

# REWARDS PLAN

**FOUR WAYS TO EARN WITH US!**  
EARN DOUBLE | NO GUESSING | RANK UP | CUSTOMERS ROCK

**CUSTOMER ACQUISITION BONUS**  
=  
\$75/\$125/250\*

**MONTHLY TEAM COMMISSIONS**  
=  
FLAT \$ AMOUNT

**PROMOTIONAL RANK ADVANCEMENT BONUSES**

**RETAIL CUSTOMER SALES**  
=  
20%

## WHAT WILL YOU EARN?

| RANK NAME                 | PV  | PA | QUALIFIED OV | MAX % FROM ONE LEG | MAX OV FROM ONE LEG | MONTHLY TEAM COMMISSION | Promotional RANK ADVANCEMENT BONUS |
|---------------------------|-----|----|--------------|--------------------|---------------------|-------------------------|------------------------------------|
| Manager                   | 100 | 2  | 500          | 60%                | 300                 | \$100                   | \$100†                             |
| Director                  | 100 | 2  | 1,500        | 60%                | 900                 | \$250                   | \$300                              |
| Executive                 | 100 | 2  | 4,500        | 50%                | 2,250               | \$750                   | \$1,000                            |
| Sapphire                  | 100 | 2  | 10,000       | 50%                | 5,000               | \$1,700                 | \$2,000                            |
| Ruby                      | 200 | 3  | 25,000       | 40%                | 10,000              | \$4,000                 | \$4,000                            |
| Emerald                   | 200 | 3  | 50,000       | 40%                | 20,000              | \$8,000                 | \$8,000                            |
| Diamond                   | 200 | 3  | 100,000      | 40%                | 40,000              | \$15,000                | \$15,000                           |
| Double Diamond            | 200 | 4  | 200,000      | 40%                | 80,000              | \$25,000                | \$25,000                           |
| Black Diamond             | 200 | 4  | 350,000      | 40%                | 140,000             | \$45,000                | \$45,000                           |
| Royal Black Diamond       | 200 | 4  | 500,000      | 40%                | 200,000             | \$65,000                | \$65,000                           |
| Crown Blue Diamond        | 200 | 6  | 750,000      | 40%                | 300,000             | \$90,000                | \$80,000                           |
| Double Crown Blue Diamond | 200 | 6  | 1,000,000    | 40%                | 400,000             | \$120,000               | \$100,000                          |
| Triple Crown Blue Diamond | 200 | 6  | 1,500,000    | 40%                | 600,000             | \$160,000               | \$130,000                          |
| Presidential Diamond      | 200 | 6  | 2,000,000    | 40%                | 800,000             | \$220,000               | \$200,000                          |

## BONUSES

**MANAGER ELITE** MUST REACH ELITE STATUS WITHIN 1<sup>ST</sup> 30 DAYS TO QUALIFY \*SEE PAGE 2 FOR MORE DETAILS.

MUST REACH RANK WITHIN FIRST 60 DAYS TO QUALIFY FOR PROMOTIONAL BONUS

### RANK ADVANCEMENT BONUS

\*\*MUST MAINTAIN RANK FOR ONE CONSECUTIVE MONTH  
(Paid in two payments)

### LEADER RANK ADVANCEMENT BONUS

\*\*\*MUST MAINTAIN RANK FOR TWO CONSECUTIVE MONTHS  
(Paid in two payments)

\*During promotion weeks, when you enroll two or more members in a pay period week (Mon-Sun Midnight) CABS are doubled that week. \$499 and \$999 packs only.

\*\*Bonus will be paid out in two equal monthly payments. You must maintain earned rank for one consecutive month and maintain rank during two payout months thereafter.

\*\*\*Bonus will be paid out in two equal monthly payments. You must maintain earned rank for two consecutive months and maintain rank during two payout months thereafter.

# WHAT YOU NEED TO KNOW!

## **MEMBER:**

An independent business owner who has the ability to earn commissions under the NAVAN compensation plan (participation in the compensation plan is based on ACTIVE MEMBER status).

## **ACTIVE MEMBER:**

A Member who maintains a monthly order of 100 PV and who has two personally sponsored, active members in their organization.

## **AUTO SHIP:**

A recurring monthly order that, on a set day, will be charged and automatically shipped to you or your customer.

## **SPONSOR:**

A Member who personally sponsors a new Member in NAVAN. A sponsor can also introduce a customer to NAVAN.

## **PLACEMENT SPONSOR:**

The Member whom either the sponsor or the company places a newly enrolled Member directly under.

## **PERSONALLY ACTIVE (PA):**

Personally sponsored, active Member who maintains an ongoing minimum monthly order of 100 PV.

## **DOWNLINE:**

The network of Members who exist under a Member by either sponsorship or placement. Also known as your Organization.

## **UPLINE:**

Your Sponsor, your Placement Sponsor, and all Members above a particular Member in the line of sponsorship.

## **LEG:**

Each Member, and the entirety of their organization, who is enrolled underneath or front line to a Member representing one "Leg" in the Member's organization.

## **MANAGER ELITE<sup>®</sup>:**

Reach the rank of Manager within 30 days of enrolling with a Starter Pack, earn a \$100 promotional bonus PLUS enjoy other "elite" benefits such as priority registration and seating at events, special recognition as an Elite member, Elite-member only trainings, and more!

## **MAX LEG PERCENTAGE (ML%):**

Maximum percentage of volume from any one leg that counts towards rank qualifications.

## **PAID RANK:**

The rank a Member is paid as stated in the NAVAN Compensation Plan.

## **RETAIL CUSTOMER:**

An individual who purchases from a Member at the retail price.

## **CUSTOMER VOLUME (CV):**

Total monthly volume purchased by a Member's retail customers.

## **PERSONAL VOLUME (PV):**

Personal Volume is the amount of product in points a Member purchases each month for their own use.

## **ORGANIZATIONAL VOLUME (OV):**

Organizational Volume is based on the total points generated by a Member's organization that qualifies for commissions under the compensation plan. It does not include the Member's Personal or Customer Volume.

## **QUALIFIED ORGANIZATIONAL VOLUME (QOV):**

A Member's organizational volume after Max Leg Percentages are applied to qualify a Member for rank. Personal Volume and Customer Volume are not included in Qualified Organizational Volume

## **PLACEMENT SUITE:**

A Sponsor has 7 days to place newly enrolled Members within their organization. New Members that have not been placed by their Sponsor within 7 days of enrollment will be placed by The Company farthest downline in the leg of their Sponsor's organization with the least organizational volume. Should this happen, the Sponsor has 48 hours to replace the Member within their organization.

**MAKE WAY**  
*for the*  
**GOOD**



**NAVAN**<sup>™</sup>  
**REWARDS PLAN**  
*at a Glance*