

# COMPENSATION PLAN

EIGHT WAYS TO THE EXTRAORDINARY LIFESTYLE



# WELCOME TO THE TRÉVO GLOBAL COMMUNITY

Trévo is a COMMUNITY of individuals from different BACKGROUNDS, CULTURES, and AGES coming TOGETHER for ONE POWERFUL PURPOSE: that ALL members of the community experience EXTRAORDINARY LIVING! We are passionate about impacting lives with Wellness, Prosperity and Legacy! When this Compensation Plan was designed by Trévo's Founder, Mark Stevens, it was very important to him to give every Life and Health Coach an opportunity to achieve success and to see their dreams come to life, no matter how big or small those dreams may be. This Compensation Plan allows every Life and Health Coach to create income through their Trévo business so they too can create their own Trévo Extraordinary Lifestyle!



## DEFINITIONS FOR PLAN

1. **CVP (Customer Volume Points)** : This is point values from Retail and Elite Customers through personal shop site.
2. **GV (Group Volume)** : This point value is from PowerStart and PowerStart Upgrades.
3. **WVP (Wholesale Volume Points)** : This will be your personal purchases for direct retail customers and personal use.
4. **GVP (Group Volume Points)** : This is the total points purchased in your 8 generation team. This includes Retail & Elite Customers, PowerStart, Upgrades & WVP orders from Life & Health Coaches.



## EXAMPLE OF COMMISSION CALCULATION

### Retail Trévo 32oz Bottle

Base Price=\$60.00 USD

Points are 90% of Base Value=54

### Calculation:

54X25% (1st generation)=\$13.50 USD

Through this dynamic and revolutionary Compensation Plan, EVERYONE has the equal opportunity to achieve success and become prosperous, whereas most other companies' Compensation Plans favor the highest-ranking leaders only. At Trévo, we're one company, one team with one focus: Extraordinary Living for ALL!



## RETAIL AND ELITE CUSTOMER COMMISSIONS

Retail Customers will purchase the product from your personal Trévo Shop Site. Through the power of Retail sales, you can grow your business exponentially as you are selling directly to the end consumer. Shop Site Retail Users will be placed on your 1st Generation.

An Elite Customer is simply a Retail Customer that chooses to sign up to receive a discount on product by signing up for monthly subscriptions and enjoys the benefits of being an Elite Customer. The Life and Health Coach that signed up the Elite Customer will earn commissions from those monthly recurring subscriptions. Customers cannot earn commissions. Sales associated with Retail and Elite Customers will be assigned CVP volume.

### CHECK BACK OFFICE FOR INCENTIVE PROGRAMS FOR YOUR ELITE CUSTOMERS.

GENERATIONS	PERCENTAGE FOR COMMISSIONS
Generation 1	25%
Generation 2	8%
Generation 3	4%
Generation 4	3%

*\* Commissions are calculated based on point value.*



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# POWERSTART SYSTEMS COMMISSIONS

It is important when starting a new business to create local exposure through local retail sales. This will build testimonies for your business. The Trévo PowerStart Business Systems are the enrollment packages a Life and Health Coach selects at the time of enrollment. Each PowerStart Business System includes tools, Trévo Shop Site, access to the Trévo mobile app, Back Office, and many other tools that you can use to grow and develop yourself, new Retail customers, and your entire team of Life and Health Coaches.

PS ENROLLMENT	POWERSTART SYSTEMS	GV POINTS
PS-ONE Enrollment	Trévo PowerStart ONE (2-32oz bottles)	75 GV Points
PS-TWO Enrollment	Trévo PowerStart TWO (4-32oz bottles)	144 GV Points
PS-THREE Enrollment	Trévo PowerStart THREE (6-32oz bottles)	211 GV Points
PS-FOUR Enrollment	Trévo PowerStart FOUR (8-32oz bottles)	274 GV Points

\* You can start your business with any PS package and simply upgrade by paying the difference between PS packages as you expand your local retail base.  
 \* You must be PS-FOUR qualified before you can purchase WVP orders.

GENERATIONS	PERCENTAGE FOR COMMISSIONS
Generation 1	25%
Generation 2	8%
Generation 3	4%
Generation 4	3%

\* Commissions are calculated based on point value.



A Compensation plan that puts you in the Driver's Seat to Freedom.

## POWERSTART UPGRADE COMMISSIONS

The goal to upgrade to PS-FOUR level in your first 60 days is to create at least 8 local retail customers with strong testimonies that will begin to create momentum in your business growth. Anytime an Upgrade is placed, the commission will be based off of the difference between the two PowerStart Levels.

