

# Compensation Plan Guide



# Starting Positions

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## **Senior Manager:**

\$49.99 one-time fee (+\$50 annual renewal fee)

- Free first month of Web Marketing Suite (\$49.99 value) includes a personal website, multiple lead capture pages, email auto-responder system, contact management system, re-targeting and more. You will automatically get charged \$49.99 after your first free month and you can call 1-866-737-5825 to cancel anytime.
- **Immediately qualified for SM compensation.**
- Back office tracking software, full agent support 1-866-737-5825 and more.
- Five, first month free “virtual” coupons to offer your first five retail customers the first month of service for free after you order service for yourself (\$300 retail value). Coupons are virtual and good for 90 days from your start date.

## **Manager Package:**

**FREE** (+\$50 annual renewal fee)

- Free first month of Web Marketing Suite (\$49.99 value) includes a personal website, multiple lead capture pages, email auto-responder system, contact management system, re-targeting and more. You will automatically get charged \$49.99 after your first free month and you can call 1-866-737-5825 to cancel anytime.
- Immediately qualified for Manager compensation.
- Back office tracking software.

# Compensation Plan

## Part 1: Bonus Income

*NOTE: You need one active personal wireless customer to be qualified to earn any bonuses or commissions! This customer can be you.*

### Fast Start Manager and Senior Manager Enrollment Bonuses:

Agents earn a one-time bonus when they enroll another Agent who activated their first prepaid wireless customer.

#### Fast Start Bonus Paid on a Personally Sponsored Manager and Senior Manager

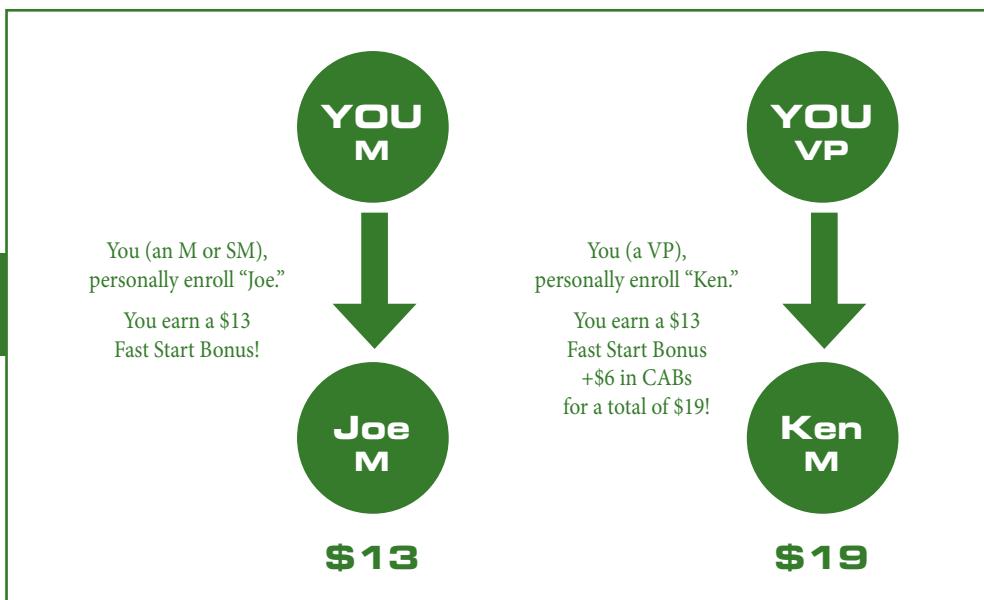
\*Promotional Commissions

**Personally Sponsored Manager and Senior Manager**

Manager	SM +2	RM +2	VP +2	SVP +2	PD +2	SP +2 Sponsor
\$13	\$15	\$17	\$19	\$21	\$23	\$2

**NOTE:** Managers and Senior Managers first prepaid wireless customer pays the sponsor as if the Sponsor gathered the prepaid wireless customer. The \$25 total bonus is paid when a Manager or Senior Manager joins for free or \$49.99 and get their first prepaid wireless customer (them or a friend).

#### Example



# Detailed Compensation Plan

## Customer Acquisition Bonuses (CABs):

Weekly coded customer gathering bonuses for \$13 to \$25 for every Manager or Senior Manager who joins and gets their first customer. Bonuses are paid to unlimited depth in your respective cost.

