

Direct Biz Solutions Compensation Plan

Effective date: 02/03/2018

Hourly Rate

\$8.00 to \$14.00

Hourly rate is based on the business opportunity and will become a part of your (SOW) Statement of work

Service Fees

Arise charges each CSP \$19.75 per pay period for support services.

Any pay period you service for 60+ hours this fee will be reduced to \$9.75.

Any pay period you service for 80+ hours this fee will not be charged.

Compensation for service hours will be paid twice per month.

- **On the 9th** - covering the period from the 16th to the last day of the previous month.
- **On the 24th** - covering the period from the 1st to the 15th of current month.

Monthly Bonus Opportunity

Based on your personal & extended referrals total earnings for each month.

Bonus payouts are paid based on each calendar month of production and are paid on the 15th of the following month.

Qualifications Required To Receive a Monthly Bonus

AGENT MUST SERVICE A MINIMUM OF SOW REQUIREMENT (Usually 60 or 80 hours per month.)

AGENT MUST BE AT OR ABOVE THE REQUIRED 90% CA (Commitment Adherence)

PERSONAL TEAM MONTHLY BONUS

\$1,600 total gross pay per month from you & your personal referrals qualifies you for the Personal Team Bonus

Bonus Rate 1.00% of total gross pay

EXTENDED TEAM MONTHLY BONUS

In any month you & your PERSONAL REFERRALS post the \$1,600 total gross pay minimum, you QUALIFY for the Extended Team Bonus.

Extended team includes everyone on your team EXCEPT you and your personal referrals.

Bonus Rate 0.50% of total gross pay

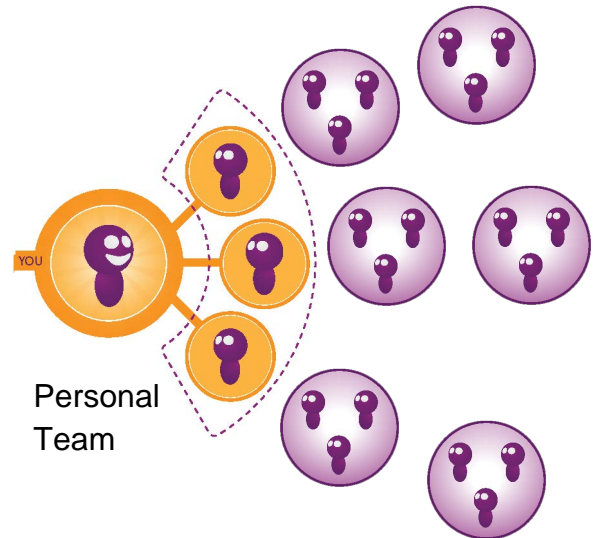
Bonus Opportunity Example: Total hours reported July 1 - July 31

Personal Team Bonus	Pay \$	Bonus %	Bonus \$\$
You personally	1600	1.00%	\$ 16.00
Personal Referral 1	1400	1.00%	\$ 14.00
Personal Referral 2	1500	1.00%	\$ 15.00
Personal Referral 3	1600	1.00%	\$ 16.00
Total Personal Team Bonus	6100	1.00%	\$ 61.00

Extended Team Bonus	Pay \$	Bonus %	Bonus \$\$
Personal Referral 1 has 3 agents	3500	0.50%	\$ 17.50
Personal Referral 2 has 5 agents	5500	0.50%	\$ 27.50
Personal Referral 3 has 2 agents	3000	0.50%	\$ 15.00
Total Extended Team Bonus	12000	0.50%	\$ 60.00

TOTAL MONTHLY BONUS	\$ 121.00
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Extended Team



Signature _____

Printed Name _____

Date Effective _____