



2023 Compensation Plan

A word from our Founders...

Congratulations on becoming a member of the Avere family!

We cannot begin to express how excited we are to have you join our elite community of Advisors, who are dedicated to collectively making a difference in the lives of others all over the world.

What we offer is an opportunity unlike any other. By sharing one-of-a-kind nutritional products that can be personalized to you and those you share them with, you can unlock a deep satisfaction that what you are doing is not only benefitting yourself, but those around you in a way that just has not been possible ... until now!

There is a well-known saying, **"A rising tide lifts all boats."** This could not be more true as the marketplace is clamouring for nutritional products that really work and deliver personalized benefits. This means that you and the Advisors you bring on to your team can raise your sails high and ride this unprecedented wave to success.

We are here to serve YOU! We are honored you have put your trust in Avere. Please know the entire executive team is here to support you in any way we can. Your success means the lives of others are changing for the better, as well as your own, and we can't think of a better endeavor in which to invest our time: improving your life while improving others.

Just like anything in life, obtaining success through Avere will come with a persistent dedication to the achievement of your goals. You will get out of it what you put into it. Invest time in yourself by accessing the resources provided to learn about the products, the market, and how to get the most out of our amazing compensation plan.

We wish you all the success in the world and hope to meet you in person in the near future.

Welcome to Avere!

Are you ready to
Have a Life of More?

Wishing you success and wellness,
Elizabeth and Christopher





Welcome!

We're honored to introduce you to A Life of More with Avere and we congratulate you for your decision to learn about everything this amazing opportunity can provide!

Together, we truly can deliver all the right components to empower your life and build an amazing future.

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The Right Opportunity

What could be more rewarding than helping others live to their fullest potential simply by sharing cutting-edge products that make a real difference? Well, getting paid handsomely to do just that!

With an opportunity that combines the right products, at the right time, with the right company—you are positioned for success with Avere!

Have a Life of More

#WeAreAvere



The Right Products



Today, we are surrounded by all kinds of nutritional products that make all kinds of claims. Some boast they feature an exotic-sounding ingredient you've never heard of before while others hype how "budget friendly" they are. In the end, they just can't deliver the results you need. At Avere, we let science guide all our product development efforts, so you consistently enjoy advanced patent-pending nutritional solutions that deliver results you can't get anywhere else.

The Right Time



There has never been a time when proper nutrition is needed more. With so many low-quality, "cookie cutter" nutritional products out there, Avere offers the ability to share something no one else has. As you take these products, you'll experience your own personalized "life transformation" that others will see and will want what you have. Our high-quality, science-backed products make it incredibly simple to confidently share and be rewarded for making a difference in the lives of others.

The Right Company



Avere is here to support you and your growing business. By providing you with the perfect tools to help you succeed – from a powerful mobile app, a simple, but effective "done-for-you" social media platform, and so much more – we'll help guide you to success and the fulfillment of your financial objectives, whether big or small.

Avere provides all the right ingredients for the perfect opportunity to launch your own business and achieve your personal goals.



Your Pathway to Financial Wellness!

As you help guide others to personal wellness through our unique and powerful nutritionals, our comprehensive compensation system will deliver the perfect mixture of simple commissions and advanced bonuses. Whether you decide to earn a little or a lot, there really is no time limit as you climb the ranks.

With **8 powerful ways to get paid**, you can customize your own earning potential. From Retail Sales and Fast Start Bonuses to help motivate your first steps to “profit-sharing-like pools” reserved for our top producers, you’re guided through Avere’s business-building path from Day One!


A powerful residual income engine sits at the heart of our opportunity to ensure your efforts will continually be rewarded. As long as your customers are purchasing products, you’ll enjoy ongoing income to potentially last a lifetime.

DEFINITIONS

Before we jump into all the nitty-gritty, here is a short list of terms and information that you should know. Whether you're experienced and need a refresher or if this is your first time in the social retailing space, you'll want to keep these terms in mind.

Active Advisor — To qualify to receive commissions, an Advisor must have at least 99 points of Personal Sales Volume (PV) every calendar month*.

Advisor — An independent business partner in Avere interested in gathering customers and/or building a team of other Avere Advisors to qualify for compensation bonuses by sharing Avere products.

Averefied  Customer — Also known as a Preferred Customer, these are enrolled in Avere's monthly subscription service (autoship). Not only do they conveniently receive the products they need each month, but enjoy a discount on all products purchased.

Commissionable Sales Volume (CV) — (based on 25% of retail price) - Points accrued by an Advisor, their downline, or their customers, through product sales each month that are used to calculate eligible product sales commission bonuses.

Downline — Includes the Advisors you enroll. These are placed below you in your genealogy tree. Sometimes referred to as a "team" or "group".

Generation — Represents levels in your downline as your "legs" are developed, which builds your Group Sales Volume (GV). The Advisors you enroll become your first generation or level 1, like a family tree. When Level 1 Advisors enroll new members, they become your second generation or Level 2, and so on through your 3rd, 4th, 5th levels, etc. Like a family tree, your enrollees become your "children," while the second generation would represent their children's children (grandchildren), and so forth.



Group Sales Volume (GV) — The number of points accrued from the product sales of an Advisor's cumulative downline each month that are used to calculate commissions; helping your members on your team succeed can mutually benefit both of you: it's a win-win!

Leg — Members in your downline exist in one or more "legs." When you personally enroll an Advisor, this begins a new leg for you. If you enrolled 3 Advisors, you would have 3 legs (one enrolled Advisor at the top, or "First Level," of each leg). Those 3 Advisors may enroll additional Advisors and while their enrollments would generate multiple legs for them, all of their enrollments would appear in the same leg of yours to which they are assigned. As an Avere Advisor, you can create as many legs as you want through personal Advisor enrollments without any limit on the number of people in them.

Leg / GV Requirements — To further help in encouraging balance in your business, another rule indicates how many developed Legs you need with a minimum GV for each. For example, to reach the rank of Senior Regional Advisor (SRA), you need at least 3 legs that have a total Group Sales Volume (GV) of 1,500 each.

Maximum Contribution — As you achieve higher ranks, you'll need to keep your organization balanced. To assist, the Maximum Contribution rule for each rank has been put in place to show the maximum amount that one leg of your organization can contribute to your overall Group Sales Volume (GV) in order to qualify for that rank.


NewGenQ — Vice Presidential Advisors (VPA) and above must be "NewGenQ" qualified by having at least one Advisor in their personal group advance to Sr. Regional Advisor (SRA) per 12-month rolling period from the last NewGenQ qualified date.

NEWGENQ EXAMPLE: *Scarlet advances to Vice Presidential Advisor (VPA) in January. Scarlet must have an Advisor advance to Sr. Regional Advisor (SRA) on, or before, December 31. Scarlet's sister, who enrolled under Scarlet the previous year, advances to SRA this June, resetting the 12-month qualification period for Scarlet. Scarlet must now have an Advisor advance to SRA prior to June of next year.*

Personal Sales Volume (PV) — The number of points associated with the product purchases an Advisor personally makes each month for their own use or the customer product purchases of their friends, family, coworkers, etc.

