



WorldVentures™

**COMPENSATION PLAN
CANADA**

WorldVentures Canada Inc.

Revised April 13, 2019
Effective April 13, 2019 through July 19, 2019

TABLE OF CONTENTS

INTRODUCTION	4
COMMISSIONS & BONUSES	6
DIRECT COMMISSION	6
PERSONAL SALES BONUSES.....	6
TRAININGDOLLARS	6
WINGS BONUS	7
WINGS & WHEELS LIFESTYLE BONUS PROGRAM	7
WEEKLY TEAM BONUSES	8
TRAVEL DOLLARS.....	8
MONTHLY RESIDUAL COMMISSIONS	8
CUSTOMER-ONLY CREDIT AUTO-BALANCE	9
65% PAYOUT CAP RULE	9
DREAMCAR BONUS	9
DREAMHOME BONUS.....	9
PROMOTIONAL LEVELS	10
ACTIVE REPRESENTATIVE (AR)	10
QUALIFIED REPRESENTATIVE (Q)	10
1 STAR REPRESENTATIVE (1*)	11
2 STAR REPRESENTATIVE (2*)	11
*RISING STAR BONUS	11
3 STAR REPRESENTATIVE (3*).....	11
SENIOR REPRESENTATIVE (SR)	12
DIRECTOR(DIR).....	12
MARKETING DIRECTOR (MD).....	13
REGIONAL MARKETING DIRECTOR (RMD)	13
NATIONAL MARKETING DIRECTOR (NMD).....	14
INTERNATIONAL MARKETING DIRECTOR (IMD).....	14
DETAILS ON HOW YOU GET PAID	15
WEEKLY PAY PERIOD.....	15
MONTHLY PAY PERIOD	15
MAXIMUM PAYOUT BY RANK.....	16

APPENDIX	16
EXPIRATION OF SALES CREDITS - COUNTER RESETS.....	16
MONTHLY RANK GRACE PERIOD.....	16
TRAVELDOLLARS REDEMPTION POLICY	18
DREAMHOME BONUS POLICY	18
BONUS BUSINESS CENTER	18
SPECIAL PROGRAMS	19
GENERAL	19
CHARGEBACKS & REFUNDS.....	19
GLOSSARY OF TERMS.....	20

INTRODUCTION

WorldVentures is a community that encourages its Independent Representatives to share their passion for travel organically by introducing customers to the DreamTrips™ family of memberships, creating what we call “social commerce.”

Today, more and more travelers are choosing to plan vacations without the help of a travel agent. Instead, they turn to online booking tools to plan the perfect getaway. With a DreamTrips Membership, that process becomes much easier and streamlined as customers can find thousands of trips, complete with high-end accommodations and excursions, in one place. By way of curated group travel, our customers enjoy peak life experiences and are able to immerse themselves in a global community of like-minded individuals.

Our Representatives introduce the DreamTrips Membership to potential customers in a variety of ways, including face-to-face meetings, through social media, at Travel Parties, presentations and a host of other options. With so many ways to share the membership, we encourage Representatives to choose the social commerce method that best suits their lifestyles, personalities and goals.

THE DIFFERENCE BETWEEN REPRESENTATIVES AND CUSTOMERS

To understand the WorldVentures Compensation Plan, it is important to understand the distinction between Representatives and Customers. Representatives sell WorldVentures products to Customers. A Customer is an end consumer of our DreamTrips family of membership products. Representatives are compensated based strictly on the sale of WorldVentures' products to Customers (both their personal sales and the sales made by their Downline Representative Team). No commissions are paid for recruiting new Representatives and there is no compensation derived from a Representative's personal purchase.

BECOMING AN ACTIVE REPRESENTATIVE

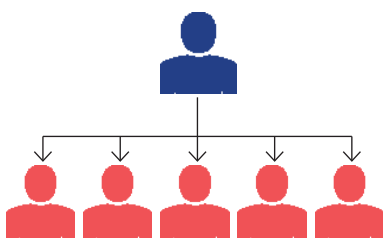
We are excited about your interest in joining the WorldVentures family! First things first – in order to start, you're going to need to get familiarized with our products, sales techniques, sales aids and back office support. To that end, we require all Representatives to purchase a Representative Business System (RBS) for a one-time initial fee and subsequent monthly fees. This is an online resource that includes a back-office sales system, personalized marketing website, an online training system and a variety of tools to help you build your business.

Please note: this is the only cost required to become a WorldVentures Representative. We do not require the purchase of any products or additional sales aids. The RBS is provided at cost to you and these fees are not commissionable.

Once your RBS is set up and you agree to the Representative Agreement, you will officially be an Active Rep! Congratulations! To be eligible for commissions and bonuses, you must be an Active Representative with a current Representative Agreement, and be in compliance with all terms of the Representative Agreement. Participation in the binary commissions, minimally, requires that you first achieve three personal Customer sales and some commissions and bonuses require you to achieve a certain “rank” before eligibility (discussed further in the Promotional Levels section starting on Page 10).

LINEAGE ORGANIZATION

The **Lineage Organization** is simple, as it is based on sponsoring Representatives and Customers. If you personally sponsor 7 Representatives or Customers, you will have 7 different lines of Lineage. Each of the lines is independent from the other. Your Lineage Organization only includes Representatives and Customers added through a direct line of sponsorship and is independent of the Binary Organization. This relationship is akin to a parent to child relationship in that they are of your personal sponsorship.

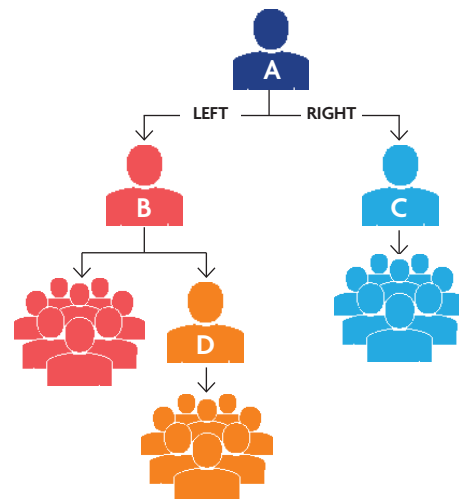


BINARY ORGANIZATION

The **Binary Organization** is built in twos and includes the Representatives in your organization (Customers do not have a place in the Binary Tree). Each Representative has a left side and a right side and may only be related to a single Representative on each side. Here's an example.

