

SIX SIGMA SOCIAL, INC.
(THE GREAT DISCOVERY)
COMPENSATION PLAN

Affiliate Reference Version – Updated May 8, 2023



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<u>Table of Contents</u>	<u>Pg</u>
The Six Sigma Social / Great Discovery Vision	2
Compensation Summary	2
1) Important Stuff to Know	3
a) Sales Activity Requirements	3
b) QV and CV	3
2) Commissions and Bonuses Explained	3
a) Direct Sales Commission	3
b) Dual Team Bonuses	3
c) Matching Team Bonuses	5
d) Rank Advancement Pool	6
e) Business Expansion Center	6
3) Affiliate Ranks and Qualifications	6
a) Independent Affiliate	6
b) Qualified Affiliate	7
c) Silver Affiliate	8
d) Gold Affiliate	9
e) Platinum Affiliate	9
4) Bonus Periods, Active Status and Monthly Recurring Orders	11
a) Bonus Periods and Payment Schedule	11
b) Determining Your Rank	11
c) Determining Your Active Status	11
d) Annual Renewal Period	11
e) Subscription and Monthly Recurring Orders	11
f) 50 Percent Rule	11
5) Special Tools and Processes	12
a) Dual Team Auto Enrollment Settings	12
b) CV Payout Cap	12
c) Claw Back on Refunds and Cancellations	12

The Great Discovery Vision

Imagine YOU... WITHOUT LIMITS. A life where you can envision your dreams and aspirations, make workable plans to achieve them, and bring them to reality. A life where you share knowledge that can empower others to break free from the roadblocks holding them back. A life where you can look at your bank balance and bills with excitement as to what's coming in, instead of anxiety over what's going out.

Becoming an Independent Affiliate with The Great Discovery by Six Sigma Social, Inc. can help make this vision a reality for you. Even though completing one or more of the TGD courses yourself could be hugely beneficial for you, there is no requirement that you do so to become an Independent Affiliate. The only pre-set cost for you to become an Independent Affiliate is a non-commissionable Annual Affiliate Enrollment of just \$29.95, which covers your website, affiliate training and support each year. Better yet, this fee can be waived entirely if you decide to purchase one of our course and coaching packages when you enroll.

Compensation Summary

Your mission as an Independent Affiliate of Six Sigma Social, Inc. is two-fold: 1) to help guide people to learn about and ultimately purchase the Great Discovery courses, coaching, and products; and 2) to encourage and support others that have chosen to be Independent Affiliates also in doing the same. With our lucrative residual compensation plan, you can earn up to five (5) different types of compensation on your personal and extended group sales.

With Six Sigma Social, Inc., you get paid not only on sales that you make directly, but also on the qualifying purchases and sales of other Affiliates and Customers that are in your extended global network. Because there is no limit on how big your network can grow, there is also no limit on how much you can earn. Commissions and Bonuses that you can earn include:

Weekly Direct Sales Commission at 10%

Weekly Dual Team Bonuses Up To 18% CV

Monthly Matching Dual Team Bonuses Up To 10%

Monthly Rank Advancement Pool Bonus

2X Team Expansion Center

1) IMPORTANT STUFF TO KNOW:

- a) **Sales Activity Requirements:** As an Independent Affiliate in good standing, you are always eligible to earn Direct Sales Commissions on applicable purchases by your direct referrals. However, you will need to be “Active” to earn any of the other types of bonuses.

To be “Active”, you must create at least 40 QV in personal sales volume every thirty (30) days. Only your direct sales to a non-affiliate customer or your own personal purchases count towards this amount.

NOTE: QV is typically pegged to the US Dollar. Therefore, 40 QV typically equates to USD \$40 in actual purchases.

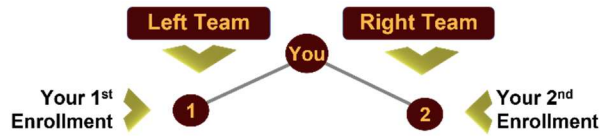
- i) **Example:** If you generate 40 QV in direct customer sales or personal purchases on April 1st, you would be Active through April 30th, thirty days later. If you generated another 40 QV on May 1st, you would remain Active until May 30th, thirty days later.
- b) **QV and CV:** Each eligible sale item has two separate values attached to it for calculating rank advancement, commissions, and bonuses:
- i) **Qualifying Volume (QV):** Based on the actual purchase price of the item. QV is typically pegged to the US Dollar. Therefore, 1 QV typically equates to USD \$1 in actual sales. Qualifying Volume is used for calculating your Independent Affiliate Rank, as well as Direct Sales Commissions, Rank Advancement Pool Bonuses, and other compensation available for coaches.
- ii) **Commission Volume (CV):** An adjusted value based on the purchase price of an item, reduced by any QV based commissions, bonuses or other costs related to that item. The CV attached to every sale item is used for calculating Dual Team Bonuses and Matching Team Bonuses that are generated by the sale of that item.

