



DETAILED COMPENSATION PLAN





EARNED POSITION REQUIREMENTS

1.13.2018

POSITION	QUALIFIED IMR	EXECUTIVE TRAINER	EXECUTIVE DIRECTOR	NATIONAL DIRECTOR	SENIOR VICE PRESIDENT	PLATINUM SVP	DOUBLE PLATINUM SVP	DIAMOND SVP
STRUCTURAL REQUIREMENTS	<p>QIMR</p>	<p>ET</p> <p>QIMR QIMR</p> <ul style="list-style-type: none"> 2 Frontline Qualified IMRs (QIMR) 	<p>ED</p> <p>FOUR LINES OF A QUALIFIED IMR</p> <p>ET ET</p> <ul style="list-style-type: none"> 4 separate lines with a QIMR 2 separate lines with an ET 	<p>ND</p> <p>SIX LINES OF A QUALIFIED IMR</p> <p>ED ED</p> <ul style="list-style-type: none"> 6 separate lines with a QIMR 2 separate lines with an ED 	<p>SVP</p> <p>EIGHT LINES OF A QUALIFIED IMR</p> <p>ND ND</p> <ul style="list-style-type: none"> 8 separate lines with a QIMR 2 separate lines with an ND 	<p>PSVP</p> <p>TEN LINES OF A QUALIFIED IMR</p> <p>ND ND ND</p> <p>SVP SVP</p> <ul style="list-style-type: none"> 10 separate lines with a QIMR 3 separate lines with an ND 2 separate lines with an SVP 	<p>DPSVP</p> <p>TEN LINES OF A QUALIFIED IMR</p> <p>ND ND</p> <p>SVP SVP SVP SVP</p> <ul style="list-style-type: none"> 10 separate lines with a QIMR 2 separate lines with an ND 4 separate lines with an SVP 	<p>DSVP</p> <p>TEN LINES OF A QUALIFIED IMR</p> <p>SVP SVP SVP</p> <p>PSVP PSVP PSVP</p> <ul style="list-style-type: none"> 10 separate lines with a QIMR 2 separate lines with an ND 3 separate lines with an SVP 3 separate lines with a PSVP
ORGANIZATIONAL CUSTOMER POINTS REQUIRED			100 Customer Points (CPs)	500 Customer Points (CPs)	1,500 residual CPs in your organization	15,000 residual CPs in SVP, SVP2 and SVP3 organizations	30,000 residual CPs in SVP, SVP2 and SVP3 organizations or 50,000 residual CPs in PSVP, PSVP2 organizations	75,000 residual CPs in PSVP, PSVP2 organizations Five (5) lines with at least 10,000 CPs
PERSONAL CUSTOMER POINTS	6#	12	20	25	25	25	25	25
LEADERSHIP BENEFITS**				<ul style="list-style-type: none"> Leadership Pool Shares 	<ul style="list-style-type: none"> BSVP: 3,000 residual CPs in SVP, SVP2 and SVP3 organizations SSVP: 4,500 residual CPs in SVP, SVP2 and SVP3 organizations GSVP: 7,500 residual CPs in SVP, SVP2 and SVP3 organizations Leadership Pool Shares (Additional) Car Allowance Dream Vacation 	<ul style="list-style-type: none"> Leadership Pool Shares (Additional) Enhanced Car Allowance Dream Vacation 	<ul style="list-style-type: none"> Leadership Pool Shares (Additional) Premium Car Allowance Dream Vacation 	<ul style="list-style-type: none"> Leadership Pool Shares (Additional) Luxury Car Allowance Dream Vacation \$300,000 earned position bonus \$10,000/month lifestyle credit

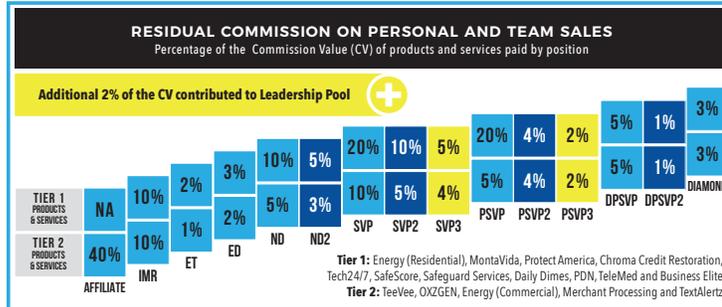
© 2018 SLINX® 4269-011218-REV37 The SLINX Compensation Plan is subject to change, refer to detailed Compensation Plan (Doc 701) for full details. **Additional terms and conditions may apply. Effective 1.13.2018 #6 points from any combination of PDN (limit 1), TeeVee, OXZGEN, MontaVida, TextAlertz and Chroma Credit

