SUCCESS WORKBOOK C.O.R.E.











WELCOME to the Green Compass family! We are thrilled that you have chosen to partner with us on this truly impactful journey. We are not only passionate about the health benefits of CBD, but also about providing our Advocates with a legacy building opportunity. Our company is built on the four foundational priorities of quality, impact, community, and integrity. These foundations are extremely important to us, define our culture, and inspire all of our actions. You can explore each foundation in more detail on the following page.

Our commitment to you is in providing an inclusive, supportive community and a product line of unmet quality and purity. We have attracted a masterful team of industry experts who continue to provide the most relevant resources, success tools, innovation, and education so that you have everything you need to grow a thriving business. Whether you are planning to engage full-time, part-time, or simply in your spare time, we value your contribution and appreciate your trust in Green Compass. Being an Advocate within the Green Compass family means that you have a network of like-minded people who will rally behind you...supporting you in reaching your goals, becoming the very best version of yourself, and ultimately creating the life of your dreams!

There is an African proverb that says, *"To go fast, go alone. To go far, go together."* We are going remarkable places and we know that, together, we can achieve so much more!

Thank you for joining us and we look forward to celebrating your success!

Maled tha Sterling Cook

Meredith & Sterling Cook

THE 4 FOUNDATIONS OF THE GREEN COMPASS CULTURE



When you think of any physical building, the foundation serves the purpose of **holding up** and **holding together** the structure. It anchors the structure firmly and increases stability. Before the foundation is in place and solidly constructed, nothing else can be built on top. If the foundation cracks or crumbles, the integrity of the entire structure is at risk.

Here at Green Compass, our company culture is built on four "Foundational Priorities" that direct our actions and decisions at every level. The cornerstones of **COMMUNITY**, **QUALITY**, **INTEGRITY**, and **IMPACT** serve as constant guideposts along our path as we collectively build a company that is emerging as a true leader in the industry. Our values and foundational priorities attract like-minded people to our mission. With a collective effort to continually demonstrate these ideals and values in action, the Green Compass family will continue to make a difference in the lives of many ... both within our company and in our communities.

Our vision is to help people live their best lives ... physically, emotionally, and financially. Each and every Advocate plays an integral part in bringing the Green Compass vision to life. Our intention is for these Foundational Priorities to be communicated and understood, but more importantly LIVED ... lived through the actions and interactions we each take on a daily basis, both in our businesses and in our personal lives. With your help, Green Compass will be a force for good in the world and a safe place for all!

QUALITY

Green Compass is a brand synonymous with quality. Our CBD products are pure, safe, and effective, with hemp that is 100% American-grown and undergoes an extremely detailed quality-control process. The result? CBD and hemp extracts of unmatched excellence, thanks to our nurturing, cultivation, and dedication to the plant.

IMPACT

At Green Compass, we have a lucrative and life changing opportunity in our hands. With great privilege comes great responsibility. Not only does growing a Green Compass business positively impact each Advocate personally, but you are able to impact the lives of others surrounding you. Making a difference in our Advocates' lives and in the world is one of the core foundations of our culture.

"We make a living by what we get, but we make life by what we give." - Winston Churchill

COMMUNITY

At Green Compass, inclusivity, diversity, acceptance, and authentic relationships are valued at the highest level. Within our unique community, our internal purpose is simply to take care of one another by building each other up, valuing collaboration over competition, and nurturing real relationships.

> "Community is much more than belonging to something; its about doing something together that makes belonging matter." - Brian Solis

INTEGRITY

Integrity is the practice of being honest and showing an uncompromising commitment to moral and ethical values. At Green Compass, that means being dependable and following through on our commitments, being open and honest when communicating with each other and our customers, and holding ourselves accountable for any mistakes or shortcomings.

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GREEN COMPASS LAUNCH SYSTEM

The most successful Advocates follow these simple steps to launch their new business:

You will receive a **Welcome Email immediately after enrolling.** This email includes important information, so you will want to save and/or print it for future reference.

Welcome Call: Your sponsor will introduce you to a leader or leaders in your Upline support team. This is a great way to get acquainted with the people who are there to help you. It is also the perfect time to schedule your CORE Runners Game Plan with one of the leaders on your team. (For more info, see pages 11-12.)



Core Runners Game Plan: This game plan session will help you set goals and create a plan of action for launching your business. The meeting typically includes you, your sponsor, and (often) an Upline Leader, and ideally takes place within 48 hours of enrollment so you can get off to a fast start! Have this workbook available for your Core Runners Game Plan.

BEFORE YOUR CORE RUNNERS GAME PLAN, PLEASE MAKE SURE YOU:

- Vatch the "Getting Started Right" video
- Complete "Discovering Your Why" exercise on page 6
- Start your "List of 100" (pages 8-10)

Announce Your Business on Social Media: See Social Media Hub in the back office Resource Center.

