OPTAVIA® INTERNATIONAL COMPENSATION PLAN
At OPTAVIA, our independent Coaches are the lifeblood of our Program. OPTAVIA Coaches help others realize Lifelong Transformation, One Healthy Habit at a Time®.

YOUR BEST LIFE IS WAITING. ALL YOU HAVE TO DO IS TAKE THE FIRST STEP.

OPTAVIA Coaches in the Asia-Pacific region are compensated for their efforts through the International OPTAVIA Compensation Plan outlined in this document; it empowers Coaches to shape their destiny and create a life of greater momentum and potential financial freedom*. 

* OPTAVIA makes no guarantee of financial success. Success with OPTAVIA results from successful sales efforts, which require hard work, diligence, skill, persistence, competence, and Leadership. Please see the OPTAVIA Income Disclosure Statement (bit.ly/idsoptavia) for statistics on actual earnings of U.S. based Coaches.
There are three primary earning opportunities with OPTAVIA which correlate to the three levels of Competency in our business plan:

1. **Client Acquisition & Support** (OPTAVIA Coach Competency)
   - Client Support Commissions & Bonuses
   - Coach Consistency Bonuses
   - Quick Start Bonus
   - Monthly Client Acquisition Bonus (MCAB)

2. **Coach Sponsoring & Team Building** (Business Coach Competency)
   - Business Builder Bonus
   - Generation Zero Bonus
   - Rank Consistency Bonus

3. **Leadership Development & Advanced Team Building** (Business Leader Competency)
   - Executive Coach Generation Bonuses
   - Elite Leadership Bonuses

Related to these three earning opportunities are nine different avenues of earning income:

- **Client Acquisition & Support** income to reward the OPTAVIA Coach Competency
- **Team Building** income to reward the Business Coach Competency
- **Leadership Development** income to reward the Business Leader Competency

The OPTAVIA Compensation Plan is designed to reward:

- Client Acquisition & Support
- Coach Sponsorship & Mentorship
- Team Building & Duplication
- Leadership Development & Advanced Team Building
- Mastery at Each Level of Competency
- Certification & Continuing Education
At OPTAVIA, we believe in protecting the value of a Coach’s business. Therefore, we have two types of volume in the OPTAVIA Compensation Plan:

1. **COMPENSATION VOLUME** (CV) - the value assigned to any product/item in the OPTAVIA product portfolio for the purposes of compensation calculation. All products have a Compensation Volume, ranging from 0% to 100%, of the product price. All commissions and bonuses are paid on Compensation Volume.

2. **QUALIFYING VOLUME** (QV) - the amount assigned to an item to determine rank and bonus qualification. Qualifying Volume is used to standardize the duplication model to ensure that the level of effort for qualification remains the same over time and across markets.

Let’s look at these in greater detail:

**Compensation Volume (CV)** is on an item level. Since Clients typically order more than one item at a time, all of the CV for a Client is summed to create Personal Compensation Volume (PCV). Then, all of the PCV for a Coach’s personally sponsored (Frontline or Level 1) Clients and Coaches is summed to create the Coach’s Frontline Compensation Volume (FCV). A Coach’s Group Compensation Volume (GCV) is simply the sum of all PCV for all Clients and Coaches on which they are paid. *Note: A Coach’s own PCV is not included in either their FCV or GCV, since Coaches are not paid on their own personal orders.*

**Qualifying Volume (QV)** works exactly the same way. All of the QV for a Client’s order is summed to create Personal Qualifying Volume (PQV). Then, all of the PQV for a Coach’s personally sponsored (Frontline or Level 1) Clients and Coaches is summed to create the Coach’s Frontline Qualifying Volume (FQV). A Coach’s Group Qualifying Volume (GQV) is simply the PQV of all Clients and Coaches on which they are paid. *Note: A Coach’s own PQV is not included in either their FQV or GQV, since Coaches do not receive credit on their own personal orders.*
Welcoming Clients and supporting them on their journey are the foundation of a successful OPTAVIA business and, for many, are the starting point in our business model. OPTAVIA Coaches are compensated based on orders placed by their personally sponsored and supported Clients. A Client can order on-line via a Coach’s personalized website or by calling OPTAVIA.

CLIENT SUPPORT COMMISSIONS & BONUSES
Coaches earn a 15% commission on the Personal Compensation Volume (PCV) of orders placed by their Frontline (Level 1) Clients. Personal Compensation Volume is the combined Compensation Volume (CV) of all commissionable items on an order.

At OPTAVIA, we reward Coaches for their personal efforts and experience; therefore, our Client Support Bonuses are tiered, allowing for greater earning opportunities as more orders are generated by your personal Clients. The greater a Coach’s Frontline Qualifying Volume (FQV), the greater percentage of Frontline Compensation Volume (FCV) he/she earns.