COMPENSATION PLAN OVERVIEW

QUICK START BONUS

Earned in your first 30 days
(Paid at 50% if achieved in first 60 days)

QUALIFIED IMRS	PERSONAL CUSTOMER POINTS	BONUS
0	6	\$25 QUALIFYING
1	8	\$100
2	12	\$250
3	15	\$400
4	20	\$600
5	25	\$1,000



EARNED POSITION BONUS

Qualification period begins on representative's start date

POSITION	DAYS TO QUALIFY FOR POSITION	BONUS
ET	NO DEADLINE	\$100
ED	60	\$750
ND	90	\$1,500
SVP	180	\$5,000

CUSTOMER ACQUISITION BONUS (CABS)

Paid when new IMR qualifies within first 30 days

POSITION	BONUS
ET	\$20
ED	\$40
ND	\$95
SVP	\$125
PSVP/DPSVP	\$135
DIAMOND	\$140

OPEN-LINE BONUSES

Based on total number of new IMRs that enroll in a calendar month and qualify in their first 30 days. PDN required for eligibility. You may earn the OL Bonus for each position for which you qualify

EXECUTIVE TRAINER		EXECUTIVE DIRECTOR		NATIONAL DIRECTOR		SENIOR VICE PRESIDENT		PLATINUM SENIOR VICE PRESIDENT	
QIMRS	BONUS	QIMRS	BONUS	QIMRS	BONUS	QIMRS	BONUS	QIMRS	BONUS
2	\$100	5	\$450	12	\$900	15	\$1,125	45	\$1,000
4	\$200	10	\$900	20	\$1,500	30	\$2,250	75	\$2,000
6	\$400	15	\$1,350	30	\$2,250	45	\$3,375	100	\$3,000
8	\$600	20	\$1,800	40	\$3,000	60	\$4,500	150	\$5,000
10	\$1,000	25	\$2,250	50	\$3,750	75	\$5,625	175	\$7,000
		30	\$2,700	60	\$4,500	100	\$7,500	200	\$10,000

CUSTOMER MILESTONE BONUSES

Based on total personally referred customers

CUSTOMERS	BONUS
25	\$100 /MONTH
50	\$250 /MONTH
100	\$500 /MONTH

CAR PROGRAM

Position must be maintained 20 or more days to qualify in a calendar month

POSITION	MONTHLY PAYMENT
SENIOR VICE PRESIDENT	UP TO \$200/MONTH
BRONZE SVP	UP TO \$400/MONTH
SILVER SVP	UP TO \$500/MONTH
GOLD SVP	UP TO \$700/MONTH
PLATINUM SVP	UP TO \$1,200/MONTH

ANNUAL LEADERSHIP POOL

Bonus pool funded by 2% of CV contribution from all product and service sales

MONTHLY CRITERIA	SHARES AWARDED				
	ND	SVP	PSVP	DPSVP	DIAMOND
POSITION QUALIFICATION	5	15	150	300	750
TOP 10 CUSTOMER PRODUCTION	1-10	2-20	3-30	4-40	5-50
TOP 10 IMR PRODUCTION	1-10	2-20	3-30	4-40	5-50
TOP 10 OPEN-LINE PDN SUBSCRIBERS	1-10	2-20	3-30	4-40	5-50
TOP 10 OPEN-LINE NATIONAL TICKET SALES	1-10	2-20	3-30	4-40	5-50
SVP PROMOTIONS	N/A	N/A	20	20	20
PSVP PROMOTIONS	N/A	N/A	N/A	30	30

© 2018 5LINX® 4269-011218-REV37 *The 5LINX Compensation Plan is subject to change, refer to detailed Compensation Plan (Doc 701) for full details ***Position qualification for BSVP = 30 shares, SVP = 45 shares, GSVP = 75 shares; additional \$20 contribution added to pool from each affiliate enrollment.

