

# COMPENSATION PLAN



# WELCOME TO JAVITA

Javita was created to help people live a better life. We accomplish this by providing our Members with a business opportunity that utilizes a product that is already consumed by billions of people worldwide everyday. For an investment as small as \$99, you can own your own business, allowing you to become an entrepreneur, participating in this \$100 billion global market.

Our business opportunity is based on an easily duplicated business model.

## **These are the five steps for getting started:**

- ❶ Become a Javita Member and purchase one of our Member packs.
- ❷ Enroll in our AutoShip program.
- ❸ Share the products and business opportunity with others.
- ❹ Build your personal team and become a STAR Member in your first 30 days.
- ❺ Coach your new Members to do the same things you did (duplication).

These are the five simple steps for getting started. If you follow this program and help others do the same, you will be well on your way to living a better life.

## **Javita Members share our products and business opportunity with others. As a result, they are able to:**

- ❶ Earn FREE product every month by building a customer base.
- ❷ Earn weekly and monthly income by building a team of Javita Members.



# JAVITA COMPENSATION PLAN

The Javita business model is designed to reward Members who promote our products and business opportunity. This is accomplished by devoting almost our entire marketing budget to the Javita Member Compensation Plan. This plan is based on the principle of teamwork, with the understanding that your success is directly related to helping others succeed.

When you enroll as a Javita Member, you will be given FREE marketing websites and an online office. When you find other people who want to become Javita Members, you can enroll them through your Javita website. As soon as you qualify your business by placing your initial product order, you become eligible to earn commissions. To be eligible to earn commissions in the months thereafter, you must have monthly qualifying Personal Volume (PV) based on your level in the compensation plan. The larger you build your personal team of Members and Customers, the greater your income opportunity.

**Javita's Compensation Plan allows Members to get paid every week. There are multiple ways to earn income, allowing Members to generate both immediate and long-term income.**

- ① Direct Sales Profits
- ② Personal Customer Commissions
- ③ First Order Bonus
- ④ Team Development Infinity Bonus
- ⑤ Top Enrollers' Bonus
- ⑥ STAR Bonus Program
- ⑦ BMW Car Bonus
- ⑧ Team Commissions
- ⑨ Diamond Global Infinity Bonus
- ⑩ Diamond Rank Advancement Bonus



# JAVITA COMPENSATION PLAN

## 1 DIRECT SALES PROFITS

Profits from direct-to-consumer sales are a simple and immediate way for Members to earn income. By purchasing products at the Member wholesale price and selling them directly to your Customers, you can earn profits on the difference between the price at which you sell the product and the Member wholesale price. You can also earn direct sales profits from Customers who purchase directly from your MyJavita website or when your Customers call Javita Member Services and provide your Member ID. Direct sales can generate immediate income of 30 percent or more.

## 2 PERSONAL CUSTOMER COMMISSIONS

All volume attached to purchases made by your personal Customers helps you earn Personal Customer Commissions. It also helps you qualify for your Javita rank, and is paid in unilevel team commissions. Customer Commissions are earned based on the total volume generated by Customers in a calendar month and are paid as follows:

Customer Volume (PCV)	Commissions
301-500	10%
501-1,000	15%
1,001 +	20%

No Personal Customer Commissions are paid on the first 300 in Personal Customer Volume (PCV). As an example, if you have 2,000 in PCV, you will earn \$295 in Customer Commissions as follows:

Customer Volume	% Earned	Volume X %	Amount Earned
0-300	0%	$300 \times 0\% =$	\$0
301-500	10%	$200 \times 10\% =$	\$20
501-1,000	15%	$500 \times 15\% =$	\$75
1,000+	20%	$1,000 \times 20\% =$	\$200
Total		2,000	\$295

## Preferred Customer Program

The foundation of Javita's business is to sell products to others. The Preferred Customer Program (PCP) allows our Members to build a customer base without the need to inventory product. Customers can become part of our PCP for FREE, and when signed up on AutoShip (an automatic monthly reorder) pay Member pricing. Preferred Customers are not entitled to Member benefits including earning commissions, and they do not receive their own personal websites. However, Preferred Customers can also participate in the 3&Free Program and get their product for FREE.

All volume generated by your Preferred Customers and the Customers your PCs sign up, counts towards your Personal Customer Volume (PCV). Members building a group of Personal Customers can earn Personal Customer Commissions based on their total monthly PCV (*see chart at left*).

## 3&Free Program

How would you like to drink your coffee everyday for FREE? You can. Personally enroll at least three (3) or more Preferred Customers who purchase one of our qualifying Challenge Kits in a calendar month, and if the total volume from your Customers is three times or greater than your AutoShip (maximum 4 boxes), your next month's order is FREE!

