

CARE BEYOND

Compensation Plan Summary Chart - Updated November 6th, 2018

Ranks and Qualifications

	Care Customer (CC)	Care Associate (CA)	Care Builder (CB)	Care Leader (CL)	Care Manager (CM)	Care Director (CD)	Executive Care Director (ECD)	Senior Care Executive (SCE)	National Care Executive (NCE)
Pro Care Associate (PCA)		Select "Pro Upgrade Option" to Become a Pro Care Associate. Active PCAs with a Monthly Subscription to the Advanced S.P.E.E.D. Marketing System can Become Eligible to Earn "Pro Sampler Bonuses" and "Pro Pool Bonuses" in Addition to All Other Bonuses.							
To initially Qualify for Rank	Free Enrollment + Care Customer Agreement	Free Enrollment + Care Associate Agreement	500 Personal QV + 1 Direct Active Care Associate -OR- 3 Direct Active Care Associate	3 Qualified Legs, 1 of which has a Care Builder + 3,000 Group QV in 1 Month	4 Qualified Legs, 2 of which have Care Leaders + 8,000 Group QV in 1 Month	5 Qualified Legs, 2 of which have Care Managers + 20,000 Group QV in 1 Month	Remain Qualified as Care Director + 1 CD Leg + 50,000 Group QV in 1 Month (40% Rule)	Remain Qualified as ECD + 2 ECD Legs + 125,000 Group QV in 1 Month (40% Rule)	Remain Qualified as SCE + 2 SCE Legs + 250,000 Group QV in 1 Month (40% Rule)
To Maintain Rank Each Month	Maintain Your Membership	Just Remain Active	3 Qualified Legs Or 1,000 Monthly Group QV	2,000 Monthly Group QV	5,000 Monthly Group QV (60% Rule)	12,000 Monthly Group QV (60% Rule)	30,000 Monthly Group QV (40% Rule)	75,000 Monthly Group QV (40% Rule)	125,000 Monthly Group QV (40% Rule)
To Be ACTIVE Each Month	Any PBV each Month	At Care Builder Rank or Lower, 50 PBV Monthly Auto-ship; or 75 PBV Monthly by Retail Sales		Once at Care Leader Rank or Higher: 100 PBV Monthly Auto-ship; or 150 PBV Monthly Retail Sales					

Commissions and Bonuses Part 1

	Care Customer (CC)	Care Associate (CA)	Care Builder (CB)	Care Leader (CL)	Care Manager (CM)	Care Director (CD)	Executive Care Director (ECD)	Senior Care Executive (SCE)	National Care Executive (NCE)
WEEKLY COMMISSIONS AND BONUSES									
Retail Discount	10% with Auto-ship	Get 20% Discount on Your Personal Purchases with Active Auto-ship (10% Discount Without a Personal Auto-ship)							
Retail Commissions		As a Care Associate You Earn up to 20% Retail Commission on Purchases by Directly Enrolled Retail or Care Customers. Based on the Difference Between the Retail or Care Customer Rate Paid, and the Care Associate Pricing that You Last Qualified for.							
First Order Bonus		As a Care Associate You Earn a 15% Bonus on "First Orders" by Your Directly Enrolled Care Customers or Associates. This Includes ALL Orders that are Completed Within 30 Days of Your Enrollee's Initial Order, EXCLUDING Auto-ship Orders.							
Fast Start Promotion	-	When You Have an Active Monthly Auto-ship, You Can Earn an Extra 10% Bonus on the "1st Orders" of Your First 3 Care Customers or Associates. Enrollees Must Be on Auto-ship to be Eligible, and Enrollments and Orders Must Be Complete Within Your First 30 Days of Becoming Active. Not Applicable for Less or More than 3.							
Sampler Bonus		As a Care Associate You Earn Extra 5% on ALL Product Purchases by Care Customers or Associates You Fulfill a Sample Request For <i>If you have Sample Credits, you can fulfill Sample Requests made directly through your website. If you don't have any Sample Credits, the Sample Request will pass to the first Active Pro Care Associate in your upline. Bonuses are based on Wholesale Price (WP)</i>							
Pro Sampler Bonus		As a Pro Care Associates, You Earn an Extra 10% on All Product Purchases by Care Customers or Associates that You Directly Fulfill a Sample Request For, Whether the Sample is Requested Through Your Own Website, or the Website of Someone Else in Your Downline. <i>If you have Sample Credits, you can fulfill sample requests made through your own website, or the websites of others in your downline that either don't have Sample Credits, or otherwise do not approve a Sample Request within 48 hours. Bonuses based on Wholesale Price (WP)</i>							
MONTHLY BONUSES									
Pro Pool Bonuses	-	3% of the Total Company Bonus Volume Each Month is Split Among Pro Care Associates Based on the Number of Samples Distributed <i>As an Active Pro Care Associate, You Receive 1 Share in the Pro Pool for Each Sample that You Fulfill Through the Sampling Program During Each Monthly Pay Period.</i>							
Enroller Check Match Bonus	--	--	5%	5%	5%	10%	10%	15%	15%
		Once You Achieve the Care Builder Rank or Higher, You Earn Matching Bonuses on the Total Weekly and Monthly Bonuses Earned by Each of Your Direct Enrollees. The Match Amount Increases as You Advance in Rank. (See Notes for Exemptions)							
Enroller Bonuses	E1	--	6% BV	6% BV	6% BV	6% BV	6% BV	6% BV	6% BV
		As a Care Associate, You Earn 6% of the Bonus Volume Created by Each of Your Directly Enrolled Care Customers and Associates. This is in ADDITION to Any Tier Bonuses Earned on the Same Sales. (See also notes on "Holding Tank")							

