



REWARDS PROGRAM

Level	Founder				Director			Executive		Boardroom			Ambassador	
	Team Leader	Supervisor	Manager	Senior Manager	Director	Senior Director	Executive Director	Vice President	Senior Vice President	President	Chairman	Executive Chairman	Crown Ambassador	Crown Diamond Ambassador
Group Volume (GV)	500	1,500	3,000	5,000	7,500	10,000	15,000	30,000	50,000	75,000	150,000	300,000	500,000	1,000,000
Qualified Teams	2	2	2	2	2	2	2	3	3	4	4	5	5	5
Max GV/ % Per Team	450/ 90%	1,200/ 80%	2,400/ 80%	3,500/ 70%	4,500/ 60%	6,000/ 60%	9,000/ 60%	15,000/ 50%	25,000/ 50%	30,000/ 40%	60,000/ 40%	120,000/ 40%	150,000/ 30%	250,000/ 25%
Payout	\$100	\$275	\$525	\$850	\$1,200	\$1,550	\$2,250	\$4,200	\$6,875	\$10,125	\$19,875	\$39,000	\$62,500	\$120,000
Payout %	20.00%	18.25%	17.50%	17.00%	16.00%	15.50%	15.00%	14.00%	13.75%	13.50%	13.25%	13.00%	12.50%	12.00%
Level Up Bonus*					\$500 in 1 payment	\$750 in 1 payment	\$1,000 in 1 payment	\$7,500 in 2 payments	\$12,500 in 2 payments	\$25,000 in 3 payments	\$50,000 in 4 payments	\$75,000 in 5 payments	\$250,000 in 10 payments	\$1,000,000 in 10 payments
Vacation Stays*					2 nights	3 nights	4 nights	5 nights	6 nights	7 nights	8 nights	9 nights	Unlimited nights	Unlimited nights
Business Dev Reimbursement*								1%	1%	1%	1%	1%	1%	1%
Leadership Bonus*								1 Share	2 Shares	4 Shares	6 Shares	8 Shares	10 Shares	12 Shares

Rewards Program Notes

- A Retail Customer does not have an active Subscribe and Save.
- A Preferred Customer has an active Subscribe and Save and can refer customers and earn reward points on referred customers. Preferred Customers receive Reward Points equal to 25% of Group Volume (GV).
- All accounts below 500 GV are classified as Preferred Customers. After reaching 500 GV, an individual will be invited to become a Business Consultant and become eligible to receive cash commissions as outlined above.
- 100 Personal Volume (PV) is required to be eligible to earn cash commissions. PV includes all volume from personal orders as well as volume from customers.
- Group Volume may come from Personal Volume over 100 points, from directly enrolled Retail or Preferred Customers or from the GV of personally enrolled Business Consultants. All Volume over 100 PV counts toward Group Volume.
- 28 day rewards period.
- Total payout is limited to 50 percent of volume during the rewards period.

Initial Order Bonus: 10% enroller bonus on the first order of anyone you refer when they place their first order until December 31, 2024.

***Level Up Bonus** Beginning at the Executive level the total amount paid is divided by the number of payments and paid each time you achieve that level up to the maximum number of payments. No deadline to achieve payments.

***Earned Vacation Stays** Directors and above are eligible to book stays in one of our Company Owned Vacation Properties. Vacation stays are earned annually while maintaining a level and also each time a BC reaches a new level in the Rewards Plan. A BC must be active and qualifying at the Director Level or above to redeem. Stays are based upon availability and additional nights may be added at the posted nightly rate. Earned nights can be banked.

***Business Development Reimbursement:** For Vice Presidents and above: 1% of the volume that exceeds the current paid leadership level is allocated for reimbursement of business expenses.

***Leadership Bonus:** For Vice Presidents and above, earn shares of 3% of global retail and preferred customer sales.

TM3 United InsideOut GROW Coaching is an 8 week online course with weekly conference calls. A Business Consultant will earn a bonus of \$125 each time someone they have personally enrolled purchases the course.