

# OPTAVIA® INTEGRATED COMPENSATION PLAN - QUICK SHEET

## VOLUME TYPES

Commissions and Bonuses are calculated on **Compensation Volume (CV)**

Rank and Bonus qualifications are determined by **Qualifying Volume (QV)**

## OPTAVIA COACH COMPENSATION

Compensation for welcoming & supporting frontline Clients.

CLIENT SUPPORT COMPENSATION						
FRONTLINE QUALIFYING VOLUME (FQV)	<1,200	1,200	2,400	3,600	4,800	6,000
CLIENT SUPPORT COMMISSIONS	15%	15%	15%	15%	15%	15%
CLIENT SUPPORT BONUS	N/A	5%	7%	9%	11%	13%
CERTIFICATION BONUS	3%	3%	3%	3%	3%	3%
TOTAL MAXIMUM CLIENT SUPPORT COMPENSATION	18%	23%	25%	27%	29%	31%

COACH CONSISTENCY BONUS *(Must be Certified, rolling 3 months)*

2,000 FQV/MO MINIMUM	4,000 FQV/MO AVERAGE	6,000 FQV/MO AVERAGE
\$250	\$500	\$1,000

### FIRST 30-DAY CLIENT ACQUISITION BONUS - \$100 (CAB)

Develop at least five (5) new Frontline Clients and generate a total of 1,000 **Frontline Qualifying Volume (FQV)** within your first 30 days of being an **OPTAVIA** Coach.

## BUSINESS COACH COMPENSATION

Compensation for mentoring **OPTAVIA** Coaches and building teams.

### ASSIST BONUS

Help a personally sponsored Coach earn his/her first 30-day **Client Acquisition Bonus (CAB)** and you will earn a matching Assist Bonus of \$100.

### RANK ADVANCEMENT TO EXECUTIVE DIRECTOR

Qualifying Point definition:

- 1 point for every 1,200 in **Frontline Qualifying Volume (FQV)**
- 1 point for every qualified Senior Coach Team

RANK	QUALIFICATIONS
COACH	LESS THAN 1,200 GQV AND 5 ORDERING ENTITIES
SENIOR COACH	1,200 GQV AND 5 ORDERING ENTITIES
MANAGER	QUALIFIED SC WITH 2 QUALIFYING POINTS
ASSOCIATE DIRECTOR	QUALIFIED SC WITH 3 QUALIFYING POINTS
DIRECTOR	QUALIFIED SC WITH 4 QUALIFYING POINTS
EXECUTIVE DIRECTOR	QUALIFIED SC WITH 5 QUALIFYING POINTS

To qualify for any Business Coach or Business Leader compensation, you must be a qualified Senior Coach with a minimum of five (5) ordering entities and 1,200 in **Group Qualifying Volume (GQV)**.

## BUSINESS COACH COMPENSATION

### TEAM GROWTH BONUS *(Paid on volume below Frontline/Level 1)*

TEAM GROWTH BONUSES (PAID ON LEVEL 2 AND BELOW)		QUALIFIED RANK				
		SENIOR COACH	MANAGER	ASSOCIATE DIRECTOR	DIRECTOR	EXECUTIVE DIRECTOR
TEAM RANK	COACH	4%	6%	8%	10%	12%
	SENIOR COACH		2%	4%	6%	8%
	MANAGER			2%	4%	6%
	ASSOCIATE DIRECTOR				2%	4%
	DIRECTOR					2%
	EXECUTIVE DIRECTOR					COVERED IN EXECUTIVE DIRECTOR GENERATION BONUSES

### FULLY INTEGRATED BUSINESS COACH (FIBC) CONSISTENCY BONUS

Earn \$1,000 every rolling three (3) month period that you qualify as a **Fully Integrated Business Coach (FIBC)** with 6,000 or more **Frontline Qualifying Volume (FQV)**, five (5) or more qualified Senior Coach Teams, and 15,000 or more in **Group Qualifying Volume (GQV)** for three (3) consecutive months. (Must be Certified.)

## BUSINESS LEADER COMPENSATION

Compensation for advanced team building and leadership development.