2) COMMISSIONS AND BONUSES EXPLAINED

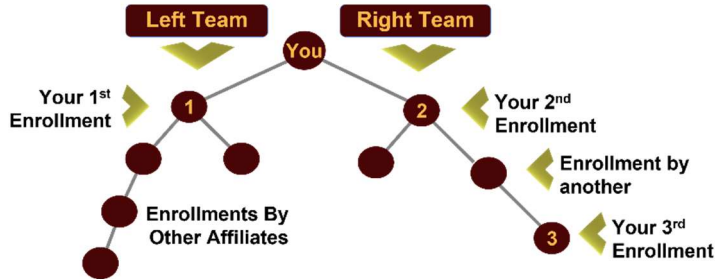
- a) **Direct Sales Commission (DSC):** As an Independent Affiliate of any rank, you will receive a 10% Direct Sales Commission based on the actual purchase price of eligible courses, coaching and product purchases by every customer or affiliate that you directly enroll. As long as you are an Independent Affiliate in good standing, any Direct Sales Commissions that you earn will be paid on the weekly pay schedule, regardless of whether you are Active or not.



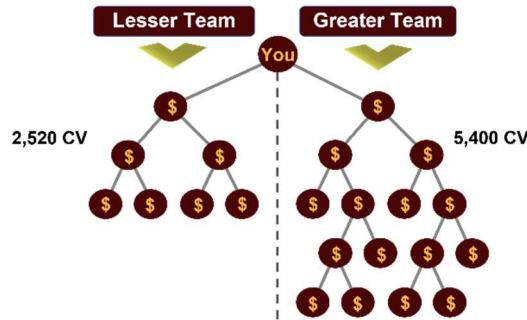
- b) **Dual Team Bonuses (DTB):** This compensation plan utilizes a Dual Team (Binary) organization and compensation structure. Your Independent Affiliate position is programmed with a right and left team that each starts with just one position. Every customer or affiliate that you enroll, along with the Commission Volume (CV) of their purchases, becomes part of your right or left team for purposes of calculating your weekly Dual Team Bonuses.



Further, when any affiliate on your right or left team enrolls another affiliate or customer, the new enrollee and the CV from all of their purchases is also counted towards your weekly Dual Team Bonuses. There is no limit to how big your Dual Team organization can grow.



As an Active Independent Affiliate, you will accumulate Commission Volume (CV) on all sales occurring in both your right and left team each week. With each team being likely to grow and accumulate at a different pace, the team with the lesser amount of accumulated CV each week will be designated as the “Lesser Team”, and the team with the greater amount of accumulated CV will be designated as the “Greater Team”.



Whenever at least 360 CV is accumulated on your Lesser Team by the close of each weekly pay period, a percentage of the Lesser Team CV on your “Lesser Team” paid to you as Dual Team Bonuses, and an equal amount of CV is deducted from your team volume to start the next week.

DUAL TEAM BONUS EXAMPLE

Minimum 360 CV Required

2520 Lesser Team CV
X 16% Gold Affiliate Rate

= \$403.20
Dual Team Bonus to
You That Week.

5,400 Greater Team CV
- 2,520 CV Deduction

= 2,880 CV
Carries Over To Next Week
if You Are Active

The payout percentage that you can earn in Dual Team Bonuses is determined by your Affiliate rank at the close of the last Monthly Bonus Period, subject to any rank increases in the current period.

