

**Customer  
Acquisition  
Pay-Plan**

**Anovivé**

The logo for Anovivé features a stylized tree where the trunk is a brown human figure with arms raised, and the canopy is composed of several green leaves. The word "Anovivé" is written in a bold, blue, sans-serif font, with the tree graphic integrated into the letter 'v'.

# A New YOU Starts TODAY... With Anovité



## Our Compensation Plan

The Anovite compensation plan was designed to provide you with multiple streams of income. With the Anovite opportunity, you get to choose how big your business will become. We want to pay you quickly. That's why all commissions and bonuses are **paid weekly** (earn this week... get paid next week).

### Fusion Binary Compensation Plan

Anovite uses a fusion binary compensation plan.

#### What does a Fusion Binary mean?

14 ways of making MONEY, fused with just 2! We have 13 bonuses built into our binary, which allows you to secure your future and dreams by working with just two people!

A fusion is a union of two elements. When you enroll as an Associate, you will be placed into two organizations. We call them a binary downline and an enrollment downline.

“Bi” means “two.” In the binary downline, each Associate can have two legs, a left leg and a right leg.

As a new Associate, you will be placed into the left leg or right leg of your sponsor's binary downline. Like your sponsor, you will build two legs, a left and a right.

A leg includes the one Associate at the top of your left or right leg and all of the Associates in that leg.

Together, both legs are your binary downline. When you personally enroll an Associate, that Associate will be placed into your left or your right leg.

The system will choose the leg for you and place the new Associate into the first open spot in that leg.

Your sponsor and others in your upline may also place people into your binary downline. As you and your binary downline Associates and Customers place orders with Anovite, bonus volume will be generated upon which bonuses are paid.

In addition to the binary downline, each Associate also has an enrollment downline. Your enrollment downline is not limited to two legs. In the enrollment downline, each Associate you enroll is placed into your first level, and each Associate that your first level Associate's enroll is placed into your second level.

# 13 Ways To Get Paid



As an Anovite Associate, there are 13 ways for you to earn money. You can be paid...

- 1 Retail Bonus:** Enables you to earn income by purchasing products at wholesale and then selling them at retail.
- 2 First-Order Bonus:** Active Associates may earn a one-time first-order bonus on every new first-order with BV (excluding Fast-Start Pack Orders).
- 3 Customer Advantage Bonus:** Every time a Customer makes a purchase of product the associated Bonus Volume (BV) is placed into the pay-leg; increasing the number of pay cycles for the Associate. BV helps you to earn Team Bonuses.
- 4 Smartship Advantage Program:** We reward our Associates and their Customers for maintaining a Smartship with accumulated credits. Credits can be used to receive FREE product.
- 5 Fast-Start Bonuses:** Active Associates may earn a one-time only Fast-Start Bonus from each personally enrolled Associate. Bonuses are: **\$75** or **\$150**.
- 6 Fast-Start Mentor Bonuses:** The Active Enroller of the Enroller earns a Fast-Start Mentor Bonus of **\$24** or **\$25**.
- 7 Team Bonuses:** Active Associates, receive Binary Commission of **\$25.00** for the first two **100BV** cycles of lesser leg volume, additionally, **\$10.00** on all **100BV** cycles beyond the first two every week.
- 8 Matching Team Bonuses:** Getting paid a percentage of the team bonuses earned by others is a great way to increase your income. With Anovite, when you are paid-as a Director or above, you will earn up to **10%** match on the team bonuses earned by ALL associates in your Enroller tree. The amount of the Matching Team Bonuses you earn is limited only by your paid-as rank.
- 9 Rank Advancement Bonuses:** A one-time payout for growing your team and advancing in rank. When an Associate works with their team and advances from Star Associate to Silver Director paid-as titles and above for the first time he/she will receive a one-time cash bonus.
- 10 Car/Lifestyle Bonuses:** Paid-as rank of Bronze Director and above will earn a weekly car bonus; the amount will start at **\$100.00** per week up to **\$375.00** per week to help Associates drive in style.
- 11 Ruby Executive Pool:** One percent (**1%**) of the total BV for the week to be shared proportionally.
- 12 Emerald Executive Pool:** One percent (**1%**) of the total BV for the week to be shared proportionally.
- 13 Diamond Executive Pool:** One percent (**1%**) of the total BV for the week to be shared proportionally.



# Bonus and Qualification Explanation

## RETAIL INCOME

Enroll as an Associate Builder and develop a retail customer base by ordering products at wholesale price and selling at the retail price. This results in **Retail Income**. Sell Anovité products offline person-to-person or online through your personal website. Track all your online sales real-time through your back-office, accessible anywhere, anytime. **Retail Income** from online orders is **Paid Weekly**.

## SMARTSHIP ADVANTAGE CUSTOMER ADVANTAGE FREE Product for EVERYONE...

Smartship is our automatic monthly ordering program for Associates and your retail and wholesale customers.

In addition to our lucrative compensation plan, Anovite offers both Associates and retail customers the opportunity to earn FREE product credit as a loyalty reward of our Smartship Advantage Program.

Free product credit is awarded in gift certificates at the beginning of each month, calculated as a percentage of the prices you paid for items on your Smartship orders in the previous month.

AUTOSHIP CONSECUTIVE MONTH COUNT	GIFT CERTIFICATE (REBATE)
1-3	10%
4-6	20%
7+	30%

### What Should I Do With My FREE Product Credit?

We recommend that you use your free product credit to try new products or to order more of the products you love best. You may redeem your free product credit on individual orders placed that are not Smartship orders. Each gift certificate you receive will expire 12 months after its issue date. To maximize your free product, stay on Smartship.

