



Rep Compensation

Rep Opportunity Compensation Plan

Being a part of our Rep Opportunity is amazing! We offer many incredible products with a compensation plan that is spectacularly simple! Plus, it's extremely flexible for individuals whether they want to focus on a specific product or dive into more. Let's face it. Today, you need a real opportunity to take control of your finances. So, go ahead. Pick your passion, and we'll show you a program flexible enough for part-time, full-time or any-time!

Getting started as an Associate!

Everyone has to start somewhere. And in our marketing business, one does so by enrolling to become an Associate. This gives you the option to sell products and enroll other Associates to do the same.

The Key to our Comp—Business Volume

Every time a product is purchased it generates what we call Business Volume (BV). You can think of this as our currency in YTB. Each product has a predetermined BV, and our sales people earn a percentage of BV for each sale. For example, a 3-pack of Ganovia Coffee has 30 BV. The Associate earns 40%, or \$12. (40% is not earned on Monthly Travel fee or wholesale coffee purchases by Reps.)

Now, there are two kinds of Business Volume, Weekly and Monthly. This simply refers to the type of product and how compensation is paid,

Commissions on Monthly product sales are calculated on the last day of each month and are paid on the 11th of the following month. Associates earn 40% of the BV for all monthly BV product sales to customers.

The Weekly commission cycle runs Friday to Thursday and is paid the following Friday. Only Reps and Senior Reps qualify for Weekly BV compensation.

Personal Volume:

Every time you make a product sale, you're closer to unlocking additional levels of the compensation plan. Plus, when you elect to build a team, you can earn even more. However, to do that you also have to maintain a certain amount of Personal Volume, or Personal BV. This can be earned through Monthly and Weekly BV product sales to individuals who are not also Associates or Reps, and personal purchases count as well.

Team Compensation:

Earning 40% on Monthly BV product sales is pretty great. But, that's only the beginning of our compensation plan. In fact, the first goal of every Associate is to start earning Team Compensation by qualifying for the Rep and Senior Rep positions. And, Team Compensation is exactly what it sounds like. Reps earn additional compensation on their team's successful sales efforts. (In other words, Reps earn more money!) And, advancing is easy!



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For an Associate to become a Rep, they simply need to personally sell 150 in Weekly BV in any calendar month. Easy! However, you should know that a Senior Rep earns twice as much in commissions as a Rep. Therefore, everyone's goal should really be to become a Senior Rep.

There are two ways to qualify for Senior Rep. The first has no time limits and requires 600 Personal BV with at least 50 Personal BV per month until the requirement is achieved. If during a 30-day period there is not at least 50 Personal BV, the accumulated BV does not carry forward and they will have to start over toward their 600 Personal BV for Senior Rep.

There is a quicker way to become a Senior Rep. Achieving 375 Personally sold Weekly BV within their first 30 days of enrollment in YTB qualifies one for Senior Rep as well. Remember, this is accomplished through personal sales to individuals who are not also Associates or Reps or personal purchases count as well.

Reps earn 5% of the BV on Weekly BV products and Senior Reps earn 10%. For example, a Senior Rep sells a YTB Travel Program with 200 BV. Their commission is \$20, or 10% of BV. Plus, Reps and Senior Reps will continue to make 40% Associate commission on Monthly BV product sales.

The great news? Once an individual earns the Rep or Senior Rep position, they'll always have it! And, that's true for your next level, too—Starting your PowerTeam!

Before we take a look at PowerTeam Compensation, we need to define what a Qualified Rep is, and it's really quite simple. A Qualified Rep is a Rep or Senior Rep who has at least 50 Personal BV every month. This Personal BV requirement can be achieved with any combination of Monthly or Weekly BV product sales including Ganovia Coffee, Z Mobile or the YTB Travel Program sold to non-Rep customers. In other words, you never have to make a purchase to move all the way to the top of our compensation plan even though personal purchases do count.

The PowerTeam

Earning commission on your team's successful sales efforts is a beautiful thing. But, earning Bonuses is even sweeter, and that takes place in the PowerTeam! To qualify and become a PowerTeam Leader, a Senior Rep simply needs to achieve 1,200 BV and have at least three personally enrolled Qualified Reps. (When you are a Qualified Rep with three personally sponsored Qualified Reps, that also means you're qualified to override! A must for earning PowerTeam Commission, Bonuses and the 50% Match!)