Points — The value assigned to each product purchase upon which commissions are calculated. For example, one point may be equal to \$1 USD of product sales. However, this will change depending on currencies and at the discretion of the home office.

Qualifying Sales Volume (QV) — (based on retail price) - Points accrued by the products an Advisor sells to qualify for bonuses, ranks, incentives, and programs offered; this can vary from commissionable sales volume (CV).

Retail Customer — Individuals who make product purchases at full retail price. (This does not include those on our convenient monthly product autoship program or “Averefied  Customers”.)

Retail Profit — As one of the primary ways to get paid, this represents the difference between an Advisor’s purchase price and the retail price sold to a retail customer (25%). Retail Profit is also the difference between an Advisor’s purchase price and the retail price sold to an Averefied Customer (15%). Please note that a “Retail Customer” and an “Averefied Customer” are those who seek value from Avere products but are not permitted to resell product or participate in the Compensation Plan.

Sponsor — Your Sponsor is typically the Avere Advisor who referred YOU to become a customer or Advisor.

Unilevel — As the heart of the compensation plan, all active Advisors may receive Commissionable Sales Volume (CV) from the product sales of all members of their team whether they were enrolled personally or by those Advisors underneath them. The commissions earned and the levels they are earned on are all determined by an Advisor’s rank (see Rank Titles below). The power of the Unilevel Bonuses offer the opportunity to receive residual income from your team in addition to your individual efforts.

Upline — All Advisors in the genealogy line above another Advisor position, starting with that Advisor’s Sponsor, are referred to as the “Upline” of that Advisor. Your Upline will work with you and support you in reaching your goals!





Grow at Your Own Pace!

Avere Rank Titles

Avere loves to celebrate and recognize your success through earned rank titles. As you meet various qualifications on your own personalized growth path, you will be recognized each step of the way with a prestigious rank title.

Avere has a rank title progression to fit your needs and your life. Whether you want to work full time, part time, or casually - there is no time limit to climb the ranks ... and we support you completely in whatever path works best for you!

All values are displayed in points.

	TITLE	PV	GV	MAXIMUM SALES CONTRIBUTION	LEG / GV REQUIREMENTS
PHASE 1	Advisor (ADV)	99	-		-
	Team Advisor (TA)	99	500		-
	Senior Advisor (SA)	99	1,000		-
	Organizational Advisor (OA)	99	1,500		2 Personally Sponsored Active Advisors
PHASE 2	Sr. Organizational Advisor (SOA)	200	2,500	1,250	2 Personally Sponsored Active Advisors
	Regional Advisor (RA)	200	4,000	2,000	2 Personally Sponsored Active Advisors
	Sr. Regional Advisor (SRA)	200	7,000	3,500	2 Personally Sponsored Active Advisors
	National Advisor (NA)	300	12,000	6,000	2 Personally Sponsored Active Advisors
PHASE 3	Sr. National Advisor (SNA)	300	25,000	12,500	3-4,000
	Executive Advisor (EA)	300	50,000	25,000	3-7,000
	Sr. Executive Advisor (SEA)	300	100,000	50,000	3-12,000
PHASE 4	Vice Presidential Advisor (VPA)*	300	200,000	100,000	4-12,000
	Presidential Advisor (PA)*	300	500,000	250,000	4-25,000

* Must be NewGenQ Qualified to maintain paid-as rank



Averé Offers MORE!

We introduce new incentives all the time to reward those who put their hard work, time, and love into making the company successful.

Bonuses

8 Powerful Ways to Earn!

Avere offers a number of bonuses to show our thanks to all Advisors who make the Avere family successful. Your hard work is what makes this revolution in health a reality.

It is important to note that some of these bonuses are paid out on a weekly, monthly, quarterly or a one-time basis.

- Retail Selling Bonus
- Personal Sales Bonus
- Averified Customer Bonus
- Product Pack Bonus
- Fast Start Bonuses
- Unilevel Bonuses
- Leader Building Bonus
- Infinity Bonus Pools

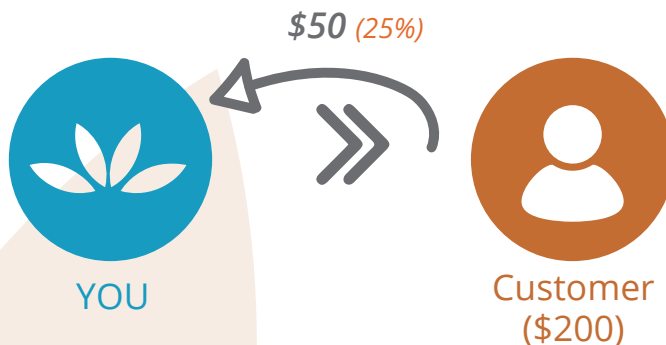
All Bonuses are only paid to Active, Qualified Advisors.

1-Retail Selling Bonus

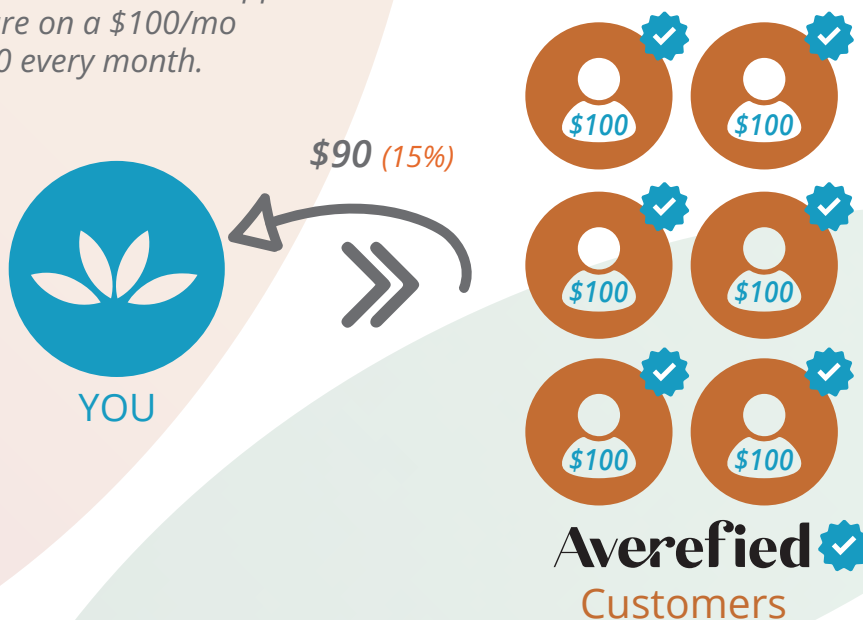
Paid Weekly

The Retail Selling Bonus is straight forward commission from a direct sale to a customer. As an Advisor, you will receive a 25% retail profit on products sold to regular customers, and a 15% retail profit on products sold to “Averefied Customers”.

Example 1: You sell Avere products to your coworkers and friends for \$200. Since these customers are not an autoship subscription (not Averefied), you will receive a 25% retail profit on these sales, earning you \$50.



Example 2: You enroll some customers in the Averefied program. Not only do the customers receive a discounted price, you earn a 15% retail profit on every order, from each customer when their order is shipped every month. So if 6 customers are on a \$100/mo subscription, you would earn \$90 every month.



