



# **OVERVIEW COMPENSATION PLAN U.S.A.**

**WorldVentures Marketing, LLC**

Revised April 23, 2016

Effective April 23, 2016 – November 4, 2016

WorldVentures has designed our Compensation Plan to reward Independent Sales Representatives for (1) successfully selling WorldVentures travel products and (2) successfully building sales organizations by recruiting, training, and motivating others to do the same.

## ORGANIZATIONAL STRUCTURE

### Lineage Organization

The Lineage Organization is very simple: Who sponsored whom? If a Representative personally sponsored seven Representatives, then he/she has seven different lines (sometimes called “legs”) of Lineage. Each is independent from the other, and each will probably have a different number of Active Representatives and Customers over time. A Representative’s Lineage Organization only includes Representatives and Customers added through direct line of sponsorship and is independent of the Binary Organization. (See Fig. 1)

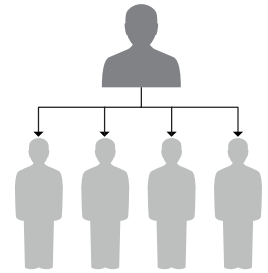


Fig.1

### Binary Organization

The Binary Organization is built on twos. Each Representative has a left side and a right side and may be related to only one Representative on each side. It looks like the example in Fig. 2.

A Representative may have Representatives in his/her Binary Tree who are not in his/her Lineage because of “Spillover.” These Representatives are a part of his/her Binary Organization, but they are not a part of his/her Lineage Organization.

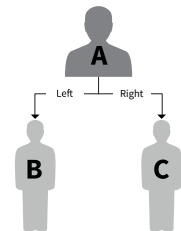


Fig.2

## PRODUCT PRICING & SALES CREDITS\*

Please refer to the Products and Commissions Chart in your back office for details of the Products, pricing, sales credits, commissions, and volume for each category of commission and bonus.

\*Sales Credits may be adjusted based on actual purchase price paid by Customer.

**COMMISSIONS & BONUSES** - See Detailed Compensation Plan for full rules and limitations.

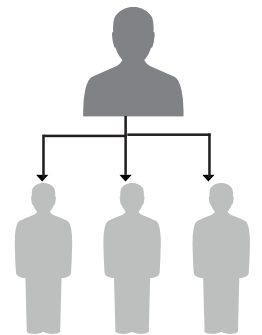
### Direct Commission

When a Representative enrolls eligible new Product Customers, he/she earns a Direct Commission

### Sponsor Three Customers: Personal Sales Bonus

When a Representative personally sponsors three (3) new Customers within a rolling 28 day period or less, he/she will earn a Personal Sales Bonus in an amount dependent upon the membership level of the new Customers. If a Representative achieves additional sets of three (3) new Customers during the same rolling 28 day period, he/she will earn additional Personal Sales Bonuses at a higher rate. New Customers count toward a Personal Sales Bonus for 28 days.

Personal Sales Bonus  
**\$100**



Within a rolling  
28 day period

### Sponsor Four Customers: Wings Program

A Representative earns his/her “wings” by sponsoring four new Customers. The Representative’s monthly fees are waived as long as the Representative maintains four Active Customers.

### Sponsor Five Customers: Wings & Wheels Bonus

A Representative who maintains five (5) Active Customers and generates at least \$2999 in sales volume in his/her lineage organization in a month will qualify to receive a Wings & Wheels Bonus of \$300 per month. If he/she goes further and maintains six (6) Active Customers and generates at least \$4999 in sales in his/her lineage organization in a month, he/she will qualify for a bonus of 8% of his/her Lineage Sales Volume—up to \$900 per month to put toward a car or other lifestyle enhancement! This can be accomplished by helping as few as four people qualify for their “wings”.

**NOTE:** See Detailed Compensation Plan for full Wings & Wheels Bonus Program details. DreamTrips Market Place Products included in lineage sales volume totals for purposes of the Wings and Wheels Bonus.

### Weekly Bonuses

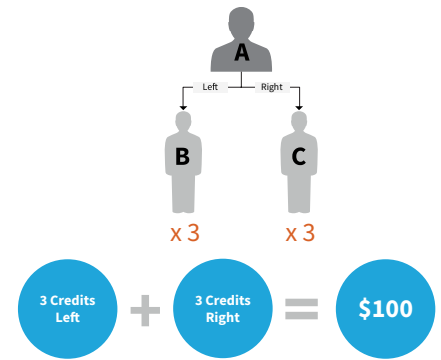
WorldVentures Representatives earn Weekly Bonuses based on the initial product sales generated by their entire Binary Organization. The Representative accumulates sales credits based on the initial product purchase each Customer makes.

One “cycle” is generated for every three sales credits on the left side that match up with three sales credits on the right side of the Representative’s Binary Organization. Each Weekly Bonus cycle pays up to \$100.

Every sixth Weekly Cycle pays \$100 TravelDollars in lieu of the \$100 Cycle Bonus.

