

# bHIP Global Compensation Plan

## 3 EASY STEPS TO STARTING YOUR BUSINESS WITH bHIP GLOBAL

### STEP 1: ENROLL IN BHIP GLOBAL

#### Independent Member

There is no product purchase required in order to become an Independent Member with BHIP Global.

Upon enrollment as a BHIP member, you will be required to purchase a Global Software System (GSS) for \$49.95 US. You will receive a personal BHIP Global marketing website, an online retail store, and unlimited access to full back office service for 12 months. The annual renewal fee for these services is \$49.95 US a year.

After you have completed the application process, you will be an Independent Member with BHIP Global. You will now have access to a Retail Business Center (RBC) and can begin building your business.

### STEP 2: ORDER PRODUCT (optional)

BHIP Global is a product driven company. Any and all earned commissions and bonuses are based on the sale and consumption of product. While there is no product purchase required, your business will probably grow and flourish more quickly if you are a satisfied product user and have product on hand to share with others. We recommend that you choose the BHIP Global Product Package that best suits the goals and needs for your business.

#### Bonus Volume (BV)

The BHIP Global Compensation Plan is built around the retail salability of our products. In order to keep the products competitively priced at the retail level and to ensure a profitable wholesale to retail margin for our member base, we assign a point value (called Bonus Volume or BV) to each of our products. The compensation program is based on the accumulation of these points. BHIP Global gives each product the maximum points possible to create the ideal balance between significant retail profits and substantial override income for our members. Every time product is purchased Bonus Volume points are generated.

*\*International Bonus Volume: Bonus Volume (BV) for orders placed within Vietnam will be applied at the rate of 50% for all members not registered in Vietnam. BV for orders placed outside of Vietnam will be applied at the rate of 50% for all members registered in Vietnam.*

#### Activating your RBC

In order to hold and accumulate the sales volume generated within your downline Sales Team, your RBC must be activated. An RBC that has been activated will continue to hold and accumulate volume as long as it remains active by meeting the minimum ongoing maintenance requirements.



# bHIP Global Compensation Plan

An RBC is activated with a product order totaling 18 BV points or more. You will receive a six (6) week initial activation period for your first order of 18 BV or more. After this initial period, the activation period runs every four (4) weeks.

RBCs without product orders (inactive) or product orders that are not paid for within the prescribed time limits do not hold accumulated volume past the end of the weekly pay period in which they were generated.

Each pay period runs from 12:00 Midnight Central Time each Monday (Sunday night) through 11:59 p.m. Central Time the following Sunday, with all funds due at the home office by the close of business on the following Wednesday.

## **Ongoing Minimum Maintenance Requirements**

This is a retail marketing program. Members may purchase product and earn profits through retail sales at any time with no maintenance requirement.

In order to continue accumulating and holding volume, and earning commissions, a member must reactivate their RBC after the initial 6 weeks and every 4-week activation period thereafter.

In order to maintain ongoing activation, an RBC must have a minimum of 18 BV\* points of personal volume (PV) in each activation period to participate in the Turbo Bonus, Star Maker Bonus, and Team Bonus programs.

In the event that an RBC does not meet and maintain the minimum requirements within the prescribed timeframe, any accumulated volume will be flushed and no commissions will be earned. In the event someone reactivates (places and pays for their order) after this has happened, volume will once again start to accumulate (no previously flushed volume will be reinstated) and commissions can be earned.

To participate in the Leadership Match and Leadership Bonus & Rewards programs, an RBC must meet additional minimum maintenance requirements. See the Leadership Match and Leadership Bonus & Rewards sections for details.

*\* RBCs below Professional rank may earn higher rank at a reduced BV within the first 28 days of enrollment by placing additional product orders (see "Advance to a Commissionable Rank" below). Any orders placed by a non-Professional member within the first 28 days of enrollment will not be applicable toward reactivation.*

## **STEP 3: GENERATE AN INCOME WITH BHIP GLOBAL**

In order to earn commissions under the BHIP Global compensation plan, you must advance to a commissionable rank and you must become Fully Qualified.

### **Advance to a Commissionable Rank:**

Personal, Distributor, Executive, or Professional

#### **Personal**

Personals receive a discount of up to 20% on products and can participate in the Retail Sales program. There are two ways to earn Personal rank.