Host 2 Green Compass Socials in your first two weeks: Our most successful Advocates start their businesses with one in-person get together and one virtual or online event as soon as they enroll. A GC Social is a fun and easy way to celebrate the launch of your new business and share about Green Compass and Hemp Based Wellness. (See the GC Socials/Events section in your back office Resource Center)



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Green Compass has been a dream come true for my family. This business has allowed me to grow as a person, meet new and amazing people, and push myself further than I could have imagined out of my comfort zone. I always remind myself whenever someone says NO, that NO just means "Next Opportunity"

-NAT MORRIS

DISCOVERING YOUR "WHY"

You decided to engage in an endeavor like this for a reason, and we are so honored you chose Green Compass to partner with. It's important to attach your activity to something that matters to you. This is usually a personal or professional goal that is meaningful enough to elicit an emotional response. Spend some time reflecting on the following questions to discover and clarify your "WHY". During your Core Runners Game Plan, you will share your thoughts with a leader on your team, so make sure you jot down some notes.

Think about your dreams. What if time, skill and money would it look like?	were no object and you could write your own story? What
Growing a successful Green Compass business will ma	ake me feel:
I'd like to earn	per month.
How soon do I want to create that income?	
What will that income do for me?	
One goal I will achieve	
30 days from now:	60 days from now:
90 days from now:	1 year from now:
5 years from now:	
My Green Compass business will help me by:	
When I accomplish this, I will feel:	
The first person I will share this accomplishment wit	h is:
This is how he/she will react:	
And this will make me feel:	

*This exercise will help you share your "Why" with your sponsor and support team during your Core Runners Game Plan.

WHO DO YOU KNOW?

Did you know that the average person has approximately 1,000 acquaintances? Use the categories below to help you prepare a minimum list of 100+ people who you currently know or have met briefly. Don't try to pre-judge whether these people would be interested in Green Compass. If a name pops in your head, write it down. Begin building your lead list today!

Professionals

accountant

animal trainer

antique dealer

auto sales

auto repair

architect

babysitter

beautician

body repair

bookkeeper

cab driver

carpenter

chiropractor

coast guard

contractor

counselor

customer

dancer

dentist

designer

credit union

computer repair

department store

cashier

chef

coach

business owner

army

baker

banker

barber

boss

appliance sales

air force

Friends & Family

aunt best friend best man bridesmaid brother brother-in-law cousin co-worker father father-in-law grandfather aroomsman mother mother-in-law neighbor nephew niece sister sister-in-law uncle

Sports

baseball	jogging
basketball	karate
bowling	lacrosse
cheerleading	skiing
fishing	soccer
football	softball
golf	swimming
gym	tennis
gymnastics	volleyball
hunting	yoga

Name By Interest

- boat club bunko car pool cat lover chamber of commerce coffee shop dance class
- dog lover Facebook fundraiser internet

Instagram

LinkedIn

junior league

- lions club lunch crowd MOPS Pinterest PTA member rotary club scouts
- study group toastmaster club trade organization BNI twitter other...

ambulance driver editor

doctor drv cleaner

electrician engineer esthetician entrepreneur eye doctor farmer fireman flight attendant florist funeral director grocery store hairdresser health spa hospital worker home builder hotel inspector insurance agent journalist landlord landscaper lawyer librarian locksmith mail carrier marine nail tech national guard navy notary nurse nutritionists office supplier

orthodontist painter personnel manager personal trainer photographer piano teacher pilot plumber police officer preacher principal printer professor radio personality realtor roofer salesperson seamstress secretary security guard social worker surgeon tanning salon teacher teller therapist travel agent union worker upholsterer veterinarian waitress writer youth director

LIST OF 100

You're in business – share the word! Use this tool to brainstorm a list of the people you know from all areas of your life.

Use the following pages to list anyone and everyone that comes to your mind. The "Who Do You Know" thought jogger on page 8 will help you get started. You will continue to add to this list whenever you think of someone else or meet someone new. This exercise is most effective when you don't pre-judge. Instead, write down each name that comes to mind. Later, you can decide who you will reach out to and which of the tools listed is most appropriate to share. Challenge yourself and have some fun with it!

NAME	IN-PERSON Social	VIRTUAL Social	1-ON-1 SIT DOWN	SAMPLE	VIDEO/ATM

LIST OF 100

NAME	IN-PERSON Social	VIRTUAL Social	1-ON-1 Sit down	SAMPLE	VIDEO/ATM

LIST OF 100

NAME	IN-PERSON Social	VIRTUAL Social	1-0N-1 Sit down	SAMPLE	VIDEO/ATM

CORE RUNNERS GAME PLAN

DISCOVERING YOUR "WHY"

Everyone joins Green Compass with different expectations, goals, and dreams. Your "WHY" is the purpose, cause or belief that drives you. Having a clear understanding of what success would look like for you personally as well as what will keep you motivated when you hit obstacles can help your team support you. (The exercise on page 6 should have helped you identify your "WHY".)

WHAT IS YOUR "WHY"?

a \$10 discount on their first order.

