TOTAL LIFE CHANGES
COMPENSATION PLAN 2014
Total Life Changes has created the most powerful Hybrid Binary compensation plan in the industry. It has been engineered to quickly compensate you for introducing new reps to TLC’s products and business opportunity and also create a lucrative residual income for your continued hard work. Let’s explore what our compensation plan has to offer and why it’s so powerful.

Five different ways to earn with TLC

Retail Customer Profits & Commissions
Total Life Changes™ (TLC) offers you the opportunity to establish a base of customers whose purchases generate retail profits as well as commissionable volume that will help build your commissions. Your personal networking skills, coupled with online marketing options available will generate people who will buy the products, even if they do not have the desire to become an Independent Business Owner (IBO).

Fast-Start Bonus
As an Independent Business Owner with Total Life Changes™, you can receive a 50% commission from the first order (with commissionable volume) from your personally referred IBO. Each new person you refer is eligible for this program and commissions are paid weekly.

Binary Pay
As your team grows, you will receive Binary commissions from not only those people you have personally referred, but from the purchases of the people they have referred as well. A “Binary”, meaning two, is simply having two teams, a left team and a right team that grow from you and others who add new IBO’s that order products. Also, your business associates may help in creating additional commissionable volume by placing new IBO’s on your team. You will be paid a percentage, ranging from 10% to 25% based on your lesser team (weak leg) commissionable volume. These commissions are paid weekly with a $20,000 binary cap.

Matching Bonus
This bonus program rewards the commitment to refer others and help them succeed. You will receive additional commissions up to a 50% match of what your personally referred IBOs earn from their Binary commission, as well as up to a 50% match of what their personally referred IBOs earn from their Binary commission. This is also paid weekly.

Lifestyle Bonus
TLC realizes that as your business grows so do your expenses. Once all qualifications have been met to earn the Lifestyle bonus, TLC will reimburse IBO’s up to $1,500 to help offset these costs. This bonus will be paid monthly.
There are several reasons for joining Total Life Changes™, the most dramatic is the absence of fees and major purchase requirements. There is no charge or signing fee to become a member of TLC. Your very first order will assign you a rep number and entitle you to participate in TLC’s lucrative commission plan.

The first of two qualifications to earn commissions is that you order a TLC product that creates at least 40 PCV. This can be achieved by purchasing a one-month supply of one of TLC’s products; for example, Iaso™ Tea or Nutra Burst™. Each of these products has a corresponding volume that will qualify you to earn commissions.

Remaining qualified to earn commissions on customer and downline purchases requires the personal purchase of a qualifying product with volume of 40 PCV on the monthly anniversary date of your previous order, this may vary from 28-31 days depending on the month. Commissions are paid on the assigned volume value. A single monthly purchase of 40 PCV qualifies you to earn commissions from the retail, fast start, binary and match pay.
Total Life Changes™ management has dedicated themselves to researching and selecting the finest all natural, organic products that truly help others maintain overall wellness.

As a Network Marketing company, we also know that not everyone wishes to make the commitment of building a business, but so many have enjoyed our products, that they continue to make purchases month after month. You will find that many people you have targeted as reps may only wish to purchase the product, but they represent opportunity.

These “customers” play an important role in developing a rep’s business because they represent opportunity in both the short-term and long-term.

In the early stages of your business' development, customers can represent an immediate cash flow from their purchases. All customer orders with volume pay up to 50% commission, paid weekly.

The TLC portfolio of products opens many doors for you to reach a variety of markets that demand holistic products to help cleanse the body, natural vitamins that vitalize the system or a source of energy that is completely natural and organic.

The long-term opportunity is the fact that many previous customers have reconsidered their needs and upgraded to an IBO, becoming a strong advocate of the products and offering their personal testimonials.

*The maximum payout in the Total Life Changes Comp Plan is capped at 60% of total company-wide CV. Commissions, bonuses, and other income may be subject to this cap and adjusted from time to time.*
**FAST START BONUS**

Total Life Changes™ is a company that was personally built one rep at a time by its owner. Our company is not an outgrowth of another company or created through acquisition. It is for these reasons that we have developed a compensation plan that utilizes a combination of several commissions and bonuses that reward people for building their business.

