



COMPENSATION PLAN 2016

Version 4.2



WELCOME



At Total Life Changes, we believe in the shared vision of helping others through life-changing products and opportunities.

FOR ILLUSTRATION PURPOSES ONLY. This document is simply a description of how commissions may be earned under the Total Life Changes Compensation Plan. Any potential compensation is based on actual sales results and no commissions or bonuses are ever paid simply for introducing new people to Total Life Changes. All references to income or earnings, actual or potential, implied or stated, are for explanation and illustration purposes only. They should not be construed as average or typical. Total Life Changes does not warrant, guarantee or assure that any level of income, earnings or success can or will be attained by any Total Life Changes Independent Business Owner (IBO). All Total Life Changes IBOs are responsible for meeting all qualifications, deadlines and/or customer requirements of their applicable level. Actual earnings or income will vary based on each IBO's level of sales and will be a result of various factors such as expertise, ability, motivation and time spent promoting and selling Total Life Changes products and services.

ABOUT US



Total Life Changes® is a company that was personally built one rep at a time by its Founder Jack Fallon. Our company is not an outgrowth of another company or created through acquisition.

It is for these reasons that we have developed a compensation plan that utilizes a combination of several commissions and bonuses that reward people for building their business.

“My intentions will always focus on building a sense of family within this company”

CEO
JACK FALLON



TLC
SKIN
CARE

TLC



PRODUCTS
BY **TLC**



THE ISO
ESSENTIAL OIL
100% Pure Premium Grade

1 Retail
Customer
Profits &
Commissions

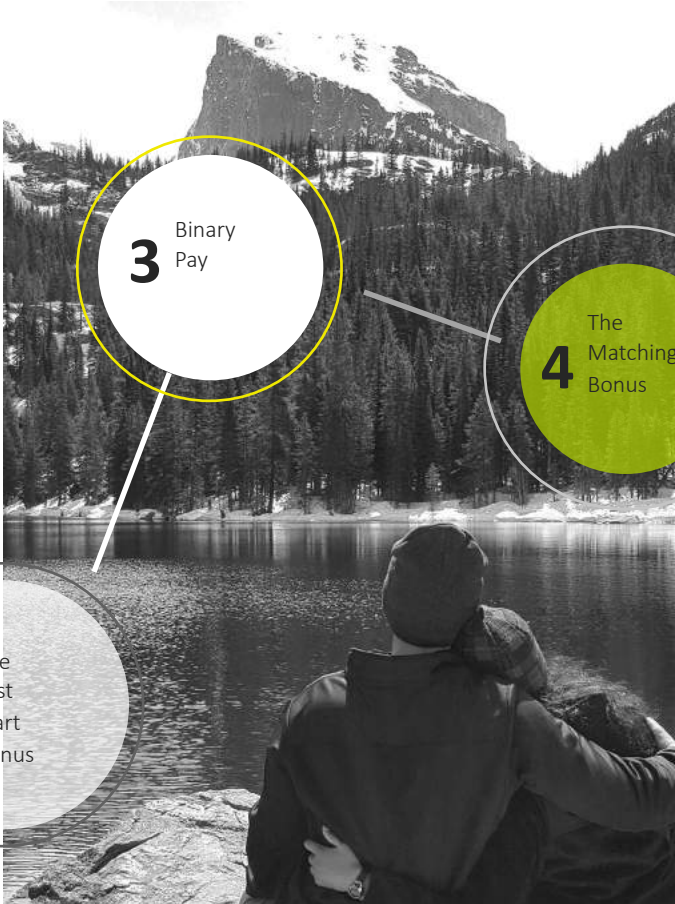
2 The
Fast
Start
Bonus

3 Binary
Pay

4 The
Matching
Bonus

5 The
Lifestyle
Bonus

5 DIFFERENT WAYS
TO **EARN!!**



A powerful Hybrid binary compensation plan designed to reward. Let's explore what the TLC compensation plan has to offer and why it's so powerful.

Success Story: Progression

The Total Life Changes® Compensation Plan has been engineered to quickly compensate you for introducing new customers, as well new Independent Business Owners (IBO's). Of course, any potential compensation is based on actual sales results and there is never compensation paid simply for the recruitment of new IBOs to the TLC products and the TLC business opportunity. The plan allows for you to create a generous residual income for your continued hard work.



