

VOLUME TYPES

Commissions and Bonuses are calculated on **Compensation Volume (CV)**

Rank and Bonus qualifications are determined by **Qualifying Volume (QV)**

OPTAVIA COACH COMPENSATION

Compensation for welcoming and supporting frontline Clients.

CLIENT SUPPORT COMPENSATION						
FRONTLINE QUALIFYING VOLUME (FQV)	<1,200	1,200	2,400	3,600	4,800	6,000
CLIENT SUPPORT COMMISSIONS	15%	15%	15%	15%	15%	15%
CLIENT SUPPORT BONUS (MIN. 5 ORDERING ENTITIES)	N/A	5%	7%	9%	11%	13%
TOTAL MAXIMUM CLIENT SUPPORT COMPENSATION	15%	20%	22%	24%	26%	28%

COACH CONSISTENCY BONUS *(Rolling 3 months)*

2,000 FQV/MO MINIMUM	4,000 FQV/MO AVERAGE	6,000 FQV/MO AVERAGE
\$250	\$500	\$1,000

FIRST THREE (3) MONTHS COACH ACCELERATOR BONUS (CAB)

Earn \$150 by developing at least three (3) New Frontline Clients who each order at least 345 Frontline Qualifying Volume (FQV) in a month; OR

Earn \$250 by developing at least five (5) new Frontline Clients who each order at least 345 Frontline Qualifying Volume (FQV) in a month.

BUSINESS COACH COMPENSATION

Compensation for mentoring **OPTAVIA** Coaches and building teams.

ACCELERATOR ASSIST BONUS

Help a personally sponsored Coach earn his/her first **Coach Accelerator Bonus (CAB)** and you will earn a matching Accelerator Assist Bonus of similar amount (\$150 or \$250).

RANK ADVANCEMENT TO EXECUTIVE DIRECTOR

Qualifying Point definition:

- 1 point for every 1,200 in **Frontline Qualifying Volume (FQV)**
- 1 point for every qualified Senior Coach Team

RANK	QUALIFICATIONS
COACH	LESS THAN 1,200 GQV AND 5 ORDERING ENTITIES
SENIOR COACH	1,200 GQV 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 DIRECTOR	QUALIFIED SC WITH 5 QUALIFYING POINTS

BUSINESS COACH COMPENSATION

TEAM GROWTH BONUS *(Paid on volume below Frontline/Level 1)*

TEAM GROWTH BONUSES (PAID ON LEVEL 2 AND BELOW)		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					COVERED IN EXECUTIVE DIRECTOR GENERATION BONUSES

FULLY INTEGRATED BUSINESS COACH (FIBC) CONSISTENCY BONUS

Earn \$1,000 every rolling three (3) month period that you qualify as a **Fully Integrated Business Coach (FIBC)** with 6,000 or more **Frontline Qualifying Volume (FQV)**, five (5) or more qualified Senior Coach Teams, and 15,000 or more in **Group Qualifying Volume (GQV)** for three (3) consecutive months.

BUSINESS LEADER COMPENSATION

Compensation for advanced team building and leadership development.

