

TRADES *of* HOPE

PARTNER *Compensation Plan*

YOUR SUCCESS IS *HER* SUCCESS





*We love that you have a heart to **EMPOWER WOMEN** and their families **OUT OF POVERTY!***

We also realize that you have hopes and dreams for yourself and your family. This is part of what makes Trades of Hope a place of empowerment for all women.

Whether you are a part of Trades of Hope for the purpose of helping others, for the sisterhood, to put food on your family's table, or all of the above, we want your missional business to bless you. Through dignified partnerships, you and our Artisan partners are lifting each other up for brighter futures together.

This plan will celebrate and reward you, as a Partner, for partying, asking others to join, and selling our products. Most importantly, these actions will empower more women out of poverty!

There are women around the world who need an opportunity to work and feed their children, to leave prostitution, and to rise out of desperation. We pray their dreams will come true, and at the same time, your dreams will come true, too!

Thank you for being an amazing part of this sisterhood and having a heart to help empower women out of poverty!

Gretchen, Holly, Elisabeth and Chelsie
Founders



PARTNER

Compensation Plan

You have the opportunity to choose two different ways to rise in rank with us! Road Map Option 1 involves building a team, helping our Artisans to be more sustainable! Road Map Option 2 allows you to rise on your own personal sales alone!

RANK	<i>Rank Route Option 1: With a Team!</i>			OR	<i>Rank Route Option 2: Personal Sales!</i>		<i>Compensation Percentages:</i>			
	Personal Retail Volume	Team Retail Volume	Qualified Branches at \$300+	Personal Retail Volume	% Paid on PRV	1st Level	2nd Level	3rd Level	Team	Generation Bonus
Compassionate Entrepreneur	\$0				25%					
Qualified CE (QCE)	\$1000 lifetime				25%					
Lead CE (LCE)	\$300	\$1,500	1	\$1,500	26%	4%				
Advanced CE (ACE)	\$300	\$2,000	2	\$2,000	28%	4%	3%			
Master CE (MCE)	\$500	\$5,000	4	\$5,000	29%	4%	3%	2%		
Manager CE (MGCE)	\$750	\$10,000	8	\$7,500	30%	5%	4%	3%		
Senior CE (SCE)	\$750	\$25,000	12	\$10,000	31%	6%	5%	4%		
Director CE (DCE)	\$1,000	\$45,000	18		32%	7%	6%	5%	1%	*
Executive Director CE (EDCE)	\$1,000	\$95,000	25		34%	8%	7%	6%	1%	**
National Executive Director CE (NEDCE)	\$1,000	\$150,000	35		35%	9%	8%	7%	1%	***

Generation Bonuses will be paid for the first 3 levels of Director generations.

* For paid as Directors or above, when you have a CE in your Success Line who is paid as a Director, you receive a \$450 bonus. (This is 1% of the FULL retail value minimum TRV requirement of \$45,000 for DCEs.)

** For paid as Executive Directors or above, when you have a CE in your Success Line who is paid as a EDCE, you receive a \$950 bonus. (1% of the full retail value minimum TRV requirement of \$95,000 for EDCEs.)

*** For paid as National Executive Directors or above, when you have a CE in your Success Line who is paid as a NEDCE, you receive a \$1,500 bonus. (1% of the full retail value minimum TRV requirement of \$150,000 for NEDCEs.)

NOTE: Generation Bonuses are paid up to the CE's paid as rank. For example, if a CE is paid as a Director and a CE in her Success Line is paid as a EDCE or above, the maximum bonus she can receive is \$450 per Director or above.

Rank Route 1:

Paid As Rank

This is the rank that a Partner qualified for during one calendar month and is compensated at that rank for that particular month.

Recognized Rank

This is the highest rank that a Partner has qualified for since becoming a Partner. The Partner is recognized at this rank within the company and at events.

Personal Retail Volume (PRV)

PRV is 100% of the retail value from your personal sales made over all commissionable products.

All sales made from the party portal and through online website sales are commissionable. Therefore, purchases from parties and online sales make up PRV.

Business supplies and Hostess Orders are non-commissionable. Therefore, they aren't added to your PRV.

You can see a running total of your monthly PRV on the dashboard in your backoffice.

PRV Rank Requirements

To ensure that Partners continue to build strong teams and maintain "paid as rank" for their own personal income, the PRV requirements do vary depending on the rank level. To receive commissions each month from your Success Line, there is a PRV monthly requirement. We want to encourage leaders to be active in their own businesses.

