

## MANAGEMENT COMPENSATION STRUCTURE / TIER 2 - HR SPECIALIST

*By Invitation Only - Offered thru ECO JOB CORPS and supported by GLOBAL ENVIRONMENTAL NETWORK*

(Projections are based on GEN Memberships, auto placement and third party fully managed membership profiles. Product sales are not included.)

MANAGEMENT TIERS + PAY STRUCTURES	Target Levels	20% Buy In	18% HR 1	4% HR 2	GEN Level 1	FACE VALUE	72% EST. Convert	Q1 GEN EST. REV.	Q2 GEN EST. REV.	Q3 GEN EST. REV.	Q4 GEN EST. REV.	1ST YR. EST. REV.	2ND YR. EST. REV.	3RD YR. EST. REV.	
<b>GROUP 3</b>	<b>G3E</b>	\$ 540,000	\$ 108,000	\$ 19,440	\$ 4,320	6,000	\$ 108,000	\$77,760	\$ 5,642	\$ 16,914	\$ 30,254	\$ 46,239	\$99,050	\$392,498	\$810,415
	<b>G3D</b>	\$ 450,000	\$ 90,000	\$ 16,200	\$ 3,600	5,000	\$ 90,000	\$64,800	\$ 4,691	\$ 14,061	\$ 25,151	\$ 38,440	\$82,343	\$326,293	\$673,719
	<b>G3C</b>	\$ 360,000	\$ 72,000	\$ 12,960	\$ 2,880	4,000	\$ 72,000	\$51,840	\$ 3,773	\$ 11,310	\$ 20,230	\$ 30,919	\$66,232	\$262,453	\$541,904
	<b>G3B</b>	\$ 270,000	\$ 54,000	\$ 9,720	\$ 2,160	3,000	\$ 54,000	\$38,880	\$ 2,821	\$ 8,457	\$ 15,127	\$ 23,120	\$49,525	\$196,249	\$405,208
	<b>G3A</b>	\$ 180,000	\$ 36,000	\$ 6,480	\$ 1,440	2,000	\$ 36,000	\$25,920	\$ 1,869	\$ 5,604	\$ 10,024	\$ 15,320	\$32,818	\$130,044	\$268,511
<b>GROUP 2</b>	<b>G2E</b>	\$ 252,000	\$ 50,400	\$ 9,072	\$ 2,016	2,800	\$ 50,400	\$36,288	\$ 2,617	\$ 7,846	\$ 14,033	\$ 21,448	\$45,945	\$182,062	\$375,915
	<b>G2D</b>	\$ 216,000	\$ 43,200	\$ 7,776	\$ 1,728	2,400	\$ 43,200	\$31,104	\$ 2,243	\$ 6,725	\$ 12,029	\$ 18,384	\$39,381	\$156,053	\$322,213
	<b>G2C</b>	\$ 180,000	\$ 36,000	\$ 6,480	\$ 1,440	2,000	\$ 36,000	\$25,920	\$ 1,869	\$ 5,604	\$ 10,024	\$ 15,320	\$32,818	\$130,044	\$268,511
	<b>G2B</b>	\$ 144,000	\$ 28,800	\$ 5,184	\$ 1,152	1,600	\$ 28,800	\$20,736	\$ 1,496	\$ 4,483	\$ 8,019	\$ 12,256	\$26,254	\$104,036	\$214,809
	<b>G2A</b>	\$ 108,000	\$ 21,600	\$ 3,888	\$ 864	1,200	\$ 21,600	\$15,552	\$ 1,122	\$ 3,363	\$ 6,014	\$ 9,192	\$19,691	\$78,027	\$161,107
<b>GROUP 1</b>	<b>G1E</b>	\$ 135,000	\$ 27,000	\$ 4,860	\$ 1,080	1,500	\$ 27,000	\$19,440	\$ 1,394	\$ 4,178	\$ 7,472	\$ 11,421	\$24,464	\$96,942	\$200,163
	<b>G1D</b>	\$ 108,000	\$ 21,600	\$ 3,888	\$ 864	1,200	\$ 21,600	\$15,552	\$ 1,122	\$ 3,363	\$ 6,014	\$ 9,192	\$19,691	\$78,027	\$161,107
	<b>G1C</b>	\$ 81,000	\$ 16,200	\$ 2,916	\$ 648	900	\$ 16,200	\$11,664	\$ 850	\$ 2,547	\$ 4,556	\$ 6,964	\$14,917	\$59,111	\$122,050
	<b>G1B</b>	\$ 54,000	\$ 10,800	\$ 1,944	\$ 432	600	\$ 10,800	\$7,776	\$ 544	\$ 1,630	\$ 2,916	\$ 4,457	\$9,547	\$37,831	\$78,112
	<b>G1A</b>	\$ 27,000	\$ 5,400	\$ 972	\$ 216	300	\$ 5,400	\$3,888	\$ 442	\$ 1,325	\$ 2,369	\$ 3,621	\$7,757	\$30,738	\$63,466

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