



COMPENSATION PLAN

As of 7-26-2019



WELCOME!

“At Total Life Changes, we provide products and a community that you’ll feel.”

FOR ILLUSTRATION PURPOSES ONLY. This document is simply a description of how commissions may be earned under the Total Life Changes Compensation Plan. Any potential compensation is based on actual sales results and no commissions or bonuses are ever paid simply for introducing new people to Total Life Changes. All references to income or earnings, actual or potential, implied or stated, are for explanation and illustration purposes only. They should not be construed as average or typical. Total Life Changes does not warrant, guarantee or assure that any level of income, earnings or success can or will be attained by any Total Life Changes Independent Distributor (Life Changers). All Total Life Changes Life Changers are responsible for meeting all qualifications, deadlines and/or customer requirements of their applicable level. Actual earnings or income will vary based on each LCs level of sales and will be a result of various factors such as expertise, ability, motivation and time spent promoting and selling Total Life Changes products and services.

OUR CORE VALUES



Passion is our fuel.



We are always hungry for more.



Having fun, we get more work done.



We love each other. Period.



Grateful is our mindset.



We don't just do what's easy. We do what's right.



Our standard is giving more than what is expected.

LETS GET STARTED!

KEY TERMS

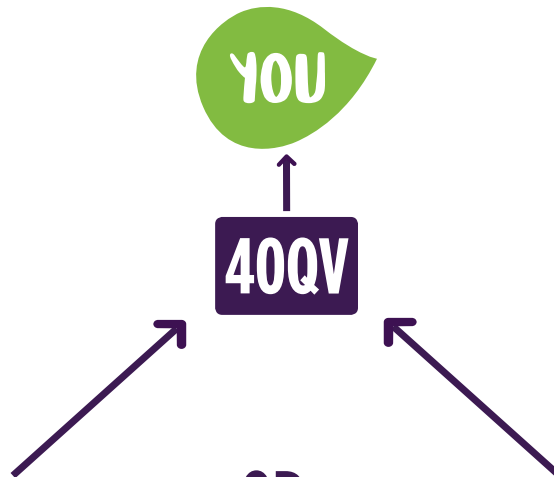
QV - Also known as qualifying volume, is volume that is credited to you personally when you purchase a product. Please note some TLC products have less than 40 QV which does not satisfy the requirement for being active and qualified for commissions.

CV - Also known as commissionable volume, is volume that is created when an item is purchased that has a CV value tied to it.

GCV - Also known as group commissionable volume, is a collection of all the CV on someones left or right team.

For more details refer to pg 13

HOW TO QUALIFY FOR COMISSIONS



1. MAKE A PURCHASE

One way to qualify for commissions is to make a purchase that meets the minimum requirement of 40QV.

OR

2. INSPIRE OTHERS

Inspire retail sales of TLC products to earn QV. For every 40 QV retail sale you receive 5 QV.

To remain qualified to earn ongoing commissions on PC and LC purchases requires you to personally achieve at least 40 QV by the monthly anniversary date of your previous qualification, which may vary from 28-31 days depending on the month. A minimum qualification of 40 QV qualifies you to earn commissions from the retail, fast start, and binary pay bonuses. For higher ranks, there is an 80 QV or 120 QV requirement within the TLC compensation plan.

Disclaimer - A TLC Life Changer's success depends in significant part upon his or her skills, efforts, dedication, desire, and motivation. Becoming a Life Changer with TLC is NOT a guarantee of income. Average income from the TLC Compensation Plan has not been established. This explanation of the compensation plan is a description of how commissions may be earned under the terms of the compensation plan. It is for illustrative purposes only. There are no guarantees, warranties or assurances that any level of income, earnings or success will be earned or attained by any Total Life Changes Life Changer (LC). All Total Life Changes LC's are responsible for meeting all volume and customer requirements, qualifications/deadlines applicable to them. Actual results will vary and will be a result of various factors such as expertise, ability, motivation and time spent promoting and selling Total Life Changes products and services.

