



ECOMATES™

COMPENSATION PLAN

There are 8 ways to earn income with ECOMATES™.



8

- 01 RETAIL SALES
- 02 FIRST ORDER BONUS (FOB)
- 03 FIRST ORDER MATCHING BONUS (FOMB)
- 04 PATHFINDER BONUS
- 05 CUSTOMER ACQUISITION REVENUE SHARING POOL
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TERMINOLOGY

* **Volume:** Refers to the points assigned to products. PV is personal volume (personal purchases or an IBO's retail and preferred customers) and GV is group volume (purchases in your organization). For example, a single 16oz. bottle of EthosFR+ = 13PV.

IBO: Independent Business Owner. This is the title given to our distributors.

† **Active:** Must generate a minimum of 50 PV every four weeks.

‡ **Qualified:** Must have at least one personally sponsored and active IBO (an IBO that also has at least 50PV on both your left and right teams.)

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01

RETAIL SALES

Retail sales allow you to earn income by purchasing **ECOMATES™** products at the wholesale price and then selling them at the retail price. An IBO can purchase the product and sell it themselves or they can send a Retail Customer to their site where the customer can purchase product anytime they wish. **ECOMATES™** keeps track of all sales made at the IBO's site and pays the IBO the difference between wholesale and retail. IBO's are paid weekly. A Retail Customer can receive a 15% discount on their purchases by becoming a Preferred Customer (PC). You do not need to be active† or qualified‡ to earn profit from sales made to Retail or Preferred Customers.

The Preferred Customer program allows your customers that enroll in the Auto Delivery program a 15% discount on the suggested retail price. The IBO is paid the difference between the PC price and the wholesale price, paid weekly. All PV generated from Retail and PC sales roll up to the IBO and apply towards the active qualification.

Preferred Customers can become an Independent Business Owner (IBO) by paying the \$49.00 IBO enrollment fee or by purchasing a Business Builder Pack.

Please note that Preferred Customers are placed in the Team Tree. They can accumulate carry forward binary volume from their left and right teams that may be counted toward ECOTEAM commissions and IBO rank advancement described below, if they upgrade to an IBO. Their position in the binary tree will be deactivated if they go inactive for four consecutive weekly bonus periods.

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02

FIRST ORDER BUSINESS (FOB)

When a personally sponsored IBO orders an **ECOMATES™** Business Builder Pack (BBP) in their **first order at the time of their enrollment**; you receive one of the following first order bonuses or "FOBs":

<u>(BBP):</u>	<u>FOB</u>	<u>PV:</u>	<u>Product Description:</u>
Business Builder 100	\$25	100 PV	5 16oz. Fuel Treatment, 3 16oz. Oil Treatment, and 3 32oz. dispenser bottles
Business Builder 200	\$50	200 PV	10 16oz. Fuel Treatment, 6 16oz. Oil Treatment, and 4 32oz. dispenser bottles
Business Builder 300	\$75	300 PV	15 16oz. Fuel Treatment, 9 16oz. Oil Treatment, and 9 32oz. dispenser bottles
Business Builder 400	\$100	400 PV	20 16oz. Fuel Treatment, 12 16oz. Oil Treatment, and 12 32oz. dispenser bottles

*Please note that you must be active with at least 100PV to receive the above described FOB. Distributors active with 50-99PV receive FOB of **\$10** (BBP 100) or **\$20** (BBP 200), or **\$30** (BBP 300), or **\$40** (BBP 400).*

03

FIRST ORDER MATCHING BONUS (FOMB)

The First Order Matching Bonus (FOMB) rewards you with a 50% match of the First Order Bonus (FOB) your personally enrolled IBOs earn. It is an incentive to help your IBOs achieve optimum duplication in their businesses. For example, when one of your personally sponsored IBOs earns a FOB of \$100, you will match 50% of that FOB or \$50. An IBO must have a least 100PV to qualify for First Order Matching Bonuses.

04

PATHFINDER BONUS

Qualified‡ IBOs with at least 100 PV may participate in our Pathfinder Bonus. Each time one of your personally sponsored IBOs reaches the rank of Pathfinder, the foundation for a successful **ECOMATES™** business, you earn a \$20 Pathfinder Bonus. If you are not qualified in the week one of your personally sponsored IBOs reaches the rank of Pathfinder, you will have the following three weeks to become qualified in order to earn the Pathfinder Bonus.