The 3&FREE Program also applies to your Preferred Customers. They can enroll Customers and receive their order FREE too!





# JAVITA COMPENSATION PLAN

## 3 FIRST ORDER BONUS

The First Order Bonus allows a Member to earn immediate weekly income. The bonus is paid to the Enroller and is based on their new Member's first product order.

The First Order Bonus is paid on a Weekly Pay Cycle, which begins and ends at midnight each Sunday night. Payment is made the following Monday.

Eligibility for the First Order Bonus requires existing Members to have been active with their Personal Qualifying Volume at the end of the previous calendar month. If an existing Member was not active at the end of the previous month, they must have 150 PV in the current month to be eligible for the First Order Bonus. For new Members in the current month, their initial order makes them eligible for the First Order Bonus.

The following are the First Order Bonuses for Javita's three Join Pack options:

Join Pack Options*	First Order Bonus
\$99	\$20
\$499	\$100
\$999	\$250

\*Javita's Join Packs include the cost of the first year's membership and Member Kit. It also includes the entire first year fees for our Members' personal website and online Business Office suite.



## DEFINITIONS:

**60% Rule (Total OV Infinity):** No more than 60% of total qualifying OV may come from a single leg.

**AutoShip:** A monthly recurring order that ships between the 1st and 20th of each month.

**CV:** (or Commissionable Volume) Units of predetermined value assigned to products used for calculating rank qualification and Member commissions.

**Enroller:** A Member who recruits a new Member into the company.

**Enroller Tree:** The genealogical sequence based on Enrollers. For example, your Personally Enrolled Members are all on the first generation (or level one) of your enroller tree. When your personally enrolled Members enroll a new Member, they become your second generation (or second level) in your enroller tree.

**Level:** This identifies the location of a Member within your Upline or Downline.

**Member ID:** A unique six-digit number assigned to each Javita Member.

**PV:** (or Personal Volume) The amount of volume or points totaled from a Member's personal order(s).

**QBP:** (or Qualifying Business Pack) There are two qualifying business packs - Business (\$499) or Business Elite Pack (\$999). This pack is purchased at the time you join or within 60-days of your join date.

**Sponsor:** The direct upline of a Member.

**Sponsor Tree:** The line of Membership from Sponsor to Sponsor.

**STAR:** A Member becomes a STAR when they enroll three new Members with a QBP within 30 days of joining Javita or by becoming a Supervisor rank or higher any time thereafter.

# JAVITA COMPENSATION PLAN

## 4 TEAM DEVELOPMENT INFINITY (TDI) BONUS

The Team Development Infinity (TDI) Bonus is based on the sale of products in every Business Pack. The Bonus is available to all Members who join with a qualifying business pack. It is earned by Members who achieve the rank of Consultant or above. The TDI Bonus of up to \$100 can be earned on every Business Pack sold within your organization.

The amount of TDI Bonus earned by a Member is based on their qualifying rank achieved at the end of the prior month (*see chart*). Achieving a rank in the current month qualifies a Member for the next month's TDI Bonus.

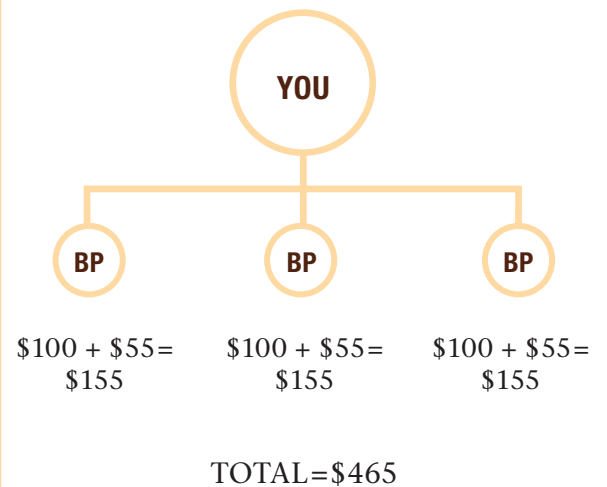
The TDI Bonus follows the Enroller Tree and can be earned to infinity.

The bonus is paid weekly along with the First Order Bonus (*see Weekly Pay Cycle*).

The Bonus is earned starting with the first upline Consultant or above. Any other upline Members who are at the same rank will be blocked from earning the bonus.