(See the Coded Comp Plan video for more details)

CAB paid when Manager joins with you personally and in your respective code

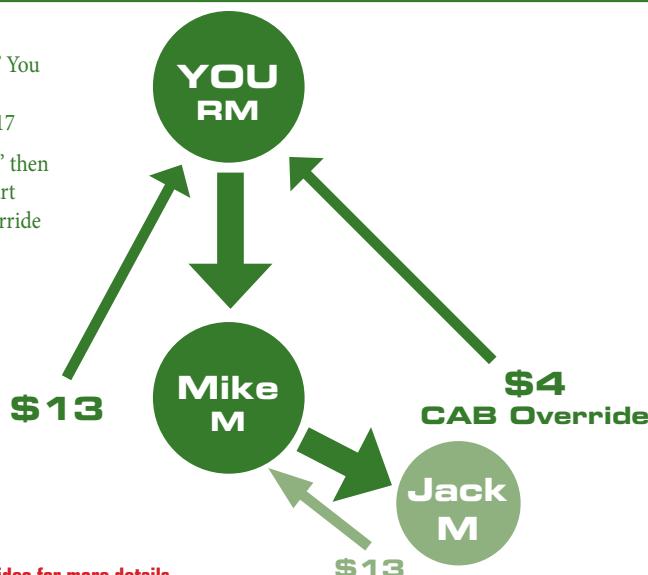
	M	SM +\$2	RM +\$2	VP +\$2	SVP +\$2	PD +\$2	Sponsor +\$2
<b>Personally Sponsored Manager</b>	\$13	\$15	\$17	\$19	\$21	\$23	\$2
<b>M Sponsored M</b>		\$2	\$4	\$6	\$8	\$10	\$2
<b>SM Sponsored M</b>			\$3	\$4	\$6	\$8	\$2
<b>RM Sponsored M</b>				\$2	\$4	\$6	\$2
<b>VP Sponsored M</b>					\$2	\$4	\$2
<b>SVP Sponsored M</b>						\$2	\$2

**NOTE:** \*This bonus for personal recruitment also includes the Fast Start Bonus

### Example

You (an RM), personally enroll "Manager Mike." You earn a \$13 Fast Start Bonus + a \$4 RM CAB for a total of \$17

When Mike enrolls "Manager Jack," then Mike will earn the \$13 Fast Start and you'll get the \$4 RM CAB override



See the Compensation Plan training video for more details

# Detailed Compensation Plan

## Customer Bonuses:

Bonuses paid to the Agent when select Tempo Wireless services are activated

### Bonuses paid when a service is activated by you

	Manager	SM	RM	VP	SVP	PD	Sponsor
New Cell Phone Customers	\$13*	\$15*	\$17*	\$19*	\$21*	\$23*	\$2*
New Home Phone Customers	\$10*	\$10*	\$10*	\$10*	\$10*	\$10*	NA
Lifeline Customers	\$4	\$4 <sup>50</sup> *	\$5*	\$5 <sup>50</sup> *	\$6*	\$6 <sup>50</sup> *	\$1*

**NOTE:** \* Bonuses are paid on Prepaid Wireless when a customer pays the normal \$29.99 activation fee. If the activation fee is waived, the bonus is not paid. This is a one-time bonus for prepaid wireless cell phone customers.

\* Lifeline customers pay an annual bonus the same way if their certification is renewed.

\* Lifeline and Home Phone Products do not pay a monthly residual. Only Prepaid Wireless Cell Phone Customers.

Earn Free Wireless Service in your first 30 days and maintain it for at least 90 days and you will earn a \$200 bonus for you and \$200 bonus for your sponsor! This is a customer gathering Fast Start and retention bonus for new Agents.



# Compensation Plan

## Part 2: Residual Income

### Personal Commissions:

Earn 1% to 10% on your personal customer revenue when you reach the required billing targets. Your base commission is 1%. To be qualified all you need to do is maintain Ten active Personal Customer Points (PCP).

**NOTE:** A Personal Customer Point or Personal Customer is any product or service purchased from YOUR retail web store. The services and points of your personally enrolled representatives DO NOT count as personal customers to you. Each product is worth at least 1 PCP. See the Customer Point Training PDF for a complete list of each product and its corresponding point value.