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05

CUSTOMER ACQUISITION REVENUE SHARING POOL

Most companies only pay revenue sharing pools to the top distributors; **ECOMATES™** gives IBOs the chance to earn from revenue sharing pools beginning the first day they sign up. By signing up as an IBO and purchasing a Business Builder 200 pack or higher an IBO positions him/herself to share in 2% of the first 500K in weekly PV produced by all **ECOMATES™** IBOs during and after the pre-launch. The chart below shows a multiplier you receive based on the pack with which you enroll; you then receive shares in the pool every time you enroll a new IBO in a BBP 200 or higher. This personal achievement will lock in your pool share multiplier value for this revenue sharing pool for as long as you remain continuously active with at least 100 PV (200PV to get in and 100PV to stay active) and qualified.

Each week that you personally enroll a new IBO that meets the above requirements, you will receive multiple shares in the Customer Acquisition Revenue Sharing Pool based on the chart below.

As an IBO, you have up to 4 weeks from Enrollment to purchase qualifying Business Builder packs to lock in your share multiplier. If at any time your continuously active PV drops below 100PV, then you no longer qualify for the bonus. You can reactivate the bonus as soon as your active volume is 200PV or higher for a full 4 week cycle.

Personal Business Builder Pack

Your Enrollment Pack		BB200	BB300	BB400
		Multiplier = 2	Multiplier = 3	Multiplier = 5
New IBO	BB200 = 2	4	6	10
BBP Points	BB300 = 3	6	9	15
	BB400 = 5	10	15	25
Total Shares in Customer Acquisition Revenue Sharing Pool				



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06

ECOTEAM COMMISSIONS

ECOTEAM commissions are at the heart of the ECOMATES™ Compensation Plan. As a new IBO your focus will be on creating Retail and Preferred Customers, as well as referring new IBOs to become part of your group or team (both your right team and left team.)

Every IBO has two positions underneath them or two teams that they are building, a right team and a left team. To become qualified as an IBO, meaning you are eligible to receive ECOTEAM commissions, you must be Active, with at least 50PV, and you must have personally added one new Active IBO to both your right team and left team. Some companies refer to these two teams as legs or a Binary system. Binary means that you will be placed in one of two legs (left or right) in your sponsor's organization. You will then be compensated based on successfully building two leg/teams of your own. You will then be compensated based on successfully building two teams of your own. As an IBO, you are part of your enroller's team, meaning they may place IBOs below you as they build their business. As your group begins to grow, you are entitled to ECOTEAM commissions based on the total volume generated by your lesser team each week.

Calculating ECOTEAM commissions: If you are active and have at least one personally enrolled and active IBO on both your left and right team, you qualify for 10% in ECOTEAM commissions, or you are paid 10% of the lesser team volume. Commissions are paid in 300GV increments, or every time you accumulate 300 points in on your lesser team you are paid \$30.

Any week your personal volume is over 200 PV, the overage will be applied to your lesser volume team. Remember ECOTEAM commissions are paid every week and you can earn up to \$10,000 per week. Although ECOTEAM commissions may be earned by being active with 50 PV, you can maximize your earnings with our FOB and Pathfinder Bonus by remaining active with 100 PV.

