



## TESLA WAVE Compensation Plan Guide

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This guide is a part of, and incorporates by reference, the TESLA WAVE Agreement, Policies & Procedures, and Terms & Conditions. It is intended to provide a detailed explanation of each of the Bonuses & Commissions offered by Tesla Wave to its distributor Members, including the various qualifications required, how they are calculated, and where appropriate, examples on how they work. As with all detailed explanations, there are advanced concepts, and specific language is used to explain certain things. It is highly recommended that the Member start by reviewing the Definitions and Rank Requirements at the end of the document so they are familiar with the basic ideas and language as they read through this document.

All bonuses, commissions, and earnings may be voided in the event of fraud or manipulation by any Member and or 3rd parties.

Should the Member have any questions, they are encouraged to contact their Enroller, or Tesla Wave for clarification. All documents are intended to be in the English language, and translation to another language English controls any conflict of terms or usage.

### ORDERING PLATFORM

- Non Member Experiment Section - *Prices are all inclusive*  
\$188 / Body SIMs
- Distributor Section - *Prices are all inclusive*  
Starter Pack, \$288, Get 2 sets of Body SIMs  
Pro Pack, \$888, Get 8 sets of Body SIMs & 6 months activity  
Legend Pack, \$2888, Get 30 sets of Body SIMs & 12 months activity
- Distributor Auto Ship Section - *Prices are all inclusive*  
\$128 / Body SIMs  
Starter Pack, \$288, Get 2 sets of Body SIMs  
Pro Pack, \$888, Get 8 sets of Body SIMs & 6 months activity  
Legend Pack, \$2888, Get 30 sets of Body SIMs & 12 months activity
- Online Shopping Mall  
Tokens can only be used to obtain products

### MAINTAINING ACTIVE STATUS

Distributor must buy Auto Ship on or before their anniversary date. Enroll on the 31st considers the last day of each month for Auto Ship; enroll on the 29th to 30th, anniversary date would be the 28th in the month of February. Missing any monthly Auto Ship will result in losing active status; distributor cannot earn nor access any of the bonuses. To reactivate the account, Distributor must pay for all the missing Auto Ships multiply by two; Distributor reaching the rank of Silver to Sapphire must pay for all the missing Auto Ships multiply by five; Distributor reaching the rank of Diamond and above must pay for all the missing Auto Ships multiply by ten. For example, if you are Silver and missing 3 months of Auto Ships, you need to buy \$128x3x2; if you are Double Diamond and missing 2 month of Auto Ships, you need to buy \$128x2x10.



## **BONUS CALCULATION**

“All inclusive” prices include sales taxes, VAT for some countries, and Shipping & Handling. Company reserves 30% of the inclusive prices to account for those costs; therefore, bonus calculation will base on 70% of Purchase Amount. All of sales dollar amount will be multiply by 0.7 before calculating with the bonus percentage earned.

### **Seven ways to earn bonuses in Tesla Wave**

#### **1. ENROLL BONUS**

This bonus is designed to provide immediate rewards for our active business builders.

##### Qualification

To be eligible for this bonus a member must meet the following conditions:

Be in good standing with Tesla Wave, adhering to all of the Tesla Wave Policies, Procedures, Terms and conditions.

Be Active in the periods the Enroll Bonus is generated and in the periods the Bonus is paid.  
Have personally purchased a designated qualifying pack to be eligible to earn the Enroll Bonus at any given percentage.

Personally Enroll a new IBC who purchases a qualifying Enrollment Pack, or  
Be in the Personal Enrollment Tree (PET) upline of a newly enrolled distributor, within the number of compressed Levels that you are qualified and eligible to earn the Enroll Bonus Rewards.

##### Bonus Structure

Each Distributor that meets the qualification may be eligible to earn the Enroll Bonus for each new distributor or the pack repurchase in their PET, based upon their individual qualification, the pack purchased by the new member, and how many PET Levels away the new distributor is, as displayed in the following table:

<b>Starter Pack</b>	<b>Qualification %</b>
<b>Starter \$288</b>	<b>5%</b>
<b>Pro \$888</b>	<b>10%</b>
<b>Legend \$2888</b>	<b>30%</b>



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Any given Distributor may only receive one level of this bonus per Enrollment event.

