

COMPENSATION PLAN



CHANGING LIVES 1 DROP AT A TIME



BLACKOXYGEN
ORGANICS



TABLE OF CONTENTS

3	Welcome Message
4	7 Ways to Get Paid
5	Commission Payment Schedule
6	Customer Sales Reward
7	5 Generation Fast Start
8	Director Fast Track
9	Dual Team Compensation
10	Matching Team Bonus
11	Rank Advancement Bonus
12	Rank Advancement Bonus Payouts
13 -15	Price List
16	Business Builder Bonus
17	Glossary

WELCOME

Welcome to the BLACKOXYGEN Compensation Plan, the most exciting and lucrative Reward System in the industry.

This Compensation Plan guide will give you insight into the 7 ways you can earn money with BLACKOXYGEN Organics, whether your goal is to pay off debt, quit your 9 to 5 job, or earn an additional \$300-500 a month.

Any Network Marketer would tell you that marketing technologies and systems are the keys to rapid, sustainable, and duplicable growth. With the BLACKOXYGEN Global Company App, which is included in your annual membership fee, you can build your business like a pro.

EASY TO SHARE THE PRODUCT

Point, Click & Share



UNIVERSAL SYSTEM

Consider how powerful your team would be if everyone adheres to the same "System."



SAVE TIME

Share powerful videos and engaging social media posts all in seconds from your phone



INCLUDED WITH MEMBERSHIP

Members of BLACKOXYGEN get access to a special app that makes it easy to stay engaged with their team.



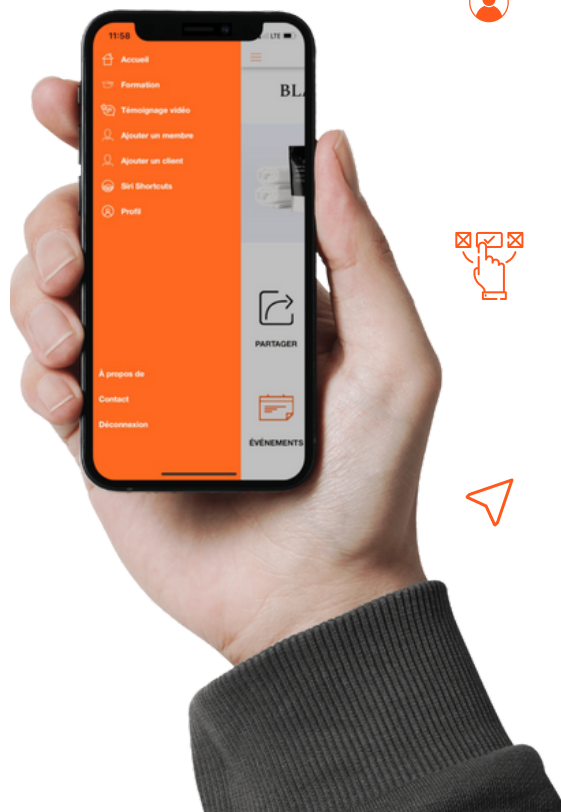
ENDLESS POSSIBILITIES

The choice is yours: share the product or build a business.



AUTOMATE & DUPLICATE

You can use social share links to share your content on social media. Each link automatically directs the visitor to your replicated website.





7 WAYS TO GET PAID

At BLACKOXYGEN Organics, we think you should get paid well for the way you choose to market our products and opportunity. That's why we offer seven different ways to get paid.

01

CUSTOMER SALES REWARD

For every customer you introduce to BLACKOXYGEN you will earn a 25% commission on their initial order and recurring orders as well.

02

5 GENERATION FAST START

In the first 60 days, you'll be paid for your New Brand Partner enrollments and their Brand Partner enrollments 4 generations deep.

03



DIRECTOR FAST TRACK

In your first 60 days, you will earn up to \$30,000 in bonuses. Earn between \$1,500 and \$30,000 in Director Fast Track Bonuses if you progress from Director to Diamond Director.

