



# COMPENSATION PLAN

Aepic Global™ reserves the right to implement changes to the Compensation Plan as needed for the benefit of Brand Associates and the Company. There are no guarantees regarding income, and the success or failure of each Brand Associate, like in any other business, depends on each Brand Associate's skills and personal efforts.



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# 1. Retail Sales

As a Brand Associate (BA), there are two ways you can earn retail income:

1. **Replicated Website:** You can sell Aepic Global™ Products from your replicated website and earn a 20% of the total dollar value of the sale. The Business Volume is counted as your Personal Volume.
2. **Personal Inventory Sales:** Retail from your personal inventory and earn the difference between the price you paid and the suggested retail price (MSRP). No additional commissions are paid on sales made from personal inventory.

# 2. Preferred Customer Acquisition Bonus (PCAB)

Brand Associates earn a 15% PCAB on the initial order for each Preferred Customer (PC). All subsequent reorders pay 15%. Auto Delivery Orders process the following month. A 10% commission is generated on all generational referred PCs. PCs can buy at a discounted price! There is no obligation to have an Auto Delivery Order. By using and sharing our products with others, PCs can earn Reward Points up to three different ways and those points can be used towards FREE products.

## THREE WAYS PCs CAN EARN REWARD POINTS

1. **Enroll other PCs**  
When a PC sponsors another PC, the sponsoring PC earns points on that enrollment.  
Note: If a PC enrolled by another PC becomes a Brand Associate (BA), the enrolling PC does not receive commissions.
2. **Set up an Auto Delivery Order and earn points on personal orders**  
A PC with an Auto Delivery Order earns points on his/her own Auto Delivery reorders (excluding the initial enrollment). If the PC stops their Auto Delivery Order, they retain their earned points. If they resume their Auto Delivery Order, they resume earning points starting with their next month's Auto Delivery Order.
3. **Earn bonuses on their personally sponsored PC reorders**  
A PC with an Auto Delivery Order earns points each time any of their personally sponsored PCs reorder!

### 3. Fast Start Bonus

Each time a Brand Associate (BA) sponsors a new BA with an enrollment kit, the sponsoring BA receives a one-time Fast Start Bonus ranging from \$20-\$150. The sponsoring BA also receives 15% bonus on any additional product purchased. **Paid Weekly.**

| Rank                  | Brand Associate | Ruby Associate | Emerald Associate | Marketing Director | Regional MD | National MD | Global MD | 1 STAR GMD | 2 STAR GMD | 3 STAR GMD |
|-----------------------|-----------------|----------------|-------------------|--------------------|-------------|-------------|-----------|------------|------------|------------|
| \$695 Rising Star Kit | \$100           | \$110          | \$115             | \$120              | \$125       | \$130       | \$135     | \$140      | \$145      | \$150      |
| \$195 Starter Kit     | \$20            | \$22           | \$23              | \$24               | \$25        | \$26        | \$27      | \$28       | \$29       | \$30       |

### 4. Fast Start Differential Bonus

Based on your Rank, you can earn Fast Start Differential Bonus from your organization’s new Brand Associates (BA) enrollment kits. These bonuses are the difference between the bonuses you and your downline qualify for. **Paid weekly.**

Example based on \$695 Rising Star Kit:

