



OPTAVIA®

INTEGRATED COMPENSATION PLAN





At **OPTAVIA**, our Coaches are the lifeblood of our program. **OPTAVIA** Coaches help others realize Lifelong Transformation, One Healthy Habit at a Time™. **OPTAVIA** Coaches are compensated for their efforts through the **OPTAVIA** Integrated Compensation Plan outlined in this document; it gives Coaches the power to shape their destiny and create a life of greater momentum and potential financial freedom*:

*your best life is waiting.
all you have to do is take the first step.*

*OPTAVIA makes no guarantee of financial success. Success with OPTAVIA results only from successful sales efforts, which require hard work, diligence, skill, persistence, competence, and leadership. Your success will depend upon how well you exercise these qualities. Please see the OPTAVIA Income Disclosure Statement <http://bit.ly/idsoptavia> for statistics on actual earnings of Coaches.

There are three primary earning opportunities with **OPTAVIA** which correlate to the three levels of Competency in our business plan:

- A. Client Support income to reward the **OPTAVIA** Coach Competency
- B. Team building income to reward the Business Coach Competency
- C. Leadership development income to reward the Business Leader Competency

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

- A. Client acquisition and support (**OPTAVIA** Coach Competency)
 - » Client Support Commissions
 - » Certification Bonus
 - » Client Support Bonuses
 - » Coach Consistency Bonuses
 - » Client Acquisition Bonus
- B. Coach Sponsoring and Team building (Business Coach Competency)
 - » Client Acquisition Bonus
 - » Team Growth Bonuses
 - » Fully Integrated Business Coach Bonus
- C. Leadership development (Business Leader Competency)
 - » Executive Director Generation Bonuses
 - » Elite Leadership Bonuses

The **OPTAVIA** Compensation Plan is designed to reward:

- Client acquisition & support
- Coach Sponsoring & mentoring
- Mid-level leadership development & support
- Top-level leadership development
- Full integration at each level of Competency
- Continuing education & Certification

1 – CLIENT ACQUISITION AND SUPPORT

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 online via a Coach’s personalized, personalized website (which is provided by the Company) or by calling 1.888.**OPTAVIA**.

Client Support Commissions Paid Weekly

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

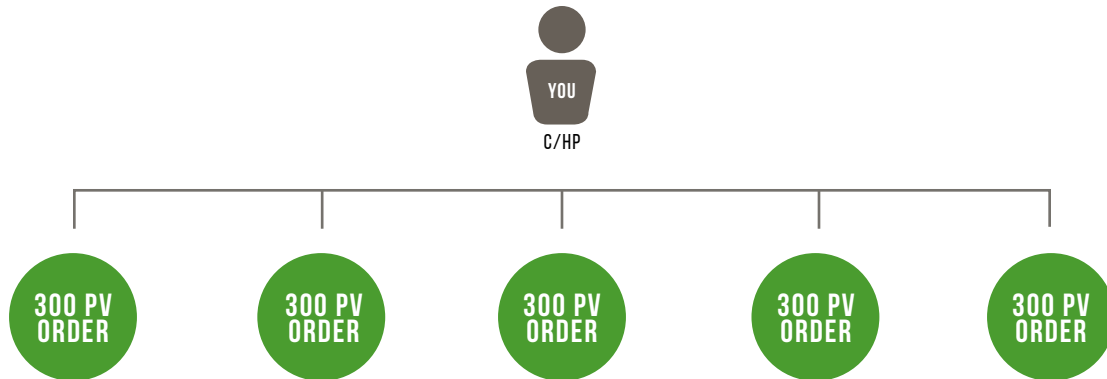
Certification Bonus Paid Monthly

There is also a reward for continuing education and becoming Certified with **OPTAVIA**. Certified Coaches generally offer a higher level of service to their Clients via the knowledge gained through Certification. **OPTAVIA** values continuing education through Coach Certification so highly that our Compensation Plan rewards this behavior with an additional 3% bonus, paid on Frontline Volume.

Client Support Bonuses

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. These Client Support Bonuses are paid on Frontline Volume:

Client Support Compensation	Client Support Path					
	Less than 1,200 FLV	Minimum FLV 1,200	Minimum FLV 2,400	Minimum FLV 3,600	Minimum FLV 4,800	Minimum FLV 6,000
Client Support Commissions	15%	15%	15%	15%	15%	15%
Certification Bonus	3%	3%	3%	3%	3%	3%
Client Support Bonuses		5%	7%	9%	11%	13%
Maximum Client Support Compensation	18%	23%	25%	27%	29%	31%



300 x 5 Ordering Entities = 1,500 Frontline Volume (FLV)
 Certified **OPTAVIA** Coach: 1,500 FLV x 23% (15% CSC + 3% CB + 5% CSB) = \$345
OPTAVIA Coach: 1,500 FLV x 20% (15% CSC + 0% CB + 5% CSB) = \$300

OPTAVIA Coach Consistency Bonus

OPTAVIA rewards Certified Coaches who have consistent Frontline Volume, month after month. This bonus has three levels*:

- A Certified **OPTAVIA** Coach who generates a minimum of 2,000 in Frontline Volume for three (3) consecutive months will be paid a \$250 bonus.
- A Certified **OPTAVIA** Coach who generates an average of 4,000 in Frontline Volume for three (3) consecutive months will be paid a \$500 bonus.
- A Certified **OPTAVIA** Coach who generates an average of 6,000 in Frontline Volume for three (3) consecutive months will be paid a \$1,000 bonus.