In the example, Representative A has one sponsored relationship on his left, Representative B, and one sponsored relationship on his right, Representative C. Representatives B and C have no relationship to each other, but like Representative "A," each have Binary Organizations under them.

If Representative A sponsors another Representative (Representative D), he/ she must place Representative D under B or C. Representative A (the Sponsor) chooses where Representative D goes. Representative D would spill over into B or C's organization. This is called "spillover." A Representative may have Representatives in his/her Binary Tree who are not in his/her Lineage because of spillover. These Representatives are a part of the Binary Organization, but they are not a part of his/her Lineage Organization.



Only once you have made three personal Customer sales will you be able to access the binary and make downline Representative placements on both sides of the Binary Organization. Your 2nd leg will be available for access approximately the day following your 3rd active personal Customer sale.

CUSTOMER SALES

As applicable, Customer Sales Credits are credited in the Binary Organization, starting with the Representative who personally generated the volume and moving upwards.

WorldVentures has created a "Products and Commissions Chart" which outlines current products, pricing, and Sales Credits or Sales Volume associated with the sale of each product. This chart is posted in the back-office and available on

www.worldventures.biz.

Please refer to this chart for details.



COMMISSIONS & BONUSES

DIRECT COMMISSION

You can earn a Direct Commission for the initial sale of certain products. Please see the Products and Commissions Chart in your back office for eligible product(s) and the Direct Commission amount. The Direct Commission is paid when you're the Enroller of a new Customer.

PERSONAL SALES BONUSES

The Personal Sales Bonus rewards you for generating sales volume from personally sponsoring groups of 3 new Customers of the DreamTrips family of membership products within a rolling 28 day period or less. If you, as the Sponsor, generate sales from more than one set of 3 new Customer memberships within the same rolling 28 day period, you can receive another bonus. Bonus payout rates vary by type of membership product sold, so please refer to the Products and Commissions Chart in your back office for the bonus configurations. New Customers count toward a Personal Sales Bonus for 28 days. Every time 3 new Customers purchase a membership, the Representative who sold the memberships as Sponsor will earn a bonus, including blended sets of any of 3 DreamTrips*, DreamTrips Gold, or DreamTrips Platinum Customers. There is no limit on the number of Personal Sales Bonuses that a Representative can generate.

* Residents of Canada may only purchase the DreamTrips Gold Membership and/or the DreamTrips Platinum Membership. Representatives resident in Canada may, subject to the policies on international sponsorship, promote the sale of other products listed above in markets where WorldVentures offers those products.

Note: Upgrades to a higher level from other membership levels do not count toward the Personal Sales Bonus.

Example: If a Representative sells memberships to 2 DTG Customers in one week and then 2 in the following week, he/she will earn 1 Personal Sales Bonus of US\$100. In the following week, if he/she makes 3 additional new DTG sales, he/she will earn 1 Personal Sales Bonus of US\$100. The one remaining sale which has not yet been counted toward a Personal Sales Bonus is carried over toward his/her next set of three for the next 28 days from the date of that sale.

YOU
SHOULD
BE
HERE!®

TRAININGDOLLARS

Similar to the Personal Sales Bonus, when you personally sell memberships to 3 new Customers as Sponsor within a rolling 28 day period or less you will also be awarded 50 TrainingDollars.

If you personally sell memberships to an additional 3 new Customers within that same rolling 28 day period, you will also be awarded an additional 50 TrainingDollars, up to a maximum of 100 TrainingDollars.

TrainingDollars can only be redeemed toward the price of an upcoming major WorldVentures training event, such as Momentum, United, Boot Camp, A View From the Edge, and Journey, as well as most Regional Training Events. Unused TrainingDollars expire 90 days after the date they are awarded.

FOUR FOR MORE

The Four for More Bonus rewards you for generating sales volume by enrolling and maintaining four Active DreamTrips Gold or DreamTrips Platinum Customers. When the Company successfully processes the initial Product fee(s) OR monthly Product fee(s) for four DreamTrips Gold Customers you enrolled, can earn a US\$55 bonus paid in the following month. You will continue to earn the US\$55 bonus for each month in which four Customers maintain their memberships and remain Active. The bonus will increase to US\$100 your four enrolled Customers are DreamTrips Platinum membership Customers. You can also qualify for the US\$100 bonus if your enrolled Customers represent a volume equivalent to four DreamTrips Platinum membership Customers.

WINGS BONUS

In addition to the Personal Sales Bonus and Travel Dollars opportunities, if you personally sell 4 new membership to Customers as Sponsor in a rolling 28 day period, you are eligible to receive 400* Rovia Bucks as a Wings Bonus.

*Sales of DTU or DreamTrips standard level of membership may result in lower payout.

A maximum of one Wings Bonus can be achieved once per month (a maximum total of 12 per year). Rovia Bucks can be used on a redemption basis to purchase qualifying airfare and hotel on dreamtrips.com. Rovia Bucks expire one year after grant. Terms and conditions apply, so please see dreamtrips.com for full details.

WINGS & WHEELS LIFESTYLE BONUS PROGRAM

The Wings & Wheels Lifestyle Bonus gives you the opportunity to earn a lifestyle-supporting bonus quickly. There are three tiers in the Wings & Wheels Lifestyle Bonus.

→ TIER 1

You can earn US\$200 per month by simply meeting personal Customer and Lineage Sales Volume requirements. If you personally sell DreamTrips membership products as Sponsor to 4 Active Customers of any of the DreamTrips memberships products and also generate at least 1600 in Lineage Sales Volume in one calendar month, you are eligible to earn the Tier 1 Lifestyle Bonus of US\$200 per month as long as the Active Customer and Lineage Sales Volume requirements are met each calendar month. The combined 1600 in Lineage Sales Volume can be any combination of new membership sales and monthly membership fees, as well as sales from the DreamTrips MarketPlace to Customers, produced by you and your Lineage Organization in a calendar month. No more than 400 in volume can be contributed by any one Lineage Organization towards the 1600 Lineage Sales Volume total.