For example: Sam enrolls Cody at a PS-THREE in June and then Cody Upgrades to a PS-FOUR in July. Sam and his enroller, will receive the commission difference of the PS-THREE and PS-FOUR. Cody will receive the difference of product between the two levels. Please see below for commission percentage payouts for each generation.

### TRÉVO REWARDS

- \* A compensation plan that puts you in the Driver's Seat to Freedom.
- \* Start Amazing business and Create stories.

POWERSTART UPGRADES	GVP POINTS
PS-ONE to PS-TWO	75 GV Points
PS-TWO to PS-THREE	75 GV Points
PS-THREE to PS-FOUR	75 GV Points

- \* You must be PS-FOUR qualified before you can purchase WVP orders.
- \* If you are PS-FOUR qualified in your first 30 days you will receive a GIFT. (Gifts are determined monthly by company. \$40.00 value)
- \* Anyone not qualified at PS-FOUR within their first 90 days will be moved to Elite Customer status and pricing.
- \* You will be 50 WVP commission qualified for 60 days from your enrollment month if you are upgrading in your second 30 days. This does not include your 100 CVP requirement to qualify for leadership bonuses.

GENERATIONS	PERCENTAGE FOR COMMISSIONS
Generation 1	25%
Generation 2	8%
Generation 3	4%
Generation 4	3%

\* Commissions are calculated based on point value.

# WVP COMMISSIONS

## WHOLESALE MONTHLY ORDERS

A Wholesale Volume Purchase (WVP) is an order placed under your personal Customer ID (CID) that will give you access to the commissions you are eligible to receive for the point volume that is placed in your organization. This is the product you will use for local retail sales and personal use.

RANK	WVP POINTS	CVP POINTS
Non Ranked Life and Health Coach to Platinum Rank	50	50
Amethyst Rank to Emerald Rank	120	120
Blue Diamond Rank to Yellow Diamond Rank	150	150
Black Diamond Rank to White Diamond Grand Elite Rank	230	230

The above volume requirements qualify you for Retail, Elite, PowerStart, Upgrades & WVP Commissions.

*\* Commissions are calculated based on point value.*

## 04

## WVP COMMISSIONS

You are paid Commissions from all WVP orders placed by your team members.

The chart on the right shows the percentage payout on each Generation.

GENERATIONS	PERCENTAGE FOR COMMISSIONS
Generation 1	12%
Generation 2	7%
Generation 3	5%
Generation 4	5%
Generation 5	5%
Generation 6	4%
Generation 7	2%
Generation 8	2%

## RE-CLASSIFICATION

If a Life and Health Coach goes 90 days without purchasing a WVP order, they will automatically be re-classified as an Elite Customer.

## COMMISSION COMPRESSION

Trévo's monthly commission compression ensures you receive the maximum commission possible!

**HERE IS HOW IT WORKS:** You are paid monthly commissions on everyone in your 8 Generations who placed a WVP order in that month. With monthly compression, those Life & Health Coaches in your 8 Generations without a WVP order are simply taken out of the equation and other team members from Generations below your 8th level are temporarily moved up until all 8 Generations are filled. This allows you to receive commissions on all 8 Generations. After commissions are paid, your 8 Generations roll back to the positions held prior to compression.

# LEADERSHIP LIFESTYLE BONUSES

## LEADERSHIP RECOGNITION SYSTEM

Recognizing, honoring, and rewarding individuals who challenge themselves to attain the great potential that lies within is one of our key core values at Trévo. Our Leadership Lifestyle Bonuses, along with the recognition that it gives the leader, allows the choice to use the bonus toward their dreams. They could be saving for an exotic vacation, to pay off debt, to purchase a new home, or any dream they can imagine.

## LEADERSHIP RANKING BONUSES

Leadership Ranking Bonuses are another important key in the Trévo Compensation Plan. The Leadership Ranking Bonus is our way of rewarding our top Leaders, business builders, and dream builders for their strong leadership.