Example: If you are ranked as a Silver Affiliate at the close of March, you would also start the month of April as a Silver Affiliate. In the 3rd week of April, you meet the qualifications for the Gold Affiliate rank. Therefore, you are paid at the Silver Affiliate rank for the first 2 weekly pay periods of April,

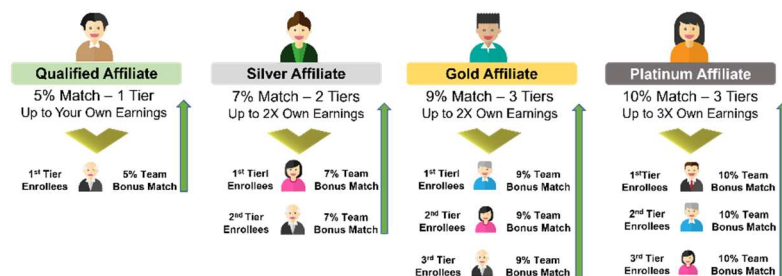
and at the Gold Affiliate rank for the remaining weeks in April. You would also start May as a Gold Affiliate.

Important Reminder: You are eligible for Dual Team Bonuses when you meet the rank qualifications of a Qualified Affiliate or higher. Further, you must remain Active in order to retain Commission Volume (CV) in your Dual Team network. **If you become inactive and do not correct it within the ten (10) day grace period, any CV that you have accumulated in your Dual Team structure will be voided (flushed).** To avoid this, it is important that you generate at least 40 QV in direct sales to a non-affiliate customer or in personal purchases every thirty (30) days.

As you advance in rank, the amount of Dual Team bonuses also increases. These bonuses can become very lucrative. Here is a summary of what each rank can earn in Dual Team Bonuses each week:

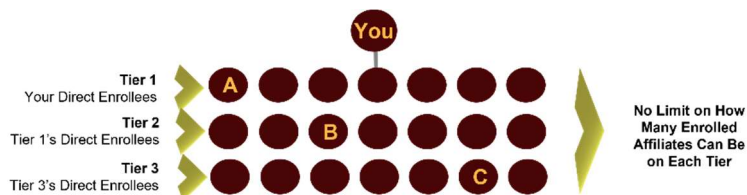
Qualified Affiliate (QA): 12% of Lesser Team CV up to \$2,500 Weekly
Silver Affiliate (SA): 14% of Lesser Team CV up to \$25,000 Weekly
Gold Affiliate (GA): 16% of Lesser Team CV up to \$50,000 Weekly
Platinum Affiliate (QA): 12% of Lesser Team CV up to \$100,000 Weekly

- c) **Matching Team Bonuses (MTB):** Once you achieve the Qualified Affiliate rank or higher, you become eligible to earn monthly Matching Team Bonuses equaling up to 10% of the Dual Team Bonuses earned by each Affiliate in up to 3 “tiers” of your enrollment downline. Depending on your rank, this bonus can go up to as much as three (3) times the amount of your own Dual Team Bonuses that you personally earned during the same monthly period.



Reaching an UNLIMITED Number of Affiliates on Each Enrollment Tier

“Tier” relationships are tracked differently than Dual Team relationships. Tiers are based on the actual line of enrollment between Affiliates, without regard to how the Enroller and Enrollees are placed in the Dual Team Structure. Example: You enroll “A” who is Tier 1 to you; “A” enrolls “B” who is Tier 2 to you; “B” enrolls “C” who is Tier 3 to you.



- d) As your rank increases, the percentage of Matching Team Bonuses, the number of tiers you can get paid on, and the maximum MTB amount you can earn each period also increases.

Qualified Affiliate (QA): 5% MTB Thru 1 Tier - Up to an Amount Equaling Your Own Dual Team Bonuses
Silver Affiliate (SA): 5% MTB Thru 2 Tiers - Up to Two Times Your Own Dual Team Bonuses
Gold Affiliate (GA): 9% MTB Thru 3 Tiers - Up to Two Times Your Own Dual Team Bonuses
Platinum Affiliate (QA): 5% MTB Thru 3 Tiers - Up to Three Times Your Own Dual Team Bonuses

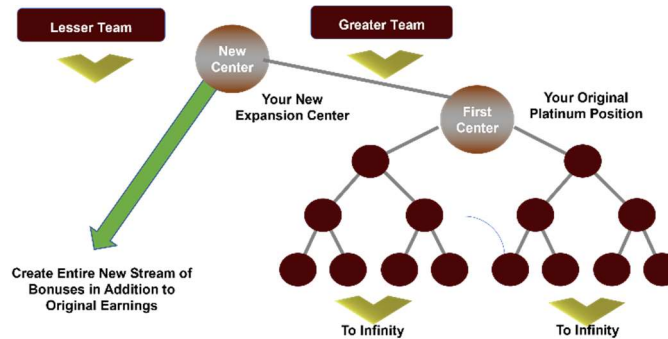
e) **Rank Advancement Pool (RAP):** The company sets aside five percent (5%) of worldwide commissionable sales each month into the Rank Advancement Pool. As your personal and group sales grow and you rank advance to the Silver Affiliate rank, you become eligible for a monthly share of this pool. As you rank advance to the Gold Affiliate, and Platinum Affiliate ranks respectively, you become eligible for additional shares.



