

# HOW TO GET PAID

COMPENSATION PLAN

# "BRINGING THE TREASURES OF THE EARTH to the PEOPLE OF THE WORLD."

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# INTRO

## COMPENSATION HAS EVOLVED.

When it comes to getting paid, ORGANO<sup>™</sup> is changing the game offering one of the most lucrative and generous plans in the entire direct selling industry.

ORGANO<sup>™</sup> offers 7 different ways to earn money which allows anyone to encourage, endorse, and expedite the sale of world class products to the end consumer on a regular basis.

Timing couldn't be more perfect for you to change your life for the better. Flip through this booklet and see first hand how one can maximise their potential and become the next great ORGANO<sup>™</sup> success story.



### **RETAIL PROFIT** (PAID DAILY / WEEKLY)

#### RETAIL SALES ARE AT THE HEART OF THE ORGANO OPPORTUNITY.

When you sell products to Retail Customers, either in person or through your replicated website, you earn the difference between your selling price and the wholesale price. Minimum Rank Required: Representative

\*Example: Box of Latte (Wholesale Price):  $\notin 22,00$ Box of Latte (Selling Price):  $\notin 29,00$ Your profit:  $\notin 7,00$ 

\*Please, see the Price List of your Country

Minimum Rank Required: Representative

Example:

If you sponsor a Silver Promotional Sales Pack, you will earn a 45,00€ Fast Track Bonus.



#### GET YOUR ORGANO BUSINESS ON THE FAST TRACK WITH THIS LUCRATIVE BONUS.

**FAST TRACK BONUS** 

(PAID WEEKLY)

Each time you sell an ORGANO<sup>™</sup> Promotional Sales Pack, you will receive a Fast Track Bonus. Additionally, each Sales Pack carries commissionable volume (CV) that is paid through Dual Team Organisation.



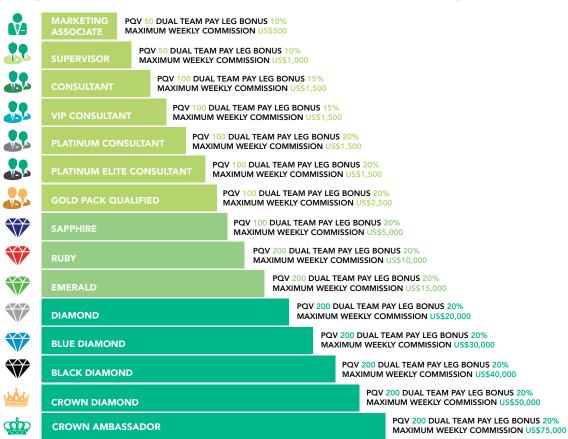
Minimum Rank Required: Marketing Associate

#### THE CONCEPT BEHIND DUAL TEAM BONUS IS SIMPLE. IF YOU SUCCESSFULLY GENERATE SALES VOLUME WHILE ENCOURAGING AND MOTIVATING YOUR TEAM TO DO THE SAME, YOU WILL EARN A DUAL TEAM BONUS EVERY SINGLE WEEK.

To qualify you need to:

Maintain 50 PQV and have two (2) personally sponsored Distribution Partners – one (1) on your left side and one (1) on your right side who each maintain at least 50 PQV per month. That's it. One of them is your **'Power Leg'** and the other is your **'Pay Leg'**. The former is the stronger leg that generates more sales volume. The latter is where you can earn up 20% on the sales volume to an unlimited depth. If you can maintain your qualified status, you will have the opportunity to carry over any unpaid volume in your Power Leg to the next commissionable period.

Each placement tree has a left and right side.



**NOTE:** Your Dual Team Bonus payout in a given month is based on your Dual Team qualification of the previous month. On first time product orders, a maximum of 100 CV will go towards Dual Team and any excess CV will go towards Unilevel. On all Promotional Sales Pack (PSP) and Upgrade Pack purchases, all CV will go towards Dual Team.