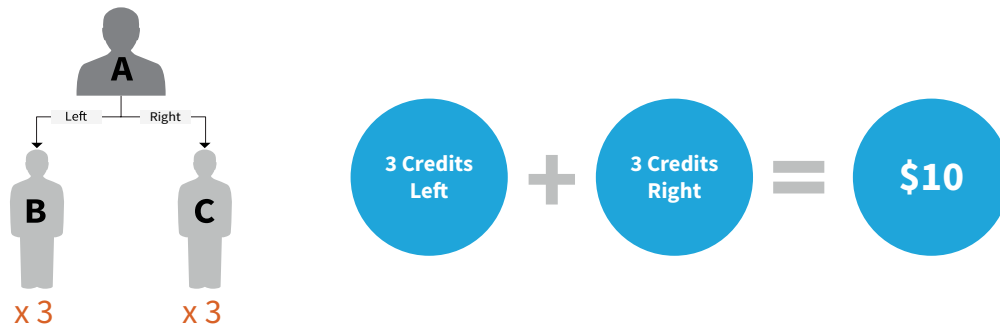
All new Representatives will earn double cycles for their first eight (8) full weekly pay periods from the time of enrollment, up to a maximum of three (3) double cycles. This will result in \$200 Cycle Bonuses and awards of 200 TravelDollars. Additionally, regardless of enrollment date, in the event that a Representative earns three (3) or more cycles in a single weekly pay period, up to three (3) Cycle Bonuses paid out that week will be doubled.

**Note:** Representatives who reach International Marketing Director rank will not receive Double Cycles.



### Monthly Residual Commissions

WorldVentures Representatives at the Senior Representative or higher rank earn Monthly Residual Commissions based on the monthly billing generated by their entire Binary Organization. The Representative accumulates Sales Credits based on the monthly fees each Customer pays. One “cycle” is generated for every three (3) sales credits on the left side that match up with three sales credits on the right side of the Representative’s Binary Organization. Each Monthly Bonus cycle pays up to \$10\*.



\*Once a Senior Representative achieves the rank of Director, the value of each cycle increases to \$15.

### Director Bonus

When a new Representative achieves the Director rank within twelve (12) full weekly pay periods, he/she will earn \$5,000. The Director Bonus is limited to \$2500 for College/Young Professional Representatives. Moreover, where the requirements to qualify for the Director Bonus are satisfied by 50% or more from DTU sales credits the Director Bonus is limited to \$2500.

### DreamCar Bonus

When a Representative achieves the Regional Marketing Director level, WorldVentures pays them \$1,000 monthly as a DreamCar Bonus. This bonus increases to up to \$1,500 monthly when he or she reaches International Marketing Director. The DreamCar Bonus supersedes the Wings & Wheels Bonus.

### DreamHome Bonus

WorldVentures pays Representatives who achieve the International Marketing Director level a DreamHome Bonus of up to \$3,000 monthly.

### TrainingDollars

TrainingDollars can be redeemed toward the price of many of WorldVentures’ training events.

### TravelDollars

TravelDollars may be redeemed only through the Company and are designed to reward Representatives by covering some or all of the costs of their travel experiences.

## PROMOTIONAL LEVELS

### Enrolled Rep (ER)


Requirements	Commissions & Bonuses
Entry-Level position; Representative who has enrolled, but is not Active.	<ul style="list-style-type: none"> <li>• Direct Commission</li> <li>• Personal Sales Bonus</li> </ul>

### ACTIVE STATUS REQUIREMENT

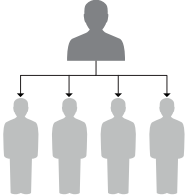
Representatives must be “Active” to be eligible to accumulate sales credit or to earn specific commissions and bonuses. A Representative becomes/remains Active by paying his/her monthly RBS fee.

Once the Representative becomes Active, he/she begins to accumulate sales credit toward earning commissions and bonuses. For full description and limitations please see Detailed Compensation Plan.

### Active Rep (AR)

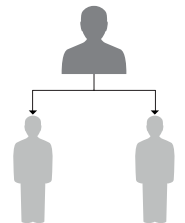
Customer Requirement	Commissions & Bonuses
 Active RBS	<ul style="list-style-type: none"> <li>• Direct Commission</li> <li>• Personal Sales Bonus</li> </ul>

### Qualified Rep (Q)

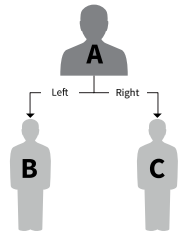
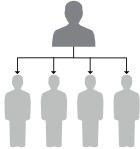
Customer Requirement	Lineage Requirement	Earnings Requirement	Commissions & Bonuses
 Four (4) Product Sales to Customers	NONE	NONE	<ul style="list-style-type: none"> <li>• Direct Commission</li> <li>• Personal Sales Bonus</li> <li>• Weekly Bonuses (\$2,000 Weekly maximum)</li> <li>• TravelDollars subject to the \$2,000 maximum combined value of Cycle Bonuses and TravelDollars</li> <li>• Wings &amp; Wheels Bonus</li> </ul>

**WAIVED MONTHLY FEES** - See Detailed Compensation Plan for full rules and limitations. Upon obtaining Qualified status, the Representative’s monthly RBS fee will be waived.

