



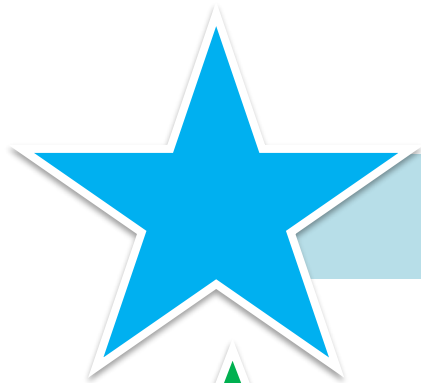
# POOFY ORGANICS

Compensation Plan  
2018

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# Welcome to Poofy Organics!

*This document explains how GUIDES are compensated through our generous Compensation Plan. POOFY ORGANICS provides 5 different ways you can be compensated giving you the flexibility to work the plan to fit your wants, goals & needs!*



## Sales & Rank Bonus

Earn up to 38%  
commissions on your  
retail sales



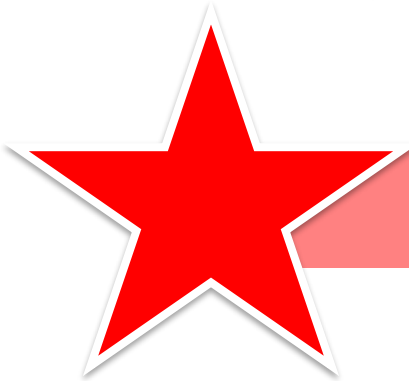
## Level Overrides

Earn overrides on  
your downlines sales  
3 levels deep



## Advancement Bonus + Matching Bonus

Earn bonuses when you  
or your recruit achieve  
a certain rank



## Generation Overrides

Earn overrides on the  
sales volumes of teams  
in your downline

# \* GET PAID FOR TEAM BUILDING \*

## Compensation Plan: Advocate - Superhero

R E Q U I R E M E N T S		WATER			EARTH		AIR		
	Titles	Advocate*	Activist	Missionary	Challenger	Gladiator	Champion	Superhero	
	Abbreviation	ADVO	ACTI	MISS	CHAL	GLAD	CHAMP	SUPER	
	Personal Sales Volume Requirement (PSV)	--	200 PSV	300 PSV	400 PSV	500 PSV	600 PSV	800 PSV	
	Active Leg Requirement (Active = 200 PSV**)	--	--	1 Active Leg	2 Active Legs	3 Active Legs (1 ACTI)	4 Active Legs (1 ACTI) (1 MISS)	5 Active Legs (1 MISS) (1 CHAL)	
	Team Sales Volume Requirement	--	--	--	\$1500 TSV	\$2,500 TSV	\$4,000 TSV	\$6,000 TSV	
	R E W A R D S	LEVEL OVERRIDES***							
		TSV Level 1 Override	--	2%	2%	2%	2%	3%	3%
TSV Level 2 Override		--	2%	2%	2%	2%	3%	3%	
TSV Level 3 Override		--	1%	1%	1%	1%	2%	2%	
ADVANCEMENT BONUS + SPONSOR MATCHING BONUS*									
Advancement Bonus	--	--	--	\$50	\$100	\$100	\$250		
Sponsor Matching Bonus	--	--	--	\$50	\$100	\$100	\$250		

\*Except for Retail Sales Commissions, GUIDE must be ACTIVE to receive DOWNLINE Commissions such as Level Overrides.

\*\*All GUIDES are "ACTIVE" during the month of enrollment.

\*\*\*Level Overrides (Downline Commissions) are payable Commissionable Volume (CV) which is 75% of Retail.