# "WE ARE ONLY AS STRONG AS WEUNTED."

\* A minimum of 150CV on each leg is required to generate a bonus. When a Dual Team Bonus pays out, an equal amount of CV is deducted from each leg. \* Qualified Marketing Associates and Supervisors earn up to 10% of the Pay Leg. Qualified Consultants and VIP Consultants earn up to 15%, and Qualified Platinum Consultants, Platinum Elite Consultants, Gold Pack Qualified and above earn up to 20%. Weekly commission caps apply.

\* Carry Over Rules: Should a Distribution Partner remain Inactive or not Dual Team Qualified, (1), any accumulated volume for the current commission period will be flushed and will not carry over the first month (2) 1/2 of the total volume in each leg will be flushed the second month (3) 2/3 of the total volume in each leg will be flushed the third month, and (4) all remaining volume will be flushed in the 4th month.

\* If a Distribution Partner meets the weekly Dual Team payout cap, any unused volume be reset to 0, and the unus Leg will be carried over

the Pay Leg will e from the Strong



Minimum Rank Required: Marketing Associate

#### EARNING UNILEVEL BONUSES IS THE KEY TO EARNING AND MAINTAINING CONSISTENT INCOME EACH AND EVERY MONTH.

Build a solid Distribution Partner and Customer base to receive bonuses each month from product re-orders all the way down to nine (9) levels deep.

|       | LEVEL                     | 1  | 2  | 3  | 4  | 5  | 6  | 7  | 8  | 9  |
|-------|---------------------------|----|----|----|----|----|----|----|----|----|
| V-    | Marketing Associate       | 5% | 4% | 4% |    |    |    |    |    |    |
|       | Supervisor                | 5% | 4% | 4% |    |    |    |    |    |    |
|       | Consultant                | 5% | 4% | 4% |    |    |    |    |    |    |
|       | VIP Consultant            | 5% | 4% | 4% |    |    |    |    |    |    |
|       | Platinum Consultant       | 5% | 4% | 4% |    |    |    |    |    |    |
|       | Platinum Elite Consultant | 5% | 4% | 4% |    |    |    |    |    |    |
|       | Sapphire                  | 5% | 5% | 5% | 4% |    |    |    |    |    |
| Ŵ     | Ruby                      | 5% | 5% | 5% | 4% | 4% |    |    |    |    |
|       | Emerald                   | 5% | 5% | 5% | 4% | 4% | 3% |    |    |    |
|       | Diamond                   | 5% | 5% | 5% | 4% | 4% | 3% | 3% |    |    |
|       | Blue Diamond              | 5% | 5% | 5% | 4% | 4% | 3% | 3% | 2% |    |
| Ŵ     | Black Diamond             | 5% | 5% | 5% | 4% | 4% | 3% | 3% | 2% | 1% |
| wóder | Crown Diamond             | 5% | 5% | 5% | 4% | 4% | 3% | 3% | 2% | 1% |
|       | Crown Ambassador          | 5% | 5% | 5% | 4% | 4% | 3% | 3% | 2% | 1% |

#### UNILEVEL BONUS SUMMARY

Note: The Distribution Partner must maintain an active status (50 PQV) in order to be eligible for the Unilevel Bonus.

\* First 100 CV on first time product orders and Promotional Sales Packs and Upgrade Packs are not included in Unilevel Bonus. Your paid rank will determine how many levels deep you will earn.

\* An unqualified Distribution Partner's organisation compresses up to the next qualified upline for that month.



Minimum Rank Required: Consultant

WHY STOP AT THE UNILEVEL BONUS? QUALIFY AS CONSULTANT AND BE ELIGIBLE FOR UNILEVEL MATCHING BONUS. WITH THE UNILEVEL MATCHING BONUS, YOU CAN EARN UP TO 20% ON THE UNILEVEL BONUS OF PERSONALLY SPONSORED DISTRIBUTION PARTNERS WHILE EARNING AN ADDITIONAL 10% IN MATCHING BONUSES ALL THE WAY UP TO THREE (3) ADDITIONAL LEVELS.