<table>
<thead>
<tr>
<th>FQV</th>
<th>CLIENT SUPPORT COMMISSION (CSC)</th>
<th>CLIENT SUPPORT BONUS (CSB)</th>
<th>TOTAL AVAILABLE</th>
</tr>
</thead>
<tbody>
<tr>
<td>&lt;1,200</td>
<td>15%</td>
<td>NA</td>
<td>15%</td>
</tr>
<tr>
<td>1,200</td>
<td>15%</td>
<td>5%</td>
<td>20%</td>
</tr>
<tr>
<td>3,600</td>
<td>15%</td>
<td>7%</td>
<td>22%</td>
</tr>
<tr>
<td>6,000</td>
<td>15%</td>
<td>9%</td>
<td>24%</td>
</tr>
</tbody>
</table>

300 PQV x 5 Clients = 1,500 FQV = Senior Coach
400 PCV x 5 Clients = 2,000 FCV* 20% (15% CSC + 5% CSB) = $400*

*Hypothetical example to illustrate the mechanics of the Compensation Plan only.
COACH CONSISTENCY BONUSES

OPTAVIA rewards Coaches who have consistent Frontline Qualifying Volume (FQV), month after month.

This bonus has three levels*:

- An OPTAVIA Coach who generates a minimum of 1,200 in Frontline Qualifying Volume for three (3) consecutive months will be paid a $200 bonus.
- An OPTAVIA Coach who generates a minimum of 3,600 in Frontline Qualifying Volume for three (3) consecutive months will be paid a $600 bonus.
- An OPTAVIA Coach who generates a minimum of 6,000 in Frontline Qualifying Volume for three (3) consecutive months will be paid a $1,200 bonus.

*Note: In order to be eligible for this bonus, Frontline Qualifying Volume (FQV) cannot fall below 1,200 FQV in any month. If Frontline Qualifying Volume (FQV) does fall below the 1,200 minimum threshold, the three-month consistency clock starts back at zero, and three additional months will be needed to achieve this bonus. The three-month cycle can begin in any month, and Coaches are eligible for this bonus four (4) times in a 12-month period.

QUICK START BONUS

OPTAVIA knows how important it is to get off to the right start with your New OPTAVIA business. Therefore, to reward New Coaches who get on the fast track to success, we offer a special bonus.

As a New OPTAVIA Coach, you have the opportunity to earn a one-time $250 bonus in your first 60 days as a Coach. To achieve this bonus, generate a total of 2,400 Frontline Qualifying Volume (FQV) within your first 60 days from five (5) Frontline New Clients and/or New Coaches.**

MONTHLY CLIENT ACQUISITION BONUS (MCAB)

Clients are key in our business model, as not only are we mission-driven to bring lifelong transformation to as many people as possible, but also Clients are a tremendous source of Candidates for Coaching. Therefore, we have created a special bonus to reward ongoing Client acquisition. Each time an OPTAVIA Coach welcomes five (5) New Clients with a minimum of 1,200 Frontline Qualifying Volume (FQV) in orders in a Monthly Bonus Period (calendar month), they will receive a $250 bonus.** New Coaches are eligible to earn the Monthly Client Acquisition Bonus once they have either earned their Quick Start Bonus or at the expiration of the Quick Start Bonus period (first 60 days as a Coach).

**A New Client means someone who has never ordered with any OPTAVIA Coach or through OPTAVIA. A New Coach means someone who has never purchased an OPTAVIA Business kit.
COACH SPONSORING & TEAM BUILDING

In order to maximize the earning opportunity with OPTAVIA, a Coach must engage in duplication by building and mentoring Coach Teams.

BUSINESS BUILDER BONUS

As a Business Coach, when you sponsor a New Coach and mentor them to begin acquiring and supporting their own Clients, you are eligible to earn a Business Builder Bonus during their onboarding.

The Business Builder Bonus rewards active OPTAVIA Coaches that help New Coaches get started, encouraging Coaches to work together at the very beginning and throughout their journeys to build the OPTAVIA Community.

This bonus rewards Client acquisition and supports personal sponsoring with activity. To be eligible to receive a Business Builder Bonus, an active OPTAVIA Coach must:

- Generate a minimum of 600 in Frontline Qualifying Volume (FQV) in a Monthly Bonus Period, and;
- Personally sponsor a New Coach who has Frontline Qualifying Volume (FQV). *

Here is an at-a-glance look at the Business Builder Bonus. The amount of Frontline Qualifying Volume (FQV) an OPTAVIA Coach has in a Monthly Bonus Period determines the percentage that they earn on their personally sponsored New Coach’s Frontline Compensation Volume (FCV):

<table>
<thead>
<tr>
<th>BUSINESS COACH’S FRONTLINE QUALIFYING VOLUME (FQV) THRESHOLD (IN A MONTH)</th>
<th>PERCENTAGE OF NEW FRONTLINE COACH’S FRONTLINE COMPENSATION VOLUME (FCV)</th>
</tr>
</thead>
<tbody>
<tr>
<td>600 FQV</td>
<td>5%</td>
</tr>
<tr>
<td>1,200 FQV</td>
<td>7%</td>
</tr>
<tr>
<td>3,600 FQV</td>
<td>9%</td>
</tr>
</tbody>
</table>

* A New Coach means someone who has never purchased an OPTAVIA Business Kit.