The percentage of free product you will earn monthly increases based on the number of consecutive months you have Smartship orders. If you skip a month or more, you'll start over at **10%** when your Autoship orders begin again.





# Bonus and Qualification Explanation

## PERSONAL VOLUME (PV) PERSONAL QUALIFYING VOLUME (PQV) (i.e. - being “active”)

With the exception of Retail Bonus which requires that an Associate only be registered and in good standing with the company... to be eligible and qualified to earn all other bonuses requires an Associate, depending on rank achieved, to be “active” with **50qv** or **100qv** in personal volume within the last 5 weekly pay-periods (current week plus previous 4 weeks).

“Active” personal volume is generated from the QV assigned to your personal purchases and/or from the QV assigned to the purchases of your personally enrolled retail and wholesale Customers. All products purchased from Anovité generate volume with the exception of our basic starter kit, sales aids, replicating websites, shipping and handling, sales taxes, and other items for which volume is not applicable.

## All of Anovité’s commissionable products are assigned:

**Bonus Volume (BV)** - BV assigned to the products is used to calculate Team Bonuses and it may also be used for determining eligibility for a particular bonus or rank requirement which will be explained further in the additional pages in this document.

**Qualifying Volume (QV)** - QV assigned to the products is used ONLY in establishing “activity” and to determine lesser-leg QV for rank advancement and rank maintenance. With the exception of packs and first orders QV (Qualifying Volume) is equivalent to BV. The QV assigned to Packs is the actual purchase price of a Pack and on First Orders it is double the BV (since BV is reduced by 50% on First Orders). QV does not apply to Distributor Kits or marketing materials.

**BONUS  
VOLUME (BV)**  
versus  
**QUALIFYING  
VOLUME (QV)**



# Bonus and Qualification Explanation

Anovite pays a first order bonus on every new first order with BV (excluding Fast-Start pack orders). Every “active” associate is eligible to earn first order bonuses on the first product order with BV of every new customer or associate.

The first order product commission\* is **25%** of the purchase price of the first order (excluding Fast-Start packs).

*\*All first-order BV is reduced by 50%.*

## FIRST ORDER BONUS

### EXAMPLES:

1. One bag of LimuZ 6 has a wholesale price of **\$56.00**; a **25%** commission would be **\$14.00**;
2. Two pounds of Colostrum6 powder has a wholesale price of **\$162.00**; a **25%** commission would be **\$40.50**.

*\* All first-orders orders have a one-time 50% BV reduction (Excludes Fast-Start Pack Orders)*

## FAST-START BONUS & FAST-START MENTOR BONUS

FAST-START PACK COST	BV	QV	FAST-START BONUS	FAST-START MENTOR BONUS
<b>\$299.95</b>	<b>100</b>	<b>300</b>	<b>\$75</b>	<b>\$24</b>

Our Fast-Start Packs are a great way to get started with Anovite. These **optional** packs, include a great assortment of items you’ll want to help you “fast-start” your business!

### Fast-Start Qualified

Be Fast-Start Qualified by being “active” with **50qV** and:

- (a) purchasing a Fast-Start Pack; **or**
- (b) accumulating a total of **300qV** in personal volume.

As an “active” **Fast-Start Qualified** Associate, you earn Fast-Start Bonuses on the purchases of Fast-Start Packs from your personally enrolled Associates, retail and wholesale customers. You also earn **Fast-Start Mentor Bonuses** from the sales of Fast-Start Packs made by your personally enrolled Associates to their personally enrolled Associates, retail and wholesale customers.



