



COMPENSATION PLAN

FREQUENTLY ASKED QUESTIONS

JULY 2018 UPDATE – INTERNATIONAL VERSION

STREAMLINED and BETTER THAN EVER

The updated Comp Plan is here! We've taken a more streamlined approach and have introduced new ranks and incentives to reward your hard work sooner. We've covered important details of the new enhancements and bonuses in the Frequently Asked Questions below.

Why is the Compensation Plan changing?

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

What is changing?

Changes will affect Direct Commissions, downline Rep placement, the Personal Sales Bonus and the Lifestyle Bonus. We're also introducing three new Rep ranks, as well as the Rising Star Bonus, Wings Bonus and 12/12 Monthly Residual Commission.

What markets are impacted by these changes?

These changes apply to Australia*, Austria, Botswana, Canada, Colombia, Cyprus, Germany, Greece, Guam, Hong Kong, Hungary, Iceland, Ireland, Israel, Jamaica, Kenya, Latvia, Malta, the Netherlands, New Zealand*, Poland, Puerto Rico, Romania, Russia, Serbia, Singapore, Slovenia, South Africa, Sweden*, Uganda, the United Kingdom, the United States and Zimbabwe.

Malaysia and Taiwan are excluded from all changes.

*Australia, New Zealand and Sweden are excluded from the Direct Commission and Personal Sales Bonus change.

What is changing with Direct Commissions?

As of 28 July 2018, Reps who enrol any of the three DreamTrips™ Membership levels will earn a Direct Commission based on the membership level they enrol:

All Markets (excluding Australia, Botswana, Kenya, Malaysia, South Africa, Sweden, Taiwan, Uganda and Zimbabwe)

| Product | Customer Pays Initial Fee | Direct Commission |
|---------------------|---------------------------|-------------------|
| DreamTrips Platinum | US\$379.99 | US\$50 |
| DreamTrips Gold | US\$222.99 | US\$20 |
| DreamTrips | US\$109.99 | US\$10 |

Australia, Sweden and Taiwan

| Product | Customer Pays Initial Fee | Direct Commission |
|---------------------|---------------------------|-------------------|
| DreamTrips Platinum | US\$379.99 | US\$50 |
| DreamTrips Gold | US\$222.99 | US\$20 |
| DreamTrips | US\$109.99 | US\$20 |

Botswana, Kenya, South Africa, Uganda and Zimbabwe

| Product | Customer Pays Initial Fee | Direct Commission |
|---------------------|---------------------------|-------------------|
| DreamTrips Platinum | US\$304.99 | US\$38 |
| DreamTrips Gold | US\$172.99 | US\$15 |

Malaysia

| Product | Customer Pays Initial Fee | Direct Commission |
|---------------------|---------------------------|-------------------|
| DreamTrips Platinum | US\$299.99 | US\$50 |

What is changing with downline Rep placement?

As of 28 July 2018, Reps will be able to make downline Rep placements on both sides of their binary organisation after they have personally achieved three Active customer sales. The second leg will open for Rep placement within 24 hours of the third qualifying sale.

What is changing with the Personal Sales Bonus?

As of 28 July 2018, every set of three new membership sales made within a rolling 28-day period will earn a bonus of up to US\$100. There's no limit on the number of Personal Sales Bonuses earned per month or per week.

Australia, Malaysia, New Zealand, Sweden and Taiwan are excluded from this change.

What is changing with the Lifestyle Bonus?

This bonus is now called the **Wings & Wheels Lifestyle Bonus** because you can use it to travel, get a car or do anything else you want to enhance your lifestyle. As of 1 August 2018, each bonus tier has a flat monthly payout and Lineage Sales Volume requirement:

| | Monthly Payout | Personal Sales Requirement | Lineage Sales Volume Requirement |
|---------------|----------------|----------------------------|----------------------------------|
| Tier 1 | US\$200 | 4 | 1,600 |
| Tier 2 | US\$500 | 5 | 4,000 |
| Tier 3 | US\$1,000 | 6 | 10,000 |

What are the new Rep ranks?

As of 28 July 2018, three new ranks are available in all markets:

- **1 Star Rep** – Achieve this rank with six personal customer sales or by having three Active customers from your left leg and three Active customers from your right leg.
- **2 Star Rep** – Achieve this rank with 12 personal customer sales or by having six Active customers from your left leg and six Active customers from your right leg.
- **3 Star Rep** – Achieve this rank by having 12 Active customers from your left leg and 12 Active customers from your right leg.

In addition, 2 Star Reps could be eligible for the Rising Star Bonus[†], and 3 Star Reps are eligible for the 12/12 Monthly Residual Commission[†].

[†]The Rising Star Bonus and 12/12 Monthly Residual Commission are not available in Malaysia or Taiwan.

What is the new Rising Star Bonus?

As of 28 July 2018, if a Rep achieves the rank of 2 Star Rep within their first eight weekly pay periods, they'll be eligible to earn a one-time US\$200 **Rising Star Bonus**. This bonus is retroactive so Reps who joined 2 June or later could already qualify!

The Rising Star Bonus is not available in Malaysia or Taiwan.

What is the new 12/12 Monthly Residual Commission?

As of 28 July 2018, Reps who achieve the rank of 3 Star Rep (with 12 Active customers from their left leg and 12 Active customers from their right leg) are eligible for Monthly Residual Commissions based on the monthly billing generated by their entire binary organisation. Reps accumulate Sales Credits based on the monthly fees each customer pays.

One “cycle” is generated for every three Sales Credits on the left side that match up with three Sales Credits on the right side of a Rep’s binary organisation. Each Monthly Bonus cycle pays up to US\$8 with a US\$150 monthly maximum.

Malaysia and Taiwan are excluded from this change.

What is the new Wings Bonus?

As of 21 July 2018, Reps who make four personal sales of any membership level in a rolling 28-day period are eligible to receive a Wings Bonus of 200-400 Rovia Bucks. The payout rates vary by type of membership sold:

| Product | Blended Payout per Membership | Payout for 4 Sales Within 28 Days |
|---------------------|-------------------------------|-----------------------------------|
| DreamTrips Platinum | 100 Rovia Bucks | 400 Rovia Bucks |
| DreamTrips Gold | 100 Rovia Bucks | 400 Rovia Bucks |
| DreamTrips | 50 Rovia Bucks | 200 Rovia Bucks |
| DreamTrips U | 50 Rovia Bucks | 200 Rovia Bucks |

A maximum of one Wings Bonus can be achieved per month, up to a total of 12 per year. Rovia Bucks will expire one year after they are awarded, and the bonuses may be redeemed or reimbursed for eligible travel individually as they are awarded or all at once if the Rovia Bucks are all still valid. [See Rovia Bucks Terms and Conditions](#) for full details.

Malaysia and Taiwan are excluded from this change.

Want to know more? See your market’s Detailed Compensation Plan document in your [back office](#) for full details.

