

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 with a chance to increase their income from teaching private swimming lessons. In each ranking from (S, A, B, N), they have their own bonuses. Each time you upgrade from a rank, you will receive an additional bonus lifetime. 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
- Each Bonus is paid differently based on the bonus criteria.
- When you rank up, you will receive an additional bonus pay grade.

AREAS OF BONUSES

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

1. Ranking Package Bonus (**S, A, B, N**)
2. 4 Tiers Monthly Bonus (**S, A**)
3. Annual Bonus (**S**)
4. Referral Bonus (**S, A, B, N**)
5. Incentives (**S, A, B, N**)

RANKING PACKAGE BONUS

Ranks available to receive a bonus (S, A, B, N)

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 14 days**.

If the instructor cannot **sell** any package within 14 days, they will **not receive any additional bonus**.

| Ranking Bonus: | S | A | B | N |
|------------------|-------|-------|-------|-------|
| Less than \$2999 | \$90 | \$80 | \$70 | \$60 |
| \$3000 - \$5299 | \$170 | \$150 | \$140 | \$130 |
| \$5300 - \$6999 | \$260 | \$240 | \$210 | \$190 |
| \$7000 - \$8300 | \$320 | \$300 | \$280 | \$250 |

subject may change

4 TIERS MONTHLY BONUS

Ranks available to receive a bonus (S, A)

The 4-Tier Monthly Bonus is an incentive for AQUASTAR instructors who have reached rank S and A for the advancement. In order to receive an additional bonus, here is the graph is shown below:

This bonus will be calculated 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 the 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 - Rank A**)

- Taught 100 lessons over a 1-month period
- All 1vs1, no additional swimmer;
 - Calculate your average earning for the month combined. Example Average \$80
 - **Tier 1:** 49 lessons x \$80 x 5%
 - **Tier 2:** 50 lessons x \$80 x 7%
 - **Tier 3:** 1 lesson x \$80 x 10%
- Total \$196 + 280 + 8 = **\$484**

ANNUAL BONUS

Ranks available to receive a bonus (S)

This is a bonus for those who are serious about earning additional income. The company will calculate the **overall lessons** you have taught over the year, plus the average earnings of all the plans you have sold to the client.

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

For example, 1. - **(Earning potential - Rank S)**

- Sam has taught 1300 lessons
 - Average earning **\$98.5**
 - Total 1v1: 1300 lessons x \$98.5 = **\$128,050**
 - \$128,050 x 1% = **\$1,280.5** year bonus

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 provide at least **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 selections 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 passes 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 offer 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 goals, the company plans 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 complying 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.

Ranking Package Bonus (S, A, B, N) - It will be calculated every 6 Months and released the bonus 2 times a year.

- Period 1: January 1st - May 30th
- Period 2: June 1st - December 30th

The 4-Tier Bonus (S, A) - It will be calculated Monthly, and it will reset at the beginning of every 1st of the month.

Annual Bonus (S) - It will be calculated by the end of each year and will reset by the 1st of each new year.

Referral Bonus (S, A, B, N) - It will be calculated based on the submission of the referral.

ADJUSTMENT OF BONUSSES 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

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different plan to the client. Different plans will receive
different bonuses based on the product sold.