

Ranks	Savvi	Rep	Advanced Rep	Senior Rep	Leader	Advanced Leader	Senior Leader	Executive	Advanced Executive	Senior Exec	Director	Advanced Director	Senior Director	Diamond Director
Activity Requirements	Monthly PPV + PCPV to be Active	50 or enroll a Rep with a Pack	50 or enroll a Rep with a Pack	50 or enroll a Rep with a Pack	50 or enroll a Rep with a Pack	50 or enroll a Rep with a Pack	50 or enroll a Rep with a Pack	50 or enroll a Rep with a Pack	50 or enroll a Rep with a Pack	50 or enroll a Rep with a Pack	50 or enroll a Rep with a Pack	50 or enroll a Rep with a Pack	50 or enroll a Rep with a Pack	50 or enroll a Rep with a Pack
	Direct Active Legs		1 Rep	1 Rep	2 Reps	3 Reps	5 Reps	8 Reps	10 Reps	12 Reps	12 Reps	12 Reps	12 Reps	12 Reps
	Team Volume		300	1,000	2,500	5,000	10,000	20,000	50,000	100,000	250,000	500,000	1,000,000	2,000,000
	Leadership Leg Structure		Max 80%	Max 70%	Max 60%	Max 50%	Max 40%	Max 40%	Max 40%	Max 40%	Max 35%	Max 30%	Max 25%	Max 20%
RAB			\$100	\$250	\$500	\$1,000	\$2,000	\$5,000	\$10,000	\$25,000	\$50,000	\$100,000	\$250,000	
Team Bonus	L1		4%	5%	7%	7%	7%	7%	7%	7%	7%	7%	7%	7%
	L2		2%	3%	4%	4%	5%	5%	7%	7%	7%	7%	7%	7%
	L3				2%	3%	3%	5%	7%	7%	7%	7%	7%	7%
	L4					2%	3%	5%	7%	7%	7%	7%	7%	7%
Generation	G1						2%	2.5%	3%	3%	3%	3%	3%	3%
	G2							2.5%	3%	3%	3%	3%	3%	3%
	G3								3%	3%	3%	3%	3%	3%
	Fashion Credits (Three & Free)	Reps can earn up to \$200 (total accumulated value) of Fashion Credits from various promotions. Credits can be redeemed to purchase Savvi products (no CV is earned on purchases made with Fashion Credits). Fashion Credits are awarded as part of the regular commission process, which takes place midway through the following month commissions are earned. Fashion Credits are valid for 12 months from date issued. Fashion Credits cannot be combined with other offers. Only 1 Fashion Credit coupon may be redeemed on an order. Credits expire if Rep is inactive. (See current promotions to see specifically how to earn Fashion Credits)												
Bonus Pools	North American Pool (2%)							1 Point (self + each Executive and above in 4 levels)	2 Points (self + each Executive and above in 4 levels)	3 Points (self + each Executive and above in 4 levels)	4 Points (self + each Executive and above in 4 levels)	5 Points (self + each Executive and above in 4 levels)	6 Points (self + each Executive and above in 4 levels)	7 Points (self + each Executive and above in 4 levels)
	Top New Customer Volume Pool	Pool amount = 2% of in-country CV. The top 10 Point earners share pool proportionately based on points earned with a maximum pay per Rep of \$10,000 and minimum pay per Rep of \$100. Points are determined by multiplying the number of new customers by the total CV of those customers. A New Customer is personally sponsored, unique customer that has not previously purchased, the customer is counted for this pool based on the date of their first purchase. Example: 5 New customers with a combined volume of 325CV Points earned 5 x 325 = 1,625												
	Top Enroller Volume Pool	Pool amount = 2% of in-country CV. The top 10 Point earners share pool proportionately based on points earned with a maximum pay per Rep of \$10,000 and minimum pay per Rep of \$100. Points are determined by multiplying the number of new Reps by the total CV of those Reps + dollar amount of Value packs. A New Rep is a unique Rep that has not previously purchased, the Rep is counted for this pool based on the date of their first purchase. Example: 7 New Reps with a combined volume of 1,590. One Rep enrolled with Super Value Pack (\$999) and 3 enrolled with Value Packs (\$499 x 3 = \$1,497) Points earned (1,590 + 999 + 1,497) * 7 = 28,062												
	Founder Club Pool (1%)	Founders club pool is 1% of the total (country) CV, calculated and paid annually. The first 20 Reps to achieve and maintain the rank of Senior Executive in each country will participate equally in the Founders Club Pool. Members must be Active and maintain the paid-as-rank of Senior Executive or above to remain in the pool. If a member of the Founders Club Pool does not qualify then they are disqualified from the Founders Club Pool and the next Rep that would have qualified will become part of the pool.												
FOB	First Order Bonus	This bonus is earned when a new Representative enrolls and makes a qualified purchase. Purchases that qualify for a First Order bonus do not have CV, instead the bonus is paid directly to the sponsor and 1 or 2 levels of Active up-line as defined by each First Order Promotion.												