# Compensation Plan: Elite - Diamond Elite

		FIRE						
R E Q U I R E M E N T S	Titles	Elite	Bronze Elite	Silver Elite	Gold Elite	Platinum Elite	Diamond Elite	
	Abbreviation	ELITE	BRONZE	SILVER	GOLD	PLATINUM	DIAMOND	
	Personal Sales Volume Requirement (PSV)	1000 PSV	1000 PSV	1000 PSV	1000 PSV	1000 PSV	1000 PSV	
	Active Leg Requirement (Active = 200 PSV)	5 Active Legs (1 GLAD) (1 CHAMP)	6 Active Legs (1 CHAMP) (1 SUPER)	6 Active Legs (2 SUPER)	6 Active Legs (1 SUPER) (1 ELITE)	6 Active Legs (1 ELITE) (1 BRONZE)	7 Active Legs (2 BRONZE) (1 SILVER)	
	Team Sales Volume Requirement (TSV)	6,000 TSV	6,000 TSV	6,000 TSV	6,000 TSV	6,000 TSV	6,000 TSV	
	Group Sales Volume Requirement (GSV)	--	30,000 GSV	50,000 GSV	100,000 GSV	200,000 GSV	400,000 GSV	
	<b>LEVEL OVERRIDES*</b>							
TSV Level 1 Override	4%	4%	4%	4%	4%	4%		
TSV Level 2 Override	3%	3%	3%	3%	3%	3%		
TSV Level 3 Override	2%	2%	2%	2%	2%	2%		
<b>ADVANCEMENT BONUS + SPONSOR MATCHING BONUS*</b>								
Advancement Bonus	\$500	\$800	\$1,200	\$2,000	\$3,000	\$5,000		
Sponsor Matching Bonus	\$500	\$800	\$1,200	\$2,000	\$3,000	\$5,000		
<b>GENERATION OVERRIDES*</b>								
Generation 1	3%	3%	3%	3%	3%	3%		
Generation 2		2%	2%	2%	2%	2%		
Generation 3			1%	1%	1%	1%		
R E W A R D S								

\*Except for Retail Sales Commissions, GUIDE must be ACTIVE to receive Downline Commissions such as Level Overrides.



# Retail & Rank Advancement Bonus

RETAIL SALES BONUS			
Monthly Retail Commissionable Volume (RCV)	Commission	Sales Bonus	Total
0-999	25%	0%	25%
1000-1999	25%	3%	28%
2000-2999	25%	4%	29%
3000-4999	25%	5%	30%
5000-7499	25%	6%	31%
7500+	25%	7%	32%

\*Retail Sales Bonus is based on Retail Commissionable Volume (RCV): the amount of sales by orders placed by or on behalf of your customers.

<i>Rank Advancement Bonus</i>		
RANK ACHIEVED	ADVANCEMENT BONUS	SPONSOR MATCHING BONUS
Challenger	\$50	\$50
Gladiator	\$100	\$100
Champion	\$100	\$100
Superhero	\$250	\$250
ELITE	\$500	\$500
BRONZE ELITE	\$800	\$800
SILVER ELITE	\$1,200	\$1,200
GOLD ELITE	\$2,000	\$2,000
PALTIUM ELITE	\$3,000	\$3,000
DIAMOND ELITE	\$5,000	\$5,000

\*Rank Advancement Bonus is based on Personal Sales Volume (PSV): the amount of sales by orders placed by or on behalf of your customers AND personal purchases made with your GUIDE discount.



# ***ELITE Rank Bonus***

<b>RANK SALES BONUS</b>	
<b>Rank</b>	<b>Sales Bonus</b>
Elite	1%
Bronze Elite	2%
Silver Elite	3%
Gold Elite	4%
Platinum Elite	5%
Diamond Elite	6%

\*ELITE Rank Bonus is dependent on achieved rank and is calculated on Retail Commissionable Volume (RCV): the amount of sales by orders placed by or on behalf of your customers.



