

COMPENSATION PLAN

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%

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%	
	Level 2		5%	5%	5%	5%	5%	5%	5%	
	Level 3			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%	
1st Time Promotion Bonuses										
Promotion Bonus	\$50	\$100	\$200	\$1,000	\$250	\$500	\$1,000	\$2,500	\$5,000	\$10,000
Upline Leader Bonus	\$25	\$50	\$100	\$500	\$250					
<p><i>Fast Start Only - See Fast Start Program on page 2 for more information AND swag bonuses!</i></p>										
<p><i>Paid in 2 installments: 1st month + next month at this Rank</i></p>										

PROGRAMS

FAST START PROGRAM

FS Period: the month of enrollment + the next three calendar months for a new Cause Entrepreneur (CE)

Earn wine, cash, and swag by sharing & growing your team!

Ring Bonus	Sell \$500 in Retail Sales and Sponsor 1 CE
<i>Reward</i>	\$150 Cash Bonus (Ring bonuses are unlimited during Fast Start)
For every 4th Ring you close, you earn an additional \$400 Cash Bonus!	

First Time Promote in FS To:	Lead CE	Senior CE	Executive CE	Impact Director
<i>You Earn (\$)</i>	\$50	\$100	\$200	\$1,000
<i>You Earn (Swag)</i>	OH Hat	OH T-Shirt	OH Pullover	OH Puff Jacket
<i>Upline Leader Bonus</i>	\$25	\$50	\$100	\$500

Earn Wine and Swag	Fast Start 1000	Fast Start 1500	Fast Start 2000
<i>Qualification</i>	Sell \$500 in Retail Sales	Sell \$1,000 in Retail Sales	Sell \$1,500 in Retail Sales
<i>Reward</i>	Rock Star 6-Pack	Wine Chiller	Event Tote Bag
			Marble Cheese Board

PRODUCT COMMISSIONABLE VOLUME (CV)

A percentage of sales based on the type of product sold

PCV	Product Type
85%	Wine, Wine Club, Gift Cards
66.67%	Wine Boxes*
50%	Purchase with Purchase (PwP) Add-On, and Gift Set Add-On**

*Wine Boxes include wine

**Gift Set Add-Ons are sold with 1+ bottle

HOST REWARDS

Hosting a wine tasting fundraiser is a fun and easy way to earn rewards and give back to a cause you care about

	Benefit	
Host	10% in rewards points to shop and/or donate when fundraiser reaches \$500+	\$99 Host Kit* (6-pack valued at \$180)
Charity	10% donation towards the charity of your choice	

*No PCV on Host Kits

SALES COMMISSIONS

Your personal sales commission % is based on your Personal Commissionable Volume (PCV) each month

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

KEY TERMS

50% Rule - For paid-as Senior Director or higher leaders, a minimum of 50% of that leader's OV requirement must be produced from outside of a single leg

Bonus Volume (BV) - The volume on which Uni-Level, Group and Generation bonuses are paid. BV is equal to 70% of CV

Commissionable Products - All ONEHOPE products on which Sales Commissions and bonuses are paid

Commissionable Volume (CV) - Volume on which commissions are paid, and the basis for Bonus Volume (BV). CV is a percentage of Retail Sales and varies depending on the pricing structure used for that product (see chart on back)

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 CE of the rank of Director or higher, the relationship between the given CE and another Director or higher within one Qualified Leg of the given CE's Organization, based on "paid-as" rank. For a given CE the Group Volume of the first downline CE with a rank of Director or higher in a given Qualified Leg would be the given CE's Generation 1 Volume, the Group Volume of the next downline CE with a rank of Director or higher in the same Qualified Leg would be the given CE's Generation 2 Volume, etc.

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 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 (BV).

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 CEs in an organization based on sponsoring/genealogy relationships. For example, if A sponsors B who sponsors C, then B is A's first level and C is A's second level, and so on

Mentor - The CE who is the first upline in a CE's genealogy

Organization - All CEs (and their respective Organizations) sponsored by the CE, regardless of Rank. A CE's Organization is also known as the CE's "downline"

Organizational Volume (OV) - The PCV of a given CE and the PCV of each of the CEs within that CE's organization

Personal Commissionable Volume (PCV) - Total CV from a CE's personal purchases and Retail Customer purchases

Qualified CE Leg - When a CE personally sponsors a new CE, a downline leg is created. A qualified leg is when at least one CE within the leg has generated at least 300 PCV in a month

Retail Sales - Total dollar amount of Commissionable Products

Personal Group 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

Personal Group Volume (PGV) - The PCV of a CE and each of the CEs in that CE's organization down to the first CE of the rank of Director or above in each Downline Leg

Team Structure - The requirements necessary to advance in or maintain rank within a CE's Organization

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 Leader - For any given CE, the first upline of equal or higher "paid-as" Rank in a calendar month