



GREEN COMPASS™

## INDEPENDENT ADVOCATE COMPENSATION PLAN SUMMARY



### Getting Started

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

We know that Advocates like to get as much product in hand as possible to fast track their success. You may decide to purchase one of our optional CORE Kits, both offering our best-selling products for a deep discount. The CORE Kit options include the Basic Business Kit for **FREE** (\$49.95 value).

- **CORE Kit - \$299.95** (over \$600 value)
- **CORE Runners Kit - \$499.95** (over \$1,000 value)

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.

#### 2. The Team Builder Phase —

Override bonuses for your team sales.

#### 3. The Master Phase —

Generational (group volume) overrides for mentoring your 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 <u>retail value</u> 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 Commission <sup>1</sup> pays on: • Preferred Customer Sales <b>plus</b> • <b>Personal Retail Sales</b> • <b>Personal Purchases</b> (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 (See %'s in Right Column)	25% (plus 5%)	5% (plus 2%)
\$1,000 to \$1,999		30% (plus 5%)	10% (plus 5%)
\$2,000 to \$3,999		Enhanced Commissions Paid on ALL Personal Retail Sales (See %'s in Right Column)	12% (plus 2%)
\$4,000 to \$6,999			14% (plus 2%)
\$7,000 to \$9,999			16% (plus 2%)
\$10,000 or more...			18% (plus 2%)

1 - 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 Active<sup>1</sup> during the qualifying month. This is in addition to the Level Bonuses described below.

## Level Bonuses

As an Active<sup>1</sup> 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**

Independent Advocate IA	Team Leader TL	Senior Team Leader STL	Executive Team Leader ETL	Director D
<b>Promotion and Rank Qualifications</b> NOTE: You must meet ALL requirements in the same month.				
Enroll as an <b>Independent Advocate</b> by purchasing the Advocate Basic Business Kit for \$49.99 OR Choose the Optional <b>CORE Kit - \$299</b> ; or... <b>CORE Runners Kit - \$499</b> either includes the Basic Kit for FREE!	Be or Remain Active <sup>1</sup> Plus Must have 2 active, personally enrolled Advocates	Be or Remain Active <sup>1</sup> Plus Have 3 Qualified <sup>2</sup> Legs (Qualified = \$400+ TGQV) including 1 TL Plus Create \$5,000 TGQV <sup>3</sup> in a calendar month Gain Access to Placement Suite Options	Be or Remain Active <sup>1</sup> Plus Have 4 Qualified <sup>2</sup> Legs (Qualified = \$400+ TGQV) including 2 TL's in separate legs Plus Create \$8,000 TGQV <sup>3</sup> in a calendar month (75% <sup>4</sup> Leg Rule Applies)	Be or Remain Active <sup>1</sup> Plus Have 5 Qualified <sup>2</sup> Legs (Qualified = \$400+ TGQV) including 2 TL's in separate legs 1 TL leg must be Personally Enrolled Plus Create \$15,000 TGQV <sup>3</sup> in a calendar month (60% <sup>4</sup> Leg Rule Applies)
<b>Team Builder Bonuses</b> A Once-In-A-Lifetime Bonus earned when an Advocate Achieves each Rank				
		<b>\$250</b> \$125 Paid Month Achieved \$125 Paid - 2nd Consec Mo. Achieved	<b>\$500</b> \$250 Paid Month Achieved \$250 Paid - 2nd Consec Mo. Achieved	<b>\$1,000</b> \$500 Paid Month Achieved \$500 Paid - 2nd Consec Mo. Achieved
<b>Enroller Bonuses</b> NOTE: Percentages Based on BV of orders from ADVOCATES & PERSONAL PCs — Compression <sup>7</sup> rules				
<b>E1 - 6% BV<sup>5</sup></b> <b>E2 - N/A</b>	<b>E1 - 6% BV<sup>5</sup></b> <b>E2 - 4% BV<sup>5</sup></b>	<b>E1 - 6% BV<sup>5</sup></b> <b>E2 - 4% BV<sup>5</sup></b>	<b>E1 - 6% BV<sup>5</sup></b> <b>E2 - 4% BV<sup>5</sup></b>	<b>E1 - 6% BV<sup>5</sup></b> <b>E2 - 4% BV<sup>5</sup></b>
<b>Level Bonuses</b> NOTE: Percentages Based on BV of ALL ORDERS — Compression <sup>7</sup> rules DO apply				
L1 <b>4% BV<sup>5</sup></b>	<b>4% BV<sup>5</sup></b>	<b>4% BV<sup>5</sup></b>	<b>4% BV<sup>5</sup></b>	<b>4% BV<sup>5</sup></b>
L2 <b>4% BV<sup>5</sup></b>	<b>4% BV<sup>5</sup></b>	<b>4% BV<sup>5</sup></b>	<b>4% BV<sup>5</sup></b>	<b>4% BV<sup>5</sup></b>
L3 <b>4% BV<sup>5</sup></b>		<b>4% BV<sup>5</sup></b>	<b>4% BV<sup>5</sup></b>	<b>4% BV<sup>5</sup></b>
L4 <b>5% BV<sup>5</sup></b>			<b>5% BV<sup>5</sup></b>	<b>5% BV<sup>5</sup></b>
L5 <b>6% BV<sup>5</sup></b>				<b>6% BV<sup>5</sup></b>

