

The background of the slide is a repeating pattern of red dots arranged in a grid that forms a series of interlocking, stylized shapes resembling snowflakes or stars. The dots are small and evenly spaced, creating a textured, halftone effect.

ONEHOPE

Compensation Plan Training Guide



Earning with **ONEHOPE**

Introduction to the **ONEHOPE** Compensation Plan

The majority of people who join our company are looking for a part-time business opportunity. They are interested in wine, giving back, being a part of a community and having fun. They have an opportunity to earn anywhere from a few hundred dollars per month to a few hundred dollars per week, by conducting private wine tasting events, selling direct to their customers or providing corporate gifting services. The retailing income, combined with recognition, association of people with similar interests, and the uplifting feeling of making a difference is all most people seek from a part-time career with **ONEHOPE**.

Others have chosen to pursue a professional opportunity with **ONEHOPE**. Successful leaders seek greater rewards and greater impact—and they are driven to build teams. These potential team builders come to our business with a variety of backgrounds, experience and education. These are the leaders in our company.



Earning with **ONEHOPE**

We have put together a powerful and effective compensation plan that includes a significant profit from retail sales; a unique Host Program that makes a local impact; incentives and trips; and the potential to earn a percentage of the Commissionable Volume generated each month by members of your team. It is a tool that rewards behavior we know will result in success. You are an independent business person and because we cannot mandate a specific way you build your business, **ONEHOPE** chooses to reward you when you do those things that we know are important in creating a balanced business. There are four core competencies that you will need to understand and embrace in order to succeed with our compensation plan.

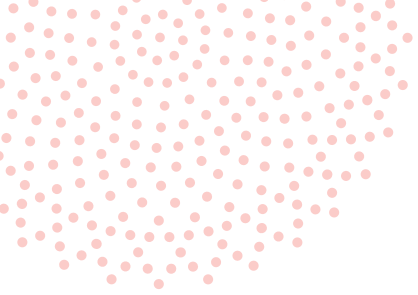
- **Personal Selling**
- **Personal Sponsoring**
- **Team Building**
- **Leadership**



Earning with **ONEHOPE**

Understanding these competencies is important and they will show up every day in your business when you practice our simple Duplication System, the 4 Keys to Success: Booking & Host Coaching, Selling, Sponsoring and Developing—which includes team building and leadership. When you teach others to do what you are doing, you're creating a model of duplication, providing each person you meet the same opportunity to be successful with you.

This compensation plan rewards retailers with a comfortable opportunity to make an impact and earn a lucrative commission on their personal sales. For those who choose to expand their impact by building teams, the **ONEHOPE** Compensation plan rewards are infinite and earning efforts are compounded.



Earning with **ONEHOPE**

ONEHOPE provides an outstanding merit-based marketing business that is flexible, profitable and works when you work. As a Cause Entrepreneur with **ONEHOPE**, you are a part of a community of like-minded individuals who are passionate about giving back and making a difference in the world.

This compensation plan will reward you for having a balanced business where selling, sponsoring and team building are equally important. Let's take a closer look at the Four Keys to Success and how you can maximize your earnings with best practices.



**Booking Events
& Host Coaching**



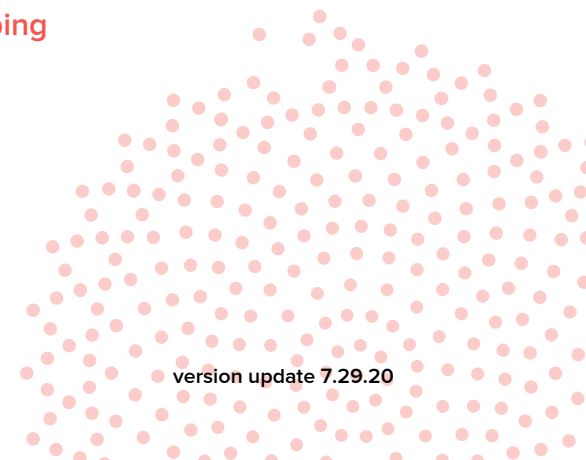
Selling



Sponsoring

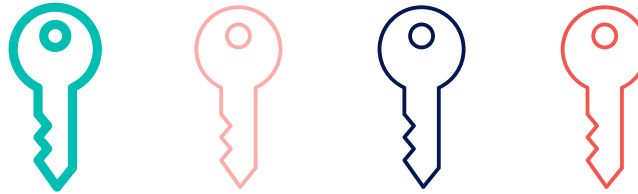


Developing






The Four Keys to Success




1. Booking Events & Host Coaching


The first key to success includes booking events in a preferred setting, such as in-home, in-office and within your community. Host Coaching creates a relationship and ensures the success of the event.



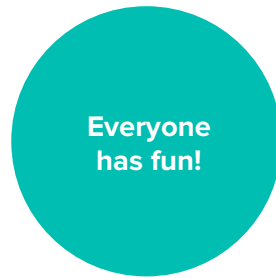
**Make a 10%
impact locally**



**Hosts receive
preferred pricing
for their event**



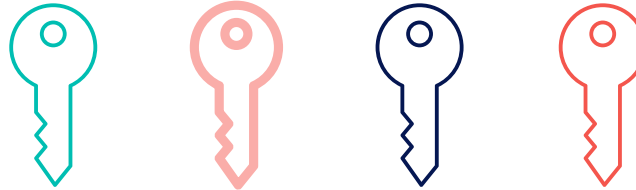
**Hosts receive
great benefits**



**Everyone
has fun!**



The Four Keys to Success



2. Selling


Marketing your business and selling to family, friends and customers is fundamental to your success. Here's some ways to market your **ONEHOPE** business.



Corporate
Gifting



Tasting
Events &
Fundraisers



Preferred
Customer
Program



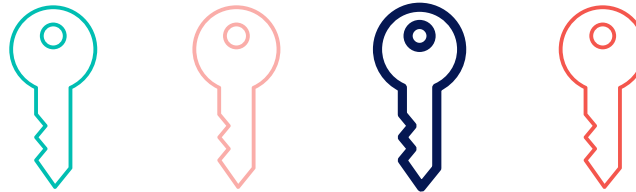
Personal
Website
Sales



Social
Gathering_s



The Four Keys to Success



3. Sponsoring

Start your dream team of impact! Share the **ONEHOPE** mission and your personal story with others and share how you're making an impact while earning an income. Building a team is rewarding, fun, and a great way to layer your income as a Cause Entrepreneur.



