



CAUSE ENTREPRENEUR

COMPENSATION PLAN GUIDE

ONE HOPE

Earning with ONEHOPE

INTRODUCTION TO THE ONEHOPE COMPENSATION PLAN

The majority of people who join our company are looking for a part-time business opportunity. They are interested in wine, giving back, being a part of a community and having fun. They have an opportunity to earn anywhere from a few hundred dollars per month to hundreds of dollars per week, by conducting private wine tasting fundraisers, selling direct to their customers or providing corporate gifting services. The recurring income from enrolling customers into our Wine Club, combined with recognition, association with people of similar interests, and the uplifting feeling of making a difference is what most people seek from a part-time career with ONEHOPE.

Others have chosen to pursue a professional opportunity with ONEHOPE. Successful leaders seek greater rewards and greater impact—and they are driven to build teams. These potential team builders come to our business with a variety of backgrounds, experience and education. These are the leaders in our company.



Earning with ONEHOPE

We have put together a powerful and effective compensation plan including a unique Host program that makes a local impact, fun incentives and trips, and the potential to earn a percentage of the Commissionable Volume generated each month by members of your team. It is a tool that rewards behavior we know will result in success. You are an independent business person and because we cannot mandate a specific way you build your business, ONEHOPE chooses to reward you when you do those things that we know are important in creating a balanced business. There are four core competencies that you will need to understand and embrace in order to succeed with our compensation plan.

- **PERSONAL SELLING**
- **PERSONAL SPONSORING**
- **TEAM BUILDING**
- **LEADERSHIP**



Earning with ONEHOPE

ONEHOPE provides an outstanding merit-based marketing business that is flexible, profitable and works when you work. As a Cause Entrepreneur with ONEHOPE, you are a part of a community of like-minded individuals who are passionate about giving back and making a difference in the world.

This compensation plan will reward you for having a balanced business where selling, sponsoring, and team building are equally important. It equips Cause Entrepreneurs with a comfortable opportunity to make an impact and earn a lucrative commission on their personal sales. For those who choose to expand their impact by building teams, the ONEHOPE compensation plan rewards are infinite and earning efforts are compounded.



Earnings & Commissions

There are **2 ways** to earn commission with ONEHOPE. Earn personal commission on personal sales volume each month, and earn bonus commissions through personal sponsoring, leadership and team building for any given calendar month.

01.

PERSONAL SALES VOLUME

Earn up to 35%* on all personal sales from tasting events, bulk orders, corporate gifting, fundraisers and online purchases within any given calendar month.

0-299 PCV = 5%

300 - 1,499 PCV = 20%

1,500 - 2,499 PCV = 25%

2,500 - 3,499 PCV = 30%

3,500+ PCV = 35%

**Additional commission overrides above 20% are paid at the end of the month*

02.

TEAM BUILDING

Grow your team of impact by sponsoring new CEs and start earning team commissions as you promote in rank!

Enjoy bonuses when you coach and mentor others.



Earnings & Commissions

GETTING PAID

ONEHOPE uses a company called Paylution, also known as Hyperwallet, as our commission payment provider.

We pay commissions twice each month. First, a mid-month payout (deposited within 3 business days of the 16th) which includes your Personal Sales Commissions for orders placed between the 1st through the 15th. Then we make a 2nd commissions payout after the month has closed (deposited within 5 business days of the 1st of the following month) which includes personal commission on sales from the 16th through the last day of the previous month, additional 5-15% bonus on all personal commissionable sales in the entire previous month if you've achieved 1500+ PCV, and all overrides earned on team sales for the entire previous calendar month.

Scan below to learn how to set up your Hyperwallet account and more!



Titles & Advancements

KEY FEATURES OF THE PLAN

QUALIFIED LEGS

When you personally sponsor a Cause Entrepreneur, you create a Downline Leg. A qualified leg is when at least 1 Cause Entrepreneur within the leg has generated at least 300 in PCV.

TEAM & DEVELOPMENT BONUSES

Mentors are encouraged to work with everyone within their personal group. As you progress through the ranks, you will be paid bonus commissions of 2-10% on your level 1-3 team.

PERSONAL GROUP BONUSES

When you reach the rank of Director, you will earn a 3% Group Bonus on your entire personal Group Bonus Volume. Additionally you will earn a 3% Group Bonus on your personal group in Fast Start. Both of these bonuses exclude any Director team that has promoted. This is not limited to your uni-level bonus, it is infinite.

DIRECTOR GENERATIONS

When you promote a Director a generation is created. As you progress in rank, you will earn through 3 generations.

INFINITY BONUS

A bonus paid to Senior Executive Directors and National Executive Directors on the bonus volume of Cause Entrepreneurs in their organization.

INFINITY AND BEYOND BONUS

A bonus paid to National Executive Directors on the organizational volume of Cause Entrepreneurs in their organization that is not a part of another SED's or NED's organizational volume.

GENERATION BONUS

Additional Bonus Commissions are paid when you have reached Director or higher and you promote Directors. The Director who is closest to you in a Qualified Leg is considered your 1st Generation Director and depending on your rank advancement, you have the opportunity to earn 1-3% in Generation Bonuses up to 3 Generations deep.



Titles & Advancements

KEY FEATURES OF THE PLAN

RANK ADVANCEMENT BONUS

Rank Advancement Bonuses are earned for achieving significant milestones in the Compensation Plan. These bonuses are paid when you achieve the rank with corresponding bonus. Some bonuses are paid in 1 lump sum in the month following the achievement, whereas some of the larger bonuses (Senior Director and higher) are paid in 2 months.. the month you qualify and the next month you qualify at the same rank.

