

# Compensation Plan Highlights

## 6 Ways To Earn Income

Bonvera's 3-team compensation plan is designed to fairly compensate our Entrepreneurs through a unique combination of compensation structures including stair-step bonuses, flat bonuses, national bonus pools and more.

### Definitions

**Active:** An Entrepreneur is Active when they have generated a minimum of 75BV in the current bonus period.

**Bonus Volume (BV):** The assigned value on which bonuses are calculated for each Bonvera product. The relationship of BV to Entrepreneur price varies by product.

**Personal Bonus Volume (PBV):** The sum of BV from personal orders and Personal Customer Bonus Volume (PCBV).

**Personal Customer Bonus Volume (PCBV):** The BV generated by a registered Customer is 50% compared to an identical order from an Entrepreneur. This is because of incentives such as the Registered Customer Bonus.

**Total Group Bonus Volume (TGBV):** The total BV generated by all downline Entrepreneurs through unlimited depth.

**Bonvera Replenishment on the 1st (Bvr1):** A Bonvera Replenishment order of at least 75BV that processes in the first sixteen (16) days of a calendar month.

### Bonus Chart

TGBV	Bracket %
10000	28%
7500	24%
5000	20%
2500	16%
1500	12%
750	8%
75	4%

### 1. PBV Bonus

Active Entrepreneurs earn a bonus equal to their Personal Bonus Volume (PBV) multiplied by their Bracket % as shown on the Bonus Chart. An Entrepreneur's Bracket % is determined by their Total Group Bonus Volume (TGBV)

### 2. Registered Customer Bonus

Active Entrepreneurs earn a bonus equal to 50% of their Personal Customer Bonus Volume (PCBV). Plus, the full PCBV amount is awarded to the Entrepreneur's PBV

### 3. Differential Bonus

Active Entrepreneurs earn a bonus based upon the differential between the Bracket % as determined by their TGBV and the Bracket % determined by the TGBV of each of the Entrepreneur's teams.

### 4. Partner Bonuses

#### Partner Bonus

Active Entrepreneurs that build one team to at least 10,000BV and have at least 2500BV outside of that team have achieved the rank of Partner and earn a **\$1000** per month bonus for as long as the qualifications are met.

#### Sr. Partner Bonus

A Partner that has 5000BV outside of the 10,000BV team has now achieved the rank of Sr. Partner and earns an additional **\$250** per month bonus for as long as the qualifications are met.

### 5. Bvr1 To Car Bonus

Active Entrepreneurs on a qualified Bvr1 that build one team with at least twenty five (25) successfully processed Bvr1 orders and have twenty five (25) or more Bvr1 orders between their other team(s) for three consecutive Bvr1 cycles receive a car bonus of \$400 per month for as long as the qualifications are met. The bonus can be applied to a blue or white Lexus, Lincoln, Cadillac, BMW, or half-ton pickup truck.



### 1/2 Ton



## 6. National Bonus Pools

Active Entrepreneurs that build at least two (2) teams to 10,000BV each are eligible to participate in the National Bonus Pools. All remaining commissionable dollars are allocated to the following 16 pools. When an Entrepreneur qualifies for a pool, they receive a share in that pool. Pool amounts are divided evenly among the qualifiers in the pool.

Rank Name	Pool	Pool Qualifications			BV Pool Allocation
		Team 1	Team 2	Team 3	
<b>Professional</b>	2 x 10,000	10,000	10,000	–	28%
	3 x 2,500	10,000	10,000	2,500	4%
	3 x 5,000	10,000	10,000	5,000	5%
<b>Sr. Professional</b>	3 x 10,000	10,000	10,000	10,000	14%
	1 x 20,000	20,000	10,000	2,500	3%
	2 x 20,000	20,000	20,000	5,000	4%
<b>Executive</b>	3 x 20,000	20,000	20,000	20,000	10.75%
	1 x 40,000	40,000	20,000	20,000	3%
	2 x 40,000	40,000	40,000	20,000	4%
<b>Sr. Executive</b>	3 x 40,000	40,000	40,000	40,000	10.25%
	1 x 80,000	80,000	20,000	20,000	1.5%
	2 x 80,000	80,000	80,000	20,000	2.5%
<b>Ambassador</b>	3 x 80,000	80,000	80,000	80,000	3.5%
	1 x 160,000	160,000	20,000	20,000	1.5%
	2 x 160,000	160,000	160,000	20,000	2%
<b>Presidential Ambassador</b>	3 x 160,000	160,000	160,000	160,000	3%

### Bonus Requirements:

The following Qualification Requirements are applicable in order to earn bonuses:

1. You must have completed an Entrepreneur Application and Agreement, and have purchased the Registration Pack,
2. Be an Entrepreneur in good standing with Bonvera, and
3. Be Active (See Active Definition) during the applicable bonus period.

Every Entrepreneur with Bonvera has the opportunity to purchase products and services at wholesale prices, either for earning income by re-selling them at retail prices or for personal consumption. Our compensation program can be extremely rewarding for those willing to put forth the time and effort.