Retail Customer Profits & Commissions

Total Life Changes® (TLC) offers you the opportunity to establish a base of customers whose purchases generate retail profits as well as commissionable volume that can help to build commissions. Your personal networking skills, coupled with online marketing options available will generate people who will buy the products, even if they do not have the desire to become an Independent Business Owner (IBO).

Fast Start Bonus

As an Independent Business Owner with Total Life Changes® you can receive a 50% commission from the first order (with commissionable volume) from your personally referred IBO. Each new person you refer is eligible for this program and commissions are paid weekly.

Binary Pay*

As your team grows, you can receive Binary commissions from not only those people you have personally referred, but from the purchases of the people they have referred as well. A "Binary", meaning two, is simply having two teams, a left team and a right team that grow from you and others who add new IBO's that order products. Also, your business associates may help in creating additional commissionable volume by placing new IBO's on your team. You can be paid a percentage, ranging from 10% to 25% based on your lesser team (weak leg) commissionable volume. These commissions are paid weekly with a \$20,000 binary cap.

Matching Bonus*

This bonus program rewards the commitment to refer others and help them succeed. You can receive additional commissions up to a 50% match of what your personally referred IBOs earn from their Binary commission, as well as up to a 50% match of what their personally referred IBOs earn from their Binary commission. This bonus is also paid weekly.

Lifestyle Bonus

TLC realizes that as your business grows so do your expenses. Assuming all qualifications have been met to earn the Lifestyle bonus, TLC will reimburse IBO's up to \$1,500 to help offset these costs. This bonus is paid monthly.

*Combined Binary and Match pay are capped at 60% of an IBO's weak leg volume per week

Qualifying For: COMMISSIONS

STEP ONE: QUALIFYING VOLUME

There are several reasons for joining Total Life Changes, the most dramatic is the absence of monthly or annual fees and major purchase requirements.



GETTING QUALIFIED TO EARN

There is no charge to become a member of TLC. Your product purchase and business starter kit will get you started. Your very first order will assign you a rep number, provide you with a free website, and, as a rep, you will be eligible to participate in TLC's generous compensation plan.

1

QUALIFYING VOLUME

The first qualification to earn commissions is generating at least 40 personal QV. When you purchase a TLC product, such as Iaso Tea or Nutra Burst, it generates volume (QV) that counts toward your qualification.



Remaining qualified to earn commissions on customer and down line IBO purchases requires you personally achieving at least 40 QV by the monthly anniversary date of your previous qualification, which may vary from 28 – 31 days depending on the month. Commissions are paid on the assigned volume value. A minimum qualification of 40 QV qualifies you to earn commissions from the retail, fast start and binary pay bonuses. For higher ranks there is an 80 QV or 120 QV requirement within the TLC compensation plan.

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TOTAL LIFE CHANGES

RETAIL CUSTOMERS



As a Network Marketing company, we also know that not everyone wishes to make the commitment of building a business, but so many people have enjoyed our products and continue to make purchases month after month.

While not everyone may want to promote TLC products, anyone can benefit from our products.

These “customers” play an important role in developing a rep’s business because they represent opportunity in both the short-term and long-term.

The TLC portfolio of products opens many doors for you to reach a variety of markets that demand holistic products to help cleanse the body, natural vitamins that vitalize the system or a source of energy that is completely natural. The long-term opportunity is the reason that many previous customers have reconsidered their needs and upgraded to an IBO, becoming a strong advocate of the products and offering their own personal testimonials

*The maximum payout in the Total Life Changes Comp Plan is capped at 60% of total company-wide CV. Commissions, bonuses, and other income may be subject to this cap and adjusted from time to time.

Total Life Changes has dedicated themselves to researching and selecting the finest and highest quality products that truly help others maintain overall wellness.



Customers can represent an immediate cash flow from their purchases. All customer orders with commissionable volume will pay up to 50% commission weekly.

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FAST START BONUS

WE KNOW OUR REPS NEED TO BUILD THEIR BUSINESS QUICKLY AND WE HAVE INCORPORATED A BONUS PROGRAM THAT IMMEDIATELY BEGINS TO OFFSET THEIR QUALIFYING EXPENSE.



Total Life Changes® understands the importance of offering people an opportunity to build a network marketing business that is affordable and can result in immediate cash flow.

As an example, a TLC rep that personally sponsors three people as IBOs in the first month with 40 commissionable volume will earn \$60. These commissions are more than the sponsor's minimum qualifying order required to earn commissions.

