

# ogel DO LIFE™ Philippines – COMPENSATION PLAN

**Team Member Qualifications:** To earn commissions, you must place a qualifying product order (50 CV or greater) during the commission month, and have at least one personally enrolled active team member who places a qualifying product order (50 CV or greater) in that same month.

The minimum qualifying order requirements for each payout method are noted at the beginning of each section.

(Note: 50 CV required for 2,3,8 and 100 CV required for 4,5,6,7.)

This compensation plan is applicable to the **Philippines** with its respective currency. Local prices vary from the USD prices.

## 1 Retail Sales

Team Members can purchase Agel products at Wholesale cost, sell them at the suggested 20% mark up retail price, and receive immediate retail profit.

## 2 Fast Start Bonus (50 CV minimum maintenance order required)

Sponsor someone with one of our starter packs and you receive a fast start bonus on their activation order.

Entry Level	Fast Start Bonus	Price	# of Boxes	CV	Business Centers
Executive	PHP 8,500	PHP 62,400*	16	500	3
Premium	PHP 4,250	PHP 31,600*	8	250	3
Personal	PHP 1,800	PHP 16,000*	4	100	1
Quick Start **	PHP 625	PHP 4,800*	1	30	1

\*There will be a PHP 500 added charge per box of FLX and UMI. \*Includes a VAT of 12%. \*Prices may vary due to fluctuating exchange rates. \*\*NOTE: At the Quick Start entry level, you qualify for Retail Sales, Fast Start bonus, & Team Volume Commissions only.

## 3 Team Volume Commissions (50 CV minimum maintenance order required)

Earn 10% per month of the total Commissionable volume (CV) in your lesser leg. Commissions are paid on increments of 100 CV with a maximum of \$75,000; \$25,000 USD (250,000 CV) that can be earned per business center per month. (Based on a two-leg concept)



## 4 Leverage Matching Bonus (100 CV minimum maintenance order required)

Supervisors and above earn a percentage of the Team Volume Commissions of the team members up to the 7th generation in their enroller tree. Each personally sponsored team member, placed on any level within your organization, is considered your 1st generation. Subsequently, when a personally sponsored team member sponsors a new team member, that new member becomes your 2nd generation, and so on.

Requirements	Rank Advancement Level with Minimum CV in Lesser Leg	Supervisor	Manager	Senior Manager	Director	Regional Director	Senior Director	Corporate Director	Diamond Director	2 Diamond Director	3 Diamond Director	4 Diamond Director
	Personal Enrollees qualified as Director		1,000	2,000	4,000	10,000	20,000	40,000	80,000	150,000	250,000	500,000
Personal level 1 <sup>st</sup>		10%	15%	20%	25%	25%	30%	35%	40%	45%	50%	50%
2 <sup>nd</sup>						7%	7%	7%	7%	7%	7%	7%
3 <sup>rd</sup>							7%	7%	7%	7%	7%	7%
4 <sup>th</sup>								7%	7%	7%	7%	7%
5 <sup>th</sup>									7%	7%	7%	7%
6 <sup>th</sup>										7%	7%	7%
7 <sup>th</sup>											7%	7%

Note: After achieving the respective rank advancements shown above, you must re-qualify each month by accumulating the appropriate CV in your lesser leg, and by satisfying the 100 CV monthly maintenance requirement. For example: If you have 2000 CV in your lesser leg, and have purchased your 100 CV monthly maintenance products, you then qualify for the 15% LMB payout, independent and regardless of any prior rank advancement.

## 5 **Luxury Car & Expense Bonus (100 CV minimum maintenance order required)**

Any month that a team member is qualified at Senior Director or above he/she will receive the specified bonus.	Senior Director	Corporate Director	Diamond Director	2 Diamond Director	3 Diamond Director	4 Diamond Director
	US\$ 1000 mo.	US\$ 2000 mo.	US\$ 3000 mo.	US\$ 4000 mo.	US\$ 5000 mo.	US\$ 6000 mo.

