



Rep Opportunity Compensation Plan

Being a part of our Rep Opportunity is amazing! We offer many incredible products with a compensation plan that is spectacularly simple! Plus, it's extremely flexible for individuals whether they want to focus on a specific product or dive into more. Let's face it. Today, you need a real opportunity to take control of your finances. So, go ahead. Pick your passion, and we'll show you a program flexible enough for part-time, full-time or any-time!

Getting started as an Associate!

Everyone has to start somewhere. And in our marketing business, one does so by enrolling to become an Associate. This gives you the option to sell products and enroll other Associates to do the same.

Two Product Types, endless possibilities:

There are two different types of products—retail products and packages of retail products. Associates earn commission for selling retail products. Packages however are the only ones that generate team compensation, which we'll talk about later. First, let's focus on Retail Commission. Associates earn 40% commission based on a product's Business Volume.

The Key to our Comp—Business Volume

Every time a product is purchased it generates what we call Business Volume (BV). You can think of this as our currency in YTB. Each product has a predetermined BV, and our sales people earn a percentage of BV for each sale. For example, a 3-pack of Ganovia Coffee has 30 BV. The Associate earns 40%, or \$12. Now, there are two kinds of Business Volume, Personal and Team. This simply refers to who sold the product and how compensation is paid. (We'll discuss Team Volume in a later section!)

Personal Volume:

Every time you make a product sale, you're closer to unlocking additional levels of the compensation plan. Plus, when you elect to build a team, you can earn even more. However, to do that you also have to maintain a certain amount of Personal Volume, or Personal BV. Personal BV can be earned through Retail Product and Package sales to individuals who are not also Associates or Reps, and personal purchases count as well.

Associates can also sell bulk orders to earn Personal Volume, which helps them achieve a higher level in our compensation plan. (Remember, the higher levels pay more money!) Bulk purchases do not pay retail commission.

Team Compensation:

Earning 40% on retail sales is pretty great. But, that's only the beginning of our compensation plan. In fact, the first goal of every Associate is to start earning Team Compensation by qualifying for the Rep and Senior Rep positions. And, Team Compensation is exactly what it sounds like. Reps earn additional compensation on their team's successful sales efforts. (In other words, Reps earn more money!) And, advancing is easy!



Advancing to Rep and Senior Rep:

For an Associate to become a Rep, they simply need 150 Personal BV within one 30-day period. Easy! However, you should know that a Senior Rep earns twice as much in commissions. Therefore, everyone's goal should really be to become a Senior Rep.

There are two ways to qualify for Senior Rep. The first has no time limits and requires 600 Personal BV with at least 50 Personal BV per month until 600 Personal BV is achieved. If during a 30-day period there is not at least 50 Personal BV, the accumulated BV does not carry forward and they will have to start over toward their 600 Personal BV for Senior Rep.

There is a quicker way to become a Senior Rep. Achieving 375 Personal BV within their first 30 days of enrollment in YTB qualifies one for Senior Rep as well. Remember, Personal BV is earned through personal purchases or purchases made by individuals who are not also Associates or Reps.

Reps earn 5% of the BV on packaged products and Senior Reps earn 10%. For example, a Senior Rep sells a 20-pack of coffee with 200 BV. Their commission is \$20, or 10% of BV. Plus, Reps and Senior Reps will continue to make 40% commission on the BV of all retail products sold.

The great news? Once an individual earns the title of Rep or Senior Rep, they'll always have it! And, that's true for your next level, too—Starting your PowerTeam!

Before we take a look at PowerTeam Compensation, we need to define what a Qualified Rep is, and it's really quite simple. A Qualified Rep is a Rep or Senior Rep who has at least 50 Personal BV every month. Remember, a Rep who has chosen to purchase the YTB Travel Program will have 50 Personal BV every month they pay the \$50 monthly fee. This Personal BV requirement can also be achieved with any combination of retail sales including Ganovia Coffee or the YTB Travel Program sold to non-Rep customers. In other words, you never have to make a purchase to move all the way to the top of our compensation plan.