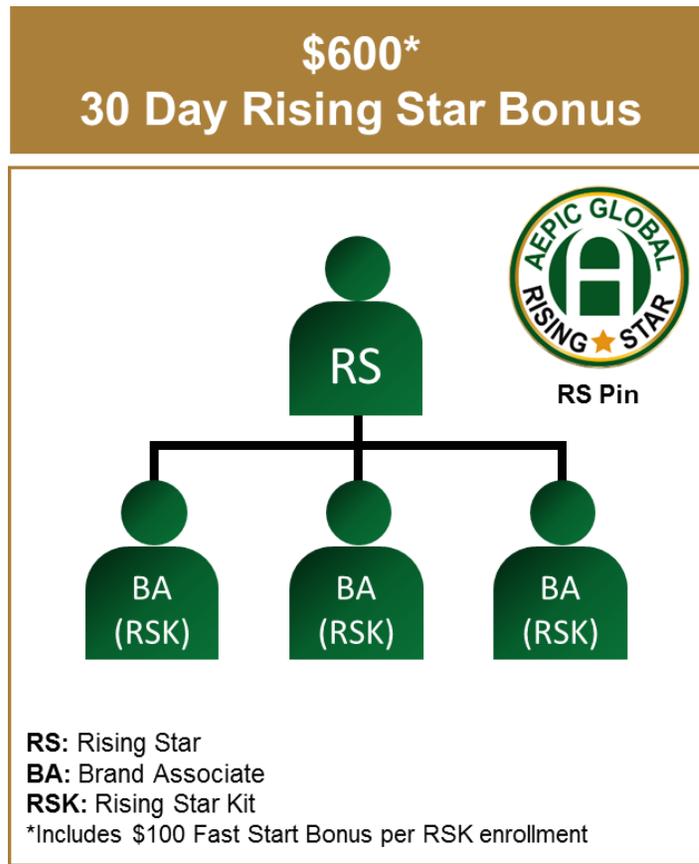
|          |                 |   |               |                                |
|----------|-----------------|---|---------------|--------------------------------|
|          | <b>Enroller</b> |   | <b>Upline</b> |                                |
| Rank     | Ruby Associate  |   | National MD   | National MD Differential Bonus |
| Earnings | \$110           | - | \$130         | = \$20                         |

## 5. Rising Star Program Bonus

The Rising Star Program helps you get your business off to a strong start!

The Rising Star Bonuses provide immediate income for new Brand Associates (BA). Only BA enrolled with a \$695 Rising Star Kit may participate in this special program.

Here's how this program works:

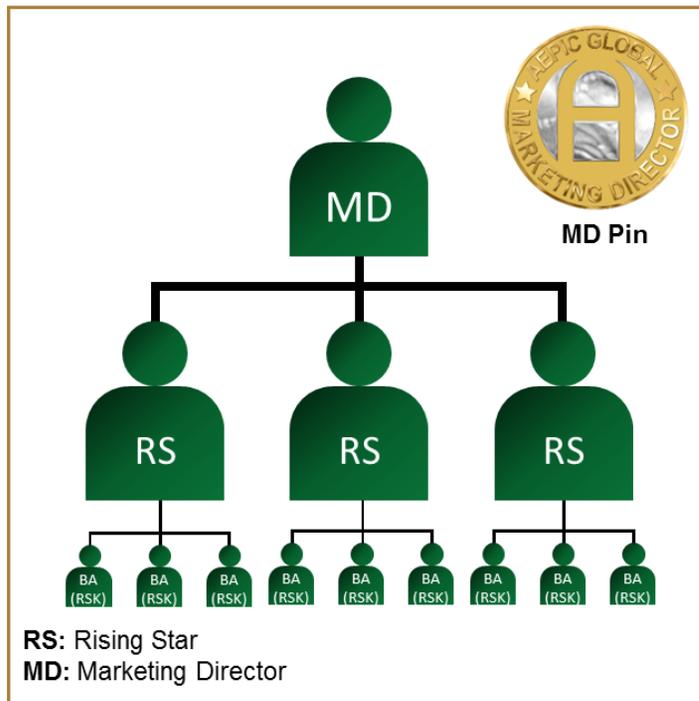


### First 30 Day Plan

- Earn a \$100 Fast Start Bonus\* for each personally sponsored BA that enrolls with a \$695 Rising Star Kit.
- Must Sponsor a minimum of 3 BAs with a \$695 Rising Star Kit.
- Sponsor all three **within 30 days of your enrollment date** and earn an additional 30 Day Rising Star Bonus of \$300, for a total of \$600.

\*At a Ruby Associate rank and above, a higher Fast Start Bonus is paid. See Differential Bonus.

