

Max Compensation Plan Enhancements

Effective Date: July 1, 2009

Comp Plan Overview



1. Quickened the payment of weekly commissions.
2. Added a way to FastTrack to the ranks of Bronze, Silver and Gold.
3. Added a Diamond Pack incentive to the Global Bonus Pool program.
4. Changed the way that rank is determined from *total income earned* to *Pay Leg volume generated*.
5. Changed the Gold requirement from *personally enrolled Golds* to *Enrollment tree Golds*.
6. Changed the Matching Check Bonus qualifications from *total number of personally sponsored Associates in each leg* to *pin-level rank*.
7. Team commissions now cap at \$40,000 (instead of \$25,000) for the Associates at the rank of Double Diamond through Triple Crown.
8. Added a one-time Leadership Bonus for advancement to the ranks of Gold, Platinum and Diamond.
9. Added Leadership Bonus Pools for Associates who reach the Platinum and Diamond ranks.
10. Changed the Auto, Travel, Ins. Bonus into a legitimate auto program.

Team Commission (Binary) Adjustment



- Associate thru Diamond rank, Team Commissions cap at \$25,000 per month.
- Double Diamond thru Triple Crown rank, Team Commissions cap at \$40,000 per month.

Pin-Level Rank Advancement Rules



- From Associate through Gold, rank will be determined by:
 - Pay Leg volume.
 - The number of personally-sponsored active Associates in each binary leg.
 - Three are required in each leg to be a Gold.
 - Associates can also FastTrack their way to Gold (see page five).
- Platinum and above requires four personally-sponsored active Associates in each binary leg.
- Platinum thru Crown, rank will be determined by:
 - Pay Leg volume.
 - Four personally-sponsored active Associates required in each binary leg.
 - The number of qualified Golds in the sponsorship tree, RATHER THAN the number of personally enrolled Golds.

Diamond Pack Restart Program



- Open to all Max Associates regardless of when they enrolled.
- Any existing Associates that have not purchased a Diamond Pack can upgrade to a Diamond Pack beginning July 1 thru August 31, 2009.
- Enjoy all the benefits of being a Diamond Pack Associate.
- For existing Associates who enrolled before July 1, 2009, the FastTrack to Gold program begins the date the Diamond Pack is purchased.

Benefits of Being a Diamond Pack Associate



- Qualify for Silver Matching Check Bonuses for six months.
- Qualify to be able to FastTrack to Bronze, Silver and Gold Pay ranks.
- Qualify for twice the Global Bonus Pool shares of non-Diamond Pack Associates.
- Qualify to receive double shares in the Platinum and Diamond Pools.

FastTrack Rank Advancement Program



- Associates must enroll with or upgrade to a Diamond Pack to participate in the program.
 - FastTrack to Bronze
 - Sell 4 Diamond Packs in the first 30 days after enrollment.
 - FastTrack to Silver
 - Sell 8 Diamond Packs in the first 60 days after enrollment.
 - FastTrack to Gold
 - Sell 12 Diamond Packs in the first 90 days after enrollment.
- The Associate will be paid at the highest achieved rank for 90 days after the month that the rank has been earned.
- For existing Associates who enrolled before July 1, 2009, the FastTrack to Gold program begins the date the Diamond Pack is purchased.

Gold, Platinum and Diamond Leadership Rank Advancement Bonus Program



- **The Gold Leadership Rank Advancement is \$3,000**
 - The bonus will be paid after the Associate has been paid as a Gold for two consecutive months.
 - Associates who FastTrack to Gold will receive one-half the Gold Leadership rank Advancement Bonus (\$1,500) upon earning the rank with Diamond Pack sales, and will be paid the other half of the bonus (\$1,500) once the Gold rank has been earned through Pay Leg volume for two consecutive months.
- **The Platinum Leadership Rank Advancement Bonuses is \$5,000**
 - The bonus will be paid after the Associate has been paid as a Platinum for two consecutive months.
- **The Diamond Leadership Rank Advancement Bonuses is \$7,500**
 - The bonus will be paid after the Associate has been paid as a Diamond for two consecutive months.
- Associates must qualify for any rank bonus within twelve calendar months of the first time they hit the rank or else the bonus will be forfeited.

