



Compensation Plan



Compensation Plan

Every day someone just like you joins Immunotec. The benefits are numerous and varied. They range from financial, to lifestyle and independence. The Immunotec business plan is created with one thing in mind...your success.

Immunotec's Compensation Plan provides a unique and powerful opportunity. It allows the Independent Consultant ("Consultant") to earn immediate commissions and establish ongoing residual income by selling Immunotec's revolutionary products that change, enrich and enhance lives.

"Immunotec's Compensation Plan is representative of the future in network marketing and provides equal opportunities for Consultants at all levels. By utilizing the benefits of the Immunotec Compensation Plan, individuals are given the opportunity to maximize income growth and fulfill their financial goals and aspirations."

Sandi Walper, Red Deer, Alberta, Canada

Platinum Consultant

"The Immunotec Compensation Plan allows for a long-term residual income based on solid products that sell and sell well, while creating a predictable stream of income."

John Solleder, Richardson, Texas, U.S.A.

Platinum Consultant

Compensation Plan - 6 Ways To Earn





Here are the details for each way that you can earn money with your Immunotec business

Retail Sales

You can quickly earn retail profits by purchasing the products at wholesale and selling them at retail.

Example:

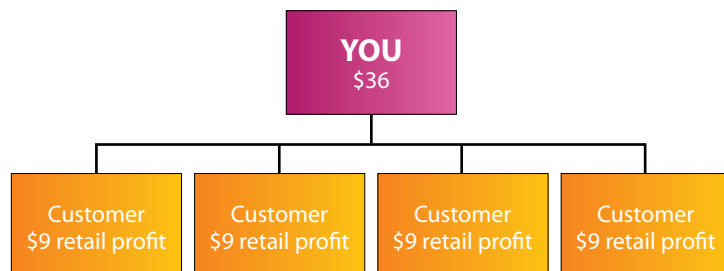
Sell four boxes of Immunocal® at retail and your profit is \$108.

4 x Immunocal = \$360 retail - \$252 your cost = \$108 retail profit.

ImmunoDirect Customer Program*

You register your customers with Immunotec to take advantage of the customer monthly shipment program. Your customer enjoys a 20% discount and you earn the price spread between wholesale and what your customer pays.

Example: You have four customers on the ImmunoDirect program who each buy one box of Immunocal. They purchase the product at \$72 and your cost is \$63. You earn the \$9 difference for each box or \$36 for four...each and every month that they purchase.



*Note: Earnings may vary. Please refer to the Customer Referral Program for more details.



Compensation Plan

□ Business Builder Bonus*

With every new Consultant that you sponsor, which meets the minimum qualification of 400 PV, you earn a commission based on their first month's purchase. The Business Builder Bonus enables you to earn up to 20% on the value of the first month's purchases of your Consultants – this is over and beyond the residual commission that you will be paid.

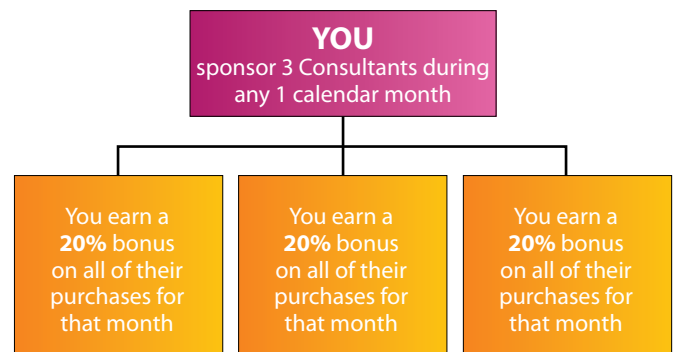
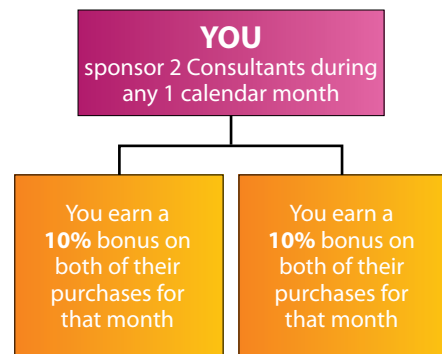
- 1 - When you sponsor someone into your organization you earn an automatic 5% bonus.
- 2 - Sponsor a second Consultant into your organization in any month and earn a 10% bonus on both the first and second Consultant you sponsored that month.
- 3 - Sponsor 3 or more Consultants into your business in any month and you will earn a 20% bonus on all three of your new Consultants' purchases for that month.

