

Definitions

Distributor: Independent Contractor relationship with the company. This can be a person of legal age or a business entity. Distributors are tracked in the genealogy and eligible to earn commissions.

Customer: Customers are consumers that purchase product at retail prices. Customers cannot earn commissions.

Preferred Customer: Preferred Customers are consumers that authorize a monthly "autoship" of products that is on going. Preferred Customers are given a discount for their commitment to autoship.

Active: Any Distributor that meets their minimum monthly sales of 40 PV

PV: Personal Volume for each Distributor

GV: Group Volume that is generated from all sales from Distributors within your 7 level organization.

PS: Personal Distributor Recruitment

PV: Each product is assigned a point value or PV. Commissions are based on the PV not the dollar value for each product.

Each bottle \$40 Wholesale = 40 PV
Suggested Retail \$50.00
Case = 6 bottles
Case = \$195.00 (\$32.50 per bottle)
Case = 195 PV

Placement: Distributors can place new Distributors on any level. When a Distributor uses placement, they will receive credit as the enroller.

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Herbs of Hope, Inc. Compensation Plan



....Because everybody needs hope

Herbs of Hope - Compensation Plan



The Herbs of Hope compensation plan is designed to assist the home-based entrepreneur to build a substantial income through retail sales through five extraordinary ways:

1. Retail Profits
2. Fast Start Personal Bonus
3. Residual income
4. Gold Volume Bonus
5. Leadership Bonus



1) Retail Profits

Each Member can earn up to 20% on the retail sales based on the suggested retail prices.

Preferred Customer Program

The member will have the opportunity to offer a 10% discount to customers that enroll into the Preferred Customer Program. The customer has to commit to being on auto-ship to utilize this unique feature.

2) Fast Start Bonus



Starter Pack (\$195.00 discounted case price, 6 bottles)

Personal Sponsor Bonus \$45
 Immediate Sponsor Bonus: \$10

A Fast Start Bonus will be paid twice monthly for all Starter pack sales.

Note: This is a one time Bonus. Started with the second order, regular residual commissions are earned.

Distributor Ranks

Distributor: New Distributor

Active Distributor: 40 PV /month

Bronze Distributor: Qualified with personally sponsored of 1 or more plus 40 PV /month

Silver Distributor– Qualified with personally sponsored of 3 or more plus 40 PV /month

Gold Distributor– Qualified with personally sponsored of 5 or more plus 40 PV /month

Platinum Distributor – Qualified with personally sponsored of 7 or more plus 40 PV /month

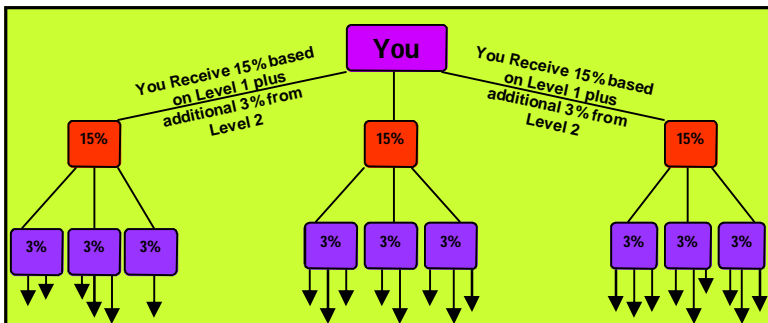
Diamond Distributor – Qualified with personally sponsored of 10 or more plus 40 PV /month

3) Monthly Residual Income (Distributor sales organization)

Monthly Qualifier & Residual

PS	1+	3+	5+	7+	10+	15+
PV	40.00	40.00	40.00	40.00	40.00	40.00
LV	15%	15%	15%	15%	15%	15%
LV	2	3%	3%	3%	3%	3%
LV	3	3%	3%	3%	3%	3%
LV	4	3%	3%+7	3%+7	3%+7	3%+7
LV	5			3%	3%	3%
LV	6				3%	3%
LV	7					10%

a)PS: Personally Sponsored Distributors
 b)PV: Personal Volume
 c)LV: Levels commissions are paid



Keep growing and building your business! Unlimited potential!

4) Volume Bonus:

Gold Distributors (and above) can earn an additional 7% on their 4th level by growing the sales volume within their 7 level organizations. Once you have reached 2,500 GV points (group volume) total for two consecutive months, you will earn an additional 7% on your 4th level. The total compensation on your 4th level Distributor sales will be 10% (3% + 7%).

Gold Distributors (and above) must remain qualified with both personal enrollments and Group Volume to continue to earn this bonus.

5) Leadership Bonus for qualified Diamond Distributors

The Leadership Bonus is designed to provide additional incentives to leaders to build strong teams. Here is how it works.

Once you have achieved certain rank(s), you are eligible to receive an additional bonus on the qualified group volume (GV) of Distributors in depth throughout your organization.

To qualify for the Leadership Bonus, you must have qualifying volume for 2 consecutive months at the rank you have achieved. Diamond Distributors (or above) must have 5,000 PV in monthly group volume

Double Diamond Distributor (or above) 10,000 PV in monthly group volume

Receive a monthly Bonus on Diamond Distributors below you, based on their 7 level group volume.

Rank	1 st Generation	2 nd Generation	3 rd Generation
D	3%	na	na
DD	3%	3%	3%

Note: More than 50% of GV for qualification cannot come from any single leg

Generations are based on rank and group volume achievements. For example; if I am qualified as a Diamond, the software will search throughout my entire group (unlimited depth) to identify my 1st Generation qualified Diamond (or above rank) in which the bonus is paid. The amount of the bonus is determined by the volume created on the Diamond's group throughout their 7 levels.

◀◀◀ Look at the example opposite: If you sign up three people and they each just did the minimum PV, you would receive 15% of their PV. If each of these three people sign up 3 more people, then you would receive 15% from the three people on Level 1, plus 3% from the GV of Level 2.