

General Terms

- **Personal Volume (PV)**: Is the total volume of the products that a Wellness Partner's customer(s) orders PLUS any of the orders that the Wellness Partner personally purchases.
- **Commissionable Volume (CV)**: A product's assigned volume to be used for the calculation of commissions.
- **Recognition Volume (RV)**: A product's assigned volume to be used for the purpose of calculating a Wellness Partner's qualification in the Compensation Plan.
- **Enroller**: The term for a Wellness Partner that enrolls or recruits, another Wellness Partner to start an Aroga Business.
- **Sponsor**: The direct up-line of a Wellness Partner who determines the Wellness Partner's placement in the organization.
- **Team**: A Wellness Partner's team is made up of all of the Wellness Partners that they sponsor, as well as the Wellness Partner's that their Wellness Partners sponsor throughout the Wellness Partner's team.
- **Team Volume (TV)**: The total PV of a Wellness Partner PLUS the PV of all team members in the Wellness Partner's Team.
- **Qualified**: A Wellness Partner is qualified to receive commissions if they have 100PV from personal order(s) or 200PV from 2 or more customer orders.
- **Leg**: A personally sponsored Wellness Partner and their entire Team of Wellness Partners either directly or indirectly sponsored by them.
- **Active Leg**: A Leg with at least one Qualified Wellness Partner that you personally enrolled.
- **Director Leg**: A Leg with at least one Wellness Partner who is qualified at the Director Title or higher.
- **Ambassador Leg**: A Leg with at least one Wellness Partner who is qualified at the Ambassador Title or higher.

- **Recognition Title**: The current title held by a Wellness Partner under the Compensation Plan. Title relates only to the Wellness Partner's recognition and communication and is not a factor in the calculation of commissions.
- **Business Period**: Aroga Business Periods are the same as calendar months. The start of the Business Period is at 12:00: 00 am Central on the 1st of the month, and the end of the Business Period is 11:59:59pm Central on the last day of the same month.
- **Business Period Close**: Aroga Business Periods will be closed and official at 12:00:00 AM Central on the 5th of the following month. The 4-day period after the close of the Business Period is to verify commissions and make any changes required.
- **Promotion**: A Promotion event is when a Wellness Partner qualifies for a new title that they have not previously earned (1st-time qualification). The Promotion does not become official until the close of the Business Period at which point it will take effect for future Business Periods.
- **Title Retention**: The number of Business Periods a Wellness Partner will retain a Recognition Title even though the Wellness Partner no longer qualifies for such title. Title Retention is designed to acknowledge the highest Recognition Title achieved within a set number of Business Periods and applies to the replicated site, reporting, communications, and events. However, Title Retention does not apply to commissions. Commissions will only be calculated using the Qualified Title earned during a given Business Period. Once the retention period has expired the Wellness Partner will be demoted to the highest Recognition Title he/she qualified for within its respective retention period.
- **Demotion**: A Demotion event is when a Wellness Partner ceases to qualify for a Recognition Title for longer than the Title Retention period as stated in the Title Retention Table below.
- **Qualified Title**: The title in the Compensation Plan that a Wellness Partner has earned for the current Business Period based on the Title Qualification Requirements Table.
- **Backdating**: The process of moving an order's date into a previous Business Period. For commissions accuracy, orders may not be backdated after a Business Period is closed, therefore all orders that need to be backdated must be completed within the first 4 days of the following Business Period.
- **Selling Commissions**: The commissions paid on the personal sale of products in excess of 0
- **Bonus Commissions**: The commissions paid on the performance of a Wellness Partner's team.

- **Compression:** For the purpose of paying commissions and for determining title, any Wellness Partner with 0 PV for a Business Period would be considered inactive and will be compressed out for that Business Period.

Title Retention Table

Title Name	Retention Period
Senior Wellness Partner	Lifetime
Director	6 Months
Senior Director	6 Months
Executive Director	6 Months
National Director	9 Months
Ambassador	9 Months
1-Star Ambassador	9 Months
2-Star Ambassador	9 Months
3-Star Ambassador	9 Months
4-Star Ambassador	9 Months
5-Star Ambassador	9 Months

Power Selling Commissions

Any customer* sales in a given Business Period entitles the Wellness Partner to a commission based on the Personal Selling Commissions Table below.

Personal Selling Commission	Payout
	0%
0PV - 700 PV	10%
701 PV - 1,200 PV	15%
1,201PV+	25%

*Personal Purchases by a Wellness Partner are not eligible for Power Selling Commissions

Wellness Partner Pack Bonuses

Pack Bonuses are paid to the Enroller (1st Level in the table below) and to the Enroller's immediate upline (2nd Level in the table below). Pack Bonuses are independent of the RV and CV.