2-Personal Sales Bonus

Paid Monthly

You qualify for a Personal Sales Bonus (in ADDITION to other earned bonuses) based on the volume of personal product sales you make.* This includes Averefied Customer purchases counted at full retail value. The greater the Personal Sales Volume (PV), the larger the percentage of the bonus.

**Enrollment Product Packs are excluded from accruing PV.*


<i>Requirement</i> <i>Personal Sales Volume</i>	<i>Percent</i> <i>of Total Retail Value</i>
.01 - 299.99	0%
300 - 549.99	3%
550 - 999.99	5%
1,000 - 1,499.99	8%
1,500 - 2,499.99	10%
2,500 +	12%


Example: In one month, you achieve a Personal Sales Volume of 850 which generates a 5% bonus of \$42.50 on top of all other bonuses earned.





Get **Averefied** and Get Rewarded!

Our convenient and money-saving monthly autoship subscription service is ideal for both Advisors and customers. Consistently using the products every month is the key to achieving the maximum result ... and our subscription service is the easiest way to ensure maximum benefits. Setting up a standing monthly order for products delivers the following advantages, and more:

Averefied  customers never worry about paying retail. As long as there's an active subscription for ANY product, these customers enjoy Preferred Customer pricing on ALL products.

Averefied  customers and Advisors never have to worry about running out of their favorite life-changing products.

Averefied  customers generate Averefied Customer Bonuses for you! These are paid as product credits known as **Averebucks** that you can spend just like cash in ordering your own products or gifting to others. When placing an order, instead of specifying a credit card for payment, the system will give you the option to use **Averebucks** instead.

Averefied  customers help ensure you have product volume you can count on each month!



3-Averefied Customer Bonus

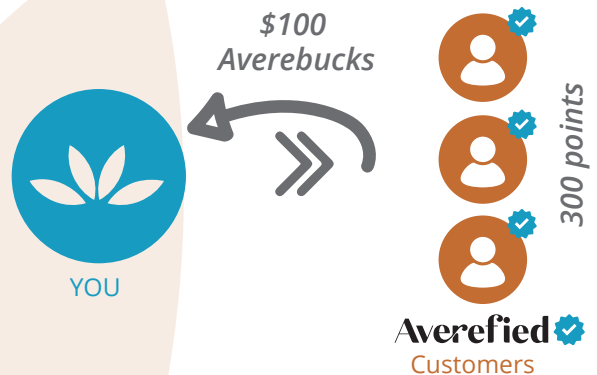
Paid Monthly

Product credits are an exciting way for Advisors to earn free products as your customers become Averefied. These credits can not only be applied to future product purchases, but also transferred to other Advisors in your team to motivate them.

We call these product credits “Averebucks”, and they can be redeemed for the purchase of products or to gift to others in your team as a way to motivate them. While they have no cash value, Averebucks can be used instead of cash to purchase products right from your own back office or to pay for your monthly autoship subscription.

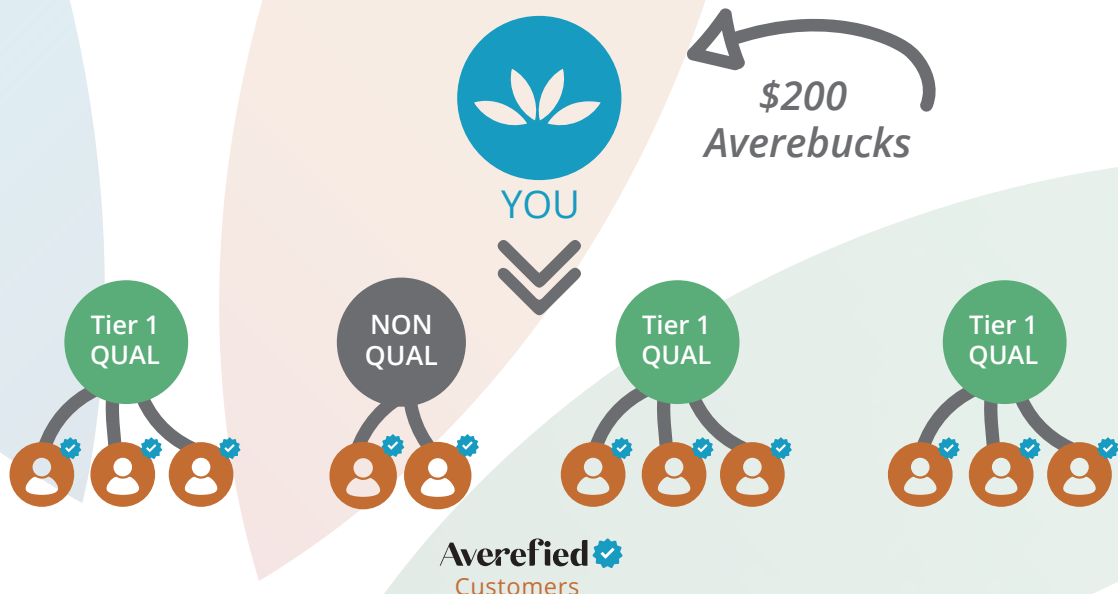
Tier 1 Bonus

Once you have enrolled 3 Averefied customers (with at least 300 combined points in Averefied product sales), you receive \$100 in product credit for every month you qualify.



Tier 2 Bonus

Once you are “Tier 1 Qualified” and three of your personally enrolled Advisors also become Tier 1 Qualified for the Averefied Customer Bonus, you will receive an additional \$200 in product credit for each qualification month on top of your Tier 1 Bonus.



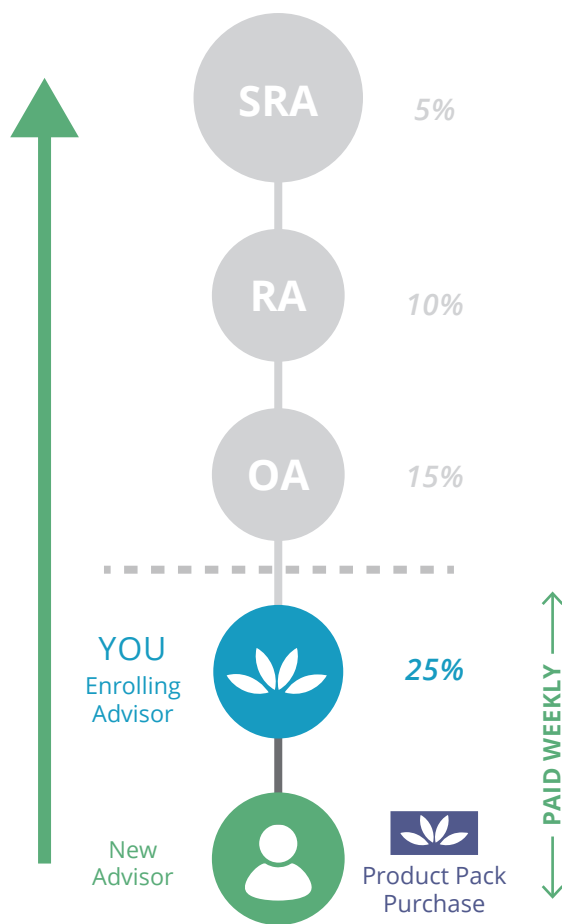
4-Product Pack Bonus

Paid Weekly*

You have an opportunity to earn a bonus for Product Packs sold to new Advisors in your group.** These money-saving packs also include the \$99.95 enrollment fee.***