# bHIP Global Compensation Plan

1. Within the first 28 days of enrollment, you must order at least 18 BV in wholesale product and the Global Software System. If you order less than 18 BV within the first 28 days of enrollment, you may obtain Personal rank by the following:

2. Accumulate at least 36 BV points in Personal Volume (PV)\*. There is no time limit to accomplish this. PV point accumulation is ongoing from the moment you enroll in your RBC. Your RBC must remain active for ongoing accumulation. If your RBC becomes inactive, all accumulated PV points will be reset to zero.

## **Distributor**

Distributors receive a discount of up to 20% on products and can participate in the Retail Sales, Turbo Bonus, Star Maker Bonus and Team Bonus programs. There are two ways to earn Distributor rank.

1. Within the first 28 days of enrollment, you must order at least 72 BV in wholesale product and the Global Software System. If you order less than 72 BV within the first 28 days of enrollment, you may obtain Distributor rank by the following:

2. Accumulate at least 144 BV points in Personal Volume (PV)\*. There is no time limit to accomplish this. PV point accumulation is ongoing from the moment you enroll in your RBC. Your RBC must remain active for ongoing accumulation. If your RBC becomes inactive, all accumulated PV points will be reset to zero.

## **Executive**

Executives receive a discount of up to 25% on products and can participate in the Retail Sales, Turbo Bonus, Star Maker Bonus and Team Bonus programs. There are two ways to earn Executive rank.

1. Within the first 28 days of enrollment, you must order at least 216 BV in wholesale product and the Global Software System. If you order less than 216 BV within the first 28 days of enrollment, you may obtain Executive rank by the following:

2. Accumulate at least 432 BV points in Personal Volume (PV)\*. There is no time limit to accomplish this. PV point accumulation is ongoing from the moment you enroll in your RBC. Your RBC must remain active for ongoing accumulation. If your RBC becomes inactive, all accumulated PV points will be reset to zero.

## **Professional**

Professionals receive a discount of up to 30% on products and can participate in all bonus programs. There are two ways to earn Professional rank.

1. Within the first 28 days of enrollment, you must order at least 432 BV in wholesale product and the Global Software System. If you order less than 432 BV within the first 28 days of enrollment, you may obtain Professional rank by the following:

2. Accumulate at least 864 BV points in Personal Volume (PV)\*. There is no time limit to accomplish this. PV point accumulation is ongoing from the moment you enroll in your RBC. Your RBC must remain active for ongoing accumulation. If your RBC becomes inactive, all accumulated PV points will be reset to zero.



# bHIP Global Compensation Plan

**\*Personal Volume (PV):** This is your personal sales volume and refers to the product orders that are processed through your RBC and credited to your Member ID number.

## Qualify Your RBC for Team Bonuses

To qualify your RBC to earn Team Bonuses, you must personally sponsor two (2) members – one on your Left Sales Team and one on your Right Sales Team. In order to count for qualification, these sponsored members must be activated.

**There Are Six Ways to Earn Money with the BHIP Global Compensation System:**

- 1. Retail Profits**
- 2. Turbo Bonus**
- 3. Star Maker Bonus**
- 4. Team Bonus**
- 5. Leadership Match**
- 6. Leadership Bonus & Rewards**

## 1. RETAIL PROFITS

With the purchase of your Global Software System, you will receive a state-of-the-art Online Retail Cart allowing you to make sales directly through your personal marketing website. When a customer places an order through your online retail cart, BHIP Global processes the payment and drop-ships the retail order to your customer; you receive the retail sale profit.

As a BHIP Global Member, you may purchase products at wholesale and earn a retail profit of up to 30% on every product sold.

## 2. TURBO BONUS

bHIP Global understands the excitement of beginning your business and quickly becoming profitable. With that, the Turbo Bonus was designed to reward you for enrolling new team members.

Each time you personally sponsor a new member, you can earn a Turbo Bonus based on their enrollment order.