## \$1,000 60 Day Rising Star Bonus

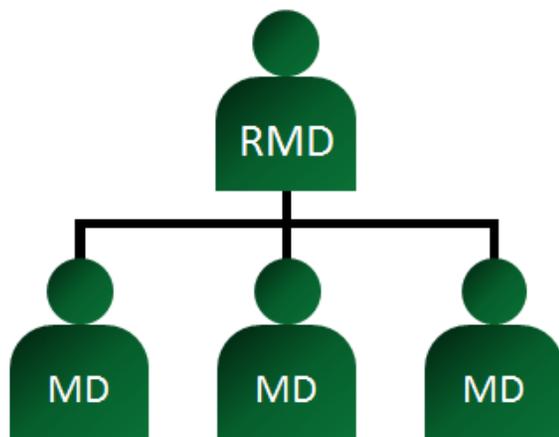


## 60 Day Plan

- Promote 3 Rising Stars **within 60 days of your enrollment** to qualify as a Marketing Director (MD) and receive \$1,000 rank Bonus.
- You must qualify as Rising Star first in order to qualify for 60 Day Rising Star Bonus.

In order to receive ongoing Mentorship Bonuses for ALL who become RISING STARS, you must maintain a Marketing Director Paid-as-Rank or higher.

## \$10,000 90 Day Rising Star Bonus



**RMD:** Regional Marketing Director

\*Must maintain RMD Paid-as-Rank or higher (12 payments of \$833)

## 90 Day Plan

- Promote 3 Rising Star MDs **within 90 days of your enrollment** to qualify for the 90 Day Rising Star Bonus of \$10,000.

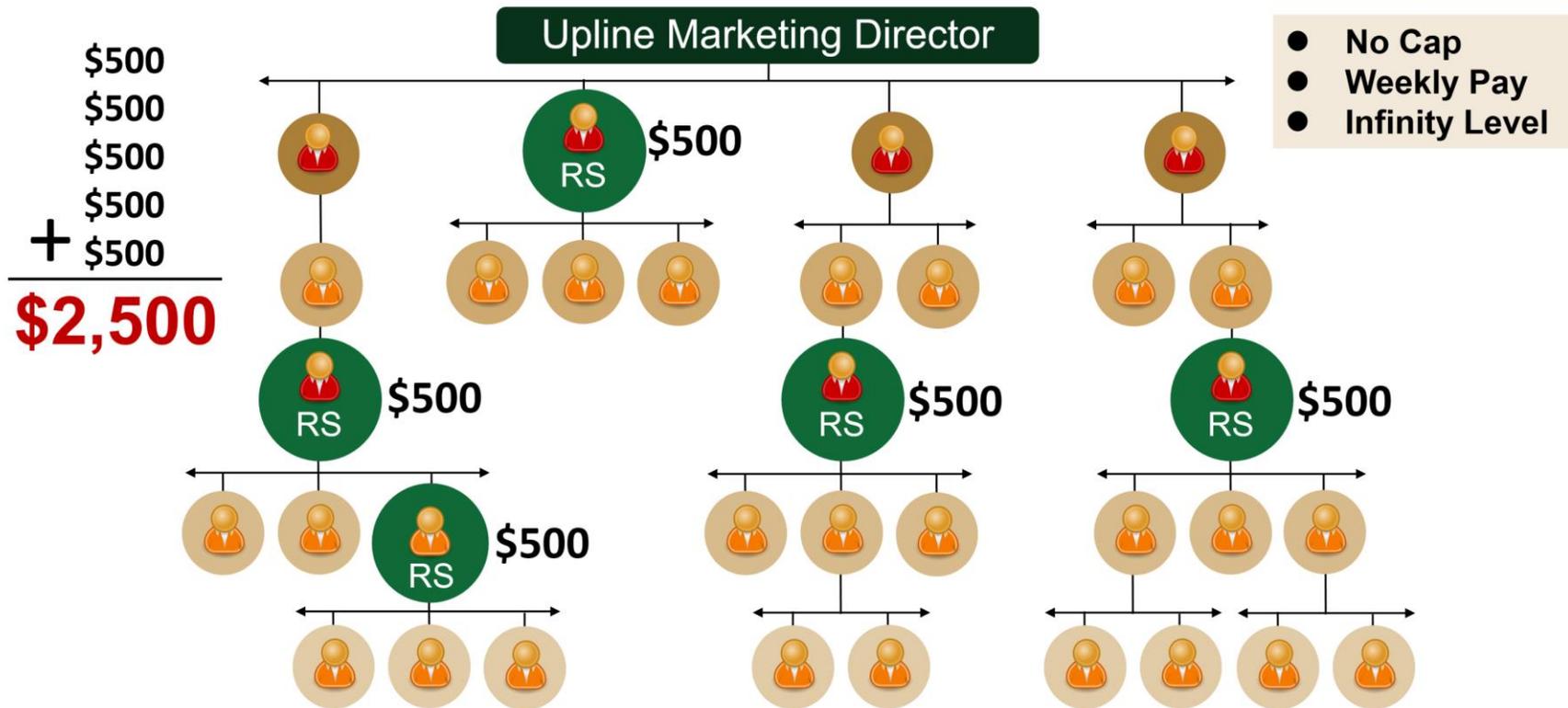
\$10,000 90 Day Rising Star Bonus will be paid in 12 monthly payments of \$833. RMD paid-as-rank must be maintained for payments to be earned for that month.