**As your volume increases, your commissions increase according to the following scale:**

Personal Customer Billing Volume	Percentage of Volume Earned
\$0 to \$1,249	1%
\$1,250 to \$2,499	4%
\$2,500 to \$3,749	6%
\$3,750 to \$4,999	8%
\$5,000 or more	10%

### Important Information:

As an Agent achieves greater percentages of personal customer volume the commission to the upline is decreased by the following scale:

- 4% earned by downline representative = 1% commission to the upline
- 6% earned by downline representative =  $\frac{3}{4}\%$  commission to the upline
- 8% earned by downline representative =  $\frac{1}{2}\%$  commission to the upline
- 10% earned by downline representative =  $\frac{1}{4}\%$  commission to the upline

# Compensation Plan

## Part 2: Residual Income

### Dynamically Compressed 8-Level Commissions:

Earn 1% to 4% on 8 dynamically compressed levels of customers gathered by the representatives throughout your team. You must be a Senior Manager (SM) or above with 10 active Personal Customer Points (PCP) to earn the base commission of 1%.

**NOTE:** To learn more about Dynamic Compression watch the Dynamic Compression training video in your back office.

#### 8-Level Compensation with Dynamic Compression

Level	Percentage of Commission Earned	
Level 1	1% to 4%	
Level 2	1% to 4%	<b>To qualify for the commission levels you must meet the following requirements:</b> 1% – SM or above with 10 active PCPs 2% – SM or above with 15 active PCPs and \$250 in monthly CABs 3% – SM or above with 20 active PCPs and \$500 in monthly CABs 4% – SM or above with 20 active PCPs and \$1,000 in monthly CABs
Level 3	1% to 4%	
Level 4	1% to 4%	
Level 5	1% to 4%	
Level 6	1% to 4%	<b>CABs are customer activation bonuses on all wireless customers (Home Phone, Cell Phone, Lifeline)</b>
Level 7	1% to 4%	
Level 8	1% to 4%	

**NOTE:** Managers must first promote or upgrade to SM in order to begin to earn monthly commissions on their team's volume.

\* Platinum Presidential Directors qualify for 4% as long as they maintain their Platinum Presidential Director status

### Dynamic Compression:

Dynamic compression is a simple concept. When an Agent in your team is not qualified to earn commissions (they don't have at least 10 PCPs) then the company will compress their team volume up into the levels above to ensure 8 levels of volume are being paid out on. For example, If you had 16 levels of Agents and every other person were qualified, only 8 levels have qualified Agents. That means the other 8 levels and their volume would compress into the other 8 to ensure it's being paid out. In other words – you would be earning on all 16 levels of volume!

*NOTE: Please take time to watch the Dynamic Compression training video under the Comp Plan tab in your Training Back Office.*

# Detailed Compensation Plan

## Part 2: Residual Income

### Web System Residual Commission:

Earn \$3 to \$18 residually (monthly commission) through your entire organization. This residual commission is based on our coded payout – just like the CAB payout. To learn more about Dynamic Compression watch the Dynamic Compression training video in your back office.

**Monthly Web System Residual Commission paid on your personal and downline coded Agents**

	M	SM \$3	RM +\$4	VP +\$4	SVP +\$4	PD +\$3
<b>Personally Sponsored</b>	\$0	\$3	\$7	\$11	\$15	\$18
<b>SM Sponsored</b>		\$1	\$4	\$8	\$12	\$15
<b>RM Sponsored</b>			\$1	\$4	\$8	\$11
<b>VP Sponsored</b>				\$2	\$4	\$7
<b>SVP Sponsored</b>					\$2	\$3

**NOTE:** Managers do not earn Web System residuals on their Manager code. The numbers in **RED** are First Generational Overrides