# Bonus and Qualification Explanation

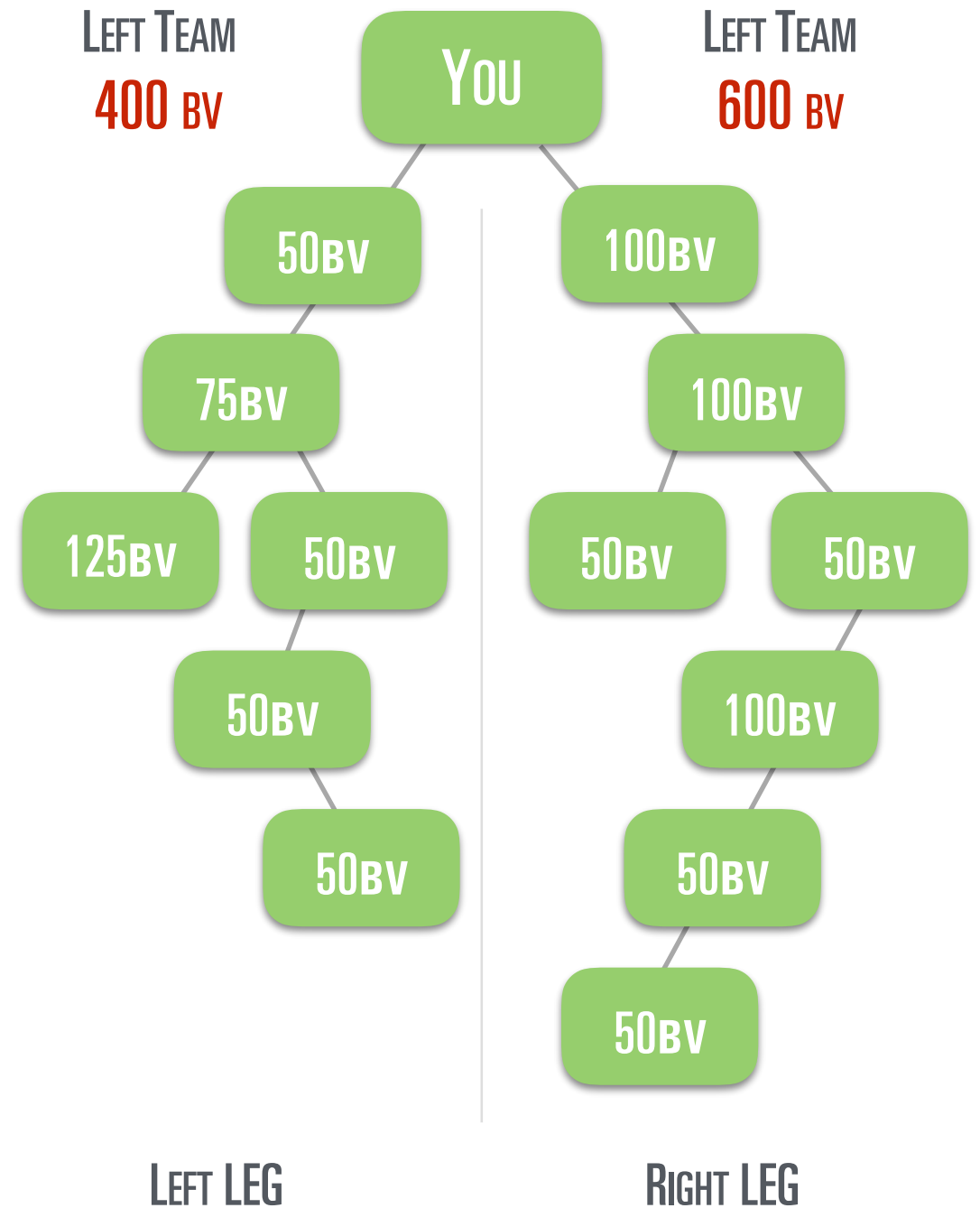
## TEAM BONUS

As an “active” Associate... weekly Team Bonuses are earned based on rank and the Bonus Volume (BV) of the lesser leg.

When the lesser volume leg accumulates at least **100BV** a “cycle” is created and every increment of an additional **100BV** in the lesser leg (pay-leg) creates additional “cycles.” Upon each cycle of **100BV** a Team Bonus of **\$25.00** is generated from the first two[2] cycles and **\$10.00** thereafter on all cycles beyond the first two[2], every week.

**Example to the right:** four[4] cycles are generated (\$25+\$25+\$10+\$10). **\$70.00** would be paid on the lesser volume leg of **400BV** and this volume is subtracted from both right and left team legs. Using the example, next week would begin with **0BV** in the left leg and **200BV** in the right leg as an “active” Associate with a minimum of **50qv** Personal Volume in the last 5 weekly pay-periods (current week plus previous 4 weeks). The unused BV in each of the two legs roll forward from one week to the next, so you may get paid upon it in future weeks. Inactivity (less than **50qv** Personal Volume) will cause the left and right leg unused BV be zeroed out.

To help keep volumes balanced, Associates should enroll new Associates into both legs. To strengthen the lesser volume leg, an Associate should place additional newly enrolled Associates into his or her lesser volume leg. As a Team Bonus is paid, the volume upon which it is paid is subtracted from the accumulated volume in each of your two legs.



# Bonus and Qualification Explanation



## MATCHING TEAM BONUS

PAID-AS RANK	CAP % PERSONAL TEAM BONUS
DIRECTOR	20%
BRONZE DIRECTOR	26%
SILVER DIRECTOR	32%
GOLD DIRECTOR	38%
EXECUTIVE	44%
RUBY EXECUTIVE	50%
EMERALD EXECUTIVE	56%
DIAMOND EXECUTIVE	62%
DOUBLE DIAMOND EXEC	72%
TRIPLE DIAMOND EXEC	84%
BLACK DIAMOND EXEC	100%

“Active” Directors or higher earn matching Team Bonuses on **EVERY** Associate in the enrollment tree downline (no level restrictions).

Matching Team Bonuses are calculated using two criteria:

1. The first criteria is **10%** of all of the Team Bonus earnings of **EVERY** Associate in your enrollment tree downline.
2. The second criteria is a not-to-exceed cap of your personally earned Team Bonuses, which is a percentage based on the paid-as rank. (See chart.)

Matching Team Bonuses are the smaller of the two above.

### Examples -

Based on **10%** of **EVERY** Associate's Team Bonus = **\$1,000**

- **Director** earns **\$800** in Team Bonuses.
  - ✓ **20%** Cap of **\$800** = **\$160**
  - ✓ **\$160** Matching Team Bonus (smaller of two)
- **Ruby Executive** earns **\$3,000** in Team Bonuses.
  - ✓ **50%** Cap of **\$3,000** = **\$1,500**
  - ✓ **\$1,000** Matching Team Bonus (smaller of two)



# Bonus and Qualification Explanation



## RANK ADVANCEMENT BONUS

Our compensation plan encourages and rewards you when you personally advance through the upper ranks. The amount you'll earn for each first-time rank promotion increases as you climb higher.

PAID-AS RANK	ONE-TIME BONUS
STAR ASSOCIATE	<b>\$100</b>
TWO STAR ASSOCIATE	<b>\$200</b>
DIRECTOR	<b>\$300</b>
BRONZE DIRECTOR	<b>\$400</b>
SILVER DIRECTOR	<b>\$500</b>

## CAR/LIFESTYLE BONUS

Want a new car? You'll love our Car Bonuses... we pay them weekly. If you don't need a car, you can use your Car/Lifestyle Bonus for other purposes. The amount you'll earn increases based on your paid-as rank.