A Business Coach is eligible to earn a Business Builder Bonus in the New Coach’s first three (3) Monthly Bonus Periods.
GENERATION ZERO BONUS

One of the crucial milestones in a Coach’s journey is to reach the rank of Executive Coach.

Someone can reach Executive Coach via two paths:

- Generate 6,000 Frontline Qualifying Volume (FQV) OR
- Generate 3,600 Frontline Qualifying Volume (FQV) + have two (2) qualified Senior Coach Teams

Once a Coach reaches the important milestone of Executive Coach, they become eligible for the Generation Zero Bonus. Generation Zero simply refers to all of the Clients and Coaches that a Coach has in their organization, down to the first Executive Coach in depth.

Here’s what that looks like:

As the diagram above illustrates, Generation Zero includes all of the volume from the Clients and Coaches in an organization, INCLUDING the personal order of the Executive Coach, but not the volume of any of the Executive Coach’s Clients or downline Coaches.

Someone who qualifies as an Executive Coach is eligible to earn the 5% Generation Zero Bonus on their personal group (Generation Zero).
**RANK CONSISTENCY BONUS**

Consistent performance and growth are integral in the OPTAVIA culture. Certified Coaches who qualify as an Executive Coach with 3,600 FQV and two (2) Senior Coach Teams are also eligible for a Rank Consistency Bonus, which is a tiered bonus, paid for three (3) months of consistent, consecutive rank qualification.

**Here’s an overview:**

<table>
<thead>
<tr>
<th>RANK</th>
<th>RANK CONSISTENCY BONUS (3 CONSECUTIVE MONTHS)</th>
</tr>
</thead>
<tbody>
<tr>
<td>EXECUTIVE COACH WITH 3,600 FQV &amp; 2 QUALIFIED SENIOR COACH TEAMS</td>
<td>$150</td>
</tr>
<tr>
<td>MASTER COACH</td>
<td>$500</td>
</tr>
<tr>
<td>BUSINESS LEADER</td>
<td>$750</td>
</tr>
<tr>
<td>SENIOR BUSINESS LEADER</td>
<td>$1,000</td>
</tr>
<tr>
<td>EXECUTIVE BUSINESS LEADER</td>
<td>$1,500</td>
</tr>
<tr>
<td>MASTER BUSINESS LEADER</td>
<td>$1,500</td>
</tr>
<tr>
<td>ELITE BUSINESS LEADER</td>
<td>$1,500</td>
</tr>
</tbody>
</table>

A Business Coach can begin this three-month cycle in any month and has the opportunity to earn this bonus up to a maximum of four (4) times in a 12-month period.
Leaders drive all successful organizations, and within OPTAVIA, Leaders play a vital role in communicating, training, supporting, shaping, building, defining, and living the mission of OPTAVIA.

EXECUTIVE COACH GENERATION BONUSES

The Executive Coach Generation Bonuses are business development bonuses that those Coaches who qualify as Business Leaders or higher earn for developing Executive Coaches within their organizations.

In order to maximize the benefit of the Executive Coach Generation Bonuses, it is important for a Business Leader to develop separate Executive Coach Teams.

An Executive Coach Team is defined as a qualifying Executive Coach (or higher) in a unique Line of Sponsorship (an Executive Coach does not need to be personally sponsored). The Executive Coach Generation Bonuses are paid on an entire Executive Coach’s organization, which is defined as all of the OPTAVIA Coaches and their Clients within a Line of Sponsorship of a Qualified Executive Coach (or higher), down to the next Qualified Executive Coach (or higher) in depth. The term for this is “Generation,” and the diagram on the next page demonstrates Executive Coach Generations visually down through six Generations.
The diagram outlines the six Generations of depth by which an Elite Business Leader is eligible to receive generational earnings.
The more qualified Executive Coach Teams a Business Leader develops in width, the higher that Business Leader will advance in rank, which determines how many Generations of Executive Coaches a Business Leader will be paid in depth.

The table below displays the percentage earned on each Executive Coach Generation. Bonuses are paid as a percentage of the Executive Coach (EC) in depth’s volume, down to the next Executive Coach in depth (next Generation).

<table>
<thead>
<tr>
<th>GENERATION</th>
<th>BUSINESS LEADER (1-2 ECS)</th>
<th>SENIOR BUSINESS LEADER (3-4 ECS)</th>
<th>EXECUTIVE BUSINESS LEADER (5-6 ECS)</th>
<th>MASTER BUSINESS LEADER (7-9 ECS)</th>
<th>ELITE BUSINESS LEADER (10+ ECS)</th>
</tr>
</thead>
<tbody>
<tr>
<td>GEN 1</td>
<td>2.5%</td>
<td>2.5%</td>
<td>2.5%</td>
<td>2.5%</td>
<td>2.5%</td>
</tr>
<tr>
<td>GEN 2</td>
<td>2.5%</td>
<td>2.5%</td>
<td>2.5%</td>
<td>2.5%</td>
<td>2.5%</td>
</tr>
<tr>
<td>GEN 3</td>
<td>2%</td>
<td>2%</td>
<td>2%</td>
<td>2%</td>
<td>2%</td>
</tr>
<tr>
<td>GEN 4</td>
<td></td>
<td>2%</td>
<td>2%</td>
<td>2%</td>
<td></td>
</tr>
<tr>
<td>GEN 5</td>
<td></td>
<td></td>
<td>1.5%</td>
<td></td>
<td>1.5%</td>
</tr>
<tr>
<td>GEN 6</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>1.5%</td>
</tr>
</tbody>
</table>