As you can see, the Fast Start Bonus is not only critical to your immediate success, but the success of every person in your downline. Growing your business means emulating the best practices of TLC and continuously implementing them.

The Fast-Start Bonus pays up to a 50% commission to the IBO on their personally-sponsored rep's first order with volume. For example, a one-month supply of Iaso Tea or NutraBurst would pay \$20.00, a two-month supply would pay \$40.00.

Qualifying: Binary Commissions

The requirement for earning binary commissions is that you must have personally sponsored two IBOs that are currently active with 40 QV, one placed in your left leg and one in your right leg. As you add personally sponsored IBO's below you, and those IBO's add IBOs underneath themselves, you will experience growth in each of the "legs" beneath you.



You are now ready to begin earning weekly Binary pay commissions.

The total volume of these legs determines which side will earn commissions for you in a given week and which side will be placed in your "Bank" for future earnings.

LESSER TEAM

\$1,000 GV TOTAL
-\$,1000 GV USED
\$0 BANKED

GREATER TEAM matches **LESSER TEAM**

GREATER TEAM

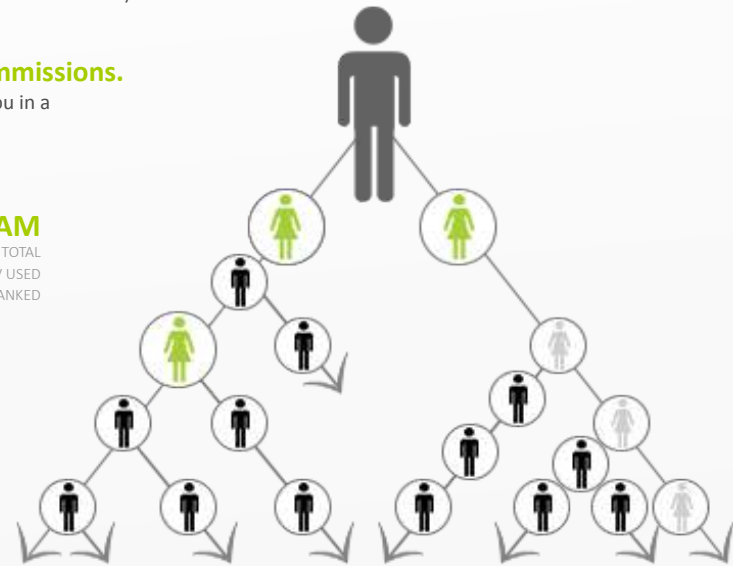
\$2,500 GV TOTAL
-\$,1000 GV USED
\$1,500 BANKED

YOU

PERSONALLY ENROLLED

UPLINE ENROLLED

DOWNLINE



Your binary pay is calculated from your weaker leg each week (after banked volume is added)

NOTE: a rep MUST have a qualifying order of 40 QV for a bonus period, and be BINARY QUALIFIED or any banked volume will be FLUSHED

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BINARY COMMISSION EXAMPLE

As a Director with 1,000 GCV on the weak leg and 2,500 GCV on the strong leg, a \$120 commission will be paid that week. The strong leg volume will be “flushed” of 1,000 volume (equal to the weak leg payout), leaving 1,500 GCV to be carried over or “banked” for the strong leg’s GCV the following week.



JOHN IBO

DIRECTOR

MATCHING BONUS

A personally sponsored Director on the 1st level under a rep earning a \$200 Binary bonus and 2nd level Director earning a \$200 Binary bonus would pay the sponsor \$120 (which is 50% of the 1st level bonus of \$200 and 10% of the 2nd level bonus). 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. This is the most exciting bonus in the TLC compensation plan!

***Earn up to a 50% Check Match on 2 levels of Sponsorship!**

| Total Sponsored 1 st Two Levels of Sponsorship | Total Combined Income | Your Check Match |
|---|-----------------------|------------------|
| 10 | \$1,000 | \$500 |
| 25 | \$10,000 | \$5,000 |
| 50 | \$25,000 | \$12,500 |

Total Life Changes reserves the right to modify the compensation plan at any time, without notice.
Please refer to your back office for the most current version of our compensation plan.

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PAID MONTHLY

To earn the Lifestyle Bonus, a TLC IBO must meet the following requirements in the qualification period.

- 1 Must have been paid as a National Marketing Director or higher, and maintain at least 20,000 WLW for a minimum of three (3) of the weekly bonus periods committed, where the weekly bonus period end date falls within the Lifestyle Bonus monthly qualification period.
- 2 Must be Active.

