

# SOLEX COMPENSATION PLAN

Easier to Understand.  
Easier to Share.  
Easier to Earn.

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# INTRODUCTION

Solex wants to help everyone win. The enhancements to our Compensation Plan allow for understanding and ease of duplication to help new QLAs be profitable and successful.

There are 6 different ways to make money with the enhanced Solex Benefits Plan as an active QLA; the LiftOff Bonus, Direct Bonus, Rank Advancement Bonus, Monthly Rank Bonus, Pool Bonus & Accelerator, and last but not least, the Retail Bonus. Let's jump into each one of them!

# LIFTOFF BONUS

This bonus is designed to give you an extra boost for the time, effort, and accomplishment of bringing a new QLA or PC to your Solex organization. These are QLAs or PCs enrolled directly under you that meet a few key and easy qualifications. When the qualifications are met at enrollment, then 65% of the points associated with the enrollment order are awarded as a bonus to you with your monthly commission payout.

## LiftOff Bonus Qualifications

QLAs and PCs must meet the following qualifications upon enrollment.

1. Buy a bundle.
2. Purchase your AO Scan Technology service.
3. Set up your automatic renewal of your AO Scan Technology service.

When all 3 qualifications are met as part of the enrollment order, 65% of the points in that order will be commissionable as the Liftoff Bonus.

## LiftOff Bonus Example

Kaj has decided to begin his Solex business. Loran, the Solex QLA who introduced Kaj to the AO Scan, sends him the link to his replicated website to enroll and then jumps on a call with him. Kaj purchases his bundle, the technology, and sets up the automatic monthly renewal service. Kaj also purchases Ionex Gold and a pair of Lightwave Glasses. Let's say Kaj ends up with 600 points on his enrollment order.

In that month, Loran will earn 65% of 600 points as a Liftoff Bonus from Kaj's enrollment order, or \$390.

## Summary

Earn 65% of all points from the new enrollment order of a QLA or PC when:

- A Solex bundle is purchased (in that order).
- The AO Subscription service is purchased (in that order).
- An automatic reoccurring order is set up for future AO Subscription service.

When all requirements are included as a part of the enrollment order, 65% of the points in that order will be commissioned as the Liftoff Bonus.

# DIRECT BONUS

The Direct Bonus is designed to be the largest bonus from the ongoing purchases of those enrolled directly under you—Retail Customers, Preferred Customers, or QLAs on your first level. You will earn 45% on the points from orders placed during the month by your personally enrolled customers and QLAs. This bonus is a great way to add predictability to your monthly earnings!

## Direct Bonus Qualifications

To qualify for the Direct Bonus, **Retail Customers, Preferred Customers, and QLAs** enrolled directly in your first level must make a purchase on a given commission month. Also, you must be personally qualified or “active” with 100 points from your personal purchases.

## Enhancement

This bonus no longer includes nor depends on rotations or teams. The bonus will not depend on moving targets, but simply on those directly enrolled under you.

## Wider Opportunity

The enhancements to the Direct Bonus are designed to help all QLAs succeed no matter how they build their business. Whether you are a QLA looking to build a network marketing organization, or you want to be an affiliate by building your business solely from customer enrollments, the Direct Bonus will reward you for your hard work.

For those wanting to build bigger revenue streams through their organization, let’s jump to the next bonus.

What Would This Look Like?	
QLAs, or affiliates that focus on building a business around Retail Customers and Preferred Customers can earn 45% of the points for all ongoing orders from their Preferred and Retail Customers.	QLAs that want to build a network marketing organization can earn 45% of the points for all ongoing orders from all Customers and QLAs.
Examples	
<p>On the monthly subscription of the AO Scan Technology only, you earn roughly \$50 per person that pays for the service each month.</p> <p>Do that 10 times, you will earn about \$500 each month. Do that 100 times, and based on this bonus, you are earning about \$5,000 each month.</p> <p>This is a very consistent and viable opportunity if you simply want to build a customer base organization.</p>	<p>Let’s say you have a thriving 100-person customer base, plus another 25 QLAs who are also building their own business with your help and direction.</p> <p>For the Direct Bonus alone, you will earn about \$6,250 per month.</p> <p>Between the LiftOff and the Direct Bonus, your monthly revenue could be in the \$100s to \$1,000s each month.</p>

## Summary

Earn 45% on the points from orders placed by your personally enrolled Customers and QLAs.