→ TIER 2

You can earn US\$500 per month by simply meeting personal Customer and Lineage Sales Volume requirements. If you personally sell DreamTrips membership products as Sponsor to 5 Active Customers of any of the DreamTrips memberships products and also generate at least 4000 in Lineage Sales Volume in one calendar month, you are eligible to earn the Tier 2 Lifestyle Bonus of US\$500 per month as long as the Active Customer and Lineage Sales Volume requirements are met each calendar month. The combined 4000 in Lineage Sales Volume can be any combination of new membership sales and monthly membership fees, as well as sales from the DreamTrips MarketPlace to Customers, produced by you and your Lineage Organization in a calendar month. No more than 1,667 in volume can be contributed by any one Lineage Organization towards the 4000 Lineage Sales Volume total. If you achieve Tier 2 within your first 8 weekly pay periods, your monthly Tier 2 Lifestyle Bonus will be doubled within that eight (8) week period, up to a maximum of two times. If you earn the Tier 2 bonus you are not able to earn the Tier 1 bonus in the same calendar month.

→ TIER 3

If you personally sell DreamTrips membership products as Sponsor to 6 Active Customers and generate at least 10,000 in Lineage Sales Volume in a calendar month, you can earn US\$1000 per calendar month. The combined 10,000 in Lineage Sales Volume can be any combination of new membership sales and monthly membership fees, as well as sales from the DreamTrips MarketPlace to Customers, produced by you and your Lineage Organization in a calendar month. No more than 1,667 in volume can be contributed by any one Lineage Organization toward the Lineage Sales Volume total for purposes of qualifying for Tier 3. If you achieve Tier 3 within your first 8 weekly pay periods, your monthly Tier 3 Lifestyle Bonus will be doubled within that eight (8) week period, up to a maximum of two times. If you earn the Tier 3 bonus you are not able to earn the Tier 1 or 2 bonus in the same calendar month.

Eligibility

Only Qualified Representatives, 1, 2, and 3 Star Representatives, Senior Representatives, Directors and Marketing Directors are eligible to qualify for the Wings & Wheels Lifestyle Bonus. Once you achieve the rank of Regional Marketing Director and begin receiving the DreamCar Bonus, the Wings & Wheels Lifestyle Bonus will not apply.

Note: Spillover volume does not count toward qualifying volume.

You may only earn a bonus at one of the three respective Tiers per month.

Lineage Sales Volume for the Lifestyle Bonus expires at the end of each calendar month and may not be credited to any subsequent month.

WEEKLY TEAM BONUSES

Once you are Qualified with 4 personal Customer sales, you can earn Weekly Team Bonuses based on the initial product sales you generate as well as product sales generated by your entire Binary Organization. You accumulate Sales Credits based on the initial product purchase each Customer makes. Please refer to the Products and Commissions Chart in your back office for a breakdown of each product and the corresponding Sales Credits. Sales Credits accumulate throughout the pay period as new sales are generated and payment is confirmed. To be eligible for a Weekly Team Bonus, you must be at the Qualified rank or above.

Weekly Team Bonuses are paid when your Binary Tree completes a “cycle”. 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 your Binary Organization. Each Weekly Bonus cycle pays up to US\$100.

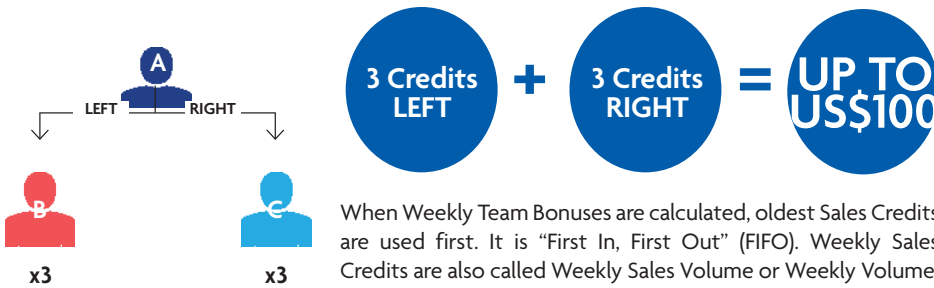
Only after you have achieved 3 personal Customer sales, will you be able to make downline Representative placements on both sides of the Binary Organization. Until that time, you will be ineligible for the binary Weekly Team Bonuses.

DOUBLE CYCLE BONUSES

If you earn 3 or more cycles in a single weekly pay period, up to the first 3 cycle bonuses paid out that week will be doubled.

Please note, however, at the rank of National Marketing Director and above you will no longer be eligible to receive double cycle bonuses.

**3 SALES CREDITS LEFT + 3 SALES CREDITS RIGHT
= 1 CYCLE = UP TO US\$100**



TRAVELDOLLARS

You are awarded 100 TravelDollars for every sixth weekly cycle you earn. This is in lieu of the US\$100 Cycle Bonus. TravelDollars may only be redeemed through the Company and are designed to reward our Representatives by covering some or all of the costs of their travel experiences.

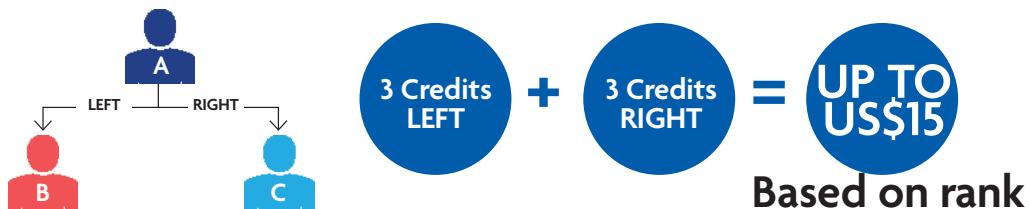
Representatives must be at the Qualified rank or above to be eligible to earn Weekly Bonuses, and thus TravelDollars.