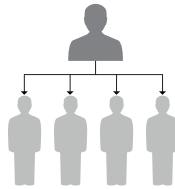
### Senior Rep (SR)

Customer Requirement	Lineage Requirement	Earnings Requirement	Commissions & Bonuses
 x 30      x 30	NONE	NONE	<ul style="list-style-type: none"> <li>• Direct Commission</li> <li>• Personal Sales Bonus</li> <li>• Weekly Bonuses (\$2,000 Weekly maximum)</li> <li>• Monthly Residual Commissions, \$10/cycle (\$500 Monthly maximum)</li> <li>• TravelDollars subject to the \$2,000 maximum combined value of Cycle Bonuses and TravelDollars</li> <li>• Wings &amp; Wheels Bonus</li> </ul>

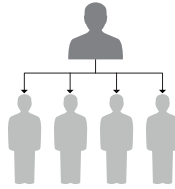
### Director (DIR)

Customer Requirement	Lineage Requirement	Earnings Requirement	Commissions & Bonuses
 x 90      x 90	 140 Active Customers No more than ninety (90) counted from any one line.	NONE	<ul style="list-style-type: none"> <li>• Direct Commission</li> <li>• Personal Sales Bonus</li> <li>• Weekly Bonuses (\$2,000 Weekly maximum)</li> <li>• Monthly Residual Commissions, \$15/cycle (\$2,000 Monthly maximum)</li> <li>• TravelDollars, subject to the \$2,000 maximum combined value of Cycle Bonuses and TravelDollars</li> <li>• Wings &amp; Wheels Bonus</li> </ul>

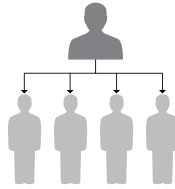
**Marketing Director (MD)**

Attained Rank	Lineage Requirement	Earnings Requirement	Commissions & Bonuses
Director	 <p>400 Active Customers No more than two hundred (200) counted from any one line.</p>	\$6,750 cumulatively in the preceding three calendar months, \$2,250/month average	<ul style="list-style-type: none"> <li>• Direct Commission</li> <li>• Personal Sales Bonus</li> <li>• Weekly Bonuses (\$5,000 Weekly maximum)</li> <li>• Monthly Residual Commissions, \$15/cycle (\$5,000 Monthly maximum)</li> <li>• TravelDollars subject to the \$5,000 maximum combined value of Cycle Bonuses and TravelDollars</li> <li>• Wings &amp; Wheels Bonus</li> </ul>

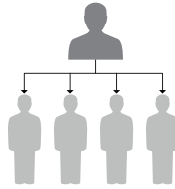
**Regional Marketing Director (RMD)**

Attained Rank	Lineage Requirement	Earnings Requirement	Commissions & Bonuses
Marketing Director	 <p>900 Active Customers No more than three hundred (300) counted from any one line.</p>	\$15,750 cumulatively in the preceding three calendar months, \$5,250/month average	<ul style="list-style-type: none"> <li>• Direct Commission</li> <li>• Personal Sales Bonus</li> <li>• Weekly Bonuses (\$10,000 Weekly maximum)</li> <li>• Monthly Residual Commissions, \$15/cycle (\$10,000 Monthly maximum)</li> <li>• TravelDollars subject to the \$10,000 maximum combined value of Cycle Bonuses and TravelDollars</li> <li>• \$1,000 DreamCar Bonus Monthly maximum</li> </ul>

**National Marketing Director (NMD)**

Attained Rank	Lineage Requirement	Earnings Requirement	Commissions & Bonuses
Regional Marketing Director	 <p>1,800 Active Customers No more than six hundred (600) counted from any one line.</p>	\$31,500 cumulatively in the preceding three calendar months, \$10,500/month average	<ul style="list-style-type: none"> <li>• Direct Commission</li> <li>• Personal Sales Bonus</li> <li>• Weekly Bonuses (\$20,000 Weekly maximum)</li> <li>• Monthly Residual Commissions, \$15/cycle (\$20,000 Monthly maximum)</li> <li>• TravelDollars subject to the \$20,000 maximum combined value of Cycle Bonuses and TravelDollars</li> <li>• \$1,000 for DreamCar Bonus Monthly maximum</li> </ul>

**International Marketing Director (IMD)**

Attained Rank	Lineage Requirement	Earnings Requirement	Commissions & Bonuses
National Marketing Director	 <p>3,000 Active Customers No more than one thousand (1,000) counted from any one line.</p>	\$56,250 cumulatively in the preceding three calendar months, \$18,750/month average	<ul style="list-style-type: none"> <li>• Direct Commission</li> <li>• Personal Sales Bonus</li> <li>• Weekly Bonuses (\$25,000 Weekly maximum)</li> <li>• Monthly Residual Commissions, \$15/cycle (\$50,000 Monthly maximum)</li> <li>• TravelDollars subject to the \$25,000 maximum combined value of Cycle Bonuses and TravelDollars</li> <li>• \$1,500 DreamCar Bonus Monthly maximum</li> <li>• \$3,000 DreamHome Bonus Monthly maximum</li> </ul>