Top Level Rank Enrollment Tree Volume Requirement



- Associates attain the rank of Double and Triple Crown, partly from the total CV in their enrollment tree.
 - Double Crown = 1,000,000 CV in enrollment tree volume
 - Triple Crown = 2,000,000 CV in enrollment tree volume
- No more than 40% of the required CV can come from any one enrollment tree leg.

Matching Check Bonus Rules



1. The company pays up to 50% of the global CV that is generated each month in various commissions, including the Matching Check Bonus (MCB) program.
2. The Matching Check Bonus is based on a floating percentage and is figured after all other ways of earning commissions are determined. All remaining available commissions (up to the 50% level), are then allocated as displayed in the MCB chart, (see page nine), with the adjustment factor, and are paid seven levels deep in the enrollment tree.
3. The sponsoring Associate can earn no more than \$12,500 per month in first level MCB for each personally enrolled Associate. For example, if a personally enrolled Associate earns \$40,000 per month in Team Commissions, the maximum matching check bonus for that personally enrolled Associate's sponsor is \$12,500.
4. Bronze Associates must generate at least 50 PV to earn a MCB.
5. Silver thru Platinum Associates must generate at least 100 PV Volume to earn a MCB.
6. Diamond Associates and above must generate at least 200 PV to earn a MCB.
7. Associates must be on AutoShip in order to participate in the MCB program.
8. Monthly commissions of the MCB will not exceed the accumulated CV of an Associate's Pay Leg.

Matching Check Bonuses (MCB)



Pay rank will determine Matching Check Bonuses*.

Rank	Associate	Bronze	Silver	Gold	Platinum	Diamond	Double Diamond
Level 1	0%	25%	30%	35%	40%	45%	50%
Level 2		10%	10%	10%	10%	10%	10%
Level 3			9%	9%	9%	9%	9%
Level 4				9%	9%	9%	9%
Level 5					8%	8%	8%
Level 6						7%	7%
Level 7							6%

*The percent paid is based upon Team Commissions generated, with whatever the MCB adjustment factor is for the current month.

Global Bonus Pool



Associates who enroll with or upgrade to a Diamond Pack the month previous to the commission period will earn twice as many shares of the Global Bonus Pool than non Diamond Pack Associates earn.

Leadership Pool Bonus



- .75% of the monthly global CV is put in two pools and is paid to Platinum and Diamond Associates.
 - .50% is put in the Platinum Pool
 - .25% is put in the Diamond Pool
- Any Associate who is paid at the Platinum rank receives one share from the Platinum Pool.
- Any Associate who is paid at the Diamond rank receives one share from the Diamond Pool and one share from the Platinum Pool.

Car Bonus Program



Auto Type

Must be the one of the following makes:

- Aston Martin
- Audi
- Bentley
- BMW
- Cadillac
- Hummer
- Infinity
- Jaguar
- Lexus
- Lincoln
- Mercedes Benz
- Porsche
- Rolls Royce
- Tesla

Program Details

- Must not be more than four years old at the time of purchase or lease.
- Associate must provide lease or purchase documents and a photo of you with the car to Max corporate to receive the bonus.
- Associates who currently qualify for the Car Bonus Program must submit documentation to Max corporate by September 30, 2009.
- Must display Max license plate holder & Max decal. (Company will provide)

Comp Plan Overview



Rank	Pay Leg CV	Enrollment Tree CV	Enrollment Tree Gold Legs	Personally Enrolled In Each Binary Leg (50 CV)	Personal AutoShip PV	Matching Check Bonus Level	2% Global Bonus Pool	% Leadership Pools	Monthly Auto \$	Leadership Bonus
Associate	-	N/A	N/A	1 Active	\$50	1	Yes	N/A	N/A	N/A
Bronze	2,000			2						
Silver	4,000			2 Active	\$100	3				
Gold	16,000			3 Active		4				
Platinum	32,000		1	4 Active	\$200	5	No	0.50%	\$500	\$5,000
Diamond	80,000		2	4 Active (1 Silver required in each Leg)		6		0.25%	\$750	\$7,500
2 Diamond - (\$40,000 Max Team Commissions)	160,000		3	4 Active (1 Gold required in each Leg)		7		N/A	\$1,000	\$1,500
3 Diamond	250,000		4							
Crown	400,000		5							
2 Crown	N/A		1,000,000		6					
3 Crown		2,000,000	7							