



COMPENSATION PLAN

SIGN UP FEE:

\$49

**1 YEAR WITH \$49
YEARLY RENEWAL**



**BUY A PACK AND
\$49 IS WAIVED FOR
THE FIRST YEAR**

**THERE ARE FIVE FORMS OF COMPENSATION AND
REWARD IN THE TAVA COMPENSATION PLAN:**



**RETAIL CUSTOMER
PROFITS**



**QUICK START
BONUS**



BINARY PAY



**BINARY CHECK
MATCH PAY**



**CAR BONUS
PROGRAM**

QUALIFYING FOR COMMISSIONS

BECOME ACTIVE:

To earn Compensation, you must remain Active. To be considered Active requires the personal purchase of a qualifying product with commissionable Volume (V) of 40PV or more on the monthly anniversary date of your previous order, this may vary from 28 to 31 days depending on the month.

As a Distributor begins the development of their sales team by enrolling other Distributors with TAVA the Volume (V) created by the sales activity of their team will accumulate and hold until the Distributor meets the qualifications to be paid on that activity as long as the Distributor remains Active.

After you become Active, you will teach two Personally Enrolled Distributors to do the same, then you will be considered Binary Qualified.

BECOME BINARY QUALIFIED:

After you become Active, you will teach two Personally Enrolled Distributors to do the same, then you will be considered Binary Qualified.



BASIC TERMS TO KNOW

PV:

Also known as Personal Volume, this Volume is credited to you personally when you purchase a product or your personal retail customer orders from your replicated website. Please note some products may have less than 40V which will not satisfy the requirement for being active and qualified for commissions.

V:

Commissionable Volume, is a point value that is assigned to each TAVA product. (V) is used to track and measure if you are Active and calculate commissions.

WEEKLY BONUS PERIOD:

The Weekly Bonus Period starts each Friday morning at 12:00 Central Time and ends on Thursday Night at 11:59:59 Central Time.

QUALIFICATION PERIOD:

The Pay and Pin Rank that an Associate qualifies for is determined by the Qualification Period. TAVA's Qualification Period is a standard calendar month. Starting at 12:00AM the 1st and ending on the last day of the month at 11:59:59PM.

CARRY OVER VOLUME (COV):

Any commissionable Volume (V) that was not commissioned in the current weekly period will be carried over to the next period and will continue to carry over as long as the Associate remains Active.

ASSOCIATE:

Meets minimum active monthly requirement of 40PV with at least one active personally enrolled Distributor on your left and right leg.

ACTIVE CUSTOMER:

Meets minimum active monthly requirement of 40PV.

RETAIL CUSTOMER:

A person in the system that has not personally enrolled as a Distributor and buys TAVA products directly from a TAVA Distributor.

PAY TEAM:

The left or right binary leg which has the smaller amount of accumulated Volume (V). (Also known as the Pay Leg.)

BUILDER TEAM:

The left or right binary leg which has the greater amount of accumulated volume (V). (Also known as the Power Leg.)

PAY RANK:

The Rank that you have qualified for within the Qualification Period.

MINIMUM PAY RANK:

This is the Minimum Pay Rank that you will be paid at during a given period. Your highest Pay Rank you achieve in a given calendar month will be the Minimum Pay Rank in the following month.



5 WAYS TO GET PAID

Upon completing the simple steps above, a Director can benefit from all of the incredibly rewarding and lucrative components of the TAVA Compensation Plan as described below.

1 RETAIL CUSTOMER PROFIT

The one-time payout a Distributor receives each time a customer purchases directly from the TAVA Distributor's replicated website.

Note: Retail purchases made from TAVA replicated sites count toward Associate's PV.

PRODUCT EXAMPLES

PRODUCT	Suggested Retail	Associate Price	Volume	Retail Profit
Flare	\$64.95	\$54.95	20V	\$25
Vacia Detox Tea 30ct	\$69.95	\$59.95	25V	\$25
Vacia Detox Tea 60 ct	\$129.95	\$99.95	40V	\$30.95
Valé Liquid Vitamins	\$64.95	\$49.95*	20V	\$25
Kaprese CBD Coffee 30ct	\$79.95	\$69.95	20V	\$25

* Introductory Price

Note: \$25 per product does not apply to the Smart Grab Packs and Promotional Packs



2 QUICK START BONUS

When a new Distributor first enrolls, they have the option to purchase an Enrollment Product Pack of their choice. Depending upon the Product Pack selected, the new Distributor's Sponsor will receive a Quick Start Bonus. The Sponsor must be Active to receive the Quick Start Bonus.



