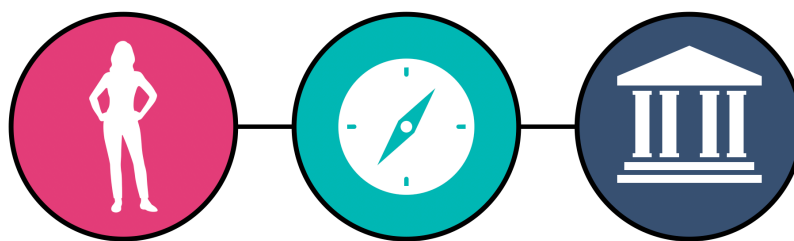


# The Posh Pay Plan



Personal

Mentor

Pool

PERFECTLY  
POSH.

## The Posh Pay Plan

1. You earn 10-30% on your personal sales and customer retail orders.
2. You earn up to 8% as a Mentor Bonus from the sales of Advocates in your team.
3. Beginning at Rank 10, you can qualify for the Bonus Pool and earn a percentage of all sales in the company!

Rank	Lifetime Sales	Personal Commission Rate	Up 1	Up 2	Up 3	Up 4	Up 5
1	0	10%	8%	4%			
2	100	11%	8%	4%			
3	250	13%	8%	3%			
4	500	16%	7%	3%			
5	1,000	20%	7%	2%	1%		
6	2,000	24%	6%	2%	1%		
7	3,500	27%	6%	2%	2%		
8	5,500	29%	5%	3%	2%		
9	8,000	30%	5%	3%	2%	1%	
10	11,000	30%	5%	3%	3%	1%	
11	14,500	30%	5%	3%	3%	2%	
12	18,500	30%	5%	4%	3%	2%	
13	23,000	30%	5%	4%	3%	2%	1%
14	28,000	30%	5%	4%	3%	2%	2%
15	33,500	30%	5%	4%	3%	3%	2%
16	39,500	30%	5%	4%	4%	3%	2%
17	46,000	30%	5%	5%	4%	3%	2%
18	53,000	30%	5%	5%	4%	3%	3%
19	60,500	30%	5%	5%	4%	4%	3%
20	68,500	30%	6%	5%	4%	4%	3%
21	77,000	30%	6%	5%	5%	4%	3%
22	86,000	30%	6%	5%	5%	4%	4%
23	100,000	30%	6%	5%	5%	5%	4%

## Posh Pay Plan Explained

Forget everything you know about compensation plans! Our Pay Plan was designed not just with simplicity and transparency, but it was also created by our CEO, Andrew McBride, to help you achieve your goals with confidence!

### 1. Personal Commissions

Your personal commissions are based on your Rank. And your Rank is only based on your Lifetime Sales. That's it! Every personal order and every customer order counts toward helping you to rank advance. And as you rank advance, your personal commission rate increases!

Even though you start at 10% commissions at Rank 1, an order of just \$100 will advance you to Rank 2! We've designed the steps between Ranks to grow as your business grows. This helps you to build momentum and long-term success.

### 2. Mentor Bonus

You can earn a Mentor Bonus of up to 8% on the Sales of other Advocates in your team! Your Mentor Bonus is based on the Rank of the Advocate in your team who submitted the order and your distance from them. So simple! Here is an example:

Let's say that you sponsored an Advocate who advances to Rank 5. She submits an order as a Rank 5 Advocate, and you are Up 1 from her (meaning that you are one level above her in your team). When we look on the chart above, we can see where "Up 1" and "Rank 5" intersect, that you will be paid a 7% Mentor Bonus on that order! And here's the best part: your Rank doesn't matter. Even if the person in your team has a higher Rank than you, you can still qualify for the Mentor Bonus!

### 3. Pool Bonus

The only thing better than getting paid infinitely deep on your downline or getting paid for multiple generations of leaders in your team, is getting paid infinitely deep on every downline and every Advocate in the whole company. That's how the Pool Bonus works!

Beginning at Rank 10, you can qualify to receive a monthly Pool Bonus by having the Minimum Sales to qualify for that Rank's Pool (see chart).

Rank	Monthly Minimum Sales Requirement (Pool Eligibility)
10 - 12	\$ 300
13 - 15	\$ 400
16 - 18	\$ 500
19 - 21	\$ 600
22 - 23	\$ 800

## Other Pay Plan FAQ's

### When do I get paid?

Personal Commissions and Mentor Bonuses are paid every Wednesday for the previous calendar week (Sun-Sat). Pool Bonuses are paid on the 10<sup>th</sup> of the month for the previous month.

### How are commissions calculated and how do I get paid?

Commissions are calculated in real time. This means that if you start the week as a Rank 1 Advocate, you are paid as a Rank 1 Advocate for every order you have that week. At the end of the week, we look at your Lifetime Sales. If you have reached a milestone, you rank advance and start the next week at your new Rank.

We use an electronic wallet system for your commissions and bonuses. You can use the funds directly or transfer them to your bank account.

### What are the minimum sales requirements to stay active or keep my team?

If you don't have a team below you, you only need \$100 in Sales every 12 months to keep your account active.

If you do have a team, you need to have the minimum sales required to keep each leg of your team. That minimum depends on the highest Rank in each leg (see chart).

The Minimum Sales Requirement (MSR) is for your personal Sales total every two months (rolling). If you fail to meet the minimum for a leg of your team, that leg rolls up to the next eligible leader above you.

Highest Rank in Team Leg	Minimum Sales Requirement (2 months)
1 - 4	\$ 0
5	\$ 100
6 - 8	\$ 300
9	\$ 500
10+	\$ 800

### How often are rank advancements?

You can rank advance every week! The Posh Pay Plan allows you to walk or run at your own pace. You can even jump more than one Rank each week!

### What else should I know about the Posh Pay Plan?

This plan is designed for you. No more stress on the last night of the month and no more pressure from leaders to get your orders in. This plan rewards leaders for helping you individually. It rewards consistency. It is easy to understand – you always know where you are and exactly how far you need to go to reach the next step. We are excited to use this plan to help you reach your goals!