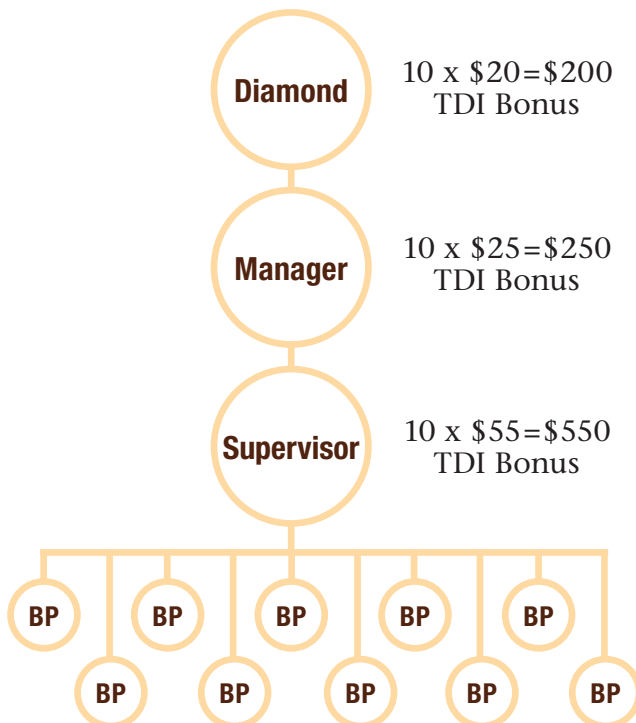
Rank	TDI Bonus	Cumulative Bonus
Consultant	\$15	\$15
Supervisor	\$40	\$55
Manager	\$25	\$80
Director	\$15	\$95
Diamonds	\$5	\$100

### TDI Bonus (Example 1)



Example: You are a Supervisor and you enroll 3 new Members who each purchase a \$499 Business Pack (BP). You earn \$100 Fast Start PLUS \$55 TDI Bonus on each sale.

### TDI Bonus (Example 2)



Example: You are a Supervisor (with no Consultants or Supervisors downline of you) and in your organization 10 new Members join with a Business Pack (BP). You will earn \$550 in Team Development Infinity Bonuses ( $\$55 \times 10$ ). If you had personally enrolled all 10, you would earn \$1,000 in First Order Bonus PLUS \$550 in Team Development Infinity Bonus.

# JAVITA COMPENSATION PLAN

## 5 TOP ENROLLERS' BONUS

Be one of Javita's Top Enrollers each month and earn a special bonus for your efforts. The Top Enrollers' Bonus based on the total commissionable volume in your personally enrolled Members' first order.

The Top Enroller's Bonus is paid monthly. Any ties are broken based on the number of personal Member and Customer enrollments during the month.

Place	Bonus
1st	\$2,000
2nd	\$1,500
3rd	\$1,000
4th	\$750
5th	\$500

## 6 STAR BONUS PROGRAM

The STAR Bonus is a special bonus reserved for Members who become STARS. All Members should strive to become STARS, as this program highlights some of the key building blocks of network marketing—enrolling new Members and helping your new Members build their personal team and become a STAR. The STAR Bonus Program is paid as part of our Monthly Bonus Cycle.

The STAR Bonus consists of two percent (2%) local net country (North America) commissionable volume. Your share of the STAR Bonus is based on earning points. The more points you earn, the bigger your share of the bonus!

### Becoming a STAR

A Member becomes a STAR when the following occurs:

- Has purchased a Qualifying Business Pack
- Enrolls three new Members in their first 30 days each with a qualified business pack or achieves the rank of Supervisor or higher anytime thereafter.

### STAR Benefits

STAR Members receive the following benefits:

- Lifetime eligibility to participate in the STAR Bonus Pool
- Special companywide recognition on our website and at company events

### Earning STAR Bonus Points

Activity	Points
Enroll a New Member with a \$499 or greater Qualifying Business Pack (QBP)	5
Enroll a new Member with a \$99 Starter Pack	2
Enroll a new Preferred Customer with a minimum 50 PV AutoShip.	1

You must have a minimum of 8 points in any calendar month to qualify for the STAR Bonus.



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## 7 BMW® CAR BONUS

Javita Members are hard-working entrepreneurs, building a better life (and lifestyle) for themselves and their families. To show our appreciation for their efforts, we developed the BMW Car Bonus Program\*.

We recognize that our Members have different lifestyles and dreams, so the Javita Car Bonus can be used toward the lease or purchase of any car in the BMW or Mini Cooper lines.

By reaching the level of Supervisor or higher in the Javita Compensation Plan, a Member qualifies to join the prestigious Dream Car Club and is eligible for a monthly Car Bonus. (See *Car Bonus Program Guidelines* for complete details.)