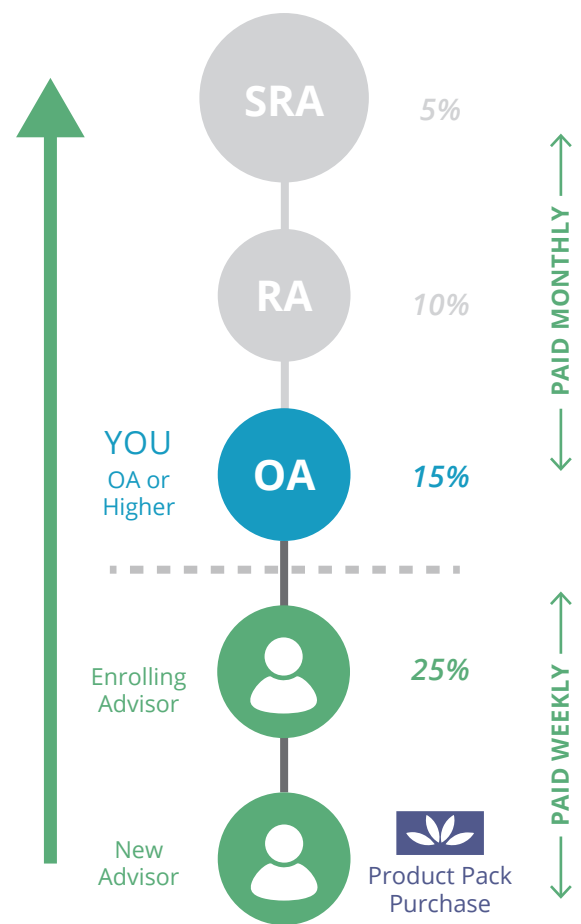
As an Advisor

When you personally enroll a new Advisor who purchases a Product Pack at enrollment, you receive 25% of the product purchase as a bonus.**



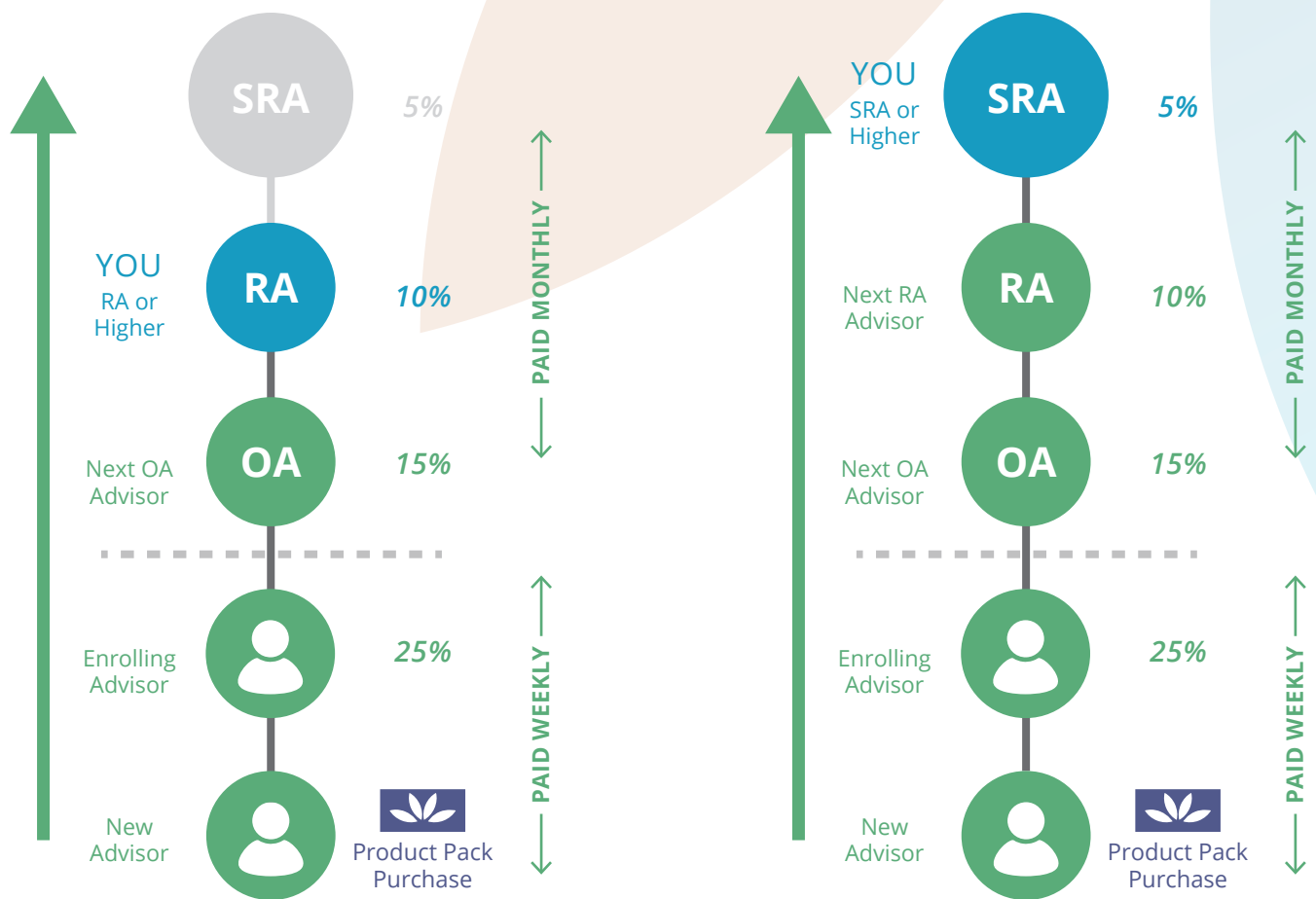
As an Organizational Advisor (OA)

When a member in your team (that you did not directly enroll) purchases a Product Pack, if you are the first Organizational Advisor (OA) or higher above the purchaser's enroller, you receive 10% of the product purchase as a bonus.**



As a Regional Advisor (RA) or Higher

When a member in your group (that you did not directly enroll) purchases a Product Pack, if you are the first Regional Advisor (RA) or higher above the purchaser's enroller, you receive 10% of the product purchase as a bonus and another 5% bonus is available to the next Senior Regional Advisor (SRA).** These leadership-based bonuses are paid out monthly.



*All rank-based bonuses are paid monthly.

**You can earn only one qualifying bonus per Product Pack purchase.

***The enrollment fee is non-commissionable.

5-Fast Start Bonuses

Paid Monthly

For those Advisors who really hit the ground running, Avere offers an exciting 90-day “Fast Start” program starting when you first enroll as an Advisor. The Fast Start Bonus offers many creative ways to earn based on your personal product sales and the product sales of those Advisors you directly enroll in Avere.