### EXECUTIVE DIRECTOR GENERATION BONUSES

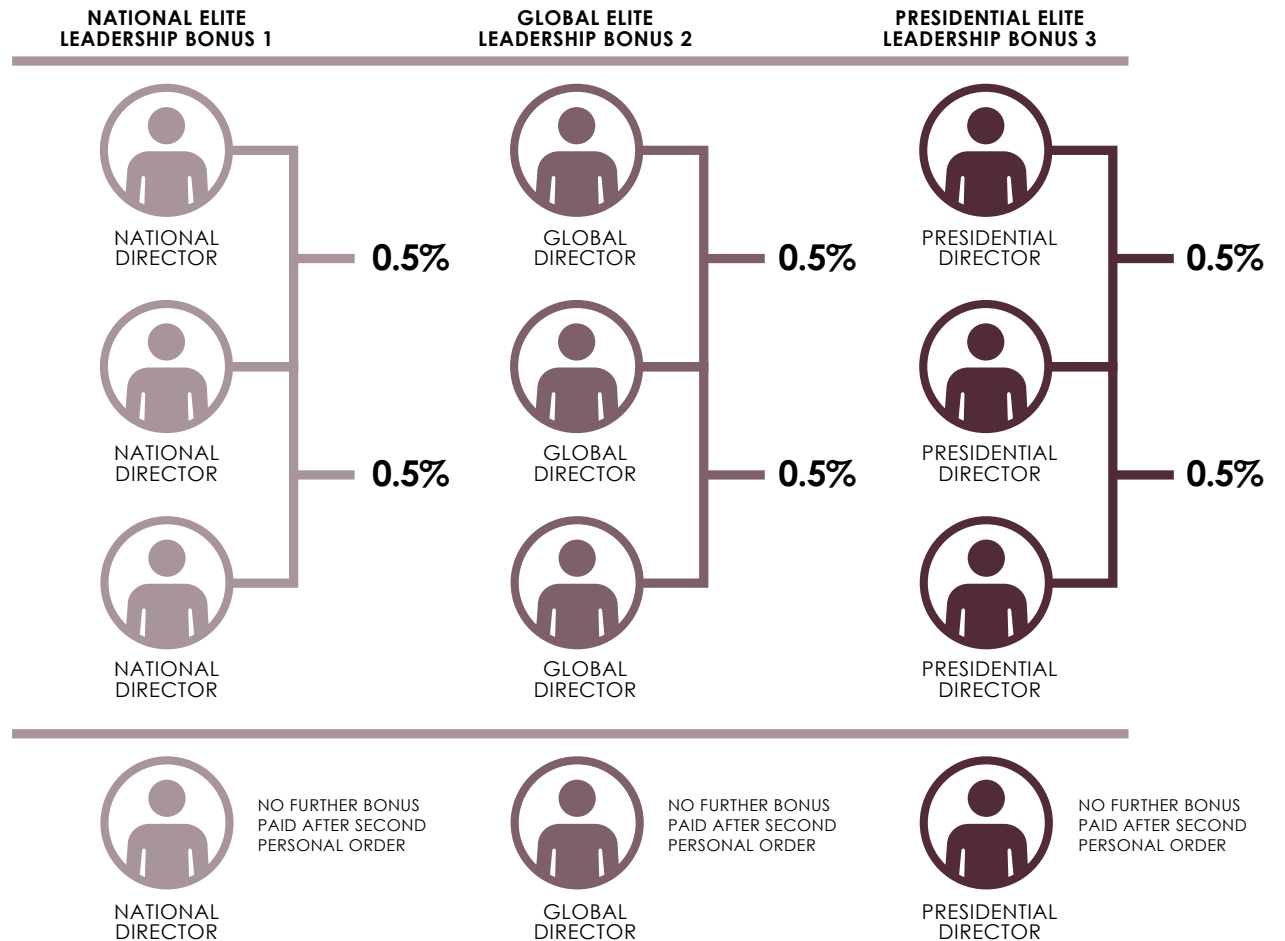
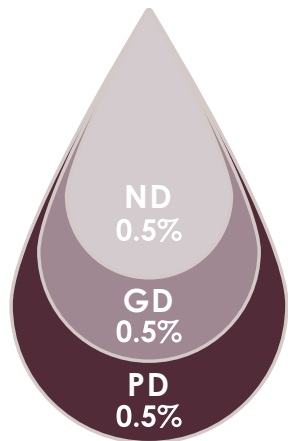
To qualify for any Business Leader Compensation, you must be a qualified Regional Director or higher. The table below displays the percentage earned on each Executive Director Generation. Bonuses are paid as a percentage of the Executive Director's Group Compensation Volume, down to the next Executive Director in depth (next generation).