TravelDollars are awarded concurrently with Weekly Bonuses as well.

MONTHLY RESIDUAL COMMISSIONS

When you achieve the 3 Star Representative rank or higher, you can also earn Monthly Residual Commissions based on the monthly billing generated by your personal Customers and by those of your entire Binary Organization. You accumulate monthly Sales Credits based on the monthly membership fees each Customer pays.

Much like the Weekly Team Bonuses, 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 your Binary Organization. Each monthly cycle pays up to US\$8 at the 3 Star rank and increases up to US\$10 at the Senior Representative rank and increases further to up to US\$15 when you achieve the rank of Director and above.



Please note that a Customer’s first monthly fees are charged at the time of purchase; however, the initial month’s fees do not generate Monthly Sales Credits in the Binary Tree toward Monthly Residual Bonuses. Instead, they are credited toward Weekly Bonuses.

CUSTOMER-ONLY CREDIT AUTO-BALANCE

For Weekly Team Bonuses and Monthly Residual Commissions, if you've generated Customer-only Sales Credits that do not yet complete a cycle, and once both legs of your Binary Organization are open, the system will automatically balance those Sales Credits and apply any available Sales Credits to the place in your Binary Tree which will enable you to cycle. This only applies to Sales Credits generated from sales to Customers who are not also Representatives, because Reps and any Sales Credits associated with product purchases from the Rep are in a fixed place in your Binary Tree. It's also important to understand that when a Customer-only Sales Credit is "assigned" to your left or right side, no changes are actually made to your Binary Organization. Only the Sales Credit is Auto-Balanced. The Customer still exists outside of the Binary Tree and will not have a Business Center. Note: DreamTrips Gold and Platinum Membership sales generate multiple sales credits based on monthly fees and all sales credits are assigned to a single side when auto-balanced and are not broken up.

For example, you're a Director and have ten Customer-only sales who are actively paying their monthly fee. This month your left team generates 120 monthly fee Sales Credits and your right team generates 110 monthly fee Sales Credits. Seeing that the right team is lower by ten credits, the computer will auto-balance and assign the monthly fee credits of the ten Customer-only sales to your right team. Thus, this would cause you to cycle 40 times for a monthly check of US\$600 (assuming US\$15 cycles).

65% PAYOUT CAP RULE

WorldVentures commits to paying up to 65% of revenue from all Sales Volume generated by our Representatives back to the field. To ensure the long-term viability of WorldVentures and to protect future opportunities for our Representatives, the Company must limit the amount of total commission payout to 65%. This is called the 65% Payout Cap.

Here is an example of how it works: If Weekly Sales Volume for a given week were US\$1,000,000 companywide, then WorldVentures would pay a maximum of US\$650,000 in commissions to our Representatives. If the weekly commissions process generated US\$700,000, or 70%, then all commission checks would be "shaved" an equal percentage to bring the total payout back to 65%.

This would cause a weekly cycle to pay out less than US\$100. The same is true of Monthly Residual Commissions. The 65% Payout Cap is necessary to ensure the long-term health and continued growth of WorldVentures and to provide long-term opportunity for our Representatives.

DREAMCAR BONUS

If you achieve the rank of Regional Marketing Director, you can earn US\$1,000 per month as a DreamCar Bonus. This bonus increases to US\$1,500 per month at the rank of International Marketing Director.

DREAMHOME BONUS

If you achieve the rank of International Marketing Director, you can earn a Dream-Home Bonus of up to US\$3,000 per month. Please see DreamHome Bonus policy in the Appendix for more details.

PROMOTIONAL LEVELS

As you work your way through your WorldVentures business, you can achieve different promotional levels or “ranks”. Different ranks are eligible for different bonuses and different payout maximums (subject to the 65% Payout Cap). At all ranks, Representatives who achieve a rank advancement will be recognized and paid at the new rank beginning in the month following the month in which the rank is first achieved.

ACTIVE REPRESENTATIVE (AR)

REQUIREMENT



ACTIVE RBS

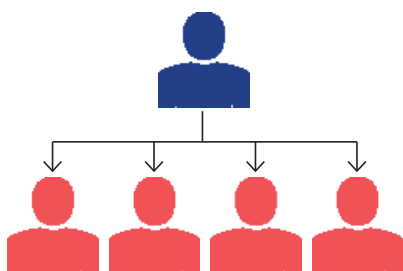
Until you become Qualified, Sales Volume will irrevocably expire after one month from the date and time of the sale.

COMMISSIONS & BONUSES

- DIRECT COMMISSION
- PERSONAL SALES BONUS

QUALIFIED REPRESENTATIVE (Q)

CUSTOMER REQUIREMENT



FOUR (4) PRODUCT SALES TO CUSTOMERS

Four personally sponsored Customers must remain Active in order for a Representative to remain at the Qualified rank.

COMMISSIONS & BONUSES

- DIRECT COMMISSION
- PERSONAL SALES BONUS
- WEEKLY BONUSES (US\$2,000 weekly maximum)
- TRAVELDOLLARS SUBJECT TO THE US\$2,000 MAXIMUM COMBINED VALUE OF CYCLE BONUSES AND TRAVELDOLLARS
- WINGS & WHEELS LIFESTYLE BONUS
- WINGS BONUS

1 STAR REPRESENTATIVE (1*)

CUSTOMER REQUIREMENT



**6 Personally Sponsored Product Sales
OR 3 SALES LEFT/3 SALES RIGHT**

Six personally sponsored Customers or 3 sales left/3 sales right must remain Active in order for a Representative to remain at the 1 Star rank.