MATCHING RANK ADVANCEMENT BONUS

For every Director you develop and promote, you will receive a \$250 Bonus. These bonuses are paid in the month after the promotion.

ORGANIZATION STRUCTURE

The requirements necessary to advance in rank are outlined to help the Cause Entrepreneur build a solid, healthy business. These requirements help you create a structure that will promote growth, eventually moving you up through the ladder of success.

50% RULE & MERITOCRACY

The 50% Rule is applied to all Senior Director and higher organizations to ensure that no one Qualified Leg is producing more than 50% of the total Organizational Volume for qualification purposes. This ensures that all Cause Entrepreneurs who add value to others are compensated fairly.

1,500 GV DIRECTOR PROMOTION CREDIT

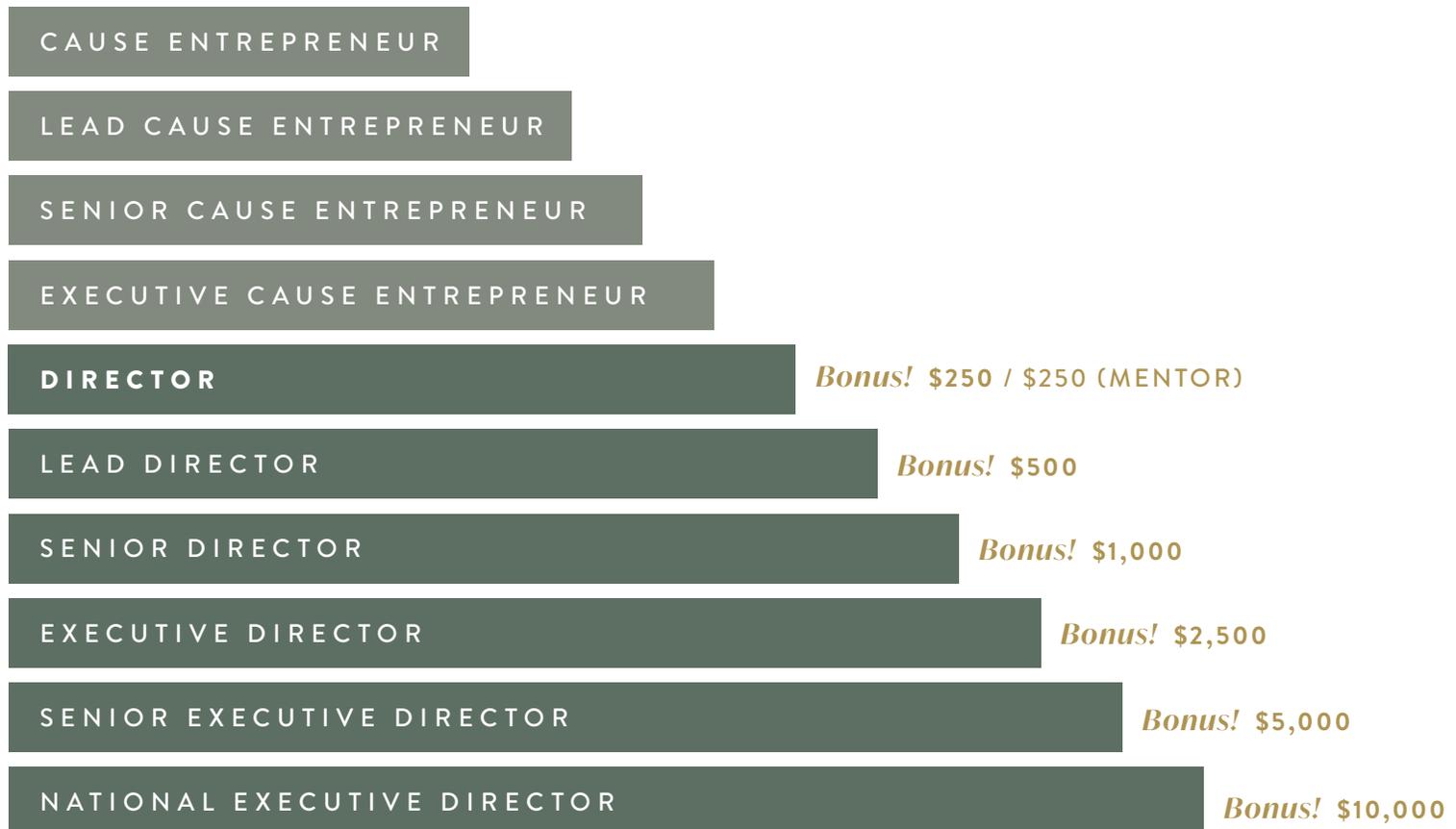
When a Director promotes a new Director from their Personal Group, they will receive a 1,500 GV credit applied to their Personal Group Volume for a period of 3 months. This applies for each Director that promotes.



Titles & Advancements

AN OVERVIEW OF THE ONEHOPE COMPENSATION STRUCTURE

There are 10 title ranks in the ONEHOPE Compensation plan. Title advancement is achieved based on your personal commissionable volume, the number of qualified legs on your team, and the total commissionable volume of your entire team for any given calendar month. There are some key milestone title ranks where first-time promotion bonuses are paid.



