



# COMPENSATION PLAN

Sign up Fee \$49 = 1 year with \$49 yearly renewal.  
Buy a Pack and \$49 waived for the first year.

There are five forms of **Compensation and Reward** in the TAVA Compensation Plan.

1. Retail Profits
2. Quick Start Bonus
3. Binary Pay
4. Binary Check Match Pay
5. Profit Sharing Pool

### QUALIFYING FOR COMMISSIONS

**Become Active:** To earn Compensation, you must remain Active. To be considered Active requires the personal purchase of a qualifying product with commissionable Volume (V) of 40V or more on the monthly anniversary date of your previous order, this may vary from 28 to 31 days depending on the month.

As an Associate begins the development of their sales teams by introducing other Associates who also enroll with TAVA. The Volume (V) created by the sales activity of their team Associates will accumulate and hold until the Associate meets the qualifications to be paid on that activity as long as the Associate remains Active.

**Become Qualified:** After you become Active, you will teach two Personally Enrolled Associates to do the same, then you will become Qualified.



# Basic Terms to Know



**PV** — Also known as Personal Volume, this Volume is credited to you personally when you purchase a product. Please note some products may have less than 40QV which will not satisfy the requirement for being active and qualified for commissions.

**V** — Commissionable Volume, is a point value that is assigned to each TAVA product. (V) is used to track and measure if you are Active and calculate commissions.

**Weekly Bonus Period** — The Weekly Bonus Period starts each Friday morning at 12:00 Central Time and ends on Thursday Night at 11:59:59 Central Time.

**Qualification Period** — The Pay and Pin Rank that an Associate qualifies for is determined by the Qualification Period. TAVA's Qualification Period is a standard calendar month. Starting at 12:00AM the 1st and ending on the last day of the month at 11:59:59PM.

**Carry Over Volume (COV)** — Any commissionable Volume (V) that was not commissioned in the current weekly period will be carried over to the next period. And will continue to carry over as long as the Associate remains Active.

**Active Associate** — Meet minimum active monthly requirement of 40V.

**Active Customer** — Meet minimum active monthly requirement of 40V.

**Customer** — Is a person in the system that has not personally enrolled two people or buys TAVA product directly from a TAVA Associate.

**Pay Leg** — Is the left or right binary team which has the smaller amount of accumulated Volume (V), this includes spill over volume.

**Builder Leg** — Is the left or right binary team which has the great amount of accumulated volume (V), this includes spill over volume.

**Spill Over Volume** — Is Volume that is produced in your downline organization, but this team member was enrolled by someone above you in the binary tree.

**Pay Rank** — Is the Rank that you have qualified for within the Qualification Period.

**Minimum Pay Rank** — This is the Minimum Pay Rank that you will be paid at during a given period. Your highest Pay Rank you achieve in given calendar month will be the Minimum Pay Rank in the following month.

## 5 Ways to Get Paid

Upon completing the simple steps above, an Associate can benefit from all the incredibly rewarding and lucrative components of the TAVA Compensation Plan as described here.

### 1. Customer Profit

Customer Profit is the difference between the Associate's wholesale pricing and the suggested retail price. A Customer is someone who pays suggested retail price purchasing directly from the Associate. TAVA offers a 100%, 30-day money-back guarantee.

*Note: Retail purchases made from TAVA replicated sites count toward Associates PV.*

#### Product examples:

Product	Suggested Retail	Associate Price	Volume	Retail Profit
Vida+	\$64.95	\$54.95	20V	\$25
Kai Tea	\$69.95	\$59.95	25V	\$25
Valé Liquid Vitamins	\$64.95	\$49.95 	20V	\$25

 Introductory Price

# Ways to Get Paid (continued)



## 2. Quick Start Bonus

When a new Associate first enrolls, they have the option to purchase an Initial Enrollment Product Package of their choice. Depending upon the Product Package selected, the new Associate's Enroller will receive a Quick Start Bonus. The Enroller must be Active to receive the Quick Start Bonus.