ELITE LEADERSHIP BONUSES

Elite Leadership Bonuses are paid to Coaches qualifying as Senior Business Leaders and higher to compensate for their role in directing and overseeing large OPTAVIA businesses. These three bonuses overlap, which means they are cumulative, so a qualifying Elite Business Leader will earn all three bonuses.

Each of these bonuses is paid in the same way on a Coach’s organization. A Senior Business Leader earns a 0.5% override on his/her entire business down through the first Coach at or above the qualifying bonus rank (Senior Business Leader, Executive Business Leader or Elite Business Leader) to the second Coach at or above that rank in each Line of Sponsorship. The Coach receives earnings on the personal order of the second Coach at or above the bonus rank in a Line of Sponsorship but not on the orders of that Coach’s Team.

<table>
<thead>
<tr>
<th>RANK</th>
<th>ELITE LEADERSHIP BONUS 1</th>
<th>ELITE LEADERSHIP BONUS 2</th>
<th>ELITE LEADERSHIP BONUS 3</th>
</tr>
</thead>
<tbody>
<tr>
<td>SENIOR BUSINESS LEADER</td>
<td>0.5%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>EXECUTIVE/MASTER BUSINESS LEADER</td>
<td>0.5%</td>
<td>0.5%</td>
<td></td>
</tr>
<tr>
<td>ELITE BUSINESS LEADER</td>
<td>0.5%</td>
<td>0.5%</td>
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</tbody>
</table>

These Elite Leadership Bonuses have the potential to pay deep into a Coach’s organization beyond the level of Executive Coach Generations a Coach also qualifies to receive. This is because a Coach earns on the entire organization down to the second qualified Coach with the same rank.
ELITE LEADERSHIP BONUS 1

YOU

SENIOR BUSINESS LEADER

0.5%

SENIOR BUSINESS LEADER

0.5%

SENIOR BUSINESS LEADER

0.5%

NO FURTHER BONUS PAID AFTER SECOND PERSONAL ORDER

ELITE BUSINESS LEADER

0.5%

EXECUTIVE BUSINESS LEADER

0.5%

EXECUTIVE BUSINESS LEADER

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EXECUTIVE BUSINESS LEADER

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YOU

ELITE BUSINESS LEADER

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EXECUTIVE BUSINESS LEADER

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YOU

ELITE BUSINESS LEADER

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EXECUTIVE BUSINESS LEADER

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EXECUTIVE BUSINESS LEADER

0.5%

EXECUTIVE BUSINESS LEADER

0.5%
## OPTAVIA INTERNATIONAL COMPENSATION PLAN

### OPTAVIA CAREER PATH & RANK QUALIFICATIONS

<table>
<thead>
<tr>
<th>RANK</th>
<th>QUALIFICATIONS</th>
</tr>
</thead>
<tbody>
<tr>
<td>COACH</td>
<td>Less than 1,200 FQV, fewer than 5 Ordering Entities, and less than 1,200 GQV</td>
</tr>
<tr>
<td>SENIOR COACH (SC)</td>
<td>Minimum 1,200 GQV and 5 Ordering Entities</td>
</tr>
<tr>
<td>EXECUTIVE COACH (EC)</td>
<td>3,600 FQV, 5 Ordering Entities, and 6,000 GQV with 2 Senior Coach Teams OR 6,000 FQV, 5 Ordering Entities, and 6,000 GQV</td>
</tr>
<tr>
<td>MASTER COACH (MC)</td>
<td>6,000 FQV, 15,000 GQV, 5 Senior Coach Teams, and Certified</td>
</tr>
<tr>
<td>BUSINESS LEADER (BL)</td>
<td>6,000 FQV, 25,000 GQV, 5 Senior Coach Teams, 1 Executive Coach Team, and Certified</td>
</tr>
<tr>
<td>SENIOR BUSINESS LEADER (SBL)</td>
<td>6,000 FQV, 50,000 GQV, 5 Senior Coach Teams, 3 Executive Coach Teams, and Certified</td>
</tr>
<tr>
<td>EXECUTIVE BUSINESS LEADER (ExBL)</td>
<td>100,000 GQV, 5 Senior Coach Teams, 5 Executive Coach Teams, 1 Master Coach Team, and Certified</td>
</tr>
<tr>
<td>MASTER BUSINESS LEADER (MBL)</td>
<td>200,000 GQV, 5 Senior Coach Teams, 7 Executive Coach Teams, 3 Master Coach Teams, and Certified</td>
</tr>
<tr>
<td>ELITE BUSINESS LEADER (EBL)</td>
<td>400,000 GQV, 5 Senior Coach Teams, 10 Executive Coach Teams, 5 Master Coach Teams, and Certified</td>
</tr>
</tbody>
</table>
To better understand the details of the OPTAVIA International Compensation Plan, a Coach should be familiar with the following special characteristics and criteria. A Glossary, “Terms to Learn,” is provided at the end of this document for your reference.