04

DUAL TEAM COMPENSATION

Dual Team payouts are 10% to 20%. Lower Volume Leg commissions are paid out as a percentage and are capped at \$150,000 a month.

05

MATCHING TEAM BONUS

On the Dual Team income, earn up to 7 generations of Matching Team Bonuses. 30% on the first generation.

06

RANK ADVANCEMENT BONUS

You earn a one-time bonus every time you reach a new rank and it gets bigger with each rank! You would have made over 1 million dollars by the time you hit Royal Diamond CEO.

07

BUSINESS BUILDER BONUS

Monthly Bonus and Product Credit, up to \$5,000 per month, to use and spend as you like in addition to earning Free Product Credits.



COMMISSION PAYMENT SCHEDULE:

We make weekly and monthly payments. The chart below shows what parts of the compensation plan are paid weekly and monthly, along with the payment dates.

7 WAYS TO GET PAID	WEEKLY	MONTHLY
CUSTOMER SALES REWARD	✓	
5 GENERATION FAST START	✓	
DIRECTOR FAST TRACK		✓
DUAL TEAM COMPENSATION		✓
MATCHING TEAM BONUS		✓
RANK ADVANCEMENT BONUS		✓
BUSINESS BUILDER BONUS		✓

WEEKLY/MONTHLY	WORK PERIOD	PAYMENT DATE
WEEKLY	1st - 7th 8th -14th 15th - 21st 22nd - End of Month	14th of the month 21st of the month 1st of the following month 7th of the following month
MONTHLY	1st - End of Month	15th - of the following Month



CUSTOMER SALES REWARD

Building a customer-focused company is highly rewarding thanks to our reward system.

For any customer volume, across all ranks, a 25% commission on the Commissionable Volume (CV) is paid out each and every week.



RANK ALL	CUSTOMER VOLUME ALL
SALES % 25%	FOR ALL ORDERS FOR LIFE

Example 1: Earn \$225 a month by accumulating 10 customers at \$100 per sale.

$$10 \times 90CV = 900CV \times 25\% = \$225$$

Example 2: Accumulate 100 customers at \$100 Sale = 9000 CV and receive \$2250 per month *Assuming these orders are reoccurring

In addition to the Customer Sales Commissions, the dual team receives 30% of the Commissionable Volume (CV). Eg. a \$100 customer sale will result in 90CV x 30% = 27CV will be put in the Dual Team for commission earnings.



5

GENERATION
FAST START

WEEKLY FAST START
ACCELERATOR

All enrollment product orders, as well as orders from your generational brand partners, are paid within their first 60 days.

To collect the Fast Start Bonus, you must be active (80PQV in a month or have 2 personally enrolled customers each with a minimum order of 80CV and a total minimum of 160 PGQV)

• Applied Dynamic
Compression

ORDERS PLACED
WITHIN THEIR
FIRST 60 DAYS

25%

Earn 25% from your personally sponsored Brand Partners orders.



5%

Earn 5% from your personally sponsored Brand Partners orders on your 2nd sponsor level.



5%

Earn 5% from your personally sponsored Brand Partners orders on your 3rd sponsor level.



5%

Earn 5% from your personally sponsored Brand Partners orders on your 4th sponsor level.



5%

Earn 5% from your personally sponsored Brand Partners orders on your 5th sponsor level.

During the first 60 days, 20% of the Commissionable Volume (CV) goes into the dual team. 100% of the CV goes into the dual team after the first 60 days.

DIRECTOR FAST TRACK BONUS



Become a Director within your first 60 days and earn up to \$30,000 in Advancement Bonuses.