In order to receive ongoing Mentorship bonuses for ALL who become RISING STARS, you must maintain a Marketing Director Paid-as-Rank or higher.

## 6. Mentorship Bonus

When you qualify as a Marketing Director (MD), you receive a \$500 Mentorship Bonus on an ongoing basis for each Rising Star promotion in your organization, regardless of how deep in your genealogy the new Rising Star may be. There is no cap on the Mentorship Bonuses you may earn in a month. The Mentorship Bonus is only paid to the Rising Stars' first upline Paid-as-Rank Marketing Director or higher. **This bonus is based on the Sponsor Tree. Paid weekly.**

Example:



## 7. Super Team Commissions

The Super Team Commission is the ultimate reward for your dedication and leadership with your organization! You can earn 2-10% of the Business Volume (BV) of your entire organization. Based on your rank, you can earn the difference between your downline's bonus and the bonus you qualify for. **This commission is based on the Sponsor Tree. Paid monthly.**

|  |  |  |  |   |  |  |  |  |
|--|--|--|--|---|--|--|--|--|
| <b>Ruby Associate</b>  | <b>Emerald Associate</b>   | <b>Marketing Director</b>  | <b>Regional Marketing Director</b>   | <b>National Marketing Director</b>  | <b>Global Marketing Director</b>   | <b>1 STAR GMD</b>  | <b>2 STAR GMD</b>  | <b>3 STAR GMD</b>  |
| <b>2%</b><br>on<br>Organization  | <b>3%</b><br>on<br>Organization  | <b>4%</b><br>on<br>Organization  | <b>5%</b><br>on<br>Organization  | <b>6%</b><br>on<br>Organization   | <b>7%</b><br>on<br>Organization  | <b>8%</b><br>on<br>Organization  | <b>9%</b><br>on<br>Organization  | <b>10%</b><br>on<br>Organization   |
|  |  |  |  |  |  |  |  |  |
| <b>INFINITY</b>  |  |  |  |   |  |  |  |  |

## 8. (Dual) Team Commissions

This Team Commission creates stability in commissions and motivates teams! When a new Brand Associate (BA) is sponsored, they go into your Placement Tree. Placement is determined the day of their enrollment. This placement allows the sponsor to strategically place their newly sponsored BAs in the most advantageous spot to maximize income potential and encourage Placement Tree Members. **This commission is based on the Placement Tree. Paid monthly.**

TWO WAYS TO PLACE:

1. You can preset your back office to automatically place new BAs by selecting either 'right side', 'left side', or 'balanced' build. The system will place BAs based on your choice.

OR

2. You can place a new BA by manually selecting an 'open' spot in the Dual Team Tree. Your choice may depend on various factors, such as the number of people within the tree, Business Volume balance, relationships or other personal preferences.

How the Team Commission pays:

Starting with Ruby Associate ranks (200 QGBV), the Team Commission pays up to 10 compressed Ruby Associate Generations or higher, depending on rank. A minimum of two Personally Sponsored Qualified Brand Associates in each Placement Tree Leg. The higher the rank, the more generations are paid.

