

ONEHOPE COMPENSATION PLAN



Sales Commissions <i>Paid on PCV</i>	1 - 1,499 PCV = 20%	1,500+ PCV = 25%
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Monthly Qualifications	Lead CE	Senior CE	Executive CE	Director	Lead Director	Senior Director	Executive Director	Senior Executive Director	National Executive Director
PCV	300	600	1200	1500	1500	1500	1500	1500	1500
Team Structure Qualified CE = 300+ PCV	1 Qualified CE Leg	2 Qualified CE Legs	3 Qualified CE Legs [2 LCE Legs]	4 Qualified CE Legs [2 SCE Legs]	4 Qualified CE Legs [1 SCE+ Leg] [1 D+ Leg]	5 Qualified CE Legs [2 D+ Legs]	6 Qualified CE Legs [4 D+ Legs] [1 LD+]	6 Qualified CE Legs [4 D+ Legs] [2 SD+]	6 Qualified CE Legs [4 D+ Legs] [1 ED+, 2 LD+]
Organizational Volume (OV)*	600	1200	2000	5000	5000	20,000	50,000	100,000	250,000
Personal Group Volume (PGV)**					3500	3500	3500	3500	3500
						50% Rule	50% Rule	50% Rule	50% Rule

Team & Development Bonuses *Paid on Bonus Volume (BV)*

Uni-Level Bonuses	Level 1	3%	5%	5%	5%	5%	5%	5%	5%	5%
	Level 2		3%	5%	5%	5%	5%	5%	5%	5%
	Level 3			3%	5%	5%	5%	5%	5%	5%
	Level 4				3%	5%	5%	5%	5%	5%

Personal Group Bonus *Personal Group BV (OV at Director level)*

	2%	2%	2%	2%	2%	2%
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Generation Bonuses

Generation 1		2%	2%	2%	3%	3%
Generation 2			1%	1%	1%	2%
Generation 3				1%	1%	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			<i>Paid in 2 installments: 1st month + next month at this Rank</i>		

Fast Start Only - See Fast Start Program on page 2

KEY TERMS

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

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)

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

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

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.

***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, Retail Customer purchases and Preferred Customer (PC) purchases

****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

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

PROGRAMS



FAST START

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

Timeframe	First 2 Weeks	Through Month 1	Through Month 2	Through Month 3
Fast Start Sales (cumulative retail sales)	\$500	\$1,000	\$2,000	\$3,000
<i>Reward</i>	Rock Star 6-Pack	\$100	\$200	\$300
First Time Promotion	Lead CE	Senior CE	Executive CE	Impact Director
<i>Promotion Bonus</i>	\$50	\$100	\$200	\$1,000
<i>Upline Leader Bonus</i>	\$25	\$50	\$100	\$500

BONUSES FOR ALL CEs

During or after Fast Start period

Sponsor Bonus
Earn \$20 for each new CE you personally sponsor with a \$99 or \$199 Wine Kit Add-On
Team Building Bonus
Earn \$30 for each new Level 1 Team Member who earns their Rock Star 6-pack

CUSTOMER PERKS

All customers can take advantage of our great savings in these three different ways!

	Wine Club		
	Everyday Savings	Build Your Own	Curated
Discounts	5% off 4+ bottles 10% off 6+ bottles 20% off 12+ bottles		
Frequency	N/A	Choice of every month, every other month, or quarterly	Quarterly
Shipping	\$15 flat rate	FREE	FREE
Reward Points	5% of purchase	5% of purchase	5% of purchase

HOST REWARDS

Hosting a wine tasting is an easy way to receive and give rewards

	Benefit	
Host	10% in rewards points to shop and/or donate when event reaches \$500	\$99 Tasting Kit* (6-pack of Vintner collection, discounted 40%)
Charity	10% donation towards the charity of your choice	

*No PCV on Tasting Kits

KEY TERMS

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

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"

Retail Sales - Total dollar amount of Commissionable Products

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

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

COMMISSIONABLE VOLUME (CV)

A percentage of sales based on the type of product sold

20% on 1-1,499 PCV in a Month	25% on 1,500+ PCV in a Month
PCV	Product Description
85%	Wine, Wine Club
66.67%	Gifting
50%	Tasting Flight, Purchase with Purchase (PWP), and Join Kit \$99 and \$199 Wine Add-On