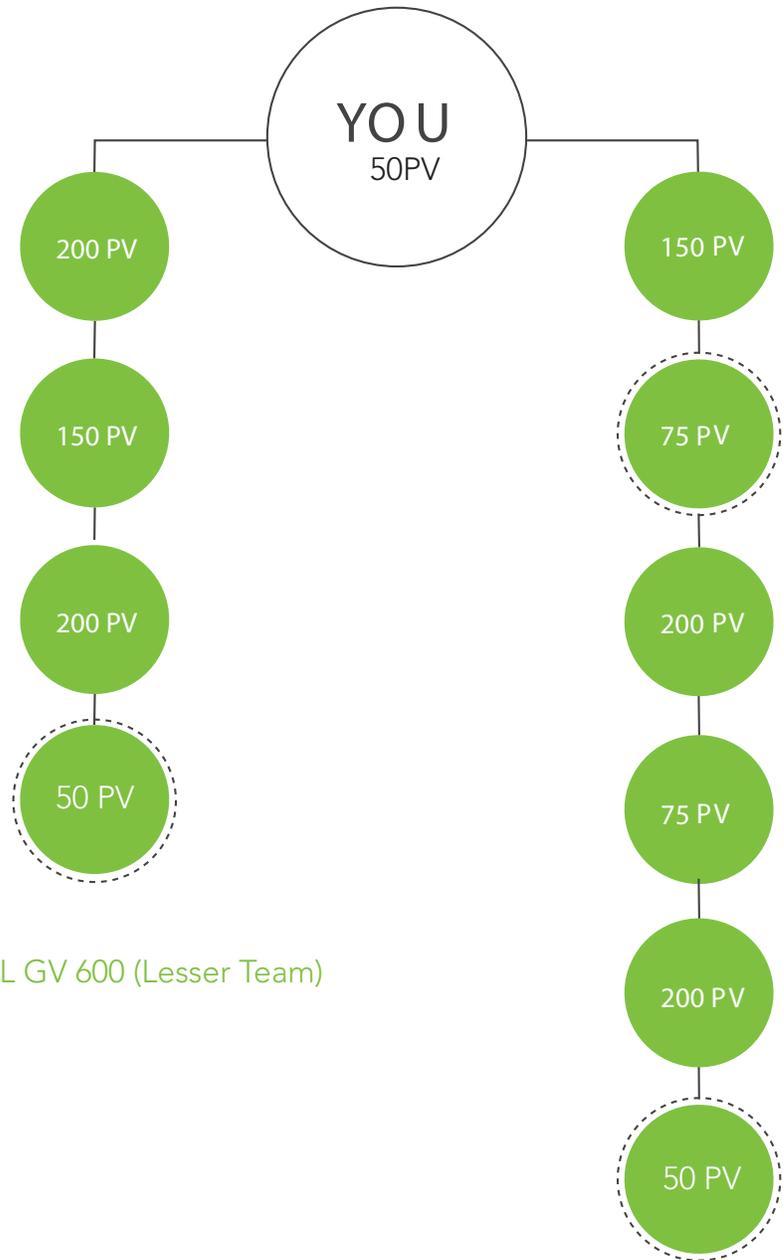
† **Active:** *Must generate a minimum of 50 PV every four weeks.*

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In this example, you are active with 50 PV. You are also qualified because you have a personally enrolled IBO on our left leg who is active with at least 50 PV and a personally enrolled IBO on your right leg who is active with at least 50 PV. And because your lesser leg volume is more than 300 PV you are eligible for a \$30 ECOTEAM commission for every 300 PV. Therefore, you qualify for a \$60 commission (10% of 600 GV).

- Personally Enrolled IBO
- Group IBO



TOTAL GV 600 (Lesser Team)

TOTAL GV 750 (Greater Team)

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PERSONAL ENROLLMENT TREE AND THE ecoEXEC CHECKMATCH PROGRAM

07

ECOEXEC CHECKMATCH PROGRAM

To further reward our ecoExec field leaders, we have created the ecoExec Check Match (CM) program.* This program allows you to earn a CM on the team commissions paid to IBOs you personally enroll, the IBOs they personally enroll, and so on—up to seven generations of ecoExecs in your personal enrollment tree. As your ecoExec rank increases, so does the number of generations on which you can be paid a CM.

You may earn a CM not only on the ecoExecs found in each of your personal enrollment tree groups, but also on IBOs at the various Pathfinder ranks. A generation ends when a qualified ecoExec is found, regardless of depth. The CM has unlimited width. Therefore, in order to maximize your income, you should strive to continue advancing to higher ecoExec ranks as well as personally enrolling IBOs, thereby creating more personal enrollment tree legs on which you can earn a CM.

The CM is paid weekly and is based on a floating percentage. **ECOMATES™ guarantees a 52% payout of commissionable volume. After all the various other ways of earning bonuses and commissions with **ECOMATES™** are calculated, any remaining available commissions are allocated to the CM and then paid, along with other earned commissions for the week. ecoExec 5's and above must be active with at least 200 PV to earn a CM. Weekly commissions from a CM cannot exceed the volume from your lesser volume team.*



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Example Illustration

This illustration is designed to help you better understand the CM program. In this example, you are a qualified Elite 10 ecoExec, which enables you to earn a CM through four generations of ecoExecs on each of your four personal enrollment tree teams. Once a qualified "paid as" ecoExec is found on any team, it completes the first generation of IBOs for that particular team.