How would you like to be held accountable for the action steps necessary to achieve your goals? Gentle reminders? Tough love?"

	Your Advocate ID #:	User Name:	
	Your GC Personalized Website:		.greencompassglobal.com
F	FriendShare Code:	FriendShare Link:	
3	Sponsor:	Cell Ph	one #
ι	Jpline Director or Above:	Cell Ph	one #
(GC Customer Support: <u>support@greencompass</u>	global.com OR (833) 336-	9223
GE	TTING STARTED CHECKLIST		Opt in to GC text messaging! Text the word COMPASS to 85775
	Welcome Email received and reviewed any c	uestions?	
		•	
	Getting Started Right Video viewed any ques	STIONS ?	
	Confirm Membership to Facebook Groups		@greencompassglobal
	Green Compass Advocate Training For	rum	greencompassglobal
	Green Compass Product Hub		
	Green Compass Business Hub		Green Compass
	Team Pages		
	Book 2 Green Compass Socials in your first 2 v (1 In-person and 1 Virtual)	veeks	GREEN COMPASS SOCIAL DATES
	Use "List of 100" to Reach 10 new people wee FriendShare link or code to offer new customer	5	Virtual Social:

PERKS & PRIZES

Core Start Rewar	'd: Se	e pg	13 fo	r full c	details	
PCs Days 1-15:						
Total PCs Days 1-3	30:					
New Advocates in	1st 3	80 Day	/S:			

\$50 Product Credit: Earn \$50 in free product credit monthly when you have at least 5 active Preferred Customers with an order of \$50 or more.

Current company incentives:

STAY UPDATED Mondays

GREEN COMPASS FAMILY ZOOM - 8pm ET (Access via: Facebook Advocate Training Forum or https://gcg.life/GCF)

GREEN COMPASS ACADEMY

Advocate Training (Access via: back office)

REACH 10 LIST

Using your "List of 100", identify the FIRST 10 people you would like to share Green Compass with. Think about who you are most comfortable talking to and whose support you can usually count on. These people are perfect to reach out to right away. Check off which tool you plan to use below.

NAME	IN-PERSON Social	VIRTUAL Social	1-ON-1 Sit down	SAMPLE	VIDEO/ATM

Continue using this process as you strive to Reach 10 new prospects each week.





GREEN COMPASS

C.O.R.E.

Follow this simple and duplicatable process as you REACH 10 each week, follow-up, and enroll new customers and Advocates. See pages 14-15 for more details on REACH 10 and C.O.R.E SUCCESS RHYTHM.

2022 CORE START REWARDS

EARN AN EXTRA \$200 IN YOUR FIRST 30 DAYS!

Get your Green Compass business off to a fast start and earn up to \$200 in extra cash bonuses by following the roadmap below and becoming a Core Start Reward achiever. These bonuses are in addition to the regular compensation plan payouts.

DAYS 0-15 Enroll 3 Preferred Customers and receive a \$50 CASH BONUS

DAYS 0-30

Enroll a total of **5** Preferred Customers and receive a **\$50 CASH BONUS**



BONUS ...

Sponsor **2** New Advocates with a Core Kit or Core Runners Kit in your first 30 days (Days 0-30), and receive an additional **\$100 CASH BONUS!**



*Day 0 is the day of enrollment as an Advocate and Day 1 is the first FULL day following enrollment. You may sponsor a new Advocate with a Basic Kit, but they MUST reach a minimum of 150 PQV during your Core Start Rewards period.



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Building my Green Compass business has been an exciting endeavor, filled with learning and fun. Besides the financial impact it has made on my family and me, it has allowed me to use my skills in a new way, all while making a difference!

-EMMA ZONE

REACH 10 USING THE GREEN COMPASS C.O.R.E SUCCESS RHYTHM

Use this strategy to build a consistent business. Simply share the Green Compass products or business opportunity with at least 10 NEW people per week.



CONNECT

Intentionally start conversations! Share a testimonial to show how beneficial CBD is. Use social media to share your excitement. Connect with 10 new people per week.



OFFER

Use the tools (videos, samples, virtual or in-person socials, ATM Hubs on Facebook) to introduce your prospect to Green Compass. Share your FriendShare link and offer the opportunity to become a customer, an Advocate, or to attend an event to learn more.



RESPOND

Follow up and ask specific questions to uncover needs or expose hot buttons. Listen for ways Green Compass could fit into the prospect's life as a customer or Advocate. Learn how to respond to common objections and be confident in what you're offering.





ENROLL

Consistently enrolling new customers and Advocates is imperative to a healthy business. After enrollment, make sure your new team members get plugged into the GC Launch System and also understand the C.O.R.E Success Rhythm. In addition to supporting your team, you will be continually generating new interest in your personal business as well.

For more information on the Reach 10 and C.O.R.E. Success Rhythm visit your back office Resource Center.

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Success doesn't come from what you do occasionally. It comes from what you do consistently.