FAMILY TREE GENEALOGY

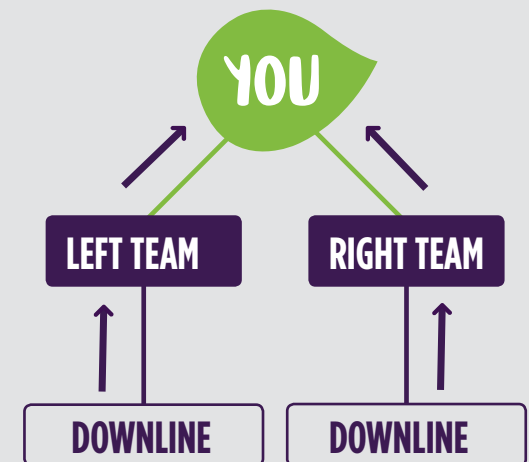
CUSTOMER LIST

Your customer list consists of all preferred customers you have personally enrolled. These customers will not appear in your binary tree,



TEAM TREE

Your team tree consists of all Life Changers in your team. This includes LCs that you have sponsored and Life Changers that people in your team have sponsored.



6 DIFFERENT WAYS TO EARN!

1. Retail Bonus
2. Fast Start Bonus
3. Binary Pay
4. Matching Bonus
5. Life Changer Bonus
6. FEELING IT

A powerful hybrid binary compensation plan designed to reward. Let's explore what the TLC compensation plan has to offer and why it's so powerful.



1. RETAIL BONUS



Earn 50%
of the product's QV in
paid commissions.



Establish relationships
with customers and encourage
them to reorder.

Total Life Changes® offers Life Changers and Preferred Customers the opportunity to establish a base of customers whose purchases generate retail profits as well as commissionable volume (see page 15). Your personal networking skills, coupled with online marketing options available will inspire the sales of our products, even if they do not have the desire to become a Life Changer.

RETAIL BONUS EXAMPLE



Sold at \$49.95 = **40 (QV)**

You receive a commission of \$20
(50% of **40 QV = \$20**)

+ 25% of the QV (10 CV) added to GCV*

EARNED ON EVERY RETAIL SALE!

*Must be binary qualified

CV= Commissionable Volume QV= Qualifying Volume GCV= Group Commissionable Volume (Refer to Page 13)



2. FAST START BONUS



Earn 50%
in paid commissions for
every LC's first order.



Commissions paid out on
weekly sales if active with at
least 40QV.

As a Life Changer with Total Life Changes®, you can receive a 50% commission from the first order (with commissionable volume) from your personally referred Life Changer. Each new person you refer is eligible for this program and commissions are paid weekly.

FAST START BONUS EXAMPLE



Sold at \$49.95 = **40 (QV)**

You receive a commission of \$20
(50% of **40 QV = \$20**)

+ 25% of the QV (10 CV) added to GCV.

CV= Commissionable Volume QV= Qualifying Volume GCV= Group Commissionable Volume (Refer to Page 13).



3. BINARY PAY



Earn 10-25% commissions on group commissionable volume (GCV)



Carryover volume unused GCV is banked for the following commission week.*

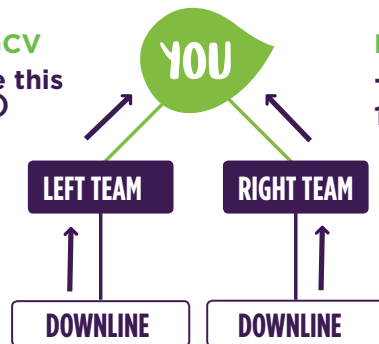
As your team grows, you can receive binary commissions from not only those people you have personally referred but from the purchases of the people they and others have referred as well. "Binary" meaning two, is simply having two teams, a left team and a right team that is built from you and your team who add new LC's that order products. You can be paid a percentage, ranging from 10% to 25% based on your lesser team's (weak leg) group commissionable volume. These commissions are paid weekly with a \$20,000 cap. To be qualified you must have personally sponsored two Life Changers that are currently active with a minimum of 40 QV, one placed in your left team and one in your right team.