Rank	Car Bonus Amount
Supervisor	\$400
Manager	\$500
Director	\$600
Partner	\$800
Chairman	\$1,000

**Looking to go sporty?** Checkout the powerful M series or the sexy 128 convertible.

**Need an SUV?** X marks the spot with the luxurious X3 or X5 SUV series.

**Thinking fun and compact?** Think Z4 or Mini Cooper!

**Want a family car?** Nothing beats a 5 or 7 series sedan.



After you achieve and maintain the rank of Supervisor and have received your qualifying new car (any model 2009 or later of the car lines listed above), you can earn up to a \$1,000 car bonus from Javita. Javita will continue to pay the qualifying BMW Car Bonus for life as long as you maintain the appropriate qualifying rank and continue to drive the qualifying car. If you don't elect to get a car from the vehicles available, you have the option of earning 50 percent (50%) of the bonus amount as a monthly cash bonus instead. Qualifying car must be from the BMW / Mini Cooper lines. Please see [www.javita.com](http://www.javita.com) for complete BMW Car Bonus Program Guidelines.

\*Only open to Members who reside in the U.S. and Canada. Members outside the U.S. and Canada who qualify for this program will receive the monthly cash bonus.



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## 8 TEAM COMMISSIONS

Javita Members earn Team Commissions from the volume created by product sales generated throughout your Member organization. Javita's Compensation Plan is a unilevel system. This means that each active Member in your organization creates a level, and Members earn a percentage on each level. The higher a Member becomes in rank, the more levels on which you earn commissions. Javita's Team Commissions pay up to 15 levels.

Team Commissions follow the Sponsor Tree and are paid on a monthly pay cycle.

Rank	Level	AutoShip PV	Active Legs	Total Infinity OV*	OV Small Legs	Levels Paid	% Paid by Level
ASSOCIATE	I	50	2	200	80	1	4%
	II	50	2	500	200	2	4%
	III	50	2	1,000	400	3	4%
CONSULTANT	I	100	3	2,500	1,000	4	5%
	II	100	3	5,000	2,000	5	5%
	III	100	3	10,000	4,000	6	5%
SUPERVISOR	I	100	3	15,000	6,000	7	5%
	II	100	3	20,000	8,000	8	5%
	III	100	3	30,000	12,000	9	5%
MANAGER	I	100	3	40,000	16,000	10	4%
	II	100	3	50,000	20,000	11	4%
	III	100	3	60,000	24,000	12	4%
DIRECTOR	I	100	3	80,000	32,000	13	4%
	II	100	3	100,000	40,000	13	4%
	III	100	3	150,000	60,000	13	4%

# DIAMOND CLUB REWARDS

## DIAMOND TEAM COMMISSIONS

Rank	AutoShip PV	Active Legs	Total Infinity OV*	OV Small Legs	Minimum 3rd leg OV	Levels Paid	Level % Paid
DIAMOND	100	3	200,000	80,000	10,000	14	4%
BLUE DIAMOND	100	3	250,000	100,000	20,000	14	4%
ROYAL BLUE DIAMOND	100	3	500,000	200,000	30,000	14	4%
BLACK DIAMOND	100	3	1M	400,000	40,000	15	4%
ROYAL BLACK DIAMOND	100	3	2M	800,000	50,000	15	4%
CROWN DIAMOND	100	3	3M	1.2M	100,000	15	4%

## 9 DIAMOND GLOBAL INFINITY BONUS

All Diamonds qualify monthly to earn the Diamond Global Infinity Bonus. The bonus consists of one percent (1%) of global net commissionable volume, and is shared among all qualifying Diamonds.

Shares are earned based on a Diamond's rank (*see chart*).

Rank	Shares
Diamond	2
Blue Diamond	3
Royal Blue Diamond	4
Black Diamond	6
Royal Black Diamond	8
Crown Diamond	10

## 10 DIAMOND RANK ADVANCEMENT BONUS

The Rank Advancement Bonus is provided to recognize a Member's hard work in building their organization. The bonus is based on ranks attained. Members have the potential to earn up to \$250,000. To qualify to earn the Rank Advancement Bonus, you must maintain the new rank for three consecutive months.

Rank	Bonus	Months to maintain
Diamond	\$10,000	3
Blue Diamond	\$20,000	3
Royal Blue Diamond	\$30,000	3
Black Diamond	\$40,000	3
Royal Black Diamond	\$50,000	3
Crown Diamond	\$100,000	3
Total	\$250,000	