***You must be Distributor rank or higher and active to earn Turbo Bonuses.***

## YOUR RANK

TYPE OF ENROLLMENT ORDER	Professional	Executive	Distributor
Professional	\$50	\$50	\$25
Executive	\$25	\$25	\$25
Distributor	\$10	\$10	\$10



# bHIP Global Compensation Plan

## 3. STAR MAKER BONUS

Earn a Star Maker Bonus of \$100 US when you:

1. Personally sponsor a new member at Distributor rank or higher (your 1<sup>st</sup> level).  
**AND**
2. Your 1<sup>st</sup> level member sponsors two (2) new members at Distributor rank or higher, one on his/her left side and one on his/her right side (your 2<sup>nd</sup> level).\*



You must be Distributor rank or higher, fully qualified and active to earn Star Maker Bonuses.

The 1<sup>st</sup> and 2<sup>nd</sup> level members cannot have applied toward a previous Star Maker Bonus.

## 4. TEAM BONUS

You may begin to develop two sales teams under your RBC by introducing others to bHIP Global and our wonderful products and opportunity. As they register their RBCs under you, you will develop a Left Sales Team and a Right Sales Team. You can earn income based on the product sales within your two teams as outlined below.



# bHIP Global Compensation Plan

To be eligible to earn Team Bonuses, your RBC must be a commissionable rank (Distributor or higher), active, fully qualified, and you must have active full back office service.

After your RBC has met these qualifications, you are eligible to receive weekly Team Bonuses on your Commissionable Bonus Volume (CBV) for every 375 in Total Group BV points generated by your Two-Team Marketing Organization.

When one sales team has generated 150 points in Total Group BV (pay side) and your other sales team has generated 225 points in Total Group BV (power side), you will have completed a sales cycle and in turn will earn a Team Bonus.

A Team Bonus of \$18 US is earned for each sales cycle completed



Any accumulated BV that remains unused after commissions have been calculated will carry forward for payment in future weeks as long as you remain active.

RANK	PAY TEAM Volume	POWER TEAM Volume	TEAM BONUS Earned (US)	MAXIMUM WEEKLY (US)
Distributor or Higher	150 BV	225BV	\$18	\$30,000

Example:



# bHIP Global Compensation Plan

At the end of the commission week, your Left Sales Team's accumulated volume is 750 BV, and your Right Sales Team's accumulated volume is 1225 BV. Your Left Sales Team is your pay side and your Right Sales Team is your power side.

A Team Bonus will be paid using 750 BV from your pay side and 1125 BV from your power side. This totals five sales cycles. A Professional would earn \$90 US.

**150 BV x 5 sales cycles = 750 BV pay team**  
**225 BV x 5 sales cycles = 1125 BV power team**  
**5 sales cycles x \$18 = \$90 Team Bonus**

After commissions have been paid, your Left Sales Team carryover volume would total 0 BV, and your Right Sales Team carryover volume would total 100 BV [1225 BV – 1125 BV = 100 BV]. This carryover volume would be available for future commission calculations as long as you remain active.

**\* The maximum amount of unpaid accumulated volume that may be carried forward at the end of any weekly pay period in either the Left or Right Sales Team legs is 250,000 BV.**

**\*\* An RBC's income is allowed to reach a maximum of \$30,000 US in Team Bonuses per week.**

## 5. LEADERSHIP MATCHING BONUS

You may earn a weekly Leadership Match Bonus based on your current Leadership Match Rank.

Leadership Match Rank is based on the amount of Bonus Volume (BV) generated by your left and right sales teams within the four (4) most recent rolling weeks, and your number of active left and right side personal sponsorships.

You must be **PROFESSIONAL** rank and you must order at least 72 BV in personal volume (PV) every four weeks to be eligible to receive the Leadership Match Bonus.

LEADERSHIP MATCH RANK	PAY TEAM (BV)	POWER TEAM (BV)	ACTIVE PERSONAL ENROLLMENTS	1st LEVEL	2nd LEVEL	3rd LEVEL	4th LEVEL	5th LEVEL	6th LEVEL	7th LEVEL
BRONZE	1,000	1,500	1 Left/ 1 Right	10%						
SILVER	2,500	3,750	2 Left/ 2 Right	10%	10%					
GOLD	10,000	15,000	3 Left/ 3 Right	10%	10%	10%				
PLATINUM	25,000	37,500	4 Left/ 4 Right	10%	10%	10%	10%			
1 STAR PLATINUM	50,000	75,000	5 Left/ 5 Right	10%	10%	10%	10%	10%		
2 STAR PLATINUM	100,000	150,000	6 Left/ 6 Right	10%	10%	10%	10%	10%	10%	
3 STAR PLATINUM	200,000	300,000	7 Left/ 7 Right	10%	10%	10%	10%	10%	10%	10%

Professionals with **BRONZE** rank receive a 10% match on the Team Bonus income earned by their first level members (members you personally sponsored).

