

COMPENSATION & PROMOTIONAL GUIDELINES

TRAINEE AT 30% COMMISSION

LEVEL 1

- Complete New Associate Agreement
- Complete Week 1 of PHP System Flow
- Qualify for Fast Start School

ASSOCIATE AT 40% COMMISSION

LEVEL 2

- 3 Direct Business Partners
- 3 Sales
- 3,000 Points
- *Within 30 days

FIELD ASSOCIATE

50%

LEVEL 3

- Licensed
- 1 Direct Associate
- 15 Base Recruits
- 15 Sales
- 30,000 Points

Fast Track in 30 Days

- Licensed
- 10 Base Recruits
- 10 Sales
- 10,000 Points

DIRECTOR

60%

LEVEL 4

- 2 Direct FAs or 1 Direct FA + 2 Direct Associates
- 6 Licensed Agents
- 30 Base Recruits
- 30 Sales
- 60,000 Points

Fast Track in 30 Days

- Licensed
- 25 Base Recruits
- 25 Sales
- 25,000 Points

MARKETING DIRECTOR

75% Up to 115%⁽¹⁾

LEVEL 5

- 3 Direct FAs or 1 Direct Director + 1 Direct FA
- 15 Licensed AND Appointed Agents
- 50 Base Recruits
- 50 Sales
- 100,000 Points

THE GREAT EQUALIZER BONUS PROGRAM

(1) Up to 40% Bonus override on Base Only:

- 5% Bonus: 10 Base Recruits / 25 Base Applications / 25,000 Base Points
- 10% Bonus: 25 Base Recruits / 25 Base Applications / 50,000 Base Points
- 20% Bonus: 50 Base Recruits / 50 Base Applications / 100,000 Base Points
- 30% Bonus: 100 Base Recruits / 100 Base Applications / 200,000 Base Points
- 40% Bonus: 150 Base Recruits / 150 Base Applications / 300,000 Base Points

* Effective January 1, 2016

LEVEL

COMMISSION %

SENIOR MARKETING DIRECTOR

77% Up to 117%⁽¹⁾

LEVEL 6

- 2 Direct MDs
- 60 Licensed Agents
- 100 Super Base Recruits
- 100 Super Base Sales
- 200,000 Super Base Points

EXECUTIVE MARKETING DIRECTOR

78% Up to 118%⁽¹⁾

LEVEL 7

- 4 Direct MDs
- 120 Licensed Agents
- 200 Super Base Recruits
- 200 Super Base Sales
- 400,000 Super Base Points

SENIOR VICE PRESIDENT

79% Up to 119%⁽¹⁾

LEVEL 8

- 6 Direct MDs
- 180 Licensed Agents
- 300 Super Base Recruits
- 300 Super Base Sales
- 600,000 Super Base Points

EXECUTIVE VICE PRESIDENT

80% Up to 120%⁽¹⁾

LEVEL 9

- 8 Direct MDs
- 240 Licensed Agents
- 400 Super Base Recruits
- 800 Super Base Sales
- 800,000 Super Base Points

PRESIDENT'S COUNCIL

81% Up to 121%⁽¹⁾

LEVEL 10

- 10 Direct MDs
- 300 Licensed Agents
- 500 Super Base Recruits
- 500 Super Base Sales
- 1,000,000 Super Base Points

CHAIRMAN'S COUNCIL

82% Up to 122%⁽¹⁾

LEVEL 11

- 12 Direct MDs
- 600 Licensed Agents
- 600 Super Base Recruits
- 600 Super Base Sales
- 1,200,000 Super Base Points



GENERATIONAL OVERRIDE

Generation	Percent
1 st Gen MD	10% + 5% ⁽²⁾
2 nd Gen MD	5%
3 rd Gen MD	4%
4 th Gen MD	3%
5 th Gen MD	1%
6 th Gen MD	1%
7 th Gen MD	1%

30%	

RECOGNITION AND REWARDS

\$100K RING



\$50K WATCH

⁽²⁾5% 1st Gen MD Bonus:

- BASE PRODUCTION:
- 10 Recruits
 - 25 Applications
 - 25,000 Points

POTENTIALLY

152%

TOTAL GROSS PAYOUT

The promotion guidelines listed above under each level are effective as of September 1, 2015. Points generated are from sales of products offered through PHP Agency. No more than 50% of production points, recruits or licensed agents can come from one leg. All numbers must be on a primary code number. Promotions are based on 90 calendar day period.