- MARIE FORLEO

REACH 10 TRACKER FOR MONTH OF



Weekly Goal: Reach 10 | My Results: | Reached _____



Weekly Goal: Reach 10 | My Results: | Reached

MONTHLY GOAL







Weekly Goal: Reach 10 | My Results: | Reached _____

MONTHLY RESULTS

of New Preferred Customers
of New Advocates
Monthly PQV
Monthly TGQV

HOSTING A GREEN COMPASS SOCIAL

WHAT IS A GC SOCIAL?

A Green Compass Social is a simple gettogether usually held in a new Advocate's home or virtually on Zoom, Facebook or any other web-based platform. New Advocates can invite their friends and family to attend to learn more about the story of Green Compass, our products, and the business opportunity in a casual, fun, and comfortable setting. An in-person event typically lasts about an hour, including 20-30 minutes for product sampling, mingling and simple refreshments. Virtual events should be closer to 30 minutes in length. The new Advocate can have their Sponsor or an Upline Leader (usually Director level or above) in attendance to support them with their Social. You can find additional detailed information about planning a Green Compass Social in your back office Resource Center.



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I absolutely love this company and the direction it is headed. The support and camaraderie is unmatched.

- CHERYL GUIDRY

LAUNCH EVENT CHECKLIST

BEFORE THE EVENT

- Schedule date and secure Upline Leader to assist (Director or above)
- □ Invite (personal invitations are very important)
- □ Follow up/Remind (headcount)
- Have your "Host Welcome" prepared short story / testimonial (5 minutes max)
- Download and have Launch Event Video ready to go (back-office Resource Center)
- Test A.V. equipment (music, video, Zoom if necessary)
- Product Display
- Laptop or computer to place orders / Printed order forms (printable from back-office Resource Center)

DURING THE EVENT

- Music/ nametags / refreshments / product sampling (if in-person event)
- □ Mingle, build rapport with guests as they arrive (20-30 mins)
- Host Welcome (5 minutes)
- U Why Green Compass?
 - □ Your personal product results or share someone else's
 - □ Your goals...briefly share your vision
- Play Video (Launch Event Video Green Compass Overview available in back-office Resource Center)
- □ Introduce and edify your Upline Leader (1 min)

Name, background, accomplishments, thank you

- Upline Leader recaps & closes (5-7 min)
- Take orders and enrollments

AFTER THE EVENT

- □ Follow ups (What did you like best?)
- Create individual messages with your Upline & each guest to follow up, answer questions, and take orders (after virtual events)
- □ Follow up with those who couldn't attend and invite to another event or offer a Discovery Sample Pack
- Customer care after product is received
- Add to ATM groups
- Book CORE RUNNERS Game Plan & GC Social for new team members

CORE SUCCESS WORKBOOK FAQS

Q. HOW DO I VIEW AND RECEIVE MY COMMISSIONS?

A. When you enroll as an Advocate you will be asked to input your banking information for direct deposit.
 This will allow us to issue your commission payments directly to you when they are paid out. Once a commissions period has been finalized you will be able to see your commission report in your back office by selecting
 Commissions > Commissions and then selecting the period for which you would like to view your earnings from the drop-down menu.

Q. WHEN DO I GET PAID?

A. Commissions are paid on two separate schedules:

- Weekly commissions gather funding Monday12:00AM EST through Sunday11:59PM EST. The commissions you make during this week (retail orders and enrolling bonuses only) will be issued to you via direct deposit the second Monday following the end of the weekly pay period (Sunday at 11:59 PM EST).
- Monthly commissions gather funding from the first day of the month at 12:00 AM EST through the last day of the month at 11:59 PM EST. The commissions you make during this month (PC commissions, enhanced retail bonuses, team commissions) will be issued to you via direct deposit on the 10th of the next month, or the next business day following the 10th if it falls on a non-business day.

Q. DO I GET COMMISSION ON SWAG / MARKETING MATERIALS PURCHASES?

A. No. Swag items like apparel and marketing materials are non-commissionable purchases.

Q. CAN WE SHIP OUTSIDE THE US?

A. At this time, we only ship within the US, Virgin Islands and Puerto Rico. We can also ship to a US military APO address overseas.

Q. WHAT IS OUR RETURN PROCESS?

A. If you need to make a return, or have a customer who would like to, you can submit a ticket to Customer Support, and they will provide you with the instructions. The policy is 30-days from the purchase date for a full refund to the card it was purchased on, excluding shipping. In some cases, we may request you return the unused portion of the product for our quality control process. If you chose to return a business kit, you can be eligible for full or partial refund based on the content of the kit being unopened. Opened products from a business kit are not eligible for refunds.

Q. CAN I MAKE CHANGES TO A CUSTOMER'S ACCOUNT ON THEIR BEHALF?

A. No. If a customer wants to update account information or make changes to orders, they must call or email customer service directly.