Earnings & Commissions

PROMOTING THROUGH THE RANKS

The ONEHOPE Compensation plan is comprised of two elements: a Qualification Structure and a Compensation Structure.

QUALIFICATION STRUCTURES

The specific performance, production, and organizational structure requirements that qualify our Cause Entrepreneurs for various income stream elements within the compensation plan.

Monthly Qualifications	Lead CE	Senior CE	Executive CE	Director	Lead Director	Senior Director	Executive Director	Senior Executive Director	National Executive Director
PCV	300	600	1,000	1,500	1,500	1,500	1,500	1,500	1,500
Team Structure Qualified CE = 300+ PCV	1 Qualified CE Leg	2 Qualified CE Legs	4 Qualified CE Legs [1 SCE+ Leg]	4 Qualified CE Legs [2 SCE+ Legs]	4 Qualified CE Legs [1 SCE+ Leg] [1 Dir+ Leg]	5 Qualified CE Legs [2 Dir+ Legs]	6 Qualified CE Legs [4 Dir+ Legs] [1 LD+]	6 Qualified CE Legs [4 Dir+ Legs] [1 LD+, 1 SD+]	6 Qualified CE Legs [4 Dir+ Legs] [1 ED+, 2 LD+]
Organizational Volume (OV)	600	1,200	2,000	5,000	5,000	20,000	50,000	100,000	250,000
Personal Group Volume (PGV)					3,500	3,500	3,500	3,500	3,500
						50% Rule	50% Rule	50% Rule	50% Rule



Earnings & Commissions

PROMOTING THROUGH THE RANKS

COMPENSATION STRUCTURES

The income stream elements that incentivizes and rewards our Cause Entrepreneurs for their production and business building activities.

Sales Commissions

Paid on PCV

PCV	0 - 299	300 - 1,499	1,500 - 2,499	2,500 - 3,499	3,500+
Commission %	5%	20%	25%	30%	35%

Team & Development Bonuses

Paid on Bonus Volume (BV)

Uni-Level Bonuses

Level 1
Level 2
Level 3

	Lead CE	Senior CE	Executive CE	Director	Lead Director	Senior Director	Executive Director	Senior Executive Director	National Executive Director
Level 1	10%	10%	10%	10%	10%	10%	10%	10%	10%
Level 2		5%	5%	5%	5%	5%	5%	5%	5%
Level 3			2%	2%	2%	2%	2%	2%	2%
Personal Group Bonus <i>Personal Group BV (OV at Director level)</i>				3%	3%	3%	3%	3%	3%
Fast Start Group Bonus				3%	3%	3%	3%	3%	3%
Generation Bonuses									
Generation 1					3%	3%	3%	4%	4%
Generation 2						2%	2%	2%	3%
Generation 3							2%	2%	2%
Infinity Bonuses									
Infinity Bonus								1%	1%
Infinity & Beyond Bonus									1%

Earnings & Commissions

QUALIFICATIONS AND COMPENSATION FOR EACH RANK

Monthly Qualifications		Lead CE	Senior CE	Executive CE	Director	Lead Director	Senior Director	Executive Director	Senior Executive Director	National Executive Director
PCV		300	600	1,000	1,500	1,500	1,500	1,500	1,500	1,500
Team Structure Qualified CE = 300+ PCV		1 Qualified CE Leg	2 Qualified CE Legs	4 Qualified CE Legs [1 SCE+ Leg]	4 Qualified CE Legs [2 SCE+ Legs]	4 Qualified CE Legs [1 SCE+ Leg] [1 Dir+ Leg]	5 Qualified CE Legs [2 Dir+ Legs]	6 Qualified CE Legs [4 Dir+ Legs] [1 LD+]	6 Qualified CE Legs [4 Dir+ Legs] [1 LD+, 1 SD+]	6 Qualified CE Legs [4 Dir+ Legs] [1 ED+, 2 LD+]
Organizational Volume (OV)		600	1,200	2,000	5,000	5,000	20,000	50,000	100,000	250,000
Personal Group Volume (PGV)						3,500	3,500	3,500	3,500	3,500
							50% Rule	50% Rule	50% Rule	50% Rule
Team & Development Bonuses <i>Paid on Bonus Volume (BV)</i>										
Uni-Level Bonuses	Level 1	10%	10%	10%	10%	10%	10%	10%	10%	10%
	Level 2		5%	5%	5%	5%	5%	5%	5%	5%
	Level 3			2%	2%	2%	2%	2%	2%	2%
Personal Group Bonus <i>Personal Group BV (OV at Director level)</i>					3%	3%	3%	3%	3%	3%
Fast Start Group Bonus					3%	3%	3%	3%	3%	3%
Generation Bonuses										
Generation 1						3%	3%	3%	4%	4%
Generation 2							2%	2%	2%	3%
Generation 3								2%	2%	2%
Infinity Bonuses										
Infinity Bonus									1%	1%
Infinity & Beyond Bonus										1%

Rank:
Cause Entrepreneur

REQUIREMENTS
to achieve this rank

Enroll as a CE

REWARDS
for title achievement

5%-35% on Personal Commissionable Volume (PCV)



Rank: *Lead Cause Entrepreneur*

REQUIREMENTS to achieve this rank

- 300 in Personal Commissionable Volume (PCV)
- 1 Qualified Leg (300 PCV)
- 600 Organizational Volume

