

ASSOCIATE COMPENSATION STRUCTURE / TIER 3 - 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.)

ASSOCIATE LEVELS + PAY STRUCTURES	Target Levels	20% Buy In	20% HR 1	5% 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.	
LEVEL 3	L3E	\$ 207,000	\$41,400	\$ 8,280	\$ 2,070	2,300	\$41,400	\$29,808	\$ 2,163	\$ 6,484	\$11,597	\$17,725	\$37,969	\$150,458	\$310,659
	L3D	\$ 180,000	\$36,000	\$ 7,200	\$ 1,800	2,000	\$36,000	\$25,920	\$ 1,881	\$ 5,638	\$10,085	\$15,413	\$33,017	\$130,833	\$270,138
	L3C	\$ 162,000	\$32,400	\$ 6,480	\$ 1,620	1,800	\$32,400	\$23,328	\$ 1,693	\$ 5,074	\$ 9,076	\$13,872	\$29,715	\$117,749	\$243,125
	L3B	\$ 144,000	\$28,800	\$ 5,760	\$ 1,440	1,600	\$28,800	\$20,736	\$ 1,505	\$ 4,511	\$ 8,068	\$12,330	\$26,413	\$104,666	\$216,111
	L3A	\$ 126,000	\$25,200	\$ 5,040	\$ 1,260	1,400	\$25,200	\$18,144	\$ 1,317	\$ 3,947	\$ 7,059	\$10,789	\$23,112	\$91,583	\$189,097
LEVEL 2	L2E	\$ 117,000	\$23,400	\$ 4,680	\$ 1,170	1,300	\$23,400	\$16,848	\$ 1,223	\$ 3,665	\$ 6,555	\$10,019	\$21,461	\$85,041	\$175,590
	L2D	\$ 108,000	\$21,600	\$ 4,320	\$ 1,080	1,200	\$21,600	\$15,552	\$ 1,128	\$ 3,383	\$ 6,051	\$ 9,248	\$19,810	\$78,500	\$162,083
	L2C	\$ 99,000	\$19,800	\$ 3,960	\$ 990	1,100	\$19,800	\$14,256	\$ 1,034	\$ 3,101	\$ 5,547	\$ 8,477	\$18,159	\$71,958	\$148,576
	L2B	\$ 90,000	\$18,000	\$ 3,600	\$ 900	1,000	\$18,000	\$12,960	\$ 940	\$ 2,819	\$ 5,042	\$ 7,707	\$16,508	\$65,416	\$135,069
	L2A	\$ 81,000	\$16,200	\$ 3,240	\$ 810	900	\$16,200	\$11,664	\$ 846	\$ 2,537	\$ 4,538	\$ 6,936	\$14,858	\$58,875	\$121,562
LEVEL 1	L1G	\$ 72,000	\$14,400	\$ 2,880	\$ 720	800	\$14,400	\$10,368	\$ 752	\$ 2,255	\$ 4,034	\$ 6,165	\$13,207	\$52,333	\$108,055
	L1F	\$ 63,000	\$12,600	\$ 2,520	\$ 630	700	\$12,600	\$9,072	\$ 658	\$ 1,973	\$ 3,530	\$ 5,395	\$11,556	\$45,791	\$94,548
	L1E	\$ 54,000	\$10,800	\$ 2,160	\$ 540	600	\$10,800	\$7,776	\$ 564	\$ 1,691	\$ 3,025	\$ 4,624	\$9,905	\$39,250	\$81,042
	L1D	\$ 45,000	\$ 9,000	\$ 1,800	\$ 450	500	\$ 9,000	\$6,480	\$ 470	\$ 1,410	\$ 2,521	\$ 3,853	\$8,254	\$32,708	\$67,535
	L1C	\$ 36,000	\$ 7,200	\$ 1,440	\$ 360	400	\$ 7,200	\$5,184	\$ 376	\$ 1,128	\$ 2,017	\$ 3,083	\$6,603	\$26,167	\$54,028
	L1B	\$ 27,000	\$ 5,400	\$ 1,080	\$ 270	300	\$ 5,400	\$3,888	\$ 282	\$ 846	\$ 1,513	\$ 2,312	\$4,953	\$19,625	\$40,521
	L1A	\$ 18,000	\$ 3,600	\$ 720	\$ 180	200	\$ 3,600	\$2,592	\$ 188	\$ 564	\$ 1,008	\$ 1,541	\$3,302	\$13,083	\$27,014

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