**WOW! This COMPENSATION PLAN is POOF-TASTIC!**

# Definition of Terms & Concepts



## Active

A GUIDE must maintain at least \$200 Personal Sales Volume (PSV) to be considered Active for that **period**. If a GUIDE is in progress in the period, they will receive NO level overrides from their downline. However, they will still receive retail commission from their customer purchases. A GUIDE's customer purchases AND personal purchases will accrue to the GUIDE's PSV and count toward Active status. In order to remain with the company, a GUIDE must accrue a MINIMUM of \$200/4 months in Commissionable Sales Volume (CSV). A GUIDE who makes personal purchases ONLY will be asked to resign.

## Active Leg

Any first level GUIDE and their entire downline where at least one person is considered to be Active.

## Advancement Bonus

When a GUIDE is promoted to Challenger for the first time, he will receive a one-time bonus. The same goes for ranks Gladiator, Champion & Superhero. **Matching Advancement Bonus** is awarded to GUIDE's upline sponsor.

## Breakage

Bonus that is not paid out because a GUIDE with a specific title qualifies to be "paid-as" a lower rank in a given month. This unpaid commission/bonus is retained by the company.

## Cancellation Policy

GUIDEs must have a minimum of \$200 PSV in a 4-month period in order to remain a GUIDE and keep their downline. If they fail to meet this requirement they will be cancelled which causes them to be removed from the company downline organization. Their downline and customers will be compressed to the next upline GUIDE who is in good standing or redistributed at the company's discretion.

## Career Title

A GUIDE's Career Title is their recognition title or the highest title they have achieved. A GUIDE's Career Title does not change unless they are promoted or demoted, unlike a Paid-as Title, which may vary from month to month.

## Commission

Money paid to GUIDEs for the sales of commissionable company products represented as a percentage of RETAIL sales.

## Commissionable Volume (CV)

Commissionable Volume (CV) is the volume on which BONUS commissions are calculated. This is 75% of the retail of a product and is the amount upon which Downline Level Overrides are paid. Overrides (TSV 1, TSV2, TSV3).

## Compression (General)

When a GUIDE is cancelled and no longer part of the company, their downline is compressed to their upline filling the gap left by the cancelled GUIDE.

## ***Current Period***

Calendar month.

## ***Downline***

All of the people below you are considered to be part of your downline (AKA your TEAM).

## ***Downline Commission***

Money paid to GUIDEs based upon the PSV of their downline (AKA level overrides).

## ***Eligible***

A GUIDE is considered eligible to receive a specific commission if they meet the Career Title requirements for a particular payout. To receive a payout, a GUIDE must be both eligible and qualified.

## ***Front Line***

The GUIDE's place immediately below a specified dealer. This relationship is maintained in the PLACEMENT TREE.

## ***Generation***

The relationship between one ELITE or higher and another ELITE or higher, based on Career Titles. If an ELITE or higher is not paid-as an ELITE, they are still considered a Generation to their upline.

## ***Generation Overrides***

Paid-as ELITES or higher may receive Generation Overrides on the Commissionable Sales Volume (CSV) from their downline Generations and their personal group.

## ***Group***

A GUIDE themselves and their ENTIRE downline, down.

## ***Group Sales Volume (GSV)***

Volume produced by ALL the members in your downline including the GUIDE themselves. Includes all sales **including** personal purchases made with the GUIDE discount.

## ***GUIDE***

An independent contractor with the company who has completed necessary documentation for enrollment and/or purchased an enrollment kit.

## ***Leg***

A leg begins with a first level GUIDE and includes all of the GUIDEs beneath them. A GUIDE has as many legs as they have first level GUIDEs.

## ***Level***

The position a GUIDE has in a downline relative to another upline or downline GUIDE. GUIDEs personally sponsored (i.e. first level) are Level One. Those GUIDEs sponsored by Level One GUIDEs are Level Two, relative to the original GUIDE.