## 6 **Annual Leadership Retreat (100 CV minimum maintenance order required)**

Each year Senior Directors and above will be invited to the annual leadership convention, which will be held in an exotic location. They will be required to qualify for Senior Director or above for four months during the calendar year to qualify. Based on trip and location each year different leadership levels will receive different allowances for the trip.

## 7 **Executive Bonus (100 CV minimum maintenance order required)**

3% of CV is paid out to those who are participating at the executive level. This is a weighted bonus depending on the growth in your Team Volume Commissions month to month. This bonus is only available to those who have less than 40,000 CV in their lesser leg.

Each 1,000 CV of growth in the lesser leg volume = 1 share  
Applicable to Business Center 1 only

## 8 **Leadership Bonus (50 CV minimum maintenance order required)**

The Leadership Bonus is designed to encourage Executive enrollments and upgrades by paying out additional commissions. Each month, a percentage of the Agel Philippines sales revenue is placed in a leadership bonus pool and distributed in a weighted manner to those who meet the qualifications. This bonus will be paid in the form of increased Fast Start Bonuses and increased Team Volume Commissions. Enhanced FSB will be paid as shown in the chart below. After payment of the EFSB, the remainder of the Leadership Bonus pool will be distributed to qualified team members, payable as an addition to the earned Team Volume commission, ETVC, distributed as shown in the chart below. This Enhanced TVC payment will be paid on a pro-rata basis.

Entry Level	Fast Start Bonus	Enhanced Bonus	Total EFSB	CV	Distribution of ETVC pool
Executive	PHP 8,500	PHP 1,500*	PHP 10,000	500	70 % **
Premium	PHP 4,250	PHP 750*	PHP 5,000	250	20 % **
Personal	PHP 1,800	PHP 400*	PHP 2,200	100	10 % **
Quick Start	PHP 625	PHP 75*	PHP 700	30	-

\*You must be a Philippines resident to qualify for this Enhanced FSB bonus payment. This bonus will be paid as part of your FSB payment only if your monthly maintenance requirements have been met.

See Team Member Qualification on page one above.

\*\*To qualify for the Enhanced Team Volume Commission portion of the Leadership Bonus, you must be a resident of the Philippines, enrolled at an Executive, Premium, or Personal level, you must be on active autoship, and you must have 2 or more active downline team members purchasing products every month.

## Activation Orders – What are your product choices?

Enrollment Activation orders include a fixed quantity of “starter kit” EXO boxes, along with your choice of the appropriate number of boxes of FIT, EXO, MIN, or OHM. \*You may choose to substitute UMI, FLX, as your choice of product for an additional cost of Php 500 per box.

- **Quick Start** includes one box of either FIT, EXO, MIN, or OHM, your choice.
- **Personal** includes one box EXO plus Three boxes of either FIT, EXO, MIN, or OHM, your choice.
- **Premium** includes one box EXO plus seven boxes of either FIT, EXO, MIN, or OHM, your choice.
- **Executive** includes two boxes EXO plus fourteen boxes of either FIT, EXO, MIN, or OHM, your choice.

Entry Level	Total Number of Boxes	Boxes of Choice * (FIT, EXO, MIN, OHM)	Boxes of “Starter Kit” EXO
Executive	16	14	2
Premium	8	7	1
Personal	4	3	1
Quick Start	1	1	0

## Monthly Personal Maintenance Volume – What is it?

Each month, qualification for commission payments requires that you maintain a minimum of 50 CV in monthly personal product orders from the company. Some aspects of the compensation plan have additional CV requirements.

(Note: 50 CV required for 2,3,8 and 100 CV required for 4,5,6,7.)

All product purchases, including upgrades, carry an associated amount of CV (commissionable volume).

The following table lists the CV associated with monthly maintenance product purchases. See last page for Upgrade CV.