PAID-AS RANK	WEEKLY CAR LIFESTYLE BONUS
DIRECTOR	-
BRONZE DIRECTOR	<b>\$100</b>
SILVER DIRECTOR	<b>\$125</b>
GOLD DIRECTOR	<b>\$150</b>
EXECUTIVE	<b>\$225</b>
RUBY EXECUTIVE	<b>\$300</b>
EMERALD EXECUTIVE & HIGHER	<b>\$375</b>

# Bonus and Qualification Explanation



## RUBY, EMERALD, AND DIAMOND EXECUTIVE POOL BONUSES

Each week, **3%** of the Bonus Volume (BV) generated from product orders placed by Associates and customers is placed into the Ruby Executive Pool (**1%**), Emerald Executive Pool (**1%**), and the Diamond Executive Pool (**1%**).

- Active Associates paid-as Ruby Executives or above are qualified to earn shares in the Ruby Executive Pool.
- Paid-as Emerald Executive rank or higher are qualified to earn shares in the Emerald Executive Pool.
- Paid-as Diamond Executive rank or higher, in addition to earning shares in the Ruby Executive and Emerald Executive Pools, earn shares in the Diamond Executive Pool.

## BINARY CAP

Binary compensation plans are popular because they do what no other compensation plan type can do, and that is, they pay the upline on an unlimited number of levels of downline volume. Of course, that doesn't mean that Anovite can pay out an unlimited amount of compensation, because if we did, unfortunately we wouldn't stay in business, and neither would you.

To ensure business stability, each week up to **55%** of the total Company BV is available for payout of commissions and bonuses. When needed, Anovite may adjust compensation on a prorata basis in order to maintain the **55%** cap.

Also, for each Associate, a maximum of **300,000<sup>BV</sup>** per leg each week may carry over to the next week.

### *How These Pools Work*

*Each enrollment downline leg begins with a personally enrolled Associate and includes all of the Associates personally enrolled by that Associate and his or her personally enrolled Associates, all the way down the leg.*

*The enrollment downline sales volume (EDSV) is adjusted so that no more than 50% is counted from any one of your enrollment legs, is the basis upon which you will earn shares in this pool. For each BV of adjusted EDSV, you will earn one share in one, two, or three of the pools.*

*For each of these three pools, the total number of shares in the pool is the sum of all shares earned by all participants for that pool. Weekly, the amount in each pool, is divided by the total number of shares earned to obtain the value of each share. Each week, all pool participants are then paid the value of his or her shares.*

# Ranks & Abbreviations



## ASSOCIATE (A)



To begin, join us as an Anovite Associate. To join, all you need to do is...

- Complete an Associate Application and Agreement
- Purchase a Basic Starter Kit or a Fast-Start Pack (In North Dakota, the kit purchase is optional)

Associates earn Retail Profit on products sold to retail customers and are paid a Retailer Bonus on purchases made directly from Anovite by personally enrolled Retail Customers.

When an Associate has **50QV** of Personal Qualification Volume within the last 5 weekly pay-periods (current week plus previous 4 weeks), you will be “active.” After you purchase a Fast-Start Kit or after you accumulate a total of **100BV** of personal volume, you will be Fast-Start Qualified and you are eligible to earn Fast-Start Bonuses and Fast-Start Mentor Bonuses.

## SENIOR ASSOCIATE (SRA)



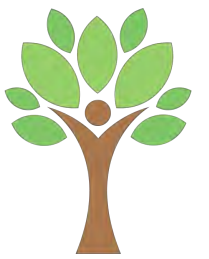
When in the same week you are active and have 2 active personally enrolled Associates with at least one in each of your two binary legs, you will be promoted to Senior Associate.

Just like an Associate, you can earn Retail Profit on products you sell to customers and you will be paid a Retailer Bonus on purchases made directly from Anovite by your personally enrolled Retail Customers.

When you are active and Fast-Start Qualified, you are also eligible to earn Fast-Start Bonuses and Fast-Start Mentor Bonuses.

Active Senior Associates may earn up to **\$1,000 per week** in Team Bonuses.

# Ranks & Abbreviations



## STAR ASSOCIATE (STA)



In the same week you are active, have 2 active personally enrolled Associates with at least one in each of your two legs, and you have accumulated **500QV** or more in lesser-leg volume during the last 5 weekly pay-periods (current week plus previous 4 weekly periods), you will be promoted to Star Associate.

Star Associates may earn up to **\$1,000 per week** in Team Bonuses.

As a new Star Associate, you'll earn a **one-time \$100 rank promotion bonus**.

## TWO STAR ASSOCIATE (TSA)



When in the same week you are active, have 2 active personally enrolled Associates with at least one in each of your two legs, and you have accumulated **1,500QV** or more lesser-leg volume during the last 5 weekly pay-periods (current week plus previous 4 weekly periods), you will be promoted to Two Star Associate.

After you are promoted to Two Star Associate, you'll be paid-as a Two Star Associate weekly when you are active and meet your rank promotion requirements.

Two Star Associates may earn up to **\$1,000 per week** in Team Bonuses.

As a new Two Star Associate, you'll earn a **one-time \$200 rank promotion bonus**.



