

5 Ways of Additional Income & Bonuses

AQUASTAR is dedicated to helping you get the most out of life—and this includes giving you the opportunity to create your own engaging, sustainable, and ultimately financially successful AQUASTAR business. Our compensation plan reflects this dedication, as it gives every Independent AQUASTAR swimming instructor the best opportunity for private lesson success—a plan that establishes a departure from the traditional hourly wages that require a sum of your time.

The AQUASTAR 5 Ways of Additional Income & Bonuses program is designed to provide professional swimming instructors a chance to increase their income from teaching private swimming lessons. There are no constraints whatsoever. Here are some of the benefits of AQUASTAR's unique **5 Ways Additional Income & Bonuses**:

- There is no limit to the depth from which you can earn a bonus
- Bonuses are paid monthly.

AREAS OF BONUSES

There are 5 ways to earn additional income and bonuses with the AQUASTAR:

- 4 Tiers Monthly Bonus
- Package Bonus
- Annual Bonus
- Referral Bonus
- Incentives

4 TIERS MONTHLY BONUS

The 4 Tier Monthly Bonus program is an incentive for all AQUASTAR instructors to participate and to earn more in the company. Instructors will have a choice to choose their payout method when they first join AQUASTAR. In order to receive an additional bonus, here is the graph shown below:

This bonus will be calculate and **payout at the end of every month**.

Each **tier bracket** will be calculated by when the instructor reaches the number of lessons being taught within a month.

Everything is **reset by end of the month**.

	Tier 1	Tier 2	Tier 3	Tier 4
5%	10-49			
7%		50-99		
10%			100-129	
16%				130+

subject may change

How does it work?

For example 1. - **(Earning potential - \$65)**

- Instructor Sam taught **80 lessons in a month**. Sam has reached **Tier 1 + 2**.
- Sam chose his earning potential **\$65**
- Sam will be paid **49/80 lessons in Tier 1 for 5%**
 - $\$65 \times 49 \text{ lessons} \times 0.05 = \159.25 .
- Sam will be paid the left over of **31/80 lessons in Tier 2 for 7%**
 - $\$65 \times 31 \text{ lessons} \times 0.07 = \141.05
- Total Sam earned **\$300.30** additional bonus within a month.

For example 2. - **(Earning potential - Unlimited Pay)**

- Instructor Sally taught **80 lessons in a month**. Sally has reach **Tier 1 + 2**.
- Sally chose her earning potential **unlimited**.
- Her average combine rate of selling per package
 - Package 1 $\$115 \times 35 \text{ lessons} = \4025
 - 35 lesson = (within 20-39 lesson - 35%)
 - $\$4025 \times 35\% = \text{total} / 35 \text{ lessons} = \74.75
 - Package 2 $\$100 \times 45 \text{ lessons} = \4500
 - 45 lessons = (within 40-59 lessons - 41%)
 - $\$4500 \times 41\% = \text{total} / 45 \text{ lessons} = \64.75
- Package 1 - $\$74.75 \times 35 \text{ lessons} \times 0.07 = \130.81
- Package 2 - $\$64.75 \times 45 \text{ lessons} \times 0.05 = \203.96
- Total Sally earned **\$334.77** additional bonus in a month

PACKAGE PERCENTAGE BONUS

AQUASTAR wants to reward all our instructors for their dedication by providing our **30 Minutes Free Trial Lessons**.

AQUASTAR Instructors will receive an additional bonus once they are able to sell a package to their client **within 7 days**.

If the instructor is **unable to sell** any package within 7 days, they will **not receive any additional bonus**.

Hourly Commission Bonus:	
Guarantee - (\$1-\$3000)	\$75
Diamond - (\$3800-\$4600)	\$100
VIP - (\$5800-\$6700)	\$125
Unlimited Pay Rate Bonus:	
Guarantee - (\$1-\$3000)	\$50
Diamond - (\$3800-\$4600)	\$85
VIP - (\$5800-\$6700)	\$100

it will always refer to the level below if custom pricing was unable to meet a certain target

ANNUAL BONUS

This is a bonus for those who are serious in earning additional income. Company will calculate the **overall lessons + the choice of income selection** you chosen in the beginning.

- Anyone who surpass **1300 lessons** within a year will receive a total **2%** bonus from the company.
 - approximately **2-3 lessons** a day.
- Anyone who reaches **500 lessons** within a year will receive a total **1%** bonus from the company.
 - approximately **1-2 lessons** a day.

For example 1. - **(Earning potential - \$65)**

- Sam has chosen \$65
- Sam has taught 500 lessons within a year
- $\$65 \times 500 \text{ lessons} = \$32500 \times 1\% = \mathbf{\$325}$

For example 2. - **(Earning potential - Unlimited Pay)**

- Sally has an average of \$69.75 combined
- Sally has taught 1300 lessons within a year
- $\$69.75 \times 1300 \text{ lessons} = \$90675 \times 2\% = \mathbf{\$1813.50}$

REFERRAL BONUS

This is a simple bonus where (WSI) Instructors can invite professional swim Instructors which they think they will utilize their skills set to AQUASTAR family. The instructor will receive (\$25) for referring Instructors to AQUASTAR Family.

Here are the steps in order to receive the referral bonus for your additional income.

- Instructors who refer other potential Instructors must have **updated "Swim certificates"** before applying. If not qualified, AQUASTAR will reject the

candidate until they meet the minimum requirement.

- Instructors who passed the application need to at least provide **up to 10 swim lessons or within 3 months** to any clients in AQUASTAR.
- If the Instructor **fails to provide the minimum 10 swim lessons** due to;
 - (a) no client has selected the available Instructor in the menu,
 - (b) the Instructor has limited schedule opening which reduces the ability to receive selection from clients,
 - (c) Instructor was not able to perform and receive negative comments or complaint from the swim lessons

AQUASTAR has the right to hold the referral bonus if one of the listed above requirements was met.

If the referred Instructor passed the test, AQUASTAR will release the referral bonus to the original Instructor.

INCENTIVES

At the end of each year, the company will present a unique gift to the **top 3 swimming instructors** who have dedicated their time, passion, and love to offering the greatest swimming lessons in our community.

Beginning each year, we will announce a new giveaway. So that each instructor has the ability to do whatever is necessary to accomplish the objective and earn the largest prize.

To give every instructor a fair shot at achieving their incentive's goals, the company plan to lay out those goals and the requirements for receiving them at the start of each year.

LOSS OF RIGHTS TO COMMISSIONS

To qualify for commissions or bonuses, an Instructor must be actively teaching private swimming lessons in the cycle, providing a trial lesson to interested clients and comply with the Instructor Agreement.

In accordance with regulations, commissions are the result of activity and effective private swim lessons.

BONUS AND COMMISSION CYCLES

AQUASTAR pays commissions bi-weekly. A (WSI) Instructor must review their commissions and report any errors or discrepancies to AQUASTAR within 15 days from the payment date. Errors or discrepancies that are not brought to

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AQUASTAR's attention within the 15-day period will be deemed waived by the Instructor.

The bonus will be calculated at the end of the month. It will reset at the beginning of every 1st of the month.

ADJUSTMENT OF BONUSES AND COMMISSIONS

Instructors earn commissions and bonuses based on the Swim Plan that the AQUASTAR website provides and sell it to end clients. Accordingly, AQUASTAR will adjust commissions and bonuses earned from any sale when the Instructor sells a different plan to the client. Different plans will receive different bonuses based on the product sold.