# RANK ADVANCEMENT BONUS

The ranks begin with the base rank, the QLA rank, of everyone who is actively enrolled and licensed to participate in the Solex Benefits Plan. QLAs can then advance through the following, progressive list:

- Bronze
- Silver
- Gold
- Platinum
- Pearl
- Sapphire
- Ruby
- Emerald
- Diamond

## 3-Month Requirement Criteria

This is NOT a consecutive month requirement; this is a total requirement. If you qualified for the Gold rank in January, you do not have to rank to Gold in February and then in March consecutively to reach this bonus.

Once you hit this bonus 3 times (without a 6-month lapse in inactivity), you will earn the Rank Advancement Bonus. Meaning, if you hit Gold in January for the first time and then hit it again in February, but then don't hit it your third time until May, in May you qualify for this Rank Advancement Bonus.

## Rank Advancement Qualifications

Each of these ranks require a mixture of recruiting and ranks that are direct to you. Please note, each rank will vary in the number of recruitments and ranks direct to you.

- To qualify for this Rank Advancement bonus, you must:
- Meet the qualification of enrollments direct to you
  - Meet the number of ranks direct to you
  - Maintain that for 3 months
  - Maintain personal activity with 100 points per month from your orders

QLA Directs Needed	Ranks (Directs) Needed	Rank	One-Time Bonus	Monthly Rank Bonus
3	-	Bronze	\$50	\$25
6	-	Silver	\$100	\$50
9	1 Silver	Gold	\$200	\$100
12	1 Gold	Platinum	\$400	\$200
25	2 Platitudes	Pearl	\$2,000	\$500
40	2 Pearls	Sapphire	\$3,000	\$750
60	2 Sapphires	Ruby	\$5,000	\$1,000
80	2 Rubies	Emerald	\$8,000	\$2,000
100	2 Emeralds	Diamond	\$10,000	\$3,000

## Rank Payout

The one-time payout happens in the third month of hitting a new rank. The first payout starts with the Bronze rank. Let’s learn about what it takes to achieve each of these ranks. Remember, they are a mix of direct QLAs and ranks under you.

Multiple Rank Advancement Bonuses can be earned in the same period—but, remember that you only earn each bonus once.

For example, let’s say that you hit Silver and Gold in April, May, and June. That means that in June, you would earn the Silver Rank Advancement of \$100 and the Gold Rank Advancement Bonus of \$200 – totaling \$300 from just this bonus.

Working closely with your directs is key to developing the skills and systems for them to deploy in their business.

**Note:** Good leaders of organizations build in redundancies – where maybe 1 Gold is required in your directs for a Platinum rank, many will seek to get an “extra” rank there to maintain the Monthly Rank Bonus (which we are just about to jump into).

When you work this way, this is not wasted or simply an effort to “protect” your rank, but rather, when we get to the Pool Bonus, there is direct payoff tied to this “extra” rank in your directs.

## Summary

When the requirements for a new rank are achieved in three (3) months, then a one-time bonus is earned.