# Ranks & Abbreviations



## DIRECTOR (DIR)



When in the same week you are active, have 2 active personally enrolled Associates with at least one in each of your two legs, have one paid-as Star Associate in your enrollment downline leg\*, and you have accumulated **3,000QV** in lesser-leg volume during the last 5 weekly pay-periods (current week plus previous 4 weekly periods), you'll promote to Director.

\*An enrollment downline leg contains a personally enrolled Associate and all of the Associates enrolled by that Associate and everyone beneath that person.

After you are promoted to Director, you'll be paid-as a Director weekly when you are active and meet your rank promotion requirements.

Directors may earn up to **\$1000 per week** in Team Bonuses.

As a paid-as Director, you will earn a **10% Matching Team Bonus** on the Team Bonuses earned by all Associates in your enrollment downline. Your total Matching Team Bonus weekly is **capped at 20% of your Team Bonuses**.

As a new Director, you'll earn a **one-time \$300 rank promotion bonus**.

## BRONZE DIRECTOR (BD)



When in the same week you are active, have 2 active personally enrolled Associates with at least one in each of your two legs, have one paid-as Star Associate in your enrollment downline leg, you have **1,000BV** of Enrollment Downline Sales Volume (EDSV) with no more than **500BV** from any one enrollment leg, and you have accumulated **9,000QV** in lesser-leg volume during the last 5 weekly pay-periods (current week plus previous 4 weekly periods), you'll promote to Bronze Director.

You may also earn up to **\$1,500 per week** in Team Bonuses.

As a paid-as Bronze Director, you will earn a **10% Matching Team Bonus** on the Team Bonuses earned by all Associates in your enrollment downline. Your total Matching Team Bonus weekly is **capped at 26% of your Team Bonuses**.

As a new Bronze Director, you'll earn a **one-time \$400 Director rank promotion bonus**, and included in your first week, and each week thereafter you are paid-as a Bronze Director, you'll earn a **\$100 weekly car bonus**.

# Ranks & Abbreviations



## SILVER DIRECTOR (SD)



When in the same week you are active, have 2 active personally enrolled Associates with at least one in each of your two legs, have one paid-as Star Associate in your enrollment downline leg, you have **5,000BV** of Enrollment Downline Sales Volume (EDSV) with no more than **2,500BV** from any one enrollment leg, and you have accumulated **18,000QV** in lesser-leg volume during the last 5 weekly pay-periods (current week plus previous 4 weekly periods), you'll promote to Silver Director.

As a new Silver Director, you'll earn a **one-time \$500 rank promotion bonus** and each week you are paid-as a Silver Director, including your first week, you'll earn a **\$125 weekly Car Bonus**.

You may also earn up to **\$2,500 per week** in Team Bonuses.

As a paid-as Silver Director you will earn a **10% Matching Team Bonus** on the Team Bonuses earned by all Associates in your enrollment downline. Your total Matching Team Bonus weekly is **capped at 32% of your Team Bonuses**.

## GOLD DIRECTOR (GD)



When in the same week you are active, have 2 active personally enrolled Associates with at least one in each of your two legs, have one paid-as Star Associate in your enrollment downline leg, you have **7,500BV** of Enrollment Downline Sales Volume (EDSV) with no more than **3,750BV** from any one enrollment leg, and you have accumulated **30,000QV** in lesser-leg volume during the last 5 weekly pay-periods (current week plus previous 4 weekly periods), you'll promote to Gold Director.

Each week you are paid-as a Gold Director, you'll earn a **\$150 weekly Car Bonus**.

You may also earn up to **\$4,000 per week** in Team Bonuses.

As a paid-as Gold Director, you will earn a **10% Matching Team Bonus** on the Team Bonuses earned by all Associates in your enrollment downline. Your total Matching Team Bonus weekly is **capped at 38% of your Team Bonuses**.

# Ranks & Abbreviations



## EXECUTIVE (E)



When in the same week you are active, have 2 active personally enrolled Associates with at least one in each of your two legs, have one paid-as Star Associate in your enrollment downline leg, you have **10,000BV** of Enrollment Downline Sales Volume (EDSV) with no more than **5,000BV** from any one enrollment leg, and you have accumulated **60,000QV** in lesser-leg volume during the last 5 weekly pay-periods (current week plus previous 4 weekly periods), you'll promote to Executive.

Each week you are paid-as an Executive, you'll earn a **\$225 weekly Car Bonus**.

You may also earn up to **\$6,000 per week** in Team Bonuses.

As a paid-as an Executive, you will earn a **10% Matching Team Bonus** on the Team Bonuses earned by all Associates in your enrollment downline. Your total Matching Team Bonus weekly is **capped at 44% of your Team Bonuses**.

## RUBY EXECUTIVE (RE)



When in the same week you are active, have 2 active personally enrolled Associates with at least one in each of your two legs, have one paid-as Star Associate in your enrollment downline leg, you have **15,000BV** of Enrollment Downline Sales Volume (EDSV) with no more than **7,500BV** from any one enrollment leg, and you have accumulated **120,000QV** in lesser-leg volume during the last 5 weekly pay-periods (current week plus previous 4 weekly periods), you'll promote to Ruby Executive.

Each week you are paid-as a Ruby Executive, you'll earn a **\$300 weekly Car Bonus**.

You may also earn up to **\$8,000 per week** in Team Bonuses.

As a paid-as Ruby Executive, you will earn a **10% Matching Team Bonus** on the Team Bonuses earned by all Associates in your enrollment downline. Your total Matching Team Bonus weekly is **capped at 50% of your Team Bonuses**.