CREDITING OF PRODUCTS & ORDERS FOR COMPENSATION

Clients and Coaches pay the same price for products.

- Compensation (all Commissions and bonuses) is paid on Compensation Volume (CV). Compensation Volume (CV) is the value assigned to any product/item in the OPTAVIA product portfolio for the purposes of compensation calculation. All products have a Compensation Volume (CV), ranging from 0% to 100% of the product price. All commissions and bonuses are paid on Compensation Volume (CV).

- Compensation is paid on the Compensation Volume (CV) of Commissionable Goods only. These include, but are not limited to, Fuelings, Snacks, Supplements, etc. Books, tools, apparel, program materials, events, fees, taxes, and shipping are not eligible for compensation.

- Coaches do not receive compensation for their personal orders. This is because personally sponsored Coaches are considered the personal Clients of their Sponsors. A Coach’s personal orders are credited to the Sponsor of that Coach.

- All ranks and bonuses qualification are based on Qualifying Volume (QV). All Commissionable Goods are assigned a Qualifying Volume (QV). Non-commissionable goods (books, tools, apparel, program materials, events, fees, taxes, and shipping) do not have any Qualifying Volume (QV).

- Personally acquired Clients and personally sponsored Coaches (people on a Coach’s Frontline/Level 1) are considered to be on his/her first level for compensation purposes.

- This plan employs seamless, global compensation, meaning that a Coach can have Clients and Coaches in any market in which OPTAVIA is officially open for business and receive Qualifying Volume (QV) and Compensation Volume (CV) accordingly.

- Coaches receive compensation based on Clients’ or Coaches’ actual orders of products. When a product is returned for a refund, the Personal Qualifying Volume (PQV) amount associated with that return will be deducted from the OPTAVIA Coach’s Frontline Qualifying Volume (FQV) and Frontline Compensation Volume (PCV) amount for that Client. As returns are processed as negative Personal Qualifying Volume (PQV) and Personal Compensation Volume (PCV), they can impact all bonus and rank qualifications and commissions and bonus calculations. Returns and refunds are not processed on the last day of a month.

- A Client must have positive Personal Qualifying Volume (PQV) to count as an Ordering Entity in a Monthly Bonus Period. Clients who have negative or zero Personal Qualifying Volume (PQV) do not count as an Ordering Entity for rank qualifications.
PAYMENT SCHEDULES & METHODS

- Weekly Client Support Commissions (paid on Frontline/Level 1) are paid the week following a Weekly Commission Period.
  - A commission week is Monday through Sunday and any orders placed and paid for during that week will be paid as Client Support Commissions the following week.
  - Weekly Client Support Commissions are paid at the base level of 15%. Any additional percentages earned for Frontline Qualifying Volume (FQV) performance are paid with monthly bonuses, on or about the 15th of the month following the closure of the Monthly Bonus Period.

- Bonuses are paid on or about the 15th of the month following the closure of the Monthly Bonus Period.
  - The Monthly Bonus Period for the Compensation Plan is based on orders placed and payments received in a calendar month. The monthly period begins at 12:00 AM Pacific Standard Time (PST) on the first day of the month and concludes at 11:59 PM Pacific Standard Time (PST) on the last day of the month. Personal Compensation Volume (PCV) is credited for orders that are paid in full.
  - Compensation is disbursed via OPTAVIA PAY, a virtual pay portal. The schedule for disbursements is once per week for commission payments and once per month for monthly bonuses (if applicable).

RANK ADVANCEMENT & RECOGNITION

- This is a real-time plan. Although Coaches are granted a recognition title based on their highest achievement level, they are paid month to month based on their current monthly rank performance.
  - For ranks Master Coach and above, a Coach must reach rank qualifications and maintain those qualifications for three consecutive months to be recognized and honored at that new Recognition Title Rank/highest rank achieved.
  - In order to advance to the rank of Master Coach and above, a Coach must complete additional training via the on-line Certification Course and successfully pass the Certification Exam.
  - A Coach will be paid at his/her performing rank, regardless of Recognition Title Rank/highest rank achieved.
  - The Company reserves the right to use Recognition Title Rank or qualification rank for committee participation and selection, communication schedules, invitations for trainings and events, and/or special recognitions.
  - The Company reserves the right to make any event, incentive trip, or training, by invitation-only, based on Recognition Title Rank or qualification rank.

