

# COMPENSATION PLAN OVERVIEW

(valid from the 22<sup>nd</sup> of December 2022)

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## Steps to Success for Phase 1, Member Phase

1. Be Active
  2. Find new Members
  3. Become a Member 7 Stars
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**Member Role** - The Member Role is where most Members will be. This compensation plan will recognize and reward good behavior habits of Members who are focused on selling and sponsoring, building confidence and repeated successes (thus increasing retention).

**Qualifications** - This compensation plan is very simple.



In this phase, you are entitled to receive commissions from as many levels in depth (limited at 7) direct proportional with as many active personally sponsored members you have in the particular calendar month.

A mandatory requirement\* is to be an Active Member.

*\*US and Canadian citizens are exempted from this mandatory requirement*

*As an example: if you have 2 active frontline you are entitled to get commissions on 2 levels in depth but if you have 7 active frontline you are entitled to get commissions on 7 levels in depth.*

**Bonuses** - The table of bonuses for the Member Role is presented below:

 <b>- COMPENSATION PLAN -</b> 							
	MEMBER 1 STAR (1 frontline)	MEMBER 2 STARS (2 frontlines)	MEMBER 3 STARS (3 frontlines)	MEMBER 4 STARS (4 frontlines)	MEMBER 5 STARS (5 frontlines)	MEMBER 6 STARS (6 frontlines)	MEMBER 7 STARS (7 frontlines)
LEVEL 1	10%	10%	10%	10%	10%	10%	10%
LEVEL 2		2%	2%	2%	2%	2%	2%
LEVEL 3			3%	3%	3%	3%	3%
LEVEL 4				4%	4%	4%	4%
LEVEL 5					5%	5%	5%
LEVEL 6						6%	6%
LEVEL 7							7%

**Client Sales Bonus** – You earn 10% on the Commissionable Volume (CV) generated by your frontline purchases of any of the Extravacantza products or services. Frontline is any personal enrolled Member known also as Member on your first level.

**Level 2-7 Bonuses** – You earn 2% on the Commissionable Volume generated on the 2nd level by the purchases of any of the Extravacantza's products or services made by any Member on the 2nd level in depth, you earn 3% on the Commissionable Volume generated on the 3rd level by the purchases of any of the Extravacantza products or services made by any Member on the 3rd level in depth and so on up to 7% on the 7th level in dept

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## Steps to Success for Phase 2, Partner Phase

1. Be Active
  2. Find Leaders and lead groups
  3. Become a Partner 7 Stars
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**Partner Role** - The Partner Role is where Leaders will be.

This compensation plan will recognize and reward good behavior habits of Leaders who are focused on building teams, building team leaders and selling the correct and innovative vision of the company.

**Qualifications** - This compensation plan is very simple.

In this phase, depending on your personal leading example, expressed by how many active frontlines you have in the specific calendar quarter, you are entitled to receive commissions calculated from the total turnover within all sales generated on the Extravacantza platform.

A mandatory requirement\* is to be an Active Member.



*\*US and Canadian citizens are exempted from this mandatory requirement*

**Quarterly Leadership Pool** – When you have a minimum of 14 up to 56 active lines for all three months in a calendar quarter, you will receive shares for the Quarterly Leadership Pool. The number of shares awarded are based on your paid-as title for each of the three months so the higher you are paid, the more shares you receive.

The Pool is 1% of the company's total Commissionable Volume for the quarter no matter what this amount is. The pool is divided equally among the shares so the amount you earn is the share value multiplied by the number of shares you earned accordingly to the table Bonuses.

As an example: if you have 21 active frontlines you are entitled to get 3 shares but if you have 56 active frontlines you are entitled to get 199 shares.

Bonuses - The table of bonuses for the Partner Role is presented below:

 <b>COMPENSATION PLAN</b> 							
	<b>PARTNER 1 STAR</b> (14 active lines)	<b>PARTNER 2 STARS</b> (21 active lines)	<b>PARTNER 3 STARS</b> (28 active lines)	<b>PARTNER 4 STARS</b> (35 active lines)	<b>PARTNER 5 STARS</b> (42 active lines)	<b>PARTNER 6 STARS</b> (49 active lines)	<b>PARTNER 7 STARS</b> (56 active lines)
<b>SHARES</b>	1	1	1	1	1	1	1
<b>SHARES</b>		2	2	2	2	2	2
<b>SHARES</b>			4	4	4	4	4
<b>SHARES</b>				8+8	16	16	16
<b>SHARES</b>					16	16	16
<b>SHARES</b>						32	32
<b>SHARES</b>							64+64
<b>TOTAL shares</b>	<b>1</b>	<b>3</b>	<b>7</b>	<b>23</b>	<b>39</b>	<b>71</b>	<b>199</b>

The percentages you are paid, the number of levels you are paid on and the shares you get are based on your Paid-as Title, regardless of the titles you achieved in the past.

