



# compensation plan

## how you get your money.

Updated as of January 2016

### Retail Sales

Once enrolled as a Dream Tree Member you may sell our products at the retail price established and earn the difference between the wholesale and retail price. You can sell the products directly to your customer after you have purchased them at the wholesale price or even have your customers visit your online store and make the purchase directly from your website. Dream Tree will track your customers and include your retail commission in your next pay period.

### Direct Commissions

The **Direct Commission** is generated when an **“Active”** Member or Two-Star Crystal and higher personally enrolls a new Dream Tree Member from their Dream Tree Replicated Website or by faxing/mailing in the application. When your customer chooses the Member Option during their purchase of any Dream Tree Two-Star Crystal Product Pack the Direct Commission is generated. The New Member will receive their product along with their replicated website to help them manage and promote their Dream Tree business. The Direct Commission on any Two-Star Crystal Product Pack starts at \$33.00.

### Dual Line Commissions

The backbone of the Dream Tree Marketing plan is the **Dual Line Commissions**. Every product sold through your Dream Tree Business generates Product Volume (PV). This product volume flows through the two sides of your distribution tree. As an **“Active”** Member your volume will accumulate and once you are **“Qualified”** this volume is converted into Dollars. As long as you are **“Qualified”** to earn Dual Line Commissions, you are paid \$40.00 each time your volume reaches a total of 600 Team Volume with at least 200 in your smaller line and 400 in your larger line. This is called a **“cycle”**. The

cycle will also occur if your volume reaches 300/300 (*Dream Tree's computer software notes that you have at least 600 points with at least 200 points in your lesser line*).

The excess volume in your larger line will hold until the next cycle. The volume in your smaller line will never be more than 200 TV (team volume), as long as you are qualified to earn commissions. For instance, if you currently had 180 TV in your smaller line and 3000 in your larger line and a sale generating 70 PV came in your smaller line, Dream Tree's computer technology (software) would recognize you now have 250 TV in your smaller line and more than 400 TV in your larger line. The cycle would be generated (*taking 400 from your larger line and 200 from your lesser line*); leaving you with 50 TV in the smaller line and 2600 TV in the larger line after the cycle was generated.

**IMPORTANT NOTE:** As more products are purchased more volume is created. This is for every NEW ORDER that is generated by any of your team member's website AND this includes any order placed through a member's back office, including replacement filters, our antibacterial socks, our Dream Sticks, additional Anion Power Showers, Ceramic Converters or any PCCS or ROCCS filter. All purchases have an assigned product volume that adds to YOUR TEAM VOLUME within the Dual Line Compensation.

As a Qualified Two-Star Crystal you can earn up to \$2,000 PER DAY!

The **Dual Line Cycle Bonus Commissions** are calculated in your back office as volume accumulates to generate a payout with commissions paid weekly by check.

## The Matching Bonus

The Dream Tree Marketing Plan allows you to earn up to a 50% Matching Bonus on the Dual Line Commissions earned by your personally sponsored Qualified Members. There is no limit to the number of people you can personally sponsor, so Dream Tree's Matching Bonus has incredible financial potential!

As a "Silver Crystal" you will qualify for a 25% Matching Bonus on your personally sponsored Member's Dual Line Commissions. In order to earn the position of Silver Crystal you must personally sponsor 4 Two-Star Crystal Members that also sponsor 2 Two-Star Crystals themselves, thus becoming "Qualified".

As a “Gold Crystal” you will qualify for a 50% Matching Bonus on your personally sponsored Member’s Dual Line Commissions. A Gold Crystal has personally sponsored a minimum of 8 Two-Star Crystals that become “Qualified” by sponsoring at least 2 “Active” Two-Star Crystals themselves. We call that “eight with two”.

The **Matching Bonus** is calculated and paid weekly.

### The Leadership Bonus

The Leadership Bonus will reward you for helping your down line Members become Silver and Gold Crystals. When you promote and maintain 4 Silver Crystals you will become a “Platinum Crystal” and you will qualify for a \$1500 Monthly Leadership bonus. To be a “Platinum Crystal” a minimum of 1 of your Silver Crystal Members must be in either line. This includes ALL “Qualified” Silver Crystal Members; you do not need to be the personal enroller but your 4 active Silver Crystals must be in “separate lines of personal sponsorship”. You must have at least 20,000 PV monthly on your weaker leg.