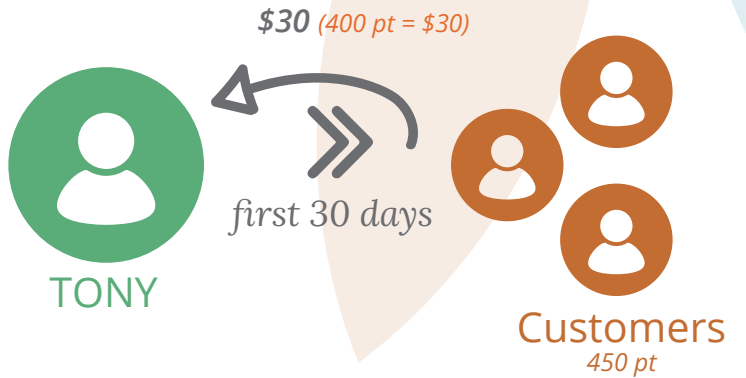
<i>Award Tier</i>	<i>Requirement</i>	<i>First 30 Days (Days 1-30)</i>	<i>Second 30 Days (Days 31-60)</i>	<i>Third 30 Days (Days 61-90)</i>
Customer Purchases	Each 400 pt Block of PV	\$30	\$20	\$10
Active Advisor	Each New Active Advisor	\$35	\$25	\$15
OA Advancement	First Achievement of OA	\$200	\$150	\$100

Customer Purchases

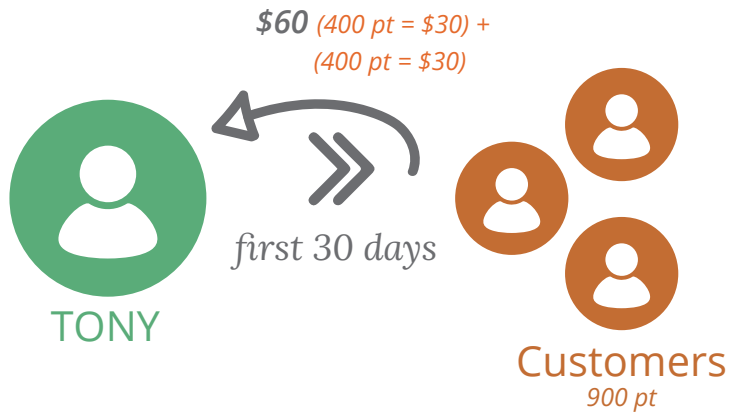
Upon your enrollment, or new targeted rank advancement, you can earn a Fast Start Bonus during the first 30 days (days 1-30), the second 30 days after that (days 31-60), and finally, the third set of 30 days after that (days 61-90).

Bonus amounts are calculated based on each block of 400 points in customer product purchases from retail customers and Avereified customers, during each of the 3 time periods.

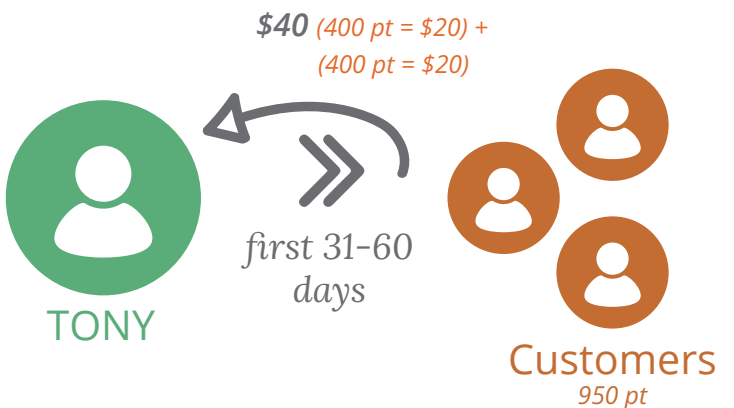
Example 1: Tony is a qualified Advisor who earns 450 product points from his customer purchases within his first 30 days of joining Avere. Since there is only one block of 400 points (out of 450 points) he receives a \$30 bonus.



Example 2: If Tony earned 900 product points from his customer purchases, he would receive a \$60 bonus (\$30 x 2), since there are two 400 point blocks in his total sales.



Example 3: Tony earns an additional 950 product points from his customer purchases in days 31-60. Tony receives an additional \$40 (\$20 x 2) since we can once again make two 400 point blocks from his sales in that period.





*Live Your Best Life
with Avere!*

Active Advisor Purchases

When a personally enrolled Advisor becomes Active through the purchase of products, you can earn an ADDITIONAL one-time bonus (per Active Advisor). The amount of the bonus is dependent upon the 30-day time period the qualifying volume of product is sold.



Organizational Advisor (OA) Achievement

Obtaining the rank of Organizational Advisor for the first time within your first 90 days brings an additional Fast Start Bonus! The amount of the bonus depends upon which 30-day time period it was achieved in.





*Become a Mentor and
Grow Together!*

Fast Start Matching / Mentor Bonuses

Organizational Advisor (OA) Achievement Match

An OA Achievement Match Bonus may be earned when an Active Advisor you directly enroll qualifies for the rank of Organizational Advisor within THEIR first 90 days (see “Fast Start Bonus” for details), regardless of the length of time YOU have been enrolled. You must also be qualified as an Organizational Advisor or higher at the time of achievement to qualify.

Matching OA Advancement Bonus	\$100	\$75	\$50
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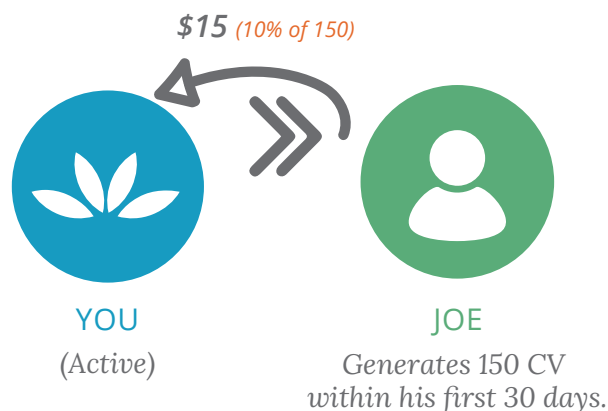
Example: You enroll as an Avere Advisor and enroll your brother, Jake, as an Avere Advisor 6 months later. Within his first 30 days, Jake qualifies as an Organizational Advisor. You receive a \$100 bonus since Jake qualified as an Organizational Advisor in the first 30-day time period of his joining.



Fast Start Mentor Bonus

When a personally enrolled Advisor is in their first 90 days of enrollment (their Fast Start Period), you get an additional 10% bonus on the commissionable sales volume generated by the Advisor (and/or their customers) during this period*. This bonus is in addition to all other bonuses!

Example: You have been an Avere Advisor for a year and enroll a new acquaintance, Joe, as an Avere Advisor. Within his first 30 days, Joe generated 150 points in Commissionable Sales Volume (CV). You earn an extra 10% (\$15) on that volume!



*Advisor receiving Fast Start Mentor Bonus must be active.

