

OPTAVIA® INTEGRATED COMPENSATION PLAN - AT A GLANCE

OPTAVIA COACH COMPENSATION (CLIENT SUPPORT)									
	LESS THAN 1,200 FRONTLINE QUALIFYING VOLUME (FQV)	MINIMUM 1,200 FQV	MINIMUM 2,400 FQV	MINIMUM 3,600 FQV	MINIMUM 4,800 FQV	MINIMUM 6,000 FQV	MINIMUM 2,000 FQV/MO FOR 3 CONSECUTIVE MONTHS	AVERAGE 4,000 FQV/MO FOR 3 CONSECUTIVE MONTHS	AVERAGE 6,000 FQV/MO FOR 3 CONSECUTIVE MONTHS
CLIENT SUPPORT COMMISSIONS	15%	15%	15%	15%	15%	15%			
CLIENT SUPPORT BONUSES (MIN. 5 ORDERING ENTITIES)	N/A	5%	7%	9%	11%	13%			
TOTAL CLIENT SUPPORT COMPENSATION	15%	20%	22%	24%	26%	28%			
COACH CONSISTENCY BONUS							\$250	\$500	\$1,000
COACH ACCELERATOR BONUS (CAB)	NEW OPTAVIA COACHES CAN EARN \$150 BY DEVELOPING AT LEAST 3 NEW CLIENTS EACH WITH 345 PQV OR \$250 BY DEVELOPING AT LEAST 5 NEW CLIENTS EACH WITH 345 PQV WITHIN A MONTH DURING THEIR FIRST THREE (3) MONTHS AS A NEW COACH.								

BUSINESS COACH/BUSINESS LEADER COMPENSATION (TEAM BUILDING AND LEADERSHIP DEVELOPMENT)															
	COACH	SENIOR COACH	MANAGER	ASSOCIATE DIRECTOR	DIRECTOR	EXECUTIVE DIRECTOR	INTEGRATED EXECUTIVE DIRECTOR	REGIONAL DIRECTOR	INTEGRATED REGIONAL DIRECTOR	NATIONAL DIRECTOR	INTEGRATED NATIONAL DIRECTOR	GLOBAL DIRECTOR	INTEGRATED GLOBAL DIRECTOR	PRESIDENTIAL DIRECTOR	INTEGRATED PRESIDENTIAL DIRECTOR
ORDERING ENTITIES	<5	5	5	5	5	5	5	5	5	5	5	5	5	5	5
MINIMUM FRONTLINE QUALIFYING VOLUME (FQV)							6,000		6,000		6,000				
MINIMUM GROUP QUALIFYING VOLUME (GQV)	<1,200	1,200					15,000		15,000		15,000				
QUALIFYING POINTS			2	3	4	5	5	5	5	5	5	5	5	5	5
QUALIFIED SC TEAMS							5		4		2				
QUALIFIED ED TEAMS								1	1	3	3	5		10	5
QUALIFIED FIBC TEAMS													5		5

ALL RANKS – ONE QUALIFYING POINT IS AWARDED FOR: EVERY 1,200 IN FRONTLINE QUALIFYING VOLUME (FQV) A COACH GENERATES OR EVERY QUALIFIED SENIOR COACH TEAM.

ELIGIBLE BONUSES															
TEAM GROWTH BONUS (MAX %)		4%	6%	8%	10%	12%	12%	12%	12%	12%	12%	12%	12%	12%	12%
FIBC CONSISTENCY BONUS*							\$1,000		\$1,000		\$1,000				
# OF ED GENERATIONS PAID ON IN-DEPTH								1	2	2	3	4	5	5	6
LEADERSHIP BONUSES EARNED										NATIONAL	NATIONAL	NATIONAL GLOBAL	NATIONAL GLOBAL	NATIONAL GLOBAL PRESIDENTIAL	NATIONAL GLOBAL PRESIDENTIAL
ACCELERATOR ASSIST BONUS	BUSINESS COACH/SPONSOR OF A NEW OPTAVIA COACH CAN EARN A ONE TIME MATCHING BONUS OF EITHER \$150 OR \$250 WHEN HIS/HER NEW OPTAVIA COACH EARNS HIS/HER FIRST COACH ACCELERATOR BONUS (CAB).														