**THERE IS NO WEEKLY CAP. Legs do not have to be balanced to earn commissions.**

## (DUAL) TEAM COMMISSION TABLE

| Ruby Associate Generation | Ruby Associate | Emerald Associate | Marketing Director | Regional Marketing Director | National Marketing Director | Global Marketing Director | 1 STAR GMD | 2 STAR GMD | 3 STAR GMD |
|---------------------------|----------------|-------------------|--------------------|-----------------------------|-----------------------------|---------------------------|------------|------------|------------|
| Generation 1              | 5%             | 5%                | 5%                 | 5%                          | 5%                          | 5%                        | 5%         | 5%         | 5%         |
| Generation 2              | 5%             | 5%                | 5%                 | 5%                          | 5%                          | 5%                        | 5%         | 5%         | 5%         |
| Generation 3              | 5%             | 5%                | 5%                 | 5%                          | 5%                          | 5%                        | 5%         | 5%         | 5%         |
| Generation 4              | 5%             | 5%                | 5%                 | 5%                          | 5%                          | 5%                        | 5%         | 5%         | 5%         |
| Generation 5              |                | 5%                | 5%                 | 5%                          | 5%                          | 5%                        | 5%         | 5%         | 5%         |
| Generation 6              |                |                   | 3%                 | 3%                          | 3%                          | 3%                        | 3%         | 3%         | 3%         |
| Generation 7              |                |                   |                    | 2%                          | 2%                          | 2%                        | 2%         | 2%         | 2%         |
| Generation 8              |                |                   |                    |                             | 2%                          | 2%                        | 2%         | 2%         | 2%         |
| Generation 9              |                |                   |                    |                             |                             | 2%                        | 2%         | 2%         | 2%         |
| Generation 10             |                |                   |                    |                             |                             |                           | 1%         | 2%         | 3%         |

Global Marketing Director (GMD) have the option to increase their Team Commissions by adding legs to their Placement Tree (see chart below).

|                      | Global MD | 1 STAR GMD | 2 STAR GMD | 3 STAR GMD |
|----------------------|-----------|------------|------------|------------|
| Additional Team Legs | 1         | 2          | 3          | 4          |

## 9. Rank Qualifications

When enrolling with a \$195 Starter Kit or a \$695 Rising Star Kit, a Brand Associate (BA) is a Qualified Brand Associate (QBA) for 30 days and remains a QBA until advancing to a higher rank. Most commissions and Bonuses are determined by your Paid-as-Rank status, which is based on your monthly Qualifying Group Volume (QGV). With each Paid-as-Rank level achieved, income potential increases and becomes your 'Highest Achieved Rank'. The Paid-as-Rank may change within a month, but the Highest Achieved Rank can only go up, not down.

### THREE REQUIREMENTS TO ACHIEVE A RANK

1. Personal Volume (PV)  
Maintain a monthly PV of 50 from personally purchased products and/or retail sales.
2. Personally Sponsored  
Ruby Associates and above must have a minimum of two Personally Sponsored QBAs on each Sponsor Tree Leg.
3. Monthly Qualifying Group Volume (MQGV)  
A minimum MQGV is required to achieve each Rank. For example, to qualify as a Ruby Associate, a 200 MQGV is required. No more than 60% of total BV can come from any one Sponsor Tree leg.

Note: Preferred Customers (PC) are NOT Brand Associates (BA). Any Rank above BA requires a minimum of 50 PV and 2 personally sponsored QBA. For Regional Marketing Director (RMD) and above, other qualifications, terms and conditions may apply.

# RANK QUALIFICATIONS

| Rank                                     | Member | Brand Associate | Ruby Associate     | Emerald Associate  | Marketing Director | Regional MD        | National MD        | Global MD          | 1 STAR GMD         | 2 STAR GMD         | 3 STAR GMD         |
|--|--------|-----------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|
| Qualifying Personal Volume (PV)          | N/A    | 50 PV           | 50 PV              | 50 PV              | 50 PV              | 50 PV              | 50 PV              | 50 PV              | 50 PV              | 50 PV              | 50 PV              |
| Personally Sponsored Brand Associates    |        |                 | 2 Brand Associates |
| Personally Sponsored Marketing Directors |        |                 |                    |                    |                    |                    | 1 QMD              | 2 QMD              | 1 QGMD             | 2 QGMD             | 3 QGMD             |
| Qualifying Group Volume (QGV)            |        |                 | 200 GV             | 2,000 GV           | 5,000 GV           | 10,000 GV          | 20,000 GV          | 50,000 GV          | 100,000 GV         | 150,000 GV         | 200,000 GV         |

