



Commissions and Bonuses

Commissions

Commissions: You earn commissions from customers who were 1) **enrolled by you** and 2) **enrolled by others**.

You are paid commissions when customers in your organisation purchase product from Melaleuca. The commissions are calculated based on how many Product Points each customer purchases in a given month.

Customers enrolled by **you**:

Product Introduction Commission: When you personally enrol a preferred customer, you will receive **50% of product points** on orders your customers place in their **first month**.

Personal Customer Commissions: Beginning with a customer's **second month**, you will receive a commission on purchases by all customers you personally enrolled. The monthly commission that you will receive will depend on how many **Active Personally Enrolled Customers** you have during that month.

Active Customers Enrolled by You	Percent You Will Be Paid
1-7	7%
8-19	14%
20+	20%

Customers enrolled by **others**:

Organisation Commissions: After you have enrolled your first customer, you will receive 7% of the first 150 Product Points purchased by each customer **enrolled by others** in your organisation.

The number of generations your commissions are paid on depends on your “Commission Rate”.

- **Product Advocates** are paid on **2 generations**.
- **Product Advocates 2** are paid on **3 generations**.
- **Product Advocates 3** are paid on **4 generations**.
- **Directors and above** are paid on **7 generations**.

Leadership Points

Leadership Points are a measurement of a leader's contribution toward helping others reach their goals. Leadership Points qualify leaders for certain Statuses and bonuses and allow leaders to earn commissions on customers enrolled by **others** in their organisation.

How to earn Leadership Points

- Whenever a new customer is enrolled, 5 Leadership Points are awarded—3 points are awarded to the enroller and 2 points are awarded to the person who made the presentation. An additional point is awarded to the presenter if the enrollee purchases a Value or Home Conversion Pack.
- Every time a Marketing Executive advances to Director or above, the enroller will receive 10 Leadership Points that month.

Bonuses

You are paid bonuses:

- 1) **when you advance** in Status,
- 2) when **those in your organisation advance**,
- 3) as you **increase the number of customers** in your organisation,
- 4) when you qualify for a **monthly car bonus**.

Advancement Bonus: You will earn an Advancement Bonus **each time you advance to a new Status**. The higher the new Status, the larger the bonus. There are 49 Statuses—each Status is higher than the previous Status. So if you work hard, it does not take long to advance from one Status to the next. Qualified Marketing Executives with Status of Director 7 or above will be paid up to a maximum of one third of an Advancement or Pacesetter bonus in the month of advancement. The remaining two thirds of this bonus will be paid upon the Marketing Executive maintaining Commission Rate in the two months following the advancement. Such Marketing Executives may be paid up to a maximum of three 1/3 payments of Advancement or Pacesetter bonus in any given month (applicable to one or more status advancements).

Pacesetter Bonus: Those who purchase a Value or Home Conversion Pack in their first full month with Melaleuca will qualify for the **Pacesetter Bonus**. The Pacesetter Bonus will pay you **double** the **Advancement Bonus** each time you advance through the Director and Senior Director ranks. To receive the Pacesetter Bonus, you must advance to each status within a specific timeline. Each status has a different timeline.

The following are the timelines that qualify you for the **Pacesetter Bonus**.

Status	Advancement Bonus	Pacesetter Bonus	Months After Enrolment	Status	Advancement Bonus	Pacesetter Bonus	Months After Achieving Senior Director
Director	\$150	\$300	2	Senior Director 2	10% True PEG	20% True PEG	1
Director 2	\$300	\$600	3	Senior Director 3	10% True PEG	20% True PEG	2
Director 3	\$700	\$1,400	4	Senior Director 4	10% True PEG	20% True PEG	3
Director 4	\$700	\$1,400	5	Senior Director 5	10% True PEG	20% True PEG	4
Director 5	\$700	\$1,400	6	Senior Director 6	10% True PEG	20% True PEG	5
Director 6	\$900	\$1,800	7	Senior Director 7	10% True PEG	20% True PEG	6
Director 7	\$1,100	\$2,200	8	Senior Director 8	10% True PEG	20% True PEG	8
Director 8	\$1,300	\$2,600	9	Senior Director 9	10% True PEG	20% True PEG	10
Director 9	\$1,500	\$3,000	10				
Senior Director	\$3,000	\$6,000	12				