The Lifestyle Bonus pays eligible TLC IBO's \$1500, which can be used for office, promotion or travel expenses to help expand your business.

THE LIFESTYLE
BONUS



Earnings Structure: HIERARCHY

As your group commissionable volume (GCV) on your lesser team (weak leg) grows you will move up the ranks listed below and your pay percentage rate will increase as well. The Personal Qualifying Volume (PQV) requirement also increases as you move up the ranks. Once a rep's business has grown to the level of "Director," there is the potential to earn additional money in the form of a "Matching Bonus." This bonus is calculated as a percentage of the bonus paid to personally sponsored reps and 2nd generation reps that have personally achieved at least the level of Associate and have binary earnings during the commission week being calculated.

| RANKS | QUALIFICATIONS | EARNINGS ELIGIBILITY | BINARY PAY | BINARY MATCH | LIFESTYLE BONUS |
|------------------------|---|--|------------|--|-----------------|
| Affiliate | Active with 40 QV | Fast Start and Retail bonus only | None | None | No |
| Associate | Active with 40 QV and Binary Qualified | Fast Start, Retail Bonus, Binary Pay | 10% | None | No |
| Director | Active With 80 QV, Binary Qualified and 1,000 PLV | Fast Start, Retail Bonus, Binary Pay, Match Pay | 12% | 50% 1 st level 10% 2 nd level | No |
| Executive Director** | Active With 80 QV, Binary Qualified and 5,000 PLV. | Fast Start, Retail Bonus, Binary Pay, Match Pay | 14% | 50% 1 st level 20% 2 nd level | No |
| Regional Director** | Active With 120 QV, Binary Qualified, at least one personally sponsored Active Executive Director in a previous commission week and 10,000 PLV | Fast Start, Retail Bonus, Binary Pay, Match Pay | 17% | 50% 1 st level 30% 2 nd level | No |
| National Director** | Active With 120 QV, Binary Qualified, at least 1 personally sponsored Active Regional Director in a previous commission week and 20,000 PLV. | Fast Start, Retail Bonus, Binary Pay, Match Pay, and Lifestyle Bonus | 20% | 50% 1 st level 40% 2 nd level | Yes |
| Global Director** | Active With 120 QV, Binary Qualified, 2 active Executive Directors* (1 on each leg), at least 1 personally sponsored active National Director in a previous commission week and 50,000 PLV. | Fast Start, Retail Bonus, Binary Pay, Match Pay, and Lifestyle Bonus | 20% | 50% 1 st level 50% 2 nd level | Yes |
| Ambassador** | Active With 120 QV, Binary Qualified, 4 active Executive Directors* (2 on each leg), at least 1 personally sponsored Global Director in a previous commission week and 100,000 PLV. | Fast Start, Retail Bonus, Binary Pay, Match Pay, and Lifestyle Bonus | 22% | 50% 1 st level 50% 2 nd level | Yes |
| Executive Ambassador** | Active With 120 QV, Binary Qualified, 8 active Executive Directors* (4 on each leg), at least 1 personally sponsored Ambassador in a previous commission week and 250,000 PLV | Fast Start, Retail Bonus, Binary Pay, Match Pay, and Lifestyle Bonus | 25% | 50% 1 st level 50% 2 nd level | Yes |



There is a \$20,000 per week cap in the binary pay bonus. Once you have reached the next rank for the FIRST time you are qualified as that rank for four total weeks, even if your weekly pay leg volume is less than the new rank's volume requirement. *Only the WLV requirement is waived during this 4 week period, all other rank requirements must still be met.

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Comp Plan Definitions

Active - A TLC rep who has a 40 PQV order on the monthly anniversary of the previous order. This will vary from 28 – 31 days depending on the month. A 40 PQV monthly autoship will satisfy this requirement. *All bonuses in the TLC compensation plan require reps to be ACTIVE in order to earn commissions.

QV – Volume that is credited to you personally when a product is purchased by you. This is also known as personal qualification volume. Please note some TLC products have less than 40 QV which does not satisfy the requirement for being active and qualified for commissions. Please check the product QV in the TLC shopping cart before placing your order

WLV - Also known as weak leg volume, is the leg in your organization with the lesser amount of volume for the commission week being considered for bonuses.

Pay Leg Volume (PLV) - The leg with the least amount of volume regardless if it's right or left, after any carryover volume is added from the previous week.