This document provides detailed information for how you earn bonuses and commissions according to the 5LINX Compensation plan based on your earned position and other sales and leadership milestones achieved as highlighted on pages 2 and 3. Refer to pages 4-8 for specific information on each of the ways you can get paid with 5LINX.



Quick Start Bonus

As a new representative, you are eligible to earn a special quick start bonus. If you reach the position of Executive Trainer (ET) in your first 30 days by acquiring at least 12 customer points and two qualified IMRs (business partners) you will receive a one-time \$250 bonus. You must be the sponsor and enroller of the two qualified IMRs counting toward your quick start bonus requirements.

You can earn even more by exceeding the ET position requirements in your first 30 days. Acquire 15 customer points and three qualified IMR's for \$400, 20 customer points and 4 qualified IMR's for \$600, or 25 customer points and 5 qualified IMRs for \$1000. You can earn half of any quick start bonus by meeting the requirements above in your first 60 days.

The quick start bonus is paid out the Friday following qualification, as long as the representative and/or their qualifying downline(s) have been in the business more than 10 business days and the downlines CABs have been released.

QUICK START BONUS		
Earned in your first 30 days (Paid at 50% if achieved in first 60 days)		
QUALIFIED IMRs	PERSONAL CUSTOMER POINTS	BONUS
0	6	\$25 QUALIFYING
1	8	\$100
2	12	\$250
3	15	\$400
4	20	\$600
5	25	\$1,000

Earned Position Bonuses

In addition to earning quick start bonuses, you can also earn bonuses when you qualify for ET, ED, ND and SVP in a set time frame. If you do not qualify for ET in your first 60 days, you can still earn a \$100 bonus by qualifying for the ET position at any point in time. In addition, you can earn \$750 by qualifying for ED in your first 60 days, \$1,500 by qualifying for ND in your first 90 days, and \$5,000 by qualifying for SVP in your first 180 days. Refer to specific position requirements found on page 2 of this document.

Earned position bonuses for ET, ED, and ND are paid once position has been maintained for 10 consecutive days. The earned position of SVP must be maintained for 30 consecutive days before bonus is paid.

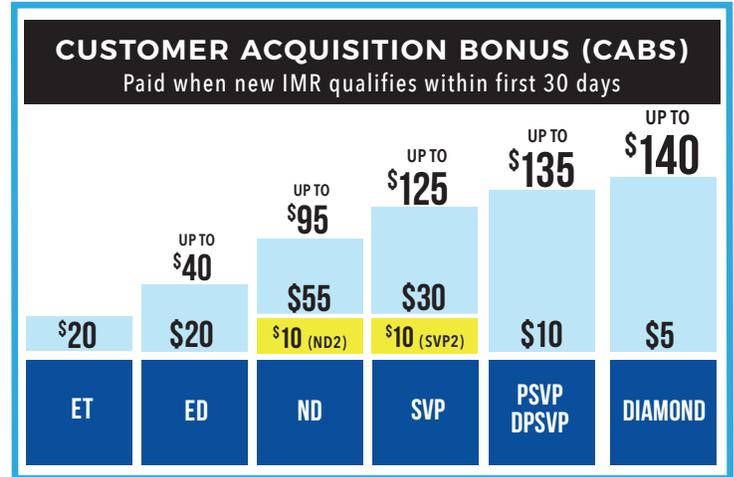
EARNED POSITION BONUS		
Qualification period begins on representative's start date		
POSITION	DAYS TO QUALIFY FOR POSITION	BONUS
ET	NO DEADLINE	\$100
ED	60	\$750
ND	90	\$1,500
SVP	180	\$5,000



Customer Acquisition Bonuses

If you are the enroller of a new IMR that qualifies their position within 30 days of their start date, you will be eligible for a one-time Customer Acquisition Bonus (CAB). The dollar amount of the CAB is determined by your leadership position on the date and time that the new IMR started the business.

CABs are only awarded when IMRs meet the minimum customer acquisition requirements. A new IMR must acquire at least 6 points from preferred products and services including Platinum Discount Network (PDN), OXZGEN, TeeVee, Chroma Credit, TextAlertz, or MontaVida, or 8 points on any combination of products and services.



As your organization grows, there will be many “generations” of IMRs. Every time a new IMR becomes qualified, 5LINX pays a CAB. How much of that CAB you receive depends on your leadership position and the leadership position held by the other representatives between you and the new IMR who becomes qualified in their first 30 days.