As an example, if a Distributor bought \$2888 pack to begin with, and sign up a new distributor with \$2888 pack, they would be able to earn 30% of the factoring sales amount:  
 $\{\$2888 \times 0.7 \times 30\% \} = \$606.48$

Another example, if a Distributor bought \$888 pack to begin with, and sign up a new distributor with \$2888 pack, they would be able to earn 10% of the factoring sales amount:  
 $\{\$2888 \times 0.7 \times 10\% \} = \$202.16$

The upline who bought \$2888 pack can earn the rest of 20% from this new sign up:  
 $\{\$2888 \times 0.7 \times 20\% \} = \$404.32$

### Frequency of Payout

This bonus pays out on a Weekly basis, following the Tesla Wave Commission schedule.

### Special Notes:

If a member or customer returns any pack that includes Enroll Bonus, or other Promotional Bonus, Upline member accounts may be debited for any earnings they have received in relation to that transaction. Distributor can earn Enroll bonus on any repeating pack orders of their downline PET.

## 2. GROUP SALES BONUS

This bonus is designed to reinforce the values of duplication and teamwork. It will be helpful for the Member to review the Definitions at the end of this document, as certain key terms and concepts are explained there.

### Qualification

To earn Group Sales Bonus, a Distributor must meet all of the following conditions:

Be in good standing with Tesla Wave, adhering to all of the Tesla Wave Policies and Procedures.

Be Active with in the period Group Sales Bonus is calculated and the period the bonus is paid. Attain the Rank of Silver or higher.

### Bonus structure

When a Distributor personally enroll 3 new distributors and have accumulated Group Sales \$ more than \$30,000, the Distributor will achieve the rank of Silver and can earn 3% of the Group Sales Bonus. The Distributor can keep the rank for lifetime as long as they maintain Active Status.



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Personally enroll 3 more and 2 of those PET reach the rank requirement, the Distributor can move up the rank. PET1 distributors are not required to be Active to count as #PET1, refer to the following table:

Rank	#PET1	PET1 Rank Requirement	Accumulated Group \$	Up & Capped %
Silver	3	-	\$30,000	3%
Gold	6	2 Silver	-	6%
Ruby	9	2 Gold	-	9%
Emerald	12	2 Ruby	-	12%
Sapphire	15	2 Emerald	-	15%

As an example, if the Distributor achieved the rank of Silver with the Group Sales of \$10,000 this week, they would earn 3% of the Group Sales Bonus:

$$\{10,000 \times 0.7 \times 3\% \} = \$210$$

If the Distributor's upline achieved the rank of Ruby, they would receive earn 6% (9%-3% that the Silver rank already taken):

$$\{10,000 \times 0.7 \times 6\% \} = \$420$$

#### Frequency of Payout

This bonus pays out on a Weekly basis, following the Tesla Wave Bonus schedule.

#### Expiration of Accumulated Group Sales \$

Accumulated Group Sales \$ will accumulate over time as long as Distributor maintain Active status. It is critically important for each Member to remain Active. It is the individual Members responsibility to maintain their Active status and manage their individual qualification. THE COMPANY IS NOT RESPONSIBLE FOR THE CONSEQUENCES OF A MEMBER BECOMING INACTIVE OR UNQUALIFIED, AND ONCE ACCUMULATED GROUP SALES \$ HAS EXPIRED, IT CANNOT BE RESTORED.

### 3. MATCHING BONUS

The 1<sup>st</sup> or the closest upline will get 1% of own organization group sales when reach qualified compression Group Bonus. This bonus is designed to encourage and reward



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Tesla Wave successful leaders for mentoring and developing the leadership in their Downlines' team. This includes teaching the principles of enrolling as an ongoing activity, regardless of Rank, as well as demonstrating the power of working closely as a team to set and achieve goals together.

### Qualifications

To be eligible for this bonus a member must meet all of the following conditions:

Be in good standing with Tesla Wave, adhering to all of the Tesla Wave Policies and Procedures.

Be Active with in the period Matching Bonus is calculated and the period the bonus is paid. Attain the Rank of Silver or higher.