Wellness Partner Pack	Pack Price	RV	CV	1st Level	2nd Level
Marketing Pack	\$49.00	49	0	\$0.00	\$0.00
CORE + Aloe1 Pack	\$193.00	193	110	\$0.00	\$0.00
Wellness Pack	\$497.00	500	100	\$100.00	\$25.00
PRO Pack	\$997.00	1000	250	\$200.00	\$50.00

Fast Start Bonus

Wellness Partners can qualify for the Fast Start Bonus any time within the first 30 days after their enrollment date; however, they must meet all of the qualification metrics in the table below to earn the Fast Start Bonus.

The \$100.00 Fast Start Bonus will be included on the commission check paid out at the close of the Business Period in which it was earned. The Fast Start Bonus is based on Calendar Days, not months or Business Periods, so if the Wellness Partner was enrolled on July 15th, their Fast Start Period ends on August 14th. If a Wellness Partner earns the Fast Start Bonus before the end of their 30 Days the Bonus is paid in the Business Period it is earned.

For example, if a Wellness Partner was enrolled on July 5th and earns the Fast Start Bonus on July 28th, the bonus will be paid with the July Commissions Payment.

Metric	Requirement
Qualification Period	Within the first 30 days after a Wellness Partner's Enrollment Date.
Team Volume (TV)	A total of 2,000 in Team Volume (TV)
Team Requirements	A Wellness Partner must have 3 qualified personally enrolled Wellness Partners in 3 separate legs.

Fast Start Enroller Bonus

When a Wellness Partner personally enrolls a new Wellness Partner who then achieves the Fast Start Bonus, the enrolling Wellness Partner will receive a Fast Start Enroller Bonus of \$75.00

Fast Start Senior Director Bonus

When a Wellness Partner achieves the Fast Start Bonus, a \$75.00 bonus will be paid to their 1st upline Sponsor Senior Director or above.

Team Bonus Commission

For level 1 and higher Uni-level Bonus Commissions, a Wellness Partner must be Qualified with at least 100PV or have 200 in PV from 2 or more customer orders. Uni-Level Bonus Commissions are paid only at the end of the month and are solely based on a Wellness Partner's Qualified "paid as" title for the Business Period (Title Retention does not apply).

- For Team Bonus Commissions a Level 1 is any Wellness Partner that has been personally sponsored by a Wellness Partner.
- Title Retention does not apply to the Team Bonus Commissions.

	WP	SP	Dir	SD	ED	ND	Amb
LVL 1	5%	5%	5%	5%	5%	5%	5%
LVL 2		5%	5%	5%	5%	5%	5%
LVL 3		5%	5%	5%	5%	5%	5%
LVL 4			5%	5%	5%	5%	5%
LVL 5			0%	5%	5%	5%	5%
LVL 6				0%	5%	5%	5%
LVL 7					0%	2%	2%
LVL 8						2%	2%
LVL 9							1%
LVL 10							1%

10% Check Matching Bonus

To qualify for the 10% Check Matching Bonus, a Wellness Partner must achieve a Qualified Title of Senior Director or higher in the current Business Period. Once achieved the Wellness Partner will earn a bonus equal to 10% of the total commissions paid for each to their personally enrolled Wellness Partners.

- For example, Wellness Partner A personally enrolled Wellness Partner B, C and D. Assume Wellness Partner B receives \$156.75 in Commissions Payments, and Wellness Partner C receives \$52.00 in Commissions. If Wellness Partner A is qualified as a Senior Director or higher they will receive a Check Matching Bonus of $(156.75+52.00) \times 10\% = \20.88 .
- The 10% Check Matching Bonus is paid to the Enroller no matter where the Wellness Partner is in the organization, regardless of who the Sponsor is.
- The 10% Check Matching Bonus only pays on personally enrolled Wellness Partners that have a Qualified Title at or below the Enroller's Qualified Title. If the personally enrolled Wellness Partner promotes over his/her Enroller the Enroller will be exempt from the 10% Check Matching Bonus.
- Title Retention does not apply to the 10% Check Matching Bonus.

Organization Bonus

To qualify for the Organization Bonus a Wellness Partner must have earned a Qualified Title of 1-Star Ambassador or higher.

- Organization Bonus commissions are paid out on the entire organization regardless of Qualified Title.
- The Organization Bonus pays out a maximum of 2% on any volume.
 - For example, Wellness Partner A (2-Star Ambassador) sponsors Wellness Partner B (1-Star Ambassador), who sponsors Wellness Partner C (Ambassador); Wellness Partner B will receive 1% on their entire organization, because Wellness Partner C is not qualified as a 1-Star Ambassador or higher, and Wellness Partner A will receive 1% on Wellness Partner C's organization (the percent remaining after the Organization Bonus is paid to Wellness Partner B) and 2% on the remainder of their organization.

- Title Retention does not apply to the Organizational Bonus.

Leader Level	Payout
1-Star Ambassador	1%
2-Star Ambassador	2%
3-Star Ambassador +	3%

Car Bonus

To qualify for the Car Bonus, a Wellness Partner must achieve a Qualified Title of Senior Director or higher and send in proper documentation to Aroga. The Car Bonus will continue to be paid each month in which the Wellness Partner achieves the Qualifying Title of Senior Director or higher. The maximum number of months for which a Wellness Partner can qualify for the Car Bonus is set forth in the Car Bonus documents that a qualifying Wellness Partner receives from Aroga's corporate offices. Further details are found in the Aroga LEXUS Car Bonus Agreement.