Q. CAN I SIGN UP MY SPOUSE AS AN ADVOCATE TOO?

A. No. A marital couple can only have ONE advocate account, but both names can be on it.

Q. IF I WANT TO TERMINATE MY ADVOCATE ACCOUNT, WHAT DO I DO?

A. If at any time you wish to cancel your Advocate account, you can call or email customer support. In doing so, you will be deleted from the system and no longer charged the \$9.95 monthly fee. However, you cannot re-enroll, for any reason, for a period of 6 months.

Q. WHO DO I GO TO WITH QUESTIONS?

A. Your first point of contact should always be to your immediate Upline, or your Upline Leader. They can usually help you troubleshoot your questions effectively. If they are unable to assist you, or you need Corporate assistance, please consider the following guidelines to expedite your questions:

- General business questions about how to grow your business, talk to prospects, meeting locations etc should all be addressed through your Sponsor, Upline Leaders or other Advocates you know.
- Questions about commissions, website issues, placing an order etc. can be taken care of through the Help Desk/Customer Support. *Please allow 24 hours for a response before resubmitting a ticket, 48 hours for weekend replies. Customer Support: support@greencompassglobal.com
- When contacting customer support, please provide as much detail about your issue as possible to make it easier for us to answer. (Such as dates, order numbers, Advocate ID/ full name, and screen shots if available etc.)

*Additional FAQ's can be accessed on our website greencompassglobal.com at the bottom by clicking on FAQs.

GREEN COMPASS FRIENDSHARE FAQS

Q. WHAT IS FRIENDSHARE?

A. FriendShare is a program designed to help share Green Compass products with new customers and provide them with \$10 off of their first purchase, while rewarding the customer or Advocate who is sharing the products with a \$10 product credit!

Q. HOW DOES FRIENDSHARE WORK?

A. Each Advocate and customer will have a code that is unique to their account. When they share that code with someone new, and that person enters the code upon making their first purchase the new customer will get \$10 off that first order, and the customer or Advocate who shared their code will automatically receive a \$10 product credit in their account.

If an Advocate is sharing their code for the customer to enter at checkout, the customer must be on the Advocate's replicated site as well in order for the customer order to be credited to the Advocate. An Advocate can share their link found on the home page of their Back Office directly with the customer to ensure the customer is on the Advocates correct replicated site, and the Friend Share code and discount is automatically applied at checkout.

Q. WHERE CAN I FIND MY CODE?

A. Customers will be able to find their code in the FriendShare Tracking page in their account. This is found under the Account Settings menu on the left-hand side of the page when logged in to their account, and you can copy your link directly from the tracking page to share with potential new customers!

An Advocate's FriendShare code is their six digit Advocate ID number. Advocates are encouraged to share the full link found on the home page of their back office directly under the rotating banner to ensure customers shop from them directly, and the FriendShare discount is automatically applied! Advocates can copy their link from this page directly to send to customers, and when customers follow this link it will take them to the Advocate's replicated website through FriendShare and apply the \$10 FriendShare discount at checkout for new orders.

Q. HOW CAN I SHARE MY CODE WITH POTENTIAL NEW CUSTOMERS?

A. Customers and Advocates can copy their FriendShare link that includes their code directly from their account! For customers, this will be on their FriendShare Tracking page and for Advocates this will be on the home page of their back office as explained in the question above! That link can then be pasted directly into an email, text message, or any other kind of typed message for people to use the link.

Customers and Advocates are able to share specific products through FriendShare by going to the product page when logged into your account, and selecting "Share With FriendShare Code". If this method is used to share a FriendShare code, customers must make sure they are shopping directly on the replicated website of the Advocate they would like to order from.

Q. WHEN WILL I RECEIVE MY \$10 FRIENDSHARE CREDIT FROM SOMEONE USING MY CODE TO PLACE AN ORDER?

A. FriendShare credits are rewarded immediately, so you will see this \$10 product credit available for use on your account as soon as someone uses your code to place an order!

Q. HOW CAN I VIEW MY FRIENDSHARE CREDITS?

A. You can track everything FriendShare related on the FriendShare Tracking page! For customers, this is located under the Account Settings menu and is called FriendShare Tracking. You can view and copy your link, view credits earned and spent, view how many orders have been placed using your FriendShare code, and see your credit balance.

GREEN COMPASS FRIENDSHARE FAQS

For Advocates you can find your FriendShare Tracking information by going to the Reporting Suite and selecting FriendShare Customers. Here you can view your FriendShare orders, and all relevant information. You can also view your FriendShare Product Credits earned and spent by selecting View Transaction Log on the Points Available widget on the home page of your back office.

Q. WILL MY CODE EVER CHANGE?

A. No! Your code is unique to your account and will never change. Even if an existing customer enrolls as an Advocate, their code will remain the same.

Q. IS THERE A LIMIT TO HOW MANY CREDITS I CAN EARN FROM FRIENDSHARE IN ANY GIVEN PERIOD?

A. No! There is no limit to how many \$10 product credits you earn through FriendShare, and you can continue sharing your code with as many people as you want to keep earning more product credits and help spread the word about Green Compass!