QUICK START BONUS PACKS

Quick Start Bonus Packs	Wholesale Price	Volume	Bonus
Affiliate Pack	\$100	40V	\$30 to Sponsor
Complete Pack	\$200	50V	\$50 to Sponsor
Personal Pack*	\$300	65V	\$100 to Sponsor
Business Pack*	\$500	100V	\$200 to Sponsor
Builder Pack	\$1200	300V	\$450 to Sponsor

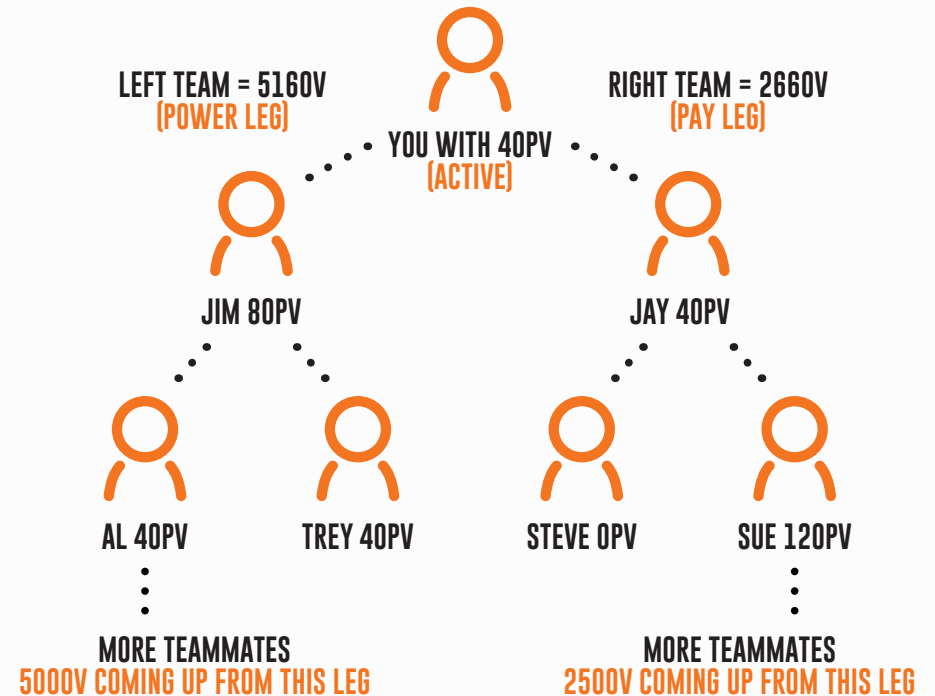
* The Personal Pack and Business Pack may be upgraded to the Builder pack within 30 days of enrollment to receive the 60-day override to 20% binary pay

3 BINARY PAY

The requirement for earning binary commissions is that you must have personally enrolled two Distributors that are currently active with 40PV, one placed on your left leg and one on your right leg.

At the end of each week, the leg with the greater Commissionable Volume total is called the Power Leg and the team with the lesser Commissionable Volume total is called the Pay Leg. A qualified distributor will earn between 10% to 25% of the Pay Leg CV total each week with a maximum Binary Pay from \$500 to \$50,000 per week based on Qualified Pay Rank.

Example: A Distributor with a rank of Director has 2,660 CV in their Pay Leg and 5,160 CV in their Power Leg. They receive a Binary Pay of \$266 (10% of their Pay Leg's 2,660 CV) Then 2,660 points is deducted equally from both legs and the remaining 2,500COV from the Power Leg is carried over to the next week. There is no flushing of Power Leg CV if the distributor remains active.