Impact



Fun



Income



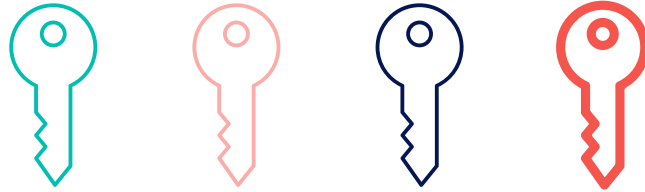
Recognition



Flexibility



The Four Keys to Success



4. Developing

Your personal development as well as the time you invest in training, coaching and developing others, is the power behind duplication and success and being a heart-centered leader whose impact will grow wide.



Mentor

Train

Lead

Serve

Grow



Setting the Pace and Leadership

It's up to you... you set the pace for your personal growth and to lead your team! To move through the compensation plan at the pace you want, here are three growth models that if you follow consistently will provide the results you are looking for. The first step is to book a solid calendar! Want 8 tasting events in a month? **Book 10** to *ensure* you have 8—cancellations and postponements happen! If you are always meeting new people and sharing the opportunity—sponsoring *on average* 4 every month, your business will be grooving in the High Growth lane!

Consistency Growth Models

High » 10-8-4 {book 10 | conduct 8 | sponsor 4}

Medium » 8-6-2 {book 8 | conduct 6 | sponsor 2}

Sustainable » 6-4-1 {book 6 | conduct 4 | sponsor 1}

Cheers to your success!



Earnings & Commissions

There are **3 ways** to earn commission with **ONEHOPE**. Earn personal commission on personal sales volume each month, and earn bonus commissions through personal sponsoring, leadership and team building for any given calendar month.

1.

Personal Sales Volume

Earn up to 25%* on all personal sales from tasting events, bulk orders, corporate gifting, fundraisers and online purchases within any given calendar month.

1-1,499 in CV= 20% Commission
1,500+ in CV = 25% Commission

*Additional 5% override commissions are paid at the end of the month.

2.

Personal Sponsoring

Earn a \$50 cash each time you sponsor a new Cause Entrepreneur who becomes 1st time qualified*.

*1st Time Qualified = 300 PCV

3.

Team Building & Leading

Enjoy bonuses when you coach and mentor others. You are rewarded for developing new Cause Entrepreneurs and for developing leaders.



Earnings & Commissions

How You Get Paid

Getting Paid Through Your Hyperwallet Account

We use Hyperwallet to pay you your commissions. Mid-month payouts (deposited by the 16th) include personal sales occurring between the 1st and 15th of the month. End-of-the-month payouts (deposited by the 5th of the following month) include personal sales occurring between the 16th and the last day of the month, as well as bonus commissions earned during the entire month and all 5% override commissions from the entire month.



Titles & Advancements

Key Features of the Plan

Qualified Legs

When you personally sponsor a Cause Entrepreneur, you create a Downline Leg. A qualified leg is when at least 1 Cause Entrepreneur within the leg has generated at least 300 in PCV.

Personal Group Bonus Commissions

Mentors are encouraged to work with everyone within their personal group. As you progress through the ranks, you will be paid Bonus Commissions of 3-5% on your Level 1-4 team.

Group Bonus

When you reach the rank of Director, you will earn a 2% Group Bonus on your entire personal Group Bonus Volume, excluding any Director team that has promoted. This is not limited to your uni-level bonus, it is infinite.

Director Generations

When you promote a Director a Generation is created. As you progress in rank, you will earn through 3 Generations.

Generation Bonus

Additional Bonus Commissions are paid when you have reached Director or higher and you promote Directors. The Director who is closest to you in a Qualified Leg is considered your 1st Generation Director and depending on your rank advancement, you have the opportunity to earn 1-3% in Generation Bonuses up to 3 Generations deep.



Titles & Advancements

Key Features of the Plan

Rank Advancement Bonus

Rank Advancement Bonuses are earned for achieving significant milestones in the Compensation Plan. These bonuses are paid when you achieve the rank with corresponding bonus. Some bonuses are paid in 1 lump sum in the month following the achievement, whereas some of the larger bonuses (Senior Director and higher) are paid in 2 months.. the month you qualify and the next month you qualify at the same rank.

Matching Rank Advancement Bonus

For every Director you develop and promote, you will receive a \$250 Bonus. These bonuses are paid in the month after the promotion.

Organization Structure

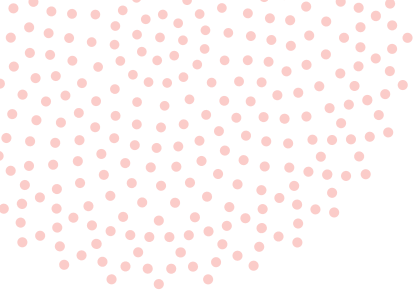
The requirements necessary to advance in rank are outlined to help the Cause Entrepreneur build a solid, healthy business. These requirements help you create a structure that will promote growth, eventually moving you up through the ladder of success.

50% Rule & Meritocracy

The 50% Rule is applied to all Senior Director and higher organizations to ensure that no one Qualified Leg is producing more than 50% of the total Organizational Volume for qualification purposes. This ensures that all Cause Entrepreneurs who add value to others are compensated fairly.