\*You must have an active website to receive website residuals

### Example

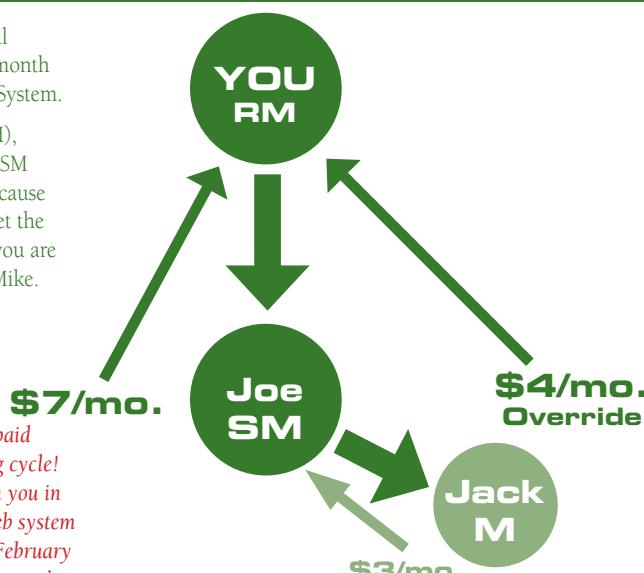
You (an RM) personally enroll “Joe” (an SM). You earn a \$7 per month commission on Joe’s monthly Web System.

When Joe enrolls Mike (an SM), Joe will earn the \$3 per month SM commission on Mike’s system (because Joe is the coded SM) and you’ll get the \$4 RM monthly override because you are the coded Regional Manager to Mike.

*This monthly commission is paid 30 days following the first billing cycle! For example, an Agent joins with you in January, their first month of the web system is free. The first billing will be in February and the first commission for February’s web system payment will fall in March.*

*Note: Commissions on the web systems are paid three times per month depending on which billing cycle your Agents’ websites fall.*

**See the Compensation Plan training video for more details**



# Detailed Compensation Plan

## Part 2: Residual Income

### Magazine Residual Commission:

Earn \$.50 to \$5 residually (monthly commission) through your entire organization. The pack of 25 magazines pays out \$.50 to \$2.50 and the pack of 50 pays out \$1 to \$5. The number listed on the top in the following chart shows the payout for the pack of 25 and the number on the bottom shows the payout for the pack of 50. This residual commission is based on our coded payout – just like the CAB payout.

Please review the coded bonus comp plan training video under the compensation training tab in your back office.

Monthly Magazine Residual Commission paid on your personal and downline coded Agents

	M \$.50/\$1	SM \$.50/\$1	RM +\$2.50/+\$1	VP +\$3.00/+\$1	SVP +\$3.00/+\$1	PD +\$3.00/+\$1
Personally Sponsored	\$0	\$.50 \$1	\$1 \$2	\$1.50 \$3	\$2 \$4	\$2.50 \$5
SM Sponsored			\$.50 \$1	\$1 \$2	\$1.50 \$3	\$2 \$4
RM Sponsored				\$.50 \$1	\$1 \$2	\$1.50 \$3
VP Sponsored					\$.50 \$1	\$1 \$2
SVP Sponsored						\$.50 \$1

**NOTE:** Managers do not earn magazine residuals on their Manager code. To earn magazine residuals you must personally have an active magazine subscription.

### Examples

**A:** A Vice President personally sponsors a representative who subscribes to the 50 pack of magazines. The VP will be earning \$3 per month on that Agent's order each month.

**B:** A Vice President has a RM in their VP code that personally sponsored an Agent that subscribes to the 50 magazine pack. The RM is earning \$2 per month and the VP is earning the difference of \$1 (the VP coded residual).

**NOTE:** For further explanation of the coded bonus please view the coded bonus comp plan training video located under the compensation training tab in your back office.

# Detailed Compensation Plan

## Part 3: Promotional Incentives

*NOTE: Promotional Incentives are monthly promotions that Tempo Wireless offers its Agents in an effort to reward continuous production. These are promotions and are subject to change from month to month*

### Free Wireless Service:

By referring three personal wireless customers OR by personally sponsoring three frontline (first level) representatives who activate their wireless service you can earn up to \$120 in free wireless service each month.

Please see the detailed "YOU+3=FREE" Promotion Rules Document in your back office.

**Step 1:** Become an ACTIVE Agent or Customer with Tempo Wireless (described as having an active Tempo Wireless Marketing System, or joining as a free Manager).

**Step 2:** Activate your own wireless service (not an outside customer).

**Step 3:** Personally enroll 3 wireless customers who each activate wireless service OR personally sponsor three ACTIVE Agents who maintain at least one wireless customer each. The customers must be on the same plan or higher as you. \*To qualify with three personally sponsored ACTIVE Agents, you and they must all be paying the \$49.99 Tempo Wireless Marketing System monthly fee.