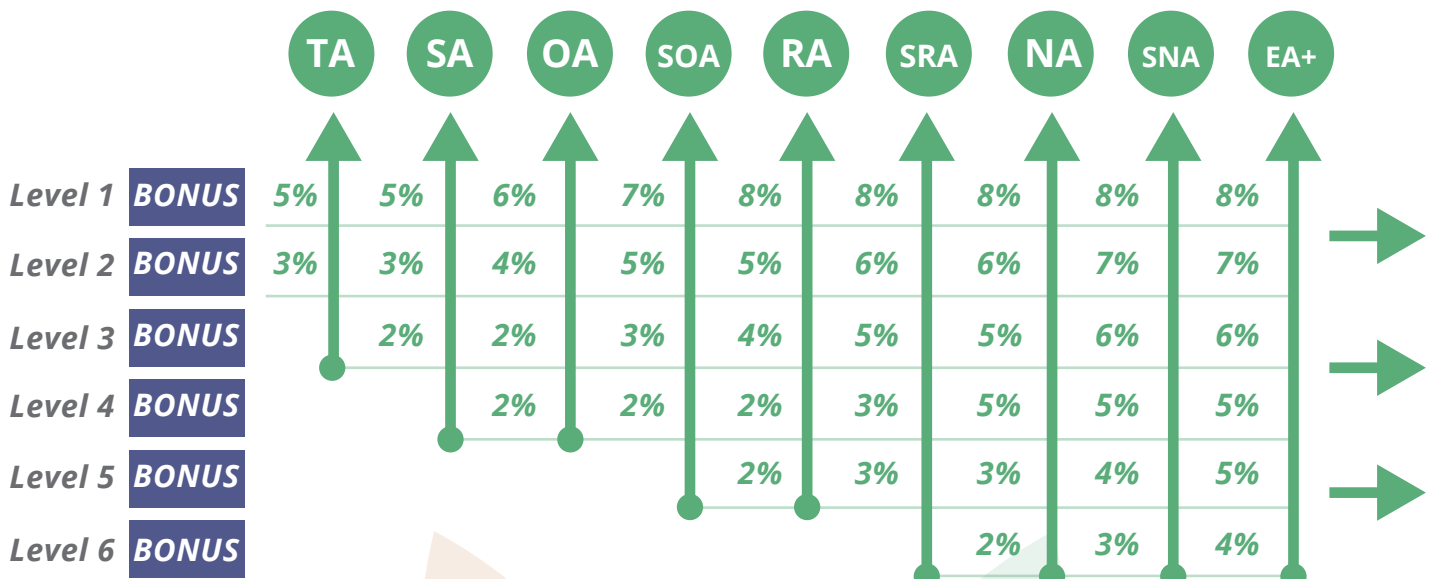
6-Unilevel Bonus

Paid Monthly

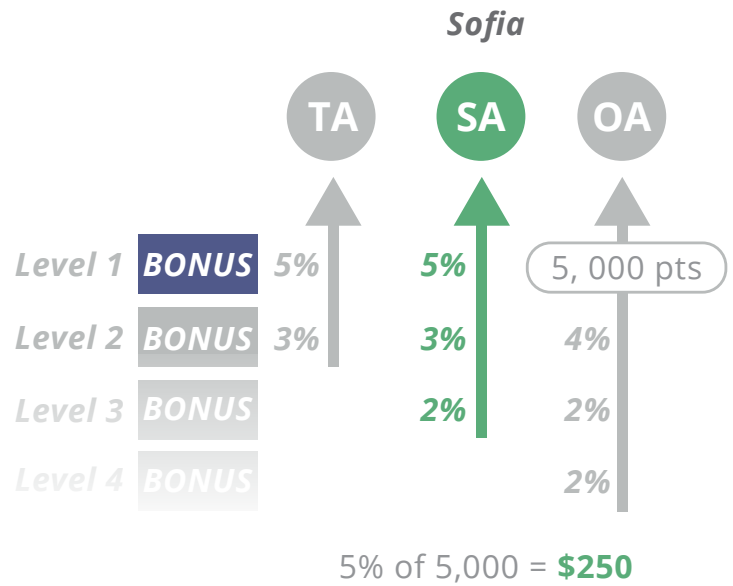
Avere's Unilevel Bonus offers some exciting rewards for Advisors who help their team grow and collectively sell Avere products. You are able to earn a percentage of the Commissionable Sales Volume (CV) of your entire team.

The higher you advance in rank, the higher your bonus percentage can be! Not to mention as you increase in rank you also increase the number of levels that are included in the bonus, ultimately allowing you to reach up to 6 LEVELS DEEP!

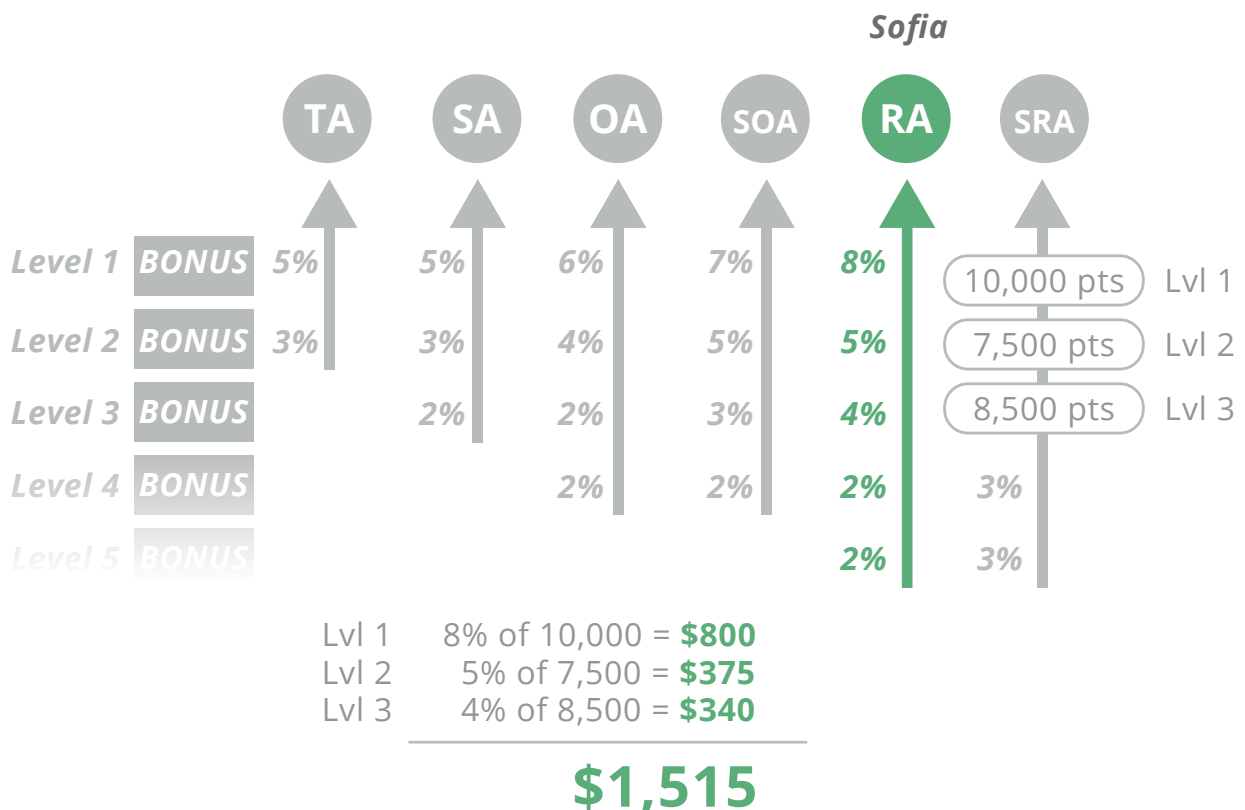
Refer to the chart to see the bonus percentage of each level, and the number of levels included, based on your paid-as rank for the qualifying period. Advisors must be Active to receive this bonus.