Example: When a Consultant you sponsor chooses to sign up with \$500 of inventory (i.e. signs up with an Action Pack), your 5% Business Builder Bonus is \$25. When you sponsor your second Consultant into the business, that \$25 becomes \$50 for both or \$100. Sponsor 3 or more in any one month and that \$25 becomes \$100 from each new recruit or \$300.

*Note: To earn Business Builder Bonus, Consultants must be paid as Associate or higher.

Tip: The Leader's momentum sets the pace of the entire organization. Everything you do to build your business will duplicate.

Commit to being a shining example and watch your organization grow quickly and successfully.



□ Residual Income*

Residual income is truly one of the most appealing aspects of the network marketing industry. Residual income pays you as long as the business you have generated in the past continues to produce more business in the future. If you build a strong sales organization of active Consultants and customers below you, you can continue to receive monthly commission checks! There is no restriction as to the size of your residual income. The residual checks that you receive are reflective of the amount of sales that continue to develop in the sales organization below you. The sky is the limit! You can build today for a richer tomorrow. No other industry offers this opportunity.

The *Success Guide* reminds us that the Power of Duplication refers to the astounding results you can achieve when groups of people all do the same success-oriented activities. Through the power of duplication, Immunotec Consultants just like you can quickly build large organizations that provide long-term residual income!

*Orders placed by Consultants during their 1st month of business pay out a G1 commission to the Sponsor. G2 to G8 commissions are paid to the Sponsor's upline lineage. For all orders placed in subsequent months, the commissions are paid through upline lineage, beginning with the Consultant's immediate upline.

It's a systematic process that has been proven to generate results:

- 1 Work with your Sponsor
- 2 Focus on the Immunotec System
- 3 Take daily actions
- 4 As new Consultants join your team, teach them to do the same

*As an
Independent
Consultant,
you set the pace!*

□ Rank Advancement

Your initial goal is to share Immunotec's products and business opportunity with anyone who is interested in improving or maintaining their health, save money or make money. By doing that, you'll soon reach the pay rank of **Venture**. A Venture Consultant is a Consultant that has accumulated 2,000 PGV, of which 400 points must be PV within one commission period. This can be achieved with the purchase of either an Action Pack or individual Immunotec products. Venture Consultants are eligible to be paid down three generations (G1-G3). Venture Consultants must accumulate 400 PV monthly to maintain their paid as Venture status. At this level, you'll begin to enjoy most of the benefits of Immunotec's Compensation Plan.

Begin your personal Autoship of 400 points, create your business story, then tell everyone you know about Immunotec.

Promote to **Silver** within your first 2 months by sponsoring 3 people to follow your lead! A Silver Consultant is a Consultant that has accumulated 6,000 TOV with 3 qualified Venture Legs, of which no more than 2,400 can come from any one leg**, and have a PGV of 600 of which 400 must be PV. Silver Consultants are eligible to be paid down four generations (G1-G4).

Then, within your first 4 months with Immunotec or sooner, help your first 3 new Consultants attain **Silver** status. When you help your Consultants succeed, you will succeed in promoting to **Gold**. A Gold Consultant is a Consultant that has accumulated 30,000 TOV with 3 qualified Venture legs, of which no more than 10,500 points can come from any one leg, and have a PGV of 800 of which 400 must be PV. Gold Consultants are eligible to be paid down five generations (G1-G5).

Next Steps? **Diamond, Executive Diamond and Platinum** – work with your Sponsor and create YOUR road map to success!

By finding customers and new Consultants, you'll begin building your product sales and your team. That's the way to advance your rank and build the number of ways you can be paid. By maximizing the Immunotec Compensation Plan, you can duplicate the speed and success of those whose businesses you admire.