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 - QUALIFYING 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

Master Director MD	1* Master Director 1*MD	2* Master Director 2*MD	3* Master Director 3*MD	Gold Master Director GMD	Platinum Mstr Director PMD
<b>Promotion and Rank Qualifications</b> <i>You must meet ALL requirements in the same month.</i>					
Be or Remain Active <sup>1</sup> <i>Plus</i> 5 Qualified Legs (Qualified = \$400+ TGQV <sup>2</sup> ) Including 1 Director <i>Plus</i> Accumulate \$40,000 TGQV <sup>2</sup> in a calendar month (60% <sup>3</sup> Leg Rule Applies)	Be or Remain Active <sup>1</sup> <i>Plus</i> 5 Qualified Legs (Qualified = \$400+ TGQV <sup>2</sup> ) Including 1 Qualified MD Leg <i>Plus</i> Accumulate \$100,000 TGQV <sup>2</sup> in a calendar month (50% <sup>3</sup> Leg Rule Applies)	Be or Remain Active <sup>1</sup> <i>Plus</i> 5 Qualified Legs (Qualified = \$400+ TGQV <sup>2</sup> ) Including 2 Qualified MD Legs, 1 MD Leg must be Personally Enrolled <i>Plus</i> Accumulate \$200,000 TGQV <sup>2</sup> in a calendar month (50% <sup>3</sup> Leg Rule Applies)	Be or Remain Active <sup>1</sup> <i>Plus</i> 5 Qualified Legs (Qualified = \$400+ TGQV <sup>2</sup> ) Including 3 Qualified MD Legs - 1 MD Leg must be Personally Enrolled <i>Plus</i> Accumulate \$500,000 TGQV <sup>2</sup> in a calendar month (40% <sup>3</sup> Leg Rule Applies)	Be or Remain Active <sup>1</sup> <i>Plus</i> Promote 3 Qualified <b>3* Master Director</b> Legs - 1 3* MD Leg must be Personally Enrolled	Be or Remain Active <sup>1</sup> <i>Plus</i> Promote 3 Qualified <b>3* Master Director</b> Legs and 1 Personally Enrolled <b>Gold Master Direct Leg</b>
<b>Team Builder Bonuses</b> <i>A Once-In-A-Lifetime Bonus earned when an Advocate Achieves each Rank</i>					
<b>\$1,500</b> \$750 Paid Month Achieved \$750 Paid - 2nd Consec Mo. Achieved	<b>Rotating Bonus</b> Check Current Incentive for Details	<b>Rotating Bonus</b> Check Current Incentive for Details	<b>Exclusive Incentive Trip</b>	<b>\$25,000</b> <b>Elite Executive Team Builder Bonus:</b> Paid in 5 Consecutive Monthly Installments. Must maintain Paid-As Rank to Collect each payment.	<b>\$50,000</b>
<b>Enroller Check Match Bonus</b> <i>Percentages Based on the Monthly Bonus Check of Personally Enrolled Advocates. Excludes downlines<sup>7</sup></i>					
5% of Bonus Check	10% of Bonus Check	15% of Bonus Check	20% of Bonus Check	22% of Bonus Check	25% of Bonus Check
<b>Master Personal Group Bonus</b> <i>Percentages Paid on BV accumulated from your Personal Group thru infinite levels.<sup>4</sup></i>					
3%	3%	3%	3%	3.5%	4%
<b>Master Generation Bonuses</b> <i>Percentages Paid on BV on 1st thru 6th Generation Master Director's or Higher Rank</i>					
G1 <b>2.5% MBGV<sup>5</sup></b>	<b>2.5% MBGV<sup>5</sup></b>	<b>2.5% MBGV<sup>5</sup></b>	<b>2.5% MBGV<sup>5</sup></b>	<b>3% MBGV<sup>5</sup></b>	<b>3% MBGV<sup>5</sup></b>
G2	<b>3% MBGV<sup>5</sup></b>	<b>3% MBGV<sup>5</sup></b>	<b>3% MBGV<sup>5</sup></b>	<b>3% MBGV<sup>5</sup></b>	<b>3% MBGV<sup>5</sup></b>
G3		<b>3% MBGV<sup>5</sup></b>	<b>3% MBGV<sup>5</sup></b>	<b>3% MBGV<sup>5</sup></b>	<b>3% MBGV<sup>5</sup></b>
G4			<b>3% MBGV<sup>5</sup></b>	<b>3% MBGV<sup>5</sup></b>	<b>3% MBGV<sup>5</sup></b>
G5			<b>2.5% MBGV<sup>5</sup></b>	<b>3% MBGV<sup>5</sup></b>	<b>3% MBGV<sup>5</sup></b>
G6					<b>4% MBGV<sup>5</sup></b>

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.