

# COMPENSATION PLAN

REWARDS EVERY STEP YOU TAKE!™

EFFECTIVE MARCH 2011



POWERFUL RECOGNITION & OPPORTUNITY

vollara®

# UNLEASH YOUR FUTURE™

*Vollara is engineered, is dedicated, is designed with one primary purpose in mind - Empowering You to Become Your Best Self™.*

Imagine the freedom you can have when you become your best self. Imagine the freedom you can have when you have the tools, the systems and the power to reach beyond hope, to imagine beyond dreams, to make it all real; when you have products you can count on, systems and support that nurture you, and a financial opportunity that virtually has no limits. All crafted skillfully with the purpose of giving you the power to have an unlimited future, to confidently march forward down the path of your imagination and dreams.

*With Vollara, success is not an accident; its all we know™. Your future is yours - do not let it pass you by - Join Vollara Now!*



# DEFINITIONS

*We encourage those who share our products and opportunity with unmatched compensation and rewards.*

Below is a summary of the future that is in your hands. You will have opportunities to earn 'now' money every week while building for your future with leader bonuses and car awards that pay on a 4-week bonus cycle. There are several definitions you will want to become familiar with.

**These include:**

**ACTIVE** – To be Active, you must have a minimum of 100 PV every 4 weeks.

**BONUS CYCLE** – A cycle is made up of 4 weeks. Each year will have 13 4-week cycles. Each of our 13 bonus cycles begins on a Tuesday and ends on a Monday. Volume requirements are all accumulated based on a 4-week cycle which is the bonus cycle.

**ENROLLMENT TREE** – Consists of Distributors you have personally sponsored and that have been sponsored by them, and so on.

**ENROLLMENT TREE LEG** – An Enrollment Tree Leg starts with a new Distributor that you personally enroll and is expanded based on the new Distributors that they all personally enroll. Each person that you personally enroll (often referred to as your level 1) will become an Enrollment Tree Leg for you. Everyone they personally enroll and so on and so on, will all be within that Enrollment Tree Leg. So if you personally enroll 4 people, and they each personally enroll 2 people you will have 4 Enrollment Tree Legs – each with 3 people in it (themselves and the 2 people they enroll).

**ENROLLMENT TREE LEG VOLUME (ETLV)** – The total GV in a Leg in your Enrollment Tree.

**ENROLLMENT TREE VOLUME (ETV)** – The total GV in all of your Enrollment Tree.

**GV** – Group Volume. GV is the total PV of all the people in your group that is accumulated during a bonus cycle. This could be your Placement Group or your Enrollment Tree.

**LESSER SIDE VOLUME** – The total GV in the lesser of your right or left side of your Placement Group.

**PLACEMENT GROUP** – Consists of those people placed under your right and left sides. These people are sponsored by yourself or someone above or below you.

**PV** – Personal Volume. PV is the volume generated from sales to you, to your customers and to your Preferred Customers. Each product has an assigned PV.

**QUALIFIED** – To be Qualified, you must have a minimum of 2 personally sponsored and Active distributors.

**QUALIFIED ENROLLMENT TREE LEG (QETL)** – An enrollment tree leg that contains a minimum of 4000 GV (or ETVL) within a 4-week bonus cycle is considered a QETL for compensation plan purposes. *Note: In 2012 the ETV requirement for QETL will increase to 5000 ETV within a 4-week bonus cycle.*



# GENERAL BONUSES

**RETAIL SALES PROFIT:** You can purchase products at wholesale prices to sell to your customers at retail prices, either from your website or from you personally. The profits are yours to keep.

**PREFERRED CUSTOMER SALES PROFITS:** Your customers can receive a discount off of retail prices by enrolling in our Autoship Program and becoming Preferred Customers. You will receive the difference between the Preferred Customer discounted retail price and the wholesale price.

