## COMPENSATION PLAN AT A GLANCE

### OPTAVIA Coach Compensation (Client Support)

<table>
<thead>
<tr>
<th>Ordering Entities</th>
<th>Coach</th>
<th>Senior Coach</th>
<th>Manager</th>
<th>Associate Director</th>
<th>Director</th>
<th>Executive Director</th>
<th>Integrated Executive Director</th>
<th>Regional Director</th>
<th>Integrated Regional Director</th>
<th>National Director</th>
<th>Integrated National Director</th>
<th>Global Director</th>
<th>Integrated Global Director</th>
<th>Presidential Director</th>
<th>Integrated Presidential Director</th>
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</thead>
<tbody>
<tr>
<td>Minimum Group Volume</td>
<td>1,200</td>
<td>2,400</td>
<td>3,600</td>
<td>4,800</td>
<td>6,000</td>
<td>15,000</td>
<td>10,800</td>
<td>16,800</td>
<td>20,400</td>
<td>26,400</td>
<td>30,000</td>
<td>75,000</td>
<td>60,000</td>
<td>105,000</td>
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<tr>
<td>Minimum Frontline Volume</td>
<td>6,000</td>
<td>6,000</td>
<td>6,000</td>
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<tr>
<td>Qualifying Points*</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
<td>5</td>
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<tr>
<td>Qualified Senior Coach Teams</td>
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<tr>
<td>Qualified Executive Director Teams</td>
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<td>1</td>
<td>3</td>
<td>3</td>
<td>5</td>
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<td>10</td>
<td>5</td>
</tr>
<tr>
<td>Qualified FIBC Teams</td>
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<tr>
<td>Certification</td>
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<td>Y</td>
<td>Y</td>
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</tbody>
</table>

*One Qualifying Point is awarded for: Every 1,200 in Frontline Volume a Coach generates OR every Qualified Senior Coach Team.

### Eligible Bonuses

<table>
<thead>
<tr>
<th>Team Growth Bonuses (Max Earnings)</th>
<th>4%</th>
<th>6%</th>
<th>8%</th>
<th>10%</th>
<th>12%</th>
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</thead>
<tbody>
<tr>
<td>Fully Integrated Business Coach (must maintain qualifications for 3 consecutive months)</td>
<td>$1,000</td>
<td>$1,000</td>
<td>$1,000</td>
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<tr>
<td>Paid on Generations of ED Teams</td>
<td>1</td>
<td>2</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
<td>5</td>
<td>6</td>
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| Assist Bonus | A matching $100 bonus paid to the Sponsor of a new OPTAVIA Coach who earns his/her Client Acquisition Bonus.
**TERMS TO LEARN**

Following are some important terms to learn regarding the Integrated Compensation Plan:

**Assist Bonus**: A matching $100 bonus paid to the Sponsor of a new OPTAVIA Coach who earns his/her Client Acquisition Bonus (CAB).

**Certified Coach**: Someone who has successfully completed and passed the online Certification Course.

**Client Acquisition Bonus (CAB)**: A one-time $100 bonus for new Coaches who develop at least five (5) new Frontline Clients whose orders total at least 1,000 FLV within their first 30 days as a Coach.

**Client Support Commissions**: Payment to a Coach on Frontline (Level 1) orders. Client Support Commissions are 15% of the Compensation Volume (CV) on an order.

**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.

**Compensation Volume**: The value assigned to a product for the purposes of compensation calculation (including qualifying commission & bonuses). Commissionable goods are the only products with a Compensation Volume greater than zero (0).

**Elite Leadership Bonuses**: Monthly bonuses paid to a Coach who has reached the qualified rank of National Director or higher on their Group Volume for their entire team, down to the second individual at that rank or higher in depth. These bonuses include:
- National Elite Leadership Bonus
- Global Elite Leadership Bonus
- Presidential Elite Leadership bonus

**Executive Director Generation Bonus**: Additional incremental bonuses available to those who have achieved the qualified rank of Regional Director or higher in a Monthly Bonus Period. Paid on generations of Executive Director Teams in depth. Bonuses are paid as a percentage of the Executive Director in depth’s Group Volume, down to the next Executive Director in depth.

**Executive Director Team**: A team that contains at least one qualified Executive Director (or above).

**Frontline**: Individuals personally Sponsored by a Coach, including Clients, OPTAVIA Coach/Health Professional OPTAVIA Coaches, and Leads. Frontline is also referred to as Level 1.

**Frontline Volume (FLV)**: All of the Volume from orders of Commissionable Goods placed by individuals in a Coach’s Frontline (Level 1), not including a Coach’s Personal Volume. Commissions are paid weekly on Frontline Volume. Frontline Volume in a Monthly Bonus Period also determines the percentage (if any) for the Client Support Bonuses.

**Fully Integrated Business Coach**: A Business Coach who demonstrates proficiency in both Client acquisition and support and Coach sponsoring and mentorship. He/she is Certified, maintains Frontline Volume of at least 6,000, qualifies five Senior Coach Teams, and has Group Volume of at least 15,000 each month.

**Fully Integrated Business Coach Bonus (FIBC Consistency Bonus)**: A $1,000 bonus paid to individuals who are Certified and meet the following criteria for three (3) consecutive months:
- Frontline Volume of at least 6,000
- 5 qualified Senior Coach Teams
- Group Volume of at least 15,000

Fully Integrated Business Coaches are eligible to receive this bonus four times in a 12-month period.

**Fully Integrated Business Coach (FIBC) Team**: A team that contains at least one qualified Fully Integrated Business Coach (FIBC).

**Fully Integrated Business Leader**: A Business Leader who demonstrates mastery in team building. He/she is Certified and qualifies as a Global Director and has five qualified Fully Integrated Business Coach Teams in a Monthly Bonus Period.

**Generation**: All of the Coaches and their Clients within a line of Sponsorship of a qualified Executive Director, down to the next qualified Executive Director in depth.

**Group Volume (CV)**: Total Volume from a Coach’s entire organization, including their Frontline Volume. Group Volume does not include an OPTAVIA Coach’s Personal Volume.

**Ordering Entities**: Any Frontline Client or Coach with positive Personal Volume (PV) or any Frontline Coach Team with positive Group Volume (CV) in a given Monthly Bonus Period.

**Personal Volume (PV)**: The Volume from an individual’s personal order of Commissionable Goods.

**Qualified**: When a Coach meets all criteria for a specific rank in the current Monthly Bonus Period.

**Qualifying Point**: A unit of measurement for qualification. As a Coach generates more Frontline Volume or Sponsors and grows teams of qualified Senior Coaches, he or she becomes eligible to earn more qualifying Points. One (1) point is awarded for:
- every 1,200 in Frontline Volume OR
- every qualified Senior Coach Team

**Senior Coach Team**: A team that contains at least one qualified Senior Coach (or above).

**Team**: A segment of business genealogy consisting of a Frontline Coach and those (Coaches and Clients) whom that Coach supports. Also referred to as a “leg.”

**Team Building**: The act of building an organization of Coaches by Sponsoring individuals, and helping them develop successful businesses of their own.

**Team Growth Bonuses**: Additional incremental bonuses available to those who qualify as Senior Coach or higher in a Monthly Bonus Period and have Coaches with Volume on their Team. Paid as incremental percentages of the Coach in depth’s Group Volume based on qualifying rank (both Coach and team) down to the next qualifying Senior Coach or higher. Team Growth Bonuses are not paid on Frontline Volume (covered in Client Support Bonuses) or Executive Director Teams (covered in Generation Bonuses).