Bonus Payments Continue Each Month that You Remain Rank Qualified

The Rank Advancement Pool fully distributed and reset to zero at the close of each month. You will continue to receive RAP shares each month that you are Active and maintain a qualifying rank. If your rank should drop in a given month, your shares in the RAP will also drop. Likewise, if your rank increased in a given month, your shares in the RAP will also increase.

f) **Business Expansion Center (BEC):** When your Affiliate Business Center achieves the rank of Platinum Affiliate, the system will automatically open up an Expansion Center that enables you to leverage your entire Platinum Affiliate organization as the Greater Team in a second Dual Team structure. This allows you to start another Lesser Team and create new commissions and bonuses that are in ADDITION to what you would already be earning in your qualified Platinum Affiliate position.



There is no additional activation requirement for the Business Expansion Center. When your qualifying Platinum Affiliate position is Active, the Business Expansion Center will also be Active. For all other purposes, the Business Expansion Center must qualify for rank regulated bonuses based on the personal and group sales performance generated from the Business Expansion Center position separately.

3) AFFILIATE RANKS AND QUALIFICATIONS

a) **Independent Affiliate (IA)** (Entry Level Rank)

i) To Qualify at Rank:

- (1) Accept Affiliate Application and Agreement; AND
- (2) Purchase an optional Great Discovery Learning Course that includes the Affiliate Starter Kit at no extra cost.

OR

- (3) Purchase non-commissionable Affiliate Starter Kit for \$29.95

ii) To Maintain Rank Qualification:

- (1) Remain Active; AND
- (2) Renew Affiliate Agreement annually.

iii) Benefit and Compensation Summary:

- (1) Replicated business website, online shopping cart and Affiliate Support for 1 year; AND
- (2) Eligible to earn weekly Direct Sales Commission of 10% on all qualifying purchases by directly enrolled Customers and Affiliates (No Active status required); AND
- (3) Retain accumulated CV in the Dual Team structure as long as you remain Active.

b) Qualified Affiliate (QA)

i) To Qualify at Rank:

- (1) Same Qualifications as Independent Affiliate; AND
- (2) Generate at least USD 300 QV in personal purchases or direct sales to non-affiliate customers within 1 year of enrolling; AND
- (3) Enroll at least 1 Active Independent Affiliate or higher on BOTH your right and left team
- (4) Rank Progress Stars are added to your rank as you achieve group sales levels within a standard 5-week qualification window:
 - (a) 1 Star Qualified Affiliate – 1,000 QV in group sales within 5 consecutive weeks with no more than 50% coming from your right or left team.
 - (b) 2 Star Qualified Affiliate – 2,000 QV in group sales within 5 consecutive weeks with no more than 50% coming from your right or left team.
 - (c) 3 Star Qualified Affiliate – 3,000 QV in group sales within 5 consecutive weeks with no more than 50% coming from your right or left team.

ii) To Maintain Rank Qualification:

- (1) Remain Active; AND
- (2) Renew Affiliate Agreement annually; AND
- (3) Maintain at least 1 Active Independent Affiliate or higher on BOTH the right and left team in the current Monthly Bonus Period.

iii) Benefit and Compensation Summary:

- (1) Same as Independent Affiliate; AND

- (2) Eligible to earn weekly Direct Sales Commission of **10%** on all qualifying purchases by directly enrolled Customers and Affiliates (No Active status required); AND
- (3) Retain accumulated CV in the Dual Team structure as long as you remain Active; AND
- (4) Eligible to earn weekly Dual Team Bonuses of **12%** Lesser Team CV up to a maximum of USD **\$2,500 per week**; AND
- (5) Eligible to earn monthly Team Match Bonuses of **5%** on the Dual Team Bonuses earned by direct enrollees, up to an amount equal to your own Dual Team Bonuses for that Monthly Bonus Period.