1,500 GV Director Promotion Credit

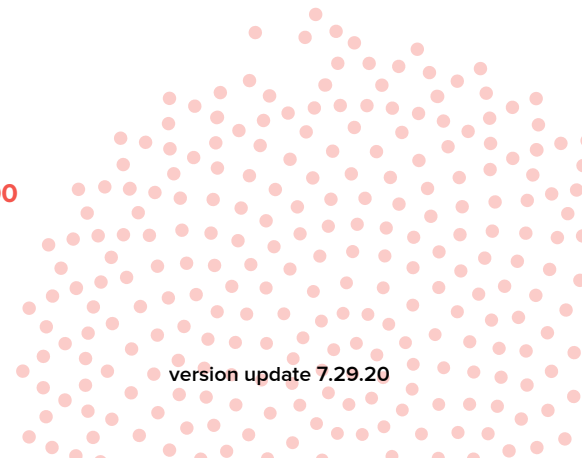
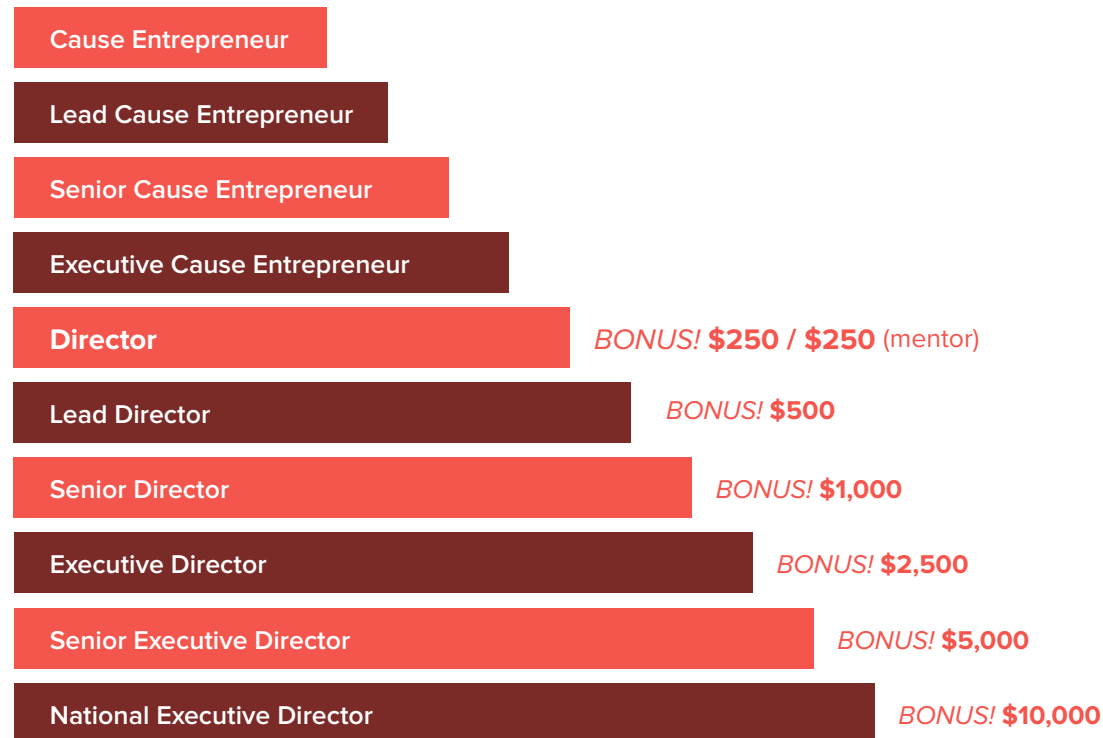
When a Director promotes a new Director from their Personal Group, they will receive a 1,500 GV credit applied to their Personal Group Volume for a period of 3 months. This applies for each Director that promotes.

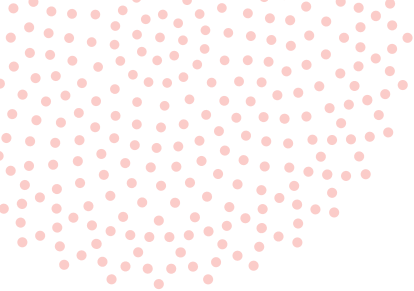


Titles & Advancements

An Overview of the **ONEHOPE** Compensation Plan

There are 10 title ranks in the **ONEHOPE** Compensation plan. Title advancement is achieved based on your personal commissionable volume, the number of qualified legs on your team, and the total commissionable volume of your entire team for any given calendar month. There are some key milestone title ranks where bonuses are paid.





Titles & Advancements

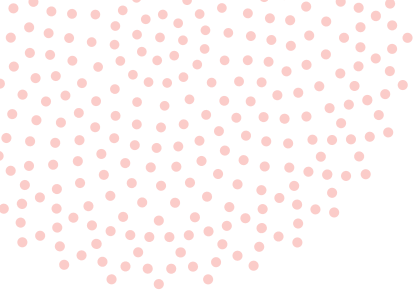
Promoting Through the Ranks

The **ONEHOPE** Compensation plan is comprised of two elements: a **Qualification Structure** and a **Compensation Structure**.

Qualification Structures

The specific performance, production, and organizational structure requirements that qualify our Cause Entrepreneurs for various income stream elements within the compensation plan.

ONEHOPE Qualification Structure	Paid-As Title									
	Cause Entrepreneur (CE)	Lead CE (LCE)	Senior CE (SCE)	Executive CE (ECE)	Director (D)	Lead Director (LD)	Senior Director (SD)	Executive Director (ED)	Senior Exec. Dir. (SED)	National Exec. Dir. (NED)
Personal Commissionable Volume (PCV)	N/A	300	600	1,200	1,500	1,500	1,500	1,500	1,500	1,500
Qualified Legs	N/A	1	2	3	4	4	5	6	6	6
Organizational Volume	N/A	600 GV	1,200 GV	2,000 GV	3,500 GV 5,000 OV	3,500 GV* 5,000 OV	3,500 GV* 20,000 OV	3,500 GV* 50,000 OV	3,500 GV* 100,000 OV	3,500 GV* 250,000 OV
Organizational Structures	N/A	N/A	N/A	2 LCEs+ Legs	2 SCEs+ Legs	1 D+ Leg 1 SCE+ Leg	2 D+ Legs	4 D+ Legs (Incl. 1 LD+)	4 D+ Legs (Incl. 2 SD+)	4 D+ Legs (1 ED+, 2 LD+)
							50% Rule	50% Rule	50% Rule	50% Rule



Titles & Advancements

Promoting Through the Ranks

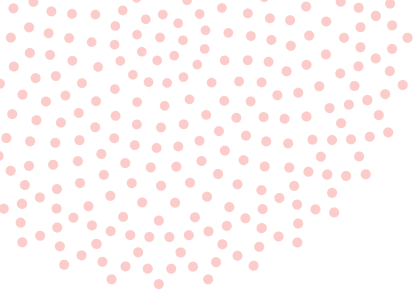
The **ONEHOPE** Compensation plan is comprised of two elements: a **Qualification Structure** and a **Compensation Structure**.

Compensation Structures

The income stream elements that incentivizes and rewards our Cause Entrepreneurs for their production and business building activities.

ONEHOPE Compensation Structure	Cause Entrepreneur (CE)	Lead CE (LCE)	Senior CE (SCE)	Executive CE (ECE)	Director (D)	Lead Director (LD)	Senior Director (SD)	Executive Director (ED)	Senior Exec. Dir. (SED)	National Exec. Dir. (NED)
Base Commission on PCV	20%	20%	20%	20%	25%	25%	25%	25%	25%	25%
Sales Commission at 1,500+ PCV	25%	25%	25%	25%	25%	25%	25%	25%	25%	25%
Uni-Level Bonus										
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%
Group Volume Bonus					2%	2%	2%	2%	2%	2%
Generational Bonus										
Generation 1						2%	2%	2%	3%	3%
Generation 2							1%	1%	1%	2%
Generation 3								1%	1%	1%
Rank Advancement Bonus					\$250/\$250	\$500	\$1,000	\$2,500	\$5,000	\$10,000

*1,500 Promotion Credit towards GV requirement, for the first 3 months after an D+ promotes another D+ from their group.