Product	Associated CV	Price
EXO, MIN, FIT, OHM – choice of 1 box	50 CV	PHP 4,000
UMI, FLX – choice of 1 box	65 CV	PHP 4,500
Value Pack Promotions – See back office for current promotions	50 - 200 CV	See back office for current pricing

## Carry-over Volume – How does it work?

At the end of each month, the difference between the greater leg volume and the lesser leg volume is “carried over” or kept in the greater leg (up to 250,000 CV). At the start of the new month, the greater leg volume begins at a CV value equal to the difference in CV between the two legs at the end of the previous month.

For example, if you have 10,000 CV in your greater leg and 4,000 CV in your lesser leg at the end of this month, then you start off next month with 6,000 CV (10,000 – 4,000) in your greater leg.

However, there is a monthly personal CV maintenance requirement in order to receive volume carry-overs. The following table identifies the requirements for each carry-over volume.

Amount of Personal Monthly Maintenance Volume	Amount of Carry-over CV you qualify for during the following month
50 CV	Up to 5,000 CV
100 CV	Up to 50,000 CV
150 CV	Up to 100,000 CV
200 CV	Up to 250,000 CV

## Entry Level and Upgrade Options – What are the benefits?

The Agel compensation plan is designed to help you achieve your financial goals. We encourage you to enroll into the company at the highest level possible to maximize your access to the various aspects of the compensation plan. However, at whatever level you enter, we encourage you to upgrade to the next level as soon as possible. With each upgrade, you will excel your business and achieve your goals that much faster.

Upgrade prices are subject to change and vary according to your entry level. Each time you help your personally sponsored Team Members to upgrade, you will earn additional Fast Start Bonuses. Upgrading from one level to the next must be done within 2 months following the month of activation or most recent upgrade. Following the lapse of the 2 month period, the only upgrade permitted is to the Premium or to the Executive levels, and this may be done at any time.

The following table lists the aspects of the compensation plan that are available with each entry level or upgrade.

	Income Centers	Retail Sales	Fast Start Bonus	Team Volume Commission	Leverage Matching Bonus	Luxury Car Bonus	Leaders Expense Account	Leaders Retreat	Executive Bonus	Leadership Bonus
Executive	3	Yes	Yes	Yes (max US \$75,000)	Yes	Yes	Yes	Yes	Yes	Yes
Premium	3	Yes	Yes	Yes (max US \$75,000)	Yes	Yes	Yes	Yes	-	Yes
Personal	1	Yes	Yes	Yes (max US \$25,000)	Yes	-	-	-	-	Yes
Quick Start	1	Yes	Yes	Yes (max US \$25,000)	-	-	-	-	-	-

## Upgrading to the Next Entry Level – What does it cost?

Quick Start Upgrades	Price	Fast Start Bonus to Sponsor	CV	Additional Business Centers	Total Boxes of Product	Boxes of "Starter Kit" EXO	Boxes of Choice (FIT, EXO, OHM, MIN)
To Personal	PHP 12,000	PHP 1,100	70	0	3	1	2
To Premium	PHP 28,000	PHP 3,100	190	2	7	1	6
To Executive	PHP 60,000	PHP 7,100	430	2	15	2	13

### Personal Upgrades

To Premium	PHP 16,000	PHP 2,000	120	2	4	1	3
To Executive	PHP 48,000	PHP 6,000	360	2	12	2	10

### Premium Upgrade

To Executive	PHP 32,000	PHP 4,000	250	0	8	1	7
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## Privileges for Active Team Members:

Enrollment activates you as an Agel Team Member and entitles you buy product at wholesale prices, and receive commission and bonus payments. If you choose to become inactive as an Agel distributor by failing to purchase products for several months in a row, your account is subject to deactivation and you will no longer be eligible to receive commissions or bonuses.

BDO MasterCard or Agel Debit Visa cards are available at low prices and will allow you to have your commission payments deposited directly to your debit card account. These cards will also help you to keep your Business distributorship active by facilitating monthly product purchases.

As an active team member you will have free access to the Agel corporate web site and many sections of the senior leader websites and webcasts around the world. You will also be entitled to purchase training materials and "tools" at wholesale prices.