When you promote and maintain 8 Silver Crystals you will become a “Ruby Crystal” and you will qualify for a \$3000 Monthly Leadership bonus. To be a “Ruby Crystal” a minimum of 2 of your Silver Crystal Members must be in either line. This includes all “Qualified” Silver Crystal Members; you do not need to be the personal enroller but your 8 active Silver Crystals must be in “separate lines of personal sponsorship”. You must have at least 40,000 PV monthly on your weaker leg.

When you promote and maintain 4 Qualified Gold Crystals and 4 Qualified Silver Crystals you will be promoted to a Diamond Crystal and qualify for the \$5000.00 Monthly Leadership Bonus. A minimum of 1 of your Gold Members must be on either leg. This includes ALL “Qualified” Gold Crystal Members; you do not need to be the personal enroller but your 8 active Qualifying Crystals must be in separate lines of personal sponsorship. You must have at least 75,000 PV monthly on your weaker leg.

The Leadership Bonus is paid on the 15th of the Month following your qualification date. For Example: If you reach the qualification on April 4th you will be paid on May 15th. If you reach the qualification on April 24th you will also be paid on May 15th.

The **Leadership Bonus** is calculated and paid monthly.

### The Elite Bonus Pool

Dream Tree Family Inc. has earmarked 2.5% to 5.5% of the company's "Paid Commission" to be divided among the qualified participants in the Elite Bonus Pool. You have two options to meet the product requirements for the Elite Membership.

Dream Tree Family periodically offers the opportunity of the Elite Upgrade whereby allowing members to qualify for the Elite Bonus Pool.

### UPGrade Elite

In order to qualify for the current Elite Bonus Pool, certain criteria must be met:

1. Existing members may upgrade to "**Up-Grade Elite**" status by purchasing a package valued at a price determined by Dream Tree.
2. Must be a qualified Silver Crystal Member or higher for at least 2 months of any given quarter.

### Elite Participants

Those eligible will earn a percentage of the Elite Bonus Pool. As a participant, your percentage of the pool is determined by the number of "Active Two-Star Crystals" personally enrolled. For each personally enrolled "Active Two-Star Crystal" you will receive 1 point. The company will add up your points and compare them to the other participants in the Elite Bonus Pool to determine the percentage of the pool you will receive.

### Founder Elite

If you joined Dream Tree during the foundation period and you met certain product requirements before Jan 31st, 2010 you will be considered a “Founder Elite” Member. Each of your personally sponsored 2 Star Members that are “active” at the time the bonus is calculated reward you one point toward the Elite Bonus calculation.

### Founder Royal Elite

Anyone that has met the Founder Elite requirements will be considered a “Founder Royal” Elite Member if that “Founder Elite” has personally enrolled at least five, 2 Star Crystal Member’s. If the “Founder Royal Elite Member” has at least five of those personally enrolled Two-Stars maintaining “Active Status” at the time the Elite Bonus is calculated they will have their points toward the payout multiplied by 3.

In order to determine the number of active personally enrolled Two-Star Members you have, choose the Personal Sponsorship Line link found in the Business Information Section of your online back office. The following requirements must be met for a Member to count toward your Elite Bonus payout.

Their “Active Rank” must be listed as a “Two-Star Crystal”.

Their “Status” must be “Active”

The “Last Ship Date” must be within 30 days of the calculation date

A newly enrolled Two-Star Member will also count toward your bonus calculation.

The calculation date will take place on the 15th of the month following the bonus period.

The bonus periods are the following:

<b>Period One:</b> January 1st through March 31st	Calculated April 15th
<b>Period Two:</b> April 1st through June 31st	Calculated July 15th
<b>Period Three:</b> July 1st through September 31st	Calculated October 15th
<b>Period Four:</b> October 1st through December 31st	Calculated January 15th

Every Two-Star Member that is “active” on the calculation day will count toward your

Elite Bonus point accumulation.

Once each of the Elite, Founder Elite and Founder Royal Elite members points are calculated, the company will take 2.5%-5.5% of the company's paid commissions for the Bonus period and divide them by the total number of shares earned by all of the participating Members of the Elite Bonus Pool. That will establish the value of each point and every participating member will have the points they have qualified for multiplied by the established number to determine their payout.

**ONCE YOU HAVE REACHED THE ELITE STATUS, YOU MUST NOTIFY THE COMPANY OF YOUR ELIGIBILITY. UPON VERIFICATION YOU WILL BE PLACED INTO THE POOL.**

Any participant in the Elite Bonus Pool may increase his/her percentage of the pool by personally enrolling more Two-Star Crystals.

**NOTE:** Each quarter all Active Two-Star Crystals that you personally enrolled will count for you. KEEP ENROLLING and keep adding points into your percentage of the Elite Bonus Pool!