Titles & Advancements

Promoting Through the Ranks

This chart shows the **Qualifications** and **Compensation** for each rank..

Paid-As Title										
ONEHOPE Qualification Structure	Cause Entrepreneur (CE)	Lead CE (LCE)	Senior CE (SCE)	Executive CE (ECE)	Director (D)	Lead Director (LD)	Senior Director (SD)	Executive Director (ED)	Senior Exec. Dir. (SED)	National Exec. Dir. (NED)
Personal Commissionable Volume (PCV)	N/A	300	600	1,200	1,500	1,500	1,500	1,500	1,500	1,500
Qualified Legs	N/A	1	2	3	4	4	5	6	6	6
Organizational Volume	N/A	600 GV	1,200 GV	2,000 GV	3,500 GV 5,000 OV	3,500 GV* 5,000 OV	3,500 GV* 20,000 OV	3,500 GV* 50,000 OV	3,500 GV* 100,000 OV	3,500 GV* 250,000 OV
Organizational Structures	N/A	N/A	N/A	2 LCEs+ Legs	2 SCEs+ Legs	1 D+ Leg 1 SCE Leg	2 D+ Legs	4 D+ Legs (Incl. 1 LD+)	4 D+ Legs (Incl. 2 SD+)	4 D+ Legs (1 ED+, 2 LD+)
							50% Rule	50% Rule	50% Rule	50% Rule

ONEHOPE Compensation Structure	Cause Entrepreneur (CE)	Lead CE (LCE)	Senior CE (SCE)	Executive CE (ECE)	Director (D)	Lead Director (LD)	Senior Director (SD)	Executive Director (ED)	Senior Exec. Dir. (SED)	National Exec. Dir. (NED)
Base Commission on PCV	20%	20%	20%	20%	25%	25%	25%	25%	25%	25%
Sales Commission at 1,500+ PCV	25%	25%	25%	25%	25%	25%	25%	25%	25%	25%
Uni-Level Bonus										
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%
Group Volume Bonus					2%	2%	2%	2%	2%	2%
Generational Bonus										
Generation 1						2%	2%	2%	3%	3%
Generation 2							1%	1%	1%	2%
Generation 3								1%	1%	1%
Rank Advancement Bonus					\$250/\$250	\$500	\$1,000	\$2,500	\$5,000	\$10,000

*1,500 Promotion Credit towards GV requirement, for the first 3 months after an D+ promotes another D+ from their group.



Ranks

Cause Entrepreneur

Requirements for this rank

- Enroll as a Cause Entrepreneur

Reward for title achievement

- 20-25% on Personal Commissionable Volume (PCV)*

*5% additional when you sell 1,500 or more



Ranks

Lead Cause Entrepreneur

Requirements for this rank

- 300 in Personal Commissionable Volume (PCV)
 - 1 Qualified Leg
- 600 Organizational Volume

Reward for title achievement

- 20-25% on Personal Commissionable Volume (PCV)*
 - Level 1: 3% on Bonus Volume (BV)
 - \$50 Fast Start Rank Promotion BONUS
 - Unlock CE Wine Cellar
 - 5% additional when you sell 1,500 or more

LC

Ranks

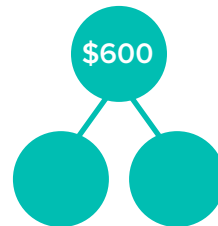
Senior Cause Entrepreneur

Requirements for this rank

- 600 in Personal Commissionable Volume (PCV)
 - 2 Qualified Legs
- 1,200 Organizational Volume

Reward for title achievement

- 20-25% on Personal Commissionable Volume (PCV)*
 - Level 1: 5% on Bonus Volume (BV)
 - Level 2: 3% on Bonus Volume (BV)
 - \$100 Fast Start Rank Promotion BONUS
 - Unlock CE Wine Cellar
- 5% additional when you sell 1,500 or more



Ranks

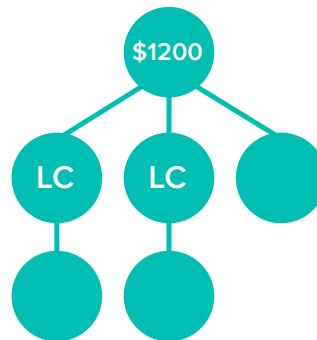
Executive Cause Entrepreneur

Requirements for this rank

- 1,200 in Personal Commissionable Volume (PCV)
 - 3 Qualified Legs
- 2,000 Organizational Volume
 - 2 Lead CEs

Reward for title achievement

- 20-25% on Personal Commissionable Volume (PCV)*
 - Level 1: 5% on Bonus Volume (BV)
 - Level 2: 5% on Bonus Volume (BV)
 - Level 3: 3% on Bonus Volume (BV)
 - \$200 Fast Start Rank Promotion BONUS
 - Unlock CE Wine Cellar
- 5% additional when you sell 1,500 or more



Ranks

Director

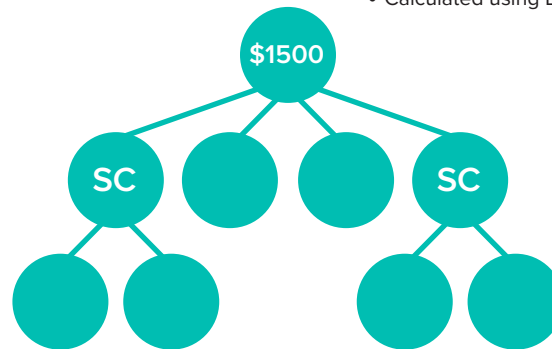
Requirements for this rank

- 1,500 in Personal Commissionable Volume (PCV)
 - 4 Qualified Legs
 - 3,500 Group Volume
- 5,000 Organizational Volume
- 2 Active SC or above Legs

Reward for title achievement

- **25% on Personal Commissionable Volume (PCV)**
- Level 1: 5% Bonus Volume (BV)
- Level 2: 5% on Bonus Volume (BV)
- Level 3: 5% on Bonus Volume (BV)
- Level 4: 3% on Bonus Volume (BV)
- Group Bonus: 2% of Group Volume*
- **Rank Bonus:** \$250 to you/\$250 to mentor
- **Fast Rank Promotion Bonus:** \$1000 to you/
\$500 to mentor
- Unlock CE Wine Cellar