Let's look at the team that begins with Bob. In this particular team, you would earn a CM through Paul because he is a fourth generation IBO. To be paid deeper on this team (allowing you to earn a CM on Toby), you would need to advance to a Elite 15 ecoExec, which would allow you to be paid through five generations of IBOs.

Let's look at one final example. On the personal enrollment tree team beginning with Amy no ecoExec exists in this line; therefore, everyone in this line is considered first generation. If Amy or Ted were to earn ecoTeam commissions, you would earn a first generation CM. To maximize your earnings with the ecoExec CM program, you should strive to reach our highest ecoExec ranks.



EcoExec Ranks	ecoExec 2	ecoExec 3	ecoExec 5	elite 10	elite 15	elite 20	elite 25
Generations Paid	1	2	3	4	5	6	7

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MULTIPLE BUSINESS CENTERS

As your **ECOMATES™** business grows, you can potentially have a total of four business centers (initial center plus three additional centers, each subsequent center being placed above the last), with each potentially earning \$10,000 per week in team commissions.

You are awarded your second business center at Elite 75 and your remaining two business centers at Premier 150. While additional business centers allow you to maximize your income earning potential, they are not required for you to advance within the **ECOMATES™** Compensation Plan. An IBO can reach Premier 300, the highest rank in **ECOMATES™**, by focusing on his or her initial business center.

To earn income on multiple business centers, you must maintain the business requirements of a qualified Elite 75 and be active with 200 PV. In addition, you must have at least one qualified Pathfinder team leg under each business center.

To earn commissions on an additional business center, you must maintain a qualified Pathfinder 300 team under the new business center and seven Pathfinder 300 team under your initial business center. Additional business centers will have unlimited earning capability if your initial business center is qualified and paid as a Premier 150. If, however, the “paid as” rank for your initial business center falls below Premier 150 for any given commission period, all additional business centers will be paid at their respective “paid as” ranks.

In addition, all personal volume from additional business centers will be aggregated and will count toward the qualification and rank advancement of your initial business center if your initial business center remains qualified and paid as a Premier 150.



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ECOMATES™

RANK QUALIFICATIONS

RANKS	QUALIFICATIONS	WEEKLY EARNING POTENTION
PATHFINDER RANKS		
PATHFINDER	Must be personally active and have two personally enrolled and active IBOs, regardless of placement position	
PATHFINDER 300*	300 GV in your lesser volume team during a one week period	Total weekly earning potential \$1,000
PATHFINDER 700	700 GV on your lesser volume team during a one week period	Total weekly earning potential \$1,000
ECOEXEC RANKS		
EcoExec 2	2,000 GV in your lesser volume team during a one week period and a minimum of one personal enrollment tree team that includes a qualified Pathfinder 300 or above	Total weekly earning potential \$1,000
EcoExec 3	3,000 GV in your lesser volume team during a one week period and a minimum of two personal enrollment tree team that includes a qualified Pathfinder 300 or above in each leg	Total weekly earning potential \$2,000
EcoExec 5	5,000 GV in your lesser volume team during a one week period and a minimum of three personal enrollment tree legs that includes a qualified Pathfinder 300 or above in each team	Total weekly earning potential \$3,000

All references to income, implied or stated, through ECOMATES™ Compensation Plan are for illustration purposes only. ECOMATES™ does NOT guarantee any level of income or earnings to any IBO. Earnings from the ECOMATES™ Compensation Plan solely depend on sales and each IBO's skill, ability, and personal application.

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RANKS	QUALIFICATIONS	WEEKLY EARNING POTENTION
ELITE ECOEXVEC RANKS		
Elite 10	10,000 Weekly Enrollment Tree Volume† with an average of 10K for 2 consecutive weeks. Five Enrollment tree legs with a Pathfinder 300 or above in each team	Total weekly earning potential \$5,000
Elite 15	15,000 Weekly Enrollment Tree Volume with an average of 15K for 2 consecutive weeks. Six Enrollment tree legs with a Pathfinder 300 or above in each team	Total weekly earning potential \$7,500
Elite 20	20,000 Weekly Enrollment Tree Volume with an average of 20K for 3 consecutive weeks. Six Enrollment tree legs with a Pathfinder 300 or above in each team	Total weekly earning potential \$10,000
Elite 25	25,000 Weekly Enrollment Tree Volume with an average of 25K for 4 consecutive weeks. Six Enrollment tree legs with a Pathfinder 300 or above in each team	Total weekly earning potential \$20,000
Elite 75	75,000 Weekly Enrollment Tree Volume with an average of 75K for 5 consecutive weeks. Six Enrollment tree legs with a Pathfinder 300 or above in each team	Total weekly earning potential \$25,000
PREMIER ECOEXEC RANKS		
Premier 150	150,000 Weekly Enrollment Tree Volume for 5 out of 6 weeks with no more than 50,000 GV coming from any single enrollment tree team	Unlimited weekly earning potential
Premier 300	300,000 Weekly Enrollment Tree Volume for 8 out of 10 weeks with no more than 50,000 GV coming from any single enrollment tree team	Unlimited weekly earning potential