Also, you will **earn shares and be paid Ruby Executive Pool Bonuses** each week you are paid-as a Ruby Executive.



# Ranks & Abbreviations



## EMERALD EXECUTIVE (EE)



When in the same week you are active, have 2 active personally enrolled Associates with at least one in each of your two legs, have one paid-as Star Associate in your enrollment downline leg, you have **20,000BV** of Enrollment Downline Sales Volume (EDSV) with no more than **10,000BV** from any one enrollment leg, and you have accumulated **180,000QV** in lesser-leg volume during the last 5 weekly pay-periods (current week plus previous 4 weekly periods), you'll promote to Emerald Executive.

Every week you are paid-as an Emerald Executive, you'll earn a **\$375 weekly Car Bonus**.

You may also earn up to **\$10,000 per week** in Team Bonuses.

As a paid-as Emerald Executive, earn a **10% Matching Team Bonus** on the Team Bonuses earned by all Associates in your enrollment downline. Your total Matching Team Bonus weekly is **capped at 56% of your Team Bonuses**.

Last, but not least, you will **earn shares and be paid Emerald Executive Pool Bonuses and Ruby Executive Pool Bonuses** each week you are paid-as an Emerald Executive.

## DIAMOND EXECUTIVE (DE)



When in the same week you are active, have 2 active personally enrolled Associates with at least one in each of your two legs, have one paid-as Star Associate in your enrollment downline leg, you have **25,000BV** of Enrollment Downline Sales Volume (EDSV) with no more than **12,500BV** from any one enrollment leg, and you have accumulated **250,000QV** in lesser-leg volume during the last 5 weekly pay-periods (current week plus previous 4 weekly periods), you'll promote to Diamond Executive.

Every week you are paid-as a Diamond Executive, you'll earn a **\$375 weekly Car Bonus**.

You may also earn up to **\$12,000 per week** in Team Bonuses.

As a paid-as Diamond Executive, earn a **10% Matching Team Bonus** on the Team Bonuses earned by all Associates in your enrollment downline. Your total Matching Team Bonus weekly is **capped at 62% of your Team Bonuses**.

Last, but not least, you will **earn shares and be paid Diamond Executive Pool Bonuses, Emerald Executive Pool Bonuses and Ruby Executive Pool Bonuses** each week you are paid-as a Diamond Executive.



# Ranks & Abbreviations



## DOUBLE DIAMOND EXECUTIVE (DDE)



When in the same week you are active, have 2 active personally enrolled Associates with at least one in each of your two legs, have one paid-as Star Associate anywhere in any enrollment downline leg, you have **40,000BV** of Enrollment Downline Sales Volume (EDSV) with no more than **20,000BV** from any one enrollment leg, and you have accumulated **400,000QV** in lesser-leg volume during the last 5 weekly pay-periods (current week plus previous 4 weekly periods), all for 4 consecutive weeks, you'll be promoted to Double Diamond Executive.

Every week you are paid-as a Double Diamond Executive, you'll earn a **\$375 weekly Car Bonus**.

You may also earn up to **\$14,000 per week** in Team Bonuses.

As a paid-as Double Diamond Executive, earn a **10% Matching Team Bonus** on the Team Bonuses earned by all Associates in your enrollment downline. Your total Matching Team Bonus weekly is **capped at 72% of your Team Bonuses**.

Also, you will **earn shares and be paid Diamond Executive Pool Bonuses, Emerald Executive Pool Bonuses and Ruby Executive Pool Bonuses** each week you are paid-as a Double Diamond Executive.

## TRIPLE DIAMOND EXECUTIVE (TDE)



When in the same week you are active, have 2 active personally enrolled Associates with at least one in each of your two legs, have one paid-as Star Associate anywhere in any enrollment downline leg, you have **60,000BV** of Enrollment Downline Sales Volume (EDSV) with no more than **30,000BV** from any one enrollment leg, and you have accumulated **600,000QV** in lesser-leg volume during the last 5 weekly pay-periods (current week plus previous 4 weekly periods), all for 4 consecutive weeks, you'll be promoted to Triple Diamond Executive.

Every week you are paid-as a Triple Diamond Executive, you'll earn a **\$375 weekly Car Bonus**.

You may also earn up to **\$18,000 per week** in Team Bonuses.

As a paid-as Triple Diamond Executive, earn a **10% Matching Team Bonus** on the Team Bonuses earned by all Associates in your enrollment downline. Your total Matching Team Bonus weekly is **capped at 84% of your Team Bonuses**.

Also, you will **earn shares and be paid Diamond Executive Pool Bonuses, Emerald Executive Pool Bonuses and Ruby Executive Pool Bonuses** each week you are paid-as a Triple Diamond Executive.

# Ranks & Abbreviations



## BLACK DIAMOND EXECUTIVE (BDE)



When in the same week you are active, have 2 active personally enrolled Associates with at least one in each of your two legs, have one paid-as Star Associate anywhere in any enrollment downline leg, you have **80,000BV** of Enrollment Downline Sales Volume (EDSV) with no more than **40,000BV** from any one enrollment leg, and you have accumulated **800,000QV** in lesser-leg volume during the last 5 weekly pay-periods (current week plus previous 4 weekly periods), all for 4 consecutive weeks, you'll be promoted to Black Diamond Executive.

Every week you are paid-as a Double Diamond Executive, you'll earn a **\$375 weekly Car Bonus**.

You may also earn up to **\$25,000 per week** in Team Bonuses.