• Calculated using Bonus Volume (BV)



Ranks

Lead Director

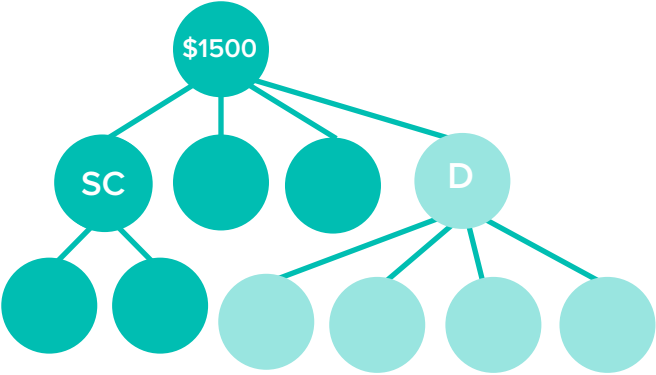
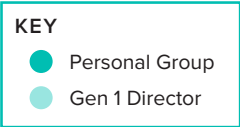
Requirements for this rank

- 1,500 in Personal Commissionable Volume (PCV)
 - 4 Qualified Legs
 - 3,500 Group Volume
- 5,000 Organizational Volume
 - 1 Director Leg
 - 1 SCE Leg

Reward for title achievement

- 25% on Personal Commissionable Volume (PCV)
 - Level 1: 5% Bonus Volume (BV)
 - Level 2: 5% on Bonus Volume (BV)
 - Level 3: 5% on Bonus Volume (BV)
 - Level 4: 5% on Bonus Volume (BV)
- Group Bonus: 2% of Group Volume (GV)*
- Gen 1 Bonus: 2% on Bonus Volume (BV)
- **Rank Bonus: \$500 Cash**
 - Unlock CE Wine Cellar

• Calculated using Bonus Volume (BV)



Ranks

Senior Director

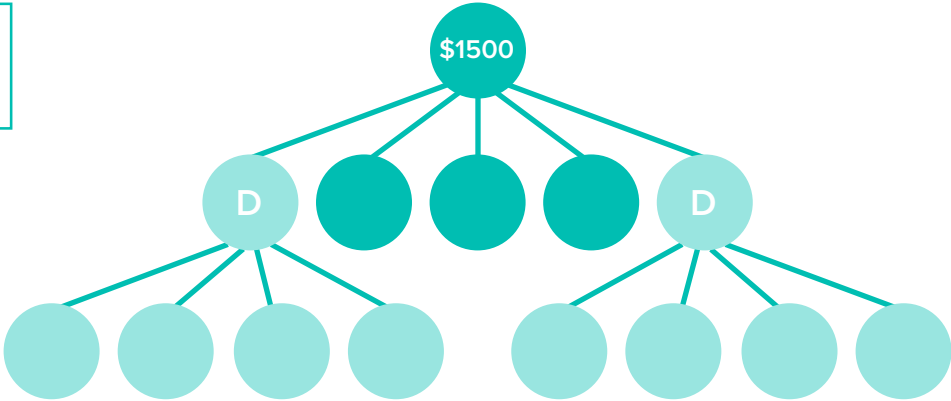
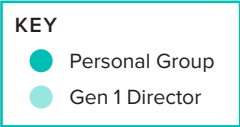
Requirements for this rank

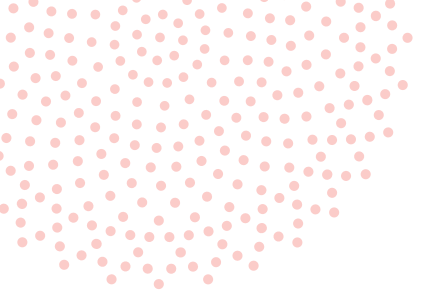
- 1,500 in Personal Commissionable Volume (PCV)
 - 5 Qualified Legs
 - 3,500 Group Volume
- 20,000 Organizational Volume
 - 2 Director or above Legs
 - 50% Rule

Reward for title achievement

- 25% on Personal Commissionable Volume (PCV)
 - Level 1: 5% on Bonus Volume (BV)
 - Level 2: 5% on Bonus Volume (BV)
 - Level 3: 5% on Bonus Volume (BV)
 - Level 4: 5% on Bonus Volume (BV)
- Group Bonus: 2% on Group volume (GV)*
- Gen 1 Bonus: 2% on Bonus volume (BV)
- Gen 2 Bonus: 1% on Bonus Volume (BV)
- Rank Bonus: \$1,000****
 - Unlock CE Wine Cellar

*Calculated using Bonus Volume (BV)
** paid in 2 parts (the first month qualified and second month qualified)





Ranks

Executive Director

Requirements for this rank

- 1,500 in Personal Commissionable Volume (PCV)
 - 6 Qualified Legs
 - 3,500 Group Volume
 - 50,000 Organizational Volume
- 4 Director or above Legs (including 1 LD or above)
 - 50% Rule

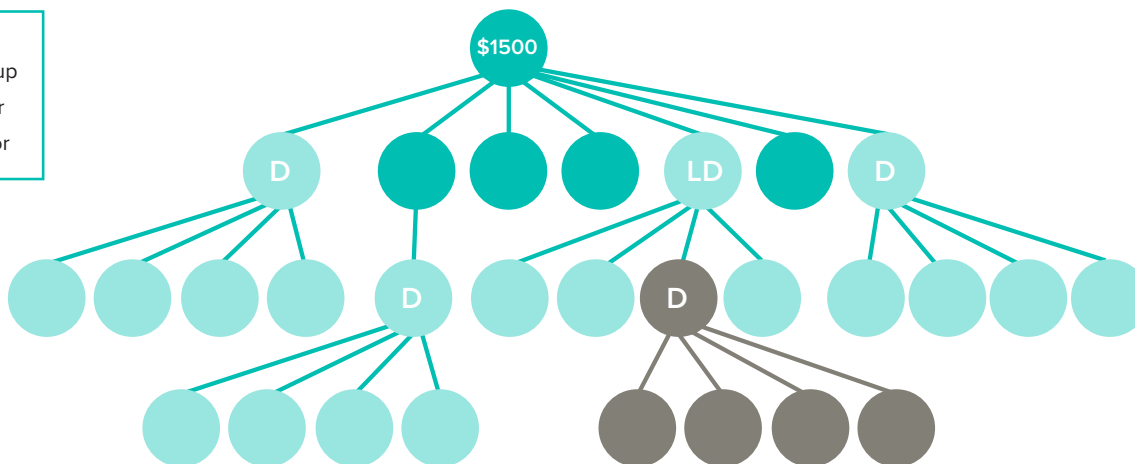
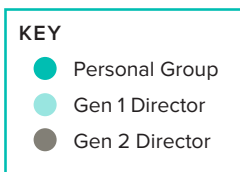
Reward for title achievement