Example - If you are an ED when a new IMR enrolls and they qualify their position in their first 30 days, you can receive up to \$40 (\$20 if you are the open-line ET, and \$20 if you are the open-line ED when they enroll).

Customer Acquisition Bonuses are held for ten (10) days from the date the new representative shows as being qualified before they are paid out.



Open-Line Bonuses

In addition to earning individual CAB bonuses when a new representative enrolls and gets qualified in their first 30 days, you may also be eligible to receive open-line bonuses based on your monthly production. To receive an open-line bonus, you must be a qualified ET or above, and meet the minimum number of QIMRS in your open-line as outlined in the chart provided. You must also have an active PDN membership in order to be eligible for any open-line bonuses.

Based on your position, you may be able to earn open-line bonuses at multiple positions. For instance, as an ED with 10 open-line IMRs at the ED position and 5 open-line IMRs at ET in a calendar month, you would earn a \$650 open-line bonus.

Open-line bonuses are paid out the first Friday following the 15th each month.

OPEN-LINE BONUSES									
Based on total number of new IMRs that enroll in a calendar month and qualify in their first 30 days. PDN required for eligibility. You may earn the OL Bonus for each position for which you qualify									
EXECUTIVE TRAINER		EXECUTIVE DIRECTOR		NATIONAL DIRECTOR		SENIOR VICE PRESIDENT		PLATINUM SENIOR VICE PRESIDENT	
QIMRS	BONUS	QIMRS	BONUS	QIMRS	BONUS	QIMRS	BONUS	QIMRS	BONUS
2	\$100	5	\$450	12	\$900	15	\$1,125	45	\$1,000
4	\$200	10	\$900	20	\$1,500	30	\$2,250	75	\$2,000
6	\$400	15	\$1,350	30	\$2,250	45	\$3,375	100	\$3,000
8	\$600	20	\$1,800	40	\$3,000	60	\$4,500	150	\$5,000
10	\$1,000	25	\$2,250	50	\$3,750	75	\$5,625	175	\$7,000
		30	\$2,700	60	\$4,500	100	\$7,500	200	\$10,000

Customer Milestone Bonuses

As a 5LINX Representative, you can earn additional bonuses each month if you acquire 25, 50, or 100 customers. You are able to earn these bonuses each month as long as you maintain the required number of customers for each club.

The 25, 50 and 100 customer clubs are based on number of actual customers, not customer points. Refer to your personal customer report to see your total number of customers counting towards this bonus. Energy certification and Velocity orders do not count towards these milestone bonuses. These bonuses are not cumulative, and are paid at the highest level a representative is qualified at. For example, a representative with 50 customers would receive \$250.

Customer club bonuses are paid out the first Friday following the 15th each month.

CUSTOMER MILESTONE BONUSES	
Based on total personally referred customers	
CUSTOMERS	BONUS
25	\$100 /MONTH
50	\$250 /MONTH
100	\$500 /MONTH

