

# Compensation Plan



# Real Income for Real People

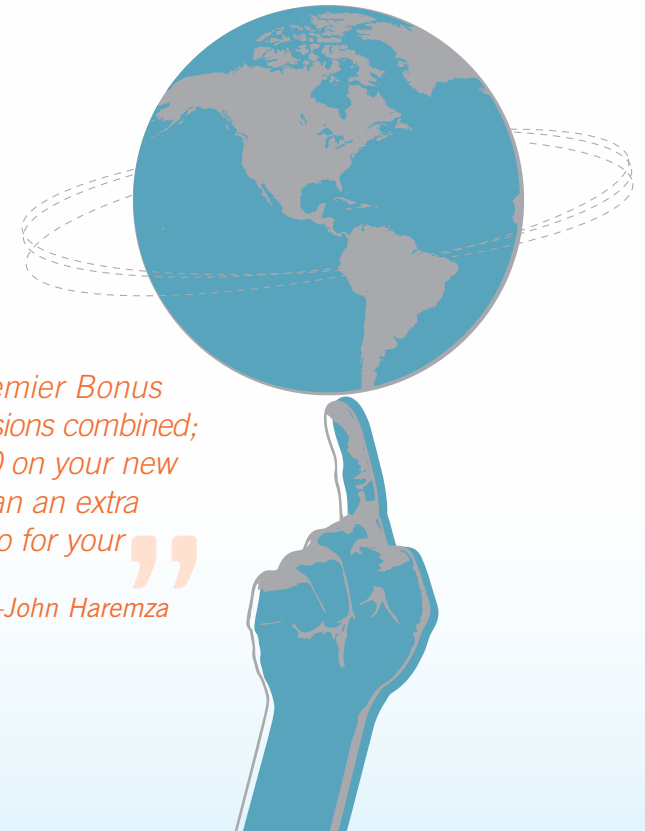
The success of word-of-mouth marketing is based on the principle of LEVERAGE—that as your team grows, everyone profits.



With 3 types of income, real results are as easy as 1-2-3!

- 1 IMMEDIATE**—Leverage YOUR Income
- 2 RESIDUAL**—Leverage your TEAM Income
- 3 BONUS**—Leverage EVERYONE's Income

Whether you're new to word-of-mouth marketing or a networking pro, Waiora's pay plan follows a simple system of person-to-person sharing that starts with you, and puts a world of opportunity within reach. **It adds up to Real Income, Real Fast!**



*“With FastStart, Premier Bonus and Team Commissions combined; you can earn \$450 on your new Members. What can an extra \$900 or \$1,350 do for your family this month?”*

*—John Haremza*

See how you can leverage **YOUR** income, right from the start!

# 1 IMMEDIATE—Leverage YOUR Income!

Grow your team with the people you know, and who they know, while earning multiple income streams.

With no limit on your personal FastStart and Instant Bonus for the lifetime of your Membership, and residual earnings on reorders, it adds up to **REAL** income, **REAL** fast!

## RETAIL

Just point your customers to your free website, and we'll take care of the rest, giving you the profit. Or, buy at Member savings and sell Retail with a profitable 30% markup!

## FASTSTART

Every time you share Waiora, you earn BIG on your new Members' first order—up to a three level payout! 50% of the new Member order is paid in FastStart and 50% is paid in your Team Commissions. And with two FastStart cycles a month (1–15 and 16–31)—you're rewarded fast!

		Your New Members		
		Basic	PaceSetter	Premier
You	FastStart			
	Level 1 (25%)	\$12.50	\$50.00	\$100.00
	Level 2 (10%)	\$5.00	\$20.00	\$40.00
	Level 3 (5%)	\$2.50	\$10.00	\$20.00
		You Earn		

Your start position locks in your payout at:  
**Good** (Basic: one-level)  
**Better** (PaceSetter: two-levels)  
**Best** (Premier: three-levels)

## INSTANT BONUS

Everyone can earn Retail and FastStart income, but you have to be a PaceSetter or Premier Member to get this bonus! And it's BIG! Earn a one-time BONUS on every new Member you personally enroll!

		Your New Members		
		Basic	PaceSetter	Premier
You	PaceSetter & Premier BONUS			
	Basic	•	•	•
	PaceSetter	\$10	\$50	\$100
	Premier	\$20	\$75	\$150

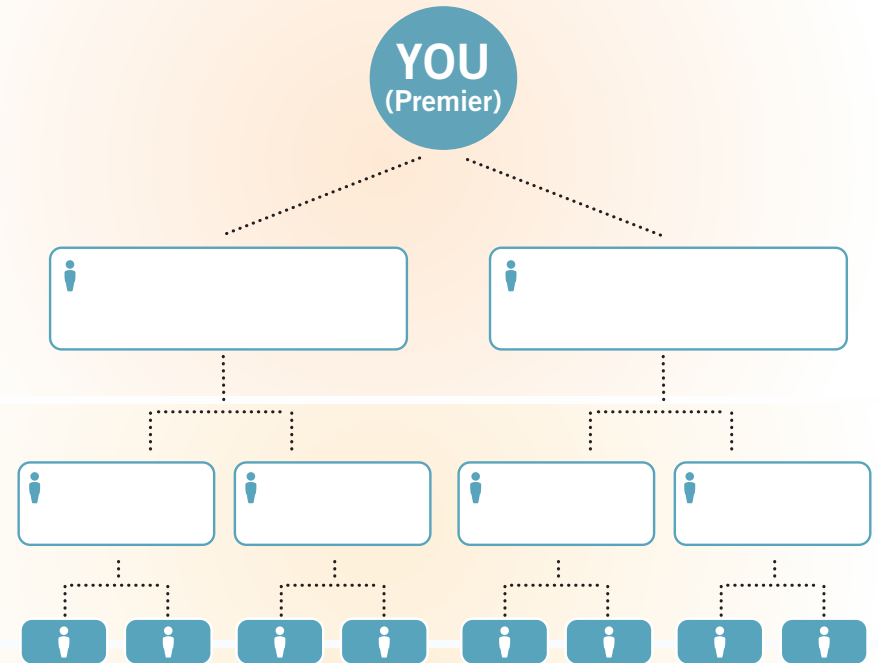
+ FastStart  
 + Instant Bonus  
 = Real Income