## 10. Private Retirement Account (PRA) Bonus

You control it! You own it!

| <b>Emerald Associate</b> | <b>Marketing Director</b> | <b>Regional MD</b> | <b>National MD</b> | <b>Global MD</b> | <b>1 STAR GMD</b> | <b>2 STAR GMD</b> | <b>3 STAR GMD</b> |
|--------------------------|---------------------------|--------------------|--------------------|------------------|-------------------|-------------------|-------------------|
| <b>\$50</b>              | <b>\$75</b>               | <b>\$100</b>       | <b>\$200</b>       | <b>\$300</b>     | <b>\$300</b>      | <b>\$300</b>      | <b>\$300</b>      |

Each month that you qualify for a Rank, you earn cash credit toward a PRA of your choosing. *These credits cannot be taken as cash*—they can only be used toward your own PRA plan through Aepic Financial network of certified PRA professionals. This PRA credit can also be used for immediate family members, including spouse, children, grandchildren, and grandparents.

See PRA Program and agreement for details.

## 11. Executive Car Bonus

Beginning at Global Marketing Director (GMD), you will qualify to earn an Executive Car Bonus. Aepic Global™ will provide an Executive Car Bonus each month you maintain GMD Paid-As-Rank or higher. Please see the Executive Car Bonus Program and agreement for details.



| Global MD | 1 STAR GMD | 2 STAR GMD | 3 STAR GMD |
|-----------|------------|------------|------------|
| \$750     | \$1,000    | \$1,250    | \$1,500    |



# Team Structures

## **SPONSOR TREE:**

Your personally sponsored Brand Associates (BA) are always on Level 1 of your Sponsor Tree. The BA whom they sponsor are always on Level 2 of your Sponsor Tree, etc. Mentorship Bonuses, Super Team Commissions and Rank Advancements are based on this tree.

## **PLACEMENT TREE:**

When a new BA is sponsored, the sponsoring BA may place them within the Dual Team Tree in the following ways: They may preset their back office to automatically place new BAs by selecting either right side, left side, or 'balanced' build. They may also manually place a new BA by selecting an open spot in the Dual Team Tree. The choice may depend on various factors, like the number of people within a leg, Business Volume balance, relationships, or other personal preferences. This placement allows the Sponsor to place a new BA in an open position in their Placement Tree. This may also motivate the receiving BA and potentially provide additional support for an existing sales organization.

## Glossary

**ACTIVE:** Brand Associates (BA) are considered Active as long as they maintain the required Personal Volume (PV) from fully paid product orders during a calendar month. This required volume may come from Auto Delivery Orders, personal orders and/or the volume from retail orders.

**AUTO DELIVERY ORDER:** The option to place automatic orders in advance that bills and ships on the same day each month. Must be scheduled no later than the 27<sup>th</sup> of a calendar month. Auto Delivery Orders ensures that Brand Associates maintain PV rank qualifications to qualify for commissions, bonuses and/or incentive rewards.

**BRAND ASSOCIATE (BA):** An independent distributor who has signed and agreed to Aepic Global™ terms and conditions and placed in the genealogy. BA is the first step in Rank advancement.

**BUSINESS VOLUME (BV):** A company-assigned value for each product and enrollment package for commission and bonus purposes. Qualifying Group Business Volume (QGBV) and Commissionable Volume (CV) may not be the same value.

**COMMISSIONABLE VOLUME (CV):** The company-assigned value of a product sold by a Brand Associate; it determines the amount of commission paid.

**COMPRESSION:** Active Ruby Associates or higher count as a generation in the Dual Team Commission calculation. Dual Team Commissions and Super Team Commissions are compressed. Inactive positions roll up to the next qualified position.

**DOWNLINE:** This refers to any Brand Associate whose placement is underneath you in your Sponsor Tree.

**FAST START BONUS (FSB):** For each new Brand Associate (BA) enrolled with either a \$195 Starter Kit or a \$695 Rising Star Kit, the sponsoring BA will earn a bonus of \$20 - \$150.

**GENEALOGY TREE:** A graphic showing how and where Brand Associates (BA) are placed. A Genealogy Tree may describe either Sponsor or Placement genealogy tree structures.