(5,000) Director - No more than 2,500 ETQV can be used from any one line

(15,000) Gold Director - No more than 7,500 ETQV can be used from any one line

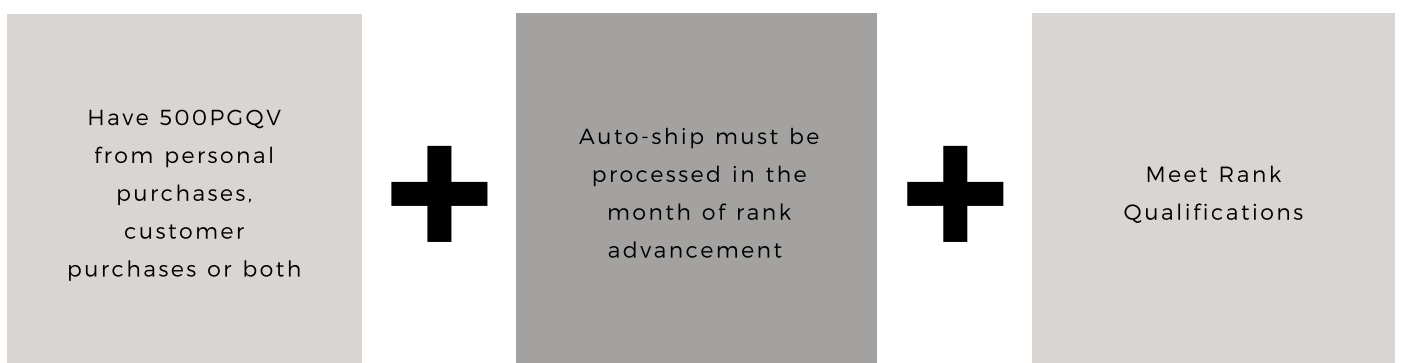
(30,000) Platinum Director - No more than 15,000 ETQV can be used from any one line

(50,000) Diamond Director - No more than 25,000 ETQV can be used from any one line



Reach Diamond Director in your first 60 days and earn **\$30,000** in Advancement Bonuses!!!

QUALIFICATIONS



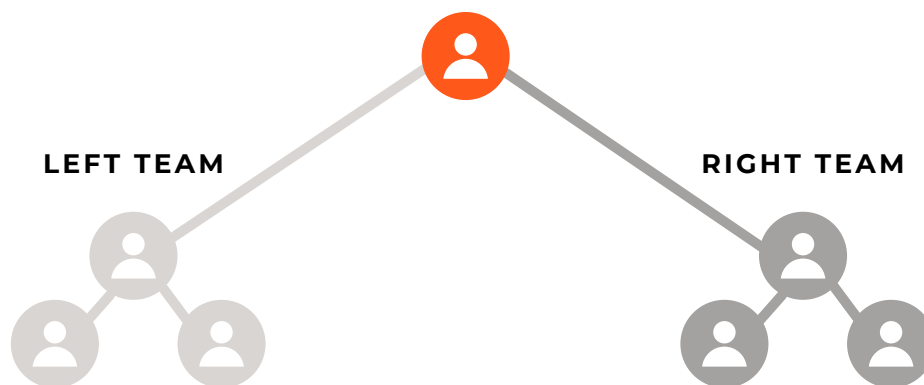


DUAL TEAM VOLUME COMPENSATION

EARN 10-20% ON THE LOWER VOLUME LEG

Two personally enrolled ACTIVE Brand Partners, one on the left and one on the right leg of your team.

- Either have an 80PQV order in the month or have 2 personally enrolled customers each with a minimum order of 80QV that month.
- Your Brand Partners can either order 80QV or have 2 personally enrolled customers each with a minimum order of 80QV that month.
- You must have 5,000 ETQV on the higher volume leg to reach CEO.



