

5 Areas of Benefits

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.

Professional swimming instructors may take advantage of the AQUASTAR's four distinct perks, each of which is specifically intended to help them achieve better results no matter where they are. Private swimming lessons with us are reliable and have shorter wait times than elsewhere. Accordingly, not only will these advantages assist instructors develop, but they will also bring instructors and their private swimming students closer to success. Here are some of the benefits of AQUASTAR's unique **5 areas of benefits**:

- Encourage our value instructors to receive the best from AQUASTAR
- Support our family of instructors to achieve success.

AREAS OF BENEFITS

There are benefits to help our family of AQUASTAR instructors out to make sure they get the best outcome possible:

- 30 Minutes Trial Coverage
- Distance Charge Coverage
- Recertification Coverage
- Instructor Equipments Coverage
- Plan Change

30 MINUTES TRIAL COVERAGE

In addition to our commitment to providing the best possible individual swim lessons, we at AQUASTAR recognize the importance of respecting the time and energy of our instructors.

We recognize the importance of our client's time and work in trying out our trial before making a final decision on an instructor.

That's why we check the backgrounds of all our teachers to make sure they won't just throw their time away. As a token of our appreciation, AQUASTAR will **reimburse** our qualified teachers for the *standard hourly rate of an aquatic lifeguard/instructor*.

Instructor will be paid **\$20** when the **two 30-minute trials** have been **completed (or \$10 per 30-minute trial)**.

DISTANCE COVERAGE

Our private swimming Instructor will be **compensated \$0.80** if any client who was making a booking on our website that is **over 5km distance** from the instructor's location. Plan may change.

Any client who is making the booking must confirm that they are willing to pay an additional surcharge before any booking is completed on the website.

The distance charge will be fully reimbursed to the instructor who is providing the private swimming lesson service to their client.

depending if instructor has upgraded to the "STAR" membership, other wise it will be reimbursed up to 80% instead of 100%
subject to change to the compensation amount and/or the distance

RECERTIFICATION COVERAGE

The time of year has come again when teachers everywhere will be scrambling to renew their teaching credentials. In preparation, we've put together a list of resources to help you keep your teaching chops fresh.

AQUASTAR is pleased to announce that we will pay for the recertification of all of our instructors (**up to a value of \$200**).

For its **members**, AQUASTAR will **pay up to 80%** of the cost of recertification, while for **non-members**, the cost will be **20%**.

Within **two years of certification**, teachers must conduct at least **150 individual lessons** before **qualifying** for this outstanding protection. In any other case, AQUASTAR will not be able to help out those who are not willing to put in the necessary time and effort.

All of our instructors will be up-to-date on their credentials thanks to our policy's recertification protections.

INSTRUCTOR EQUIPMENTS COVERAGE

The experts at AQUASTAR knew they'd need a certain set of resources in order to provide top-notch individual swimming lessons. Improve your kids' motivation to learn and their ability to retain information by teaching them correct swimming skills.

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Everyone who signs on as an instructor may be certain that they will have our full backing.

The "**STAR**" membership picked by the instructors will get a **\$50 credits** good for any purchases the instructors make.

This exclusive deal is not available to non-members.

After the **first lesson is delivered** via AQUASTAR, we will **cover the cost of the instructors' equipment**.

In order to teach **two students** how to swim at once, please ensure that the equipments are enough. If this isn't the case, **AQUASTAR may refuse to provide credit**.

PLAN CHANGE

Once an instructor is a part of AQUASTAR, they have the option to modify their plan. The thing that makes us special is that we provide two distinct ways to join our family so that everyone may find a place that suits their needs.

If an instructor decides to take their teaching career seriously, as seen by a noticeable **increase in both clientele and requests**, they may choose to switch to a different plan that better accommodates their **financial goals**.

Those who are not already "STAR" members will have to pay **\$100 administrative charge** to AQUASTAR. For current members who want to switch to a different plan, the sole investment required is **\$50**.

Once submitted, the new terms will kick in at the start of the next month.

- The reason for this is because it is the accountant's responsibility to guarantee that all bonuses and other compensation are computed accurately. So that there wouldn't be any confusion when teachers were asked about their salary and bonuses.

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

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.