# MONTHLY RANK BONUS

Unlike the Rank Advancement Bonus, which is a one-time payout, the Monthly Rank Bonus is an ongoing, monthly bonus available to you based on the rank that you maintain from month to month. Once a Rank Advancement Bonus is earned, on each month following you can earn an ongoing Monthly Rank Bonus for the highest rank earned in the given month. You must be an active QLA to qualify for this bonus. Based on the following matrix, the following chart shows the monthly potential earnings available:

## Monthly Rank Bonus Example

If you already achieved the Rank Advancement Bonus in December and then you continued to achieve the Pearl rank in January, you would earn a \$500 Monthly Rank Bonus. If you achieved the first month as a Sapphire in February but had not yet completed the first 3 months as a Sapphire, the recognized rank for the Monthly Rank Bonus would be for Pearl until that Rank Advancement Bonus for Sapphire is achieved. Once achieved, from that month on, if Sapphire is the highest rank qualified for, then that Monthly Rank Bonus is earned.

QLA Directs Needed	Ranks (Directs) Needed	Rank	One-Time Bonus	Monthly Rank Bonus
3	-	Bronze	\$50	\$25
6	-	Silver	\$100	\$50
9	1 Silver	Gold	\$200	\$100
12	1 Gold	Platinum	\$400	\$200
25	2 Platiniams	Pearl	\$2,000	\$500
40	2 Pearls	Sapphire	\$3,000	\$750
60	2 Sapphires	Ruby	\$5,000	\$1,000
80	2 Rubies	Emerald	\$8,000	\$2,000
100	2 Emeralds	Diamond	\$10,000	\$3,000

## Summary

After a one-time bonus is achieved, an ongoing monthly bonus can be earned each month that the qualifications for that highest rank achieved is maintained.



# POOL BONUS AND ACCELERATOR

The Pool Bonus is a tremendous opportunity to earn through duplication. Building ranks anywhere and everywhere within your organization is the key to the Pool Share.

## How to Earn Shares

You earn shares based on the ranks within your organization. Each rank beginning with Bronze Rank has a number of shares that you earn toward payout from the pool. The number of shares depends on the ranks in your organization and also depends on your rank. Shares are like slices of a pie. In this big pie, your shares are like equal slices of the pie. The more shares you earn the more slices you earn. As the pie grows, so can the number and size of the slices as you continue to build.

## How the Pool Bonus Works

Solex is committed to paying 42% of the revenue it brings in through commissions (this is revenue after taxes and shipping). The Pool is created in the following manner:

Solex pays out the LiftOff Bonus, the Direct Bonus, the Rank Advancement Bonus, and the Monthly Rank Advancement Bonus. These “forced” pay bonuses are paid first, then the leftover (up to 42%) goes into a pool. Note, the leftover percentage may change month to month.

The Pool essentially becomes a revenue-based amount of money that is split up into shares that you earn based on the ranks within your entire organization. (Yes, your entire organization).

QLA Directs Needed	Ranks (Directs) Needed	Rank	Pool Shares	Accelerator
0	-	QLA	.25	-
3	-	Bronze	.5	-
6	-	Silver	1	-
9	1 Silver	Gold	1.5	-
12	1 Gold	Platinum	2	-
25	2 Platinioms	Pearl	2.5	1.5 times
40	2 Pearls	Sapphire	3	2 times
60	2 Sapphires	Ruby	3.5	2.5 times
80	2 Rubies	Emerald	4	3 times
100	2 Emeralds	Diamond	5	4 times

## Earning Shares Example

Let's say that you are a Gold Rank, and you have 10 Golds, 25 Silvers, 70 Bronzes, and 100 QLAs from the bottom of any leg in your organization. Based on those ranks, you get to earn shares according to the following schedule of ranks within your organization.

In this example, when you are a Gold Rank and you have 10 Gold, 25 Silver, 70 Bronze, and 100 QLAs in your organization, it adds up in the following way:

10 Gold = 15 Shares  
25 Silver = 25 Shares  
70 Bronze = 35 Shares  
100 QLA = 25 Shares

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Totaling (15+25+35+25)

If the pool has \$100,000 in it and there are 1,000 shares distributed, you would receive 100/1000 or 1/10 or 10% of the pool, which adds up to \$10,000 in this example.

