

5 Ways of Additional Income & Bonuses

Revised: 20 December, 2024

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 title advancement from:

1. **(L) Little S.T.A.R. | < Less than 3 years exp**
2. **(R) Rising S.T.A.R. | 3+ years exp**
3. **(S) Shining S.T.A.R. | 8+ years exp**
4. **(B) Brilliant S.T.A.R. | 15+ years exp**
5. **(S) Super S.T.A.R. | 20+ years exp**

They have their bonuses. Each time you upgrade from a title, you will receive an additional bonus lifetime. There are no constraints whatsoever. Here are some of the benefits of AQUASTAR's unique **4 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 advance up, you will receive an additional bonus pay grade.

AREAS OF BONUSES

There are 4 ways to earn additional income and bonuses with the AQUASTAR:

1. Package/Subscription Bonus **(L, R, S, B, S)**
2. Annual Bonus **(R, S, B, S)**
3. Referral Bonus **(L, R, S, B, S)**
4. Social Media Sharing Bonus **(L, R, S, B, S)**
5. Incentives **(L, R, S, B, S)**

Package/Subscription BONUS

Ranks available to receive a bonus (L, R, S, B, S)

AQUASTAR wants to reward all our instructors for their dedication by providing our **30-minute Trial Assessment**.

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:	L	R	S	B	S
Less than \$2299	\$50	\$60	\$70	\$80	\$100
\$2300 - \$3299	\$70	\$80	\$90	\$100	\$120
\$3300 - \$5299	\$110	\$120	\$140	\$160	\$200
\$5300 - \$6500	N/A	N/A	\$220	\$240	\$300

subject may change

Example: Title - Rising S.T.A.R. Instructor

- Sam sold 100 x 10 package - below \$2299 = (\$60) each
- $\$60 \times 100 = \6000
- Sam made an additional \$6000 on top of his regular commission
- Sam's average commission per hour is \$45
- $\$45 \times 1000 = \45000
- $\$45000 + \$6000 = \$51000$

ANNUAL BONUS

Ranks available to receive a bonus (L, R, S, B, 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 **1000 lessons** within a year will receive a **1%** bonus of your total earnings for the entire year from the company.
 - approximately **2-3 lessons** a day.

For example, 1. - **(Earning potential - Title L, R, S, B, S)**

- Sam has taught 1000 lessons
 - Total average earnings **\$45,000**
 - Total 1on1/1on2: 1000 lessons x 1% = **\$450**
 - **Total earning with other bonus = \$45,000 + \$450 + \$6,000 = \$51,450**

REFERRAL BONUS

This is a simple bonus where (WSI) Instructors can invite professional swim Instructors who they think will utilize their

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skill set to AQUASTAR family. The instructor will receive **(\$20)** for referring Instructors to the AQUASTAR Family.

Here are the steps 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 openings which reduces the ability to receive selections from clients,
 - (c) The instructor was not able to perform and received negative comments or complaints from the swim lessons

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

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

SOCIAL MEDIA SHARING BONUS

Sharing your experiences teaching with AQUASTAR on social media not only helps attract new clients and referrals for you, but it also creates a positive impression for potential clients considering our services.

Here’s how it works:

1. Share on Social Media: Post about your teaching experience on platforms like Instagram, Facebook, Craigslist, Snapchat, and more.
 - Tag Us: Make sure to tag AQUASTAR in your posts so we can track them. Currently, AQUASTAR is active on Instagram and Facebook.
 - Bonus for Sharing: For every post, you’ll earn \$0.25, capped at 50 posts per month.
2. Referral Bonus: If a client signs up after seeing your post, and we confirm they came from your shared content, you’ll receive an additional \$20 when they purchase a package or subscription.

By sharing your enthusiasm, you’re helping to grow AQUASTAR while earning bonuses for your effort. Let’s spread the word and make a bigger impact together!

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 actively teach private swimming lessons during the cycle, provide trial lessons to interested clients, and comply with the Instructor Agreement.

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

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.

BONUS CYCLES

AQUASTAR pays all bonuses every quarterly or every (4) months. A (WSI) Instructor must review their bonuses 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.

- Q1: January 1st - April 30th
- Q2: May 1st - August 30th
- Q3: September 1st - December 30th

Package/Subscription Bonus (L, R, S, B, S) - It will be calculated every 4 four months and the bonus will be released on the 10th day of the calendar year.

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

Referral Bonus (L, R, S, B, S) - It will be calculated every 4 four months and the bonus will be released on the 10th day of the calendar year.

Social Media Sharing Bonus (L, R, S, B, S) - It will be calculated every 4 four months and the bonus will be released on the 10th day of the calendar year.

Incentive Bonus (L, R, S, B, S) - It will be calculated depending on the incentive event release date and due date. Then the bonus will be released on the 10th day of the calendar year.

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.