*Combined Binary and Match pay are capped at 60% of a Life Changer's lesser team volume per week.

BINARY PAY EXAMPLE

LEFT TEAM SALES= 1,000 GCV
-1000 GCV Paid out because this is your lesser team (Pay Leg)
0 BANKED

10-25% of 1,000 GCV is paid out based on rank. (\$100-\$250)



RIGHT TEAM SALES= 1,500 GCV
-1000 Paid Out (Left Team)
1,500-1,000= 500 BANKED

500 unused volume is carried over to the right team for the next weekly bonus period.

GCV= Group Commissionable Volume QV= Qualifying Volume (Refer to Page 13)



4. MATCHING BONUS*



Earn matching commissions
50% match of the binary pay of your personally sponsored's binary pay. (refer to page 12 for qualifications).



Earn up to 50% match of the binary pay of the personally sponsored of your personally sponsored.

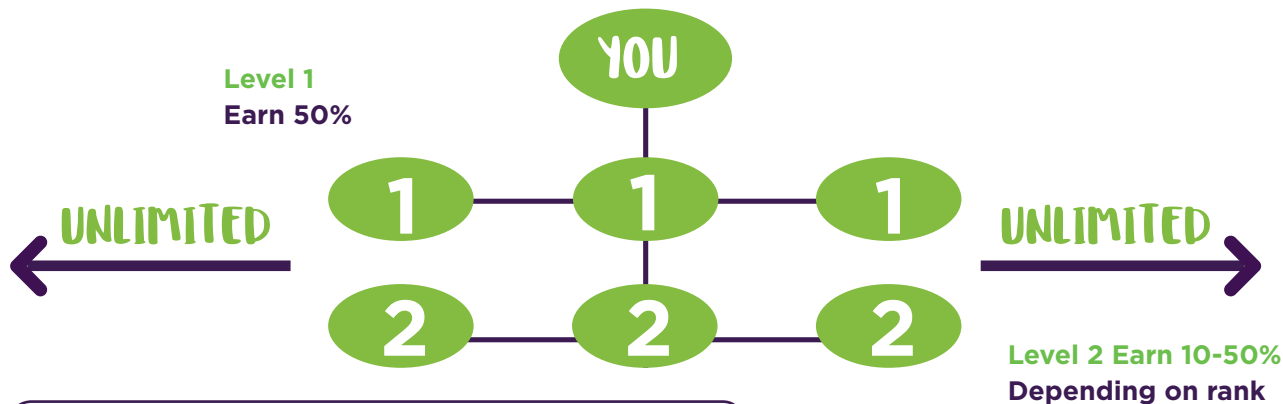


Commissions paid out weekly if eligible.

Earn a 50% match on the binary pay of your personally sponsored Life Changers. Additionally, you can earn a 10-50% match on the binary pay of the Life Changers that your team personally sponsors.

*Combined Binary and Match pay are capped at 60% of a Life Changer's lesser team volume per week.
 *Must be Director rank or higher to be eligible for this bonus.

MATCHING BONUS EXAMPLE



Level 1- Your personally enrolled
Level 2- Your personally enrolled LC's acquired



5. LIFE CHANGER BONUS



Earn \$1500 bonus once qualifications are met.



Spend your money however you like.



Commissions paid out by the fourth Thursday of each month if eligible.

Changing lives is hard, and sometimes it can get costly. You may have an office, travel and daily expenses that all add up. This bonus was created to offset those expenses; it's yours to do with as you please. Assuming all qualifications have been met to earn the Life Changer bonus, TLC will pay LC's \$1,500 to help offset these costs. This bonus is paid monthly.