**Step 4:** Have ten active personal customer points. Maintain these qualifications each month and you will earn up to \$120 each month in free wireless service.

# Detailed Compensation Plan

## Part 3: Promotional Incentives

*NOTE: Promotional Incentives are monthly promotions that Tempo Wireless offers its representatives in an effort to reward continuous production. These are promotions and are subject to change from month to month*

### Car Bonus:

Earn \$500 to \$1,500 per month toward a car of your choice

- Earn \$500 per month towards the car of your choice when you reach \$50,000 in total downline revenue. Once you reach the qualifications you must maintain them each month to continue to receive your \$500 car bonus.  
*At least 50% of the revenue MUST come from two separate legs.*
- Earn \$1,500 per month towards the car of your choice when you reach \$500,000 in total downline revenue and earn a minimum of \$2,000 in weekly CABs. Once you qualify you must maintain them to continue to receive the \$1,500 per month car bonus. *At least 50% of your revenue MUST come from two separate legs.*



Tempo Wireless Presidential Director, Ben Sturtevant.

# Detailed Compensation Plan

## Part 3: Promotional Incentives

*NOTE: Promotional Incentives are monthly promotions that Tempo Wireless offers its representatives in an effort to reward continuous production. These are promotions and are subject to change from month to month*

### Revenue Sharing Pool:

Vice Presidents and above can qualify to earn shares of 1% of Tempo Wireless's total commissionable revenue each month. 1% of Tempo Wireless's collected commissionable revenue goes into a pool that is shared by VPs and above who qualify.

- For every \$250 in CABs you earn during the month on customer activation bonuses for all wireless products (Home Phone, Cell Phone, Lifeline) monthly you will qualify for one share of the revenue sharing pool.

\$250 = 1 share  
\$500 = 2 shares  
\$750 = 3 shares  
Etc. ...

- In addition to the above qualifications VPs must be ACTIVE Agents (have an active Tempo Wireless Web System) and maintain 15 active personal customer points each month to participate in the pool. SVPs and PDs must also be active Agents and maintain 20 active personal customer points each month to participate in the pool.

*\*Platinum Presidential Directors qualify for one share as long as they maintain their Platinum Presidential Director status.*

### \$1,000 Bonus Guarantee:

By following our simple magazine marketing system Agents can qualify to earn a guaranteed \$1,000 in total bonus earnings within six months of activating their magazine subscription or Tempo Wireless will pay the difference from what the Agent has earned.

#### You must follow the 4 Step System:

1. Subscribe to at least 25 magazines
2. Distribute at least 25 magazines
3. Enter the contact information of the qualified prospect into your MyLightyear Contact Management system under the "Magazine Contact" category.
4. Make a good faith attempt to follow-up with the prospect and gain a decision for them to become either a customer or a distributor.

*\*If one of your 4 steps is not completed or Tempo Wireless determines that you have not met the requirements they reserve the right to deem you ineligible for the guarantee.*

# Detailed Compensation Plan

## Part 4: Important Information

### Promotion Requirements:

IMPORTANT: To receive Commission at your current rank, you must retain the minimum number of active customers as described above for each level. If you do not have the minimum number reflected in the Commission Back Office at the time Commissions are processed, you will not receive commissions. Additionally, you must have an active personal Wireless Customer under your own Agent ID to receive any Commissions. If you do not have an active Wireless Customer at the time of commissions, but meet all other requirements, your Commissions will be placed on hold for a maximum of 30 days. If you activate a Wireless Customer within those 30 days, Commissions will be released on the next Commission Run should you still meet the other rank requirements. If you do not activate a Wireless Customer within those 30 days, or if you are not qualified in your position at the time we attempt to pay Commissions, you will not be paid.

### Platinum Bonuses:

Bonuses paid to active and qualified Agents that reach Tempo Wireless's Leadership ranks of Platinum Regional Manager (RM) and above. Normal promotion requirements must be met for payouts.

