

MANAGEMENT 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.)

MANAGEMENT TIERS + 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.	
GROUP 3	G3E	\$ 540,000	\$ 108,000	\$ 21,600	\$ 5,400	6,000	\$ 108,000	\$77,760	\$ 5,642	\$ 16,914	\$ 30,254	\$ 46,239	\$99,050	\$392,498	\$810,415
	G3D	\$ 450,000	\$ 90,000	\$ 18,000	\$ 4,500	5,000	\$ 90,000	\$64,800	\$ 4,691	\$ 14,061	\$ 25,151	\$ 38,440	\$82,343	\$326,293	\$673,719
	G3C	\$ 360,000	\$ 72,000	\$ 14,400	\$ 3,600	4,000	\$ 72,000	\$51,840	\$ 3,773	\$ 11,310	\$ 20,230	\$ 30,919	\$66,232	\$262,453	\$541,904
	G3B	\$ 270,000	\$ 54,000	\$ 10,800	\$ 2,700	3,000	\$ 54,000	\$38,880	\$ 2,821	\$ 8,457	\$ 15,127	\$ 23,120	\$49,525	\$196,249	\$405,208
	G3A	\$ 180,000	\$ 36,000	\$ 7,200	\$ 1,800	2,000	\$ 36,000	\$25,920	\$ 1,869	\$ 5,604	\$ 10,024	\$ 15,320	\$32,818	\$130,044	\$268,511
GROUP 2	G2E	\$ 252,000	\$ 50,400	\$ 10,080	\$ 2,520	2,800	\$ 50,400	\$36,288	\$ 2,617	\$ 7,846	\$ 14,033	\$ 21,448	\$45,945	\$182,062	\$375,915
	G2D	\$ 216,000	\$ 43,200	\$ 8,640	\$ 2,160	2,400	\$ 43,200	\$31,104	\$ 2,243	\$ 6,725	\$ 12,029	\$ 18,384	\$39,381	\$156,053	\$322,213
	G2C	\$ 180,000	\$ 36,000	\$ 7,200	\$ 1,800	2,000	\$ 36,000	\$25,920	\$ 1,869	\$ 5,604	\$ 10,024	\$ 15,320	\$32,818	\$130,044	\$268,511
	G2B	\$ 144,000	\$ 28,800	\$ 5,760	\$ 1,440	1,600	\$ 28,800	\$20,736	\$ 1,496	\$ 4,483	\$ 8,019	\$ 12,256	\$26,254	\$104,036	\$214,809
	G2A	\$ 108,000	\$ 21,600	\$ 4,320	\$ 1,080	1,200	\$ 21,600	\$15,552	\$ 1,122	\$ 3,363	\$ 6,014	\$ 9,192	\$19,691	\$78,027	\$161,107
GROUP 1	G1E	\$ 135,000	\$ 27,000	\$ 5,400	\$ 1,350	1,500	\$ 27,000	\$19,440	\$ 1,394	\$ 4,178	\$ 7,472	\$ 11,421	\$24,464	\$96,942	\$200,163
	G1D	\$ 108,000	\$ 21,600	\$ 4,320	\$ 1,080	1,200	\$ 21,600	\$15,552	\$ 1,122	\$ 3,363	\$ 6,014	\$ 9,192	\$19,691	\$78,027	\$161,107
	G1C	\$ 81,000	\$ 16,200	\$ 3,240	\$ 810	900	\$ 16,200	\$11,664	\$ 850	\$ 2,547	\$ 4,556	\$ 6,964	\$14,917	\$59,111	\$122,050
	G1B	\$ 54,000	\$ 10,800	\$ 2,160	\$ 540	600	\$ 10,800	\$7,776	\$ 544	\$ 1,630	\$ 2,916	\$ 4,457	\$9,547	\$37,831	\$78,112
	G1A	\$ 27,000	\$ 5,400	\$ 1,080	\$ 270	300	\$ 5,400	\$3,888	\$ 442	\$ 1,325	\$ 2,369	\$ 3,621	\$7,757	\$30,738	\$63,466

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