		QUALIFIED RANK							
		REGIONAL DIRECTOR	INTEGRATED REGIONAL DIRECTOR	NATIONAL DIRECTOR	INTEGRATED NATIONAL DIRECTOR	GLOBAL DIRECTOR	INTEGRATED GLOBAL DIRECTOR	PRESIDENTIAL DIRECTOR	INTEGRATED PRESIDENTIAL DIRECTOR
GENERATIONS OF TEAMS	1	2.5%	2.5%	2.5%	2.5%	2.5%	2.5%	2.5%	2.5%
	2		2.5%	2.5%	2.5%	2.5%	2.5%	2.5%	2.5%
	3				2%	2%	2%	2%	2%
	4					2%	2%	2%	2%
	5						1.5%	1.5%	1.5%
	6								1.5%

## BUSINESS LEADER COMPENSATION

### ELITE LEADERSHIP BONUSES

**Elite Leadership Bonuses** are paid to qualified National Directors and higher for their role in directing and overseeing large **OPTAVIA** organizations. As a qualified National Director (or higher), you earn 0.05% (half of one percent) on your entire business down to the second qualified National Director (or higher) in a team. The **Personal Compensation Volume (PCV)** of the second National is included in your compensation; however their **Group Compensation Volume (GCV)** is not included in this bonus. Global and Presidential Elite Leadership Bonuses are similarly paid down to the second Global or Presidential in a team.



# OPTAVIA® INTEGRATED COMPENSATION PLAN - QUICK SHEET

## OPTAVIA PATH TO ACHIEVEMENT

<b>RANK</b>	<b>QUALIFICATIONS</b>
<b>COACH</b>	Less than 1,200 GQV and 5 Ordering Entities
<b>SENIOR COACH (SC)</b>	1,200 GQV and 5 Ordering Entities
<b>MANAGER</b>	Qualified SC with 2 Qualifying Points
<b>ASSOCIATE DIRECTOR</b>	Qualified SC with 3 Qualifying Points
<b>DIRECTOR</b>	Qualified SC with 4 Qualifying Points
<b>EXECUTIVE DIRECTOR (ED)</b>	Qualified SC with 5 Qualifying Points
<b>INTEGRATED EXECUTIVE DIRECTOR (FIBC)</b>	Qualified ED with 6,000 FQV, 5 qualified Senior Coach Teams, 15,000 GQV and Certified
<b>REGIONAL DIRECTOR</b>	Qualified ED with 1 ED Team
<b>INTEGRATED REGIONAL DIRECTOR</b>	Qualified FIBC with 1 ED Team and Certified
<b>NATIONAL DIRECTOR</b>	Qualified ED with 3 ED Teams
<b>INTEGRATED NATIONAL DIRECTOR</b>	Qualified FIBC with 3 ED Teams and Certified
<b>GLOBAL DIRECTOR</b>	Qualified ED with 5 ED Teams
<b>INTEGRATED GLOBAL DIRECTOR (FIBL)</b>	Qualified ED with 5 FIBC Teams and Certified
<b>PRESIDENTIAL DIRECTOR</b>	Qualified ED with 10 ED Teams
<b>INTEGRATED PRESIDENTIAL DIRECTOR</b>	Qualified FIBL with 5 additional ED Teams and Certified

Qualifying Point definition = 1 Qualifying Point for every 1,200 **Frontline Qualifying Volume (FQV)** OR 1 Qualifying Point for every qualified Senior Coach Team.