REWARDS for title achievement

- 20%-35% on Personal Commissionable Volume (PCV)
- Level 1: 10% on Bonus Volume (BV)
- During Fast Start Only: \$50 Rank Promotion Bonus/\$25 Bonus to Upline Leader (Mentor)

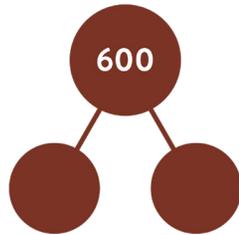


Rank:

Senior Cause Entrepreneur

REQUIREMENTS to achieve this rank

- 600 in Personal Commissionable Volume (PCV)
- 2 Qualified Legs (300 PCV Each)
- 1,200 Organizational Volume



REWARDS for title achievement

- 20%-35% on Personal Commissionable Volume (PCV)
- Level 1: 10% on Bonus Volume (BV)
- Level 2: 5% on Bonus Volume (BV)
- \$100 Fast Start Rank Promotion Bonus / \$50 Bonus to Upline Leader (Mentor)



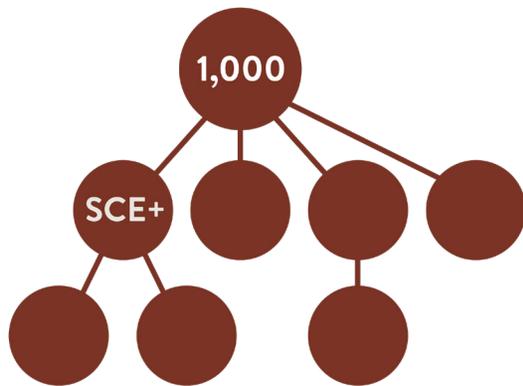
Rank: *Executive Cause Entrepreneur*

REQUIREMENTS to achieve this rank

- 1,000 in Personal Commissionable Volume (PCV)
- 4 Qualified Legs
- 2,000 Organizational Volume
- 1 SCE+ Leg

REWARDS for title achievement

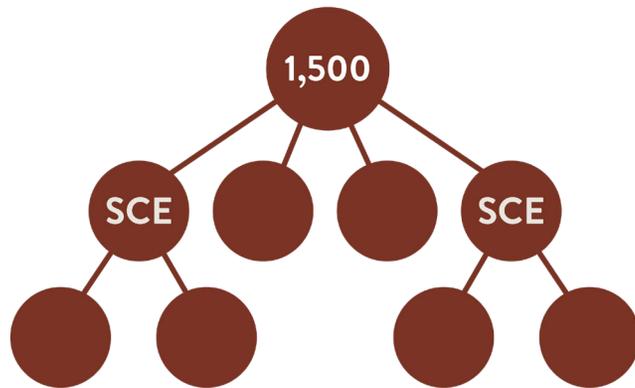
- 20%-35% on Personal Commissionable Volume (PCV)
- Level 1: 10% on Bonus Volume (BV)
- Level 2: 5% on Bonus Volume (BV)
- Level 3: 2% on Bonus Volume (BV)
- \$200 Fast Start Rank Promotion Bonus / \$100 to Upline Leader (Mentor)



Rank: *Director*

REQUIREMENTS to achieve this rank

- 1,500 in Personal Commissionable Volume (PCV)
- 4 Qualified Legs
- 5,000 Organizational Volume
- 2 Active SCE+ Legs



REWARDS for title achievement

- 25%-35% on Personal Commissionable Volume (PCV)
- Level 1: 10% Bonus Volume (BV)
- Level 2: 5% on Bonus Volume (BV)
- Level 3: 2% on Bonus Volume (BV)
- Group Bonus: 3% of Group Volume*
- Group Fast Start Bonus: 3% of Fast Start Group Volume
- **Rank Bonus: \$250 to you/\$250 to mentor**
- Fast Start Rank Promotion Bonus: \$1,000 to you / \$500 to Upline Leader (mentor)

**Calculated using Bonus Volume (BV)*



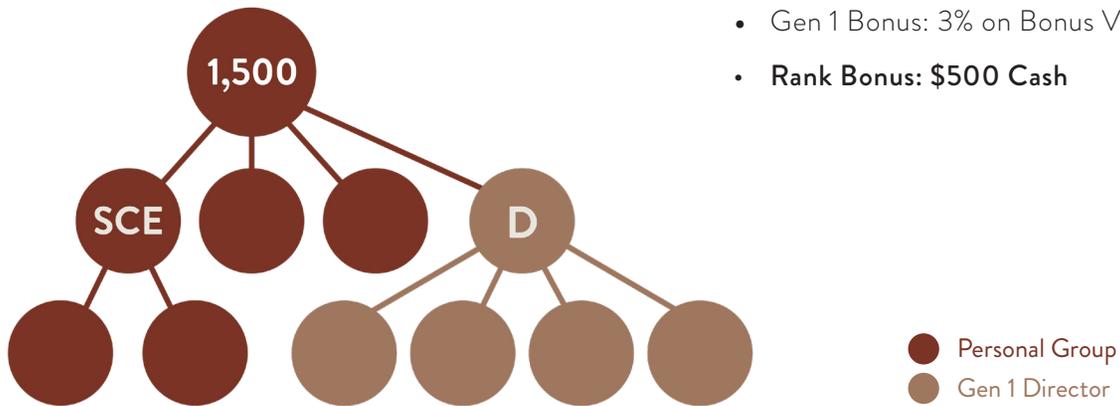
Rank: *Lead Director*

REQUIREMENTS to achieve this rank

- 1,500 in Personal Commissionable Volume (PCV)
- 4 Qualified Legs
- 3,500 Group Volume
- 5,000 Organizational Volume
- 1 Director+ Leg
- 1 SCE+ Leg