*MUST MAINTAIN QUALIFICATIONS FOR 3 CONSECUTIVE MONTHS.

GLOSSARY “TERMS TO LEARN” – The following are some important terms to learn regarding the **OPTAVIA** Compensation Plan:

Accelerator Assist Bonus - A matching bonus of either \$150 or \$250 paid to the Sponsor of a new **OPTAVIA** Coach who earns his/her first Coach Accelerator Bonus (CAB).

Client Support Bonuses: Sliding scale bonus paid to Coaches who generate at least 1,200 Frontline Qualifying Volume (FQV) in a Monthly Bonus Period while supporting 5 Ordering Entities. Client Support Bonuses are paid as a percentage of Frontline Compensation Volume (FCV) generated in a Monthly Bonus Period from 5% to 13%, depending on the Frontline Qualifying Volume (FQV).

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

Coach Accelerator Bonus (CAB): New **OPTAVIA** Coaches can earn \$150 when they develop at least three (3) New Frontline Clients who each order at least 345 Personal Qualifying Volume (PQV) in a month **OR** \$250 when they develop at least five (5) New Frontline Clients who each order at least 345 Personal Qualifying Volume (PQV) in a month. New **OPTAVIA** Coaches can earn CAB during their first three (3) months as a Coach.

Coach Consistency Bonuses: A special bonus for Coaches who demonstrate Frontline Qualifying Volume (FQV) consistency for a consecutive three-month (rolling) period. Coach Consistency Bonuses are tiered (\$250, \$500, and \$1,000) based on a Coach's Frontline Qualifying Volume (FQV) performance each month in the three-month period. A minimum of 2,000 Frontline Qualifying Volume (FQV) per month is required to be eligible for any Coach Consistency Bonus. Coaches are eligible to receive this bonus four times in a 12-month period.

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 (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.

Elite Leadership Bonuses - Bonuses paid to Coaches who qualify as National Director 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 (3) potentially overlapping Elite Leadership Bonuses available.

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

Executive Director Team - A unique Line of Business starting with the first qualified Executive Director in depth. The first qualified Executive

Director in the Line of Business qualifies the Team. (Executive Director 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 on a Coach's Level 1 (Frontline), 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 and Coach 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).

Fully Integrated Business Coach (FIBC) - A Business Coach who demonstrates proficiency in both Client Acquisition and support and Coach Sponsoring and Mentorship. He/she maintains Frontline Qualifying Volume (FQV) of at least 6,000, has 5 qualified Senior Coach Teams, and has Group Qualifying Volume (GQV) of at least 15,000 in a Monthly Bonus Period.

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 Monthly Bonus Periods:

- Frontline Qualifying Volume (FQV) of at least 6,000; and
- Five (5) qualified Senior Coach Teams; and
- Group Qualifying Volume (GQV) 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 (FIBL) - A Coach who demonstrates mastery in Team building. He/she qualifies as a Global Director and has five (5) qualified Fully Integrated Business Coach (FIBC) Teams in a Monthly Bonus Period.

Generation - All of the Coaches and their Clients within a qualified Executive Director's Line of Business, down to the next qualified Executive Director (or above) in depth.

Group Qualifying Volume (GQV) - The sum of all Qualifying Volume in a Coach's organization, including their Frontline Qualifying Volume (FQV). DOES NOT include a Coach's Personal Qualifying Volume (PQV).

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 (PCV).

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** Coach 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.

Personal Compensation Volume (PCV) - The combined Compensation Volume (CV) for an individual in the given period (weekly or monthly). Personal Compensation Volume (PCV) 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 (and any applicable Co-Applicant) DO NOT receive compensation for their personal orders or on their own PCV at all.

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 (and any applicable Co-Applicant) DO NOT receive credit for their personal orders or on their own PQV at all.

Qualified - When a Coach meets all criteria for a specific rank or bonuses in the current Monthly Bonus Period.

Qualifying Point (QP) - A unit of measurement for qualification. As a Coach generates more Frontline Qualifying Volume (FQV) 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 Qualifying Volume (FQV) **OR**
- Every qualified Senior Coach Team

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).

Team Growth Bonuses - Additional incremental bonuses are 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 Compensation Volume (GCV) 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 Compensation Volume (FCV) (covered in Client Support Bonuses) or Executive Director Teams (covered in Generation Bonuses).