*Note: In order to be eligible for this bonus, Frontline Volume cannot fall below 2,000 in any month. If Frontline Volume does fall below the 2,000 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 times in a 12-month period.

Client Acquisition Bonus (CAB)

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 \$100 bonus in your first 30 days as a Coach. To achieve this bonus, generate a total of 1,000 Frontline Volume (FLV) within your first 30 days from five (5) New* Frontline Clients and/or Coaches.

*"New" means someone who has never ordered with any **OPTAVIA** Coach or through **OPTAVIA**.

2 – COACH SPONSORING AND TEAM BUILDING

In order to maximize the earning opportunity with **OPTAVIA**, a Coach must build and mentor Coach Teams.

Assist Bonuses

As a Business Coach, if you assist a new personally Sponsored Coach in earning his/her Client Acquisition Bonus, you will be paid a matching \$100 Assist Bonus.

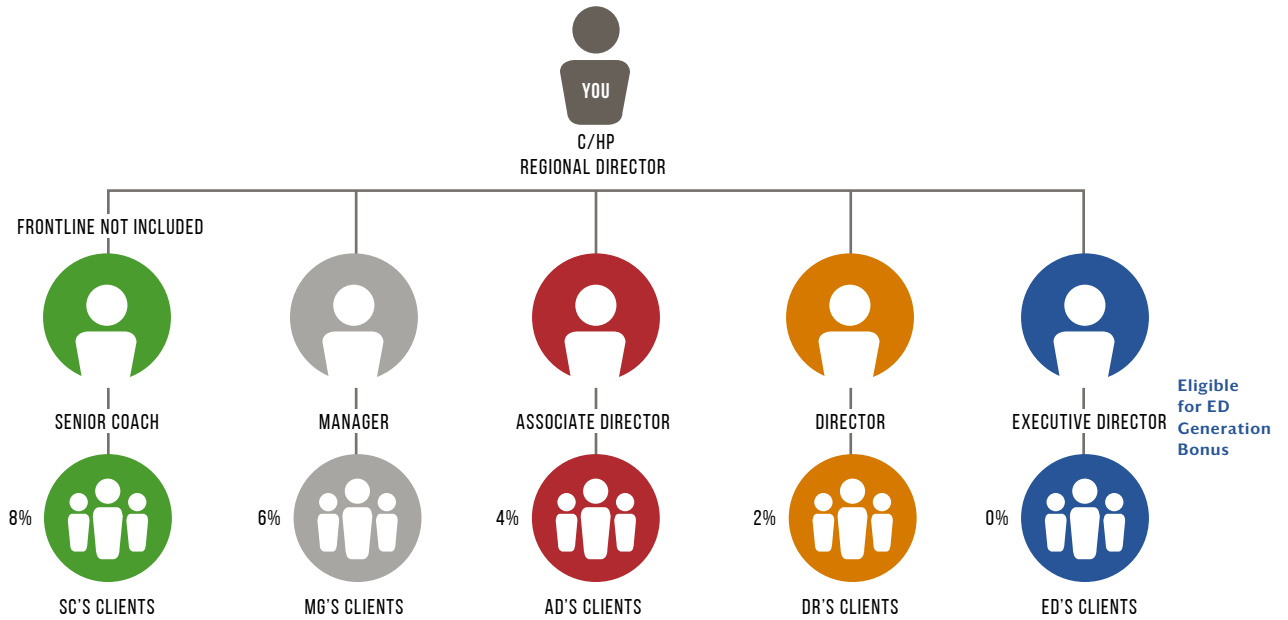
Team Growth Bonuses

The Team Growth Bonuses provide the opportunity for a Business Coach to earn on orders of other Coaches and their Teams. This bonus is only available to Business Coaches qualifying at the Senior Coach level or higher and is earned only on business Teams outside of a Coach's Frontline.

This chart provides the Qualified rank earning percentage for each potential business Team rank. For example: a Qualified Director earns 6% on a Senior Coach Team down to the next qualifying **OPTAVIA** Coach above Senior Coach.