**GENERATION:** Includes the Ruby Associate or higher in the Dual Team Tree legs. The next generation begins after a Ruby Associate Paid-as-Rank or higher is found.

**GRACE PERIOD:** When a Brand Associate (BA) first qualifies as a Marketing Director or higher, he or she will be paid at that rank for two months: the month the higher rank is achieved and the next consecutive month. The BA must remain Active to qualify for the Grace Period.

**GROUP VOLUME (GV):** The total business volume of a Brand Associate (BA) and their downline organization. Includes Preferred Customer (PC) orders and online retail sales.

**LEG:** A leg is a portion of a Brand Associate's (BA) organization, starting at one of their first-level BA and including their entire organization.

**MENTORSHIP BONUS:** A Bonus paid to the first qualifying upline Paid-as-Rank Marketing Director when any new Brand Associate in his/her Sponsor Tree qualifies as a Rising Star.

**PAID-AS-RANK (PAR):** The Rank at which a Brand Associate (BA) is qualified to receive commissions. PAR is based on the qualification requirements you have met for that pay period. Your PAR is the level that you achieved in the previous monthly cycle or the previous weekly period, whichever is highest.

**PERSONAL SPONSOR:** The Brand Associate (BA) who personally sponsors a new BA and/or Preferred Customer (PC).

**PERSONAL VOLUME (PV):** Qualifying Volume that is generated through a Brand Associate's (BA) personal product purchases. It also includes volume from retail product purchases made directly from your Replicated Website.

**PLACEMENT SPONSOR:** A Brand Associate (BA) who is directly under another BA in the Placement Tree. The Placement Sponsor may not be the BA's personal sponsor.

**PREFERRED CUSTOMER (PC):** A member that is able to purchase products at a discounted price with no obligation to have an Auto Delivery Order and are eligible to earn Reward Points towards free products.

NOTE: If a PC enrolled by another PC becomes a Brand Associate (BA), the enrolling PC does not receive commissions.

**PREFERRED CUSTOMER ACQUISITION BONUS (PCAB):** Brand Associate (BA) can earn 15% on the initial order for each Preferred Customer (PC) and all following reorders pay 15%. Auto Delivery Orders process the following month. A 10% commission is generated on all generational referred PCs.

**PREFERRED CUSTOMER BUSINESS VOLUME (PCBV):** A Company-assigned business value for volume that is generated from product purchases made directly by a Preferred Customers (PC). Used for Rank qualification purposes.

**PREFERRED CUSTOMER COMMISSIONABLE VOLUME (PCCV):** A Company-assigned commissionable value for volume that is generated from product purchases made directly by a Preferred Customers (PC). Used for commission purposes.

**QUALIFYING BUSINESS VOLUME (QBV):** The Company-assigned business value of a product used for rank, commissions and bonus qualification purposes.

**QUALIFYING GROUP VOLUME (QGV):** The total Business Volume (BV) of a Brand Associate (BA) and their downline organization in the Sponsor Tree that determines Paid-As-Rank. Includes BA's Personal Volume (PV).

**RANK:** The level of achievement in the Compensation Plan that determines the specific commissions and bonuses the Brand Associate (BA) is eligible to earn. Rank is determined by Group Business Volume (GBV) in the Sponsor Tree.

**REWARD POINTS:** Points a Preferred Customer (PC) earns that are eligible towards free products. There are three ways to earn; set up a personal Auto Delivery Order, enroll other PCs, and all personally sponsored PC reorders.

**RETAIL CUSTOMER:** A customer that only purchases product and pays MSRP (Retail) Price. Is not placed in the Sponsor Tree or Placement Tree. Not eligible for commissions, bonuses, or reward points.

**RUBY ASSOCIATE GENERATIONS:** All active Ruby Associates up to the next qualified Ruby Associate or higher in your Placement Tree. Team commissions are paid based on Ruby Associate generations or higher.

**SPONSOR:** The term referring to a Brand Associate (BA) or above who personally sponsors another BA or Preferred Customer (PC).

**UPLINE:** This refers to the Brand Associate (BA) above another BA or higher in the genealogy.

**60% QUALIFYING GROUP VOLUME (QGV) RULE:** No more than 60% of the QGV may come from a single Sponsor Tree leg. Used in determining the QGV requirements.



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