GLOSSARY “TERMS TO LEARN” – The following are some important terms to learn regarding the **OPTAVIA** Compensation Plan:

**Assist Bonus** - A matching \$100 bonus paid to the Sponsor of a new **OPTAVIA** Coach who earns his/ her Client Acquisition Bonus.

**Certified Coach:** Someone who has successfully completed and passed the online Certification Course.

**Client Acquisition Bonus (CAB):** A one-time \$100 bonus for new Coaches who develop at least five (5) new Frontline Clients whose orders total at least 1,000 Frontline Qualifying Volume (FQV) within their first 30 days as a Coach.

**Client Support Bonuses:** Sliding scale bonus paid to Coaches who generate at least 1,200 Frontline Qualifying Volume (FQV) in a Monthly Bonus Period. Client Support Bonuses are paid as a percentage of Frontline Compensation Volume (FCV) generated in a Monthly Bonus Period from 5% to 13%, depending on the Frontline Qualifying Volume (FQV).

**Client Support Commissions:** Flat 15% bonus paid on Level 1 orders (15% of Frontline Compensation Volume/FCV) in a Weekly Commission Period.

**Coach Consistency Bonuses:** A special bonus for Certified Coaches who demonstrate Frontline Qualifying Volume (FQV) consistency for a consecutive three month (rolling) period. Coach Consistency Bonuses are tiered (\$250, \$500, and \$1,000) based on a Coach's Frontline Qualifying Volume (FQV) performance each month in the three-month period. A minimum of 2,000 Frontline Qualifying Volume (FQV) per month is required to be eligible for any Coach Consistency Bonus. Coaches are eligible to receive this bonus four times in a 12-month period.

**Commissionable Goods:** Any products including **OPTAVIA** Fuelings, Snacks, Supplements, Flavor Infusers, etc. that can be consumed. Tools, apparel, program materials, events, fees, taxes, and shipping are not Commissionable Goods, and thus not eligible for compensation.

**Compensation Volume (CV)** - The value assigned to any product/item in the **OPTAVIA** product portfolio for the purposes of compensation calculation. All products/items have a Compensation Volume (CV) amount which is an indexed amount, ranging from 0% to 100% of the retail price.

**Elite Leadership Bonuses** - Bonuses paid to Coaches who qualify as National Director or higher in a Monthly Bonus Period. Paid as a percentage of Group Compensation Volume (GCV), down to the second qualified Coach at or above that rank in depth. There are three potentially overlapping Elite Leadership Bonuses available.

**Executive Director Generation Bonus** - Bonus paid to Coaches who qualified as Regional Director or higher in a Monthly Bonus Period. Paid as a percentage of Group Compensation Volume (GCV) on generations of Executive Director Teams in depth.

**Executive Director Team** - A unique Line of Business starting with the first qualified Executive Director in depth. The first qualified Executive Director in the Line of Business qualifies the Team. (Executive Director Teams do not need to be personally sponsored or on a Coach's Frontline/Level 1).

**Frontline** - All Clients or Coaches in a Coach's Level 1.

**Frontline Qualifying Volume (FQV)** - The sum of all Qualifying Volume on a Coach's Level 1 (Frontline), excluding a Coach's own Personal Qualifying Volume (PQV). Frontline Qualifying Volume (FQV) in a Monthly Bonus Period also determines the percentage (if any) for various monthly bonuses, including the Client Support Bonuses, Client Acquisition Bonus and Coach Consistency Bonus (if applicable).

**Frontline Compensation Volume (FCV)** - All of the combined Personal Compensation Volume (PCV) from orders of Commissionable Goods placed by individuals in a Coach's Frontline (Level 1), excluding a Coach's own Personal Compensation Volume (PCV). Commissions are paid weekly on Frontline Compensation Volume (FCV).

**Fully Integrated Business Coach (FIBC)** - A Business Coach who demonstrates proficiency in both Client acquisition and support and Coach Sponsoring and mentorship. He/she is Certified, maintains Frontline Qualifying Volume (FQV) of at least 6,000, has 5 qualified Senior Coach Teams, and has Group Qualifying Volume (GQV) of at least 15,000 in a Monthly Bonus Period.