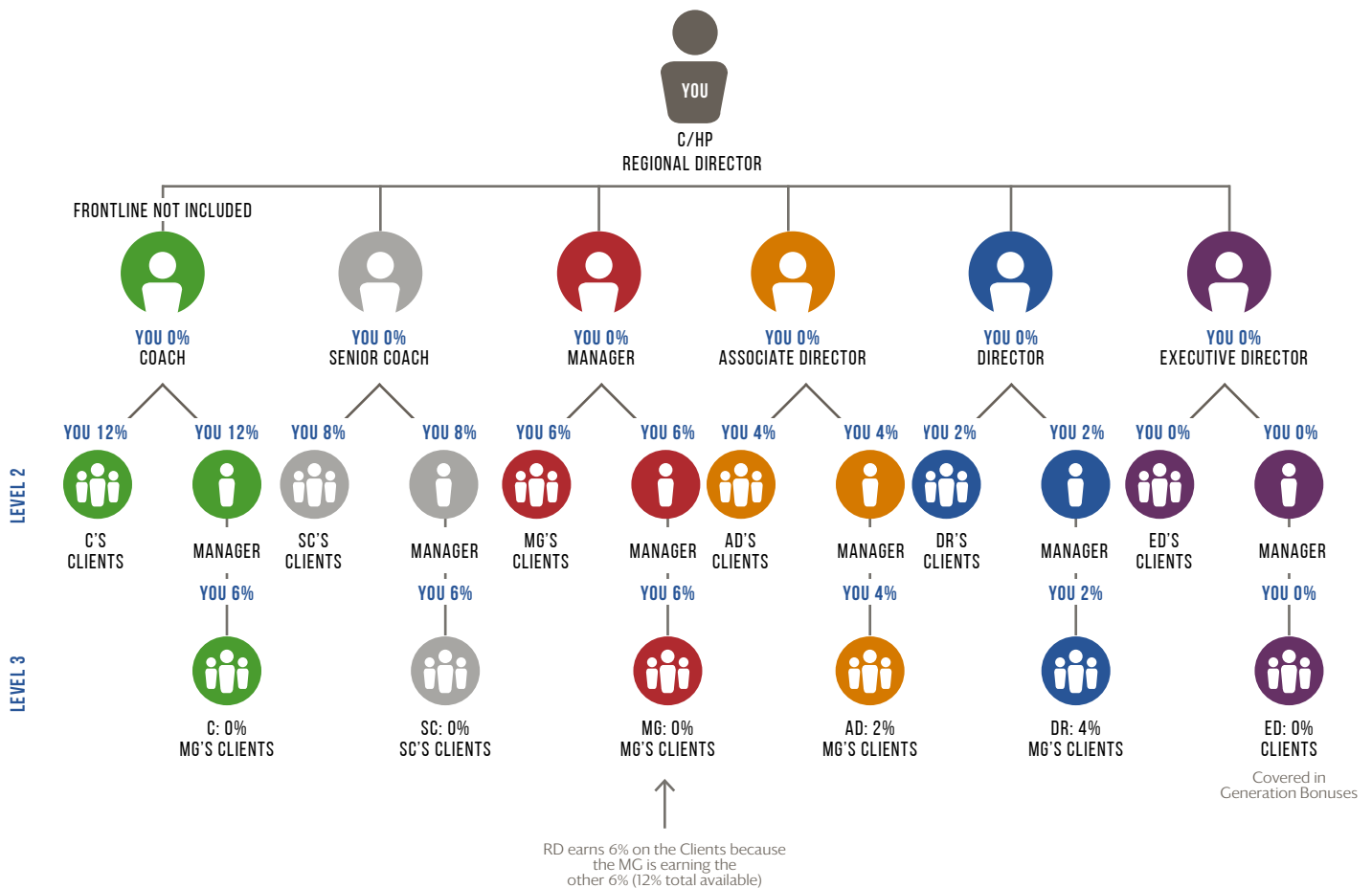
*Team Growth Bonuses paid on Level 2 and below (Client Support Bonuses paid on Level 1 (Frontline))		QUALIFIED RANK				
		Senior Coach	Manager	Associate Director	Director	Executive Director
TEAM RANK	Coach	4%	6%	8%	10%	12%
	Senior Coach		2%	4%	6%	8%
	Manager			2%	4%	6%
	Associate Director				2%	4%
	Director					2%
	Executive Director					Eligible for ED Generation Bonus

Team Growth Bonus Example



Team Growth Bonus Example

Teams in Depth - Earning the Gap Example



Fully Integrated Business Coach Consistency Bonus

A Business Coach has reached a level of mastery when he/she has achieved the level of Fully Integrated Business Coach (FIBC). This is attained when a Qualified Executive Director (who is Certified) achieves 6,000 in Frontline Volume, five (5) Qualified Senior Coach Teams, and 15,000 in Group Volume in a Monthly Bonus Period. A Business Coach who meets these qualifications for three (3) consecutive months will be paid a \$1,000 bonus.