As a paid-as Triple Diamond Executive, you will earn a **10% Matching Team Bonus** on the Team Bonuses earned by all Associates in your enrollment downline. Your total Matching Team Bonus weekly is **capped at 100% of your Team Bonuses**.

Last, but not least, you will **earn shares and be paid Diamond Executive Pool Bonuses, Emerald Executive Pool Bonuses and Ruby Executive Pool Bonuses** each week you are paid-as a Black Diamond Executive.

### Rank Maintenance

*Active Associates who do not meet the requirements for their ranks will be paid at the highest rank for which requirements have been met. Each week, an Associate's "paid-as" rank may be the same or lower than the highest rank that Associate has achieved.*

### Rank Adjustments

*It is important to Anovite that the ranks of Associates reflect the ongoing achievements of each Associate. Therefore, if an Associate fails to be paid at the level of his rank for 52 consecutive weeks, the Associate's rank will be lowered to that of the highest rank for which the Associate qualified during the 52 week period. The new rank is effective the first day of the following bonus period.*

*However, once an Associate achieves the requirements for promotion to a previous rank once again, they will be paid at the level of their rank immediately, that is, effective retroactively to the first day of the week in which the promotion requirements were met.*

# Career Plan at a Glance



## REQUIREMENTS BY RANK

PAID-AS RANK	PERSONAL QUALIFYING VOLUME (PQV) FOR ACTIVITY LAST 5 WEEKS	ACTIVE PERSONALLY ENROLLED ASSOCIATES CURRENT PAY-PERIOD	PAID-AS STA ENROLLMENT LEG CURRENT PAY-PERIOD	QV LESSER LEG VOLUME LAST 5 WEEKS	BV ENROLLMENT DOWNLINE SALES VOLUME, MAX 50% COUNTED FROM EACH LEG CURRENT PAY-PERIOD	CONSECUTIVE WEEKS FOR RANK PROMOTION
ASSOCIATE (A)	50QV	1 LEFT + 1 RIGHT	-	-	-	-
SENIOR ASSOCIATE (SRA)	50QV	1 LEFT + 1 RIGHT	-	-	-	1
STAR ASSOCIATE (STA)	50QV	1 LEFT + 1 RIGHT	-	500QV	-	1
TWO STAR ASSOCIATE (TSA)	100QV	1 LEFT + 1 RIGHT	-	1,500QV	-	1
DIRECTOR (D)	100QV	1 LEFT + 1 RIGHT	1	3,000QV	-	1
BRONZE DIRECTOR (BD)	100QV	1 LEFT + 1 RIGHT	1	9,000QV	1,000BV	1
SILVER DIRECTOR (SD)	100QV	1 LEFT + 1 RIGHT	1	18,000QV	5,000BV	1
GOLD DIRECTOR (GD)	100QV	1 LEFT + 1 RIGHT	1	30,000QV	7,500BV	1
EXECUTIVE (E)	100QV	1 LEFT + 1 RIGHT	1	60,000QV	10,000BV	1
RUBY EXECUTIVE (RE)	100QV	1 LEFT + 1 RIGHT	1	120,000QV	15,000BV	4
EMERALD EXECUTIVE (EE)	100QV	1 LEFT + 1 RIGHT	1	180,000QV	20,000BV	4
DIAMOND EXECUTIVE (DE)	100QV	1 LEFT + 1 RIGHT	1	250,000QV	25,000BV	4
DOUBLE DIAMOND EXEC (DDE)	100QV	1 LEFT + 1 RIGHT	1	400,000QV	40,000BV	4
TRIPLE DIAMOND EXEC (TDE)	100QV	1 LEFT + 1 RIGHT	1	600,000QV	60,000BV	4
BLACK DIAMOND EXEC (BDE)	100QV	1 LEFT + 1 RIGHT	1	800,000QV	80,000BV	4

# Career Plan at a Glance

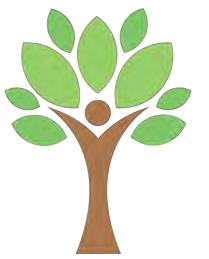


## COMPENSATION REWARDS BY RANK

RANK	RETAIL PROFIT	RETAILER & FIRST ORDER BONUSES	FAST-START BONUSES & FAST-START MENTOR BONUSES	WEEKLY TEAM BONUS EARNINGS MAXIMUM	WEEKLY MATCHING TEAM BONUS EARNINGS MAXIMUM	RANK ADVANCEMENT BONUSES	CAR BONUSES	POOL BONUSES
ASSOCIATE (A)	YES	YES	YES	-	-	-	-	-
SENIOR ASSOCIATE (SRA)	YES	YES	YES	\$1,000	-	-	-	-
STAR ASSOCIATE (STA)	YES	YES	YES	\$1,000	-	\$100	-	-
TWO STAR ASSOCIATE (TSA)	YES	YES	YES	\$1,000	-	\$200	-	-
DIRECTOR (D)	YES	YES	YES	\$1,000	20%	\$300	-	-
BRONZE DIRECTOR (BD)	YES	YES	YES	\$1,500	26%	\$400	\$100	-
SILVER DIRECTOR (SD)	YES	YES	YES	\$2,500	32%	\$500	\$125	-
GOLD DIRECTOR (GD)	YES	YES	YES	\$4,000	38%	-	\$150	-
EXECUTIVE (E)	YES	YES	YES	\$6,000	44%	-	\$225	-
RUBY EXECUTIVE (RE)	YES	YES	YES	\$8,000	50%	-	\$300	RE
EMERALD EXECUTIVE (EE)	YES	YES	YES	\$10,000	56%	-	\$375	RE AND EE
DIAMOND EXECUTIVE (DE)	YES	YES	YES	\$12,000	62%	-	\$375	RE, EE, AND DE
DOUBLE DIAMOND EXEC (DDE)	YES	YES	YES	\$14,000	72%	-	\$375	RE, EE, AND DE
TRIPLE DIAMOND EXEC (TDE)	YES	YES	YES	\$18,000	84%	-	\$375	RE, EE, AND DE
BLACK DIAMOND EXEC (BDE)	YES	YES	YES	\$25,000	100%	-	\$375	RE, EE, AND DE