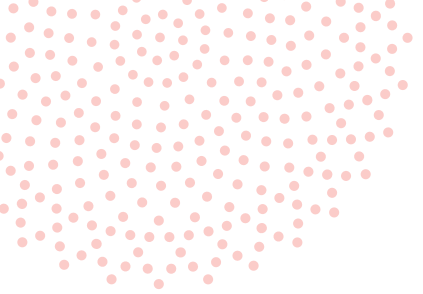
- 25% on Personal Commissionable Volume (PCV)
 - Level 1: 5% on Bonus Volume (BV)
 - Level 2: 5% on Bonus Volume (BV)
 - Level 3: 5% on Bonus Volume (BV)
 - Level 4: 5% on Bonus Volume (BV)
- Group Bonus: 2% on Group volume (GV)*
- Gen 1 Bonus: 2% on Bonus volume (BV)
- Gen 2 Bonus: 1% on Bonus Volume (BV)
- Gen 3 Bonus: 1% on Bonus Volume (BV)

Rank Bonus: \$2,500

- Unlock CE Wine Cellar

*Calculated using Bonus Volume (BV)





Ranks

Senior Executive Director

Requirements for this rank

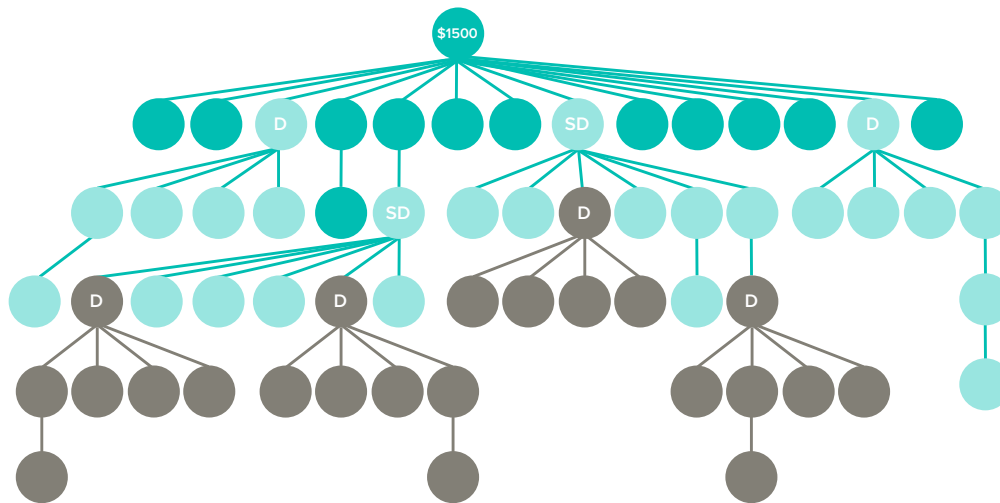
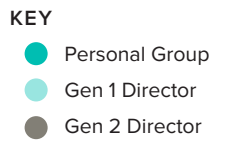
- 1,500 in Personal Commissionable Volume (PCV)
 - 6 Qualified Legs
 - 3,500 Group Volume
 - 100,000 Organizational Volume
- 4 Director or above Legs (including 2 SD or above)
 - 50% Rule

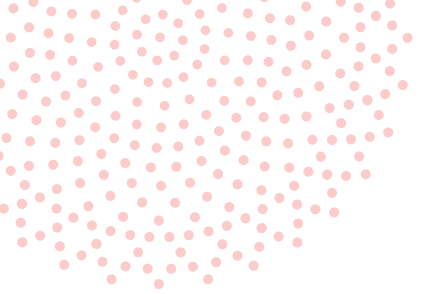
Reward

for title achievement

- 25% on Personal Commissionable Volume (PCV)
 - Level 1: 5% on BV
 - Level 2: 5% on BV
 - Level 3: 5% on BV
 - Level 4: 5% on BV
 - Group Bonus: 2% GV*
 - Gen 1 Bonus: 3% on BV
 - Gen 2 Bonus: 1% on BV
 - Gen 3 Bonus: 1% on BV
- Rank Bonus: \$5,000
- Unlock CE Wine Cellar

*Calculated using Bonus Volume (BV)





Ranks

National Executive Director

Requirements for this rank

- 1,500 in Personal Commissionable Volume (PCV)
 - 6 Qualified Legs
 - 3,500 Group Volume
 - 250,000 Organizational Volume
- 4 Director or above Legs (including 1 ED or above,
2 LD or above)
 - 50% Rule