Matching bonuses are designed to encourage Sponsors to mentor and develop Distribution Partners deep within their organisation. Placement of a downline Distribution Partner within your Dual Team structure does not affect your Matching Bonus payout.

| LEVEL                     | 1   | 2   | 3   | 4   |
|---------------------------|-----|-----|-----|-----|
| Consultant                | 10% |     |     |     |
| VIP Consultant            | 10% |     |     |     |
| Platinum Consultant       | 10% |     |     |     |
| Platinum Elite Consultant | 10% |     |     |     |
| Gold Pack Qualified       | 20% |     |     |     |
| Sapphire                  | 20% |     |     |     |
| Ruby                      | 20% | 10% |     |     |
| Emerald                   | 20% | 10% | 10% |     |
| Diamond and Above         | 20% | 10% | 10% | 10% |

#### UNILEVEL BONUS SUMMARY



Earnings are hypothetically offered and are based on a perfect world scenario to show how the compensation plan works and are NOT earning representations or guarantees. Actual income will depend on the amount of time and effort an individual devotes to their business. A solid customer foundation is an integral part of your success. For more details please visit organogold.com

# "AS ONE FAMILY WE SUPPORT EACH OTHER ALL THE WAY TO THE TOP."

"EVERYONE CAN HARNESS THEIR POWER."



Minimum Rank Required: Sapphire

ORGANO IS ALL ABOUT **PERSONAL AND PROFESSIONAL GROWTH**. **THIS IS WHY WE REWARD** THOSE WHO ARE ABLE TO **DEVELOP LEADERS** WITHIN THEIR ORGANISATION.

As you develop leadership within your organisation, your rewards grow exponentially. When you reach the level of Sapphire or above, and as you continue to develop new Sapphires and above within your organisation, you will be paid Unilevel CV down to as many as four (4) generations of Sapphire and above. A generation begins when a qualified Sapphire or above is found in any leg of your organisation and ends with, but does not include, the next qualified Sapphire or higher. In some instances, you may be paid an infinite number of levels!

| LEVEL             | 1  | 2  | 3  | 4  |
|-------------------|----|----|----|----|
| Sapphire          | 2% |    |    |    |
| Ruby              | 2% | 3% |    |    |
| Emerald           | 2% | 3% | 4% |    |
| Diamond and Above | 2% | 3% | 4% | 5% |

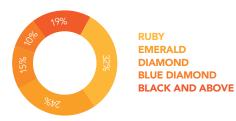
#### **GENERATIONAL LEADERSHIP BONUS SUMMARY**

### **GLOBAL POOL** (EARNED MONTHLY, PAID QUARTERLY)

Minimum Rank Required: Ruby

If you're amongst **the best that ORGANO has to offer**, then you qualify for the **Global Pool**.

Three percent (3%) of ORGANO's worldwide Unilevel CV will be shared amongst qualified Ruby Distribution Partners and Above. The Global Pool pays in direct proportion to one's sales contributions to the Unilevel CV.



# GLOBAL GROWTH BONUS

A PERFORMANCE AND CUSTOMER ACQUISITION BONUS PROGRAM FOR NEW DISTRIBUTION PARTNERS

### **BONUS** will be 3 cycles Performance and Customer Acquisition plan

| CYCLE  | 1           | 2                        | 3                        |  |
|--------|-------------|--------------------------|--------------------------|--|
| TARGET | 10,000 PDTV | 15,000 PDTV<br>3,000 PGV | 20,000 PDTV<br>3,500 PGV |  |
| BONUS* | \$2,500     | \$3,000                  | \$3,500                  |  |

\*USD or local equivalent

**PDTV**: Personal Dual Team Qualifying Volume. Qualifying volume from Distribution Partner's dual team downline excluding any individuals who are not also in the Distribution Partner's unilevel downline. No more than 50% PDTV should be coming from one binary leg.

**PGV**: Qualifying Volume from new personally sponsored Distribution Partners (i.e. Qualifying volume of the Promotional Sales Packs from newly personally sponsored Distribution Partners, as well as the qualifying volume of the orders placed by the Retail Customers of those new Distribution Partners.)

For more information and details on the program, please visit your My OG Office.

# **ORG**ANO

# RETAIN A LARGER NUMBER OF CUSTOMERS

on a consistent basis by offering them the convenience and savings of a **monthly autoshipment.** 

### **CONVENIENCE**

Your customers never have to worry about running out of their favorite OG products.