Rank	Minimum of Active Ranked Leaders in Your First 4 Generation Team	GVP Points	Personal Activity		Dollar Amount
			WVP Points	CVP Points	
Silver Leader		2000	50	100	\$100.00
Gold Leader	1 Silver	3000	50	200	\$150.00
Platinum Leader	1 Silver & 1 Gold	5000	50	300	\$250.00
Amethyst Director	1 Gold & 1 Platinum	8000	120	500	\$500.00
Ruby Director	1 Platinum & 1 Amethyst	16,000	120	600	\$1000.00
Emerald Director	1 Amethyst & 1 Ruby	24,000	120	700	\$1500.00
Blue Diamond Executive	1 Emerald	30,000	150	1000	\$2,000.00
Purple Diamond Executive	1 Blue Diamond	55,000	150	1500	\$5,000.00
Yellow Diamond Executive	1 Purple Diamond	70,000	150	2000	\$7,000.00
Black Diamond Executive Director	1 Purple Diamond & 1 Yellow Diamond	130,000	230	3000	\$15,000.00
White Diamond Executive Director	1 Yellow Diamond & 1 Black Diamond	200,000	230	4000	\$30,000.00
White Diamond Elite	1 Black Diamond & 1 White Diamond	400,000	230	5000	\$60,000.00

\* GVP (Group Volume Points) are points that a Life and Health Coach receives from the purchases in their 8 Generation team. This includes PowerStart Systems, PowerStart Upgrades, WVP orders, Retail Customers and Elite Customer Subscription orders.

Silver	no more than 1000 GVP from one team leg
Gold-Platinum	no more than 2000 GVP from one team leg
Amethyst-Emerald	no more than 5000 GVP from one team leg
Blue Diamond-Yellow Diamond	no more than 10,000 GVP from one team leg
Black Diamond-White Diamond	no more than 20,000 GVP from one team leg
White Diamond Elite	no more than 50,000 GVP from one team leg

\* These are monthly bonuses paid to qualified ranked leaders.



## LEADERSHIP GLOBAL POOL BONUS

Trévo is in the business of Empowering Dreams. This is why we are excited to share with you the Trévo **LEADERSHIP GLOBAL POOL BONUS PLAN** which will set you on the path towards your dreams.

Trévo sets aside 3% of the Global sales points to be shared by **TOP LEADERS**. Total bonus is divided by all qualified leaders.

LEVEL	NUMBER OF SHARES
Black Diamond Executive Director	1 share
White Diamond Executive Director	2 shares
White Diamond Elite Executive Director	3 shares

# LUXURY CAR PROGRAM

## CAR BONUS PROGRAM

Don't waste another day blending in with all of the other cars on the road, when you could be turning heads in a luxury car paid for by Trévo! Our new luxury Car Program is designed to help YOU show everyone what an extraordinary lifestyle really looks like. We have chosen six of the most sophisticated and elegant luxury car manufacturers in the world to represent the Trévo standard of excellence, and we want to see you behind the wheel of one of these breathtaking vehicles.

What better way to represent the success you've had in Trévo than to drive one of the most stylish and sought-after cars on the road? Your Trévo luxury car will be your ultimate conversation piece in spreading the word about the amazing Trévo opportunity.

**SO SET YOUR SIGHTS ON THE OPEN ROAD, AND LET TRÉVO PUT YOU IN THE DRIVER'S SEAT OF YOUR DREAM CAR.**

### HOW TO QUALIFY \* 3 consecutive months of qualifying before car eligibility.

30,000 GVP (Minimum 3 legs) = \$550 monthly car bonus - Blue Diamond Executive Qualified.

55,000 GVP (Minimum 3 legs) = \$750 monthly car bonus - Purple Diamond Executive Qualified.

70,000 GVP (Minimum 4 legs) = \$1,000.00 monthly car bonus - Yellow Diamond Executive Qualified.

50% of GVP must come from monthly CVP & WVP volume

10,000 maximum per team leg

### WINNERS CAN SELECT FROM THE FOLLOWING CAR BRANDS!

- BMW
- CADILLAC
- MERCEDES
- JAGUAR
- RANGE ROVER
- LEXUS

\*See back office for car program details.



## LEAVING A LASTING LEGACY BONUS

Trévo Founder, Mark Stevens, firmly believes in the value of leaving behind a legacy for the inheritance of Generations to come. There is no greater way of making an impact in the world than to give something knowing it cannot be returned back to you. **CHARITY GIVING** is giving out of the abundance of your heart and resources. Mr. Stevens actively supports a variety of charitable organizations and ministries both in his local and global communities.

Through Trévo, leaders who achieve White Diamond Executive Status and above will be rewarded with shares of the Trévo Charity Legacy Bonus. These shares will be distributed as donations to charities specified by the leaders, and will be made in the name of the participating leader.

The benefit of this Charity Legacy Bonus is two-fold, these Charity Legacy Bonus Donations will help make the world a better place. Second, they will highlight participants as successful entrepreneurs who support their communities on both a local and global level.