c) Silver Affiliate (SA)

i) To Qualify at Rank:

- (1) Be a Qualified Affiliate that is currently Active; AND
- (2) Generate at least 4,000 QV in group sales within 5 consecutive weeks with no more than 50% coming from your right or left team; AND
- (3) Enroll at least 4 Active Qualified Affiliates or higher with at least 1 on BOTH your right and left team
- (4) Rank Progress Stars are added to your rank as you achieve group sales levels within a 5-week qualification window:
 - (a) 1 Star Silver Affiliate – 10,000 QV in group sales within 5 consecutive weeks with no more than 50% coming from your right or left team.
 - (b) 2 Star Silver Affiliate – 16,000 QV in group sales within 5 consecutive weeks with no more than 50% coming from your right or left team.
 - (c) 3 Star Silver Affiliate – 22,000 QV in group sales within 5 consecutive weeks with no more than 50% coming from your right or left team.

ii) To Maintain Rank Qualification:

- (1) Remain Active; AND
- (2) Renew Affiliate Agreement annually; AND
- (3) Maintain at least 2 personally enrolled Active Qualified Affiliates or higher, with at least 1 on BOTH your right and left team in the current Monthly Bonus Period; AND
- (4) Maintain at least 2,000 QV in group sales within the last 5 consecutive weeks with no more than 50% coming from your right or left team.

iii) Benefit and Compensation Summary:

- (1) Same as Independent Affiliate; AND
- (2) Eligible to earn weekly Direct Sales Commission of **10%** on all qualifying purchases by directly enrolled Customers and Affiliates (No Active status required); AND
 - (a) Retain accumulated CV in the Dual Team structure as long as you remain Active; AND
 - (b) Eligible to earn weekly Dual Team Bonuses of **14%** Lesser Team CV up to a maximum of USD **\$25,000 per week**; AND

- (c) Eligible to earn monthly Team Match Bonuses of **7%** on the Dual Team Bonuses earned through **two (2) enrollment tiers**, up to **two times (2X)** your own Dual Team Bonuses for that Monthly Bonus Period; AND
- (d) Earn a total of **1 share** in the monthly Rank Advancement Pool for each month that you remain Active and Qualified as a Silver Affiliate.

d) Gold Affiliate (GA)

i) To Qualify at Rank:

- (1) Be a Qualified Affiliate that is currently Active; AND
- (2) Generate at least 28,000 QV in group sales within 5 consecutive weeks with no more than 50% coming from your right or left team; AND
- (3) Enroll at least 6 Active Qualified Affiliates or higher with at least 1 on BOTH your right and left team.
- (4) Rank Progress Stars are added to your rank as you achieve group sales levels within a standard 5-week qualification window:
 - (a) 1 Star Gold Affiliate – 71,000 QV in group sales within 5 consecutive weeks with no more than 50% coming from your right or left team.
 - (b) 2 Star Gold Affiliate – 114,000 QV in group sales within 5 consecutive weeks with no more than 50% coming from your right or left team.
 - (c) 3 Star Gold Affiliate – 157,000 QV in group sales within 5 consecutive weeks with no more than 50% coming from your right or left team.

ii) To Maintain Rank Qualification:

- (1) Remain Active; AND
- (2) Renew Affiliate Agreement annually; AND
- (3) Maintain at least 3 personally enrolled Active Qualified Affiliates or higher, with at least 1 on BOTH your right and left team in the current Monthly Bonus Period; AND
- (4) Maintain at least 14,000 QV in group sales within the last 5 consecutive weeks with no more than 50% coming from your right or left team.

iii) Benefit and Compensation Summary:

- (1) Same as Independent Affiliate; AND
- (2) Eligible to earn weekly Direct Sales Commission of **10%** on all qualifying purchases by directly enrolled Customers and Affiliates (No Active status required); AND
 - (a) Retain accumulated CV in the Dual Team structure as long as you remain Active; AND
 - (b) Eligible to earn weekly Dual Team Bonuses of **16%** Lesser Team CV up to a maximum of **USD \$50,000 per week**; AND
 - (c) Eligible to earn monthly Team Match Bonuses of **9%** on the Dual Team Bonuses earned through **three (3) enrollment tiers**, up to **two times (2X)** your own Dual Team Bonuses for that Monthly Bonus Period; AND
 - (d) Earn a total of **2 shares** in the monthly Rank Advancement Pool for each month that you remain Active and Qualified as a Gold Affiliate.