RANK	REQUIREMENTS			PAYOUTS
	PERSONAL	RANK ADVANCEMENT VOLUME	PERSONALLY ENROLLED BRAND PARTNERS	BINARY PAYOUT (LOWER VOL. LEG)
	QV	ETQV	LEFT TEAM & RIGHT TEAM	%
BUSINESS PARTNER	80	1000	2 P.E. Brand Partners - 1 Ea. Leg	10%
EXECUTIVE PARTNER	80	2,500	2 P.E. Brand Partners - 1 Ea. Leg	10%
DIRECTOR	80	5,000	2 P.E. Brand Partners - 1 Ea. Leg	15%
GOLD DIRECTOR	80	15,000	2 P.E. Brand Partners - 1 Ea. Leg	15%
PLATINUM DIRECTOR	80	30,000	2 P.E. Brand Partners - 1 Ea. Leg	15%
DIAMOND DIRECTOR	80	50,000	2 P.E. Brand Partners - 1 Ea. Leg	15%
CEO	80	100,000	2 P.E. Brand Partners - 1 Ea. Leg	20%
GOLD CEO	80	200,000	2 P.E. Brand Partners - 1 Ea. Leg	20%
PLATINUM CEO	80	500,000	2 P.E. Brand Partners - 1 Ea. Leg	20%
DIAMOND CEO	80	1,000,000	2 P.E. Brand Partners - 1 Ea. Leg	20%
ROYAL DIAMOND CEO	80	2,000,000	2 P.E. Brand Partners - 1 Ea. Leg	20%

Percentage payout is on lower volume leg and capped at \$150,000 in commissions a month.



MATCHING TEAM BONUS

MATCHING BONUSES FOR UP TO 7 GENERATIONS ARE ELIGIBLE.

The Dual Team earnings of your Personally Enrolled Brand Partner's earn a matching bonus.

As an example, you are a Gold Director who is compensated for two generations. If you enroll Sue and she earns \$10,000 from her dual team pay for the month, you will receive 30% of the \$10,000, which is a \$3,000 Matching Bonus.

Sue enrolled Mike, and Mike earns \$2,000 from his dual team pay for the same month, you will earn 10% of the \$2,000, which is a \$200 Matching Bonus.

RANK	GEN 1	GEN 2	GEN 3	GEN 4	GEN 5	GEN 6	GEN 7
DIRECTOR	30%						
GOLD DIRECTOR	30%	10%					
PLATINUM DIRECTOR	30%	10%	10%				
DIAMOND DIRECTOR	30%	10%	10%	10%			
CEO	30%	10%	10%	10%	10%		
GOLD CEO	30%	10%	10%	10%	10%	10%	
PLATINUM CEO	30%	10%	10%	10%	10%	10%	10%
DIAMOND CEO	30%	20%	10%	10%	10%	10%	10%
ROYAL DIAMOND CEO	30%	20%	20%	10%	10%	10%	10%

" Help your Personally Enrolled team members grow their teams, their success becomes your success."