Have Earned the Rank of SILVER or higher in the Calendar Month the Team Match is being calculated on.

A Member is eligible to earn the matching bonus for any given Rank in the week they meet the criteria for that Rank.

### Bonus Structure

Each Member that meets the qualifications of Silver to Sapphire rank may be eligible to earn a "Matching" percentage of 1% of total Group Sales.

The Group Sales Bonus and Matching Bonus are calculate from bottom up. Any given Distributor may only receive either Group Sales Bonus OR Matching Bonus per week.

As an example, if the Distributor (Upline) achieved the rank of Emerald so as their PET1 (Downline), and with the Group Sales is \$10,000 this week, the Upline Distributor earn Matching bonus of 1% of the Group Sales Bonus:

$$\{10,000 \times 0.7 \times 1\% \} = \$70$$

### Frequency of Payout

This bonus pays out on a Weekly basis, following the Tesla Wave Bonus schedule.

## 4. POOL BONUS

The Pool Bonus is divided for all Leaders who earn the Rank of Diamond and higher. This pool is built with very important principles in mind: Teamwork and Leadership. By creating a bonus mechanism where everyone participates in the Global Tesla Wave Network, the purpose and value of teamwork is made readily apparent, and is rewarded! When someone from a different team sees that your team is having a meeting, this Bonus Pool is the reasons Leaders welcome other teams' members. You have an opportunity to help



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them and earn from their efforts even though they are not part of your direct downline-They are part of your Bonus Pool! True Leaders recognize that for any team to succeed, the entire organization must succeed. Distributors may begin earning Pool Bonus on the month they reach the qualifications for the rank of Diamond to Royal Ambassador. Refer to the following table for rank qualifications:

Rank	PET1 Requirement	Accumulated G\$	%Share
Diamond+	2 Sapphire	\$3m	1%
Double Diamond+	2 Diamond	\$9m	1%
Triple Diamond+	2 Double Diamond	\$20m	1%
Ambassador+	2 Triple Diamond	\$45m	1%
Royal Ambassador+	2 Ambassador	\$95m	1%

Pool Bonus is same rank Pro-Rata.

As an example, if the Company has 10 Active Diamond Distributors, and the Company Sales is \$10,000,000 this month, all Diamond Distributors can evenly share 1% of the Pool Bonus;

$$\{10,000,000 \times 0.7 \times 1\% \} = \$700,000/10 = \$70,000 \text{ each}$$

Frequency of Payout

This bonus pays out on a Monthly basis, following the Tesla Wave Bonus schedule.

Expiration of Accumulated Group Sales \$

Accumulated Group Sales \$ will accumulate over time as long as Distributor maintain Active status. It is critically important for each Member to remain Active. It is the individual Members responsibility to maintain their Active status and manage their individual qualification. THE COMPANY IS NOT RESPONSIBLE FOR THE CONSEQUENCES OF A MEMBER BECOMING INACTIVE OR UNQUALIFIED, AND ONCE ACCUMULATED GROUP SALES \$ HAS EXPIRED, IT CANNOT BE RESTORED.



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Right to Clawback

The Company reserves the right to reduce the total qualified \$ in this pool to resolve outstanding return order debit issues, disputed balance issues, chargebacks, NSF issues and/or other economic loss issues as deemed necessary by the Company.

**5. TOKEN**

This bonus is designed for distributors to enjoy free products to use for themselves to purchase products. Distributor will instantly get up to 5% TOKEN based on factoring of the purchase amount the purchase.

Pack/Autoship	Token
\$2,888	107 Points
\$888	28 points
\$288	7 Points
\$128	3 Points

This TOKEN can be used at the Online Shopping Mall Section to purchase products. TOKEN has no expiration date. The token has no cash value and cannot be transferred or hypothecated but only used for product purchases.

Qualification

Distributor must be in good standing with Tesla Wave, adhering to all of the Policies and Procedures, Terms and conditions.