**Platinum Regional Manager** = \$1,000

**Platinum Vice President** = \$10,000

**Platinum Senior Vice President** = \$37,500

**Platinum Presidential Director** = \$125,000

### Rules:

- 1.** All bonuses are paid out over a 40 month time period assuming all qualifications remain active. These qualifications are the same that are required to reach the different leadership ranks. For example, to reach RM you need a total of 36 ACTIVE team customer points with no more than 50% coming from one leg. To continue to receive the RM promotion bonus you'd need to maintain those same requirements.
- 2.** Customer points must be maintained to continue getting paid once you reach a bonus level. If you miss your customer point requirements one month, you forfeit that month's payment. If you miss 3 months in a row, you forfeit your total bonus and will need to reach the next level to kick in another bonus. If you reach a higher bonus level, your current bonus amount will be deducted from your new bonus amount. For example, if you earn \$1,000 for reaching RM and then you reach VP, the amount you were paid as an RM for that bonus will be deducted from the \$10,000 earned for reaching VP. That means if you do promoted to PD, the most you can earn is a total of \$125,000. Bonuses will be calculated on the first of every month and paid on the big commission run the month after you qualify (The big commission run is the first Tuesday following the 20th of each month). For example, if you qualified for the RM bonus in January, you would get your first \$25 check in February on the first Tuesday following the 20th.

**NOTE:** This bonus is subject to change, modification or cancellation at Tempo Wireless's discretion. Tempo Wireless may run promotions from time-to-time that will help someone promote to ranks with less than normal requirements, but bonuses will not be paid until normal requirements are met. Visit your Command Center [www.command.tempowireless.com](http://www.command.tempowireless.com) and click on the Contests and Promotions Tab to download our \$125,000 Bonus Document for complete details.

# Detailed Compensation Plan

## Part 4: Important Information

**Senior Manager:** Join as a Senior Manager for \$49.99, or develop a total team of 18 active customer points – with no more than 50% coming from one leg. You may also promote to SM by gathering 18 total active personal customer points OR 1,000 active Lifeline customers. Lifeline customers can be personal or team customers with no more than  $\frac{1}{2}$  in one leg.

**Regional Manager:** Join as a Manager or Senior Manager and develop a total team of 36 active customer points – with no more than 50% coming from one leg. You may also promote to RM by gathering 36 total active personal customer points OR 5,000 active Lifeline customers. Lifeline customers can be personal or team customers with no more than  $\frac{1}{2}$  in one leg. \*Platinum RMs must have 36 active customer points – with no more than 50% coming from one leg to qualify for the Platinum Bonus. Regional Managers must maintain at least 3 active personal customer points to earn commissions.

**Vice President:** Be an active Regional Manager, maintain ten active personal customer points and develop a total team of 72 active customer points – with no more than 50% coming from one leg. You may also promote to VP by gathering 72 active personal customer points OR 10,000 active Lifeline customers. Lifeline customers can be personal or team customers with no more than  $\frac{1}{2}$  in one leg. \*Platinum VPs must have 500 active customer points – with no more than 50% coming from one leg to qualify for the Platinum Bonus. Vice Presidents must maintain at least 10 active personal customer points to earn commissions.

**Senior Vice President:** Be an active Vice President, maintain ten active personal customer points, develop three VPs in your team and develop a total team of 900 active customer points – with no more than 50% coming from one leg. You may also promote to SVP by gathering 900 active personal customer points OR 50,000 active Lifeline customers. Lifeline customers can be personal or team customers with no more than  $\frac{1}{2}$  in one leg. \*Platinum SVPs must have 1,875 active customer points – with no more than 50% coming from one leg to qualify for the Platinum Bonus. Senior Vice Presidents must maintain at least 10 active personal customer points to earn commissions.

**Presidential Director:** Be an active Senior Vice President, maintain ten active personal customer points, have a total of \$100,000 in total team billing revenue – with no more than 50% coming from just one leg, develop two SVPs in your team and develop a total team of 3,125 active customer points – with no more than 50% coming from one leg. You may also promote to PD by gathering 3,175 active personal customer points or 100,000 active Lifeline customers. Lifeline customers can be personal or team customers with no more than  $\frac{1}{2}$  in one leg. \*Platinum PDs must have 6,250 active customer points – with no more than 50% coming from one leg to qualify for Platinum Bonus. Presidential Directors must maintain at least 10 active personal customer points to earn commissions.