# Definitions - Glossary of Terms



<b>ACTIVE STATUS</b>	An Associate is active when he or she has at least 50 QV in Personal Qualification Volume (PQV) within the last 5 weekly pay-periods (current week plus previous 4 weeks). The unpaid left and right leg volumes of active Associates are carried forward to the next commission week.
<b>ASSOCIATE</b>	An Associate is a person who has completed the Anovité Independent Associate Application and Agreement.
<b>BINARY</b>	A binary compensation plan is a compensation plan that compensates Associates based on unpaid accumulated volume in two legs, left and right.
<b>BINARY DOWNLINE</b>	Binary downline is a term used to describe the Associates in the left and right legs of an Associate. Associates in one's binary downline may be placed there by Associates in your binary downline or by sponsors above you.
<b>BINARY LEG</b>	A binary leg is either your left or your right leg in your binary downline.
<b>BONUS VOLUME (BV)</b>	Bonus Volume is the basis for calculation of bonuses. Bonus volume will vary by product. It is not calculated as a fixed percentage of Associate cost or suggested retail price. Bonus volume is generated by product purchases. Basic starter kits, sales aids, shipping and handling, and sales taxes do not generate bonus volume.
<b>CAR BONUS</b>	A Car Bonus is a weekly bonus to help fund a car or other expenses.
<b>ENROLLING SPONSOR</b>	Enrolling sponsor is the term given to an Associate who introduces the Anovité opportunity to a new recruit. The enrolling sponsor is identified as the sponsor on the application of the new Associate. The new Associate is personally enrolled by his or her enrolling sponsor.
<b>ENROLLMENT DOWNLINE</b>	Enrollment downline is the term used to describe the Associates personally enrolled by an Associate and all of the Associates enrolled by them, etc.
<b>ENROLLMENT DOWNLINE LEG</b>	An enrollment downline leg begins with a personally enrolled Associate and includes all of his or her personally enrolled Associates and their personally enrolled Associates, etc., without consideration for any relationship to one's binary downline
<b>ENROLLMENT DOWNLINE SALES VOLUME (EDSV)</b>	Your Enrollment Downline Sales Volume is the BV generated each week by all of the Associates in your enrollment downline, with no more than 50% of the requirement for your paid-as rank counted from any one of your enrollment downline legs.

<b>ENROLLMENT UPLINE</b>	Your enrollment upline consists of your sponsor, and your sponsor's sponsor, etc. all the way up to the top of the enrollment downline which is the company.
<b>INACTIVE</b>	Inactive is the term used to describe Associates who do NOT have at least 50 QV in Personal Qualification Volume within the last 5 weekly pay-periods (current week plus previous 4 weeks). The unpaid left and right leg BV of inactive Associates zeros out and does not carry forward to the next week.
<b>LESSER LEG VOLUME</b>	Your lesser leg volume is the unpaid accumulated volume in whichever leg, your left or your right, that contains less volume. This is also known as Weaker Leg Volume.
<b>LIFETIME RANK</b>	Your lifetime rank is the highest rank you have ever achieved as an Anovité Associate in the last 52 weeks.
<b>ORGANIZATION</b>	An organization includes the Associate and all of the Associates in one of his or her downlines. Anovité's Associates belong to two organizations, a binary downline and an enrollment downline.
<b>ORIGINAL SPONSOR</b>	The sponsor at the time an Associate was entered into the computer.
<b>PERSONALLY ENROLLED</b>	The sponsor who is identified on the application of a new recruit personally enrolls the new recruit. The new recruit may or may not be placed directly beneath the enrolling sponsor. While due to deactivation, the sponsor of a recruit may change, the Associate who personally enrolled the recruit will not change.
<b>QUALIFYING VOLUME (QV)</b>	With the exception of packs and first orders QV (Qualifying Volume) is equivalent to Bonus Volume (BV). The QV assigned to Packs is the actual purchase price of a Pack and on First Orders it is double the BV (since BV is reduced by 50% on First Orders). QV does not apply to Distributor Kits or marketing materials.
<b>SPONSOR</b>	Sponsor is the term given to the current sponsor (immediate upline) of an Associate. An Associate may be enrolled by one Associate but he may be placed underneath another downline Associate. Also, while an Associate's sponsor may change over time due to a sponsor's deactivation, the enrolling sponsor will not change. An Associate is personally sponsored by her current sponsor.
<b>UNPAID LEFT VOLUME</b>	Unpaid Left Leg Volume is the sum of new volume and the unpaid volume that is carried over from the previous week, each credited to your left leg.
<b>UNPAID RIGHT VOLUME</b>	Unpaid Right Leg Volume is the sum of new volume and the unpaid volume that is carried over from the previous week, each credited to your right leg.
<b>WEAKER LEG VOLUME</b>	Your weaker leg volume is the unpaid accumulated volume in the right or left leg that contains less volume. This is also known as Lesser Leg Volume.