Total Life Changes™ understands the importance of offering people an opportunity to build a network marketing business that is affordable and results in immediate cash flow.

As an example, a TLC rep that personally sponsors three people as IBOs in the first month will earn $60.00 in commissions from those IBO’s first purchases with 40 volume. These commissions are more than the sponsor’s minimum qualifying order required to earn commissions.

As you can see, the Fast Start Bonus is not only critical to your immediate success, but the success of every person in your downline. Growing your business means emulating the best practices of TLC and continuously implementing them.

The Fast-Start Bonus pays up to a 50% commission to the IBO on their personally sponsored rep’s first purchase with volume. For example a one-month supply of Iaso™ Tea or Nutra Burst would pay $20.00, a two-month supply would pay $40.00.

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Total Life Changes reserves the right to modify the compensation plan at any time, without notice. Please refer to www.totallifechanges.com for the most current version of our compensation plan.
QUALIFYING FOR BINARY COMMISSIONS

The requirement for earning binary commissions is that you must have personally sponsored two IBOs that are currently active with 40 PCV, one placed in your left leg and one in your right leg. As you add personally sponsored reps below you, and those reps add IBOs underneath themselves, you will experience growth in each of the “legs” beneath you.

You are now ready to begin earning weekly Binary pay commissions

The total volume of these legs determines which side will earn commissions for you in a given week and which side will be placed in your “Bank” for future earnings.

LESSER TEAM
$1,000 GV TOTAL
-$1,000 GV USED
$0 GV BANKED

GREATER TEAM
$2,500 GV TOTAL
-$1,000 GV USED
$1,500 GV BANKED

GREATER TEAM matches LESSER TEAM

NOTE: IF A REP DOES NOT HAVE QUALIFYING ORDER OF 40 PCV FOR A BONUS PERIOD, ANY BANKED VOLUME WILL EXPIRE.
THE BINARY COMMISSION EXAMPLE

As a Director with 1,000 GCV on the weak leg and 2,500 GCV on the strong leg, a $120 commission will be paid that week. The strong leg volume will be “flushed” of 1,000 volume (equal to the weak leg payout), leaving 1,500 GCV to be carried over or “banked” for the strong leg’s GCV the following week.

MATCHING BONUS

A personally sponsored Director on the 1st level under a rep earning a $200 Binary bonus and 2nd level Director earning a $200 Binary bonus would pay the sponsor $120 (which is 50% of the 1st level bonus of $200 and 10% of the 2nd level bonus).

As you achieve higher rankings and volume due to your business’ growth, you will qualify to earn a matching bonus directly related to the successful people you have helped develop.

*Earn up to a 50% Check Match on 2 levels of Sponsorship!

<table>
<thead>
<tr>
<th>Total Sponsored 1st two levels of Sponsorship</th>
<th>Total Combined Income</th>
<th>Your Check Match</th>
</tr>
</thead>
<tbody>
<tr>
<td>10</td>
<td>$1,000</td>
<td>$500</td>
</tr>
<tr>
<td>25</td>
<td>$10,000</td>
<td>$5,000</td>
</tr>
<tr>
<td>50</td>
<td>$25,000</td>
<td>$12,500</td>
</tr>
</tbody>
</table>

Total Life Changes reserves the right to modify the compensation plan at any time, without notice. Please refer to www.totallifechanges.com for the most current version of our compensation plan.
As your group commissionable volume (GCV) on your lesser team (weak leg) grows you will move up the ranks listed below and your pay percentage rate will increase as well. The Personal Commissionable Volume (PCV) requirement also increases as you move up the ranks. Once a rep’s business has grown to the level of “Director,” there is the potential to earn additional money in the form of a “Matching Bonus.” This bonus is calculated as a percentage of the bonus paid to personally sponsored reps and 2nd generation reps that have personally achieved at least the level of Associate and have binary earnings during the commission week being calculated.

There is a $20,000 per week cap in the binary pay. Once you have reached the next rank you are qualified as that rank for five total weeks, even if your weekly pay leg volume is less than the new rank’s volume requirement.

