is the Compensation Plan changing?

A: We're simplifying the Compensation Plan to provide greater early-income potential. This simplified model has been piloted by several teams and shown to encourage increased Representative retention and reduce the time it takes to get new Reps actively involved.

### Q: What countries are impacted by this Comp Plan change?

A: Changes apply to Australia, Austria, Botswana, Canada, Cyprus, Germany, Greece, Hong Kong, Hungary, Iceland, Ireland, Israel, Kenya, Malta, Netherlands, Poland, Puerto Rico, Russia, Serbia, Singapore, Slovenia, South Africa, Sweden, United Kingdom, United States and Zimbabwe.

Malaysia and Taiwan are excluded from these changes.

### Q: What is changing?

A: Changes will affect the Wings & Wheels Bonus, Director Bonus, waived Representative Business System (RBS) fees and Double Cycle Bonuses. We are also introducing new binary placement strategies, known as the One Team Start, which impacts the Weekly Team Bonus and Monthly Residual Commission.

### Q: What is changing with the Wings & Wheels Lifestyle Bonus?

A: We no longer require this bonus to be applied toward a car, so we've changed the name to Lifestyle Bonus. Along with the new name, we've created a lower tier that pays \$200 once all requirements are met. Here is the new tier structure:

Tier 1: \$200	Tier 2: \$300	Tier 3: \$432+
Minimum Personal Customer Sales: 4 Lineage Sales Volume (LSV): \$1,600 Max LSV contribution per line of lineage: \$400	Minimum Personal Customer Sales: 5 Lineage Sales Volume (LSV): \$3,200 Max LSV contribution per line of lineage: \$1,667	Minimum Personal Customer Sales: 6 Lineage Sales Volume (LSV): \$5,400 Max LSV contribution per line of lineage: \$2,000

### Q: Can I earn more than one tier of the Lifestyle Bonus each month?

A: No. Only one tier of the Lifestyle Bonus can be earned each month.

### Q: What is changing with the Double Cycle Bonuses?

A: Effective February 4, 2017, the Double Cycle Bonuses that pay out during a Rep's first eight weekly pay periods will be discontinued. The Double Cycle Bonuses for National Marketing Directors will also be discontinued.

### Q: Can any of the new bonuses be doubled?

A: Yes. Tier 2 and Tier 3 of the new Lifestyle Bonus can be doubled if they're achieved within the Rep's first eight weekly pay periods.

### Q: What is changing with the Director Bonus?

A: As of March 4, 2017, the Director Bonus will be discontinued. The last time the Director Bonus will be paid

out will be during the week ending March 3, 2017.

**Q: What is changing with the waived RBS fees?**

A: RBS fees will no longer be waived. However, Reps who signed up on or before February 3, 2017 may still have their RBS fees waived if they maintain at least four Active DreamTrips™ Members.

**Q: What is One Team Start?**

A: Every Rep starts with one team or “leg” in their binary organization to place other Reps. Once a Rep has achieved four personal customer sales, he or she may begin building a second team or “second leg.” The binary organization is now in place. At this point, he or she is eligible for the Weekly Team Bonus and Monthly Residual Commission.

**Q: Why is One Team Start important?**

A: One Team Start encourages new Reps to focus on perfecting the fundamental way to earn bonuses through the Compensation Plan: personally sponsoring DreamTrips Members. Once Reps demonstrate this skill and have personally sponsored four active customers, they will be allowed to place enrollments on both sides of the binary organization.

**Q: What if I haven't achieved the new requirements for placement on both legs, but I already have placements on both legs?**

A: Any Rep who has already achieved placements on both legs of his or her binary organization at the time this change is made effective will be exempt from this restriction. These Reps will be able to continue to place on both legs of their binary tree.

**Q: If my second leg isn't open yet, will customer-only credit auto-balance apply?**

A: For Reps who are restricted to placement on the team leg only, customer-only sales credits will be placed only on the team leg. Customer-only auto-balance between legs does not apply until the Rep has achieved the requirements for placement on both legs.