**PREFERRED CUSTOMER BONUSES:** All purchases by your Preferred Customers will be credited to your Personal Volume (any PV over 200 will roll into your lesser Placement Group Side). As long as you have 5 Preferred Customers and have Active status yourself, you will begin to receive an additional 10% bonus on the PV amount of all purchases made by your Preferred Customers.

**FAST START BONUS:** If you are active with 100 PV, you can earn a 20% bonus on the PV amount of all orders placed by your personally sponsored Distributors during their first 8 weeks. In addition, certain packages that a New Distributor purchases upon enrollment may entitle the enroller to an additional Fast Start Plus Bonus. Fast Start bonuses are paid weekly.

**TEAM BONUSES:** If you are Active and Qualified with a minimum of 500GV in each of your Placement Group Sides in the bonus cycle, you will earn a 5% bonus on the GV in your lesser side plus a matching bonus of 5% on the equal GV from your greater side. (This equals 10% of the GV of your lesser side.) Any remaining GV from your greater side will be preserved and roll in to the next bonus cycle as long as you remain Active. The maximum amount you can earn in any bonus cycle from Team Bonuses is the lesser of the maximum payout based on your level or \$40,000.

**BONUS CYCLE :** A cycle is made up of 4 weeks. Each year will have 13 4-week cycles. Each of our 13 bonus cycles begins on a Tuesday and ends on a Monday. Volume requirements are all accumulated based on a 4-week cycle which is the bonus cycle.

**CAR BONUS:** Vollara's compensation plan offers an attainable and generous car bonus that has something for everyone. When you maintain the Gold or higher Compensation Level for 2 consecutive bonus cycles, you are eligible for the car bonus. You have 3 choices for the car bonus. You can choose a cash option of \$250, or when you lease or purchase a new or used car and send us a photo, your story and proof of purchase, you receive a \$500 bonus. Make that car a hybrid and you'll receive an extra \$100 for a total of a \$600 car bonus! The car bonus is paid on the 4-week Bonus Cycle. See Car Bonus Program brochure for more details.



# GUARANTEED MINIMUM INCOME BONUSES

**2011 GUARANTEED MINIMUM INCOME (GMI) BONUS:** Starting at the Silver Compensation Plan Level, when you maintain your Level requirements for 2 consecutive Bonus Cycles you are eligible for a Guaranteed Minimum Income Bonus the following Bonus Cycle as long as you are still at the Silver Level or above. The Guaranteed Minimum Income varies by Compensation Level and ranges from \$1000 - \$8000 for a 4-week Bonus Cycle. Once the 2 Bonus Cycle qualification period has been met, you are eligible for the Guaranteed Minimum Income at the lowest Compensation Plan Level you achieve based on a rolling three months.

## EXAMPLES OF GUARANTEED MINIMUM INCOME (GMI) BONUS

Example Number	Bonus Cycle 1	Bonus Cycle 2	Current Cycle	GMI Rank
1	Vested Silver	Gold	Gold	Silver
2	Vested Silver	Silver	Silver	Silver
3	Vested Silver	Vested Silver	Silver	Silver
4	Platinum	Silver	Gold	Silver
5	Platinum	Emerald	Silver	Silver
6	Emerald	Platinum	Team Leader 2000	None
7	Team Leader 2000	Emerald	Platinum	None
8	Platinum	Team Leader 2000	Emerald	None
9	Vested Silver	Team Leader 2000	Silver	None
10	Vested Silver	Silver	Team Leader 2000	None

# EXECUTIVE LEVEL BONUSES

**EXECUTIVE LEVEL MATCHING BONUS:** Once you reach one of our Executive Levels beginning with the Silver Level, you will begin to earn additional bonuses on the GV generated from your Enrollment Tree (that is, distributors you have personally enrolled, distributors they have personally enrolled, and so on). After the Bonus Volume has been calculated and all other General Bonuses have been paid, the remaining bonus money is set aside for our Executive Level Matching Bonuses and is allocated among our Executive Level distributors based on a floating percentage. Total compensation payout under the plan may not exceed 50% of Commissionable Volume in any bonus cycle. Every Executive Level distributor who is Qualified and Active with 100PV is eligible to receive a matching bonus up to the first \$5,000 of Team Bonuses paid to any Distributor in their Enrollment Tree Legs. Executive Level Matching Bonuses cannot exceed the amount of your Placement Group Lesser Side volume and all bonuses in total may not exceed 50% of Commissionable Volume in any 4-week bonus cycle.