**A leg is all first level Consultants and their downlines.

Compensation Plan

RANK ADVANCEMENT and RESIDUAL COMMISSIONS

	ASSOCIATE	VENTURE	SILVER	GOLD	DIAMOND	EXEC. DIAMOND	PLATINUM
	QUALIFICATION REQUIREMENTS		QUALIFICATION REQUIREMENTS & MAINTENANCE				
	400 PV in any 1 Commission Month	2,000 PGV of which 400 must be personal in any 1 Commission Month	6,000 TOV + 3 qualified venture legs, with no more than 2,400 points per leg†	30,000 TOV + 3 qualified venture legs, with no more than 10,500 points per leg†	125,000 TOV + 4 qualified venture legs, with no more than 45,000 points per leg†	500,000 TOV + 4 qualified venture legs, with no more than 175,000 points per leg†	1,500,000 TOV + 4 qualified venture legs, with no more than 525,000 points per leg†
	MAINTENANCE		400 PV	400 PV	400 PV	400 PV	400 PV
	180 PV	400 PV	600 PGV	800 PGV	1,200 PGV	1,800 PGV	2,000 PGV
G1	5%	5%	5%	5%	5%	5%	5%
G2		5%	10%	10%	10%	10%	10%
G3		5%	5%	7%	7%	7%	7%
G4			5%	7%	7%	7%	7%
G5				7%	7%	7%	7%
G6					7%	7%	7%
G7						2%	2%
G8							2%

† A leg is all first level Consultants and their downlines.

Moving Up Bonus

In order to encourage promotions within the Compensation Plan, the company pays generous bonuses every time a Consultant promotes to a new rank. The Moving Up Bonus is paid when a Consultant promotes and maintains their new rank for a second consecutive month. The Accelerated** Moving Up Bonus is paid when a Consultant promotes to a new rank within a specific period of time and maintains for a required period of time, as shown in the table below.

MOVING UP BONUS and ACCELERATED MOVING UP BONUS

MOVING UP BONUS*		OR	ACCELERATED MOVING UP BONUS**						
MOVE UP TO	YOUR MOVING UP BONUS		MOVE UP IN YOUR FIRST	MONTH 2	MONTH 3	MONTH 4	MONTH 5	MONTH 6	TOTAL
SILVER	\$200		2 MONTHS	\$200	\$200				\$400
GOLD	\$500		4 MONTHS	\$500	\$500				\$1,000
DIAMOND	\$2,500		8 MONTHS	\$2,500	\$1,250	\$1,250			\$5,000
EXECUTIVE DIAMOND	\$5,000		12 MONTHS	\$5,000	\$5,000	\$5,000	\$5,000		\$20,000
PLATINUM	\$10,000		24 MONTHS	\$20,000	\$20,000	\$20,000	\$20,000	\$20,000	\$100,000

* To earn Moving Up or Accelerated Moving Up Bonuses, you must maintain your new rank (paid as) for 2 consecutive months.

Example: Promote in February, maintain in March, earn Moving Up Bonus.

** The Accelerated Moving Up Bonus pays out across several months, associated with your "paid-as" rank, and it must be maintained (each rank) to earn your bonus for that period.

Upline Moving Up Bonus and Accelerated Upline Moving Up Bonus

In order to recognize the efforts of Upline Consultants who have coached and inspired a Consultant to promote, we offer Upline Moving Up Bonus Money. As an example, beginning with all Gold promotions, the first Upline paid as Gold will receive \$250. For a Diamond promotion, the first Upline paid as Diamond will receive \$1,000, the next Upline paid as Executive Diamond will receive \$1,000. In the case of an Executive Diamond promotion, the first Upline paid as Executive Diamond will receive \$2,500 and the next Upline paid as Platinum will be paid \$2,500. Finally, in the case of a Platinum promotion, the first Upline paid as Platinum will receive \$10,000 and the second Upline paid as Platinum will receive \$10,000. The Upline Accelerated Moving Up Bonus is paid when a Consultant's Downline promotes to a new rank within a specific period of time and maintains for a required period of time.

