



## Member Compensation Plan

### Definitions

- Direct Referrals: Up to 12 new Members whom you have personally recruited.
- Indirect Referrals: Up to 144 new Members who have been recruited by your direct referrals
- Customer Base Direct referrals + indirect referrals (156 total buyers) who make monthly purchases via their Aboonda Card at participating vendors.

### Performance Bonuses

- **Retail Bonus:** **Up to 10% of gross purchases made by customer base**
  - When average purchases of customer base average \$100-\$199 per month,
    - 2% of gross purchases
  - When average purchases of customer base average \$200-\$299 per month,
    - 4% of gross purchases
  - When average purchases of customer base average \$300-\$399 per month,
    - 6% of gross purchases
  - When average purchases of customer base average \$400-\$499 per month,
    - 8% of gross purchases
  - When average purchases of customer base average \$500 or more per month,
    - 10% of gross purchases

Example: When you referred 8 new members, and each of them has referred 5 new members, and assuming average monthly purchases are \$400 per month, your payment for the month would be \$1,536; or \$18,432 annual.

(8 direct referrals + 40 indirect referrals equals a customer base of 48 buyers, multiplied \$400 average purchases, then multiplied by 8% retail bonus)

- **Leadership Bonus:** **Additional 5% override**
  - Member is paid an additional 5% override when he/she has made 12 direct referrals, and those referrals maintain average purchases exceeding \$500 per month for three consecutive months. Total possible 15% commission

Example: If you referred 12 new members, and each of them has referred 5 new Members, and assuming average monthly purchases are \$500 per month, your payment for the month would be \$5,400; \$750 average purchases = \$8,100

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Maximum Compensation with \$500 avg purchases per month:  
 $156 \times 500 \times .15 = \$11,700 /mo$ , or \$140,400 annual

Maximum Compensation with \$750 avg purchases per month:  
 $156 \times 750 \times .15 = \$17,550 /mo$ , or \$210,600 annual