*Combined Binary and Match pay are capped at 60% of an LC's weak leg volume per week.

LIFE CHANGER BONUS EXAMPLE



Month Qualified

SUN	MON	TUE	WED	THU	FRI	SAT
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

The bonus from January will be paid by the 4th Thursday in February.



SUN	MON	TUE	WED	THU	FRI	SAT
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

Date Paid (4th Thursday)

*To qualify for Life Changer Bonus, you must qualify as a National Director or above for 3 calendar weeks within the month. To earn the Life Changer Bonus, a TLC LC must meet the following requirements in the qualification period. Must have been paid as a National Marketing Director or higher, and maintain at least 20,000 WLV for a minimum of three (3) of the weekly bonus periods committed, where the weekly bonus period end date falls within the Life Changer's Bonus monthly qualification period. Must be active. The Life Changer Bonus pays eligible TLC LC's \$1500, which can be used for office, promotion or travel expenses to help expand your business.



6. FEELING IT!

At Total Life Changes the sixth way can be the most rewarding way to get paid. Helping others 'Feel It' is one of the greatest benefits you can provide your customers.

- **The Gratitude**
- **The Smiles**
- **The Connections**
- **The High Fives, Hugs and Handshakes**
- **The overall feeling of changing someone's life when they never thought it was possible.**



RANK CHART OVERVIEW

RANKS	QUALIFICATIONS	EARNINGS ELIGIBILITY	BINARY PAY	BINARY MATCH	LC BONUS
Affiliate	Active with 40 QV	Fast Start and Retail Bonus Only	None	None	No
Associate	Active with 40 QV and Binary Qualified	Fast Start, Retail Bonus, Binary Pay	10% \$5,000 cap	None	No
Apprentice*	Active with 40 QV and Binary Qualified and 500 PLV	Fast Start, Retail Bonus, Binary Pay, Apprentice Bonus*	10% \$5,000 cap	None	No
Director	Active With 80 QV, Binary Qualified and 1,000 PLV	Fast Start, Retail Bonus, Binary Pay, Matching bonus	12% \$5,000 cap	50% 1st level 10% 2nd level	No
Rising Star**	Active With 80 QV, Binary Qualified and 2,500 PLV	Fast Start, Retail Bonus, Binary Pay, Matching bonus, Rising Star Bonus **	12% \$5,000 cap	50% 1st level 10% 2nd level	No
Executive Director***	Active With 80 QV, Binary Qualified and 5,000 PLV.	Fast Start, Retail Bonus, Binary Pay, Matcing bonus	14% \$5,000 cap	50% 1st level 20% 2nd level	No
Regional Director***	Active With 120 QV, Binary Qualified, at least one personally sponsored Active Executive Director in a previous commission week and 10,000 PLV	Fast Start, Retail Bonus, Binary Pay, Matching bonus	17% \$5,000 cap	50% 1st level 30% 2nd level	No
National Director***	Active With 120 QV, Binary Qualified, at least 1 personally sponsored Active Regional Director in a previous commission week and 20,000 PLV.	Fast Start, Retail Bonus, Binary Pay, Matching bonus, and Life Changer Bonus	20% \$10,000 cap	50% 1st level 40% 2nd level	Yes
Global Director***	Active With 120 QV, Binary Qualified, 2 active Executive Directors* (1 on each leg), at least 1 personally sponsored active National Director in a previous commission week and 50,000 PLV.	Fast Start, Retail Bonus, Binary Pay, Matching bonus, and Life Changer Bonus	20% \$20,000 cap	50% 1st level 50% 2nd level	Yes
Ambassador***	Active With 120 QV, Binary Qualified, 4 active Executive Directors* (2 on each leg), at least 1 personally sponsored Global Director in a previous commission week and 100,000 PLV.	Fast Start, Retail Bonus, Binary Pay, Matching bonus, and Life Changer Bonus	22% \$20,000 cap	50% 1st level 50% 2nd level	Yes
Executive Ambassador ***	Active With 120 QV, Binary Qualified, 8 active Executive Directors* (4 on each leg), at least 1 personally sponsored Ambassador in a previous commission week and 250,000 PLV	Fast Start, Retail Bonus, Binary Pay, Matching bonus, and Life Changer Bonus	25% \$20,000 cap	50% 1st level 50% 2nd level	Yes

* \$100 Sample Credit Bonus paid to LC's who achieve this rank the first time only.