Binary Qualified – A TLC rep who is Binary qualified and has at least 1 ACTIVE personally sponsored Affiliate or higher on the right AND left leg during the pay period.

Comp Plan Features

Highest Rank Achieved Grace Period - Once all the qualifications of a rank have been achieved for the first time a TLC rep will be paid at that rank for the current pay period as well as the next 4 pay periods regardless of PLV. Rep must be ACTIVE during this period with the proper PQV for the corresponding rank and be binary qualified throughout the grace period. Once this lifetime rank achieved grace period has been granted, it cannot be used again for the same rank.

Retail Bonus - A TLC rep may earn unlimited retail bonuses on all personal customer orders as long as the rep is active with a monthly 40 PQV order.

Low Qualification Requirements – TLC will pay up to 60% of all company wide CV for the pay period through the Binary, and Match Pay bonuses. Payouts of these two bonuses combined will be capped at 60% of the company wide CV. NOTE – Fast Start Bonus, Retail Bonus, and Lifestyle Bonus WILL NOT be capped.

Unlimited Weekly Carryover Volume - A TLC rep will be allowed to 'bank' any unused volume from either leg from week to week so long as the rep remains ACTIVE and BINARY qualified. A rep that becomes inactive or is not binary qualified, forfeits all carryover volume. A rep may begin to build carryover volume again once he or she places a 40 PQV order and becomes active.

Additional TLC Comp Plan Rules

60% Company Wide Binary and Match Cap – TLC is committed to paying our reps the highest commissions in the industry. TLC will pay up to 60% of all company volume for the pay period through the Binary, and Match Pay bonuses. Payouts of these bonuses will be capped companywide at 60% of company CV. NOTE – Fast Start Bonus, Retail Bonus, and Lifestyle Bonus WILL NOT be capped.

Weekly Binary Cap – A TLC rep can earn no more than \$20,000 per pay period through the Binary pay bonus, additional earnings above \$20,000 in the Binary pay bonus will be considered breakage to the company. **60% WLV Binary and Match Pay Cap** – A TLC IBO account can only earn 60% of his or her WLV through the binary and match pay bonuses. These two bonuses combined can not be higher than 60% of the WLV in any given week. All earnings in these two bonuses above the 60% WLV will be considered breakage and will not be paid.

Personal Responsibility – This document and only this document will act as the official Total Life Changes LLC compensation plan reference document for all of our Affiliates. Any other documents or verbal promises made to you that are not reflected in this document should be considered inaccurate or unofficial. Contact Total Life Changes Customer Support with any questions regarding the compensation plan, including rank qualifications and bonus qualifications before the end of the commission cycle in question. Each distributor is personally responsible for his or her account. Everyone eligible for compensation under the TLC compensation plan is responsible for meeting all applicable requirements, qualifications and deadlines, as well as being in general good standing with TLC, without exception. Any dispute as to whether a qualification or requirement was met will be resolved solely at the discretion of TLC.

Footnotes

* The Executive Director Requirements for the Global Director rank and above are not required to be personally sponsored by you or even in your sponsorship genealogy, they need only to be below the rep in the binary genealogy, regardless of sponsorship.

** Starting at the Executive Director Rank and all ranks above, a rep must have organically qualified and been paid at the next lower rank sometime in their TLC history to be considered for the new rank. Example: A rep meeting the requirements for the Executive Director level must also have achieved the rank of paid as Director since joining TLC. Using this example, a rep who did not reach the Director rank in their TLC history would only be eligible for Director Rank and would have to wait until the next Pay period to be considered for the Executive Director rank.

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YOUR PERSONAL RESPONSIBILITY

Each Independent Business Owner is personally responsible for his or her TLC account.

Rank Qualifications

Know the TLC Terms and Conditions

Commission Cycles

Consult your Sponsor with ?'s

Bonus Periods

Follow the TLC Policies & Procedures

PERSONAL RESPONSIBILITY

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Any other documents or verbal promises made to you that are not reflected in this document should be considered inaccurate or unofficial.



CONTACT TOTAL LIFE CHANGES

Customer support with any questions regarding the compensation plan, including rank qualifications and bonus qualifications before the end of the commission cycle in question.

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JUMPSTART YOUR TLC BUSINESS



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TLC HEADQUARTERS:



TLC USA | East
6094 Corporate Drive
Fair Haven, MI 48023
1-888-873-1898





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