**I AM CHANGING MY  
LIFESTYLE WITH  
TRÉVO**



## Trévo Compensation Terms

### **RETAIL & ELITE CUSTOMER TERMS**

**Retail Customers** will either purchase their products from your personal Trévo Shop Site or direct from your personal inventory.

Through the power of Retail sales, you can grow your business exponentially as you are selling directly to the end consumer. Your Retail Customers will be placed on your 1<sup>st</sup> Generation. Retail sales from Shop Sites are paid through your 1 – 4 generations.

**Elite Customer** is a Retail Customer that signs up on a monthly subscription of Trévo products. They enjoy extra discounts and incentives not offered to other Retail customers. The company processes all the transactions for the Elite Customer instead of paying direct to the Life & Health Coach. A Life & Health Coach not only earns commissions on their personal Elite Customers, but also any Elite Customers, in the 1 - 4 Generations of their Team Structure. Elite Customers are not able to earn any commissions, but can refer others to the products and receive special incentives.

\*Note: There is a limit of 1 customer account per household.

**CVP (Customer Volume Points):**  
This is point values from Retail and

Elite Customers through personal shop site. There is a CVP requirement to qualify for commissions.

### **CVP (Customer Volume Points)**

**Commissions:** Income earned from Retail and Elite Customers in the Life & Health Coach's 1 - 4 Generation – Team Structure.

**Retailing:** The activity of selling Trévo products to consumers for personal or household consumption either direct or through your Shop Site.

**Retail Profit:** Income earned from the sales of Trévo products when sold direct to Retail Customers.

### **POWERSTART COMMISSION TERMS**

**LIFE & HEALTH COACH** is a title given to an individual who enrolls in Trévo with the purpose of creating an income by developing a business within the Trévo Structure. They are the heart and soul of our company.

**Downline:** A Life & Health Coach's Downline is any Team Member who has enrolled in the Life & Health Coach's Organization below them.

**Enroller:** This term is used to describe the person who enrolls someone as a Life & Health Coach, Retail or an Elite Customer in Trévo.

**Upline:** A Life & Health Coach's Upline is any Team Member above them in the Team Structure. This includes their enroller, their enroller's enroller, and so on.

**PowerStart System Commission:** Income earned from the purchase of PowerStart products by either your personally enrolled Life & Health Coach or someone in any of your 1 - 4 Generation – Team Structure.

**PowerStart Upgrade Commissions:** Income earned when a Life & Health Coach upgrades their PowerStart Level to expand their business. This commission is paid out along with PowerStart Systems Commissions in your 1 – 4 Generations – Team Structure.

**PowerStart Enrollment Order:** This is the first order that a Life & Health Coach places. These products are to be used to develop local Retail Customers and expose potential Team Members to Trévo. An account set up fee\* is charged with all PowerStart Enrollment Orders and includes a Personal Trévo Website, Team Management System, Reports System and Trévo Mobile App, valued at \$500.00.

\*Applies to US & EU only.

Anyone not qualified at PS-FOUR within their first 90 days will be moved to Elite Customer status and pricing.

**Rep:** Is a term used in our industry to describe a Distributor. In our case, it is used to describe a Life & Health Coach.

**WVP (Wholesale Volume Points) COMMISSION TERMS QUALIFICATION TO EARN:** A Life & Health Coach must meet a minimum point requirement on WVP and CVP to

qualify for the following month's commissions.

Some bonuses have specific qualification requirements that a Life & Health Coach must meet to qualify for that specific bonus.

Qualification points start over the beginning of each new month.

**Organization:** This would be every Team Member, (Life & Health Coach, Retail or Elite Customer), who is enrolled anywhere under the enrolling Life & Health Coach's 1- 8 Generation Structure.

**Personal Team:** Any Team Member that a Life & Health Coach has in their 1st Generation Structure.

**Generation:** This refers to the genealogy of the Life & Health Coach's Team Structure. A Life & Health Coach receives an 8 Generation Team Structure for their business. The Team Members that are personally enrolled, are placed on the Life & Health Coach's 1<sup>st</sup> Generation. When Team Members on the 1<sup>st</sup> Generation personally enroll Team Members, those members are placed on their 1<sup>st</sup> Generation BUT the new enrollee is placed on the original Life & Health Coach's 2<sup>nd</sup> Generation. This process will continue until all 8 Generations are filled. Remember, the Team Structure stops at 8 Generations, BUT the width of a Life & Health Coach's Team Structure is infinity.