The Elite Bonus is calculated quarterly and paid the Month after calculation.

# Definitions

## Member

A Member is someone that has enrolled into Dream Tree for \$59.00 and has not made a product purchase. They have the ability to earn Retail Commissions on the retail products they personally sell, and Direct Commission. They will receive a position in the binary tree, their replicating website and Dream Tree's fully integrated back office. Members may upgrade at any time. They do not accumulate PV and are not "Qualified" to earn Dual Line Commissions. There is no volume generated when the Member Option is chosen.

## Two-Star Crystal

A Two-Star Crystal has purchased any of the Two-Star Product Pack and has chosen to be a Member at the time of purchase. They receive Dream Tree's replicated website and fully integrated back office.

They are eligible to earn Retail Commissions and Direct Commissions. Qualified Two-Star Crystals are eligible to earn Dual Line Commissions. They may also qualify to earn Matching Bonuses, Leadership Bonuses and have the ability (through Dream Tree's upgrade option) to participate in the Elite Bonus Pool. As a Two-Star Crystal the maximum weekly earnings in Dual Line Commissions is limited to \$2000.00 PER DAY. To maintain "Active" status, Two-Star Crystals must personally generate 20 PV every 30 days.

## Silver Crystal

Any Qualified Two-Star Crystal that personally Sponsors and maintains 4 personally enrolled "Qualified" Two-Star Crystals will be promoted to a Silver Crystal and begin to earn a 25% Matching Bonus on the Dual Line Commissions earned by ALL of their personally sponsored Qualified Two-Star Crystals.

## Gold Crystal

Any Qualified Two-Star Crystal that personally Sponsors and maintains 8 personally enrolled "Qualified" Two-Star Crystals will be promoted to a Gold Crystal and begin to

earn a 50% Matching Bonus on the Dual Line Commissions earned by ALL of their personally sponsored Qualified Two-Star Crystals.

### **Platinum Crystal**

Any Qualified Two-Star Crystal that maintains 4 Qualified Silver Crystals in “separate lines of sponsorship” will earn the position of Platinum Crystal. As a Platinum Crystal you will receive an additional monthly bonus of \$1500 the second consecutive month you have reached the qualifications. It is possible to reach the Platinum Crystal level while not maintaining your Gold Crystal Status. At least 20,000pv monthly on your weaker leg.

### **Ruby Crystal**

Any Qualified Two-Star Crystal that maintains 8 Qualified Silver Crystals in “separate lines of sponsorship” will earn the position of Ruby Crystal. As a Ruby Crystal you will receive an additional monthly bonus of \$3000 the second consecutive month you have reached the qualifications. At least 40,000pv monthly on your weaker leg.

### **Diamond Crystal**

Any Qualified Two-Star Crystal that maintains 4 Qualified Silver Crystals and 4 Qualified Gold Crystals in “separate lines of sponsorship” will earn the position of Diamond Crystal. As a Diamond Crystal you will receive an additional monthly bonus of \$5000 the second consecutive month you have reached the qualifications. At least 75,000pv per monthly on your weaker leg.



# Glossary of Terms

**Retail Customer** – does not participate in Binary Tree – may purchase product at retail price from a Member’s website. They receive a customer number that is assigned to the enrolling Member to ensure the proper Member gets credit for any additional sales.

**Member** – Enrolled at \$59 – earns retail and direct commission.

**TwoStar** – Member purchased or sold minimum 70PV Dream Tree Two-Star Crystal Product Pack

**Active TwoStar** – A Two-Star Crystal that has purchased or sold a minimum 20 PV in the previous 30 days. (Note: all Two-Star Crystals are considered “Active” within their first 30 days.)

**Qualified TwoStar** – A Two-Star Crystal that has purchased or sold a minimum 20 PV in the previous 30 days and has at least two Active Two-Stars personally enrolled, one in their left line and one in their right line within the Dual Line Compensation Plan.

**Elite Member** – A Two-Star Crystal that has purchased the Elite Upgrade Package.

**PV (Personal Volume)** – Points assigned to each product sale attributed directly to the Member.

**TV (Team Volume)** – Total PV of all your Dream Tree Family of Members. TV will accumulate in your left line and in your right line.

**Retail Commissions** – The money earned by a Member for “Personally” selling any Dream Tree product from their business to a non-member. If an online purchase is made the retail commission is the difference between the retail price and the wholesale price. See the Retail Commission chart for the amounts.