- A Coach is responsible for reviewing his/her performance via OPTAVIA CONNECT throughout the month to ensure his/her personal business goals are met. If any questions or disputes about qualification, ranking, or performance arise, a Coach has two (2) business days from the end of the Weekly Commission Period or Monthly Bonus Period to notify OPTAVIA. Failure to do so will result in the acceptance of that qualification/rank/performance by the Coach.
PERFORMANCE OR ACTIVITY REQUIREMENTS

• In order to be eligible for compensation, an individual needs to fulfill the requirements to become a Coach as dictated by his/her market.

• A Coach is required to renew his/her business annually. The cost to renew the business can be found in the Official OPTAVIA Policies and Procedures, and is subject to change.

QUALIFICATION NOTES

• The first Coach to qualify at a required rank qualifies that Team for the purposes of Compensation. For example, if Bill, a Senior Coach, Sponsors Sharon, also a Senior Coach, Bill qualifies that Team as a Senior Coach Team.

• This plan uses Compression, which is defined in the “Terms to Learn”.

• Coaches who reach the rank of Senior Business Leader or higher cannot have more than 50% of their Qualifying Volume (QV) come from a single Team (leg) the first time they qualify for those ranks.

COMPENSATION STATEMENTS

• All Compensation statements (weekly commissions and monthly bonuses) are available on-line via OPTAVIA CONNECT for download by the Coach.
Glossary “Terms to Learn”

**Business Builder Bonus** - A tiered bonus rewarding personal Client acquisition and support and personal sponsoring with activity. Paid as a percentage of the Frontline Compensation Volume (FCV) of new personally sponsored OPTAVIA Coaches to their Sponsor, if eligible. To be eligible to receive the Business Builder Bonus, a Coach must generate a minimum of 600 Frontline Qualifying Volume (FQV) in a Monthly Bonus Period. Bonus percentage is determined based on the Coach’s Frontline Qualifying Volume (FQV) in a Monthly Bonus Period. Sponsoring Coaches are eligible to receive the Business Builder Bonus for a period of three (3) consecutive Monthly Bonus Periods, including the month of the New Coach’s enrollment. Paid as a percentage with three tiers, depending on the Frontline Qualifying Volume (FQV) of the Sponsor.

**Business Coach** - A Coach who enrolls, trains, and mentors other Coaches (synonymous with “Sponsor”).

**Business Leader** - A Certified Coach who has a minimum of 6,000 Frontline Qualifying Volume (FQV), 25,000 Group Qualifying Volume (GQV), five (5) unique qualified Senior Coach Teams, one (1) qualified Executive Coach Team (which satisfies one of the Senior Coach Team requirements) in a Monthly Bonus Period.

The Senior Coach and Executive Coach Teams do not need to be personally sponsored or on a Coach’s Frontline/Level 1.

**Certification** - OPTAVIA offers additional optional training to help Coaches become more knowledgeable and skilled. Coaches who elect to purchase, complete, and pass this on-line Certification Exam are deemed “Certified” and eligible for rank advancement to Master Coach and beyond.

**Client** - An individual who receives the support of an OPTAVIA Coach and orders Fuelings and other items via a Coach’s personalized website or by calling OPTAVIA directly.

**Client Support Bonuses** - Sliding scale bonus paid to Coaches who generate at least 1,200 Frontline Qualifying Volume (FQV) in a Monthly Bonus Period. Client Support Bonuses are paid as a percentage of Frontline Compensation Volume (FCV) generated in a Monthly Bonus Period from 5% to 9%, depending on the Frontline Qualifying Volume (FQV).

**Client Support Commissions** - Flat 15% bonus paid on Frontline/Level 1 orders (15% of Frontline Compensation Volume [FCV]) in a Weekly Commission Period.

**Coach** - An individual or business entity who has purchased a Business Kit (or fulfilled the requirements in his/her home market for enrolling as a Coach) and agreed to OPTAVIA’s terms and conditions, including, but not limited to, the Independent OPTAVIA Coach Agreement. Also, base rank in the Compensation Plan. Coaches are ranked with tiers based on various qualifications, which may include Ordering Entities, FQV, GQV, Senior Coach Teams, Executive Coach Teams, Master Coach Teams, and Certification.

**Coach Consistency Bonus** - A tiered bonus paid on consistent production of Frontline Qualifying Volume (FQV) over three (3) consecutive Monthly Bonus Periods. Paid only to Coaches who maintain at least 1,200 FQV for three (3) consecutive months. Paid as a flat cash bonus with three tiers, depending on the minimum FQV over the three (3) consecutive Monthly Bonus Periods.

**Commissionable Goods** - Any products including OPTAVIA Fuelings, Snacks, Supplements, Flavor Infusers, etc. that can be consumed. Tools, apparel, program materials, events, fees, taxes, and shipping are not Commissionable Goods, and thus not eligible for compensation.
**INTERNATIONAL COMPENSATION PLAN**

**Compensation Volume (CV)** - The value assigned to any product/item in the OPTAVIA product portfolio for the purposes of compensation calculation. All products/items have a Compensation Volume (CV) amount which is an indexed amount, ranging from 0% to 100% of the retail price.