** \$200 Bonus Paid to LC's who make this rank the first time only.

*** There is a \$5,000 to \$20,000 per week cap in the binary pay bonus based on rank. Once you have reached the next rank for the FIRST time you are qualified at that rank for a total of four total weeks, even if your weekly pay leg volume is less than the new rank's volume requirement.

*Only the WLV requirement is waived during this four week period, all other rank requirements must still be met.

*** Lifetime Rank will reset January 1st of every year to the highest achieved rank in the previous calendar year.

QV= Qualifying Volume PV= Personal Volume PLV= Pay Leg Volume (refer to page 13)

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ADDITIONAL COMPENSATION DETAILS

Comp Plan Definitions

Active - A TLC Life Changer (LC) who has a 40 PQV order on the monthly anniversary of the previous order or personal retail sales of 40QV. This will vary from 28 – 31 days depending on the month. A 40 PQV personal monthly SmartShip will satisfy this requirement. *All bonuses in the TLC compensation plan require a Life Changer to be ACTIVE to earn commissions. Life Changers can also qualify by selling TLC products to retail customers.

QV - Also known as qualifying volume, is volume that is credited to you personally when you purchase a product. This is also known as personal qualification volume. Please note some TLC products have less than 40 QV which does not satisfy the requirement for being active and qualified for commissions. Please check the product QV in the TLC shopping cart before placing your order. QV can also be generated by Retail Sales.

CV - Also known as commissionable volume, is volume that is created when an item is purchased that has a CV value tied to it. So for example, the Iaso Tea has a CV of 40 tied to it. So when someone orders it, 40 CV points are added to the binary genealogy in that particular spot in the family tree. That means anyone above the 40 CV will see that on either their left or right team and that will be used to calculate their commissions or sales totals for that week.

GCV - Also known as group commissionable volume, is collection of all the CV on someone's left or right team. For example, if someone had 100 Iaso Team orders on their left team, they would have 4,000 GCV for that particular week. GCV is also added to carryover volume from week to week, which could change your GCV number. In the example of 4,000 GCV there could be 1,000 point carryover from the week before and would make the GCV 5,000.

WLV - Also known as weak leg volume, is the team in your organization with the lesser amount of volume for the commission week being considered for bonuses.

Pay Leg Volume (PLV) - The team leg with the least amount of volume regardless if it's the right or left team leg **after** any carryover volume is added from the previous commission week.

Binary Qualified - A TLC Life Changer who is binary qualified has at least one ACTIVE personally sponsored Affiliate or higher on the right AND left team leg during the pay period.

Comp Plan Features

Highest Rank Achieved Grace Period - Once all the qualifications of a rank have been achieved for the first time, a TLC Life Changer will be paid at that rank for the current pay period as well as the next four pay periods regardless of PLV. Life Changers must be ACTIVE during this period with the proper PQV for the corresponding rank and be binary qualified throughout the grace period. Once this lifetime rank achieved grace period has been granted, it cannot be used again for the same rank.

Lifetime Rank - resets to highest rank achieved in previous calendar year

Retail Bonus - A TLC Life Changer may earn unlimited retail bonuses on all personal customer sales as long as the Life Changer is active with 40QV during the commission period.

Low Qualification Requirements - TLC believes in ethical requirements for our Life Changers to earn commissions, even at the highest ranking in our pay plan the requirements remain low.