UPLINE MOVING UP BONUS and ACCELERATED MOVING UP BONUS

UPLINE MOVING UP BONUS*			ACCELERATED UPLINE MOVING UP BONUS**							
A CONSULTANT IN YOUR DOWNLINE MOVES UP TO	YOUR RANK (PAID AS)	MONTH 2	AND	A CONSULTANT IN YOUR DOWNLINE MOVES UP IN THEIR FIRST	MONTH 3	MONTH 4	MONTH 5	MONTH 6	MAXIMUM EARNINGS	
GOLD	1st qualified Gold or higher	\$250		4 MONTHS	\$250					\$500
DIAMOND	1st qualified Diamond or Higher and next Qualified Executive Diamond or higher†	\$1,000		8 MONTHS	\$1,000	\$1,000				\$3,000
EXECUTIVE DIAMOND	1st qualified Executive Diamond or Higher and next qualified Platinum††	\$2,500		12 MONTHS	\$1,666	\$1,666	\$1,668			\$7,500
PLATINUM	1st qualified Platinum and next qualified Platinum†††	\$10,000		24 MONTHS	\$6,250	\$6,250	\$6,250	\$6,250		\$35,000

* To earn Upline Moving Up Bonus, Consultants in your downline must maintain their new rank (paid as) for 2 consecutive months.

Example: A personally sponsored Consultant promotes in February, maintains in March, you earn Upline Moving Up Bonus.

** The Accelerated Moving Up Bonus pays out across several months, associated with your Consultant's "paid-as" rank, and it must be maintained (each rank) to earn your bonus for that period.

† In addition, the next qualified Executive Diamond in your Upline will also receive \$1,000 Moving Up Bonus or \$3,000 Accelerated Moving Up Bonus.

†† In addition, the next qualified Platinum in your Upline will also receive \$2,500 Moving Up Bonus or \$7,500 Accelerated Moving Up Bonus (if applicable).

††† In addition, the second qualified Platinum in your Upline (if applicable) will also receive \$10,000 Moving Up Bonus or \$35,000 Accelerated Moving Up Bonus.

Note: Moving Up, Accelerated Moving Up, Upline Moving Up and Accelerated Upline Moving Up bonuses can only be earned once per rank and apply to new promotions only.

Inventory Option— How much product are you going to sell each month? Set up your Consultant Autoship. Consider personal use, what your friends and family will want, as well as what you'll use to build your business. Think about it. If a product you want is readily available, aren't you more likely to be more enthusiastic about using it than if you had to wait a week or two? Your Consultant Autoship order sets a duplicatable example for your entire organization to do the same. It is a simple and powerful way for you and your entire team to earn additional income.

Follow the System— Immunotec offers incredible products, but it also offers a business system you can follow, which is found in the Success Guide. By following this proven system, you save time, money and effort—the planning is done for you! Simply follow the system on your schedule, with the leads you have, and you'll begin to create a profit.

Silver Rank— You want to create additional income, and the best way to do this is to build to Silver as fast as possible. Remember, a fast start to your business creates a powerful and effective story!

Teach others to do the same— The power of leveraging your time! In most businesses, you get paid for your efforts. In your Immunotec business, you get paid for your efforts plus the efforts of your team. So everyone wins when you teach others to have inventory, work toward Silver rank and to follow the system.

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Rank Glossary

Customer: A Customer is an individual who purchases at retail price but does not participate in the business opportunity. Customers may also benefit from the Customer Referral Program.

ImmunoDirect Customer: A Customer who subscribes to a monthly ImmunoDirect program and receives a 20% discount. ImmunoDirect Customers may also benefit from the Customer Referral Program.

Entrepreneur Consultant: An Entrepreneur Consultant is a Consultant who has purchased a Consultant Kit but has not met the requirements for Associate rank or higher. An Entrepreneur Consultant is eligible for a 20% discount.

Associate Consultant: An Associate Consultant is a Consultant that has accumulated 400 PV within one commission period. Associate Consultants qualify for the maximum 30% discount and are eligible to be paid down one generation (G1) on Customers and other Associates. Associate Consultants must maintain 180 PV monthly to maintain their paid as Associate status.