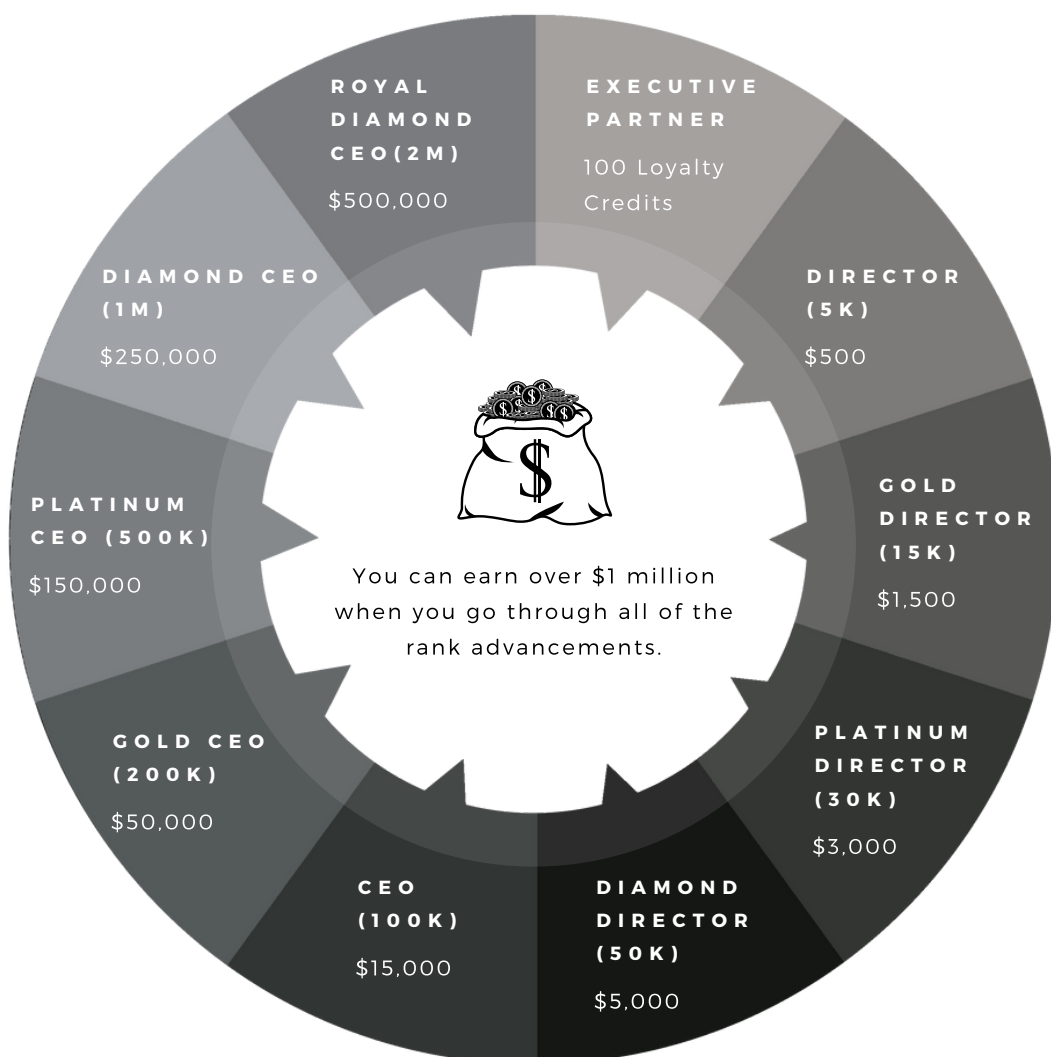
RANK ADVANCEMENT BONUS

When you reach a new rank for the first time, you will earn a one-time bonus. When you advance from Brand Partner to Royal Diamond CEO, you will have earned over 1 Million Dollars in Rank Advancement Bonuses alone!

Qualification rules: No more than 50% of eligible volume should come from any one enrollment line for Directors and above. (Your personal qualifying volume in addition to your customer's qualifying volume are considered an eligible enrolment line.)

For example, suppose you enroll Ted and his monthly enrollment tree qualifying volume is 6,000 on your left leg. You are NOT qualified as a Director because you need to have at least enrolled 2 Brand Partners to qualify and you can only use 2,500 of the 6,000 towards the Director Rank. (50% rule applies here)

You then enroll Sally, who has a monthly enrollment tree qualifying volume of 3,000 on your right leg. Congratulations you are a New Director! Ted contributes 2,500 QV, and Sally contributes 2,500 QV, for a total of 5,000 QV and you have 1 personally enrolled active Brand Partner on both the left and the right leg. Remember, if you complete this task within the first 60 days, your Advancement Bonus will be TRIPLED!





RANK ADVANCEMENT BONUS PAYOUTS

When you hit a new rank for the first time, you can earn a one-time rank advancement bonus.

If you advance to Director, Gold Director, Platinum Director, or Diamond Director within the first 60 days, the Director Fast Track bonuses will be **tripled**.