COMMISSIONS & BONUSES

- RECOGNITION
- DIRECT COMMISSION
- PERSONAL SALES BONUS
- WEEKLY BONUSES (US\$2,000 weekly maximum)
- TRAVELDOLLARS SUBJECT TO THE US\$2,000 MAXIMUM COMBINED VALUE OF CYCLE BONUSES AND TRAVELDOLLARS
- WINGS & WHEELS LIFESTYLE BONUS
- WINGS BONUS

2 STAR REPRESENTATIVE (2*)

CUSTOMER REQUIREMENT



**12 Personally Sponsored Product Sales
OR 6 SALES LEFT/6 SALES RIGHT**

ADDITIONALLY, IF YOU QUALIFY FOR 2 STAR RANK WITHIN YOUR FIRST 8 WEEKLY PAY PERIODS, YOU WILL BE ELIGIBLE FOR A ONE TIME RISING STAR BONUS OF US\$200

12 personally sponsored Customers or 6 sales left/6 sales right must remain Active in order for a Representative to remain at the 2 Star rank.

COMMISSIONS & BONUSES

- RECOGNITION
- DIRECT COMMISSION
- PERSONAL SALES BONUS
- WEEKLY BONUSES (US\$2,000 weekly maximum)
- TRAVELDOLLARS SUBJECT TO THE US\$2,000 MAXIMUM COMBINED VALUE OF CYCLE BONUSES AND TRAVELDOLLARS
- WINGS & WHEELS LIFESTYLE BONUS
- WINGS BONUS

3 STAR REPRESENTATIVE (3*)

CUSTOMER REQUIREMENT



12 SALES LEFT/12 SALES RIGHT

12 sales to Customers left and 12 sales Customer right must remain Active in order for a Representative to remain at the 3 Star rank.

COMMISSIONS & BONUSES

- RECOGNITION
- DIRECT COMMISSION
- PERSONAL SALES BONUS
- WEEKLY BONUSES (US\$2,000 WEEKLY MAXIMUM)
- TRAVELDOLLARS SUBJECT TO THE US\$2,000 MAXIMUM COMBINED VALUE OF CYCLE BONUSES AND TRAVELDOLLARS
- MONTHLY RESIDUAL COMMISSIONS, US\$8/CYCLE, UP TO MAXIMUM OF US\$150/MONTH
- WINGS & WHEELS LIFESTYLE BONUS
- WINGS BONUS

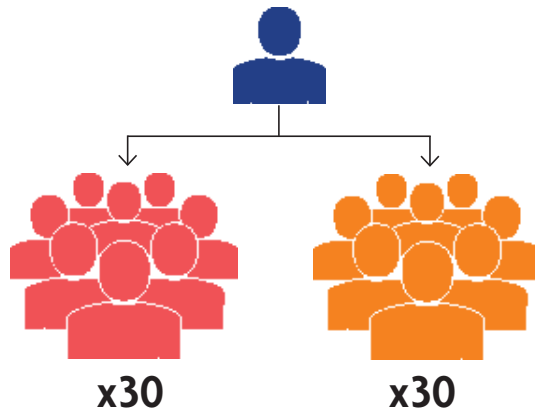
SENIOR REPRESENTATIVE (SR)

STATUS

CUSTOMER REQUIREMENT

COMMISSIONS & BONUSES

QUALIFIED REPRESENTATIVE (Q)



Thirty (30) Active Customers from the left Binary Team and Thirty (30) Active Customers from the right Binary Organization. This is also called being “30/30.”

- DIRECT COMMISSION
- PERSONAL SALES BONUS
- WEEKLY BONUSES (US\$2,000 weekly maximum)
- MONTHLY RESIDUAL COMMISSIONS, US\$10/CYCLE (US\$500 MONTHLY MAXIMUM)
- TRAVELDOLLARS SUBJECT TO THE US\$2,000 MAXIMUM COMBINED VALUE OF CYCLE BONUSES AND TRAVELDOLLARS
- WINGS & WHEELS LIFESTYLE BONUS
- WINGS BONUS

For purposes of rank qualification only, at the Senior Representative level and above, sales to Platinum DreamTrips Customers count as two Customers.

DIRECTOR (DIR)

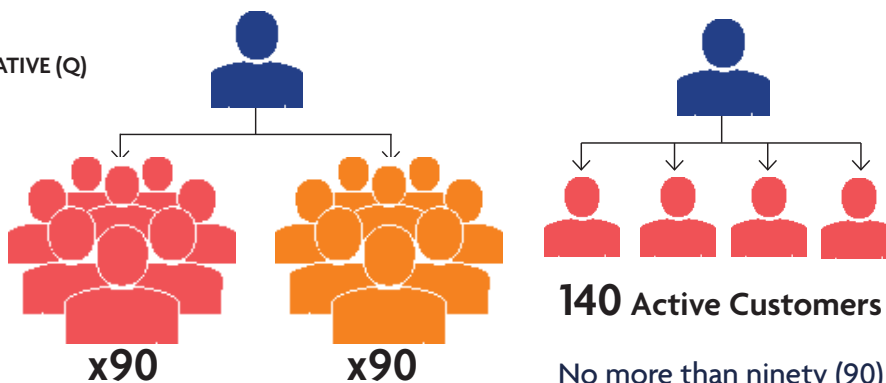
STATUS

CUSTOMER REQUIREMENT

LINEAGE REQUIREMENT

COMMISSIONS & BONUSES

QUALIFIED REPRESENTATIVE (Q)



Ninety (90) Active Customers from the left Binary Team and ninety (90) Active Customers from the right Binary Team.

140 Active Customers
No more than ninety (90) counted from any one line.

- DIRECT COMMISSION
- PERSONAL SALES BONUS
- WEEKLY BONUSES (US\$2,000 weekly maximum)
- MONTHLY RESIDUAL COMMISSIONS, US\$15/CYCLE (US\$2,000 MONTHLY MAXIMUM)
- TRAVELDOLLARS SUBJECT TO THE US\$2,000 MAXIMUM COMBINED VALUE OF CYCLE BONUSES AND TRAVELDOLLARS
- WINGS & WHEELS LIFESTYLE BONUS
- WINGS BONUS

MARKETING DIRECTOR (MD)

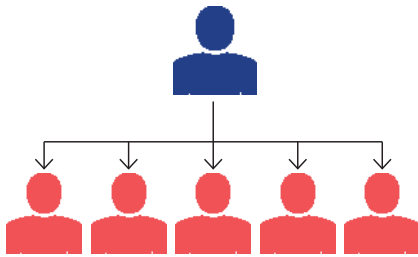
ATTAINED RANK

LINEAGE REQUIREMENT

EARNINGS REQUIREMENT

COMMISSIONS & BONUSES

DIRECTOR (DIR)



400 Active Customers

No more than Two hundred (200) counted from any one line.