The PowerTeam

Earning commission on your team's successful sales efforts is a beautiful thing. But, earning Bonuses is even sweeter, and that takes place in the PowerTeam! To qualify and become a PowerTeam Leader, a Qualified Senior Rep simply needs to achieve 1,200 BV and have at least three personally enrolled Qualified Reps. (When you are a Qualified Rep with three personally sponsored Qualified Reps, that also means you're qualified to override! A must for earning PowerTeam Commission, Bonuses and the 50% Match!)

PowerTeam Leader Earnings

As long as they remain qualified to override, PowerTeam Leaders earn 10% of the BV for every retail package sold within their PowerTeam. This includes all their personal sales as well as any sales made by their PowerTeam Reps who have not become PowerTeam Leaders. For example, if you personally sell a Travel Program worth 200 BV, you earn \$20 in Senior Rep compensation plus \$20 for being a PowerTeam Leader, or \$40. When one of your PowerTeam Reps sells the same package, you earn \$20 and they earn \$20 (10% each).

PowerTeam Bonuses

As PowerTeam Leaders continue to build their team and earn team compensation, there are also bonuses they can go after! Every time a PowerTeam Rep sells a package, that generates Team Volume for their PowerTeam. Every 2,400 in Team BV generates a \$1,000 Bonus for the PowerTeam Leader!¹

The \$10,000 Bonus

While \$1,000 Bonuses are based on Team Volume, we also offer a Bonus based on how many Qualified Reps are in one's PowerTeam. Remember, a Qualified Rep is a Rep or Senior Rep who has at least 50 Personal BV during the month. For every 100 Qualified Reps, PowerTeam Leaders earn a \$10,000 Bonus!¹



Additional Compensation:

The 50% Match

As long as a Rep is qualified to override, they will earn a 50% match on the commissions earned by all of their personally sponsored Reps and Associates when they sell packaged products. For example, if one of your personally sponsored Reps earns a \$20 commission for selling a Travel Program, you earn \$10! (Please note: There will not be a match paid on any Bonuses, Associate Direct Sale Compensation, or the 50% Match.)

Qualified to Override (QTO)

Being qualified to override is essential to earning PowerTeam Commission, Bonuses and the 50% Match. And, Reps and Senior Reps are considered QTO when they are a Qualified Rep with three personally sponsored Qualified Reps.

PowerTeam Generations

A PowerTeam Generation will start when one of your PowerTeam Reps starts their own PowerTeam. Their PowerTeam is considered 1st Generation to you. When a 1st Generation Rep starts their PowerTeam, that PowerTeam is 2nd Generation to you. This continues for six generations. Commissions on PowerTeam Generations are as follows:

1st Generation: 6%

2nd Generation: 4%

3rd Generation: 2%

4th, 5th and 6th Generations: 1%

Residual Commission

Reps and Senior Reps also earn residual income on the sale of retail products, bulk orders and recurring monthly charges associated with the Travel Program. Residual commission is as follows:

PowerTeam Leader: 4%

1st, 2nd and 3rd Generations: 4%

4th, 5th, and 6th Generations: 2%

Go Full-Time with our Sales Director Program

We know what you're thinking. This is the perfect opportunity to make additional income. The great news... We're just getting started. If you're a real go-getter, interested in building a large organization, then our Sales Director Program is for you. When you qualify at this level, you'll receive additional monthly income as well as company paid group health and life insurance. And, monthly income starts when you reach 250 Qualified Reps in your organization with no more than 1/3 coming from any one Rep. Talk to your sponsor today about this exciting program and find more details in the Rep Back Office.

Additional Support:

Not sure you completely understand? That's ok! One of the great things about our business is that you're never alone. We're always here to help you. In fact, the person who showed you this plan has access to many additional resources from one-page explanations and examples to video walk-throughs. We recommend working through an example to fully understand how you get paid. And, you don't have to understand everything to get started. We'll continue to pay you whether you understand the comp plan or not. So join the team, have fun, and get started earning additional income today!

1) Must be qualified to override.