**Compression** - Any Coach in the Line of Sponsorship that fails to meet the qualification requirements for rank or bonuses are ineligible to receive certain bonuses, including Executive Coach Generation Bonuses and Elite Leadership Bonuses.

**Elite Business Leader** - A Certified Coach who has a minimum of 400,000 Group Qualifying Volume (GQV), ten (10) unique qualified Executive Coach Teams and five (5) qualified Master Coach Teams (which satisfy five of the Executive Coach Team requirements) in a Monthly Bonus Period. The Executive Coach and Master Coach Teams do not need to be personally sponsored or on a Coach’s Frontline/Level 1.

**Elite Leadership Bonuses** - Bonuses paid to Coaches who qualify as Senior Business Leader or higher in a Monthly Bonus Period. Paid as a percentage of Group Compensation Volume (GCV), down to the second qualified Coach at or above that rank in depth. There are three potentially overlapping Elite Leadership Bonuses available.

**Executive Business Leader** - A Certified Coach who has a minimum of 100,000 Group Qualifying Volume (GQV), five (5) unique qualified Executive Coach Teams, one (1) qualified Master Coach Team (which satisfies one of the Executive Coach Team requirements) in a Monthly Bonus Period. The Executive Coach and Master Coach Teams do not need to be personally sponsored or on a Coach’s Frontline/Level 1.

**Executive Coach** - A Coach who has met either of the following requirements in a Monthly Bonus Period:
- At least 3,600 Frontline Qualifying Volume (FQV), at least two (2) qualified Senior Coach Teams, at least 6,000 Group Qualifying Volume (GQV), and at least five (5) Ordering Entities.
- At least 6,000 Frontline Qualifying Volume (FQV) and at least five (5) Ordering Entities.

**Executive Coach Generation Bonus** - Bonus paid to Coaches who qualified as Executive Coach or higher in a Monthly Bonus Period. Paid as a percentage of Group Compensation Volume (GCV) on generations of Executive Coach Teams in depth.

**Executive Coach Team** - A unique Line of Business starting with the first qualified Executive Coach in depth. The first qualified Executive Coach in the Line of Business qualifies the Team. Executive Coach Teams do not need to be personally sponsored or on a Coach’s Frontline/Level 1.

**Frontline** - All Clients or Coaches in a Coach’s Level 1.

**Frontline Qualifying Volume (FQV)** - The sum of all Qualifying Volume (QV) on a Coach’s Frontline/Level 1, excluding a Coach’s own Personal Qualifying Volume (PQV). Frontline Qualifying Volume (FQV) in a Monthly Bonus Period also determines the percentage (if any) for various monthly bonuses, including the Client Support Bonuses, Business Builder Bonus and Consistency Bonus (if applicable).

**Frontline Compensation Volume (FCV)** - All of the combined Personal Compensation Volume (PCV) from orders of Commissionable Goods placed by individuals in a Coach’s Frontline/Level 1, excluding a Coach’s own Personal Compensation Volume (PCV). Commissions are paid weekly on Frontline Compensation Volume (FCV). Will be displayed to Coaches as FCV in their local currency.
Generation -
All of the Coaches and their Clients within a qualified Executive Coach’s Line of Business, down to the next qualified Executive Coach (or above) in depth.

Generation Compensation Volume (Gen CV) -
All Compensation Volume (CV) from a qualified Executive Coach’s (or higher) Team, down to the next qualified Executive Coach (or higher) in depth. Generation Volume is used for the calculation of Executive Coach Generation Bonuses.

Group Qualifying Volume (GQV) -
The sum of all Qualifying Volume (QV) in a Coach’s organization, including their Frontline Qualifying Volume (FQV). Does not include a Coach’s Personal Qualifying Volume (PQV). When qualifying for a new rank, Group Qualifying Volume (GQV) qualifications are subject to a maximum contribution of 50% of the Coach’s Group Qualifying Volume (GQV) from any one unique Line of Business.

Group Compensation Volume (GCV) -
Total volume from all of the orders on which a Coach receives compensation, including their Frontline Compensation Volume (FCV). Group Compensation Volume (GCV) does not include a Coach’s Personal Compensation Volume (PVC). Will be displayed to Coaches as GCV in their local currency.

Line of Business (“Team”) -
A downline segment of business genealogy consisting of a qualified Senior Coach, Executive Coach, OR Master Coach that qualifies the entire Team as a Senior Coach Team, Executive Coach Team, or Master Coach Team. For qualification purposes, there can only be one (1) qualified Senior Coach, Executive Coach, and/or Master Coach in a Line of Business (no “stacking”). A Line of Business looks downline, whereas a Line of Sponsorship looks upline.

Line of Sponsorship (“Upline”) -
The lineage of Coaches from an individual to his/her Coach (Sponsor), connected to the next upline Coach and so forth until reaching Top of Tree. A Line of Sponsorship looks upline, whereas a Line of Business looks downline.