EXECUTIVE DIRECTOR GENERATION BONUSES

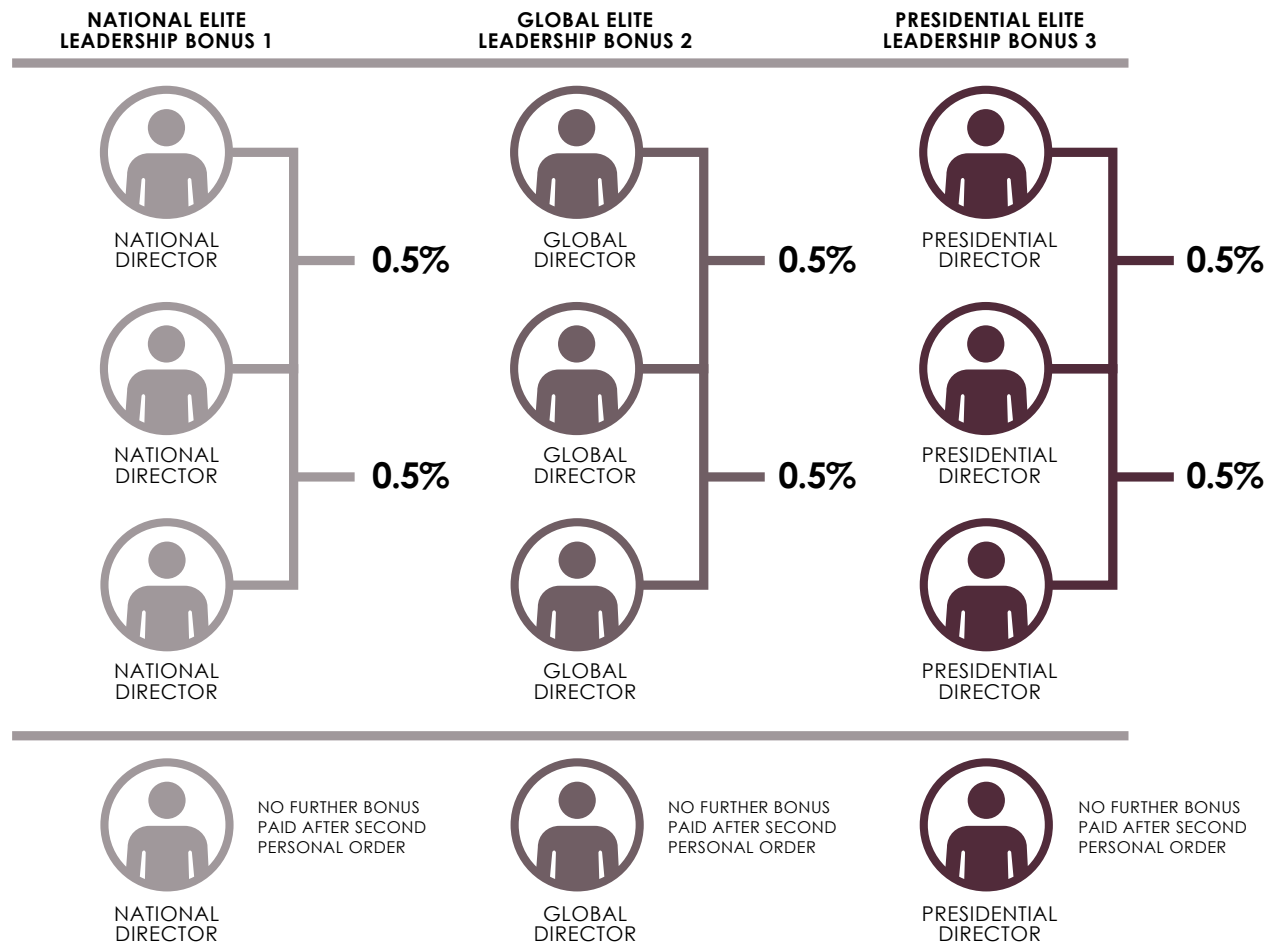
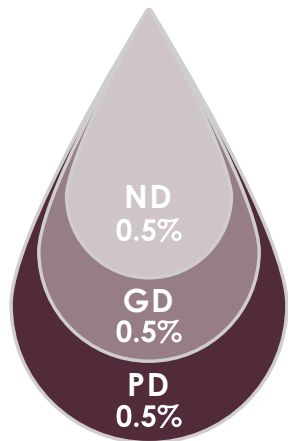
To qualify for any Business Leader Compensation, you must be a qualified Regional Director or higher. The table below displays the percentage earned on each Executive Director Generation. Bonuses are paid as a percentage of the Executive Director's Group Compensation Volume, down to the next Executive 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 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%

BUSINESS LEADER COMPENSATION

ELITE LEADERSHIP BONUSES

Elite Leadership Bonuses are paid to qualified National Directors and higher for their role in directing and overseeing large **OPTAVIA** organizations. As a qualified National Director (or higher), you earn 0.5% (half of one percent) on your entire business down to the second qualified National Director (or higher) in a team. The **Personal Compensation Volume (PCV)** of the second National is included in your compensation; however their **Group Compensation Volume (GCV)** is not included in this bonus. Global and Presidential Elite Leadership Bonuses are similarly paid down to the second Global or Presidential Director in a Team.



OPTAVIA CAREER PATH AND RANK QUALIFICATIONS

RANK	QUALIFICATIONS
COACH	Less than 1,200 GQV and 5 Ordering Entities
SENIOR COACH (SC)	1,200 GQV and 5 Ordering Entities
MANAGER	Qualified Senior Coach (SC) with 2 Qualifying Points
ASSOCIATE DIRECTOR	Qualified Senior Coach (SC) with 3 Qualifying Points
DIRECTOR	Qualified Senior Coach (SC) with 4 Qualifying Points
EXECUTIVE DIRECTOR (ED)	Qualified Senior Coach (SC) with 5 Qualifying Points
INTEGRATED EXECUTIVE DIRECTOR (FIBC)	Qualified Executive Director (ED) with 6,000 FQV, 5 qualified SC Teams, 15,000 GQV
REGIONAL DIRECTOR	Qualified Executive Director (ED) with 1 Executive Director (ED) Team
INTEGRATED REGIONAL DIRECTOR	Qualified Fully Integrated Business Coach (FIBC) with 1 Executive Director (ED) Team
NATIONAL DIRECTOR	Qualified Executive Director (ED) with 3 Executive Director (ED) Teams
INTEGRATED NATIONAL DIRECTOR	Qualified Fully Integrated Business Coach (FIBC) with 3 Executive Director (ED) Teams
GLOBAL DIRECTOR	Qualified Executive Directors (ED) with 5 Executive Director (ED) Teams
INTEGRATED GLOBAL DIRECTOR (FIBL)	Qualified Executive Directors (ED) with 5 Fully Integrated Business Coach (FIBC) Teams
PRESIDENTIAL DIRECTOR	Qualified Executive Directors (ED) with 10 Executive Directors (ED) Teams
INTEGRATED PRESIDENTIAL DIRECTOR	Qualified Fully Integrated Business Leader (FIBL) with 5 additional ED Teams

Qualifying Point definition = 1 Qualifying Point for every 1,200 FQV OR 1 Qualifying Point for every qualified Senior Coach Team.