

OPTAVIA® INTEGRATED COMPENSATION PLAN - QUICK SHEET

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 & 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%
CERTIFICATION BONUS	3%	3%	3%	3%	3%	3%
TOTAL MAXIMUM CLIENT SUPPORT COMPENSATION	18%	23%	25%	27%	29%	31%

COACH CONSISTENCY BONUS *(Must be Certified, rolling 3 months)*

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

FIRST 30-DAY CLIENT ACQUISITION BONUS - \$100 (CAB)

Develop at least five (5) new Frontline Clients and generate a total of 1,000 **Frontline Qualifying Volume (FQV)** within your first 30 days of being an **OPTAVIA** Coach.

BUSINESS COACH COMPENSATION

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

ASSIST BONUS

Help a personally sponsored Coach earn his/her first 30-day **Client Acquisition Bonus (CAB)** and you will earn a matching Assist Bonus of \$100.

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

To qualify for any Business Coach or Business Leader compensation, you must be a qualified Senior Coach with a minimum of five (5) ordering entities and 1,200 in **Group Qualifying Volume (GQV)**.

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. (Must be Certified.)

BUSINESS LEADER COMPENSATION

Compensation for advanced team building and leadership development.

EXECUTIVE DIRECTOR GENERATION BONUSES

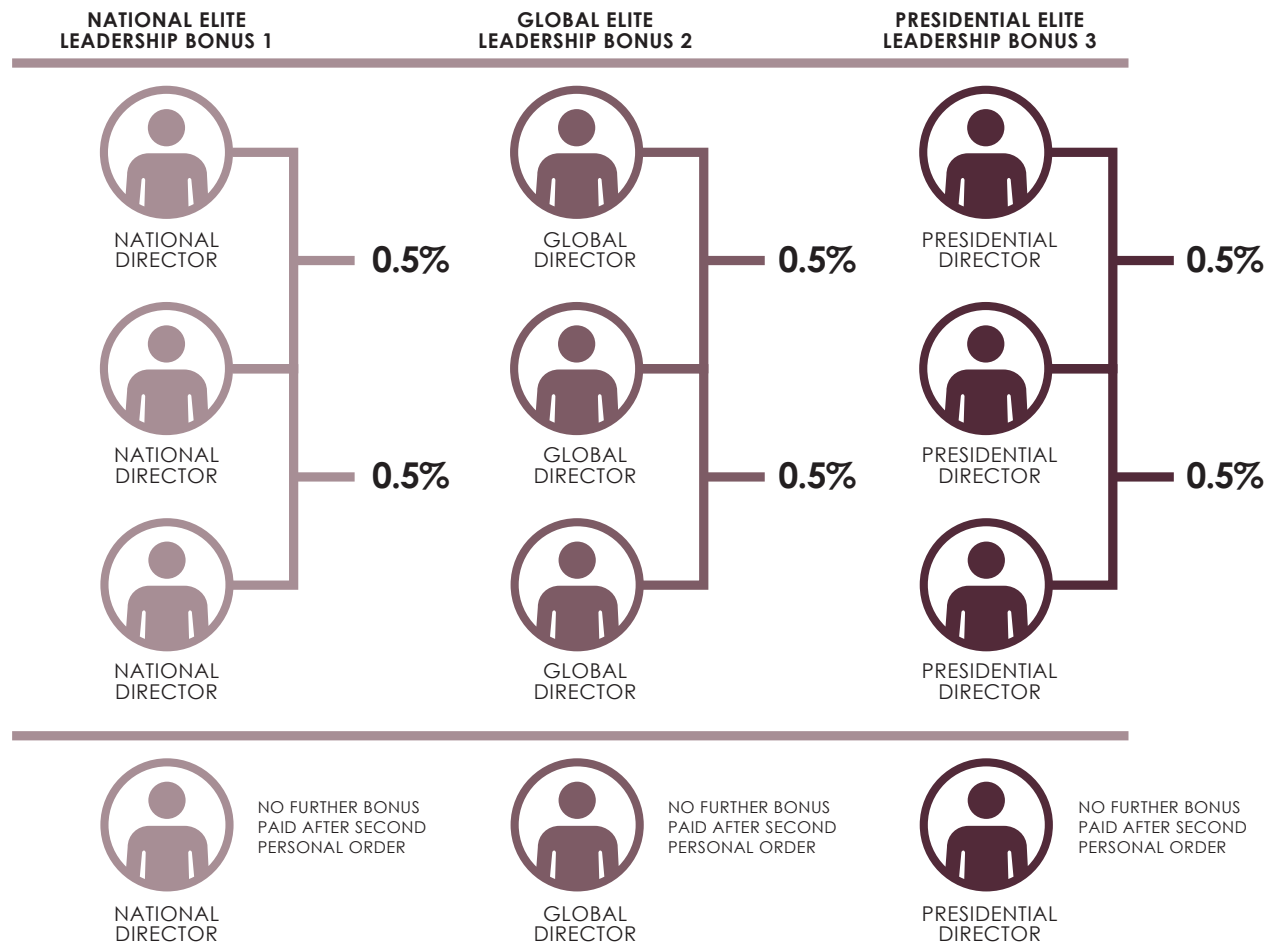
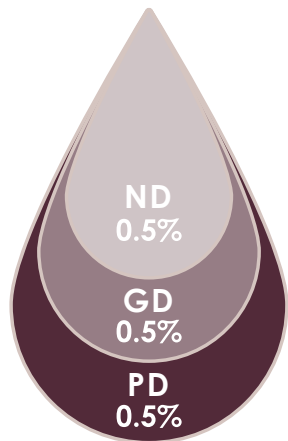
To qualify for any Business Leader Compensation, you must be a qualified Regional Director or higher. The table below displays the percentage earned on each Executive Director Generation. Bonuses are paid as a percentage of the Executive Director's Group Compensation Volume, down to the next Executive 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 0.05% (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 in a team.



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OPTAVIA PATH TO ACHIEVEMENT

RANK	QUALIFICATIONS
COACH	Less than 1,200 GQV and 5 Ordering Entities
SENIOR COACH (SC)	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 (ED)	Qualified SC with 5 Qualifying Points
INTEGRATED EXECUTIVE DIRECTOR (FIBC)	Qualified ED with 6,000 FQV, 5 qualified Senior Coach Teams, 15,000 GQV and Certified
REGIONAL DIRECTOR	Qualified ED with 1 ED Team
INTEGRATED REGIONAL DIRECTOR	Qualified FIBC with 1 ED Team and Certified
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

Qualifying Point definition = 1 Qualifying Point for every 1,200 **Frontline Qualifying Volume (FQV)** OR 1 Qualifying Point for every qualified Senior Coach Team.