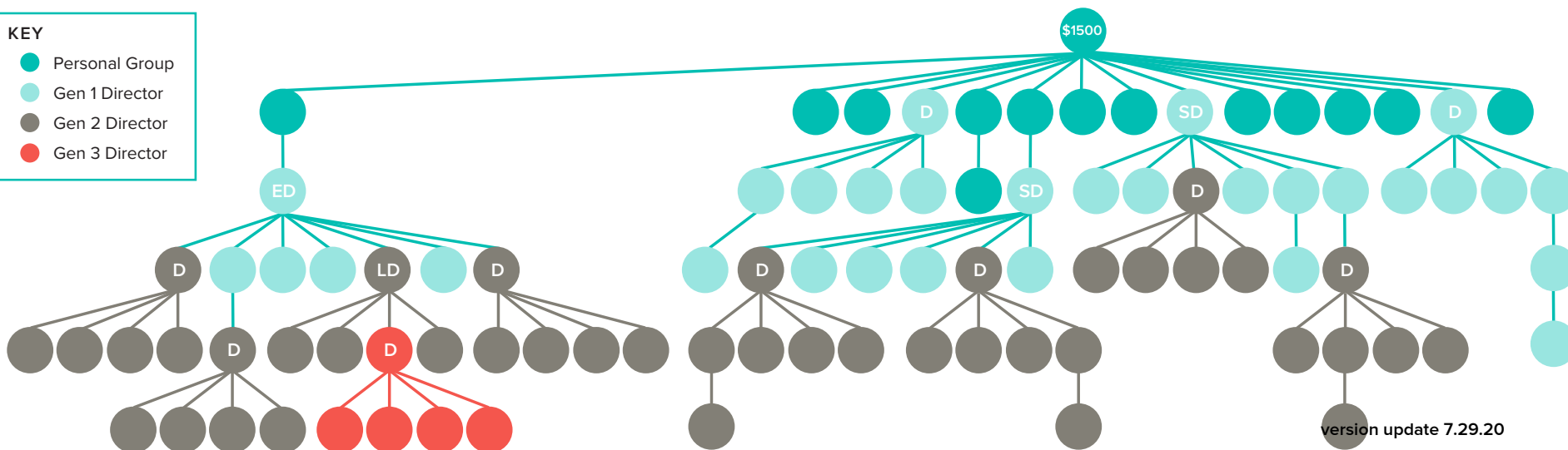
Reward for title achievement

- 25% on Personal Commissionable Volume (PCV)
 - Level 1: 5% on BV
 - Level 2: 5% on BV
 - Level 3: 5% on BV
 - Level 4: 5% on BV
 - Group Bonus: 3% GV*
 - Gen 1 Bonus: 2% on BV
 - Gen 2 Bonus: 1% on BV
 - Gen 3 Bonus: 1% on BV
- **Rank Bonus: \$10,000**
- Unlock CE Wine Cellar

*Calculated using Bonus Volume (BV)

KEY

- Personal Group
- Gen 1 Director
- Gen 2 Director
- Gen 3 Director





What is Your Commissionable Volume?

Your commissionable volume (CV) is volume you receive from the sale of products. It varies depending on the pricing structure used for that product. At **ONEHOPE**, in order to optimize our Cause Entrepreneur and consumer value proposition, we have embraced a pricing concept widely used by the leading companies in the direct selling industry, Dual-Point pricing.

This concept de-couples the retail price paid from the Commissionable Value, allowing us to:

- Offer discounts on product bundles (or sets) without impairing the company's financial viability
- Offer margin-impaired products that we would otherwise not be able to afford (gifts)

The following CV values apply:

6-pack Starter Kit = 85% CV

12-pack Starter Kit Plus = 80%

6 Pack = provides 85% CV

12 Pack = provides 80% CV

CE Discounted (Wine Cellar) 12-pack = 95% CV

CE Discounted(Wine Cellar) 6-pack = 90% CV

Wine Club = 75% CV

Gift Sets = 66.67% CV*

Purchase with Purchase = 50%

Single Bottle purchases/marketplace items = 100% CV

* Our gift sets are margin-impaired in nature as we partner with fellow artisan vendors, are more labor intensive, include additional packaging and are cumbersome to ship.

Commissionable Volume, Discounts and Commission Earned

Discount Structure - Cases

	6-Pack	12-Pack
MSRP	\$150*	\$300*
Discount	10% off	20% off
Net Sales Price	\$135	\$240
CV	114.75	192
CV as % of Net Sales Price	85%	80%
Half-Off Shipping	\$10	\$10

Starter Kits

	6-Pack	12-Pack
Retail Sales Price	\$149	\$199
CV	126.65	159.20
CV as % of Retail	85%	80%
Commission (20%/25%)	\$25.33/\$31.66	\$31.84/\$39.80
Half-Off Shipping	\$10	\$10

Qualified Cause Entrepreneur Discounts

Qualified Cause Entrepreneurs have the opportunity to purchase wine in half or full case increments at **40% and 50%** effective discounts, respectively, with both structures contributing toward CV.

	6-Pack	12-Pack
MSRP	\$150*	\$300*
Discount	25% off	35% off
Net Price	\$112.5	\$195
CV	90	185.25
Personal Commission (25%)	\$22.50	\$46.31
Effective Sales Price	\$90	\$148.69
Effective Discount	40% OFF	50% OFF
Half-Off Shipping	\$10	\$10

Pathways to PCV: Case Sales

The following is an example of the number of Full and 1/2 Cases you would need to sell to achieve your PCV Goal:

Pathway to PCV				
	300	600	1,200	1,500
Full Cases Sold*	1	2	4	5
1/2 Cases Sold*	1	2	4	5
Total Retail Sales Price	\$375	\$750	\$1,500	\$1,875
Total CV	306.75	613.50	1,227	1,553.75

*Full Case CV 192 = 80% of Net Sales, 1/2 Case CV 114.75 = 85% of Net Sales. Based on \$25/Bottle

The following is an example of the number of Full, 1/2 Cases and CE Cases you would need to sell to achieve your PCV Goal:

PCV				
	300	600	1,200	1,500
Case	-	1	3	4
1/2 Case	1	2	4	5
CE Case	1	1	1	1
Total CV	300	606.75	1220.25	1527

*Full Case CV 192 = 80% of Net Sales, 1/2 Case CV 114.75 = 85% of Net Sales, CEO Case CV 185.25 = 95% of net sales, CEO 1/2 Case CV 90 = 80%. Based on \$25/Bottle.



Frequently Asked Questions

Are there minimum sales requirements?

There are no sales minimums to maintain your Cause Entrepreneur status. However one of the requirements to earn bonuses within the compensation plan is to be active in that month according to the rank requirement.

Do I have to stay active every month?

You do not have to stay active each month, however in order to earn bonuses on your team, you must be active in that month. Note: Four months of inactivity will result in the loss of your downline.

If a Cause Entrepreneur in my personal group sells, but is not active, do I earn bonus commissions on his or her volume?

Yes, you can earn bonuses on this Cause Entrepreneur as long as you meet the other requirements outlined in the compensation plan.

What if I promote to Director and do not maintain my Director status?

You will retain your Career Title of Director, but you will be paid at a lower ranking title. Your group volume or Organizational Volume will roll back into your upline Director's personal group.

If a Cause Entrepreneur on my team promoted to Director before me, what happens?

If you are a Cause Entrepreneur working your way up to Director, and you have a "Rock Star" on your team, you want to make sure you promote to Director before the Rock Star, so you can (a) use their volume to promote to Director and (b) benefit from the Promotion Credit while you replace the promoted Volume. Note that if you both promote to Director in the same month, it should be treated as though you promoted before your downline Rock Star.

What happens to my Organizational Volume if I have a leg that is more than 50% of my total Organizational Volume?

For rank requirement at the Senior Director level or higher, no one leg can be more than 50% of the Organizational Volume (OV). Using the Senior Director example of 20,000 OV, if you have one Director leg producing 15,000 OV, you will need the rest of your organization producing at least 10,000 OV or 50% of the total 20,000 OV.

How should I organize the "financial aspect" of my ONEHOPE business?

- Maintain a separate checking account and credit card for your business
- Keep good records and retain business receipts. Speak to a tax advisor on the benefits of owning a home-based business.