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 times in a 12-month period.

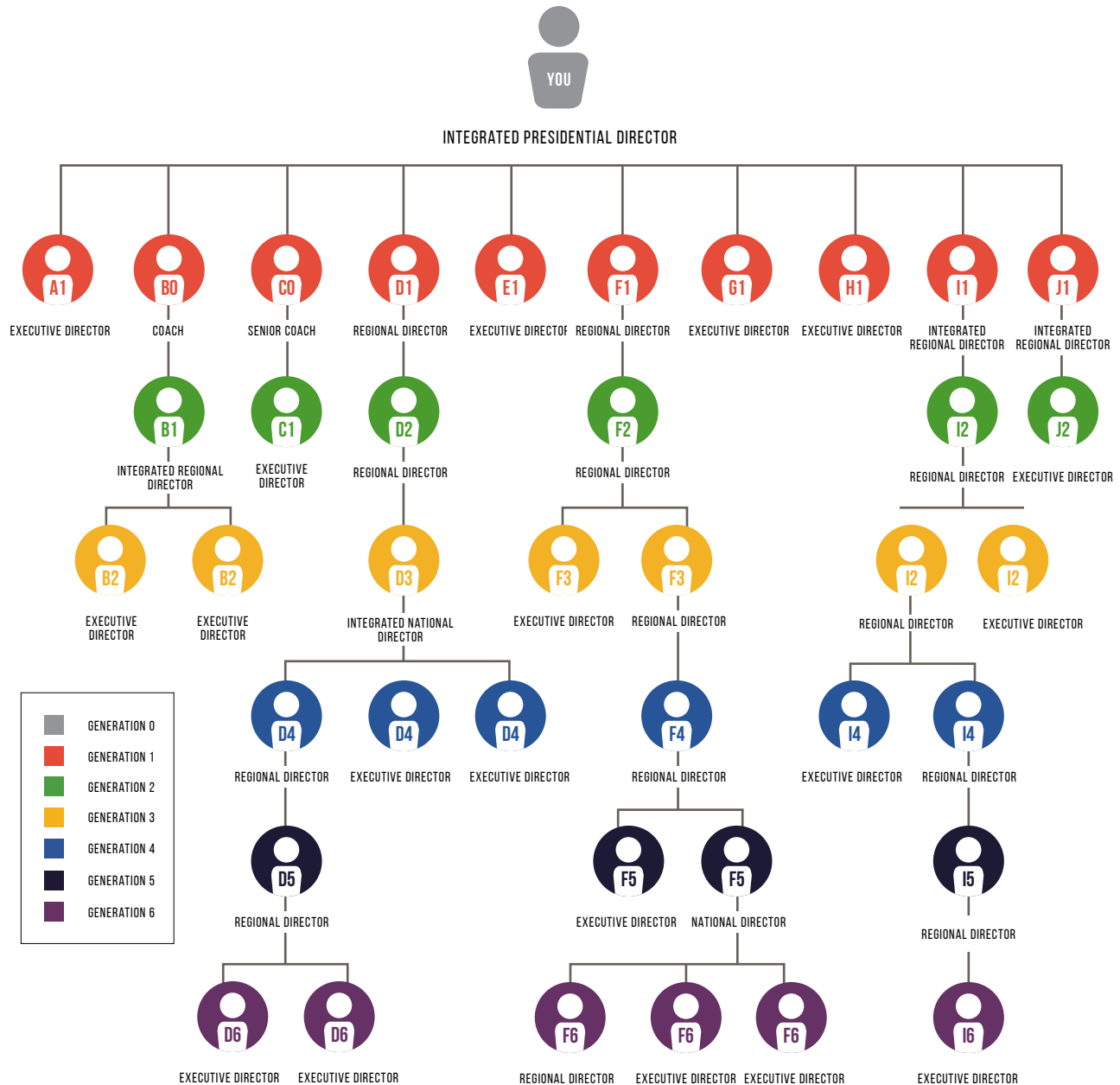
3 – LEADERSHIP DEVELOPMENT

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 Director Generation Bonuses

The Executive Director Generation Bonuses are business development bonuses that reward Business Leaders qualifying as a Regional Director or higher for developing Executive Directors within their organizations.

In order to maximize the benefit of the Executive Director Generation Bonuses, it is important for a Business Leader to develop separate Executive Director Teams. An Executive Director Team is defined as a qualifying Executive Director (or higher) in a unique Line of Sponsorship (an Executive Director does not need to be personally Sponsored). The Executive Director Generation Bonuses are paid on an entire Executive Director's organization, which is defined as all of the **OPTAVIA** Coaches and their Clients within a Line of Sponsorship of a Qualified Executive Director (or higher), down to the next Qualified Executive Director (or higher) in depth. The term for this is "Generation," and the diagram below demonstrates Executive Director Generations visually down through six Generations. The diagram outlines the six Generations of depth by which an Integrated Presidential Director is eligible to receive generational earnings.