REWARDS for title achievement

- 25%-35% on Personal Commissionable Volume (PCV)
- Level 1: 10% Bonus Volume (BV)
- Level 2: 5% on Bonus Volume (BV)
- Level 3: 2% on Bonus Volume (BV)
- Group Bonus: 3% of Group Volume (GV)
- Group Fast Start Bonus: 3% of Fast Start Group Volume
- Gen 1 Bonus: 3% on Bonus Volume (BV)
- **Rank Bonus: \$500 Cash**



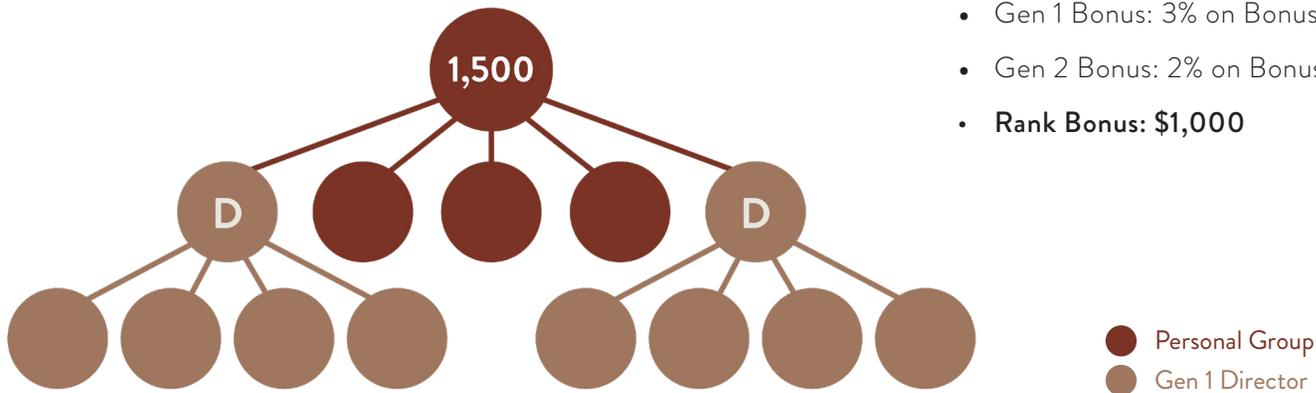
Rank: *Senior Director*

REQUIREMENTS to achieve this rank

- 1,500 in Personal Commissionable Volume (PCV)
- 5 Qualified Legs
- 3,500 Group Volume
- 20,000 Organizational Volume
- 2 Director or above Legs
- 50% Rule

REWARDS for title achievement

- 25%-35% on Personal Commissionable Volume (PCV)
- Level 1: 10% on Bonus Volume (BV)
- Level 2: 5% on Bonus Volume (BV)
- Level 3: 2% on Bonus Volume (BV)
- Group Bonus: 3% on Group Volume (GV)
- Group Fast Start Bonus: 3% of Fast Start Group Volume
- Gen 1 Bonus: 3% on Bonus Volume (BV)
- Gen 2 Bonus: 2% on Bonus Volume (BV)
- **Rank Bonus: \$1,000**



Rank: *Senior Executive Director*

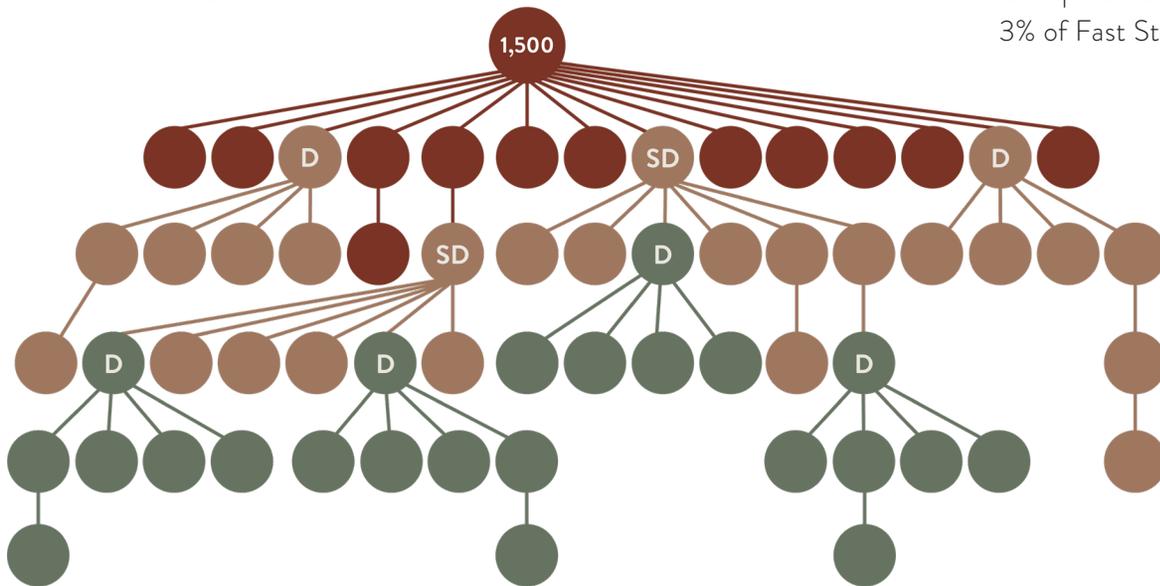
REQUIREMENTS to achieve this rank

- 1,500 in Personal Commissionable Volume (PCV)
- 6 Qualified Legs
- 3,500 Group Volume
- 100,000 Organizational Volume
- 4 Director+ Legs (1 LD+ and 1 SD+)
- 50% Rule