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## Steps to Success for Phase 3, Ambassador Phase

1. Be Active
  2. Find Partners and other Ambassadors and lead groups
  3. Become an Ambassador 7 Stars
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**Ambassador Role** - The Ambassador Role is where some of the Partners will be. This compensation plan will recognize and reward good behavior habits of Partners who are focused on building teams, building team leaders and selling the correct and innovative vision of the company.

**Qualifications** - This compensation plan is very simple. In this phase, depending on your personal leading example, expressed by how many Ambassador lines you have in the specific calendar quarter, you are entitled to receive commissions calculated from the total turnover within all sales generated on the Extravacantza platform.

*a. Mandatory qualification conditions:*

- ✓ To be a minimum qualified Member 7 Stars in all the months in which you also meet the additional qualification conditions;
- ✓ To have active accounts in 3 network marketing companies on the platform Extravacantza.

*b. Additional qualification conditions:*

- ✓ To have 5 different qualified lines, all at a certain rank in all the months of a quarter of a year, according to the table below;
- ✓ the minimum value of NMR\* for a calendar quarter to meet the thresholds in the table below.

**\*NMR (Network Marketing Revenue)** - the total amount of commissions collected in a quarter of a year from at least 3 network marketing companies of Extravacantza.

**Quarterly Leadership Pool** – When you have a minimum of 5 active

Member 7 Stars lines or a minimum of a minimum of 5 active Ambassador 1 Star lines for all three months in a calendar quarter, you will receive shares for the Quarterly Leadership Pool. The number of shares awarded are based on your paid-as title for each of the three months so the higher you are paid, the more shares you receive.

The main Pool is 1% of the company's total Commissionable Volume for the quarter no matter what this amount is. The pool is divided equally among the shares so the amount you earn is the share value multiplied by the number of shares you earned accordingly to the table Bonuses.

In addition, a 1% Pool will be allocated for trips offered as a gift to those who reach the level of Ambassador 4 Stars and keep the status qualified for 8 months of the calendar year to which the assessment is made.

*As an example: if you have 5 active Ambassador 1 Star lines, you are entitled to get 3 shares but if you have 5 active Ambassador 6 Stars lines you are entitled to get 199 shares.*

**Bonuses** - The table of bonuses for the Ambassador Role is presented below:

COMPENSATION PLAN - AMBASSADOR PHASE							
	AMBASADOR 1 STAR (5 Lines at M7S)	AMBASADOR 2 STARS (5 Lines at A1S)	AMBASADOR 3 STARS (5 Lines at A2S)	AMBASADOR 4 STARS (5 Lines at A3S)	AMBASADOR 5 STARS (5 Lines at A4S)	AMBASADOR 6 STARS (5 Lines at A5S)	AMBASADOR 7 STARS (5 Lines at A6S)
SHARES	1	1	1	1	1	1	1
SHARES		2	2	2	2	2	2
SHARES			4	4	4	4	4
SHARES				8 + 8	16	16	16
SHARES					16	16	16
SHARES						32	32
SHARES							64 + 64
TOTAL SHARES	1	3	7	23	39	71	199

The percentages you are paid, the number of levels you are paid on and the shares you get are based on your Paid-as Title, regardless of the titles you achieved in the past.

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## Leaders Reward Seminar

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Once a year, Extravacantza chooses to invite to the teambuilding seminar "**Leaders Seminar**", those leaders from the Extravacantza community who represent the Extravacantza community and who manage to achieve and maintain the qualification of Ambassador 2 Stars for 1 calendar year.

The Leadership Reward Seminar is always announced on January 1 of each year, as part of the "*Sales Incentive Program*" for that year, which can be found in the backoffice of each Extravacantza member, in the "*Download documents*" section.

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## Definition of Terms & Concepts

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**Enroller** - The person who introduces an individual to the company is considered to be the "Enroller" or "Personal Sponsor".