Professionals with **SILVER** rank receive a 10% match on the Team Bonus income earned by their second level members (RBCs your personally sponsored members enrolled).



# bHIP Global Compensation Plan

Professionals with **GOLD** rank receive a 10% match on the Team Bonus income earned by their third level members (RBCs your second level members enrolled).

Professionals with **PLATINUM** rank receive a 10% match on the Team Bonus income earned by their fourth level members (RBCs your third level members enrolled).

Professionals with **1 STAR PLATINUM** rank receive a 10% match on the Team Bonus income earned by their fifth level members (RBCs your fourth level members enrolled).

Professionals with **2 STAR PLATINUM** rank receive a 10% match on the Team Bonus income earned by their sixth level members (RBCs your fifth level members enrolled).

Professionals with **3 STAR PLATINUM** rank receive a 10% match on the Team Bonus income earned by their seventh level members (RBCs your sixth level members enrolled).

## 6. LEADERSHIP BONUS & REWARD

You may earn Leadership Bonuses & Rewards by achieving a specific Leadership Rank for two consecutive calendar months.

Leadership Rank is based on the amount of Bonus Volume (BV) generated by your left and right sales teams within two (2) calendar months, and your number of active left and right side personal sponsorships.

You must be Professional rank and you must order at least 72 BV in personal volume (PV) every four weeks to be eligible to receive the Leadership Bonus & Reward.

Leadership Bonus & Rewards are earned in consecutive order. You must earn the prior level before you can proceed to the next level. The Leadership Bonus & Reward is paid one time only for each rank achieved.

RANK	PAY TEAM (BV)	POWER TEAM (BV)	ACTIVE PERSONAL ENROLLMENTS	LEADERSHIP BONUS (US)	REWARD
RUBY	25,000	37,500	4 Left/ 4 Right	\$10,000	
EMERALD	50,000	75,000	5 Left/ 5 Right	\$25,000	
DIAMOND	100,000	150,000	6 Left/ 6 Right	\$50,000	
BLUE DIAMOND	200,000	300,000	7 Left/ 7 Right	\$100,000	Custom Chopper or Custom Diamond Watch
BLACK DIAMOND	400,000	600,000	7 Left/ 7 Right	\$200,000	Custom Diamond Ring
ROYAL DIAMOND	1,000,000	1,500,000	7 Left/ 7 Right	\$500,000	Mercedes S550/SL550
CROWN DIAMOND	2,000,000	3,000,000	7 Left/ 7 Right	\$1,000,000	4 Luxury Vacations
IMPERIAL DIAMOND	4,000,000	6,000,000	7 Left/ 7 Right	\$2,000,000	Home Mortgage Retirement
PRESIDENTIAL DIAMOND	10,000,000	15,000,000	7 Left/ 7 Right	\$5,000,000	Share in 1% Global Sales Pool

All commissions are paid in US Dollars. Your regional market may have a minimum commission amount required before issuance of commission check or electronic payment. Check with local customer support in any market for local requirements.



# bHIP Global Compensation Plan

To ensure the strength and stability of the BHIP Global Compensation Plan, all commissions are paid within the guidelines of our 100% cap rule:

## **100% Cap Rule**

We pay out to the field, in the form of commissions, up to 100% of commissionable volume we receive on product purchases over the lifetime of our program.

If the commissions in any week do not exceed 100% of commissionable volume, the excess monies are retained for later payment in future weeks should the 100% cap threshold be exceeded.

If commissions were to exceed the 100% Cap, commissions would be distributed in the following way. First, any previously retained monies would then be applied to available commission funds, and if the excess were fully offset, commissions would be paid in full according to the standard commission system. If after any previous monies were included, the commissions were to still exceed the cap threshold, then that remaining excess amount would be divided into the 100% Cap amount to determine a percentage factor for adjustment.

Once that adjustment percentage is determined, that is the percentage of dilution that would be applied uniformly to all commission levels to determine actual commission payments by rank in that commission week.