REWARDS for title achievement

- 25%-35% on Personal Commissionable Volume (PCV)
- Level 1: 10% on BV
- Level 2: 5% on BV
- Level 3: 2% on BV
- Group Bonus: 3% GV
- Group Fast Start Bonus: 3% of Fast Start Group Volume
- Gen 1 Bonus: 4% on BV
- Gen 2 Bonus: 2% on BV
- Gen 3 Bonus: 2% on BV
- Infinity Bonus: 1% on BV
- **Rank Bonus: \$5,000***

**Paid in 2 parts (first month qualified and next month at this rank)*



- Personal Group
- Gen 1 Director
- Gen 2 Director



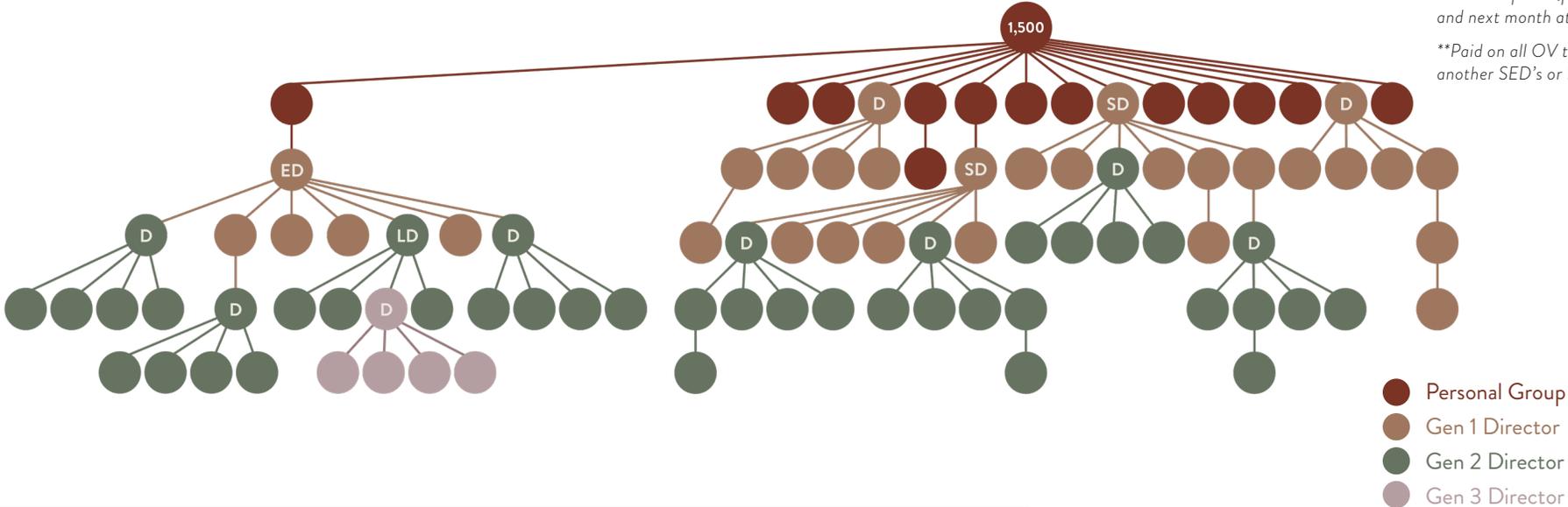
Rank: *National Executive Director*

REQUIREMENTS to achieve this rank

- 1,500 in Personal Commissionable Volume (PCV)
- 6 Qualified Legs
- 3,500 Group Volume
- 250,000 Organizational Volume
- 4 Director or above Legs (including 1 ED or above, 2 LD or above)
- 50% Rule

REWARDS for title achievement

- 25%-35% on Personal Commissionable Volume (PCV)
- Level 1: 10% on BV
- Level 2: 5% on BV
- Level 3: 2% on BV
- Group Bonus: 3% GV
- Group Fast Start Bonus: 3% of Fast Start Group Volume
- Gen 1 Bonus: 4% on BV
- Gen 2 Bonus: 2% on BV
- Gen 3 Bonus: 2% on BV
- Infinity Bonus: 1% on BV
- Infinity & Beyond: 1% on OV**
- **Rank Bonus: \$10,000***



*Paid in 2 parts (first month qualified and next month at this rank)

**Paid on all OV that is not part of another SED's or NED's OV

What is Your Commissionable Volume?

Your commissionable volume (CV) is volume you receive from the sale of products. It varies depending on the pricing structure used for that product. At ONEHOPE, in order to optimize our Cause Entrepreneur and consumer value proposition, we have embraced a pricing concept widely used by the leading companies in the direct selling industry, Dual-Point pricing.