US\$6,750 cumulatively in the preceding three calendar months
US\$2,250/month average.
(TravelDollars are included)

- DIRECT COMMISSION
- PERSONAL SALES BONUS
- WEEKLY BONUSES (US\$5,000 WEEKLY MAXIMUM)
- MONTHLY RESIDUAL COMMISSIONS, US\$15/ CYCLE (US\$5,000 MONTHLY MAXIMUM)
- TRAVELDOLLARS SUBJECT TO THE US\$5,000 MAXIMUM COMBINED VALUE OF CYCLE BONUSES AND TRAVELDOLLARS
- WINGS & WHEELS LIFESTYLE BONUS
- WINGS BONUS

To maintain the MD rank, you must continue to earn at least US\$6,750 in the preceding three calendar months.

REGIONAL MARKETING DIRECTOR (RMD)

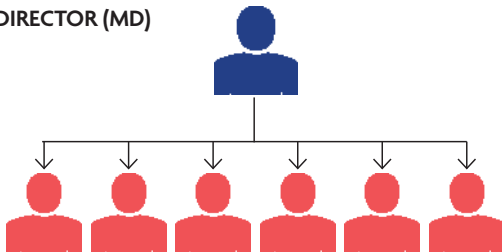
ATTAINED RANK

LINEAGE REQUIREMENT

EARNINGS REQUIREMENT

COMMISSIONS & BONUSES

MARKETING DIRECTOR (MD)



900 Active Customers

No more than Three hundred (300) counted from any one line.

US\$15,750 cumulatively in the preceding three calendar months
US\$5,250/month average.
(TravelDollars are included)

- DIRECT COMMISSION
- PERSONAL SALES BONUS
- WEEKLY BONUSES (US\$10,000 WEEKLY MAXIMUM)
- MONTHLY RESIDUAL COMMISSIONS, US\$15/ CYCLE (US\$10,000 MONTHLY MAXIMUM)
- TRAVELDOLLARS SUBJECT TO THE US\$10,000 MAXIMUM COMBINED VALUE OF CYCLE BONUSES AND TRAVELDOLLARS
- US\$1,000 DREAMCAR BONUS MONTHLY
- WINGS BONUS

To maintain the RMD rank, you must continue to earn at least US\$15,750 in the preceding three calendar months.

NATIONAL MARKETING DIRECTOR (NMD)

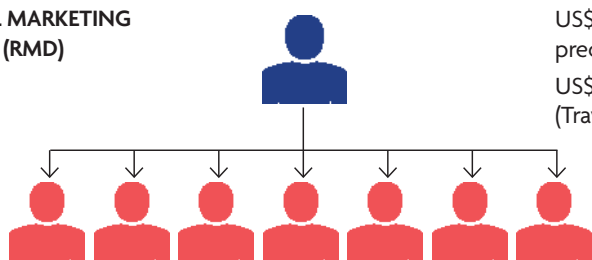
ATTAINED RANK

LINEAGE REQUIREMENT

EARNINGS REQUIREMENT

COMMISSIONS & BONUSES

REGIONAL MARKETING DIRECTOR (RMD)



1,800 Active Customers

No more than six hundred (600) counted from any one line.

US\$31,500 cumulatively in the preceding three calendar months
US\$10,500/month average.
(TravelDollars are included)

- DIRECT COMMISSION
- PERSONAL SALES BONUS
- WEEKLY BONUSES (US\$20,000 WEEKLY MAXIMUM)
- MONTHLY RESIDUAL COMMISSIONS, US\$15/ CYCLE (US\$20,000 MONTHLY MAXIMUM)
- TRAVELDOLLARS SUBJECT TO THE US\$20,000 MAXIMUM COMBINED VALUE OF CYCLE BONUSES AND TRAVELDOLLARS
- US\$1,000 DREAMCAR BONUS MONTHLY
- WINGS BONUS

To maintain the NMD rank, you must continue to earn at least US\$31,500 in the preceding three calendar months.

INTERNATIONAL MARKETING DIRECTOR (IMD)

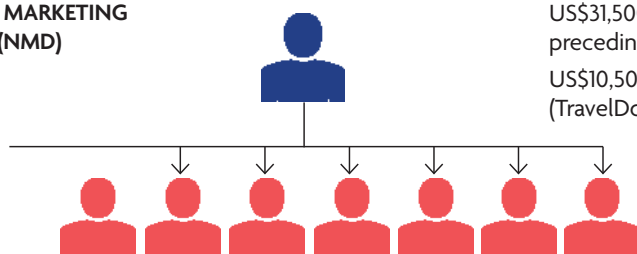
ATTAINED RANK

LINEAGE REQUIREMENT

EARNINGS REQUIREMENT

COMMISSIONS & BONUSES

NATIONAL MARKETING DIRECTOR (NMD)



3,000 Active Customers

No more than one thousand (1,000) counted from any one line.

US\$31,500 cumulatively in the preceding three calendar months
US\$10,500/month average.
(TravelDollars are included)

- DIRECT COMMISSION
- PERSONAL SALES BONUS
- WEEKLY BONUSES (US\$25,000 WEEKLY MAXIMUM)
- MONTHLY RESIDUAL COMMISSIONS, US\$15/ CYCLE (US\$50,000 MONTHLY MAXIMUM)
- TRAVELDOLLARS SUBJECT TO THE US\$25,000 MAXIMUM COMBINED VALUE OF CYCLE BONUSES AND TRAVELDOLLARS
- US\$1,500 DREAMCAR BONUS MONTHLY
- US\$3,000 DREAMHOME BONUS MONTHLY MAXIMUM
- WINGS BONUS

To maintain the NMD rank, you must continue to earn at least US\$31,500 in the preceding three calendar months.