4 BINARY CHECK MATCH PAY

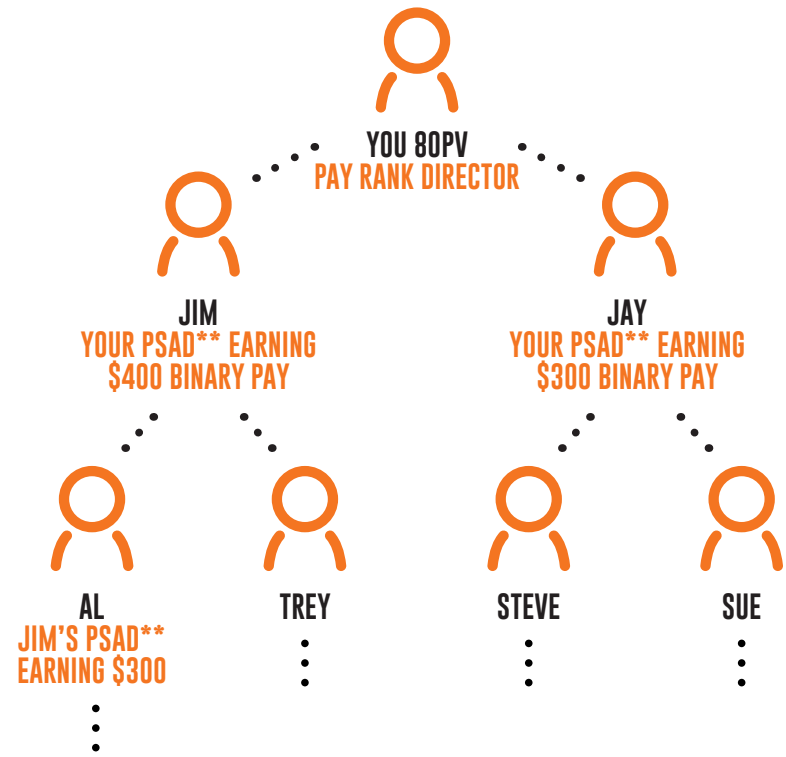
As a Director and above builds two teams and starts to earn a Binary Pay, they will help those that they personally enroll and their team members to do the same. As the teams grow and more members of the teams start to earn Binary Pay, a Qualified Director and above can earn a Matching Bonus (Check Match Pay) equal to a percentage of the Binary Pay earned by their **(PSAD) Personally Sponsored Active Distributors**** (1st Level), as well as the Active Distributors they enroll (2nd Level).

You can earn up to 50% of the binary pay of your personally sponsored. Also earn up to 50% of the personally sponsored of your personally sponsored. The percentage of Check Match Pay and the number of levels a Director or above is qualified to receive is determined by their Pay Rank.

(See Comp Plan Grid for % details)

Example: If you are a Director Pay Rank or above and your personally enrolled, Jim, is earning \$400 Binary Pay and their personally enrolled is earning \$300 Binary Pay, we would pay you \$230 Check Match Pay (50% of the 1st level bonus of \$400 (\$200) and 10% of the 2nd level bonus of \$300 (\$30)). As you achieve higher rankings and volume due to your business' growth, you will qualify to earn a matching bonus directly related to the successful people you have helped develop.

(Earn up to a 50% Check Match Pay on two levels of Sponsorship)



5 CAR PROGRAM

Work hard, play harder. Choose your toy today!

Qualified Diamonds and above will qualify for the Tava Car Program and make up to \$2,500 per month towards their car payment.

For full details of the requirements to receive the TAVA Car Bonus please refer to The Tava Car Program pdf or go to www.tavalifestyle/tavacarprogram



RANK ADVANCEMENT

The following chart outlines the various Ranks and requirements for each as well as the corresponding rewards for each rank. Each subsequent title assumes all previous title requirements are still met or superseded by the next higher requirement indicated.