Promotions		
	Savvi Savings	Savvi Savings are earned from various promotions. Each Savvi Savings Voucher can be redeemed for 1 item at 50% discount. No CV is earned on the discounted item. Savvi Savings are awarded as part of the regular commission process which takes place midway through the month following when commissions are earned. Savvi Savings are valid for 1 year. Savvi savings cannot be combined with other offers. Only 1 Savvi Savings coupon may be redeemed per order.
First Order Packs	\$499 Enroller Pack	\$499 – includes an assortment of high-quality savvi fashion and various promotional items. Sponsor earns \$60 bonus. Second level upline earns \$20 bonus, and third level upline earns \$20. Reps must be Active to receive bonus (no compression). Bonus is paid in the month following the month the Pack is purchased. No CV is earned on items purchased with a Savings Voucher.
	\$799 Enroller Pack	\$999 – includes an assortment of high-quality savvi fashion and various promotional items. Sponsor earns \$100 bonus. Second level upline earns \$30 bonus, and third level upline earns \$30. Reps must be Active to receive bonus (no compression). Bonus is paid in the month following the month the Pack is purchased. Reps that purchase a \$799 Enroller Pack when they enroll will receive a free clothing item for each enrollment Pack they sell for the next 12 months. No CV is earned on items purchased with a Savings Voucher.
	\$999 Enroller Pack	\$999 – includes a shopping certificate and various promotional items. Sponsor earns \$120 bonus. Second level upline earns \$40 bonus, and third level upline earns \$40. Reps must be Active to receive bonus (no compression). Bonus is paid in the month following the month the Pack is purchased. Reps that purchase a \$999 Enroller Pack when they enroll will receive two free clothing items for each enrollment Pack they sell for the next 12 months. No CV is earned on items purchased with a Savings Voucher.
	Free for Three	A \$20 Fashion Credit is earned each month when you have at least three purchasing personally enrolled customers. Each set of three monthly purchasing personally enrolled customers will earn you another \$20 Fashion Credit. (\$200 Maximum) No CV is earned on items purchased with Fashion Credits.

Retail Commissions	Article Count	Standard	Executive		Advanced Exec and Above	
			Additional	Total	Additional	Total
			1-20	25%	0%	25%
21-50	27.5%	0%	27.5%	0%	27.5%	
51-100	30%	4%	34%	9%	39%	
101-200	32.5%	5%	37.5%	12%	44.5%	
201+	35%	6%	41%	15%	50%	

- 25% Retail Commissions are paid within 48 business hours, when the CC transaction clears.
- Any extra retail commissions are paid on the 15th of the following month.