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**Direct Commissions** – The money earned by a Member for “Personally” enrolling another Member that chooses to purchase product at the time they enroll. The Direct Commission also applies to an upgrade order.

**Cycle Bonus** – “Cycles” are generated the moment you reach 600 TV with at least 200 TV in your smaller line and at least 400 TV in your larger line. The 600 TV in your two sides is converted from volume to \$40.00 dollars. This bonus will appear in your volume history in your back office at the moment the cycle is generated. (NOTE: a cycle bonus is generated every time a cycle occurs.) The cycle bonuses are totaled up paid once per week. A Two-Star can cycle up to 50 times PER DAY; a One-Star can cycle up to 12 times a week. If a Member cycles more than 50 times in one day, the remaining cycles would be paid the following day.

**Cap** – Maximum compensation payout – If the commissions exceed 50% of the company’s total sales volume the company reserves the right to lower the commission payout by the % over 50. Dream Tree’s cap is 50% of the company’s total sales volume.

**No Flushing** – Any excess TV remaining after the cycle is generated will be carried forward and applied to the next cycle.

**Matching Bonus** – The matching bonus is paid to any “Qualified” Silver or Gold Crystal that has met the requirements described above. The Qualified Silver Crystal will earn a 25% matching bonus on the Dual Line Cycle Bonuses earned by any personally enrolled Member, the Gold Crystal will earn a 50% match on the Dual Line Cycle Bonuses earned by any personally enrolled Member.

**NOTE:** *Matching Bonuses will always go to the enroller of your original position. If you acquire any additional positions including spouse or business name they must go to the original enroller. Dream Tree’s goal is to reward the enroller and maintain the integrity of the Matching Bonus Program.*

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**Pay Week** – Income is calculated daily, weekly, monthly and quarterly. Retail, Direct Commissions, Dual Line and Matching Bonuses are paid weekly. Commission checks are generated weekly. A weekly pay cycle is Tuesday through Monday. Commission Checks are calculated on Monday mornings between 9am and noon Central Time. The previous Commission Period ends the moment commission checks are calculated and the next period begins. Commission checks will be mailed on the following Thursday of each week, 10 days after the check is posted. All details are posted in your back office.

The Leadership bonus calculated monthly and paid the month following qualification.

The Elite Bonus is calculated quarterly and paid the following month of calculation.

**Separate lines of personal sponsorship** – Each separate line of sponsorship begins with one of your “Personally Sponsored Members”. A single line of sponsorship may contain multiple Silver and Gold Crystals. If a line does contain multiple Silver and Gold Crystals “only one” may be counted toward the Leadership Bonus.

**Active Rank** – This display is in your Genealogy Tree in your back office and lets you know what the active status of each Member is. The Active Rank represents what package the Member has purchased or sold. If a Member is listed as an “Inactive Member” it means they have not made a product sale or purchase in their last 30 days. (NOTE: all Members are considered active within their first 30 days.)

**Qualified Rank** – This display is in your Genealogy Tree in your back office and lets you know what the Qualified Rank of each Member is. The Qualified Rank represents what level a Member will be paid as.

**Qualified Rank Member** – This Member does not have a personally sponsored Active One-Star or Two-Star Crystal on the left and the right, but is Active.

**Qualified Rank Two-Star** – This Member is a Two-Star Crystal with a personally sponsored Active Two-Star Crystal on the left and the right. They are eligible to cycle and earn Dual Line Commissions.

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**Qualified Rank Silver** – This Member is a Two-Star Crystal that has met the Silver Crystal qualifications.

**Qualified Rank Gold** – This Member is a Two-Star Crystal that has met the Gold Crystal qualifications.

**Qualified Rank Platinum** – This Member is a Two-Star Crystal that has met the Platinum Crystal qualifications.

**Qualified Rank Ruby** – This Member is a Two-Star Crystal that has met the Ruby Crystal qualifications.

**Qualified Rank Diamond** – This Member is a Two-Star Crystal that has met the Diamond Crystal.

**Annual Renewal Fee** – An Annual Renewal Fee of \$29.00 is required to maintain your active website and back office and is due on your anniversary date. If a member has at least 1 PV within their 12 month period the annual renewal fee is waived.

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***Income Disclaimer:*** *The Dream Tree Family Compensation Plan does not guarantee any income. Each person's results may vary based on their work and effort. We do not make income claims. Please refer to your Enroller for his or her personal projections based on the math of the compensation plan. Your income is strictly based on the time and effort you put into building your business. The Dream Tree Family reserves the right to modify the Dream Tree Compensation Plan.*

Dream Tree reserves the right to change at any time without notice.