Rank Levels	Qualifications	Earnings Eligibility	Binary Pay	Check Match Pay	Car Bonus
Customer	Meet minimum active requirement of 40PV.	Quick Start Bonus	-	-	-
Associate	Meet minimum active requirement of 40PV. Binary Qualified: One personally enrolled team member on the right and left leg; each with a 40PV.	Quick Start Bonus and Binary Pay	10% pay leg with \$500 Weekly CAP	-	-

BUILDER RANKS

Supervisor	Meet minimum active requirement of 40PV. Binary Qualified: One personally enrolled team member on the right and left leg; each with a 40PV. 500 Pay Leg Volume in a Calendar Month.	Quick Start Bonus and Binary Pay	10% pay leg with \$1,000 Weekly CAP	-	-
Director	Meet minimum active requirement of 80PV. Binary Qualified: One personally enrolled team member on the right and left leg; each with a 40PV. 2K Pay Leg Volume in a Calendar Month.	Quick Start Bonus, Binary Pay & Check Match Pay	10% pay leg with \$2,000 Weekly CAP	50% 1st Level 10% 2nd Level	-
Director 2	Meet minimum active requirement of 80PV. Binary Qualified: One personally enrolled team member on the right and left leg; each with a 40PV. 5000 Pay Leg Volume in a Calendar Month.	Quick Start Bonus, Binary Pay & Check Match Pay	10% with \$5,000 Weekly CAP	50% 1st Level 10% 2nd Level	-

LEADERSHIP RANKS

Executive Director	Meet minimum active requirement of 80PV. Binary Qualified: One personally enrolled team member on the right and left leg; each with a 40PV. 10K Pay Leg Volume in a Calendar Month.	Quick Start Bonus, Binary Pay & Check Match Pay	12% with \$5,000 Weekly CAP	50% 1st Level 20% 2nd Level	-
Executive Director 2	Meet minimum active requirement of 120PV. Binary Qualified: One personally enrolled team member on the right and left leg; each with a 40PV. 25K Pay Leg Volume in a Calendar Month.	Quick Start Bonus, Binary Pay & Check Match Pay	15% with \$7,500 Weekly CAP	50% 1st Level 20% 2nd Level	-
Diamond	Meet minimum active requirement of 120PV. Binary Qualified: One personally enrolled team member on the right and left leg; each with a 40PV. At least one active Executive 2 or above from Personal Enrollment Tree from current or previous commission month. 50K Pay Leg Volume in a Calendar Month.	Quick Start Bonus, Binary Pay, Check Match Pay & Car Bonus	20% with \$10,000 Weekly CAP	50% 1st Level 30% 2nd Level	\$1000 per month Car Bonus
Double Diamond	Meet minimum active requirement of 120PV. Binary Qualified: One personally enrolled team member on the right and left leg; each with a 40PV. At least one qualified personally sponsored Diamond or above from Personal Enrollment Tree from current or previous commission month. 100K Pay Leg Volume in a Calendar Month.	Quick Start Bonus, Binary Pay, Check Match Pay & Car Bonus	20% with \$20,000 Weekly CAP	50% 1st Level 40% 2nd Level	\$1500 per month Car Bonus
Triple Diamond	Meet minimum active requirement of 120PV. Binary Qualified: One personally enrolled team member on the right and left leg; each with a 40PV. At least 2 active Executive Directors or above (1 from each leg) from Personal Enrollment Tree and at least one personally sponsored qualified Double Diamond or above from current or previous commission month. 200K Pay Leg Volume in a Calendar Month.	Quick Start Bonus, Binary Pay, Check Match Pay & Car Bonus	20% with \$20,000 Weekly CAP	50% 1st Level 50% 2nd Level	\$2000 per month Car Bonus
Crown Diamond	Meet minimum active requirement of 120PV. Binary Qualified: One personally enrolled team member on the right and left leg; each with a 40PV. At least 4 active Executive Directors or above (1 from each leg) from Personal Enrollment Tree and at least one personally sponsored qualified Triple Diamond or above from current or previous commission month. 500K Pay Leg Volume in a Calendar Month.	Quick Start Bonus, Binary Pay, Check Match Pay & Car Bonus	25% with \$50,000 Weekly CAP	50% 1st Level 50% 2nd Level	\$2500 per month Car Bonus

60% Cap Rule — TAVA will pay up to 60% of all company volume for the pay period through the Binary, and Check Match Pay bonuses. Payouts of these bonuses will be capped company-wide at 60%.

NOTE — Quick Start Bonus, Retail Profit, and Profit-Sharing Pool WILL NOT be capped.

NOTE — Must make a purchase of minimum of one commissionable product to join the company.

TAVA