The more Qualified Executive Director Teams a Business Leader develops in width, the higher that Business Leader will advance in rank, which determines how many Generations of Executive Directors a Business Leader will be paid in depth. Another method for qualifying for earnings on Executive Directors in depth is through integration. Integrated Coaches are eligible to earn on more Executive Directors in depth than their non-integrated rank counterparts.

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

		QUALIFIED RANK							
		Regional Director	Integrated Regional Director	National Director	Integrated National Director	Global Director	Integrated Global Director	Presidential Director	Integrated Presidential Director
GENERATIONS OF ED TEAMS	1	2.5%	2.5%	2.5%	2.5%	2.5%	2.5%	2.5%	2.5%
	2		2.5%	2.5%	2.5%	2.5%	2.5%	2.5%	2.5%
	3				2%	2%	2%	2%	2%
	4					2%	2%	2%	2%
	5						1.5%	1.5%	1.5%
	6								1.5%

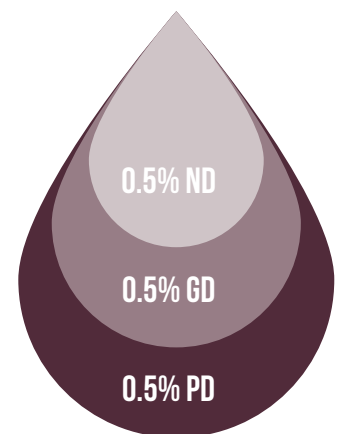
Elite Leadership Bonuses

Elite Leadership Bonuses are paid to our Business Coaches qualifying at our Leadership ranks of National Director and higher to compensate for their role in directing and overseeing **OPTAVIA** businesses. The three separate bonuses listed below overlap, which means they are cumulative, so a qualifying Presidential Director will earn all three bonuses.

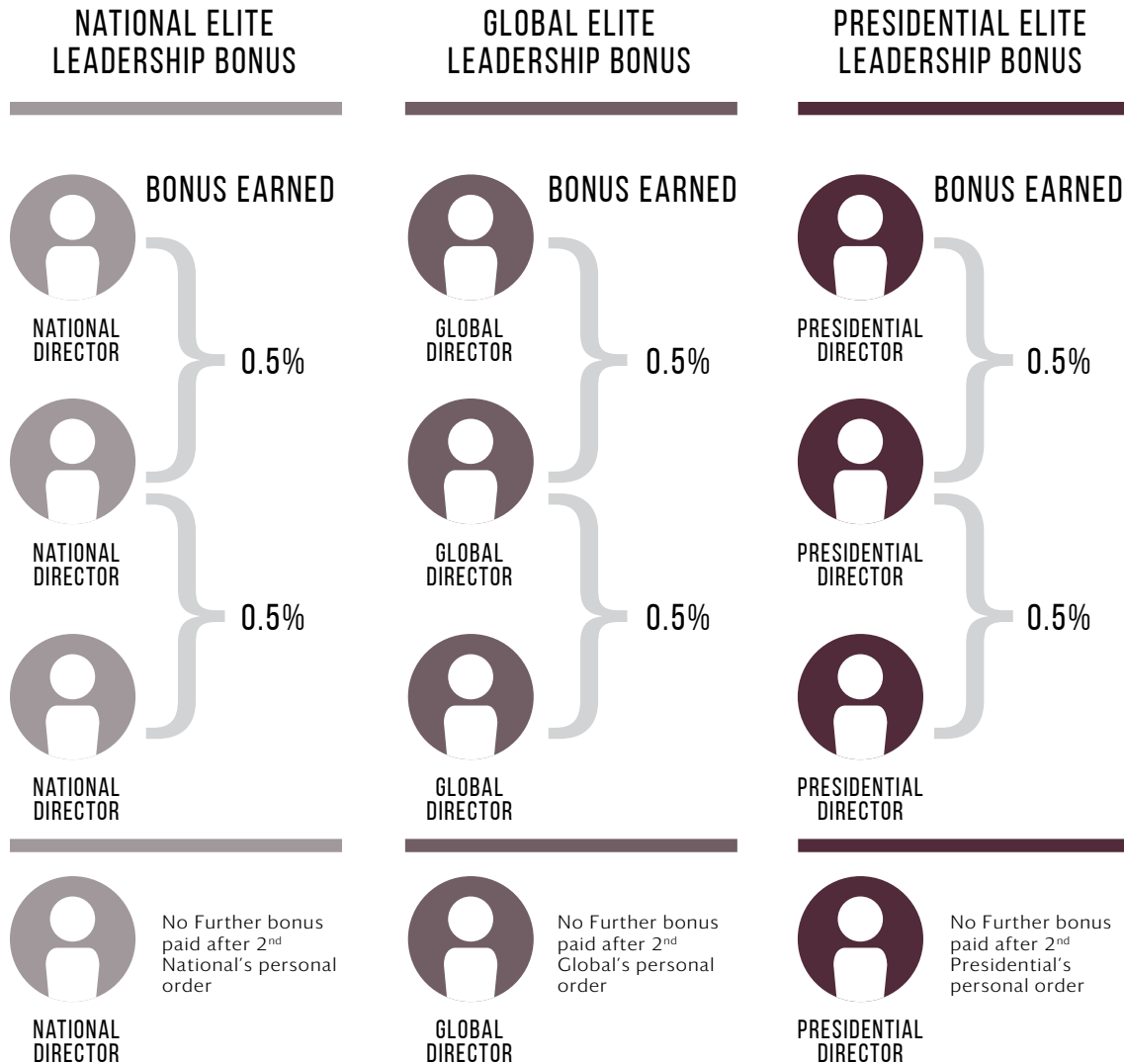
These bonuses are:

- National Elite Leadership Bonus
- Global Elite Leadership Bonus
- Presidential Elite Leadership Bonus

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



These Elite Leadership Bonuses have the potential to pay deep into a Business Leader's organization beyond the level of Executive Director Generations a Business Leader also qualifies to receive. This is because a Business Leader earns on the entire organization down to the second Qualified Business Leader holding the same elite leader rank.



OPTAVIA CAREER PATH & RANK QUALIFICATIONS

RANK	QUALIFICATIONS
COACHING RANKS	

Coach	Less than 1,200 GV and 5 Ordering Entities
Senior Coach	Minimum 1,200 GV and 5 Ordering Entities
Manager	Qualified SC with 2 Qualifying Points
Associate Director	Qualified SC with 3 Qualifying Points
Director	Qualified SC with 4 Qualifying Points

EXECUTIVE RANKS	
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Executive Director (ED)	Qualified SC with 5 Qualifying Points
Integrated Executive Director (FIBC)	Qualified ED with minimum 6,000 FLV, 5 SC Teams, 15,000 GV, and Certified
Regional Director	Qualified ED with 1 ED Team
Integrated Regional Director	Qualified FIBC with 1 ED Team and Certified

LEADERSHIP RANKS	
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National Director	Qualified ED with 3 ED Teams
Integrated National Director	Qualified FIBC with 3 ED Teams and Certified
Global Director	Qualified ED with 5 ED Teams
Integrated Global Director (FIBL)	Qualified ED with 5 FIBC Teams and Certified
Presidential Director	Qualified ED with 10 ED Teams
Integrated Presidential Director	Qualified FIBL with 5 additional ED Teams and Certified

Point Definition:
 1 point for each Senior Coach Team
 1 point for every 1,200 in Frontline Volume

SPECIAL CHARACTERISTICS AND CRITERIA OF THE INTEGRATED COMPENSATION PLAN

To better understand the details of the **OPTAVIA** Integrated 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 and Orders for Compensation

- Clients and Coaches pay the same price for products.
- Compensation (all Commissions and bonuses) is paid on Compensation Volume. Compensation Volume is the value assigned to a product for the purposes of Compensation calculations (including qualifications, Commissions, and bonuses).
- Compensation is paid on the Compensation Volume of Commissionable Goods only. These include, but are not limited to, Fuelings, Snacks, Flavor Infusers[®], Supplements, etc. 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.
- Personally acquired Clients and personally sponsored Coaches (people on a Coach's Frontline) are considered to be on his/her first level (Level 1) for Compensation purposes.
- Coaches receive Compensation based on Clients' or Coaches' actual orders of products. When a product is returned for a refund, the Personal Volume amount associated with that return will be deducted from the **OPTAVIA** Coach's Frontline Volume (will appear as a negative Personal Volume (PV) amount for that Client). As returns are processed as negative Personal Volume, they can impact all bonus types and rank qualifications. Returns and refunds are not processed on the last day of a month.
- A Client must have positive Personal Volume (PV) to count as an ordering entity in a Monthly Bonus Period. Clients who have negative or zero Personal Volume (PV) do not count as an ordering entity for rank qualifications.