DETAILS ON HOW YOU GET PAID

WEEKLY PAY Period

Weekly Bonuses are paid every Friday, with a one-week delay. The weekly pay period begins on Saturday at 12:00:01 AM Central Time (“CT”) and ends Friday at 11:59:59 PM CT (See Example Week below).

Example Week						
Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
						BEGINS
					ENDS	
					PAYDAY	

MONTHLY PAY Period

Monthly Residual Commissions are paid monthly, on the fifteenth day of the month following the end of the monthly pay period. The Monthly Residual Commission pay period begins on the first day of each month at 12:00:01 AM CT and ends on the last day of each month at 11:59:59 PM CT (See Example Month below).

Example Month						
Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
1 BEGINS	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30 ENDS	1	2	3	4	5
6	7	8	9	10	11	12
13	14	15 PAYDAY	16	17	18	19

Expiration of Sales Credits - Counter Resets

UNQUALIFIED REPRESENTATIVES

If you are not Qualified and you have been Active for more than 8 full weekly pay periods, all Sales Credits not yet used to generate cycles expire 4 full weekly pay periods and sales counters reset.

As long as you remain Qualified, your Weekly Sales Volume is valid for 26 full weekly cycles.

MONTHLY SALES VOLUME EXPIRATION

All Monthly Sales Volume that does not to create a cycle expires at the end of the month and does not carry over to the following monthly pay period.

RECURRING ORDER (ACTIVE) GRACE PERIOD EXPIRATION

After the first eight (8) FULL weekly pay periods, if you are a Qualified Representative or higher and become Inactive or fall out of rank qualification for any reason, you will have a four-week grace period to re-qualify for the last achieved rank. The grace period begins on the day after the last day you were qualified. If you do not re-qualify during the grace period, all Sales Credits will expire and counters will be reset.

You may have multiple billing grace periods in a calendar year. To return to Active status the account must be brought current before the next recurring order billing date. If, for example, your recurring order did not process on July 21, you would go into grace period. If it was corrected prior to August 21, you would become Active and would then continue to bill normally beginning on August 21. If not corrected prior to August 21, you would go on Inactive status and, at that time, new volume would no longer accrue (but previously accrued volume would remain in place). If the account is not brought current for the two missed months prior to the third recurring order date (in this example, September 21) and that payment also fails, all volume counters will be reset.

Monthly Rank Grace Period

If you reach the rank of Senior Representative and above, you are offered 2 Monthly Rank Grace Periods per year. This grace period may only be used twice per year and may not be used in 2 consecutive months. The Monthly Rank Grace Period is independent of the Recurring Order (Active) Grace Period.

As an example, if you are a Senior Representative at the beginning of July but fail to qualify as a Senior Representative when month-end rankings are calculated on August 1, you will still be paid your July monthly commissions as a Senior Representative, as well as all weekly commissions during the month of August as Senior Representative. However, if you do not regain the rank of Senior Representative by the end of August, you would not receive your August monthly commissions in September and you would no longer be eligible for another Monthly Rank Grace Period until you have regained the rank of Senior Representative.

Monthly Rank Grace Periods can only be initiated at the beginning of a calendar month. If you are not in a Monthly Rank Grace Period, and drop below the Sales Volume required for your rank during a weekly pay period, this will not trigger a Monthly Rank Grace Period and you would be compensated based on your actual rank at the time the weekly pay period runs.

MAXIMUM PAYOUT BY RANK

There is a maximum amount that you may earn each week and each month at each rank. You will not be paid more than the maximum amount, regardless of the number of cycles completed for the pay period. If the 65% rule comes into play in a given week, you will be able to use all completed cycles for that week up to the point where the maximum monthly commissions are met.

WEEKLY MAXIMUMS

RANK	MAXIMUM AMOUNT
Qualified (Q)	US\$2,000
Senior Representative (SR)	US\$2,000
Director (DIR)	US\$2,000
Marketing Director (MD)	US\$5,000
Regional Marketing Director (RMD)	US\$10,000
National Marketing Director (NMD)	US\$20,000
International Marketing Director (IMD)	US\$25,000

MONTHLY MAXIMUMS

RANK	MAXIMUM AMOUNT
3*	US\$150
SR	US\$500
DIR	US\$2,000
MD	US\$5,000
RMD	US\$10,000
NMD	US\$20,000
IMD	US\$50,000

Example: Mary is a Director. She has 333 Sales Credits on her left and 600 Sales Credits on her right in Monthly Sales Volume on the last day of the month at 11:59:59 PM. When the bonus process runs, 111 cycles are calculated ($333 \div 3 = 111$). Since she is a Director, she is limited to US\$2,000 per month (in this case 133 cycles), so her Monthly Residual Commission this month is up to US\$2,000, subject to the 65% Payout Rule.



APPENDIX

TravelDollars Redemption Policy

You can find the TravelDollars Redemption Policy in your back-office at support tools.

ROVIA BUCKS

You can find the full Rovia Bucks Terms and Conditions, including reimbursement policy details at dreamtrips.com.

Dreamhome Bonus Policy

Representatives who achieve the International Marketing Director level are eligible for a DreamHome Bonus of up to US\$3,000 per month.

You must have achieved the rank of International Marketing Director (IMD) at 11:59:59 PM (Midnight) Central Time on the last day of the monthly pay period to be qualified to earn the DreamHome Bonus for the following month. You are not eligible for DreamHome Bonuses for the month in which you first achieve IMD status but only in the following month. You must also submit either a copy of the home financing agreement or payment receipt by the fifteenth day of the month following the month in which you first achieve IMD.

The DreamHome Bonus pays up to US\$3,000 per month. WorldVentures will issue the bonus in the amount of the actual home payment, up to but not exceeding the monthly maximum

(e.g., Representative with a US\$2,500 home payment would only receive a bonus of US\$2,500). DreamHome Bonuses are disbursed monthly, on the fifteenth day of the month following the end of the monthly pay period.

Payments by WorldVentures will be maintained as long as Representative maintains IMD status.

DreamHome Bonus Requirements

- Can be a new home or Representative's existing home
- Can be an apartment, condominium, or house
- Can be leased or purchased
- Must fully document that residence belongs to the Representative.