PAYOUT SCHEDULE		
RANK	VOLUME	PAYOUT
DIRECTOR	5,000	\$500 paid on 15th of next month
GOLD DIRECTOR	15,000	\$1,500 paid on 15th of next month
PLATINUM DIRECTOR	30,000	\$3,000 paid on 15th of next month
DIAMOND DIRECTOR	50,000	\$5,000 paid over 2 months (must maintain rank for 1st and 2nd payment, 1 grace month)
CEO	100,000	\$15,000 paid over 3 months (must maintain rank for 2nd and 3rd payment, 2 grace months)
GOLD CEO	200,000	\$50,000 paid over 5 months (must maintain rank from 2nd to 5th payment, 3 grace months)
PLATINUM CEO	500,000	\$150,000 paid over 5 months (must maintain rank from 2nd to 5th payment, 4 grace months)
DIAMOND CEO	1,000,000	\$250,000 paid over 8 months (must maintain rank from 2nd to 8th payment, 4 grace months)
ROYAL DIAMOND CEO	2,000,000	\$500,000 paid over 12 months (must maintain rank from 2nd to 12th payment, 4 grace months)

Grace Month. If you are not qualified at your rank during a grace month, you will not receive your monthly payout but you can still make up the lost payout if you regain your title the following month.



ENROLLMENT PRICELIST

Qualifying volume is used for rank advancements. Commissionable volume is used for commission calculations. Your rank will determine your dual team payout percentage and how many levels you can earn in a matching bonus.

PARTNER PACK TABLETS 110 QV 100 CV \$110 PLUS TAX Tablets (1) ✓ Powder ✗ Coffee ✗ Free Shipping ✗	PARTNER PACK POWDER 110 QV 100 CV \$110 PLUS TAX Tablets ✗ Powder (1) ✓ Coffee ✗ Free Shipping ✗	COMBO PACK 220 QV 180 CV \$200 PLUS TAX Tablets (1) ✓ Powder (1) ✓ Coffee ✗ Free Shipping ✓
BUSINESS PACK 600 QV 525 CV \$580 PLUS TAX Tablets (3) ✓ Powder (3) ✓ Coffee ✗ Free Shipping ✓	DIRECTOR PACK 1000 QV 900 CV \$995 PLUS TAX Tablets (5) ✓ Powder (5) ✓ Coffee (5) ✓ Free Shipping ✓	PRO PACK 2000 QV 1700 CV \$1845 PLUS TAX Tablets (12) ✓ Powder (12) ✓ Coffee ✗ Free Shipping ✓