PowerTeam Leader Earnings

As long as they remain qualified to override, PowerTeam Leaders earn 10% of the BV for every Weekly BV product sold within their PowerTeam. This includes all their personal sales as well as any sales made by their PowerTeam Reps who have not become PowerTeam Leaders. For example, if you personally sell a Travel Program worth 200 Weekly BV, you earn \$20 in Senior Rep compensation plus \$20 for being a PowerTeam Leader, or \$40. When one of your PowerTeam Reps sells the same package, you earn \$20 and they earn \$20 (10% each).



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PowerTeam Bonuses

As PowerTeam Leaders continue to build their team and earn team compensation, there are also bonuses they can go after! Every time a PowerTeam Rep sells a Weekly BV product, that generates Team Volume for their PowerTeam. Every 1,200 in Team BV generates a \$500 Bonus for the PowerTeam Leader!¹

The \$10,000 Bonus

While \$500 Bonuses are based solely on Weekly Team Volume, we also offer a Bonus based on that and the number of Qualified Sales in your PowerTeam. A Qualified Sale is earned when any of the following products are sold by you and your PowerTeam Reps: YTB Travel Program renewal, Z Mobile 3,000 Text Credit package renewal, 7-pack of Ganovia, and every case of Ganovia.

PowerTeam Leaders who have 100 Qualified Sales (renewals also count) during the month that have not previously counted toward this bonus and at least 40,000 in accumulated Weekly BV earn a \$10,000 Bonus!¹

Please Note: Once one of your PowerTeam Rep's sales have counted toward a \$10,000 Bonus, that particular Rep's additional sales will not count toward your next \$10,000 Bonus.

Additional Compensation:

The 50% Match

As long as a Rep is qualified to override, they will earn a 50% match on the commissions earned by all of their personally sponsored Reps and Associates when they sell Weekly and Monthly BV products. For example, if one of your personally sponsored Reps earns a \$20 commission for selling a Travel Program, you earn \$10! (Please note: There will not be a match paid on any Bonuses, Associate Compensation, the 50% Match, or others where noted.)

Qualified to Override (QTO)

Being qualified to override is essential to earning PowerTeam Commission, Bonuses and the 50% Match. Reps and Senior Reps are considered QTO when they are a Qualified Rep with three personally sponsored Qualified Reps.

¹ Must be qualified to override.

PowerTeam Generations

A PowerTeam Generation will start when one of your PowerTeam Reps starts their own PowerTeam. Their PowerTeam is considered 1st Generation to you. When a 1st Generation Rep starts their PowerTeam, that PowerTeam is 2nd Generation to you. This continues for six generations. Commissions on PowerTeam Generations are as follows:

1st Generation: 6%

2nd Generation: 4%

3rd Generation: 2%

4th, 5th and 6th Generations: 1%



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Residual Commission

Reps and Senior Reps also earn residual income on the sale of Monthly BV products, wholesale product purchases, and recurring monthly charges associated with the Travel Program and Z Mobile. Residual commission is as follows:

PowerTeam Leader: 4%

1st, 2nd and 3rd Generations: 4%

4th, 5th, and 6th Generations: 2%

Personal Product Purchases

Should a Rep decide to purchase any of our products, this type of personal purchase will count toward their personal BV, which helps Reps become or remain Qualified Reps (Being a Qualified Rep is essential to earning additional compensation and moving up in our compensation plan). The Team Volume generated by this purchase will go to the Rep's upline. Team Volume on Weekly BV products helps Reps earn bonuses and advance in our compensation plan. (Remember, you never have to make a personal purchase to move up in our compensation plan. Any customer purchase, a purchase made by an individual who is not also an Associate or Rep, will count toward your personal BV, too.

Go Full-Time with our Sales Director Program

We know what you're thinking. This is the perfect opportunity to make additional income. The great news... We're just getting started. If you're a real go-getter, interested in building a large organization, then our Sales Director Program is for you. When you qualify at this level, you'll receive additional monthly income as well as company paid group health and life insurance. And, monthly income starts when you reach 250 Qualified Sales in your organization with no more than 1/3 coming from any one Rep. Talk to your sponsor today about this exciting program and find more details in the Rep Back Office.

Additional Support:

Not sure you completely understand? That's ok! One of the great things about our business is that you're never alone. We're always here to help you. In fact, the person who showed you this plan has access to many additional resources from one-page explanations and examples to video walk-throughs. We recommend working through an example to fully understand how you get paid. And, you don't have to understand everything to get started. We'll continue to pay you whether you understand the comp plan or not. So join the team, have fun, and get started earning additional income today!