**MULTIPLE BUSINESS CENTERS:** When you advance to Executive Royal Diamond Levels you will have the opportunity to add second, third and fourth Business Centers with the potential of earning even more in Team Bonuses.



# LEVEL QUALIFICATIONS SUMMARY\*

Rank	Qualified	Minimum GV from Lesser Side	Minimum Personal Qualified Enrollment Tree Legs (QETL)**	Minimum GV from Enrollment Tree	Maximum GV from any one Enrollment Tree Leg	Cons. 4-Week Bonus Cycles	Max Leader Earnings Per Bonus Cycle***	Guaranteed Minimum Income	Car Eligible	Retail Profits & Fast Start Bonus Eligible	Business Centers****
LEVEL 1 DISTRIBUTOR		0	0				NA	NA	NA	Unlimited	NA
LEVEL 2 TEAM BUILDER 500	X	500	0				\$500	NA	NA	Unlimited	1
LEVEL 3 TEAM BUILDER 1000	X	1,000	0				\$750	NA	NA	Unlimited	1
LEVEL 4 TEAM BUILDER 2000	X	2,000	0				\$1,000	NA	NA	Unlimited	1
<b>EXECUTIVE RANKS</b>											
LEVEL 5 SILVER	X	4,000	1				\$6,000	\$1,000	NA	Unlimited	1
LEVEL 6 GOLD	X	8,000	2				\$8,000	\$2,000	Y	Unlimited	1
LEVEL 7 PLATINUM	X	12,000	3				\$10,000	\$4,000	Y	Unlimited	1
<b>EXECUTIVE CROWNE RANKS</b>											
LEVEL 8 EMERALD	X	20,000	4				\$20,000	\$8,000	Y	Unlimited	1
LEVEL 9 RUBY	X	35,000	5				\$30,000	\$8,000	Y	Unlimited	1
LEVEL 10 DIAMOND	X	60,000	6				\$40,000	\$8,000	Y	Unlimited	1
LEVEL 11 DOUBLE DIAMOND	X	100,000	7				\$60,000	\$8,000	Y	Unlimited	1
<b>EXECUTIVE ROYAL DIAMOND RANKS</b>											
LEVEL 12 ROYAL BLUE DIAMOND	X	100,000	7	300,000	100,000	2	\$100,000	\$8,000	Y	Unlimited	2
LEVEL 13 ROYAL BLUE DOUBLE DIAMOND	X	100,000	7	600,000	200,000	2	UNLIMITED	\$8,000	Y	Unlimited	4
LEVEL 14 ROYAL BLUE TRIPLE DIAMOND	X	100,000	7	1,200,000	300,000	2	UNLIMITED	\$8,000	Y	Unlimited	4

\*Participation in our Compensation Plan is subject to all terms and conditions set forth in our statement of Policies and Procedures and may change from time to time.

\*\*QETL = 4000 GV introductory for 2011. QETL = 5000 GV in 2012.

\*\*\*Leader Earnings = Team Bonuses + Executive Check Match

\*\*\*\*Each business center will stand on its own and will be in your Placement Group only.