### **SAVINGS**

Your customers get up to **20% off** retail price for all orders on retail autoship.

#### WHAT ARE THE BENEFITS OF SETTING UP A MONTHLY RETAIL AUTOSHIPMENT?

Up to 20% discount on all retail autoship orders

Online access 24/7/365 anytime and anywhere in the world

Special offers and promos all year long

Customer Care via phone, email, and chat

As a Distribution Partner, get Retail Commission on all your Customers' autoship orders.

Enroll your Customers into the Monthly Retail Autoship Program and earn Retail Commission on every purchase they complete on ShopOG.

ORGANO

Retail Commission is computed as the difference between Retail Autoship price and Wholesale Price

For Black Coffee, for \*example: Retail AutoShip price €25,50

Less: Wholesale price €24,00 Equals Retail Commission €1,50

Head to My OG Office for the most up to date Retail Autoship price list, and to see the corresponding CV and PQV per product on autoship.



# ORGANO<sup>™</sup> GLOSSARY

#### **DISTRIBUTION PARTNER RELATED TERMS**

#### ACTIVE

When a Distribution Partner has a minimum of 50 Personal Qualifying Volume (PQV) in the current calendar month.

#### **BACKOFFICE (MY OG OFFICE)**

The home base platform where ORGANO™ Independent Distribution Partners receive company updates, review their organisation, commission updates, access key documents and place orders. It is a virtual office where they can manage and grow their business.

#### **COMMISSIONABLE VOLUME (CV)**

A value assigned to an item and used to track business activity, qualifications and to calculate commissions.

#### **COMPENSATION PLAN**

The ORGANO™ Compensation Plan is based on a Network Marketing system of person to person distribution and direct sales to end consumers. Distribution Partners are compensated for the products sold and distributed through their sales and marketing organisations.

#### **DISTRIBUTION PARTNER AUTOSHIP**

The Autoship program assists Distribution Partners in managing their inventory. The products that Distribution Partners include in their Autoship are automatically shipped to them each month, regardless of any other order they placed during that month. Autoship orders are processed on the 5th or 15th day of each month and uses a pre-approved payment method on file with the company.

#### **GROUP QUALIFYING VOLUME (GQV)**

The collective qualifying volume of a Distribution Partner's entire downline using the unilevel organization including personal orders.

#### **DISTRIBUTION PARTNERS**

Independent business owners who participate in the ORGANO™ Income Opportunity and develop a marketing organisation to market the products.

Under no circumstances is the Distribution Partner to be considered a partner of ORGANO<sup>™</sup> in any other legal sense, but rather shall at all times, be understood to act wholly independently from Organo in all material aspects of running their respective distributorship

#### LEG

A descending line of sponsorship starting with you; two lines of sponsorship, which are commonly referred to as Left Leg and the Right Leg, are permitted per Distributorship.

#### PAY LEG

The Dual Team Leg (left or right) that has the lesser amount of collective volume at the end of a commissionable period. This may also be referred to as the "Lesser Leg".

#### PERSONAL DUAL TEAM QUALIFYING VOLUME (PDTV)

Qualifying volume from Distribution Partner's Dual team downline excluding any individuals who are not also in the Distribution Partner's unilevel downline.

#### PERSONAL QUALIFYING VOLUME (PQV) \*\*

The collective qualifying volume of a Distribution Partner's personal consumption orders and orders of the personally enrolled Retail Customers.

#### PLACEMENT TREE

The organisational structure of an OG Distribution Partner's business where people are placed, level-by-level.

#### **POWER LEG**

The Dual Team Leg (left or right) that has the greater amount of collective volume at the end of a commissionable period. This may also be referred to as the "Strong Leg".

#### QUALIFIED

When a Distribution Partner meets the weekly or monthly sales volumes and organisational activity required to generate commissions/bonuses.

#### QUALIFYING VOLUME (QV)

A value assigned to an item and used to track qualifications and rank requirements.

#### RANK

Denotes achievement levels within the Compensation Plan; rank is used to calculate compensation (Pay Rank) and recognize productivity (Recognition or Title Rank).