Unlimited Weekly Carryover Volume - A TLC Life Changer will be allowed to 'bank' any unused sales volume from either team from week to week; as long as the Life Changer remains ACTIVE and BINARY qualified. A Life Changer that becomes inactive or is not binary qualified forfeits all carryover volume. A Life Changer may begin to build carryover volume again once he or she generates 40 QV and becomes binary qualified.

Additional TLC Comp Plan Rules

60% Company Wide Binary and Match Cap - TLC is committed to paying our Life Changers the highest commissions in the industry. TLC will pay up to 60% of all company volume for the pay period through the Binary, and Match Pay bonuses. Payouts of these bonuses will be capped companywide at 60% of company CV. NOTE - Fast Start Bonus, Retail Bonus, and Lifestyle Bonus WILL NOT be capped.

Weekly Binary Cap - A TLC Life Changer can earn no more than \$5,000 -\$20,000 per pay period through the Binary pay bonus.

60% WLV Binary and Match Pay Cap - A TLC Life Changer account can only earn 60% of his or her WLV through the binary and match pay bonuses. These two bonuses combined cannot be higher than 60% of the WLV in any given week. All earnings in these two bonuses above the 60% WLV will be capped and will not be paid.

Personal Responsibility - This document and only this document will act as the official Total Life Changes LLC compensation plan reference document for all of our Life Changers (Independent representatives). Any other documents or verbal promises made to you that are not reflected in this document should be considered inaccurate or unofficial. Contact Total Life Changes Customer Support with any questions regarding the compensation plan, including rank qualifications and bonus qualifications before the end of the commission cycle in question. Each distributor is personally responsible for his or her account. Everyone eligible for compensation under the TLC compensation plan is responsible for meeting all applicable requirements, qualifications, and deadlines, as well as being in generally good standing with TLC, without exception. Any dispute as to whether a qualification or requirement was met will be resolved solely at the discretion of TLC.

Footnotes

* The Executive Director Requirements for the Global Director rank and above are not required to be personally sponsored by you or even in your sponsorship genealogy, they only need to be below the LC in the binary genealogy, regardless of sponsorship.**

** Starting at the Executive Director Rank and all ranks above, a Life Changer must have organically qualified and been paid at the next lower rank at some point in their TLC business to be considered for the new rank. Example: A Life Changer meeting the requirements for the Executive Director level must also have achieved the rank of 'paid as' Director since joining TLC. Using this example, a Life Changer who did not reach the Director rank in their TLC history would only be eligible for Director Rank and would have to wait until the next pay period to be considered for the Executive Director rank.

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YOUR PERSONAL RESPONSIBILITY CHECKLIST

UTILIZE THE TLC FAMILY SYSTEM

This system was created to make it easy for you to influence new customers and partners. See “Family System Success Guide” for more details.

KNOW THE TLC TERMS AND CONDITIONS

These can be found in the resources tab of your Portal. (tlc-ioffice.com).

FOLLOW @TLCHQ SOCIAL

Consider accepting alerts from TLCHQ social media for important announcements and live broadcasts.



COMMISSION CYCLES

Understand that commissions closeout on Thursdays and the new week starts Friday.

UTILIZE THE 5IN5 APP

Build your business from your back pocket. Offer and send product samples right from your mobile device.

UTILIZE LIFE CHANGER TOOLS

You can find these under the resources tab in your Portal. These resources include essential business and marketing tools. (zendesk.totallifechanges.com).

FOLLOW THE TLC POLICIES AND PROCEDURES

These can be found in the resources tab of your Portal (tlc-ioffice.com).



BONUS PAYOUTS

Bonuses vary by rank. Refer to the Rank Chart Description (Page 12).

CONSULT YOUR SPONSOR WITH ANY QUESTIONS

Your sponsor may be able to provide support as you begin launching your business.



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TOTAL LIFE CHANGES®

@TLCHQ |     

Name: _____

Phone: _____

Email: _____

Web: _____