# Detailed Compensation Plan

## Part 4: Important Information

### Free MyLightyear Website Fee:

Every Tempo Wireless Agent who is earning FREE wireless service and has three personally sponsored Agents doing the same will earn their Tempo Wireless (\$49.99) website for free every month that they and their three personally sponsored Agents are earning FREE wireless service with Tempo Wireless.

### Tempo Wireless:

- No Contract Unlimited Talk, Text & Data Plans = 3 points
- No Contract Unlimited Talk and Text = 2 points
- No Contract 700 talk & 700 text \$34.99 = 2 points
- No Contract Unlimited Talk = 1 point
- 200 Minute plan = 1 point
- No Contract Home Connect = 3 points

*Note: An Agent can count for as many personal customer points as they wish. While Tempo Wireless highly encourages you to be your own best customer we also feel it's vital to have as many outside customers as you can. Your long term goal in Tempo Wireless should be to have at least 20 personal customer points with many of those coming from outside customers (non Agents).*

### Other Products:

- Tempo Wireless System Monthly Subscription = 3 points
- 50 Pack of Tempo Wireless Marketing Magazines = 3 points
- 25 Pack of Tempo Wireless Marketing Magazines = 1 point
- Tempo Wireless Virtual Voicemail System = 3 points
- Tempo Wireless Home Connect = 3 points

# Detailed Compensation Plan

## Part 4: Important Information

### Terms and Definitions

**Personal Customer Points (PCPs):** This refers to the services/customers (which are worth customer points) a representative gathers themselves (personally). PCPs have nothing to do with a downline rep's customer points. The PCPs are services purchased either by the representative themselves or by personal customers they've referred to their personal online retail store. Personal Customer Points could also be referred to as Personal Customers or Personal Services.

**Customer Acquisition Bonuses (CABs):** This is a term used to describe the bonus that is paid to Tempo Wireless Agents when a new customer is gathered.

**Code or Coded:** This is a term used to describe a leaders rank and the respective tracking to their Agents in their team.

**Sponsored:** This simply means you personally enrolled a Agent.

**Big Commission Run:** This is a term you might hear when describing when a certain commission is paid. Tempo Wireless pays all Fast Start and CABs weekly but the monthly residuals on products like wireless and other residual services pay once per month on the Tuesday following the 20th of the month. We refer to this pay period as the "Big Commission Run" because it includes ALL the payout of residuals for the month plus all the bonus payout for that week.

**"No more than 50% in one leg":** When you see this in the comp plan it's usually referring to requirements for volume or rep count for things like promotions or incentives. This simply means that whatever the volume or rep count requirement is, no more than 50% will count from one leg. For example, the volume requirement to reach VP is \$5,000. If one leg had \$5,000 in it and you only had \$1,500 from another leg, then you'd only count \$2,500 from the \$5,000 volume leg. So in total you'd have \$4,000 in volume that would count towards your promotion. Yes, you still have \$6,500 in OVERALL revenue, but for the 50% rule, one leg can only account for half the required volume. A leg is referring to someone you've sponsored that has created the growth of your volume.

# Detailed Compensation Plan

## Part 4: Important Information

### Terms and Definitions continued

**Billing Revenue/Volume:** This refers to the total amount of money that Tempo Wireless has billed and/or collected from product sales. This applies to both personal customer volume and your team's customer volume.

**Residual:** This refers to the type of commission earned each month from Tempo Wireless services that bill each month. The commission is recurring each month the bill is paid – over and over again, therefore we call it a residual commission.

**Compressed Levels/Dynamic Compression:** In the Tempo Wireless comp plan there is a feature called compression which means that when a representative isn't qualified to get paid on their volume, instead of that volume going straight to the company, the volume will "compress" into the upper levels to be paid on. For more information you can watch the Dynamic Compression video training in your back office.

**Frontline/First Level:** This describes your personally enrolled/sponsored representatives that you do not assign for sponsor-placement. Level One (your First Level) is where those that you personally enroll end up in your organization. If you assign those for sponsor placement that means they are no longer a First Level Agent and are no longer on your frontline. This will come into play only in situations such as the eight personally sponsored Agents you need to get to VP. Those Agents must remain on your first level and cannot be sponsor placed under other people.



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