It's important to the culture of Trades of Hope that our Leaders lead by example. This creates momentum and long term stability that will benefit your business, your team, but most of all, our Artisan partner's well-being!



Meet Gwerdy!
Every sale of our Haitian pieces helps her, and women like her, provide proudly for her family.

Team Retail Volume Requirements

TRV is the total amount of commissionable sales from all of those in your Success Line down to your first Director. If you have no Directors in your Success Line, your TRV includes everyone you have sponsored and their team's PRV.

You are part of your team. So, your PRV is included in your TRV.

The Qualified Branches (Branch Retail Volume)

What is a branch? A branch is any Partner that you have personally sponsored and anyone that she sponsored, adding to your Success Line. The Branch Retail Volume (BRV) is a qualifier for promotion to move into the higher ranks of the organization within Trades of Hope. It is a great indicator of how you are building your business. This serves as a great foundation for long-term sustainability.



The qualified branch (BRV) amount is only \$300. This is less than one average party a month!

Three hundred dollars is the qualified branch amount because it's important to the Founders that whether a Partner sells a lot or a little, she is celebrated and rises in rank! Every Partner is valued!

Please see the chart for the minimum number of qualified branches for each rank.

Your PRV (Personal Retail Volume) is NOT included in any of your BRV.

End Slavery

Every sale of our Pakistani pieces frees more women from bond slavery and oppression.



Rank Route 2:

The Personal Sales Opportunity

Selling is the most important element of Trades of Hope. When you sell products, Artisans have the work that they need. If you don't want to have a team, or it just hasn't taken off yet, don't worry! You can use your PRV alone to promote up to the level of SCE"

- The PRV amounts mean you don't need the BRV or TRV requirements.
- The PRV column shows the \$1500 - \$10,000 PRV requirements for "paid as ranks."
- When you reach ranks due to your PRV, you will benefit from the additional percentages on your Success Line regardless of your branch volumes.

Leaders are Partners who sell at all levels of rank to make sure as many Artisan women are empowered as possible!

Compensation:

Percentages Paid on Your PRV

- Get paid 25% on all commissionable sales, right off the bat!
- Commissions are typically deposited into your eWallet within four hours.
- Additional percentages on PRV are determined by "paid as rank" at the end of the month with Success Line pay.
- At the end of each month, the Partner's activity is evaluated to determine their paid as rank for that month.
- The additional percentages are deposited into the eWallet within the first week of the calendar month for the previous month's activities.



Meet Esther!
Every sale of our Ugandan pieces helps her feed her children.

Success Line Level Pay

Your Success Line is anyone who has signed up within your organization.

- Level pay is based on the first three levels of your Success Line.
- Level pay is based on 70% wholesale because approximately 30% of the retail value has already been paid out in commissions.

Team Bonus for Directors

This is to reward the support that Directors give to those on their team.

- Team Bonus is 1% for all paid as Directors.
- Team Bonuses now include a Director's own PRV in the bonus pay.

Generation Bonus

Generation Bonuses will be paid for the first 3 levels of Director generations.

For paid as Directors or above, when you have a CE in your Success Line who is paid as a Director, you receive a \$450 bonus. (This is 1% of the FULL retail value minimum TRV requirement of \$45,000 for DCEs.)

For paid as Executive Directors or above, when you have a CE in your Success Line who is paid as an EDCE, you receive a \$950 bonus. (1% of the full retail value minimum TRV requirement of \$95,000 for EDCEs.)

For paid as National Executive Directors or above, when you have a CE in your Success Line who is paid as a NEDCE, you receive a \$1500 bonus. (1% of the full retail value minimum TRV requirement of \$150,000 for NEDCEs.)

*Generation Bonuses are paid up to the CE's paid as rank. For example, if a CE is paid as a Director and a CE in her Success Line is paid as a EDCE or above, the maximum bonus she can receive is \$450 per Director or above. (i.e. If a DCE has a EDCE on her team, she receives \$450 for that EDCE, not \$950.)

Roll-Ups

When a CE who had sponsored others is deactivated or does not have at least one month of \$300 PRV in a six month period, all of the CEs in the Success Line will permanently roll-up one level to the next active CE.

The CE is still considered active and will continue to earn commissions on any commissionable sales.

Deactivation

Trades of Hope requires any amount of PRV/commissionable sales within a 12 month period to stay active. After 12 months with no PRV, the CE's account will be closed.



HOW CAN YOU DO *REALLY WELL* ON THIS PLAN?

1.

Ask others to join
to empower more
out of poverty!

2.

Have fun,
hope-filled
parties!

3.

Sell beautiful,
ethically-made
products!