Q. DOES FRIENDSHARE WORK FOR NEW AUTOSHIP ORDERS?

A. Yes! If a new customer uses a FriendShare link and places any type of order, they will receive \$10 off that first order! If the order created is a new autoship order, the \$10 off will be for the first shipment only, and then the products will be at the PC price for the recurring shipments.

Q. WHAT CAN THE PRODUCT CREDITS BE USED ON?

A. The \$10 product credits cannot be applied to any swag, marketing materials or samples, but they can be used on any Green Compass products! These product credits can also be used towards the purchase of an enrollment kit if it is a customer who is wanting to enroll as an Advocate! Please note that the credits can not be applied to autoship orders, and are applied to the products in the retail order, but cannot be used towards tax or shipping costs.

Q. CAN I SEND MY LINK TO EXISTING CUSTOMERS FOR THEM TO RECEIVE \$10 OFF AN ORDER?

A. No, FriendShare only works for new, first time, customers regarding receiving \$10 off their first order. However, if your existing customers share their link with new customers who use that link to make a purchase, they can still receive the \$10 product credit to use on future orders!

Q. DOES THE FRIENDSHARE DISCOUNT AFFECT MY COMMISSION?

A. Commissions are paid on the BV and QV of a product, and the BV and QV will adjust to reflect \$10 off price when customer's place their first order through FriendShare. However, you will get a \$10 product credit every time a customer uses your code to place an order so this will offset the slight decrease in commission on that customer's first discounted order.

Q. WILL I LOSE MY FRIENDSHARE \$10 CREDIT IF MY CUSTOMER OR THE PERSON I REFERRED RETURNS THEIR ORDER?

A. No, the \$10 product credit will not be deducted from your product credit balance if a customer or someone you referred with your FriendShare code returns that order.* If the customer returns their first order that they had received the \$10 discount on, they will not qualify for \$10 off through using a FriendShare code in the future as it will no longer be their first order.

*Green Compass does reserve the right to deduct product credit points if we find that an Advocate or customer is abusing the FriendShare system.

GREEN COMPASS ADVOCATES' QUICK GUIDE TO COMPLIANCE

OUR COMPLIANCE PHILOSOPHY

One of the most important values of Green Compass is integrity. When it comes to compliance, protecting your business and our corporate integrity is something we take very seriously. We will do our part to educate you on how to stay compliant, and we anticipate you will do your part as well. The vast majority of compliance violations are a result of an innocent mistake. However, we must still act swiftly to remedy any infractions, innocent or not. Advocates must abide by our Policies and Procedures. When violations do occur, and aren't fixed immediately, it may result in disciplinary actions such as a warning, suspension, or termination, based on the company's careful review and discretion. We must work together to keep Green Compass and all Advocates compliant.

COMPLIANCE AT A GLANCE

- 1. Independent Advocates must adhere to the official Green Compass Policies and Procedures.
- 2. Advocates may NEVER use the Green Compass Corporate Logo, in any way, without prior expressed written consent from Corporate. This includes creating any swag with the GC logo on them. (Trademark infringement)
- 3. Advocates are strictly prohibited from making drug claims regarding the Green Compass product line.
- 4. Advocates are prohibited from creating third party websites to promote the Green Compass products.
- 5. Advocates may NOT make any income guarantees, promises, or claims.
- 6. Advocates may NOT use the Green Compass Name in URLs, email addresses, and / or social media titles, unless clearly identified as an independent Advocate account.

Compliant: Doug Smith, Independent Advocate Green Compass

Non-compliant: Doug Smith Green Compass

Compliant: @MaryCBDlife

Non-compliant: @Marygreencompass

7. Advocates are NOT allowed to post Green Compass products on eBay or any online auction websites.

DRUG CLAIMS

• Avoid making any reference, directly or indirectly, that Green Compass products heal, reduce, treat or fix any specific disease whatsoever. It's best not to use any diagnostic language at all.

Non-Compliant: Green Compass CBD really helps my ADHD symptoms.

Compliant: Using Green Compass CBD regularly has helped me focus and stay on task.

Non-compliant: After using CBD for several weeks, my chronic back pain is finally gone!

Compliant: After using CBD for several weeks, I am noticing a decrease in my discomfort.

Non-Compliant: CBD has been "clinically proven" to treat cancer, Alzheimer's disease, multiple sclerosis (MS), fibromyalgia, cigarette addiction, colitis etc. Even if you read an article about this, as an Advocate you still can't say it to customers or post about it on social media.

GREEN COMPASS ADVOCATES' QUICK GUIDE TO COMPLIANCE

INCOME OR EARNING CLAIMS

• Avoid making any potential claims about income that are above the normal, average income for a Green Compass Advocate. Avoid getting specific about income amounts and fancy, "over the top" images of luxury spending.