### Quick Start Bonus Packs:

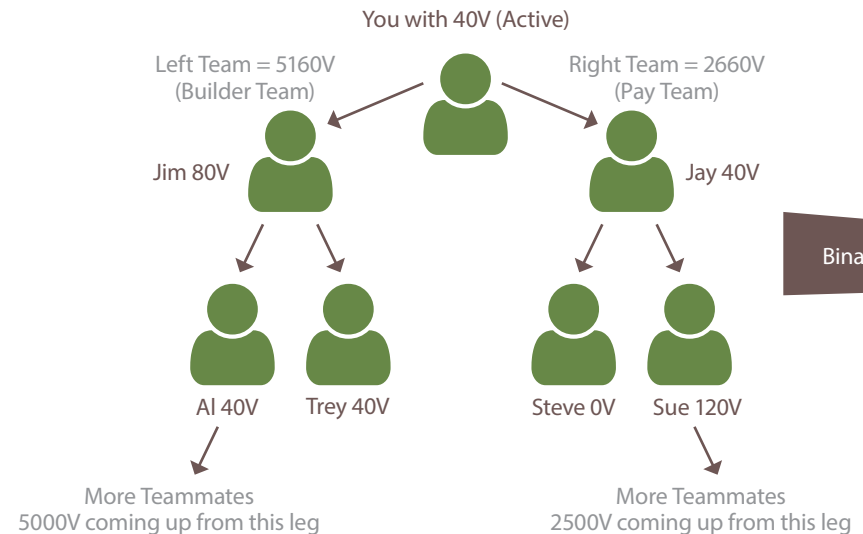
Quick Start Bonus Packs	Wholesale Price	Volume	Bonus
1. Affiliate Pack	\$100	40V	\$30 to Enroller
2. Power Pack (Upgrade Personal Pack to Builder Pack or Founder Pack**)	\$159	40V	\$50 to Enroller
3. Personal Pack (Upgrade Personal Pack to Builder Pack or Founder Pack**)	\$300	60V	\$80 to Enroller
4. All Star Pack (Upgrade All Star Pack to Builder Pack or Founder Pack**)	\$500	100V	\$120 to Enroller
5. Builder Pack 60-day override to 20% binary pay	\$1200	300V	\$250 to Enroller
6. Founder Pack <sup>†</sup> 90-day override to 20% binary pay	\$2000	600V	\$400 to Enroller

## 3. Binary Pay

The requirement for earning binary commissions is that you are active with at least 40BV and that you must have personally enrolled two Associate's that are currently active with 40PV, one placed in your left team and one in your right team.

At the end of each week, the team with the greater Volume total is called the Builder Team and the team with the lesser Volume total is called the Pay Team. A qualified Associate will earn between 10% to 25% of the Pay Team's commissionable volume total each week with a maximum Binary Pay from \$500 to \$50,000 per week based on Qualified Pay Rank.

**Example:** Associate with a rank of Director has 2,660BV in their Pay Team and 5,160BV in their Building Team. They receive Binary Pay of \$266 (10% of Pay Team 2660BV). Then 2,660 points is deducted equally from both teams and the remaining 2,500BV from the Building Team is carried over to the next week. There is no flushing of Building Team BV if the Associate remains Active.



## Ways to Get Paid (continued)



### 4. Binary Check Match Pay

As a Director and above builds two teams and earns Binary Pay, they will help those that they personally enroll and their team members to do the same. As the teams grow and more members of the teams start to earn Binary Pay, a qualified Director or above can earn a Matching Bonus (Check Match Pay) equal to a percentage of the Binary Pay earned by their **(PEAA) Personally Enrolled Active Associates\*\*** (1st Level), as well as the Active Associates they enroll (2nd Level).

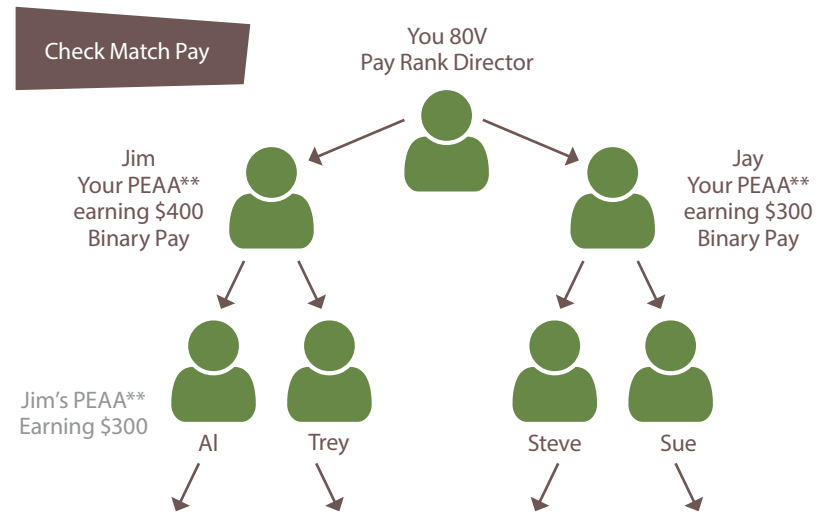
You can 50% of the binary pay of your personally enrolled. Also earn up to 50% of the personally enrolled of your personally enrolled. The percentage of Check Match Pay and the number of levels a Director or above is qualified to receive is determined by their Pay Rank.

(See Comp Plan Grid for % details)

#### Example:

If you are a Director Pay Rank or above and your personally enrolled, Jim, is earning \$400 Binary Pay and their personally enrolled is earning \$300 Binary Pay, we would pay you \$230 Check Match Pay (50% of the 1st level bonus of \$400 (\$200) and 10% of the 2nd level bonus of \$300 (\$30)). As you achieve higher rankings and volume due to your business' growth, you will qualify to earn a matching bonus directly related to the successful people you have helped develop.

(Earn up to a 50% Check Match Pay on two levels of Sponsorship)



### 5. Profit Sharing Pools

Each week TAVA sets aside 1% of Total Company CV. Every TAVA Associate achieving and being paid as rank: Triple Diamond to Crown Ambassador receives a bonus based on the allocation of share(s).

The pool will be split into total number of shares. See TAVA Comp Plan Grid for shares per paid rank.