Key Terms

Active

A Cause Entrepreneur who has accumulated Personal Commissionable Volume (PCV) of 300 in a given month. A Cause Entrepreneur becomes Active only for a given month when they have accumulated 300 PCV in that month. An Active Cause Entrepreneur is eligible to receive bonuses and commissions and other incentives.

Active Rank

Refers to the current Rank of a Cause Entrepreneur, as determined by the **ONEHOPE** Compensation Plan, for any pay period. To be considered “Active” relative to a particular Rank, a Cause Entrepreneur must meet the criteria set forth in the **ONEHOPE** Compensation Plan for his or her rank in the given period. (See the definition of Rank below.)

Bonus Volume

The volume on which Uni-Level, Group, and Generation Bonuses are paid. Bonus Volume is equal to 70% of Commissionable Volume.

Career Rank

The highest rank a Cause Entrepreneur has achieved in the **ONEHOPE** compensation plan at any time. Used for recognition purposes only.

Commission

Your commission is 20-25% of your Personal Commissionable Volume (PCV).

Commissionable Products

All **ONEHOPE** products on which Sales Commissions and bonuses are paid. **Each Commissionable Product has an assigned commissionable value that counts toward Commissionable Volume.** Starter Kits and Host Kits are not commissionable products.

Commissionable Volume

The volume on which commissions are paid, and the basis for Bonus Volume. Commissionable Volume on discounted products is calculated using a dual-pricing method. Gift Sets = 66.7% of net sales; Case for Cause Full Case = 80% of net sales; Case for Cause 1/2 Case = 85% of net sales; Wine Club = 75% of net sales.

Downline Leg

Each one of the individuals enrolled immediately underneath you and their respective Organizations represents one “Leg” in your Organization.



Key Terms

Generation

For a given Cause Entrepreneur of the Rank of Director or higher, the relationship between the given Cause Entrepreneur and another Director or higher within one Qualified Leg of the given Cause Entrepreneur's Organization, based on Paid-As Rank. For a given Cause Entrepreneur the Group Volume of the first Downline Cause Entrepreneur with a Rank of Director or higher in a given Qualified Leg would be the given Cause Entrepreneur's Generation 1 Volume, the Group Volume of the next Downline Cause Entrepreneur with a Rank of Director or higher in the same Qualified Leg would be the given Cause Entrepreneur's Generation 2 Volume, etc.

Generation Bonuses

Bonuses paid on the Group Volume of Cause Entrepreneurs with a Rank of Director or higher in your Organization. The percentages you are paid and the number of Generations you are paid are based on your Paid-As Rank in a given period.

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

The Personal Commissionable Volume of a Cause Entrepreneur and each of the Cause Entrepreneurs in the Cause Entrepreneur's Group. This is not limited to your uni-level bonus, it is infinite. Also referred to as **Personal Group Volume**.

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.

Level

The layers of downline Cause Entrepreneurs in a particular Cause Entrepreneur's Organization. This term refers to the relationship of a Cause Entrepreneur, relative to a particular upline Cause Entrepreneur, determined by the number of Cause Entrepreneurs between them who are related by Sponsorship. For example,

if A sponsors B, who sponsors C, who sponsors D, who sponsors E; then E is on A's fourth level.



Key Terms

Organization

For a given Cause Entrepreneur, all of the Cause Entrepreneurs (and their respective Organizations) sponsored by the given Cause Entrepreneur, regardless of Rank. A Cause Entrepreneur's Organization is also known as the Cause Entrepreneur's "Downline".

Organization Volume

For a given Cause Entrepreneur, the Personal Commissionable Volume of a Cause Entrepreneur and each of the Cause Entrepreneurs in the given Cause Entrepreneur's Organization.

Paid-As Rank

The rank at which a Cause Entrepreneur is qualified to earn commissions and bonuses during the current pay period, according to the requirements of the **ONEHOPE** Compensation Plan. Paid As Rank is the only relevant Rank for purposes of qualifications and compensation calculations.

Personal Sponsor

The Cause Entrepreneur directly above another Cause Entrepreneur in the genealogy is considered to be the Personal Sponsor.

Personal Commissionable Volume

For a given Cause Entrepreneur, the total Commissionable Volume of products sold in a given period:

- a) By the Company to the Cause Entrepreneur
- b) By the Company to the Cause Entrepreneur's Retail Customers
- c) By the Company to the Cause Entrepreneur's Preferred Customers enrolled in Wine Club

Personal Retail Volume

For a given Cause Entrepreneur, the total retail value of products sold in a given period:

- a) By the Company to the Cause Entrepreneur
- b) By the Company to the Cause Entrepreneur's Retail Customers
- c) By the Company to the Cause Entrepreneur's Preferred Customers enrolled in Wine Club

Promotion Credit

For a given Cause Entrepreneur with a Rank of Director or above who promotes a new Director from their Group in a given month, a 1,500 GV credit will be applied to the given Cause Entrepreneur's Group Volume qualification requirements for a period of three months after the promotion. The credit is not commissionable.



Key Terms

Qualified Leg

A Qualified Leg is any Downline Leg within your organization where a Cause Entrepreneur has sold 300 PCV or more, regardless of their level to you.

Rank

The title that a Cause Entrepreneur has achieved pursuant to the **ONEHOPE** Compensation Plan. “Career Rank” refers to the highest rank a Cause Entrepreneur has achieved in the **ONEHOPE** compensation plan at any time. “Paid-As Rank” refers to the rank at which a Cause Entrepreneur is qualified to earn commissions and bonuses during the current pay period. Any reference to Rank in the **ONEHOPE** Compensation Plan and these definitions is referring to Paid-As Rank.

Rank Advancement Bonus

Bonuses achieved for reaching pre-determined ranks in the compensation plan. These bonuses may be subject to required timelines and at times will include matching bonuses to uplines.

Retail Customer

An individual who purchases **ONEHOPE** products from a Cause Entrepreneur but who is not a participant in the **ONEHOPE** Compensation Plan.

Sales Commissions

Commissions paid to Active Cause Entrepreneurs on their accumulated Personal Commissionable Volume.

Sponsor

A Cause Entrepreneur who enrolls another Cause Entrepreneur into the Company and is listed as the Sponsor on the Cause Entrepreneur Application and Agreement. The act of enrolling others and training them to become Cause Entrepreneurs is called “sponsoring”.

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

This term refers to the Cause Entrepreneur or Cause Entrepreneurs above a particular Cause Entrepreneur in a sponsorship line up to the Company. Alternatively stated, the line of Sponsors that links any particular Cause Entrepreneur to the Company.

Upline Leader

For any given CE, the next paid-as person in your upline of equal rank or higher.