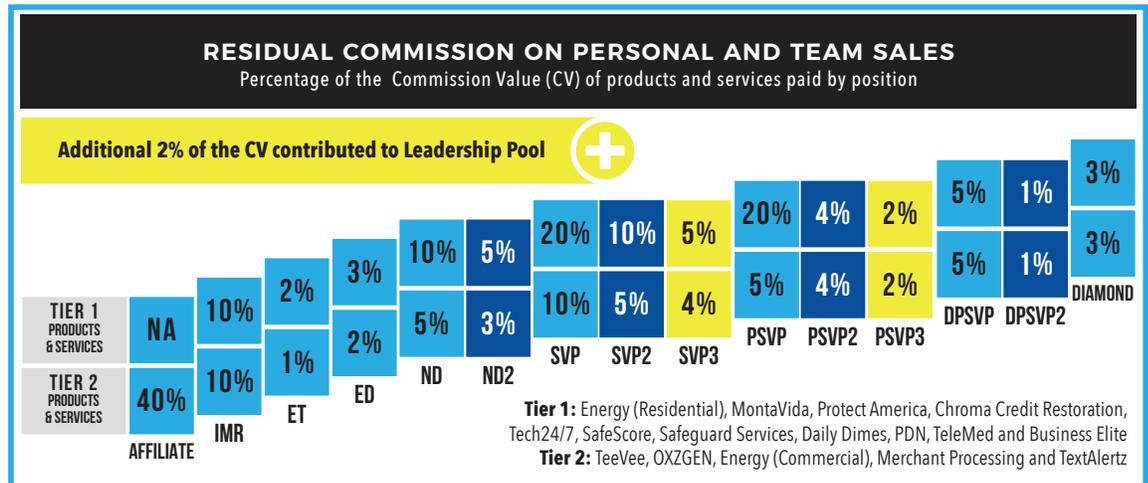


Residual Commission on Personal, Referred and Team Sales

Residual commissions are paid on the residual customers in your entire organization based on the leadership position you are qualified for at the date and time of a customer's order. For a complete list of commission values on 5LINX products and services, refer to Doc 715 available on my.5linx.com. Products and services are divided into two tiers, as outlined in the chart below. For example, a new MontaVida customer signed up you are qualified as an ND would earn you a total of 25% of the total CV for the product order each month. By comparison, a Tier 2 OXZGEN customer would earn you 18% of the total CV for the product order each month.

As an IMR, representatives earn 10% of the assigned CV on a product or service. As higher leadership positions are achieved, the percentage of commission earned on newly acquired customers increases as outlined in the chart below. Residual income commission continues to be paid each month as long as the customer remains on the service. At the ND, SVP, PSVP and DPSVP levels, you can earn generational income based on the organization built below you, meaning that if you are an ND and there is another ND below you in your open line, you are still eligible for a 5% commission on tier 1 products and services, and 3% on tier 2 products and services from customers enrolled by representatives in your downline.

You can be paid out at each position level but you cannot be paid for multiple generations at the same position (ex: As an SVP, you can be paid at the SVP and ND position, but not at the ND1, SVP1 or SVP2 generation if you are the open-line representative).



Example - As an IMR, if you acquire a tier 1 residual customer with a CV of \$10, the commission is 10% of the CV each month the customer remains on the service. $\$10 \text{ CV} \times 10\% (.1) = \1 . As an Executive Director (ED), acquire the a customer on a product with a \$10 CV and earn 10% for IMR, plus an additional 2% for Executive Trainer (ET), plus an additional 3% for ED, for a total of 15%. $\$10 \text{ CV} \times 15\% (.15) = \1.50 per month.

Residual commissions for services begin paying 90 days after customer activation, except residential energy, which begins after 60. Commercial energy begins paying approximately 120 days after the contract start date, which is negotiated between the commercial energy broker and the customer, and can vary depending on the agreement.



Car Program

A primary benefit of leadership as a 5LINX Representative is our car program, which you become eligible for upon qualifying at the SVP position. This program offers a monthly car payment ranging from \$200 to \$1,200 per month based on your leadership position, as outlined in the chart provided.

In order to remain eligible for the car program, you must maintain your position as an SVP or higher for 20 calendar days per month. The car payment will be forfeited in months in which your position is not maintained for the required number of days.

Car payments are distributed each month on the Friday of or following the 15th each month.

CAR PROGRAM	
Position must be maintained 20 or more days to qualify in a calendar month	
POSITION	MONTHLY PAYMENT
SENIOR VICE PRESIDENT	UP TO \$200/MONTH
BRONZE SVP	UP TO \$400/MONTH
SILVER SVP	UP TO \$500/MONTH
GOLD SVP	UP TO \$700/MONTH
PLATINUM SVP	UP TO \$1,200/MONTH

Annual Leadership Pool

This pool is shared by NDs and above based on leadership position and various categories of production, as highlighted in the chart below. Each month, shares are allotted in the amounts listed for position qualification, top 10 customer production, IMR production, open-line PDN subscribers, and open-line national ticket sales from ND through Diamond positions.

At ND, a representative can earn a maximum of 10 shares as a top 10 producer in the top 10 categories listed, with shares decreasing by one to nine for the second place ND, and down to the minimum of 1 for the 10th place ND. By comparison, a maximum of 20 shares can be earned in these categories at SVP, with shares decreasing by 2 for each subsequent top 10 finisher. At PSVP, 30 shares are awarded to the top qualifier, with shares decreasing by 3, 40 shares are awarded at DPSVP, with shares decreasing by 4, and 50 shares at Diamond, with shares decreasing by 5.