**Example:** Company product sales for the week are \$500,000.  
( $\$500,000 \times 1\% = \$5,000$ )

Total amount of Rank Shares for the week is 100 making the shares worth \$50 each and if your pay rank for this week is Diamond (five shares) you would receive \$250.



## RANK ADVANCEMENT

The following chart outlines the various Ranks and requirements for each as well as the corresponding rewards for each rank. Each subsequent title assumes all previous title requirements are still met or superseded by the next higher requirement indicated.



RANKLEVELS	QUALIFICATIONS	EARNINGS ELIGIBILITY	BINARY PAY	CHECKMATCHPAY	PROFITSHARINGPOOL
Customer	Meet minimum active requirement of 40V.	Quick Start	X	X	X
Associate	Meet minimum active requirement of 40V. Binary Qualified: One personally enrolled team member on the right and left leg; each with a 40V.	Quick Start and Binary Pay	10% pay leg with \$500 Weekly CAP	X	X
<b>BUILDER RANKS</b>					
Supervisor	Meet minimum active requirement of 40V. Binary Qualified: One personally enrolled team member on the right and left leg; each with a 40V. 500 in Pay Leg Volume in a Calendar Month.	Quick Start and Binary Pay	10% pay leg with \$1,000 Weekly CAP	X	x
Director	Meet minimum active requirement of 80V. Binary Qualified: One personally enrolled team member on the right and left leg; each with atleast 40V. 2K Pay Leg Volume in a Calendar Month.	Quick Start, Binary Pay and Check Match Pay	10% pay leg with \$2,000 Weekly CAP	50% 1st Level 10% 2nd Level	X
Director 2	Meet minimum active requirement of 80V. Binary Qualified: One personally enrolled team member on the right and left leg; each with atleast 40V. 5K Pay Leg Volume in a Calendar Month.	Quick Start, Binary Pay and Check Match Pay	10% with \$5,000 Weekly CAP	50% 1st Level 10% 2nd Level	X
<b>LEADERSHIP RANKS</b>					
Executive Director	Meet minimum active requirement of 80V. Binary Qualified: One personally enrolled team member on the right and left leg; each with a 40V. 10K Pay Leg Volume in a Calendar Month.	Quick Start, Binary Pay and Check Match Pay	12% with \$5,000 Weekly	50% 1st Level 20% 2nd Level	X
Executive Director 2	Meet minimum active requirement of 120V. Binary Qualified: One personally enrolled team member on the right and left leg; each with a 40V. 25K Pay Leg Volume in a Calendar Month.	Quick Start, Binary Pay and Check Match Pay	15% with \$7,500 Weekly CAP	50% 1st Level 20% 2nd Level	X
Diamond	Meet minimum active requirement of 120V. Binary Qualified: One personally enrolled team member on the right and left leg; each with a 40V. At least one active Executive 2 or above from Personal Enrollment Tree from current or previous commission month. 50K Pay Leg Volume in a Calendar Month.	Quick Start, Binary Pay and Check Match Pay	20% with \$10,000 Weekly CAP	50% 1st Level 30% 2nd Level	X
Double Diamond	Meet minimum active requirement of 120V. Binary Qualified: One personally enrolled team member on the right and left leg; each with a 40V. At least one qualified personally sponsored Diamond or above from Personal Enrollment Tree from current or previous commission month. 200K Pay Leg Volume in a Calendar Month.	Quick Start, Binary Pay, Check Match Pay and Profit Sharing Pool	20% with \$20,000 Weekly CAP	50% 1st Level 40% 2nd Level	1% Total Company Product Volume 2 Shares
Triple Diamond	Meet minimum active requirement of 120V. Binary Qualified: One personally enrolled team member on the right and left leg; each with a 40V. At least 2 active Executive Directors or above (1 from each leg) from Personal Enrollment Tree and at least one personally sponsored qualified Double Diamond or above from current or previous commission month. 400K Pay Leg Volume in a Calendar Month.	Quick Start, Binary Pay, Check Match Pay and Profit Sharing Pool	20% with \$30,000 Weekly CAP	50% 1st Level 50% 2nd Level	1% Total Company Product Volume 5 Shares
Crown Diamond	Meet minimum active requirement of 120V. Binary Qualified: One personally enrolled team member on the right and left leg; each with a 40V. At least 4 active Executive Directors or above (1 from each leg) from Personal Enrollment Tree and at least one personally sponsored qualified Triple Diamond or above from current or previous commission month. 1 MILLION Pay Leg Volume in a Calendar Month.	Quick Start, Binary Pay, Check Match Pay and Profit Sharing Pool	25% with \$50,000 Weekly CAP	50% 1st Level 50% 2nd Level	1% Total Company Product Volume 10 Shares

60% Cap Rule — TAVA will pay up to 60% of all company volume for the pay period through the Binary, and Check Match Pay bonuses. Payouts of these bonuses will be capped company-wide at 60%. NOTE — Quick Start Bonus, Retail Profit, and Profit-Sharing Pool WILL NOT be capped.

NOTE — Must make a purchase of minimum of one commissionable product to join the company.