Example 1: Sofia is a Senior Advisor (SA) and the total Commissionable Sales Volume (CV) from her team is 5,000 pts (Level 1). Sofia earns 5% of 5,000 = \$250.



Example 2: Sofia qualifies as a Regional Advisor (RA) which requires 2 qualified legs. Commissionable Sales Volume (CV) for Level 1 is 10,000 pts, earning her 8% of 10,000 = \$800 for Level 1. Her Level 2 CV is 7,500 pts, earning her 5% of 7,500 = \$375. Her Level 3 CV is 8,500 pts, earning her 4% of 8,500 pts = \$340. Sofia's total Unilevel Bonus for the month would be **\$1,515** (\$800 + \$375 + \$340).



7-Leader Building Bonus

Paid Monthly

The Leader Building Bonus is an incentive for Avere Advisors who maintain a paid-as rank of Sr. Regional Advisor (or higher). You'll receive a fixed bonus amount each and every month, based upon your paid-as rank (see below).*

**The first time an Advisor promotes to the rank of SRA, they will receive an EXTRA one-time \$250 bonus for that month.*

Fixed Bonus

SRA	NA	SNA	EA	SEA	VPA	SVPA
\$250*	\$500	\$1,000	\$2,000	\$3,500	\$5,000	\$7,500

***\$500**
*in your
first month*

Example: Raisa is a Regional Advisor (RA) and is promoted to Senior Regional Advisor (SRA). This qualifies her for a \$250 bonus for the month. Since Raisa hadn't reached SRA before, she also receives a one-time bonus of \$250. Raisa's total monthly bonus is \$500. If she maintains the rank of SRA, Raisa will continue to receive \$250 for each qualifying month.



8-Bonus Pools

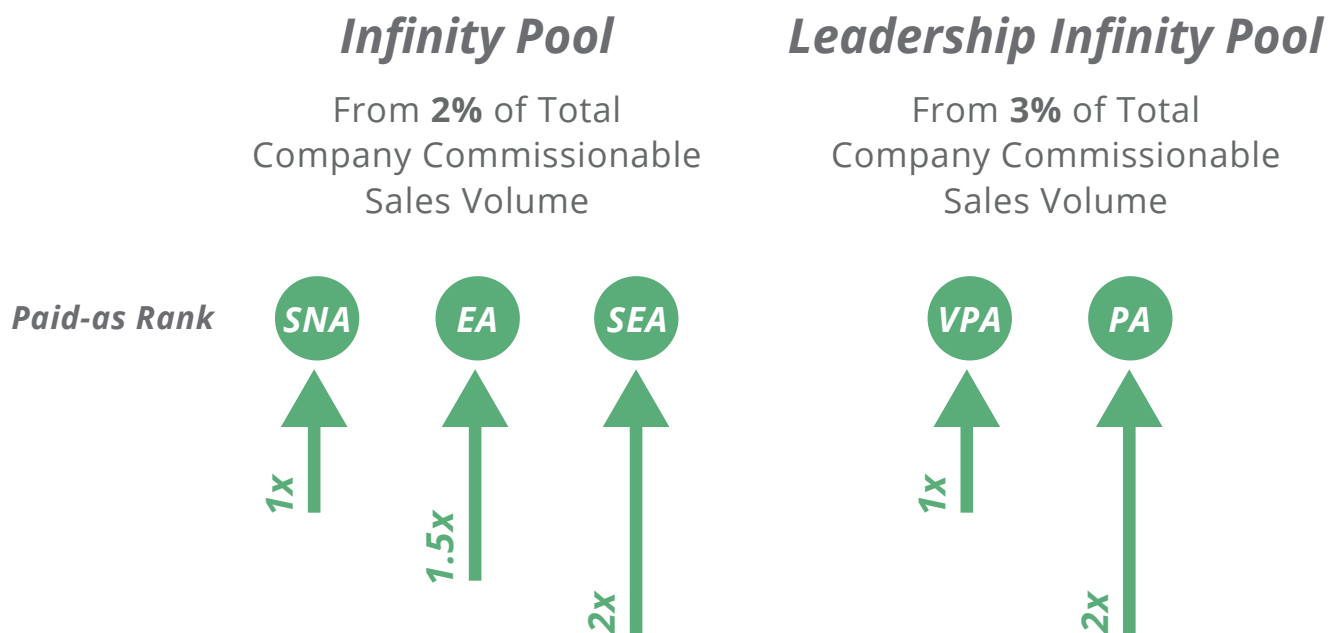
Paid Quarterly

Avere's top leaders enjoy the ability to participate in the overall success of the company with two powerful "profit-sharing-like" bonuses referred to as Pools. This starts with the Infinity Pool for Sr. National Advisors (SNA) through Sr. Executive Advisors (SEA) while our Vice Presidential Advisors (VPA) and Presidential Advisors (PA) enjoy the exclusive Leadership Infinity Pool.

Both of these lucrative bonuses reward leaders for building and supporting their teams beyond their Unilevel organization and can go infinite levels deep giving them the freedom to not only enjoy the benefits of unlimited income, but also be rewarded for the success of the entire company and not just their organization.