**6. VOUCHER**

Every transaction of \$128 and above entitle to 1 time TESLA WAVE Lucky Spin. Prizes are vouchers range from \$1 to \$100. Each spin does not guarantees any specific amount or value. All vouchers are valid for the purchase of Body SIMs in Distributor Autoship Section and Retail Section. All vouchers are limited to one voucher per transaction only, and are not valid for usage with other types of vouchers, discounts, or promotions. Voucher has no cash value and may not be pledged or hypothecated. They are non-transferrable.



## 7. TESLA AMBASSADOR

TESLA AMBASSADOR is the highest rank in the company, also known as Honor rank. To achieve this rank, Distributor must personally sponsor 2 Royal Ambassadors.

This bonus is designed to encourage and reward Tesla Wave successful leaders. Distributors who reach this rank will be reward a Tesla car with company logo. The car will be presented at the company event. Company reserve the rights to substitute cash or equal value where Tesla may not be available

## TESLA WAVE BONUS SCHEDULE

Bonus calculation is real time. Enroller Bonus, Group Sales Bonus, and Matching Bonus can be viewed when your downlines' purchases are completed. These bonuses will be available to transfer to E-wallet when your downlines accept the product deliveries.

E-wallet requests will be disbursed at 22:00 on the Friday of the week of closing, Beijing China time, excluding Federal, State and Banking Holidays. In the event of such a holiday, the commissions will be disbursed on the next business day.

Pool Bonus is calculated and paid monthly concurrent with traditional Calendar Months. Monthly payments are disbursed on the first Friday that is on or after the 15th of the month, excluding Federal, State, or banking holidays. In the event of such a holiday, the commissions will be disbursed on the next business day.

Each bonus posting to E-wallet is subject to \$2 fee.

Cash out requests are batched twice a month. Request on or before the 15<sup>th</sup>, batch on the 20<sup>th</sup>; Request on or before the last day of the month, batch on the 5<sup>th</sup> of the following month.

Distributors can also use funds in E-wallet toward next purchases or sign up.

Using token & voucher has no cash or bonus Value. Token & voucher are non-transferable and cannot be exchanged for cash.

## DEFINITIONS

Factoring: An automatic process where the total amount paid in a bonus type is adjusted to ensure that all bonuses paid remain within the guaranteed values.





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**Distributor:** A person or entity that has successfully completed the Enrollment process to become a Tesla Wave member and enrolled and paid the necessary fees associated.

**Order:** A transaction from a distributor or customer for products and/or services from Tesla Wave. This transaction must successfully have cleared merchant accounts or value received.

**PET:** Personal Enrollment Tree that the distributor has personally enrolled, or have been enrolled by those enrolled by the member in a lineal fashion. Also known as Enrollment Downline.

**PET Lxxx:** Personal Enrollment Tree Level. An indicator of how far down the PET a distributor is from the Member.

**DISTRIBUTOR RANKS**

**Active IBC** – A Distributors who has purchased Auto Ship on or before the Anniversary date each month.

**Silver** – An Active Distributor who has Personally Enrolled three PET and have the accumulated Group Sales of \$30,000

**Gold** – An Active Distributor who has Personally Enrolled six PET, and two of those are Silver

**Ruby** – An Active Distributor who has Personally Enrolled nine PET, and two of those are Gold

**Emerald** – An Active Distributor who has Personally Enrolled twelve PET, and two of those are Ruby

**Sapphire** – An Active Distributor who has Personally Enrolled fifteen PET, and two of those are Emerald

**Diamond** – An Active Distributor who has Personally Enrolled fifteen PET, and two of those are Sapphire, and have the accumulated Group Sales of \$3m

**Double Diamond** – An Active Distributor who has Personally Enrolled fifteen PET, and two of those are Diamond, and have the accumulated Group Sales of \$9m

**Triple Diamond** – An Active Distributor who has Personally Enrolled fifteen PET, and two of those are Double Diamond, and have the accumulated Group Sales of \$20m

**Ambassador** – An Active Distributor who has Personally Enrolled fifteen PET, and two of those are Triple Diamond, and have the accumulated Group Sales of \$45m

**Royal Ambassador** – An Active Distributor who has Personally Enrolled fifteen PET, and two of those are Ambassador, and have the accumulated Group Sales of \$95m

**Tesla Ambassador** – An Active Distributor who has Personally Enrolled fifteen PET, and two of those are Royal Ambassador