**Fully Integrated Business Coach Bonus (FIBC Consistency Bonus)** - A \$1,000 bonus paid to individuals who are Certified and meet the following criteria for three (3) consecutive Monthly Bonus Periods:

- Frontline Qualifying Volume (FQV) of at least 6,000
- Five (5) qualified Senior Coach Teams
- Group Qualifying Volume (GQV) of at least 15,000

Fully Integrated Business Coaches are eligible to receive this bonus four times in a 12-month period.

**Fully Integrated Business Coach (FIBC) Team** - A Team that contains at least one qualified Fully Integrated Business Coach (FIBC).

**Fully Integrated Business Leader (FIBL)** - A Coach who demonstrates mastery in Team building. He/she is Certified and qualifies as a Global Director and has five (5) qualified Fully Integrated Business Coach (FIBC) Teams in a Monthly Bonus Period.

**Generation** - All of the Coaches and their Clients within a qualified Executive Director's Line of Business, down to the next qualified Executive Director (or above) in depth.

**Group Qualifying Volume (GQV)** - The sum of all Qualifying Volume in a Coach's organization, including their Frontline Qualifying Volume (FQV). DOES NOT include a Coach's Personal Qualifying Volume (PQV).

**Group Compensation Volume (GCV)** - Total volume from all of the orders on which a Coach receives compensation, including their Frontline Compensation Volume (FCV). Group Compensation Volume (GCV) does not include a Coach's Personal Compensation Volume (PCV).

**New Client** - Someone who has never placed an order through an **OPTAVIA** Coach or with **OPTAVIA**.

**New Coach** - Someone who has never purchased an **OPTAVIA** Coach Business Kit.

**Ordering Entity** - Any Frontline /Level 1 Client or Coach with positive Personal Qualifying Volume (PQV) in a Monthly Bonus Period or a Coach Team with positive Group Qualifying Volume (GQV) in a Monthly Bonus Period.

**Personal Compensation Volume (PCV)** - The combined Compensation Volume (CV) for an individual in the given period (weekly or monthly). Personal Compensation Volume (PCV) is NOT included in a Coach's Frontline Compensation Volume (FCV) or Group Compensation Volume (GCV) since a Coach is always considered to be a Client of his/her sponsor. Coaches DO NOT receive compensation for their personal orders or on their own PCV at all.

**Personal Qualifying Volume (PQV)** - The sum of the Qualifying Volume (QV) for an individual account in the given period (weekly or monthly). Personal Qualifying Volume (PQV) is not included in a Coach's Frontline Qualifying Volume (FQV) or Group Qualifying Volume (GQV), since a Coach is always considered to be a Client of his/her Sponsor. Coaches DO NOT receive credit for their personal orders or on their own PQV at all.

**Qualified** - When a Coach meets all criteria for a specific rank or bonuses in the current Monthly Bonus Period.

**Qualifying Point (QP)** - A unit of measurement for qualification. As a Coach generates more Frontline Qualifying Volume (FQV) or Sponsors and grows Teams of qualified Senior Coaches, he or she becomes eligible to earn more Qualifying Points. One (1) point is awarded for:

- Every 1,200 in Frontline Qualifying Volume (FQV) OR
- Every qualified Senior Coach Team

**Senior Coach Team** - A unique Line of Business starting with the first qualified Senior Coach in depth. The first qualified Senior Coach in the Line of Business qualifies the team. (Senior Coach Teams do not need to be personally sponsored or on a Coach's Frontline/Level 1).

**Team Growth Bonuses** - Additional incremental bonuses available to those who qualify as Senior Coach or higher in a Monthly Bonus Period and have Coaches with volume on their Team. Paid as incremental percentages of the Coach in depth's Group Compensation Volume (GCV) based on qualifying rank (both Coach and Team) down to the next qualifying Senior Coach or higher. Team Growth Bonuses are not paid on Frontline Compensation Volume (FCV) (covered in Client Support Bonuses) or Executive Director Teams (covered in Generation Bonuses).