#### **REPLICATED WEBSITE**

A Distribution Partner's personalised ORGANO™ website where they can send their customers and prospects.

#### **RETAIL CUSTOMERS**

They are the consumers who purchase product for personal use on an occasional or regular basis, and do not participate in the Compensation Plan. Retail Customer orders are processed at the suggested Retail Price and fulfilled directly by ORGANO<sup>™</sup>. All Retail Customer orders contribute to the PQV of the Distribution Partner through whom the orders are placed. Retail Customers are not authorised to resell the product.

#### **RETAIL PROFIT**

It is the profit Distribution Partners receive from the difference between the selling price and the wholesale price.

#### **SPONSOR**

The person who introduced you to ORGANO™.

#### UPLINE

The lines of Sponsors that links a Distribution Partner to the Company and who, subject to qualifying sales, may earn commissions on that Distribution Partner's sales activities. Upline is based on Sponsorship or Placement.

#### **ORGANO<sup>™</sup> RANK** QUALIFICATIONS

#### REPRESENTATIVE

#### TO ACHIEVE RANK:

Become an ORGANO Distribution Partner by registering with an ORGANO<sup>™</sup> Starter Kit! The ORGANO Starter Kit has everything needed to start an ORGANO business: marketing materials, samples, 1 year access to My OG Office, replicating website, and the right to purchase your products at the wholesale level.

#### MARKETING ASSOCIATE

#### TO ACHIEVE RANK:

Do One of the following:

- Develop your business with a Bronze Promotional Sales Pack.
- Accumulate 200 PQV. No time limit.
- Generate 50 PQV in the current calendar month and personally sponsor two (2) OG Promotional Sales Packs no time limit. \*\* See below

#### TO MAINTAIN PAY RANK:

Generate at least 50 PQV in the current calendar month. Develop at least two (2) personally sponsored Distribution Partners who each generates at least 50 POV each calendar month (1-Left Team and 1-Right Team).

#### **SUPERVISOR**

TO ACHIEVE RANK:

Do One of the following:

Accumulate 500 PQV. No time limit.

• Generate 50 PQV in the current calendar month and personally

sponsor three (3) OG Promotional Sales Packs no time limit. \*\* See below

#### TO MAINTAIN PAY RANK:

Generate at least 50 PQV in the current calendar month. Develop at least two (2) personally sponsored Distribution Partners who each generates at least 50 PQV each calendar month (1-Left Team and 1-Right Team). CONSULTANT

#### TO ACHIEVE RANK:

Do One of the following:

• Develop your business with a Silver or Gold Promotional Sales Pack.

• Accumulate 1,000 PQV. No time limit.

• Generate 100 PQV in the current calendar month and personally sponsor five (5) OG Promotional Sales Packs no time limit. \*\* See below

#### TO MAINTAIN PAY RANK:

Generate at least 100 PQV in the current calendar month. Develop at least two (2) personally sponsored Distribution Partners who each generates at least 50 PQV each calendar month (1-Left Team and 1-Right Team).

#### **VIP CONSULTANT**

Have achieved the rank of Consultant and generate at least 100 PQV per calendar month.

Develop at least two (2) personally sponsored Distribution Partners who each generates at least 50 POV each calendar month (1-Left Team and 1-Right Team).

Accumulate 2,500 Group Qualifying Volume (GQV) per calendar month from the sales of your Unilevel organisation, with no more than 50% of the GQV coming from a single Unilevel Leg.

#### PLATINUM CONSULTANT

Have achieved the rank of Consultant and generate at least 100 PQV per calendar month.

Develop at least two (2) personally sponsored Distribution Partners who each generates at least 50 POV each calendar month (1-Left Team and 1-Right Team).

Accumulate 5,000 Group Qualifying Volume (GQV) per calendar month from the sales of your Unilevel organisation, with no more than 50% of the GQV coming from a single Unilevel Leg.

#### PLATINUM ELITE CONSULTANT

Have achieved the rank of Consultant and generate at least 100 PQV per calendar month.

Develop at least two (2) personally sponsored Distribution Partners who each generates at least 50 POV each calendar month (1-Left Team and 1-Right Team).