Master Business Leader -
A Certified Coach who has a minimum of 200,000 Group Qualifying Volume (GQV), seven (7) unique qualified Executive Coach Teams and three (3) qualified Master Coach Teams (which satisfy three of the Executive Coach Team requirements) in a Monthly Bonus Period. The Executive Coach and Master Coach Teams do not need to be personally sponsored or on a Coach’s Frontline/Level 1.

Master Coach -
A Certified Coach who has a minimum of 6,000 Frontline Qualifying Volume (FQV), five (5) unique qualified Senior Coach Teams and 15,000 Group Qualifying Volume (GQV) in a Monthly Bonus Period. The Senior Coach Teams do not need to be personally sponsored or on a Coach’s Frontline/Level 1.

Master Coach Team - A unique Line of Business starting with the first qualified Master Coach in depth. The first qualified Master Coach in the Line of Business qualifies the Team. Master Coach Teams do not need to be personally sponsored or on a Coach’s Frontline/Level 1.

Monthly Bonus Period - Period for which rank qualifications and monthly bonuses are calculated. Begins at 12:00 AM Pacific Standard Time (PST) on the first calendar day of the month and ends at 11:59 PM Pacific Standard Time (PST) on the last calendar day of the month.

Monthly Client Acquisition Bonus (MCAB) - A $350 bonus for Coaches who generate 1,200 Frontline Qualifying Volume (FQV) from a minimum of five (5) new personally sponsored Clients or Coaches in a Monthly Bonus Period, starting in the weekly period after the Coach’s Quick Start Bonus period has expired or the Coach has earned the Quick Start Bonus. Monthly Client Acquisition Bonus and Quick Start Bonus cannot overlap.
New Client -
Someone who has never placed an order through an OPTAVIA Coach or with OPTAVIA.

New Coach -
Someone who has never purchased an OPTAVIA Business Kit.

Ordering Entity -
Any Frontline/Level 1 Client or Coach with positive Personal Qualifying Volume (PQV) in a Monthly Bonus Period or a Coach Team with positive Group Qualifying Volume (GQV) in a Monthly Bonus Period.

Qualified Rank -
A Coach will be paid in any Monthly Bonus Period based on the rank criteria they have achieved in that Monthly Bonus Period. Qualified Rank is determined by actual performance for the month closing. E.g. Title rank in May = Senior Business Leader. Criteria met in May = Master Coach. Qualified Rank in May (paid 15th June) = Master Coach.

Qualified Volume (QV) -
The volume amount assigned to an item to determine rank and bonus qualification. Qualified Volume (QV) is used to standardize the duplication model across market variations while ensuring that the level of effort for qualification remains the same across markets.

Quick Start Bonus -
A $350 bonus for New Coaches who generate 2,400 Frontline Qualifying Volume (FQV) from a minimum of five (5) new personally sponsored Clients or Coaches in their first 60 days as a New Coach.

Personal Compensation Volume (PCV) -
The combined Compensation Volume (CV) for an individual in the given period (weekly or monthly). Personal Compensation Volume is NOT included in a Coach’s Frontline Compensation Volume (FCV) or Group Compensation Volume (GCV) since a Coach is always considered to be a Client of his/her sponsor. Coaches DO NOT receive compensation for their personal orders or on their own PCV at all. Will be displayed to Coaches as PCV in local currency.

Personal Qualifying Volume (PQV) -
The sum of the Qualifying Volume (QV) for an individual account in the given period (weekly or monthly). Personal Qualifying Volume (PQV) is not included in a Coach’s Frontline Qualifying Volume (FQV) or Group Qualifying Volume (GQV), since a Coach is always considered to be a Client of his/her Sponsor. Coaches DO NOT receive credit for their personal orders or on their own PQV at all.

Recognition Title Rank -
The highest rank a Coach has achieved in the Compensation Plan. Title rank is used for recognition purposes only. Recognition Title Rank is subject to maintenance requirements. Synonymous with Highest Rank Achieved or title rank.

Senior Business Leader -
A Certified Coach who has a minimum of 6,000 Frontline Qualifying Volume (FQV), 50,000 Group Qualifying Volume (GQV), five (5) unique qualified Senior Coach Teams, three (3) qualified Executive Coach Teams (which satisfy three of the Senior Coach Team requirements) in a Monthly Bonus Period. The Senior Coach and Executive Coach Teams do not need to be personally sponsored.

Senior Coach -
A Coach who has at least 1,200 Group Qualifying Volume (GQV) in a Monthly Bonus Period from five (5) Ordering Entities.

Senior Coach Team -
A unique Line of Business starting with the first qualified Senior Coach in depth. The first qualified Senior Coach in the Line of Business qualifies the Team. Senior Coach Teams do not need to be personally sponsored or on a Coach’s Frontline/Level 1.

Weekly Commission Period -
Period for which Client Support Commissions are calculated. Begins at 12:00 AM Pacific Standard Time (PST) on Monday and ends at 11:59 PM Pacific Standard Time (PST) on Sunday.