



BLACK OXYGEN
ORGANICS

REVOLUTIONARY TWO-TEAM
COMPENSATION PLAN

[BLACKOXYGENORGANICS.COM](https://blackoxygenorganics.com)

Black Oxygen Organics Commission Payment Schedule:

Compensation Plan Effective December 1, 2019

| | | |
|---------------|-------------------------------------|--------------------------|
| Weekly | Work Period 1st - 7th | Payday 14th of the month |
| | Work Period 8th - 14th | Payday 21st of the month |
| | Work Period 15th - 21st | Payday 1st of the month |
| | Work Period 22nd - End of the Month | Payday 7th of the month |

| | | |
|----------------|-------------------------------------|--------------------------|
| Monthly | Work Period 1st to End of the Month | PayDay 15th of the Month |
|----------------|-------------------------------------|--------------------------|

| Weekly Pay | Monthly Pay |
|---|---|
| B.E.E.P "Break Even, Earn Profit" Fast Start Program Customer Revenue | Team Volume Commission Team Matching Volume Rank Advancement Bonus Lifestyle Bonus |

1. BEEP 5 Generation Fast Start Accelerator - 'Break Even - Earn Profit'

- Paid on all enrollment product orders and your generational brand partners in their first 60 days
- Infinite Depth Payout
- Must be Active and Qualified to receive BEEP FSB
- Dynamic Compression Applied

| 5 Generation B.E.E.P Fast Start Accelerator Bonus | | | | | |
|---|----------|---------------|---------------|---------------|---------------|
| Paid Positions | Enroller | Brand Partner | Brand Partner | Brand Partner | Brand Partner |
| Percentage Commission | 25% | 5% | 5% | 5% | 5% |

2. CUSTOMER BUSINESS

Our reward system makes building customer focused business extremely rewarding. 25% commission is paid on all customer volume across ranks perpetually!



| Rank | Customer Volume | Commission on Net Invoice CV | Period |
|-----------|-----------------|------------------------------|-----------|
| All Ranks | All | 25% | Perpetual |


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3. TEAM VOLUME COMPENSATION

- 2 Personally enrolled A&Q distributors, one on the left & one on the right leg of your binary organization.
- Minimum of 80 CV (personal purchase)
- Percentage payout is on Lesser Volume Leg & capped at \$150,000 per month.
- Director and above no more than 50% of qualifying volume can come from one generational leg.
- To attain the rank of CEO and above you must maintain 5,000 ETQV on your greater volume leg (GVL)

|  | Requirements | | | Payouts |
|--|--------------|-------------------------|------------------------------------|------------------------------------|
| | Personal | Rank Advancement Volume | Personally Enrolled Brand Partners | Binary Payout (Lesser Vol. Leg) |
| Rank | PV | ETQV | Left Team & Right Team | % |
| Brand Partner | 80 | 160 | 2 P.E. Brand Partners - 1 Ea. Leg | 10% |
| 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 | 10% |
| Gold Director | 80 | 15,000 | 2 P.E. Brand Partners - 1 Ea. Leg | 15% |
| Platinum 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 | 250,000 | 2 P.E. Brand Partners - 1 Ea. Leg | 20% |
| Platinum CEO | 80 | 500,000 | 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% |



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4. MATCHING TEAM BONUS

- 7 Generations of Matching Bonus is paid on personally enrolled generations - Team 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% | | | | |
| CEO | 30% | 10% | 10% | 10% | | | |
| Gold CEO | 30% | 10% | 10% | 10% | 10% | | |
| Platinum CEO | 30% | 10% | 10% | 10% | 10% | 10% | |
| Royal Diamond CEO | 30% | 10% | 10% | 10% | 10% | 10% | 10% |



"When you help your team build, their success is your success!"

5. RANK ADVANCEMENT BONUS

- A one-time bonus awarded when you reach a new rank for the first time.
- CEO and above require maintaining rank 2 months in a row to receive Advancement Bonus.
- CEO and above will pay out the bonus over a 2 month period.

| Advancement Bonus (one-time payment) | | | |
|--------------------------------------|-------------|-------------------|---------------|
| Executive Partner | \$ 100.00 | CEO | \$ 5,000.00 |
| Director | \$ 250.00 | Gold CEO | \$ 15,000.00 |
| Gold Director | \$ 500.00 | Platinum CEO | \$ 50,000.00 |
| Platinum Director | \$ 1,000.00 | Royal Diamond CEO | \$ 200,000.00 |

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6. BUSINESS BUILDER BONUS

- Put your MONTHLY Bonus to work to expand your business and your profitabilitiy
- Share Credits are packages to encourage more product sharing to build your buisness each month.
- Share Credits will be for product purchasing only and redeemed in your back office store.
- Share Credit purchases can be used with a larger order or seprate purchase - BP pays shipping & tax.
- LifeStyle Bonus starts on the month following the Rank Advancement Bonus Payout

| Monthly Business Builder Bonus & Share Credits | | | | | |
|--|------------|---------------|-------------------|-------------|---------------|
| Rank | Cash Bonus | Share Credits | Rank | Cash Bonus | Share Credits |
| Director | \$ 100.00 | \$ 100.00 | Platinum Director | \$ 500.00 | \$ 200.00 |
| Gold Director | \$ 200.00 | \$ 100.00 | CEO | \$ 1,000.00 | \$ 200.00 |

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HEALTH PROFESSIONAL PROGRAM



This position allows practitioners to offer our products and make income at point of sale.

The enrollment of “Healthcare Professionals” requires a standard enrollment and then medical certifications and requirements are submitted to customer service for corporate approval and then the Professional discount will be awarded.

INFLUENCER PROGRAM



Influencers Welcome: This position honors profit making from a customer business model.

Soar through the ranks as a Customer Centric Business

Influencer will earn customer revenue based on compensation element #2 above. Influencers can participate in the full compensation plan by applying same qualifications as brand partners.

Notations:

CV or Commissionable Volume is on PAR with the U.S. Dollar. 1 : 1

Definitions:

| | |
|----------|---|
| P.E. | Personally Enrolled |
| P.V. | Personal Volume |
| PG.V. | Personal Group Volume |
| E.T.V. | Enrollment Tree Volume |
| E.T.Q.V. | Enrollment Tree Qualifying Volume |
| A & Q | Active and Qualified (Active order of 50 points in the current month) |
| Gen | Generation as displayed in the Unilevel Organizational Structure |
| L.V.L. | Lesser Volume Leg in your Two Team Organization |
| G.V.L. | Greater Volume Leg in your Two Team Organization |
| P.L.V. | Pay Leg Volume also referred to as Lesser Volume Leg |

Qualifying Volume – Must be purchased by the qualifying brand partner

Personally Enrolled Requirement – P.E. must be qualified with a minimum 50 point order

**PLENTY OF REWARDS FOR PARTNERING & SHARING
BLACKOXYGEN ORGANICS MISSION**