**Enrolled Member** - An Enrolled Member is the initial Member title and is a Member who accepted the Terms and conditions of the Company but has not met yet the requirements to become an Eligible Member. While an Enrolled Member, they will be able to enroll other Members but will not

receive any commissions or bonuses until they become a Eligible Member.

**Eligible Member** - Enrolled Member who have successfully provided all required documents and/or information

**Active Member** - A Member must have his Premium membership active in the particular month in order to count toward Active status in the same month.

**Foster Member and Foster Sponsor** - A Member who agrees to move under the guidance of a Sponsor found on a different level, who will be named a Foster Sponsor.

**Line** - A Line begins with a first level Member and includes all of the Members beneath them. A Member has as many lines as they have first level Members.

**Downline** - All members registered personally (on the first level) and those registered further by them and those thus enrolled represent the downline group.

**Upline** - All members starting with your Sponsor and continuing with your sponsor's sponsor by ascending genealogically and chronologically up to the first member registered directly to the first account registered in Extravacantza.

**Active Line** - Any first level Member and their entire downline where at least one person is considered to be Active.

**Crossline** - members that are not in your Downline

**Level** - The position a Member has in a downline relative to another upline or downline Member. Members personally sponsored (i.e. first level) are



Level One. Those Members and clients sponsored by Level One Members are Level Two, relative to the original Member.

**Period** - A period refers to the specific time frame in which qualifications and payouts are calculated for. In this plan, a period is equal to an actual Calendar month. Six periods would be six calendar months.

**Commissionable volume** (CV) - is the volume on which commissions are paid. In this plan, the Commissionable Volume for the Premium membership product in a period will be 100% of the purchase, except those Premium membership that are subject of Promotions. All Commissionable volumes are calculated in USD. For other products or services sold by company Akademio Business or partners of Akademio Business within the Extravacantza community the commissionable volume will be expressed in the backoffice of each member as a percentage from the amount of purchase.

**Commission** - all the bonuses that are paid by Akademio Business SRL (owner of Extravacantza brand) to the Eligible Member according to the compensation plan

**Commission payments** - commissions are paid every 15th up to 20th of the month for the month before to each Eligible Member qualified for commissions in their Extravacantza backoffice wallet-panel.extravacantza.com.

**Cancellation policy** - Akademio Business SRL (owner of Extravacantza brand) should terminate any account no matter if it is an account of an Active Member for any violation of terms and conditions.

**Cross recruiting** - the act of recruiting people that are not in your downline for any of your businesses.

**Policy of Zero tolerance** - In Extravacantza community we protect our Members businesses. Members who does cross recruiting are not in good standing with Extravacantza code of conduct and are subject to terminate their account, no matter if their membership is active or not.

**Reinstatement policy** - if a Member is canceled or resigns, they may request reinstatement at any time and, if approved, will be reinstated under their original sponsor. Their downline organization will not be reinstated nor their previous title. They will be considered a new Member for all intent and purposes.

If a Member wishes to join under a different sponsor, they must wait for a minimum of six months after termination before reapplying and will start as a new Member, without their former downline and title. If a Member wishes to join under a different sponsor, together with his previous Downline group who has been cancelled or resigned, the Management approval is needed or they must wait for a minimum of 12 months.

**Adoption policy** - If a Sponsor has reasonable grounds to believe that a Level One Member would benefit from more effective collaboration with another Network Level Member (Foster Sponsor), with the consent of all parties involved, he will move the Level One Member to the Downline of the Adoptive Sponsor, as a Level One Member of the latter. He so becomes a Foster Member.

The activity of the Foster member generates commissions exclusively in favour of its Foster Sponsor, of its initial Sponsor and of the Upline sponsor of its initial Sponsor.

For such a transfer, a fee of 80 EUR + VAT will be charged.

**Career Title** - a Member's Career Title is their recognition title and it is the highest title they have achieved

**Intellectual property** - the network of members built within Extravacantza by any member can be donated, sold or inherited to whoever the networker

member decides and it is the solely decision of the networker member who is that person, company or group of persons. In this matter Akademio Business SRL should be informed in less than 30 calendar days about this change.

**Free will** - The member can choose to build whatever MLM company wants besides Extravacantza without any financial restrictions coming from Extravacantza even if the other MLM company is a direct competitor of Extravacantza.

**NMR (Network Marketing Revenue)** - the total amount of commissions collected in a quarter of a year from at least 3 network marketing companies of Extravacantza.