<table>
<thead>
<tr>
<th>Ranks</th>
<th>Qualifications</th>
<th>Earnings Eligibility</th>
<th>Binary Pay</th>
<th>Binary Match Bonus</th>
<th>Lifestyle Bonus</th>
</tr>
</thead>
<tbody>
<tr>
<td>Affiliate</td>
<td>Active with 40pv</td>
<td>Fast Start and Retail bonus only</td>
<td>None</td>
<td>None</td>
<td>NO</td>
</tr>
<tr>
<td>Associate</td>
<td>Active with 40 PV &amp; Binary Qualified</td>
<td>Fast start, Retail Bonus and Binary Pay</td>
<td>10%</td>
<td>None</td>
<td>NO</td>
</tr>
<tr>
<td>Director</td>
<td>Active With 80 PV, Binary Qualified and 1,000 PLV</td>
<td>Fast Start, Retail Bonus, Binary Pay and Match Pay</td>
<td>12%</td>
<td>50% 1&lt;sup&gt;st&lt;/sup&gt; Level, 10% 2&lt;sup&gt;nd&lt;/sup&gt; Level</td>
<td>NO</td>
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<tr>
<td>Executive Director**</td>
<td>Active With 80 PV, Binary Qualified and 5,000 PLV.</td>
<td>Fast Start, Retail Bonus, Binary Pay, Match Pay</td>
<td>14%</td>
<td>50% 1&lt;sup&gt;st&lt;/sup&gt; Level, 20% 2&lt;sup&gt;nd&lt;/sup&gt; Level</td>
<td>NO</td>
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<tr>
<td>Regional Director**</td>
<td>Active With 120 PV, Binary Qualified, at least one personally sponsored Active Executive Director and 10,000 PLV.</td>
<td>Fast Start, Retail Bonus, Binary Pay, Match Pay</td>
<td>17%</td>
<td>50% 1&lt;sup&gt;st&lt;/sup&gt; Level, 30% 2&lt;sup&gt;nd&lt;/sup&gt; Level</td>
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<tr>
<td>National Director**</td>
<td>Active With 120 PV, Binary Qualified, at least 1 personally Sponsored Active Regional Director and 20,000 PLV.</td>
<td>Fast Start, Retail Bonus, Binary Pay, Match Pay and Lifestyle Bonus</td>
<td>20%</td>
<td>50% 1&lt;sup&gt;st&lt;/sup&gt; Level, 40% 2&lt;sup&gt;nd&lt;/sup&gt; Level</td>
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<tr>
<td>Global Director**</td>
<td>Active With 120 PV, Binary Qualified, 2 active Executive Directors* (1 on each leg), at least 1 personally sponsored active National Director and 50,000 PLV.</td>
<td>Fast Start, Retail Bonus, Binary Pay, Match Pay, and Lifestyle Bonus</td>
<td>20%</td>
<td>50% 1&lt;sup&gt;st&lt;/sup&gt; Level, 50% 2&lt;sup&gt;nd&lt;/sup&gt; Level</td>
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<tr>
<td>Ambassador**</td>
<td>Active With 120 PV, Binary Qualified, 4 active Executive Directors* (2 on each leg), at least 1 personally sponsored Global Director and 100,000 PLV.</td>
<td>Fast Start, Retail Bonus, Binary Pay, Match Pay, and Lifestyle Bonus</td>
<td>22%</td>
<td>50% 1&lt;sup&gt;st&lt;/sup&gt; Level, 50% 2&lt;sup&gt;nd&lt;/sup&gt; Level</td>
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<tr>
<td>Executive Ambassador**</td>
<td>Active With 120 PV, Binary Qualified, 8 active Executive Directors* (4 on each leg), at least 1 personally sponsored Ambassador and 250,000 PLV</td>
<td>Fast Start, Retail Bonus, Binary Pay, Match Pay, and Lifestyle Bonus</td>
<td>25%</td>
<td>50% 1&lt;sup&gt;st&lt;/sup&gt; Level, 50% 2&lt;sup&gt;nd&lt;/sup&gt; Level</td>
<td>YES</td>
</tr>
</tbody>
</table>
Compensation Plan Definitions:

**Active**: A TLC rep who has a 40 PCV order on the monthly anniversary of the previous order. This will vary from 28 – 31 days depending on the month. A 40 PCV monthly Autoship will satisfy this requirement. *All bonuses in the TLC Compensation plan require reps to be active in order to earn commissions.