Bonus Business Center

If you generate at least US\$25,000 in income during a single calendar month from a single Business Center, you are eligible to receive a bonus in the form of the one-time creation and placement of a new Business Center directly above the existing Business Center that generated the qualifying volume. You must request a Bonus Business Center within 30 days of earning the income.

The original Business Center will be directly sponsored by the new Business Center, thus creating its first line of Lineage.

The new Business Center must maintain the same ownership as the original Business Center and may not be sold or transferred except as set out in the WorldVentures Policies and Procedures.

The original Business Center is only eligible to generate a Bonus Business Center once. The new Business Center will also be eligible to generate a Bonus Business Center upon generating at least US\$25,000 in income during a single calendar month.

GRANDFATHERING OF WAIVED MONTHLY FEES

Representatives who were Active on or before February 3, 2017 have the opportunity to earn waived monthly RBS fees as long as they remain in Active or grace status. When the Company successfully processes the initial product fee(s) OR monthly product fee(s) for 4 Customers, your monthly RBS fees for the following month will be waived as long as you are Qualified. So, if you generate fees from 4 Customers (or a combination of new Customers and monthly product fee(s) from existing Customers) in July, your August fee(s) would be waived.

A grandfathered Representative's Business Center which goes into inactive status or is cancelled at any point will become ineligible for waived monthly fees if the Business Center is later Reactivated.

However, new Representatives who join on or after February 4, 2017 will not be eligible for waived monthly RBS fees.

GRANDFATHERING OF BINARY PARTICIPATION

Representatives who were Active on or before February 3, 2017 who already have Representatives placed on both sides of their Binary Organization will continue to be able to place Representatives on both sides of their Binary Organization even if the requirement for three personal Customer sales has not been met.

Special programs

From time to time, WorldVentures introduces special programs, which may include discretionary or discounted products and pricing and compensation structures.

General

Participation in the WorldVentures Compensation Plan is subject to compliance with the terms and conditions of the WorldVentures Independent Representative Application and Agreement and the WorldVentures Policies and Procedures. The Compensation Plan” is incorporated into the Representative Agreement. In the event of a conflict between the WorldVentures Compensation Plan and any other provision of the Representative Agreement, the terms of the Compensation Plan shall take precedence.

Chargebacks & Refunds

WorldVentures reserves the right to recover Sales Volume and Sales Credits credited or commissions paid any time a commissionable purchase of any kind is refunded to a Customer.

Effective Period

This Compensation Plan is effective from April 13, 2019 unless further extended or amended by WorldVentures Canada Inc.

GLOSSARY OF TERMS

Active Representative – A Representative who has paid the initial RBS fee and monthly RBS fee, and is eligible to accumulate Sales Volume and Sales Credits towards earning bonuses and commissions.

Active Customer – A Customer who has an Active and paid-up DreamTrips membership product for the calendar month.

Binary Organization – The group of Representative Business Centers placed in the Binary Tree by any individual Representative in direct or indirect relation to his/her Representative Business Center.

Binary Parent – The Representative Business Center position directly above you in the Binary Organization.

Binary Tree – The structure that is formed by the placement of Business Centers that make up the Binary Organization.

Business Center – A node or “position” in the WorldVentures Binary Tree, created by the enrollment of a Representative which tracks the sales generated by the Representative and the Representative’s Binary Organization.

Company – WorldVentures Canada Inc.

Customer – A person who purchases WorldVentures membership products for personal use. A Customer may also be a WorldVentures Representative who purchases WorldVentures membership products for personal use. A customer of the DreamTrips Marketplace is considered a “Customer” only for purposes of calculating Lineage Sales Volume for the Wings & Wheels Lifestyle Bonus.

Downline – Each of the Customers and Representatives enrolled immediately underneath a Representative and his/her respective Lineage Organization represents one “leg” in the Representative’s Lineage Organization. In the Binary Organization, each Business Center has two legs—one on the left and one on the right.

Enroller – A Representative who enrolls another Representative into the business opportunity or enrolls a new Customer. The Enroller is typically also the Sponsor of the new Representative.

Inactive – Term used to describe a Representative or Customer who is not Active.

Lineage or Lineage Organization – The legs in the Representative marketing structure that were initially started by the Representative sponsoring a personal Representative or Customer, and then extended by recruiting Representatives and Customers personally and that process duplicating. A Representative’s Lineage or Lineage Organization is like the sponsorship family tree. It comes from those whom the Representative personally introduced and whom they personally introduced, etc. Spillover will not add to Lineage.

Personal Customer – A Customer to whom the Representative personally makes a sale of one or more of WorldVentures membership products.

Rank – The promotional level that a Representative has achieved pursuant to the WorldVentures Compensation Plan.

Representative Agreement – The contract between the Company and each Representative which consists of the Independent Representative Application and Agreement, the WorldVentures Policies and Procedures, the WorldVentures Compensation Plan, and the Business Entity Registration Form (where appropriate), all in their current form and as amended by WorldVentures at its sole discretion and accepted by the Representative. These documents are collectively referred to as the “Representative Agreement.”

Representative Business System (RBS) – An online tool that includes a personalized website and back office system, as well as online training and access to essential sales and marketing tools to help Representatives build their WorldVentures business.

Sales Credit – A point value given to each product.

Sales Volume – The commissionable value of WorldVentures products generated by a Representative or his/ her Binary and Lineage Organization. Sales Volume does not include the Representative’s Business System or sales aids.

Sponsor – The Representative to whom front-line Lineage is credited when a new Representative or Customer is enrolled into the Company, and to whom Sales Credits and Sales Volume are attributed from Customer sales within the Representative’s Binary and Lineage Organization.

WorldVentures calculates all monies due and processes all payments in US dollars (US\$). Any payment made using a credit card or debit card issued outside of the United States may be subject to exchange rate fluctuations and fees that are determined by the card issuer and over which WorldVentures has no control.



WORLDVENTURES™

WorldVentures Canada Inc., c/o
5100 Tennyson Parkway, Plano, TX 75024