* IBOs must be personally active and qualified to advance any rank, Pathfinder 300 and above.

† For Elite ecoExec Rank Qualification, no more than 50% of your Enrollment Tree Volume can come from any one Enrollment Tree team.

†† Premier ecoExec Rank IBOs must maintain the requirements of a qualified Elite, 25.

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COMPENSATION PLAN Q&A

Why am I considered “active” for four weeks rather than an entire month?

Because we pay weekly commissions rather than monthly commissions, our definition of “active” is a four week rolling period rather than an entire month (each week runs from Wednesday at 12:01 a.m. CST to Tuesday at midnight).

If I go inactive, what happens to my volume and organization?

All accumulated group volume will be reset to zero; however, once you reactivate by generating 50 PV, you will once again begin to accumulate group volume as products are sold in your downline organization.

Once I’ve earned commissions, when can I expect to be paid?

The commission week ends Tuesday at exactly midnight (CST). Any earned commissions will be paid 10 days later, which is the Friday after the end of the commission week. However, the first time commissions are earned, we must process your personalized **ECOMATES™** cash card, where your commissions are deposited. Anticipate that it will take approximately 7–10 business days after the end of the commission period to receive your card in the mail.

When team commissions are paid, what volume is deducted from my business center?

Any volume on your left and right legs that was used to earn team commissions will be deducted. Any unpaid volume will continue accumulating as long as you remain active.

What is Auto-Delivery?

This optional program allows you to establish a standing every four week order with **ECOMATES™**. Your product will be delivered to you on a regular basis at the wholesale price. You can put your Auto-Delivery order on hold, change it, or cancel it at any time sending an email to support@ecomates.com. (Please notify us at least two days before your next scheduled Auto-Delivery order for changes to take effect for that Auto-Delivery date.)

How do I generate PV?

You can generate personal volume in two ways—through Auto-Delivery purchases made by your Preferred Customers and through your own personal purchases.



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SHIFT INTO HIGH GEAR NOW

ONE TIME SPECIAL BONUS

FOR TRAINING AND CUSTOMER AQUISITION

To reward early IBO leadership during our pre-launch, **ECOMATES™** has created one special growth bonus incentives. This bonus has been designed to reward IBOs that demonstrate their leadership by their hard work, commitment to proper, consistent training of new IBOs, AND high levels of customer acquisition during the **ECOMATES™** pre-launch.

SHIFT INTO GREEN
www.ecomates.com

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SUPER START TRAINING BONUS

During the pre-launch, NEW IBOs who are active with at least 100 PV who conduct super start training for at least three (3) personally enrolled IBOs in their first FULL four week cycle (including any partial week prior to their first full four week cycle), where those same newly enrolled IBOs purchase an **ECOMATES™** Business Builder Pack, will earn points toward a one-time Super Start Training Bonus according to the following tables:

Point Table:

Business Builder Packs (BBP):	Points:
Business Builder 100 Pack	1
Business Builder 200 Pack	2
Business Builder 300 Pack	3
Business Builder 400 Pack	4

Super Start Training Bonuses:

3 points:	\$75 SSB
6 points:	\$150 SSB
9 points:	\$225 SSB
12 points:	\$300 SSB

Benefit Extension Tables

IBO's may extend the Super Start Training Bonus benefit one time beyond their first full four week cycle according to the following table:

<u>Points Achieved:</u>	<u>Additional Four Week Cycle(s)</u>
3 points	1
6 points	2
9 points	3
12 points	4

Please note that IBOs eligible for this benefit for two (2) or more additional four week cycles must earn at least 3 points in each successive 4 week cycle in order to receive the above one-time extension.

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