Commissions and Bonuses Part 2

		Care Customer (CC)	Care Associate (CA)	Care Builder (CB)	Care Leader (CL)	Care Manager (CM)	Care Director (CD)	Executive Care Director (ECD)	Senior Care Executive (SCE)	National Care Executive (NCE)
Tier Bonuses	L1	--	4% BV	4% BV	4% BV	4% BV	4% BV	4% BV	4% BV	4% BV
	L2	--	4% BV	4% BV	4% BV	4% BV	4% BV	4% BV	4% BV	4% BV
	L3			4% BV	4% BV	4% BV	4% BV	4% BV	4% BV	4% BV
	L4				4% BV	4% BV	4% BV	4% BV	4% BV	4% BV
	L5					4% BV	4% BV	4% BV	4% BV	4% BV
	L6						4% BV	4% BV	4% BV	4% BV
Personal Group Bonus								2% GBV	2% GBV	2% GBV
								<i>As an ECD or Higher, You Earn Added 2% BV Through Your Downline to Next ECD or higher</i>		
Generation Bonuses	G1							2% GBV	3% GBV	4% GBV
	G2								3% GBV	4% GBV
	G3									4% GBV
								<i>Generation Bonuses Pay Through Entire Generations. Each "Generation" Starts with an ECD or Higher in Your Downline, and Ends with the Next ECD or Higher in Their Downline.</i>		

Compensation Plan Definitions and Notes

BV	Bonus Volume: A value attached to each product order at which most Monthly bonuses are calculated. On items that are not "First Orders", BV is typically 80% of the Wholesale Price. On First Order items, BV is reduced to allow for greater Weekly bonuses. BV is used for calculating bonuses, not for rank qualification. (See QV)
PBV	Personal Bonus Volume: The BV of products ordered by a Care Associate or Care Customer - or by a Retail Customer ordering through the respective Care Associate or Care Customer's replicated website - constitutes the Personal Bonus Volume (PBV) of that Care Associate or Care Customer.
GBV	Group Bonus Volume: The BV of all sales occurring within a "Generation" - consisting of the PBV of the Executive Care Director or higher that forms the beginning of a Generation and the BV of every Care Associate or Customer downline to the next Executive Care Director or higher, forms the GBV applicable to that Generation - .
QV	Qualification Volume: The designated Wholesale Price (before any discounts) of each product sold is generally equal to the Qualification Volume (QV) of that product. Each product or package has a QV assigned to it. Qualification Volume is used primarily for rank qualification purposes, not for calculating bonuses.
PQV	Personal Qualification Volume: The QV of products ordered by a Care Associate or Care Customer - or by a directly enrolled Retail Customer - constitutes the Personal Qualification Volume (PQV) of that Care Associate or Care Customer. NOTE: Not the same as PBV
Group QV	Group Qualifying Volume: The total QV created by a Care Associate's downline during a given pay period, subject to the 40 or 60% rule where applicable. GQV is reckoned in the "Placement Tree", not the "Enrollment Tree".
"Active" Care Associate	At the Care Associate and Care Builder ranks, you are Active when you have a personal Auto-ship of at least 50 BV each month . Alternatively, you will be Active for each month that you do at least 75 BV a month in retail sales, or personal purchases that are not on Auto-ship A Care Associate at Care Leader or higher is "Active" each month if they have 100 PBV with Auto-ship, and 150 PBV without Auto-ship
"Active" Pro Care Associate	A Pro Care Associate is "Active" if they have a current subscription advanced S.P.E.E.D. marketing system, and they have at least 5 available Sample Credits. This is in addition to the Active requirements for a regular Care Associate at their proportionate rank.
Weekly Period	The Weekly Pay Period begins and ends every Saturday at Midnight Pacific Time. Commissions are paid on the first business day, one week in arrears.
Monthly Period	The Monthly Pay Period begins and ends at Midnight Pacific Time on the last day of the month. Commissions are paid on or before the 15 th of the following month.
Enroller Check Match Exclusions	Enroller Check Match amount EXCLUDES Retail Commissions, Sampler Bonuses, Pro Sampler Bonuses, Pro Pool Bonuses and Check Match Bonuses earned by enrollee. It INCLUDES Fast Start and All Other Bonuses.
Tier Bonus Compression	Full Compression applies to all Tier Bonuses. This means that, if a particular Care Customer or Associate does not generate any PBV in a given pay period, the system will "compress" the Tiers until it finds the next CA or CC that did generate PBV that period to fill the relative position in the Tier.
Holding Tank	A Care Associate may move any directly enrolled Care Customer or Care Associate, within 30 days of enrollment, to another position in their downline Tiers. However, enrollment of the person being moved will remain with the original Enroller.
40% Rule	For purposes or rank qualification at certain ranks, no more than 40% of the required TGBV may be counted from any one Leg of a business center.
60% Rule	For purposes or rank qualification at certain ranks, no more than 60% of the required TGBV may be counted from any one Leg of a business center.
Non-Advocate Sales Requirement	To continue receiving downline commissions and bonuses, each Care Associate must have at least two (2) Customers that are not Care Associates by the close of their third (3 rd) full calendar month after initially activating, and at least five (5) such Customers by the close of their sixth (6 th) full calendar month.