e) Platinum Affiliate (PA)

i) To Qualify at Rank:

- (1) Be a Qualified Affiliate that is currently Active; AND
- (2) Generate at least 200,000 QV in group sales within 5 consecutive weeks with no more than 50% coming from your right or left team; AND
- (3) Enroll at least 8 Active Qualified Affiliates or higher with at least 2 on BOTH your right and left team.
- (4) Rank Progress Stars are added to your rank as you achieve group sales levels within a standard 5-week qualification window:
 - (a) 1 Star Platinum Affiliate – 500,000 QV in group sales within 5 consecutive weeks with no more than 50% coming from your right or left team.
 - (b) 2 Star Platinum Affiliate – 800,000 QV in group sales within 5 consecutive weeks with no more than 50% coming from your right or left team.
 - (c) 3 Star Platinum Affiliate – 1,100,000 QV in group sales within 5 consecutive weeks with no more than 50% coming from your right or left team.
 - (d) Additional Platinum Stars are added beyond the 3 Star ranking for each 300,000 QV in group sales within 5 consecutive weeks with no more than 50% coming from your right or left team.

ii) To Maintain Rank Qualification:

- (1) Remain Active; AND
- (2) Renew Affiliate Agreement annually; AND
- (3) Maintain at least 4 personally enrolled Active Qualified Affiliates or higher, with at least 2 on BOTH your right and left team in the current Monthly Bonus Period; AND
- (4) Maintain at least 100,000 QV in group sales within the last 5 consecutive weeks with no more than 50% coming from your right or left team.

iii) Benefit and Compensation Summary:

- (1) Same as Independent Affiliate; AND
- (2) Eligible to earn weekly Direct Sales Commission of **10%** on all qualifying purchases by directly enrolled Customers and Affiliates (No Active status required); AND
 - (a) Retain accumulated CV in the Dual Team structure as long as you remain Active; AND
 - (b) Eligible to earn weekly Dual Team Bonuses of **18%** Lesser Team CV up to a maximum of USD **\$100,000** per week; AND
 - (c) Eligible to earn monthly Team Match Bonuses of **10%** on the Dual Team Bonuses earned through **three (3)** enrollment tiers, up to **three times (3X)** your own Dual Team Bonuses for that Monthly Bonus Period; AND
 - (d) Earn a total of **3 shares** in the monthly Rank Advancement Pool for each month that you remain Active and Qualified as a Platinum Affiliate; AND
 - (e) The system automatically creates and inserts a Business Expansion Center that is immediately above your qualifying Platinum Affiliate position in the Dual Team Structure.

4) BONUS PERIODS, ACTIVE STATUS AND MONTHLY RECURRING ORDERS:

a) Bonus Periods and Payment Schedule:

- i) Weekly Bonus Period: Direct Sales Commissions and Dual Team Bonuses are calculated and paid on the weekly bonus schedule. Each weekly bonus period closes on Saturday night at midnight Pacific Time. Weekly bonuses are paid on the last business day on or before the Monday following the close of each weekly period, one week in arrears.
- ii) Monthly Bonus Period: Matching Team Bonuses and Rank Advancement Pool bonuses are calculated and paid on the monthly bonus schedule. Each monthly bonus period closes at midnight Pacific Time on the last day of each month. Monthly bonuses are paid on the last business day on or before the 15th of the month following the close of each monthly bonus period.

b) Determining Your Rank: Your Affiliate rank is based on your rank qualifications as measured at the close of each Weekly or Monthly Bonus Period, and that rank status carries over through the subsequent Monthly Bonus Period. The group volume measurements for each rank are calculated based on your total accumulated group volume over the previous five (5) consecutive weekly periods. Your rank can increase from one week to another. However, it will not decrease unless you close the following month at a lower rank.