# LEVEL QUALIFICATIONS

RANKS	QUALIFICATIONS	Maximum Fast Start Bonus and Retail Profit Potential per 4-Wk Bonus Cycle	Maximum Fast Start Bonus and Retail Profits Potential Annually	Maximum Leader Earnings* Potential per 4-Wk Bonus Cycle
<b>DISTRIBUTOR LEVELS</b>				
LEVEL 1: DISTRIBUTOR	Anyone enrolled in the Compensation Plan.	UNLIMITED	UNLIMITED	NA
LEVEL 2: TEAM BUILDER 500	Must be Active and Qualified and have 500GV in your lesser side for 1 bonus cycle.	UNLIMITED	UNLIMITED	\$500
LEVEL 3: TEAM BUILDER 1000	Must have a minimum of 1000GV in your lesser side for 1 bonus cycle.	UNLIMITED	UNLIMITED	\$750
LEVEL 4: TEAM BUILDER 2000	Must have a minimum of 2000GV in your lesser side for 1 bonus cycle.	UNLIMITED	UNLIMITED	\$1,000
<b>EXECUTIVE LEVELS</b>				
LEVEL 5 SILVER	Must have a minimum of 4000 GV in your lesser side for 1 bonus cycle, plus a minimum of 1 QETL (personal Enrollment Tree Leg with 4000 GV)	UNLIMITED	UNLIMITED	\$6,000
LEVEL 6 GOLD	Must have a minimum of 8,000GV in your lesser side for 1 bonus cycle, plus a minimum of 2 QETLs.	UNLIMITED	UNLIMITED	\$8,000
LEVEL 7 PLATINUM	Must have a minimum of 12,000GV in your lesser side for 1 bonus cycle, plus a minimum of 3 QETLs.	UNLIMITED	UNLIMITED	\$10,000
<b>EXECUTIVE CROWNE LEVELS</b>				
LEVEL 8 EMERALD	Must have a minimum of 20,000GV in your lesser side for 1 bonus cycle, plus a minimum of 4 QETLs.	UNLIMITED	UNLIMITED	\$20,000
LEVEL 9 RUBY	Must have a minimum of 35,000GV in your lesser side for 1 bonus cycle, plus a minimum of 5 QETLs.	UNLIMITED	UNLIMITED	\$30,000
LEVEL 10 DIAMOND	Must have a minimum of 60,000GV in your lesser side for 1 bonus cycle, plus a minimum of 6 QETLs	UNLIMITED	UNLIMITED	\$40,000
LEVEL 11 DOUBLE DIAMOND	Must have a minimum of 100,000GV in your lesser side for 1 bonus cycle, plus a minimum of 7 QETLs.	UNLIMITED	UNLIMITED	\$60,000
<b>EXECUTIVE ROYAL DIAMOND LEVELS**</b>				
LEVEL 12 ROYAL BLUE DIAMOND	Must have a minimum of 100,000GV in your lesser side for 1 bonus cycle, plus a minimum of 7 QETLs. Must have a minimum of 300,000 GV in your personal Enrollment Tree for 2 consecutive bonus cycles, with no more than 100,000 GV from any one Enrollment Tree Leg.	UNLIMITED	UNLIMITED	\$100,000
LEVEL 13 ROYAL BLUE DOUBLE DIAMOND	Must have a minimum of 100,000GV in your lesser side for 1 bonus cycle, plus a minimum of 7 QETLs. Must have a minimum of 600,000 GV in your personal Enrollment Tree for 2 consecutive bonus cycles, with no more than 200,000 GV from any one Enrollment Tree Leg.	UNLIMITED	UNLIMITED	UNLIMITED
LEVEL 14 ROYAL BLUE TRIPLE DIAMOND	Must have a minimum of 100,000GV in your lesser side for 1 bonus cycle, plus a minimum of 7 QETLs. Must have a minimum of 1,200,000 GV in your personal Enrollment Tree for 2 consecutive bonus cycles, with no more than 300,000 GV from any one Enrollment Tree Leg.	UNLIMITED	UNLIMITED	UNLIMITED

\* Leader Earnings = Team Bonus + Executive Check Match

\*\*Executive Royal Diamond Level Distributors must maintain the requirements of a qualified Level 11 Double Diamond.