**WVP (Wholesale Volume Points):** This will be your personal purchases for direct retail customers and personal use. WVP volume qualifies a Life & Health Coach for commissions

and bonuses. This can be set up on a Recurring Monthly Order automatically shipped on a date chosen by the Life & Health Coach.

### **WVP (Wholesale Volume Points)**

**Commission:** These are commissions earned from WVP within the Life & Health Coach's 1 - 8 Generation Team Structure that they are qualified for.

### **WVP (Wholesale Volume Points)**

**Sales Compression:** The automated feature in which coaches who have not placed WVP Orders are temporarily removed in a Life & Health Coach's organization in order to maximize the potential earnings. The coaches below a Life & Health Coach's 1 - 8 Generations, are temporarily shifted up to fill in any unqualified coaches positions. This is only a temporary change. Once commissions are calculated, they are returned to their original position in the organization.

**Recurring Order:** A Recurring Order is a scheduled monthly order that a Life & Health Coach or Elite Customer can set up via their Back Office or by calling in to the local Customer Support Team. These orders will automatically ship on a date that is determined by the Life & Health Coach or Elite Customer. Orders are automatically drafted from the credit/debit card that is saved on the account on the chosen scheduled date. PayPal and bank deposit are not an option for Recurring Monthly Orders

## **LEADERSHIP BONUS TERMS RANKS**

**Current Rank:** The rank a Life & Health Coach is currently at during the month before it ends. This rank could go up or down once the month ends.

**Lifetime Rank:** The highest rank ever achieved by a Life & Health Coach.

**Paid Rank:** The rank the Life & Health Coach qualified for in the previous month. This will determine their Leadership Lifestyle Bonus.

**GVP (Group Volume Points):** This is the total points purchased in your 1 - 8 generation team. This includes Retail & Elite Customers, PowerStart, Upgrades & WVP orders from customers and Life & Health Coaches.

**Team Leg:** Any Team Member that is personally enrolled by a Life & Health Coach, becomes a Team Leg. Anyone enrolled below them becomes part of that Team Leg. There is no limit to the number of Team Legs you can create across your 1<sup>st</sup> Generation.

## **PAY PERIODS**

All bonuses are calculated on either a daily or monthly period (depending on the bonus).

**A pay "day"** Example of a pay day: begins at 12:00 a.m. Monday morning and ends at 11:59 p.m. on Monday. Times are based on Trévo Corporate's office time zone (CST/CDT). Retail, Elite, PowerStart and Upgrade commissions are paid daily. Daily payment schedule is as follows:

- Monday – Paid Wednesday
- Tuesday – Paid Thursday

- Wednesday – Paid Friday
- Thursday & Friday – Paid Monday
- Saturday & Sunday – Paid Tuesday

\*\* Due to end of the month closing, first of month commissions could be delayed by one to two business days.

**A pay “month”** is based on a calendar month.

- All bi-monthly commissions will be calculated and paid on the 2<sup>nd</sup> (volume from the 1<sup>st</sup> through the 15<sup>th</sup> of previous month)) and 4<sup>th</sup> (volume from the 16<sup>th</sup> through the last day of the month) Friday of the following month. WVP are paid bi-monthly.
- A Life & Health Coach has to complete their WVP volume requirement in the month prior to the commission date in order to qualify.
- Leadership bonuses are paid the 4<sup>th</sup> Friday of the following month.

## **MISCELLANEOUS TERMS**

### **CID (Coach Identification Number):**

This is the unique number assigned to a Life & Health Coach to be used for all transactions with Trévo.

C=Coach

ID=Identification

### **EID (Elite Identification Number):**

This is the unique number assigned to an Elite Customer to be used for all transactions with Trévo.

E=Elite

ID=Identification

### **RID (Retail Identification Number):**

This is the unique number assigned to a Retail Customer to be used for all transactions with Trévo.

R=Retail

ID=Identification

### **Trévo’s 90 day Rule:**

A Life & Health Coach that does not have volume under their CID for 90 days, will be moved to an Elite Customer.

**Commissions and Bonuses:** These both refer to income that can be earned through the business activities of both the Life & Health Coach and their Team Members with the 1 - 8 Generation – Team Structure.

**Compensation Plan:** We call this “Eight Ways to the Extraordinary Lifestyle”. It takes you step by step through the 8 different ways you can earn income as a Life & Health Coach. It has been perfectly developed to empower Life & Health Coaches to succeed with Trévo.