Mentoring Bonus: You can qualify to earn the **Mentoring Bonus** when your personal enrollees advance from one Status to the next. You will earn an amount equal to the Advancement or Pacesetter Bonus paid to your advancing personal Directors through the Status of Senior Director. You will also be paid a set amount ranging from \$2,200 to \$5,000 for advancing personal Senior Directors 2 through the Status of Executive Director. You are paid in the same month your personally enrolled Marketing Executives are paid their Advancement or Pacesetter Bonus.

Note: Melaleuca's mission is to help people reach their goals. The better you are at helping others reach their goals, the more you will benefit financially. The more you support your team, helps you reach your goals: the more they will benefit financially.

*For more information on Advancement and Pacesetter Bonus payouts, please refer to the Compensation Summary.

Bonuses

Core Mentoring Bonus: Qualifying Directors 3 and above receive a 100% match of the one-time Advancement Bonus on each advancement of their personal’s personal from Director through Senior Director. And when your personal’s personal advances from Senior Director 2 through Executive Director, you will earn a match of 100% of the **Mentoring Bonus**.

To qualify for the Core Mentoring Bonus you must fulfill the following requirements:

- 1. Minimum Commission Rate of Director 3.
- 2. Commission Rate must be equal to or higher than that of the advancing Marketing Executive who qualifies you for the Core Mentoring Bonus.
- 3. Produce the minimum three-month average Leadership Points

Status	Three-Month Average Leadership Points
Director 3 - Director 5	10
Director 6 - Director 9	15
Senior Director - Senior Director 9	20
Executive Director and above	30

Critical Activity Bonus: Marketing Executives from their third month of enrolment who are Directors 3 and above can qualify to earn the **Critical Activity Bonus** by focusing on enrolling new Customers, developing personal leadership, growing your business and personal customer retention.

Status	Tier 1 90% Personal Retention Rate Three-Month Average	Tier 2 95% Personal Retention Rate Three-Month Average
Director 3	\$200	\$300
Director 4	\$425	\$550
Director 5	\$500	\$650
Director 6	\$550	\$700
Director 7	\$650	\$800
Director 8	\$700	\$875
Director 9	\$800	\$1,000
Senior Director - Senior Director 9	\$1,000	\$1,400
Executive Director - Executive Director 9	\$4,500	\$6,000
National Directors and above	\$7,000	\$9,000

How to Qualify:

Referring New Customers	Growing your Business	Developing Personal Leadership
2 New preferred customers in each of the last 3 months Or 4 New preferred customers in the current month	Net increase in Personal Customers Or Net increase in Organisation Preferred Customers	1 New Director in the last 3 months Or 1 New Director 3 in the last 3 months

Bonuses



Monthly Car Bonus: Melaleuca will pay for a new car when you reach Senior Director. Melaleuca will pay for two new cars when you reach Executive, National and Corporate Director.

Senior Director \$800 PER MONTH	Executive Director \$2,000 PER MONTH	National Director \$2,200 PER MONTH	Corporate Director \$2,500 PER MONTH
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Leadership Points

Below is a summary of required three-month average Leadership Points for various compensation plan components.

Commission Rate	For Status	Core Mentoring Bonus
Director	1	-
Director 2	2	-
Director 3	3	10
Director 4	4	10
Director 5	5	10
Director 6	6	15
Director 7	7	15
Director 8	8	15
Director 9	9	15
Senior Director	10	20
Senior Director 2	10	20
Senior Director 3	11	20
Senior Director 4	11	20
Senior Director 5	12	20
Senior Director 6	12	20
Senior Director 7	13	20
Senior Director 8	13	20
Senior Director 9	14	20
Executive Director – National Director 9	15	30
Corporate Directors and above	-	30