This concept de-couples the retail price paid from the Commissionable Value, allowing us to:

- Offer discounts on product bundles (or sets) without impairing the company's financial viability
- Offer margin-impaired products that we would otherwise not be able to afford (gifts)

THE FOLLOWING CV VALUES APPLY:

All Wine, Wine Club, Gift Cards = **85%**

Wine Boxes* = **66.67%**

Add-Ons: Purchase with Purchase (PWP), and Gift Set
Add Ons** = **50%**

** Wine Boxes include wine*

*** Gift Sets are sold with 1+ bottle*



Commissionable Volume and Discounts

WINE PACK EXAMPLES		
	6-PACK	12-PACK
MSRP	\$150	\$300
Discount	10% Off	20% Off
Net Sales Price	\$135	\$240
CV	114.75	204
CV as % of Net Sales Price	85%	85%
Shipping	\$20	\$20



Frequently Asked Questions

Are there minimum sales requirements?

There are no sales minimums to maintain your Cause Entrepreneur status. However one of the requirements to earn bonuses within the compensation plan is to be active in that month according to the rank requirement.

Do I have to stay active every month?

You do not have to stay active each month, however in order to earn bonuses on your team, you must achieve the Pay Rank LCE or higher depending on the bonuses you'd like to achieve.

If a Cause Entrepreneur in my personal group sells, but is not active, do I earn bonus commissions on his or her volume?

Yes, you can earn bonuses on this Cause Entrepreneur as long as you meet the other requirements outlined in the compensation plan.

What if I promote to Director and do not maintain my Director status?

You will retain your Lifetime Title of Director, but you will be paid at a lower ranking title. Your group volume or Organizational Volume will roll back into your upline Director's personal group.

If a Cause Entrepreneur on my team promoted to Director before me, what happens?

If you are a Cause Entrepreneur working your way up to Director, and you have a CE on your team working towards promoting to Director as well, you want to make sure you promote to Director before the CE on your team for a couple of reasons. A) so you can use their volume to promote to Director and B) so you can benefit from the Promotion Credit while you replace the promote Volume. Note that if you both promote to Director the same month, it would be treated as if you promoted before the CE on your downline.

What happens to my Organizational Volume if I have a leg that is more than 50% of my total Organizational Volume?

For rank requirement at the Senior Director level or higher, no one leg can be more than 50% of the Organizational Volume (OV). Using the Senior Director example of 20,000 OV, if you have one Director leg producing 15,000 OV, you will need the rest of your organization producing at least 10,000 OV or 50% of the total 20,000 OV.

How should I organize the “financial aspect” of my ONEHOPE business?

- Maintain a separate checking account and credit card for your business
- Keep good records and retain business receipts. Speak to a tax advisor on the benefits of owning a home-based business.

Key Terms

Bonus Volume

The volume on which Uni-Level, Group, and Generation Bonuses are paid. Bonus Volume is equal to 70% of Commissionable Volume.

Commission

Your commission is 5%-35% of your Personal Commissionable Volume (PCV).

Commissionable Products

All ONEHOPE products on which Sales Commissions and bonuses are paid. Each Commissionable Product has an assigned commissionable value that counts toward Commissionable Volume. Host Kits are not commissionable products.

Commissionable Volume

The volume on which commissions are paid, and the basis for Bonus Volume. Commissionable Volume on discounted products is calculated using a dual-pricing method.

Wine, Wine Club, and Gift Cards = 85%

Wine Boxes = 66.67%

Add-Ons: Join Kits, PwP Add-Ons, and Gift Set Add-Ons = 50%.

Downline Leg

Each one of the individuals enrolled immediately underneath you and their respective Organizations represents one “leg” in your Organization.

Fast Start Group Bonus

A bonus paid to a Cause Entrepreneur with the Rank of Director or above, on the Cause Entrepreneur’s Group Volume of CEs in their Fast Start. Calculation is on Bonus Volume.

Generation

For a given Cause Entrepreneur of the Rank of Director or higher, the relationship between the given Cause Entrepreneur and another Director or higher within one Qualified Leg of the given Cause Entrepreneur’s Organization, based on Paid-As Rank. For a given Cause Entrepreneur the Group Volume of the first Downline Cause Entrepreneur with a Rank of Director or higher in a given Qualified Leg would be the given Cause Entrepreneur’s Generation 1 Volume, the Group Volume of the next Downline Cause Entrepreneur with a Rank of Director or higher in the same Qualified Leg would be the given Cause Entrepreneur’s Generation 2 Volume, etc.

Key Terms

CONTINUED

Generation Bonuses

Bonuses paid on the Group Volume of Cause Entrepreneurs with a Rank of Director or higher in your Organization. The percentages you are paid and the number of Generations you are paid are based on your Paid-As Rank in a given period.

Group

For any given Cause Entrepreneur, all of the Cause Entrepreneurs (and their respective Organizations) sponsored by the given Cause Entrepreneur down to the first Cause Entrepreneur of the Rank of Director or above in each Downline Leg. Also referred to as Personal Group.

Group Volume

The Personal Commissionable Volume of a Cause Entrepreneur and each of the Cause Entrepreneurs in the Cause Entrepreneur's Group. This is not limited to your uni-level bonus, it is infinite. Also referred to as Personal Group Volume.

Group Volume Bonus

A bonus paid to a Cause Entrepreneur with the Rank of Director or above, on the Cause Entrepreneur's Group Volume. Calculation is on Bonus Volume.

Infinity Bonus

A bonus paid to Senior Executive Directors and National Executive Directors on the bonus volume of cause entrepreneurs in their organization.