- The Car Bonus Commission requires submitting required documentation to Aroga to receive the Car Bonus.
- Title Retention does not apply to the Car Bonus.

Title	Monthly Payout
Senior Director	\$ 500.00
Executive Director	\$ 500.00
National Director	\$ 500.00
Ambassador 1-Star & 2-Star	\$ 750.00
3-Star Ambassador +	\$1,000.00

Title Qualification Requirements Table

Title Name	Personal Selling	Team Volume**	Qualified Legs***	Director Legs	Ambassador or Legs
Wellness Partner	50 PV				
Senior Partner	100 PV	2,000	3		
Director	100 PV	4,500	3		
Senior Director	100 PV	12,500	3	1	
Executive Director	100 PV	37,500	3	2	
National Director	100 PV	75,000	3	3	
Ambassador	100 PV	150,000	3	3	
1-Star Ambassador	100 PV	150,000	3	3	1
2-Star Ambassador	100 PV	150,000	3	3	2
3-Star Ambassador	100 PV	150,000	3	3	3

**65% RULE: No more than 65% of the required volume may come from a single leg. Example: the Team Volume qualification for a Director is 4,500. No more than 2,925 (65%) of the total Team Volume can come from any single leg.

***Must have 1 Qualified personally enrolled Wellness Partner in each Leg

Incentives

All incentives are active for the pay period indicated. The incentives can be extended at the company's discretion.

Guaranteed \$100 Incentive

Must have \$100 PV from personal orders or \$200 PV from at least 2 customers.
Must have 3 legs with at least one Qualified Wellness Partner personally enrolled in each leg.

Qualified Wellness Partner Incentive

Once a Wellness Partner is qualified by having at least 100PV from personal order(s) or 200PV from 2 or more customer orders, they become eligible to receive the Level 1 Uni-Level Bonus Commission.

	WP*	SP	Dir	SD	ED	ND	Amb
LVL 1	5%	5%	5%	5%	5%	5%	5%
LVL 2		5%	5%	5%	5%	5%	5%
LVL 3		5%	5%	5%	5%	5%	5%
LVL 4			5%	5%	5%	5%	5%
LVL 5			0%	5%	5%	5%	5%
LVL 6				0%	5%	5%	5%
LVL 7					0%	2%	2%
LVL 8						2%	2%
LVL 9							1%
LVL 10							1%

*Qualified Wellness Partner must have 100PV or more in a given month.

CORE Leadership Incentive

Valid through April 30, 2019

When a Wellness Partners achieves a Qualified Title of Director or above within 60 days of their enrollment date, they qualify for a \$300 bonus. For example, if a Wellness Partner was enrolled on April 1st, and that Wellness Partner achieved a Qualified Title of Director or above on or before May 30th, then the Wellness Partner would earn a \$300 bonus.

Leadership Lifestyle Bonus

Aroga rewards those who reach higher ranks. This bonus adds \$180 for the ranks of Director, \$700 to the rank of Executive Director, and \$900 to those Wellness Partners who are at the rank of National Director.

Pathways to Leadership Bonus

Aroga rewards those that help pave the Pathway to Success for their team. The Pathways to Leadership Bonus lets you earn an extra 1-3% of the Commissionable Volume (CV) of your organization once you reach the rank of Ambassador. This bonus is based on your overall organization, so the final payout is your rank minus the rank of any Ambassador legs in your organization.

Living the Arogalife Bonus

National Director
\$25,000
Paid over 24 months
75,000 QTV with 3 qualifying legs
Must maintain personal National Director qualification to maintain Bonus. NO Grace Period.

Ambassador
\$50,000
Paid over 24 months
150,000 QTV with 3 qualifying legs
Must maintain personal Ambassador qualification to maintain Bonus. NO Grace Period.

3-Star Ambassador
\$150,000
Paid over 18 months
150,000 QTV with 3 qualifying legs
3 Separate Ambassador Legs
Must maintain personal Ambassador qualification to maintain Bonus. NO Grace Period.

5-Star Ambassador
\$375,000
Paid over 27 months
150,000 QTV with 3 qualifying legs
5 Separate Ambassador Legs
Must maintain personal Ambassador qualification to maintain Bonus. NO Grace Period.

Global Ambassador
\$750,000
Paid over 36 months
150,000 QTV with 3 qualifying legs
5 Separate Ambassador Legs 3 of which must be 3-Star Ambassador Legs
Must maintain personal Ambassador qualification to maintain Bonus. NO Grace Period.

Gold Global Ambassador
\$1,500,000
Paid over 36 months
150,000 QTV with 3 qualifying legs
5 Separate Ambassador Legs 3 of which must be 5-Star Ambassador Legs
Must maintain personal Ambassador qualification to maintain Bonus. NO Grace Period.