NON- COMPLIANT:

- Need to Make an Extra \$550 or more a month? making a promise of income
- I earned \$5,000 last month, \$60,000 in the past year- specific dollar amount
- I made \$1500 last month just sitting on my couch! average Advocate doesn't earn \$1500 without working
- The earning potential is truly limitless false advertising

COMPLIANT:

- Working my Green Compass business has given me the opportunity to pay off some debt- no reference to specific dollar amount
- Green Compass is a nice supplement to my family income! true for most advocates
- I was able to purchase a new car as a result of working my Green Compass side hustle! no specific car or dollar amount makes this okay

DISCLAIMERS REQUIRED

When posting about CBD benefits or income, it's best to also add the following disclaimer:

CBD:

These statements have not been evaluated by the Food and Drug Administration. This product is not intended to diagnose, treat, cure or prevent any disease.

INCOME CLAIMS:

There are no guarantees regarding income in the Green Compass Global opportunity. The success or failure of each Advocate, like in any other business, depends upon each Advocate's skills and personal effort. Earning levels for the Green Compass Advocate that appear on this website are examples and should not be construed as typical or average. Income level achievements are dependent upon the individual Advocate's business skills, personal ambition, time, commitment, activity, and demographic factors.

Please refer to the Policies and Procedures document in your back office for a complete explanation of all policies and infraction procedures. You may contact us for any additional questions at: <u>Compliance@GreenCompassGlobal.com</u>

INDEPENDENT ADVOCATE COMPENSATION PLAN

GETTING STARTED

Joining Green Compass is easy! Submit an Independent Advocate Agreement and purchase your Basic Business Kit for \$49.95...and you are on your way to earning commissions on the sale of Green Compass products to customers.

FAST START YOUR BUSINESS!

You may decide to purchase the optional Green Compass C.O.R.E. Start Success Pack containing over \$600 retail value of Green Compass products and sales material. All this for a special one-time discount of over 50% (\$299.95), which includes your Basic Business Kit (\$49.95 value) FREE.

The compensation plan is designed to reward you for the results you produce in three "phases" of your business:

1. THE MARKETING PHASE

Commissions for your personal sales of Green Compass products.

2. THE TEAM BUILDER PHASE

Bonuses on the sales created by your personal sales team.

3. THE MASTER PHASE

Generational (group volume) overrides for mentoring other group leaders.



Earning Commissions

As an Independent Advocate, every time you personally create a **Green Compass** retail customer, you have the opportunity to earn one or more commission types. Besides discounts on your own personal purchases, you may also earn **up to 18% Enhanced Commissions** on your **Personal Retail Sales**, **Preferred Customer Sales** and your own **Personal Purchases** (limits apply).

Advocate Discounts, Personal Retail Sales Commissions and Enhanced Commissions

Personal Qualifying Volume The total combined retail value of your Personal Purchases, Personal Retail Sales and Preferred Customer Sales. See Example below this chart.	Advocate Discounts on Personal Purchases % based on Purchase Price (PP) of all Commissionable Personal Purchase orders	Personal Retail Sales (PRS) Commissions % based on Purchase Price (PP)	 Enhanced Commission¹ pays on Preferred Customer Sales plus Personal Retail Sales Personal Purchases (up to \$1,999) % based on Purchase Price (PP)
Up to \$499	20% Discount	20%	3%
\$500 to \$999	Enhanced Commissions Paid on up to \$1,999 of Personal Purchases	25% (plus 5%)	5% (plus 2%)
\$1,000 to \$1,999	(See %'s in Right Column)	30% (plus 5%)	10% (plus 5%)
\$2,000 to \$3,999		Enhanced Commissions Paid on ALL Personal Retail Sales	12% (plus 2%)
\$4,000 to \$6,999		(See %'s in Right Column)	14% (plus 2%)
\$7,000 to \$9,999			16% (plus 2%)
\$10,000 or more			18% (plus 2%)

 Qualification for Enhanced Commission in a calendar month is calculated by adding the Total Qualifying Volume (QV) of Personal Purchases (up to \$1,999 max), Personal Retail Sales and Preferred Customer Sales together to determine your Personal Qualifying Volume (shown at left). Enhanced Commission percentage paid is calculated by adding the Total Purchase Price (PP) of Personal Purchases (up to \$1,999 max), Personal Retail Sales and Preferred Customer Sales together. NOTE: All Commissions and Percentages above apply to ALL Ranks. Purchase Price (PP): Value customer paid for the product, excluding taxes and shipping.

Preferred Customer Program

You can offer your customers a **20% Preferred Customer Discount** if they choose the option of a monthly auto-delivery order (ADO). Since your **Preferred Customer** sales add to your own enrollment tree, you may also earn up to **18% Enhanced Commission** PLUS **6% Enroller Bonus** and **4% Level Bonuses**, for a total of 28% commission on PC orders.

Earn Product Credit

As an added Bonus when you have accumulated and/or maintain a minimum of **5 Personal Preferred Customers** who each have a minimum of \$50 in net product purchases in any calendar month, you will be qualified to earn a **\$50 Product Credit Bonus**.