Venture Consultant: A Venture Consultant is a Consultant that has accumulated 2,000 PGV, of which 400 points must be PV within one commission period. This can be achieved with the purchase of either an Action Pack or individual Immunotec products. Venture Consultants are eligible to be paid down three generations (G1-G3). Venture Consultants must accumulate 400 PV monthly to maintain their paid as Venture status.

Silver Consultant: A Silver Consultant is a Consultant that has accumulated 6,000 TOV with 3 qualified Venture Legs, of which no more than 2,400 can come from any one leg, and has a PGV of 600 of which 400 must be PV. Silver Consultants are eligible to be paid down four generations (G1-G4).

Gold Consultant: A Gold Consultant is a Consultant that has accumulated 30,000 TOV with 3 qualified Venture Legs, of which no more than 10,500 can come from any one leg, and has a PGV of 800 of which 400 must be PV. Gold Consultants are eligible to be paid down five generations (G1-G5).

Diamond Consultant: A Diamond Consultant is a Consultant that has accumulated 125,000 TOV with 4 qualified Venture Legs, of which no more than 45,000 can come from any one leg, and has a PGV of 1,200 of which 400 must be PV. Diamond Consultants are eligible to be paid down six generations (G1-G6).

Executive Diamond Consultant: An Executive Diamond Consultant is a Consultant that has accumulated 500,000 TOV with 4 qualified Venture Legs, of which no more than 175,000 can come from any one leg, and has a PGV of 1,800 of which 400 must be PV. Executive Diamond Consultants are eligible to be paid down seven generations (G1-G7).

Platinum Consultant: A Platinum Consultant is a Consultant that has accumulated 1,500,000 TOV with 4 qualified Venture Legs, of which no more than 525,000 can come from any one leg, and has a PGV of 2,000 of which 400 must be PV. Platinum Consultants are eligible to be paid down eight generations (G1-G8).

Glossary

Active Consultant: A Consultant who has made a purchase of products with associated volume points, in the current month, or who is qualified as an Associate Consultant or higher.

Autoship: The automatic monthly shipping system for Independent Consultants. Autoship may be cancelled at any time.

Commissionable Volume (CV): Dollar base assigned to a product on which commissions are paid.

Downline: All Independent Consultants and Customers who are below you in your organization.

Generation: A generation is the relationship between a qualified Upline Consultant and a qualified Consultant in their Downline. Qualification is dependent on the Consultant being "paid as" their rank title during a given monthly period.

ImmunoDirect: The automatic monthly shipping system for Customers.

Leg: A leg is all first level Consultants and their Downline.

Leg Qualification: For a Consultant to be paid Silver or Gold rank, the Consultant must have sales volume coming from at least one Qualified Venture in each of three "legs" of their Downline organization. For a Consultant to be paid Diamond rank or higher rank, the Consultant must have sales volume coming from at least one Qualified Venture in each of four "legs" of their Downline organization.

Personal Group Volume (PGV): Includes personal volume, retail and Customer volume and all volume of personally sponsored Consultant lines that haven't promoted to Associate or higher in the prior month.

Personal Sponsorship: A Consultant you personally sponsored into the Immunotec business.

Personal Volume (PV): Is the sum of all volume points developed from personal use orders placed by a Consultant.

Qualified Venture: A Consultant who is paid at the rank of Venture or above.

Qualifying Volume: Is the sum of all personal volume (PV), personal customer volume and the volume of all legs up to the maximum volume allowed for rank achievement.

Rank: Your rank depends on your sales volume (total, personal and group) as well as the number of qualified Venture Legs.

Residual Income: This is payment for work you did in the past. You get a commission based on what the Consultants you sponsored are doing today.

Retail Sales: These are any sales you make to Customers at the suggested retail price.

Sponsor: The person who introduced you to this business is your sponsor. You'll be the sponsor of the people you bring into the business.

Total Organizational Volume (TOV): Includes all personal volume (PV) plus the total volume of all Downline Consultants and Customers.

Upline: Either your Sponsor or the person your Sponsor "placed you under" on their team.

Volume Points: Are used for rank advancement and qualification purposes.