Infinity & Beyond Bonus

A bonus paid to National Executive Directors on the Organizational Volume of Cause Entrepreneurs in their Organization that is not a part of another SED's or NED's organizational Volume.

Level

The layers of downline Cause Entrepreneurs in a particular Cause Entrepreneur's Organization. This term refers to the relationship of a Cause Entrepreneur, relative to a particular upline Cause Entrepreneur, determined by the number of Cause Entrepreneurs between them who are related by Sponsorship. For example, if A sponsors B, who sponsors C, who sponsors D, who sponsors E; then E is on A's fourth level.

Lifetime Rank

The highest rank a Cause Entrepreneur has achieved in the ONEHOPE compensation plan at any time. Used for recognition purposes only.

Key Terms

CONTINUED

Organization

For a given Cause Entrepreneur, all of the Cause Entrepreneurs (and their respective Organizations) sponsored by the given Cause Entrepreneur, regardless of Rank. A Cause Entrepreneur's Organization is also known as the Cause Entrepreneur's "Downline".

Organization Volume

For a given Cause Entrepreneur, the Personal Commissionable Volume of a Cause Entrepreneur and each of the Cause Entrepreneurs in the given Cause Entrepreneur's Organization.

Paid-As Rank

Refers to the current Rank of a Cause Entrepreneur, as determined by the ONEHOPE Compensation Plan, for any pay period. To be considered "Active" relative to a particular Rank, a Cause Entrepreneur must meet the criteria set forth in the ONEHOPE Compensation Plan for his or her rank in the given period. (See the definition of Rank below.)

Personal Sponsor

The Cause Entrepreneur directly above another Cause Entrepreneur in the genealogy is considered to be the Personal Sponsor.

Personal Commissionable Volume

For a given Cause Entrepreneur, the total Commissionable Volume of products sold in a given period:

- a) By the Company to the Cause Entrepreneur
- b) By the Company to the Cause Entrepreneur's Retail Customers
- c) By the Company to the Cause Entrepreneur's customers enrolled in Wine Club

Personal Retail Volume

For a given Cause Entrepreneur, the total retail value of products sold in a given period:

- a) By the Company to the Cause Entrepreneur
- b) By the Company to the Cause Entrepreneur's Retail Customers
- c) By the Company to the Cause Entrepreneur's customers enrolled in Wine Club



Key Terms

CONTINUED

Promotion Credit

For a given Cause Entrepreneur with a Rank of Director or above who promotes a new Director from their Group in a given month, a 1,500 GV credit will be applied to the given Cause Entrepreneur's Group Volume qualification requirements for a period of three months after the promotion. The credit is not commissionable.

Qualified

A Cause Entrepreneur who has accumulated Personal Commissionable Volume (PCV) of 300 or more in a given month. A Cause Entrepreneur becomes qualified only for a given month when they have accumulated 300 PCV in that month.

Qualified Leg

A Qualified Leg is any Downline Leg within your organization where a CE has sold 300 PCV or more, regardless of their level to you.

Rank

The title that a Cause Entrepreneur has achieved pursuant to the ONEHOPE Compensation Plan. "Career Rank" refers to the highest rank a Cause Entrepreneur has achieved in the ONEHOPE compensation plan at any time. "Paid-As Rank" refers to the rank at which a Cause Entrepreneur is qualified to earn commissions and bonuses during the current pay period. Any reference to Rank in the ONEHOPE Compensation Plan and these definitions is referring to Paid-As Rank.

Rank Advancement Bonus

Bonuses achieved for reaching pre-determined ranks in the compensation plan. These bonuses may be subject to required timelines and at times will include matching bonuses to uplines.

Retail Customer

An individual who purchases ONEHOPE products from a Cause Entrepreneur but who is not a participant in the ONEHOPE Compensation Plan.



Key Terms

CONTINUED

Ring Bonuses

A Cause Entrepreneur “closes a Ring” when they sell \$500 in Retail Sales and sponsor 1 new CE. Cause Entrepreneurs in Fast Start will receive a \$150 bonus for every Ring they close, and an additional \$400 for every 4th Ring closed. For CEs out of Fast Start, Rings may be used to calculate points for incentives.

Sales Commissions

Commissions paid to Active Cause Entrepreneurs on their accumulated Personal Commissionable Volume.

Sponsor

A Cause Entrepreneur who enrolls another Cause Entrepreneur into the Company and is listed as the Sponsor on the Cause Entrepreneur Application and Agreement. The act of enrolling others and training them to become Cause Entrepreneurs is called “sponsoring”.

Uni-Level Bonuses

For a given Cause Entrepreneur, the bonuses paid on the Commissionable Volume of Cause Entrepreneurs in the given Cause Entrepreneur’s Organization. The percentages paid and the number of Levels paid are based on the given Cause Entrepreneur’s Paid-As Title, regardless of the Ranks of the Cause Entrepreneurs in the given Cause Entrepreneur’s Organization.

Upline

This term refers to the Cause Entrepreneur or Cause Entrepreneurs above a particular Cause Entrepreneur in a sponsorship line up to the Company. Alternatively stated, the line of Sponsors that links any particular Cause Entrepreneur to the Company.

Upline Leader

For any given CE, the next paid-as person in your upline of equal rank or higher.c) By the Company to the Cause Entrepreneur’s Preferred Customers enrolled in Wine Club.





ONE HOPE

YOU GO, WINE BOSS!