## Understand the Accelerator

The accelerator is a multiplier on the total number of shares earned; it applies to the ranks of Pearl up to Diamond. Below is the schedule for the accelerator:

Pearl = 1.5 x  
Sapphire = 2 x  
Ruby = 2.5 x  
Emerald = 3 x  
Diamond = 4 x

## Accelerator Example

Let's say that you are a Pearl this month and you have accumulated 500 shares from the ranks that you are able to earn from. The accelerator then boosts your shares by 1.5.

Multiplying your 500 shares by 1.5 earned from the accelerator results in 750 shares. This is a huge jump!

## Limitations

In this bonus, you are limited to shares by your personal rank. The qualification for earning shares deeper into your organization is that you must be at least the same rank as the person within your organization in order to earn shares from that person and the people under them.

### NOTE:

Part of the leadership role in this bonus is to exemplify what is to be done. In this case, when there is a rank below you that is higher than your rank, you do not earn shares from that person or their organization, but those shares can be earned in future months as you gain sufficient rank to be the same or higher than those within your organization.

In the prior example you had 100 shares, but let's say that there is a Platinum rank in your organization that has 100 more shares in it. You don't access or earn those shares right now, but if you were to move from a Gold to a Platinum, then you would unlock those shares as a part of the pool. In that case, you would have 200 shares, and if all things remained the same, the earnings from the pool would double.

Another qualification that should be understood is that in order to earn shares, you must be considered active and the QLA you are earning shares from must be active – meaning, you have 100 points and they have 100 points in that commissionable month.

## Pool and Accelerator Growth

For each rank up, the accelerator increases. The ability to achieve a higher rank is a display of more work and ranks within your organization. As your team grows, your shares grow, but the important thing is that the pool does not remain the same, it grows as well.

Each new share represents growth and growth has a direct connection to the pool size.

As a leader, you aspire to build to Pearl and higher because the resources available to you to better run your business are implied in the accelerator.

## Summary

Earn commissions from pool shares sourced from revenues received by the company after all prior bonuses are paid (up to 42% of revenue before shipping and tax). Earn shares in the pool for all achieved or maintained ranks in your organization up to the rank that you qualify at for that commission month.

Earn an accelerator of your shares from the rank of Pearl all the way to the top. An accelerator multiplies your number of shares by the multiple indicated in the schedule and thus a bigger part in the pool.

# RETAIL BONUS

The Retail Bonus is for QLAs that sell to those who don't want an automatic shipment or service, and do not want to become a QLA. Customers can be either Retail Customers or Preferred Customers. Retail Customers purchase items a la carte at retail pricing and do not maintain an automatic shipment or service. Preferred Customers do maintain an automatic shipment, and as a reward receive loyalty pricing (typically 25% less than retail pricing). When a Retail Customer makes a purchase, if there is a difference between the retail pricing and the loyalty pricing, you will earn the difference as a bonus. This is the Retail Bonus.

## Qualifications

To earn the Retail Bonus, all you need to do is be qualified as an active QLA for that commission month with 100 personal points or more.

## Retail Bonus Example

Pam shows Lisa Ionex Gold. Lisa wants to buy Ionex Gold but is not interested in setting up an automatic shipment for Ionex Gold, where she would receive the product on a monthly basis. Because the retail price is \$62.50 and the loyalty price is \$50, when Lisa places her order, this will generate a \$12.50 Retail Bonus for Pam.

In addition, because Ionex Gold has commissionable points associated with it (50 points), Pam will also receive 45% of the 50 points as a Direct Bonus.

Altogether, Pam can earn \$35 for sharing Ionex Gold with Lisa (\$12.50 from the Retail Bonus and another \$22.50 from the Direct Bonus).

## Summary

Earn the difference between the loyalty pricing (pricing for PCs and QLAs) and retail pricing (pricing for Retail Customers) when any directly enrolled Retail Customer purchases. This bonus is earned in addition to the Direct Bonus that is earned from the points associated with products purchased by all those directly enrolled by you. To qualify for this bonus, you must be considered as active or qualified with 100 personal points.