The annual leadership pool is paid out at the first International event each year.

ANNUAL LEADERSHIP POOL					
Bonus pool funded by 2% of CV contribution from all product and service sales					
MONTHLY CRITERIA	SHARES AWARDED				
	ND	SVP	PSVP	DPSVP	DIAMOND
POSITION QUALIFICATION	5	15	150	300	750
TOP 10 CUSTOMER PRODUCTION	1-10	2-20	3-30	4-40	5-50
TOP 10 IMR PRODUCTION	1-10	2-20	3-30	4-40	5-50
TOP 10 OPEN-LINE PDN SUBSCRIBERS	1-10	2-20	3-30	4-40	5-50
TOP 10 OPEN-LINE NATIONAL TICKET SALES	1-10	2-20	3-30	4-40	5-50
SVP PROMOTIONS	N/A	N/A	20	20	20
PSVP PROMOTIONS	N/A	N/A	N/A	30	30



FAQ

What does Commission Value (CV) mean?

This is the amount a product or service order is going to pay to the seller and their upline each applicable month in the form of Residual Income. If, for example, a CV is \$10 on a product, a specified percentage goes to the seller and a number of their eligible uplines. The percentage given is based on position level and total point count of the seller as well as the position level of each eligible upline at the time of the order. Additionally, a representative may be eligible for multiple CV payouts. For example, a representative who has reached the SVP position may be paid out at the SVP level, as well as the ND1 level, depending on the qualification of their downline.

What does the term “generational” mean in reference to CABs or CV?

In certain instances, two or three representatives who are qualified at the same position in an organization may earn commission or CABs. These amounts are denoted by ND2, SVP2, SVP3, PSVP2, PSVP3 and DPSVP2 where applicable in the 5LINX compensation plan.

What is a grace period?

A grace period is a specific amount of time that a representative has to get requalified at their most recent position. While in this grace period they will not miss out on any, CABs, production or residuals from new customers at their current position even though they are currently not fully qualified.

ET	30 days	PSVP	60 days
ED	30 days	DPSVP	60 days
ND	30 days	DSVP	60 days
SVP	45 days		

What does “open line” mean?

When referring to the status of a representative, Open line means there is no position of equal or higher level between a representative and their downline.

What does “upline” mean?

Upline refers to the Representative or Representatives above a particular Representative by position in a Sponsorship line in your organization.

What is a Qualified IMR?

A Qualified IMR is a qualified representative who satisfies the minimum customer qualification requirements, as set forth in the 5LINX Marketing and Compensation Plan, to ensure that he or she is eligible to receive bonuses and commissions.

What does “residual customer” mean?

A residual customer is an individual or entity who is a customer of any product or service that has a Commission Value attached.



What is a “front line” qualified IMR?

Front line means a representative is sponsored by a representative, directly under the representative’s RIN.

What is the difference between an enroller and a sponsor?

Sponsor – The sponsor is who a new representative is placed directly underneath.

Enroller – the enroller is the person who is able to sponsor place a representative anywhere in their Downline as long as the sponsor is in the representative’s Open Line.

One representative can be both the sponsor and enroller.

What are the positions of Bronze Senior Vice President (BSVP), Silver Senior Vice President (SSVP), and Gold Senior Vice President (GSVP), and how do I achieve them?

BSVP, SSVP, and GSVP are sub-levels of the SVP position, earned prior to achieving the position of PSVP. Representatives must fulfill all of the SVP requirements, plus earn the following residual customer point totals for qualification:

BSVP – 3,000 residual customer points in SVP, SVP1, SVP2 (½ of each SVP2 customer point) will count towards this requirement.

SSVP – 6,000 residual customer points in SVP, SVP1, SVP2 (½ of each SVP2 customer point) will count towards this requirement.

GSVP - 10,000 residual customer points in SVP, SVP1, SVP2 (½ of each SVP2 customer point) will count towards this requirement.

Glossary of Terms

CAB	Customer Acquisition Bonus
CPs	Customer Points
DPSVP	Double Platinum Senior Vice President
DSVP	Diamond Senior Vice President
ED	Executive Director
ET	Executive Trainer
IMR	Independent Marketing Representative
ND	National Director
PSVP	Platinum Senior Vice President
QIMR	Qualified Independent Marketing Representative
SVP	Senior Vice President