## ***Level 1-3 Overrides (TSV 1, TSV2, TSV3)***

Active GUIDEs that are paid-as a CHALLENGER or higher can receive a percentage on the Personal Sales Volume (PSV) from the sales of their downline through three levels. The percentages and number of levels that a GUIDE receives is based on their Paid-as Title and is regardless of the title of the people below them. If a GUIDE is in progress, unqualified, or ineligible, then that Level Override will not roll upline. Please refer to the definitions of Active, Eligible and Qualified.

## ***Lineage***

The Upline and Downline of a GUIDE.

## ***PARTY***

Where a GUIDE presents the company's products to a group and any resulting sales from the presentation are counted in the PARTY sales volume for HOST awards purposes.

## ***Period***

A period refers to the specific time frame in which qualifications and payouts are calculated for. In this plan, a period is equal to an actual calendar month. Six periods would be six calendar months.

## ***Personal Sales Volume (PSV)***

Volume that will contribute towards promotions (rank advancements). Includes customer orders AND personal purchases made with a GUIDE discount. It is the invoice subtotals.

## ***Personal Sponsor***

The GUIDE directly above another GUIDE in the genealogy is considered to be the "Personal Sponsor."

## ***Personally Sponsored***

The count of other GUIDEs that the GUIDE has personally sponsored/enrolled. This relationship is maintained in the PLACEMENT Tree.

## ***Placement Tree***

This is the structure that represents the main compensation structure for the business. The Unilevel structure that is maintained to represent Sponsorship relationships. This is an infinitely wide and deep structure.

## ***Promote (Promotion)***

A GUIDE promotes to a new Career Title when they meet all of the qualifications for that title in the period. The promotion is effective the first day of the same period meaning that regardless of what day the promotion was actually qualified for, the new Career Title is effective for the entire period.

## ***Qualified***

A GUIDE will only receive the payouts for which they are both eligible and qualified.

## ***Qualified Leg***

Qualified Legs require that at least one individual in the leg is qualified to be paid as a specific title position (or above) during the month.

## ***Qualified PARTY***

A PARTY must reach 200 CV (retail sales) to count as a qualified PARTY for purposes of determining if HOST awards are achieved.

## ***Rank***

Level at which the GUIDE qualifies in a given month for commission and bonus. This level may be the same as the title or if a GUIDE fails to meet the monthly qualifications for a previously earned title, the “paid” rank may be lower than the title.

## ***Reinstatement Policy***

If a GUIDE is cancels or resigns, they may request reinstatement at any time and, if approved, will be reinstated under their original sponsor. Their downline organization will not be reinstated nor their previous title. They will be considered a new GUIDE for all intent and purposes. If a GUIDE wishes to join under a different sponsor, they must wait for a minimum of six months after termination before reapplying and will start as a new GUIDE, without their former downline and title.

## ***Retail Commission (RC)***

Retail Commission. This is the amount you will receive in commission payout which is directly related to the Retail Commissionable Volume (RCV).

## ***Retail Commissionable Volume (RCV)***

Retail Commissionable Volume. This will be what your commission payout is based on. This includes orders placed by or on behalf of your customers. Does NOT include purchases made with your GUIDE discount.

## ***Retail Sales Bonus***

GUIDEs that achieve a minimum Retail Commissionable Volume (RCV) in the period will be qualified to receive an additional percentage on commissions. The percentage will be paid on the Retail Commissionable Volume (RCV) of any customer orders they have. Please refer to the RETAIL SALES BONUS table for specific volume requirements.

## ***Team***

A GUIDE and his/her IMMEDIATE Downline. Applies to first level only.

## ***Team Commissionable Volume (TCV)***

Used to calculate Level Overrides (TSV Level 1, TSV Level 2, TSV Level 3). Calculated at 75% of PSV.

## ***Team Sales Volume (TSV)***

The sum of the CV from all FRONT LINE Team Members BELOW the GUIDE. Purchases include customer retail sales as well as personal purchases made with the GUIDE discount.

## ***Title***

Rank the GUIDE achieved in the last promotions run.

## ***\*As of 7/10/18***