Payment Schedules and Methods

- Weekly Client Support Commissions (paid on 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. Personal Volume (PV) is credited for orders that are paid in full.
 - » Weekly Client Support Commissions are paid at the base level of 15%. Any additional percentages earned for Frontline Volume performance or Certification 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 PST on the first day of the month and concludes at 11:59 PM PST on the last day of the month. Personal Volume (PV) is credited for orders that are paid in full.
- For the purposes of Compensation, a business week is defined as any Monday through Friday, with the exception of observed holidays. Observed holidays currently include New Year's Day, Good Friday, Memorial Day, Independence Day, Labor Day, Thanksgiving (Thursday and Friday), Christmas Eve, Christmas Day, and another floating holiday TBD by the Company.
- The preferred method of Compensation disbursement is electronic funds transfer (EFT), which means that funds are directly deposited into a Coach's banking account electronically. The schedule for EFTs is once per week for commission payments and once per month for monthly bonuses (if applicable).
 - » The minimum amount to process an EFT will be \$25. Earnings under \$25 will be accrued and released once the \$25 threshold is reached.
- Funds can also be disbursed via physical check, if preferred. If check is the selected method for payment, several conditions will apply:
- Checks are only issued once per month, on or about the 15th. This monthly payment includes any and all Commissions and bonuses for the previous monthly period.
 - » A check processing fee of \$5.00 will be assessed and subtracted from total Compensation for the previous month.
 - » The minimum earnings amount to process a check will be \$30.00. Earnings under \$30.00 will be accrued and released once the \$30.00 threshold is reached. (The \$5.00 check fee will be deducted prior to release.)
- Compensation checks that remain un-cashed for more than six months become void. Coaches who are in possession of voided checks may be issued a replacement check upon the Company's receipt of a written request from the Coach, along with a processing fee and the original un-cashed check.
 - » If a check was lost and a replacement check requested, the Company will put a stop payment on the original check, issue a replacement check, and assess a processing fee.

Rank Advancement and 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.
- At certain ranks, a Coach must reach rank qualifications and maintain those qualifications for three consecutive months to be recognized and honored; this applies to new Integrated Recognition Title Rank and new Leadership Recognizable Ranks.
 - » The Integrated Ranks include: Integrated Executive Director, Integrated Regional Director, Integrated National Director, Integrated Global Director and Integrated Presidential Director.
 - » The leadership ranks include: National Director, Global Director, and Presidential Director
- A Coach will be paid at his/her performing rank, regardless of recognition title.

- 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 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 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

- A Coach must have purchased an **OPTAVIA** Business Kit in order to be eligible to earn Compensation. In order to receive earned Compensation Coaches are required to:
 - » Complete and submit a W-9 Form for tax purposes (with a valid tax ID # and electronic signature)
 - » In addition, it is highly recommended to complete the Basic Competency Assessment
- A Coach is required to renew his/her business annually. The cost to renew the business is currently \$99.00 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”.

Compensation Statements and Yearly Tax Statements

- All Compensation statements (weekly Commissions and monthly bonuses) are available online via **OPTAVIA** Back Office for download by the Coach.
- Coaches receiving Compensation of at least \$600 per year will receive a 1099-Misc Form from **OPTAVIA** for all payments received in that calendar year.
- The 1099-Misc Form may be available online via **OPTAVIA** Back Office or, if not available in electronic format or upon request, will be mailed no later than January 31st of the following calendar year.

TERMS TO LEARN

The 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.

Associate Director: An **OPTAVIA** Coach who qualifies as a Senior Coach with three (3) Qualifying Points in a Monthly Bonus Period.

Bonus Qualified: An **OPTAVIA** Coach who has met the requirements to earn specific bonuses within the Integrated Compensation Plan.

Business Coach: A Coach who enrolls, trains, and mentors **OPTAVIA** Coaches.

Business Leader: A Business Coach who builds Teams of Business Coaches.

Career Path: Specific and measurable accomplishments and benchmarks within the Integrated Compensation Plan that relate to set qualifications of achievement or “ranks.”

Certification: **OPTAVIA** offers an additional education opportunity to help Coaches become more informed and better at their craft. Certification is an optional online course. Coaches who elect to purchase, complete this online course, and pass the Certification Exam are deemed “Certified” and eligible for additional bonuses.

Certification bonus: A 3% bonus paid to Certified Coaches on their Frontline Volume.

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

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 1.888.**OPTAVIA**.

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 Bonuses: Bonuses available to Coaches who acquire and support Clients. The percentage a Coach can earn increases with increased Frontline Volume (more orders) and is a sliding scale from 5% to 13%.

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.

Coach: Base rank; someone who has purchased an **OPTAVIA** Business Kit.

Coach Consistency Bonuses: A special bonus for Certified Coaches who demonstrate Frontline Volume consistency for a consecutive three-month (rolling) period. Coach Consistency Bonuses are tiered (\$250, \$500, and \$1,000) based on a Coach’s Frontline Volume performance each month in the three-month period. A minimum of 2,000 Frontline Volume 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: The earnings paid to an **OPTAVIA** Coach for the services provided to Clients or Team members, based on the Coach’s individual performance and his/her Team’s performance in a period of time.

TERMS TO LEARN

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).

Competency: The fundamental skills, attitudes, behaviors, and performance that a Coach acquires through learning, development, application, and practice. The three levels of Competency are: **OPTAVIA** Coach, Business Coach, and Business Leader.