SINGLE PRODUCT PRICELIST

COFFEE
30 QV 27 CV

\$30 PLUS TAX


Tablets	X
Powder	X
Coffee (1)	✓
Free Shipping	X

 **AUTO-SHIP PRICE: \$27**

MONTHLY COFFEE
90 QV 80 CV

\$90 PLUS TAX


Tablets	X
Powder	X
Coffee (3)	✓
Free Shipping	X

 **AUTO-SHIP PRICE: \$80**

TABLETS
110 QV 90 CV

\$110 PLUS TAX


Tablets (1)	✓
Powder	X
Coffee	X
Free Shipping	X

 **AUTO-SHIP PRICE: \$100**

POWDER
110 QV 90 CV

\$110 PLUS TAX

Tablets	X
Powder (1)	✓
Coffee	X
Free Shipping	X

 **AUTO-SHIP PRICE: \$100**

COFFEE BULK
350 QV 210 CV

\$325 PLUS TAX

Tablets	X
Powder	X
Coffee (15)	✓
Free Shipping	✓

SAVINGS 35%

TABLET BULK
1200 QV 720 CV

\$1105 PLUS TAX

Tablets (15)	✓
Powder	X
Coffee	X
Free Shipping	✓

SAVINGS 35%

POWDER BULK
1200 QV 720 CV

\$1105 PLUS TAX

Tablets	X
Powder (15)	✓
Coffee	X
Free Shipping	✓

SAVINGS 35%



STACK PACK PRICELIST

COUPLE PACK COMBO 220 QV 180 CV \$200 PLUS TAX Tablets (1) ✓ Powder (1) ✓ Coffee X Free Shipping ✓	COUPLE PACK POWDER 220 QV 180 CV \$200 PLUS TAX Tablets X Powder (2) ✓ Coffee X Free Shipping ✓	COUPLE PACK TABLETS 220 QV 180 CV \$200 PLUS TAX Tablets (2) ✓ Powder X Coffee X Free Shipping ✓
FAMILY PACK COMBO 440 QV 345 CV \$385 PLUS TAX Tablets (2) ✓ Powder (2) ✓ Coffee X Free Shipping ✓	FAMILY PACK POWDER 440 QV 345 CV \$385 PLUS TAX Tablets X Powder (4) ✓ Coffee X Free Shipping ✓	FAMILY PACK TABLETS 440 QV 345 CV \$385 PLUS TAX Tablets (4) ✓ Powder X Coffee X Free Shipping ✓
GROUP PACK COMBO 660 QV 495 CV \$550 PLUS TAX Tablets (3) ✓ Powder (3) ✓ Coffee X Free Shipping ✓	GROUP PACK POWDER 660 QV 495 CV \$550 PLUS TAX Tablets X Powder (6) ✓ Coffee X Free Shipping ✓	GROUP PACK TABLETS 660 QV 495 CV \$550 PLUS TAX Tablets (6) ✓ Powder X Coffee X Free Shipping ✓



BUSINESS BUILDER BONUS

MONTHLY



DIRECTOR (5K)

CASH BONUS \$100

LOYALTY CREDITS 100



GOLD DIRECTOR (15K)

CASH BONUS \$200

LOYALTY CREDITS 150



PLATINUM DIRECTOR (30K)

CASH BONUS \$350

LOYALTY CREDITS 200



DIAMOND DIRECTOR (50K)

CASH BONUS \$500

LOYALTY CREDITS 250



CEO (100K)

CASH BONUS \$1,000

LOYALTY CREDITS 500



GOLD CEO (200K)

CASH BONUS \$1,500

LOYALTY CREDITS 500



PLATINUM CEO (500K)

CASH BONUS \$2,000

LOYALTY CREDITS 500



DIAMOND CEO (1M)

CASH BONUS \$2,500

LOYALTY CREDITS 500



ROYAL DIAMOND CEO (2M)

CASH BONUS \$5,000

LOYALTY CREDITS 500

- Put your MONTHLY Bonus to work to expand your business and your profitability.
- Loyalty Credits are to encourage more product sharing to build your business each month.
- Business Builder Bonus is per month and starts on the month following the Rank Advancement Bonus when your highest title rank is maintained.



GLOSSARY

QUALIFICATION GRID - 7 WAYS TO GET PAID WITH BLACKOXYGEN ORGANICS - ARE YOU ELIGIBLE?

BONUS TYPE	PARTNER 0 QV	ACTIVE PARTNER 80 QV	ACTIVE & QUALIFIED BRAND PARTNER
CUSTOMER BONUS-25%	✓	✓	✓
FAST START BONUS-ENROLLER 25% + 5/5/5/5		✓	✓
DUAL TEAM PAY			✓
DIRECTOR FAST TRACK BONUS			✓
MATCHING BONUS			✓
BUILDER BONUS			✓
RANK ADVANCEMENT BONUS			✓

For Ranking and Other Qualifiers please see the compensation document

DEFINITIONS

P.E.	Personally Enrolled
Q.V.	Qualifying Volume
C.V.	Commissionable Volume
P.G.Q.V.	Personal Group Qualifying Volume
P.Q.V.	Personal Qualifying volume and your PE customers QV
E.T.Q.V	Enrolment Tree Qualifying Volume, The total amount of QV from your Brand Partners and their entire groups QV
A	Active, personal QV of 80 or have 2 customers with a minimum of 80 QV each.
Q	Qualified, have 1 PE Active Brand Partner on the left leg and 1 on the right leg
GEN	Generation as displayed in the unilevel organization structure
L.V.L.	Lower Volume Leg in your 2 team organization
G.V.L	Greater Volume Leg in your 2 team organization

BLACKOXYGEN Organics reserves the right to limit total monthly company commissions to 60% of total monthly Sales.