NOTE: Product Credit may be used for your own product purchases, and you may roll it over from month-to-month. Product credit cannot be used on swag or supply tools.

Team Building Bonuses

Enroll a new Advocate with an optional *CORE Kit* and you earn **one-time \$90 Team Building Bonus**, plus an additional **\$10 Enroller and** Level Bonus — totaling **\$100!**

Enroll a new Advocate with an optional *CORE Runners Kit* and you earn **one-time \$150 Team Building Bonus**, plus an additional **\$20 Enroller and Level Bonuses** — **totaling \$170!**

NOTE: If your new Advocate enrolls with a **Basic Business Kit (\$49.95)** and chooses the upgrade option **within 30 days of enrollment**, you will qualify for the corresponding **Team Building Bonus** at the time of the upgrade. The **Team Building Bonuses** are paid weekly through Green Compass Pay. The **Enroller** and **Level Bonuses** are paid with monthly commissions.

Enroller Bonuses

You can earn a special **6% Enroller Bonus** monthly, based on personal BV (Bonus Volume) created by every Advocate and Preferred Customer **you personally enroll** (your E1), and a **4% Enroller Bonus** on Advocates and Preferred Customers **they enroll** (your E2) as long as you are Active¹ during the qualifying month. This is in addition to the Level Bonuses described below.

Level Bonuses

As an Active¹ Advocate you will earn 4% of BV on Sales by your Advocates or purchases by your directly enrolled PC placed at your Level 1. As you advance in rank, you can earn 4% BV on two additional Levels, followed by 5% on Level 4, and 6% on Level five, as qualified by paid-as rank through your Placement Sponsor Tree.

Rank Qualifications, Enroller Bonuses and Level Bonuses

*Must meet previous rank qualifications in order to advance to the next rank in any calendar month



1 - ACTIVE: Maintain at least \$150 Personal Qualifying Volume (PQV) in a month.

2 - QUALIFIED LEG: A Qualified leg is one in which there is at least \$400 TGQV in total volume created by Customer or Advocate orders somewhere in the depth of that leg.

3 - TOTAL GROUP QUALIFICATION VALUE (TGQV): The total PQV created by you and all of your Advocate teams in the Sponsor genealogy calculated to infinite depth. 4 - 75% or 60% RULE: No more than 75% or 60%, as specified, of the TGQV (based on rank) required for qualification or maintenance can be counted from any one leg. 5 - BONUS VOLUME (BV): Both the Enroller Bonus and the Level Bonus are paid based on the Bonus Volume of any order where these bonuses apply.
6 - QUALIPING VOLUME (QV): The value assigned to each sale for the purpose of tracking "Active" status, as well as rank promotion. QV is usually equal to Retail, but can vary in some instances such as a CORE Kits.

7 - COMPRESSION: The system of compressing inactive levels up to 5 active levels deep.

Enroller Check Match Bonus

When you advance to the rank of Master Director you will be eligible to begin receiving *Enroller Check Match Bonuses* ranging from 5% up to 25% of the monthly bonus check earned (*excluding* weekly pay or check matches) by every advocate that you have personally enrolled since joining Green Compass — as long as you personally achieve and maintain the minimum requirements for qualifications as a Master Director or higher rank.

Master Personal Group Bonus and Generation Bonus

When you reach Master Director and above, you can receive 3% - 4% of BV **Personal Group Bonuses** on the sales of every Advocate on your Team, down to the next Master Director in any Leg of your team. Then you can qualify for up to six (6) Generations of your downline Master Team thru **Master Generation Bonuses**.

Rank Qualifications, Enroller Check-Match Bonus, MPGB, and MGB



1 - ACTIVE: Maintain at least \$150 Personal QV (PQV) in a month.

2 - TOTAL GROUP QUALIFICATION VALUE (TGQV): The total PQV created by you and all of your Advocate teams in the Sponsor genealogy calculated to infinite depth. 3 - 60%, 50% and 40% RULE: No more than 60%, 50% or 40%, as specified, of the TGQV (based on rank) required for qualification can be counted from any one leg. 4 - Personal Group Bonus Value (PGBV): The total Bonus Value accumulated by your Personal Group in one month. 5 - Master Group Bonus Value (MGBV): The total Bonus Value accumulated by your Master Group in one month.

CONTACT INFORMATION

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Phone
Cell
Email
Upline
Phone
Cell
Email



TALK WITH YOUR SPONSOR OR UPLINE TO COMPLETE THIS SECTION.

LOCAL MONTHLY MEETING(S)

Date	Time	Location

OTHER EVENTS - CONFERENCE CALLS, WEBINARS, ETC.

Date	Time	Location



66

The sense of community, the lifelong friends and being able to share the goodness of GC has made my retirement years so rewarding! I have been blessed in so many ways!

-GLADYS VASILE



GREEN COMPASS

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