Accumulate 10,000 Group Qualifying Volume (GQV) per calendar

month from the sales of your Unilevel organisation, with no more than 50% of the GQV coming from a single Unilevel Leg.

#### SAPPHIRE

Generate at least 100 PQV per calendar month.

Accumulate 14,000 Group Qualifying Volume (GQV) per calendar month from the sales of your Unilevel organisation, with no more than 40% of the GQV coming from a single Unilevel Leg.

Accumulate Qualifying Volume (QV) from your personally sponsored Distribution Partners of at least 200 QV on each leg (Left and Right) in your Dual Team per month.

#### RUBY

Generate at least 200 PQV per calendar month.

Accumulate 40,000 Group Qualifying Volume (GQV) per calendar month from the sales of your Unilevel organisation, with no more than 40% of the GQV coming from a single Unilevel Leg.

Accumulate Qualifying Volume (QV) from your personally sponsored Distribution Partners of at least 300 QV on each leg (Left and Right) in your Dual Team per month.

#### **EMERALD**

Generate at least 200 PQV per calendar month.

Accumulate 80,000 Group Qualifying Volume (GQV) per calendar month from the sales of your Unilevel organisation, with no more than 40% of the GQV coming from a single Unilevel Leg.

Accumulate Qualifying Volume (QV) from your personally sponsored Distribution Partners of at least 400 QV on each leg (Left and Right) in your Dual Team per month.

#### DIAMOND

Generate at least 200 PQV per calendar month.

Accumulate 200,000 Group Qualifying Volume (GQV) per calendar month from the sales of your Unilevel organisation, with no more than 40% of the GQV coming from a single Unilevel Leg.

Accumulate Qualifying Volume (QV) from your personally sponsored Distribution Partners of at least 500 QV on each leg (Left and Right) in your Dual Team per month.

#### **BLUE DIAMOND**

Generate at least 200 PQV per calendar month.

Accumulate 500,000 Group Qualifying Volume (GQV) per calendar month from the sales of your Unilevel organisation, with no more than 40% of the GQV coming from a single Unilevel Leg. Accumulate Qualifying Volume (QV) from your personally sponsored Distribution Partners of at least 500 QV on each leg (Left and Right) in your Dual Team per month.

Accumulate Qualifying Volume (QV) from your personal organisation of at least 100,000 on each Leg (Left and Right) in your Dual Team per month.

#### **BLACK DIAMOND**

Generate at least 200 PQV per calendar month.

Accumulate 1,000,000 Group Qualifying Volume (GQV) per calendar month from the sales of your Unilevel organisation, with no more than 30% of the GQV coming from a single Unilevel Leg.

Accumulate Qualifying Volume (QV) from your personally sponsored Distribution Partners of at least 500 QV on each leg (Left and Right) in your Dual Team per month.

Accumulate Qualifying Volume (QV) from your personal organisation of at least 200,000 on each Leg (Left and Right) in your Dual Team per month.

#### **CROWN DIAMOND**

Generate at least 200 PQV per calendar month.

Accumulate 2,000,000 Group Qualifying Volume (GQV) per calendar month from the sales of your Unilevel organisation, with no more than 30% of the GQV coming from a single Unilevel Leg.

Accumulate Qualifying Volume (QV) from your personally sponsored Distribution Partners of at least 500 QV on each leg (Left and Right) in your Dual Team per month.

Accumulate Qualifying Volume (QV) from your personal organisation of at least 400,000 on each Leg (Left and Right) in your Dual Team per month.

#### **CROWN AMBASSADOR**

Generate at least 200 PQV per calendar month.

Accumulate 5,000,000 Group Qualifying Volume (GQV) per calendar month from the sales of your Unilevel organisation, with no more than 30% of the GQV coming from a single Unilevel Leg.

Accumulate Qualifying Volume (QV) from your personally sponsored Distribution Partners of at least 500 QV on each leg (Left and Right) in your Dual Team per month.

Accumulate Qualifying Volume (QV) from your personal organisation of at least 1,000,000 on each Leg (Left and Right) in your Dual Team per month.

**\*\* Remember:** PQV is obtained by increasing your existing Retail Customer base or by increasing your level of personal consumption.



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