Active	To be eligible to earn commissions each month you must be 'Active.' This means, you have met the minimum monthly PPV and/or PCPV purchase requirements for your rank level as specified in the comp plan.
Direct Active Legs	Active Reps that are on a leader's first level which have been personally enrolled count as Direct Active Legs. This encourages each leader to develop and maintain a healthy first level in their team.
Clawbacks	When a Customer returns items previously purchased, or a new Rep returns sample articles purchased within 30 days of their first order date, the commissions earned through these transactions are charged back against the next month's commissions. This clawback will apply at each level where commissions were paid as a result of these transactions.
Credits	Credits are non-commissionable and do NOT have CV. Credits will not be counted in Total Team Volume. When a credit is applied to an order, CV is reduced by the corresponding amount.
Customer	A person that purchases Savvi products that is not a Representative.
CV (Commissionable Volume)	CV is variable based upon the pricing model chosen for the given article. All commission calculations are based on CV. Each Piphany product or article is assigned commissionable volume, and the commissions earned are based on this volume. Commissions are not earned on shipping, credits, replacements, or sales tools. Clearance Article CV will be determined on a case-by-case basis.
Founders Club	This is a unique opportunity for a select group of individuals to build the foundation of the Savvi business and share the rewards each year.
Generation Bonus	This bonus rewards building a team of leaders and is available at the rank of Executive and above. Once requirements are met, this bonus is calculated based on a Reps paid as rank and current month TPV. For example, for a Rep that is paid on one generation, this bonus begins paying on the first Executive down to next Executive rank in the organization. If a Rep is paid on two generations, then commission is calculated down through two Executive ranks until a third Executive.
Grace Period	Reps, regardless of rank, may elect one grace month per calendar year in which Activity requirements to qualify for compensation bonuses are waived. (Note: on a case-by-case basis due to pregnancy or health issues, etc. an additional leave of absence may be granted.) Election must be made by the 5th of the month where election is being made.
Leadership Leg Structure	This requirement encourages team width and depth. It is a specified number of leaders in the organization by leg. Example: The requirement for the rank Advanced Leader is 1(AR) + 1(SR) - which means there must be at least 1 leg with an Advanced Rep (AR) and at least 1 leg with a Senior Rep (SR). The requirement may be anywhere in the leg. Inactive Reps within the leg do not block the upline from a Rep counting toward rank advancement.

North American Pool	Up to 2% of the monthly North American Wholesale Revenue is available to reward building a team of leaders at the Executive rank and above. This is paid through the North American Bonus Pool. Shares in the pool are earned based on paid as rank. Product with discounts, credits and sales tools are not counted.
PCPV (Personal Customer Purchase Volume)	The amount of CV from a Reps personally enrolled (not rolled-up from compression) customer purchases.
Personally Enrolled Customer	A customer that was personally enrolled by the Representative they are connected to. Rolled-up or compressed customers do not count as Personally Enrolled.
PPV (Personal Purchase Volume)	The amount of CV from a Reps personal purchases (purchased by the Rep for personal consumption or to be re-sold).
RAB (Rank Advnacement Bonus)	This is a one-time bonus paid for achieving and holding a new rank for two months. The bonus is paid on the 15th of the month following the SECOND consecutive month the new rank is attained. Example: If a Rep has a highest achieved career rank of Advanced Leader in June and qualifies for Senior Leader in July then they must qualify as Senior Leader again in August. When they acheive Senior Leader for two consecutive months they will receive a one-time bonus of \$1,000 when August commissions are processed (on or about September 15th). A Rep may qulaify for multiple RAB's in a single month. RAB is paid only once - the first time a Rep acheives each rank for two consecutive months.
Representative (Rep)	Independent Sales Representative. A Rep is a person or entity that has completed the enrollment process, agreed to the company policy and procedures and has paid the annual technology fee.
Team Level Bonus	This bonus rewards creating a strong team of Reps and team builders. It is available at the rank of Advanced Rep and above. Once requirements are met, this bonus is calculated based on paid as rank and current month of TPV.
Team Volume	The total amount of CV within a Reps entire downline organization.
Top Enroller Volume Pool	This pool rewards Reps with the most CV from new personally sponsored Reps each month.
Top New Customer Volume Pool	This pool rewards Reps with the most CV from new customers each month.
TPV (Team Purchase Volume)	The amount of commissionable volume (CV) from all downline product purchases by Reps or their customers (including inactive Reps).