Compression: Compression occurs when a Coach does not meet the required qualifications for receiving bonuses. The non-qualifying Coach's Group Volume available down to the next qualifying Coach in his/her organization will roll up to the next qualified Coach in the Line of Sponsorship for bonus eligibility. Unqualified Coaches in between are rendered ineligible regarding that specific bonus Compensation for that Monthly Bonus Period, and their volume is credited to the first qualified Coach in the Line of Sponsorship.

Director: A Coach who qualifies as a Senior Coach with four (4) Qualifying Points in a Monthly Bonus Period.

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: A Coach who qualifies as a Senior Coach with five (5) Qualifying Points in a Monthly Bonus Period.

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** Coaches/Health Professional 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 (FIBC): 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, has 5 qualified 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.

TERMS TO LEARN

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 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.

Fully Integrated Coach: A Coach who consistently demonstrates mastery of Client Coaching and support. He/she is Certified and maintains Frontline Volume each month of at least 6,000 and earns the \$1,000 Coach Consistency Bonus.

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.

Global Director: A Coach who qualifies as an Executive Director and has five (5) Qualified Executive Director Teams in a Monthly Bonus Period.

Global Team: All of the Coaches in a Global Director's organization, down to the next Qualified Global Director in depth.

Group Volume (GV): Total volume from a Coach's entire organization, including their Frontline Volume. Group Volume does not include an OPTAVIA Coach's Personal Volume.

Highest Rank Achieved: The highest rank ever achieved by a Coach in the Compensation Plan. Also known as "Recognition Title Rank" or "Rank."

In-depth (or Depth): The Clients and/or Coaches in a Coach's business below his/her Frontline (Level 1). Depth occurs as Coaches Sponsor other Coaches and begin building Teams.

Integrated Executive Director: A Certified Coach who has 6,000 Frontline Volume, 5 Qualified Senior Coach Teams, and 15,000 Group Volume in a Monthly Bonus Period. Also known as a Fully Integrated Business Coach.

Integrated Global Director: A Certified Coach who qualifies as an Executive Director and has five (5) Qualified Fully Integrated Business Coach Teams in a Monthly Bonus Period. Also known as a Fully Integrated Business Leader.

Integrated National Director: A Certified Coach who qualifies as a Fully Integrated Business Coach and has three (3) Qualified Executive Director Teams in a Monthly Bonus Period.

Integrated Presidential Director: A Certified Coach who qualifies as an Executive Director and has 10 Qualified Executive Director Teams in a Monthly Bonus Period, five of which must be Qualified Fully Integrated Business Coach (FIBC) Teams.

Integrated Regional Director: A Certified Coach who qualifies as a Fully Integrated Business Coach and has one Qualified Executive Director Team in a Monthly Bonus Period.

Line of Sponsorship: The lineage of Coaches from an individual to his/her Sponsor, connected to the next upline Sponsor and so forth. Also referred to as "Mentorship Team."

Manager: A Coach who qualifies as a Senior Coach with two (2) Qualifying Points in a Monthly Bonus Period.

Monthly Bonus Period: Period for which monthly qualifications and bonuses are calculated. The Monthly Bonus Period begins at 12:00 AM PST on the first calendar day of the month and closes at 11:59 PM PST on the last calendar day of the month. All volume generated during the month comprises the total volume for rank qualification and bonus calculation.

TERMS TO LEARN

Monthly Bonus Period (cont.)

Bonus payout occurs on or about the 15th of the month following the Monthly Bonus Period.

National Director: A Coach who qualifies as an Executive Director and has three (3) Qualified Executive Director Teams in a Monthly Bonus Period.

OPTAVIA Coach: Someone who provides Clients with the knowledgeable care and support they need to move toward Optimal Health. **OPTAVIA** Coaches support, encourage, and mentor Clients using **OPTAVIA** products and protocols for safe and effective weight loss, followed by transition and weight management using the Habits of Health System.

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

Personal Volume (PV): The volume from an individual's personal order of Commissionable Goods. For Coaches, PV is not included in Frontline Volume, but rather included in the Sponsor's Frontline Volume.

Presidential Director: A Coach who qualifies as an Executive Director and has 10 Qualified Executive Director Teams in a Monthly Bonus Period.

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.

Regional Director: Coach who qualifies as an Executive Director and has one (1) Qualified Executive Director Team in a Monthly Bonus Period.

Senior Coach: A Coach who has at least 1,200 in Group Volume from at least five (5) ordering entities in a Monthly Bonus Period.

Senior Coach Team: A Team that contains at least one Qualified Senior Coach (or above).

Sponsor: The Coach who enrolls a Coach into the business and provides him/her with mentorship and business support.

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).

Weekly Commission Period: Period for which Client Support Commissions are calculated. A Weekly Commission Period runs Monday through Sunday, with payment occurring mid-week of the following week.