## TOP ENROLLER'S BONUS

Be a monthly Top Enroller at Waiora and earn a special bonus for your efforts. The Top Enrollers' Bonus is based on the total commissionable volume from your personally enrolled Members' first order.

1st	\$2,000
2nd	\$1,000
3rd	\$500

Start filling in the names of your dream team today!



You earn on **everyone** your team finds!

*This is an example only, and not intended as an income projection or guarantee. Your results may be more or less depending on many variables including (but not limited to) individual effort and desire to succeed.*

## 2 RESIDUAL—Leverage your TEAM Income!

As people join your team they begin to share and your team grows exponentially in every direction, building a rewarding long-term income.

**Reorders Create Residuals!** Waiora's premium health solutions get real results, generating reorders, creating a recurring residual monthly income.

### TEAM COMMISSIONS

Rank Level	SILVER	GOLD		RUBY			EMERALD				DIAMOND CLUB				
		I	II	I	II	III	I	II	III	IV	Diamond	Blue Diamond	Royal Blue Diamond	Black Diamond	Royal Black Diamond
Total OV [infinity]	300	500	1,000	4,000	6,000	12,000	20,000	40,000	60,000	80,000	100,000	150,000	300,000	500,000	1,000,000
2nd leg OV	-	-	-	1,200	1,800	3,600	8,000	16,000	24,000	32,000	40,000	50,000	100,000	150,000	300,000
3rd leg OV	-	-	-	-	-	-	-	-	-	-	-	10,000	20,000	50,000	100,000
Levels Paid on	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
% Paid on Level	5%	5%	5%	6%	6%	6%	6%	6%	6%	6%	5%	4%	3%	2%	1%

Plus, dream come true experiences like the luxury Diamond Trip, and much more!

Ruby & Emerald ranks come with horizontal compression, meaning any additional volume in other legs automatically adds up towards your 2nd leg OV!

#### Growth Bonus [monthly]

\$100	\$200	\$300	\$400	\$600	\$800	\$1,000
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#### Fast Track Bonus [one-time]

Ruby to Emerald \$2,000	Emerald to Diamond \$5,000
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#### Diamond Bonus

[Share in a Diamond Bonus Pool of global proportions, comprised of 1% of net global volume.]

### AUTOSHIP ADVANTAGE

To qualify for earnings in any profit center, a Member must have either 200 PV or a 100 PV AutoShip that shipped in the previous month. New Members' (first month) qualification is based on their initial order. Your monthly AutoShip means you don't run out of product, and saves you money!

### PATH TO PREMIER

Earn the most FastStart and Instant Bonus as a Premier! Join as a PaceSetter? "Double" up by placing a second PaceSetter Pack order within 90 days and we'll automatically upgrade you to Premier!

See Waiora's Policies and Procedures for full criteria and terms relating to the Compensation Plan.



### 3 BONUS—Leverage EVERYONE's Income!

Starting at the rank of Ruby, you can earn bonuses!  
As your team grows, you share in everyone's success!

#### RUBY & EMERALD GROWTH BONUS

All Ruby and Emerald qualifiers receive a guaranteed bonus each month they meet personal enrollment and infinity OV growth criteria. See full chart for payout amounts.

**Ruby:** To qualify for the Growth Bonus at the Ruby ranks, a Ruby must have growth of 1,000 in month-over-month infinity OV, of which a minimum of 200 in PV is from new Members personally enrolled in that month.

**Emerald:** To qualify for the Growth Bonus at the Emerald ranks, an Emerald must have growth of 2,000 in month-over-month infinity OV, of which a minimum of 500 in PV is from new Members personally enrolled in that month.

#### FAST TRACK BONUS (Ruby and Emerald)

Fast track your rank advancement and you fast track your earnings with a one-time achievement bonus! The clock starts ticking the month you achieve your starting rank—advance in rank within the fast track timeline, maintain for consecutive months and the bonus is yours!

Starting Rank	Advance to Rank	Months to Achieve	Maintain	One-Time Bonus
Ruby I	Emerald I	3 full CV	2 months	\$2,000
Emerald I	Diamond	6 full CV	3 months	\$5,000

#### DIAMOND GLOBAL BONUS

Comprised of 1% of net global volume, Diamonds earn shares based on rank and month-over-month infinity OV growth (5,000 OV).

*For Blue Diamond and above, growth must come from small legs (combined 2nd and 3rd) and growing month-over-month total infinity OV.*

Rank	Rank Shares	Growth Shares
Diamond	0	1
Blue Diamond	1	1
Royal Blue Diamond	2	1
Black Diamond	3	1
Royal Black Diamond	4	1



Leverage your time, effort and earnings with Waiora!

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