- i) Example: If you are ranked as a Silver Affiliate at the close of March, you would also start the month of April as a Silver Affiliate. In the 3rd week of April, you meet the qualifications for the Gold Affiliate rank. Therefore, you are paid at the Silver Affiliate rank for the first 2 weekly pay periods of April, and at the Gold Affiliate rank for the remaining weeks in April. You would also start May as a Gold Affiliate.

c) Determining Your Active Status: To be “Active”, you must create at least 40 QV in personal sales volume every thirty (30) days. Both your own personal purchases, and the purchases of your directly referred customers count towards this amount. **If you become inactive, you will have a 10-day grace period to become Active again. If inactive status is not corrected within the 10-day grace period, bonus eligibility will be discontinued, and any retained Commission Volume will be voided (flushed).**

- i) Example: If you generate 40 QV in personal purchases or direct customer sales on April 1st, you would be Active through April 30th, thirty days later. If you generated another 40 QV on May 1st, you would remain Active until May 30th, thirty days later.

d) Annual Renewal Period: As an Independent Affiliate, you will need to renew your Independent Affiliate Agreement annually to remain Active. The annual renewal date will be the same as your initial enrollment date. If your Annual Renewal period expires at the close of an annual period – as long your standard monthly Active requirements are maintained - you will remain Active through an additional 30-day Grace Period. **If Annual Renewal status is not corrected within the Grace Period, bonus eligibility will be discontinued, and any retained Commission Volume will be voided (flushed).**

e) Subscriptions and Monthly Recurring Orders: When a monthly coaching subscription or monthly recurring order is setup during enrollment process, or subsequently modified, the default processing date going forward will be on the same date in the following month. If a subscription or monthly recurring order was established after the 25th day of the month, the reorder processing date will be on the 25th of each month going forward. Once established, a monthly recurring order will continue repeating on the same day of every month thereafter until you modify or cancel it.

f) 50 Percent Rule: The group volume requirement on each rank qualification states “with no more than 50% coming from your right or left team.” This means that of the total group volume requirement for rank advancement, only half of the amount can count from the right or left team of your Dual Team structure, even if one team has much more than that.

Example: The group volume requirement to attain the Gold Affiliate rank is a total of 28,000 CV over the previous five consecutive weekly periods. So, if your Greater Team had 19,500 CV over that period, and your Lesser Team had 12,000 CV over the same period, you WOULD NOT qualify, as the 50 percent rule would require that 14,000 CV comes from each side. However, if you had 16,000 CV on your Greater Team, and 14,000 CV on your Lesser team, you WOULD qualify for the rank.

5) SPECIAL TOOLS AND PROCESSES

a) Dual Team Enrollment Settings:

- i) **Auto Placement Option (Default):** By default, the system will automatically place your new enrollees in your Dual Team Placement structure as follows:
 - (1) Your first Independent Affiliate enrollment will be placed in the first available position on your outer LEFT team.
 - (2) Your second Independent Affiliate enrollment will be placed in the first available position on your outer RIGHT team.
 - (3) After the first two are placed as described above, subsequent enrollments will automatically go to the outer leg of the team with the lesser amount of Commission Volume.
 - (4) If the CV on both teams is equal, the new enrollee will be placed on the outer left team.
 - ii) **Left Team Lock:** If you change the placement settings to the “Left” option, all direct Independent Affiliate and Customer enrollments will place at the bottom of your outer LEFT team without variation.
 - iii) **Right Team Lock:** If you change the placement settings to the “Right” option, all direct Independent Affiliate and Customer enrollments will place at the bottom of your outer RIGHT team without variation.
 - iv) **Placement Hold:** If you change the placement settings to the “Placement Hold” option, all direct Independent Affiliate and Customer enrollments will accumulate in a temporary holding tank for you to manually place them after the fact. If you have not placed an Enrollee from Placement Hold within 7 days, the system will automatically place them per the Auto Placement, Left or Right setting that you have selected.
- b) **CV Payout Cap:** The total CV payout may be limited to a maximum Cap Amount of 60% as set by the company. If the CV payout in Dual Team or Matching Team bonuses exceeds the cap amount in a pay period, net bonus amounts may be adjusted as necessary to bring the total CV payout back under the Cap Amount.
- i) **Example:** If total CV related payout exceeds the Cap Amount by 5 percent (5%), then all CV based bonuses would be reduced by 5 percent.
- c) **Claw Back on Refunds and Cancellations:** When an order that previously generated commissions and bonuses is later refunded or cancelled the system will attempt to claw back all QV, CV, commissions, and bonus payments that were made relative to the cancelled or refunded order the next time commissions and bonuses are processed.