**Personal Volume (PV)**: Volume that is credited to you personally when a product is purchased by you that has a commissionable value (CV). This is also known as personal commissionable volume or PCV. Please note some TLC products have less than 40 CV which does not satisfy the requirement for being Active and qualified for commissions. Please check the product CV in the TLC shopping cart before placing your order.

**Pay Leg Volume (PLV)**: The leg with the least amount of volume regardless if it’s right or left, the weekly Binary Pay will be based on this leg.

**Binary Qualified**: A TLC rep who is Binary qualified has at least 1 Active personally sponsored Affiliate or higher on the right AND left leg during the pay period.

**Lifetime Rank Achieved Grace Period**: Once all the qualifications of a rank have been achieved for the first time a TLC rep will be paid as that rank for the current pay period as well as the next 4 pay periods regardless of PLV. Rep must be active during this period with the proper PV for the corresponding rank and be binary qualified throughout the grace period. Once this lifetime rank achieved grace period has been granted it cannot be used again for the same rank.

**Rank Average PLV Allowance**: TLC realizes that our reps may have an occasional week where PLV dips below a specific average requirement so TLC has a come up with a 4 week average PLV calculation which helps reps to earn and maintain specific ranks. Example: an Executive Director has a 5,000 weekly PLV requirement, if the 5,000 PLV requirement is not met in the current pay period TLC will add the current and previous 3 pay periods together. If the current and the previous 3 pay periods still give the rep a 5,000 PLV average over the 4 week period then TLC will maintain the rank pay for that rep. This 4 week average allowance is available to the Executive Director rank and above. *Note – all other rank requirements including personal volume requirements must also be met to be paid at a specific rank.

**No Sponsoring Required To Earn**: A TLC rep may earn unlimited retail bonus on all personal customer orders as long as the rep is active with a monthly 40PV order.

**Low Start Up Costs**: TLC allows reps to earn unlimited Retail and Fast Start Bonus with only a 40PV monthly order. As a rep earns higher ranks through the TLC plan he or she will still only be required to have an 80PV or 120PV monthly requirement even at the highest rank.

**Unlimited Weekly Carryover Volume**: A TLC rep will be allowed to ‘bank’ any unused volume from either leg from week to week so long as the rep remains Active. A rep that becomes inactive forfeits all carryover volume. A rep may begin to build carryover volume again once he or she places a 40 PCV order and becomes active.

**Additional TLC Compensation Plan Rules**

**Companywide Binary Cap Payout**: TLC is committed to paying our reps the highest commissions in the industry. TLC will pay up to 60% of all company volume for the pay period through the Binary, and Match Pay bonuses. Payouts of these bonuses will be capped companywide at 60%. *Note – Fast Start Bonus, Retail Bonus, and Lifestyle Bonus WILL NOT be capped.

**Per Rep Binary Pay Cap**: A TLC rep can earn no more than $20,000 per pay period through the Binary pay bonus, additional earnings above $20,000 in the Binary pay bonus will be considered breakage to the company.

**Deletion Policy**: A TLC rep who has not placed a 40 PCV order in the last 180 days can be removed from the TLC genealogy and will forfeit their position and all personally sponsored reps in the company genealogy. Every attempt will be made by the company to contact potential cancellations before they occur but it cannot be guaranteed. Each distributor is personally responsible for his or her account. TLC management reserves the right, at its discretion to execute this policy.

**Personal Responsibility Policy**: This document and only this document will act as the official Total Life Changes LLC compensation plan reference document for all of our Affiliates. Any other documents or verbal promises made to you that are not reflected in this document should be considered inaccurate or unofficial. Please contact Total Life Changes Customer Support with any questions regarding the compensation plan, including rank qualifications and bonus qualifications before the end of the commission cycle in question. Each distributor is personally responsible for his or her account.

**Disclaimer**

**Income Statement**: A TLC Independent Business Owners success depends in great part upon his or her skills, efforts, dedication, desire, and motivation. Becoming an Independent Business Owner with TLC is NOT a guarantee of income. Average income from the TLC Compensation Plan has not been established.