Title Multiplier

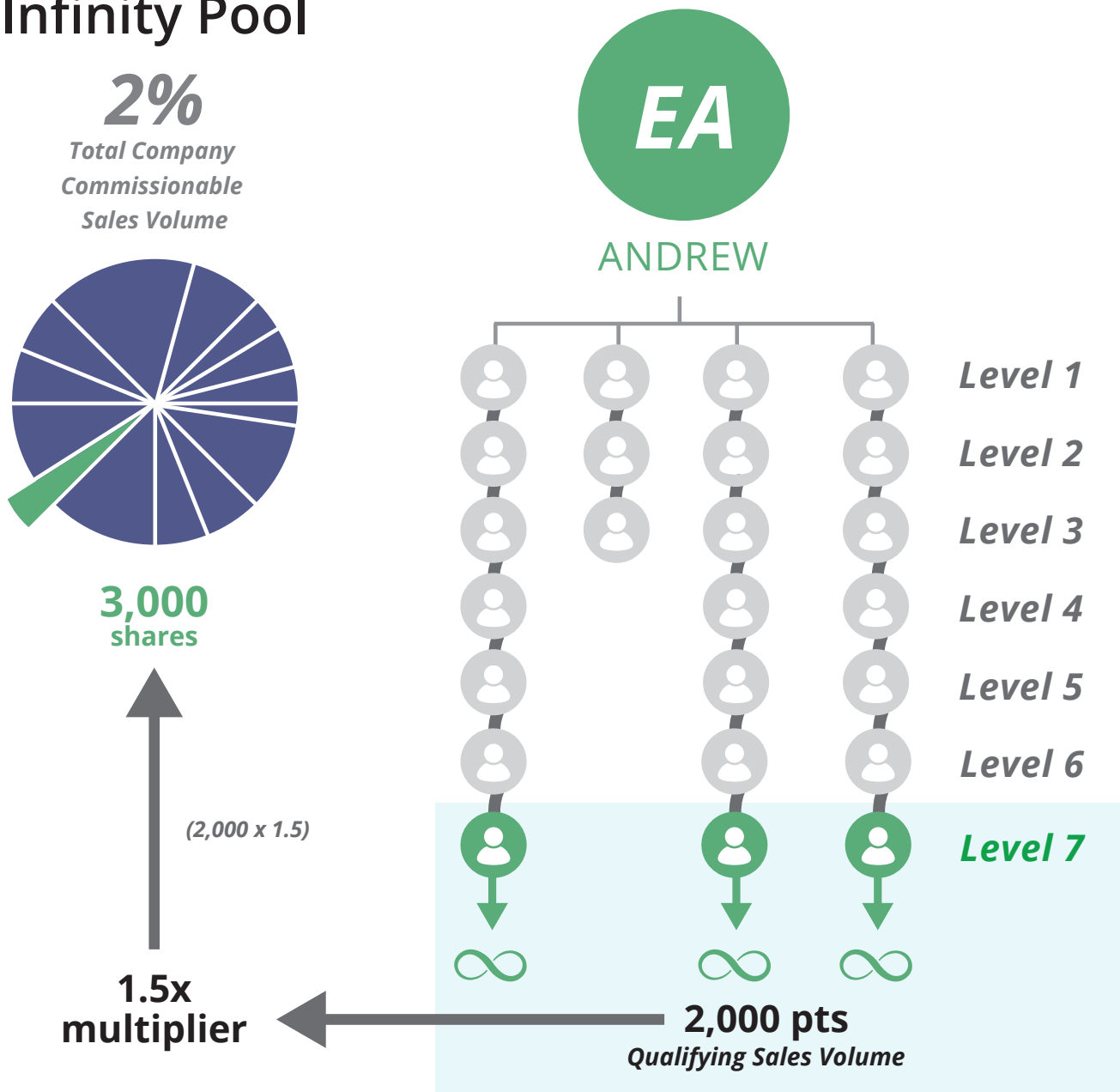
As you gain higher paid-as titles, a multiplier is applied to your Qualifying Sales Volume (QV), increasing your participation in the pool!* Refer to the chart below for multiplier details.



**No individual Advisor may earn more than 25% of either pool. Pool amount and payout percentages are subject to change at the discretion of the company.*

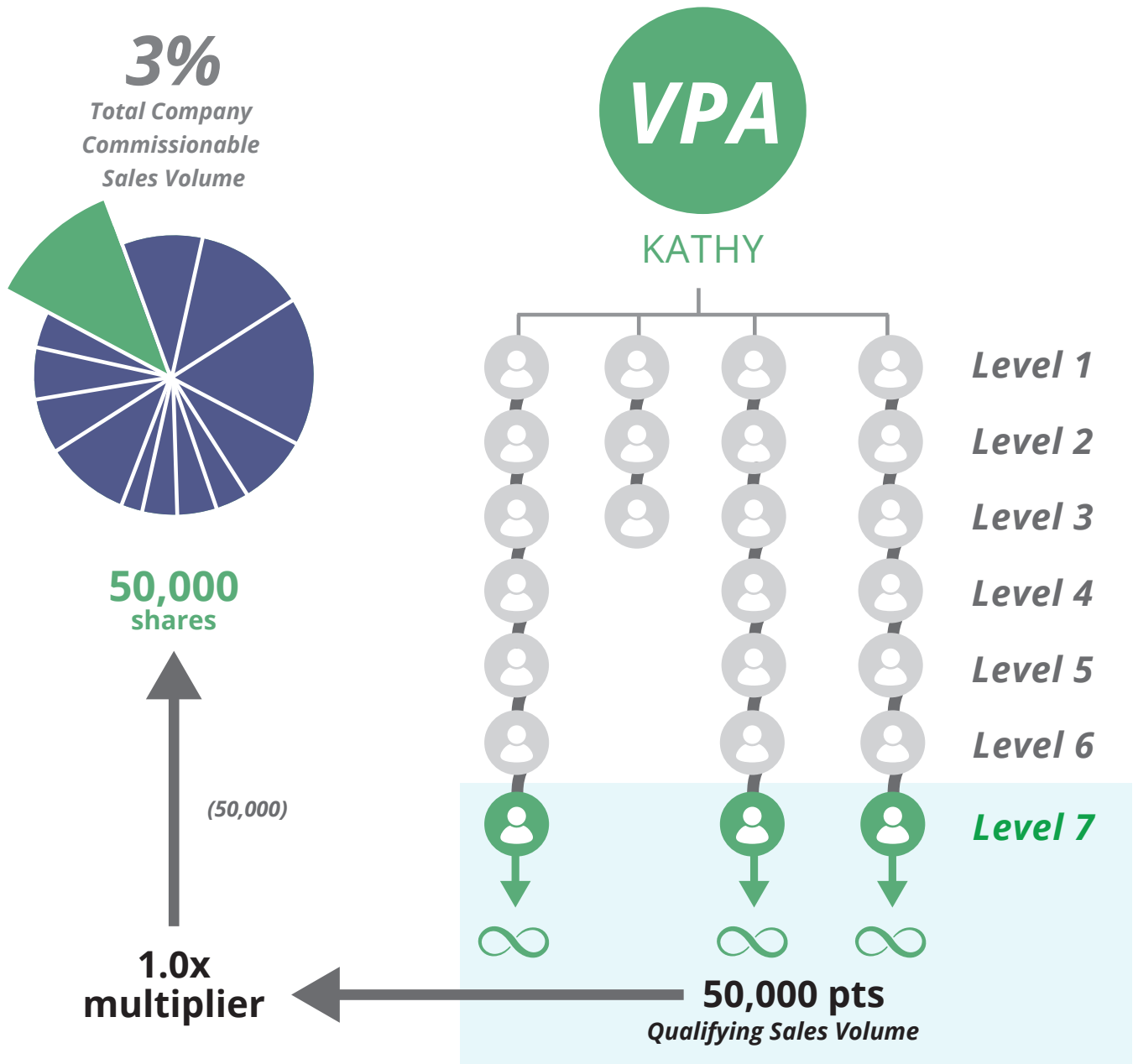
Example 1: Andrew, an Executive Advisor (EA), generates 2,000 pts based on the collective qualifying volume generated by all his 7th level teammates and below. This would provide 2,000 shares in the Infinity Pool - but thanks to Andrew's paid-as title of EA, he gets to apply a multiplier of 1.5x to his share count, bringing the total participating shares to 3,000 (2,000 x 1.5).

Infinity Pool



Example 2: Kathy, a Vice Presidential Advisor (VPA), generates 50,000 pts based on the collective qualifying volume generated by all her 7th level teammates and below. This would provide 50,000 shares in the Leadership Infinity Pool. With her paid-as title of VPA, she does not qualify for a multiplier. This means her total participating shares remain at 50,000.

Leadership Infinity Pool





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