

Encoura's Compensation Bonus Chart

Agent Titles	Agent	Agent II	Team Builder	Team Builder II	Team Builder III	Team Leader	Ruby Team Leader	Sapphire Team Leader	Emerald Team Leader	Diamond Team Leader
MONTHLY QUALIFICATIONS										
Personal PV	20	20	20	50	50	50	100	100	100	100
Active Non Agent Customers		1	2	3	4	5	5	5	5	5
Active 1 st level Agents		1	2	3	4	5	5	5	5	5
10 Level Group PV		50	100	200	500	1000	3,000	10,000	25,000	50,000
BONUSES										
1st Level ADVANTAGE CUSTOMER BONUSES 35%										
1st Level Team Bonus	5%	5%	5%	5%	5%	5%	5%	5%	5%	5%
2nd Level Team Bonus		10%	10%	10%	10%	10%	10%	10%	10%	10%
3rd Level Team Bonus			5%	5%	5%	5%	5%	5%	5%	5%
4th Level Team Bonus				10%	10%	10%	10%	10%	10%	10%
5th Level Team Bonus					5%	5%	5%	5%	5%	5%
6th Level Team Bonus						.25%	.5%	1%	1.5%	2%
7th Level Team Bonus						.25%	.5%	1%	1.5%	2%
8th Level Team Bonus						.25%	.5%	1%	1.5%	2%
9th Level Team Bonus						.25%	.5%	1%	1.5%	2%
10th Level Team Bonus						.25%	.5%	1%	1.5%	2%

** No more than 40% of your 10 level points can come from any one leg for title qualification purposes. For example, at Team Leader you need 1,000 points with no more than 400 coming from any one Agent leg.

Active: Active means the Agent or Customer has placed an order within the past 90 days.

AGENT: Is a person or persons that has an accepted Agent agreement on file with Encoura and has qualified for a bonus in Encoura's compensation plan.

Commission Volume (or "CV"): Every commissionable Encoura product or service has a commission value attached to it. These points are called "CV." The CV accumulated by an Agent's Marketing Team and personal efforts are used in the determination of the **amount of** an Agent's bonuses and commissions.

Personal PV: The Point Volume from your personal purchases and your sponsored Advantage Customers together make up your personal volume.

Point Volume (or "PV"): Every commissionable Encoura product or service has a point value attached to it. These points are called "PV." The points accumulated by an Agent's Marketing Team and personal efforts are used in the determination of the Agent's **qualification for** bonuses and commissions.

Team: An Agent's "Team" consists of customers, personally sponsored Agents, and all other Agents and customers in the Legs of your personally sponsored Agents.