

Compensation Plan



Effective as of March 2026

Retail Commissions

Commissions earned on retail items. Commissions are not paid on items from Pro Shop.	
All Product Sales (PV)	15% of all PV (New and Recurring)
New Customer 1st order*	15% bonus

 **Note:** Retail commissions are not paid on items purchased from the Pro Shop.
*New Customer order must be the first order the retail customer has ever placed with pawTree. First orders from a new petPro do not qualify.

Retail Power Bonuses (RPB)

RPB requires at least 100 NPV to earn a bonus level defined below:		
When total PV is...	Additional Retail Commissions	Total Commissions* Paid
\$500 - \$999.99	5%	20%*
\$1,000 - \$1,999.99	10%	25%*
\$2,000 and above	15%	30%*

*Represents qualified Retail Power Bonus Commission + standard retail commission (15%).

Paw Point Bonus

pawPoints can be used to purchase qualifying items	
For every 5 new Paw Club enrollments* in a calendar month	600 paw points earned

*Paw Club count for Paw Points is cumulative in a calendar month. Paw Club enrollment number starts at zero on the first day of the month, and credit qualifications accumulate over the course of that calendar month.
There is no limit to the number of Paw Points a petPro can earn in a calendar month.

Team Commissions



	Build				Lead			
PAID-AS TITLE	Senior petPro	Director	Senior Director	Executive Director	Vice President	1-Star Vice President	2-Star Vice President	3-Star Vice President
VOLUME	\$250 PV	\$500 PV \$1,000 DV	\$750 PV \$2,000 DV	\$1,000 PV \$4,000 DV \$2,000 MVR	\$1,500 PV \$300 NEW PV3 \$8,000 DV \$4,000 MVR	\$1,500 PV \$300 NEW PV3 \$16,000 DV \$8,000 MVR	\$1,500 PV \$300 NEW PV3 \$40,000 DV \$20,000 MVR	\$1,500 PV \$300 NEW PV3 \$100,000 DV \$50,000 MVR
LEG REQUIREMENT	1 Active Leg	2 Active Legs	2 Active Legs	3 Total Legs: 2 Active Legs + 1 Builder Leg	4 Total Legs: 2 Active Legs + 2 Builder Legs	4 Total Legs: 1 Active Leg + 2 Builder Legs + 1 (VP+) Leg	4 Total Legs: 2 Builder Legs + 2 (VP+) Legs	4 Total Legs: 2 VP + Legs + 2 (1 Star+) + Leg

All level and volume overrides paid on CV

LEVEL 1	4%	6%	7%	7%	7%	7%	7%	7%
LEVEL 2			2%	4%	5%	5%	5%	5%
GROUP VOLUME OVERRIDE					1%	1%	1%	1%
GEN 1 LEADERSHIP OVERRIDE					1%	2%	3%	3%
GEN 2 LEADERSHIP OVERRIDE					1%	1%	2%	3%
GEN 3 LEADERSHIP OVERRIDE								2%
ACHIEVEMENT BONUS				\$400*	\$500*			

*Executive Director and VP achievement bonuses are paid in 2 installments. First half is paid on month of title advancement. Second half is paid the following month, if the petPros maintains the new title [or higher] as a paid-as status for that month.

Q: Are commissions earned on personal-use purchases?

A: Yes. All retail products purchased qualify for retail sales commissions.

Q: When are commissions paid?

A: Commissions are run twice a month. First run (deposited by the 23rd) is for all activity between the 1st and the 15th. Second run (deposited by the 8th) is for all activity between the 16th and the end of the month, plus any accumulated commission qualifications for the entire month.

First Run
• 15% Retail Sales Commissions • 15% New Customer Bonus
Second Run
• 15% Retail Commissions • Fast Start Rewards and Bonuses • Fast Start Matching Sponsor Bonus • 15% New Customer Bonus • Payment on Activity for the Entire Month • Retail Power Bonuses • Group Volume Overrides • Level 1 -2 Leadership Overrides • Generation 1 - 3 Overrides

Terms and Definitions

Active: In order to be considered active a petPro must maintain at least a \$100 personal volume (PV).

Active Leg: An Active leg is any first level petPro and their entire downline where at least one person is considered to be active.

Builder Leg: A leg with at least 1 Active petPro and at least 1,000 DV in that leg.

Career Title: Your Career Title is your recognition title or the highest title you have achieved. This does not change except due to promotion or demotion. Please refer to the online policies and procedures for information on demotion rules.

Commissionable Volume (CV): CV is the volume on which team commissions are paid. All products have a CV of 50% of the Retail Price.

Commissions Eligible: All petPros who have not cancelled are eligible to receive qualified commission payments.

Downline: Downline is any petPro you sponsor and the teams that develop beneath them to unlimited depth.

Downline Volume (DV): Downline Volume is the total Qualifying Volume (QV) from you and your entire downline organization, regardless of titles. All petPros in your organization are included.

EZ Ship: EZ Ship is any order that is set up to ship at a recurring interval.

Generation: A Generation is a downline group. A Generation starts with a Vice President (or higher title) below you, based on Career Title, and includes everyone below them, down to but not including the next Vice President (or higher title), based on Career Title. That next Vice President would be the start of a new generation, and so on.

Group: Your Group, also referred to as your personal group, includes you and everyone below you, down to but not including the next Vice President (or higher title), based on Career Title. Downline groups, meaning groups that belong to someone in your downline, are called “generations.”

Group Volume (GV): The PV from you and everyone in your personal group. Vice Presidents (or higher title, based on Career Title) in your downline are not included in your Group Volume except in the month they promote to Vice President.

Leg: A Leg begins with a first level petPro and includes all of the petPros beneath them. You have as many legs as you have first level petPros. There are no limits to the number of legs you can have.

Level: A Level is the position a petPro has in a downline relative to another upline or downline petPro. Your personally sponsored petPros are Level One. Those petPros sponsored by Level One petPros are your Level Two. Customers are not considered when counting levels and do not occupy a position in your genealogy.

Maximum Volume Rule (MVR): For title qualification purposes only, up to the stated amount of DV from any individual leg or a petPro’s own PV may be counted toward their DV requirement. No more than 50% of the DV can come from any one leg.

New Personal Volume (NPV): New Personal Volume (NPV) is any Personal Volume (PV) earned from a newly enrolled Retail or Paw Club customer on all orders placed during their enrollment period. If a Retail or Paw Club customer upgrades to a petPro within that same month, any additional orders they place will count as their own New PV starting from their petPro enrollment date. The same rules apply if a former petPro reinstates. This Volume is Volume from the First Order month based on the first order with PV date in the Customer Record.

New PV3: The combined New PV of a VP from the current period plus the previous two (2) periods. In other words, it is a 3-month rolling period of New PV.

Paid As Title: You are paid at the title for which you qualify during the period. If in any period you fail to achieve your career title, you are paid at the lower title to which you do qualify for during the period. You retain your career title but are paid as the title you actually qualify for.

Paw Club: When a customer has an active EZ Ship order, they are automatically a Paw Club member. For more information on Paw Club perks, go to your Pro Office.

pawPay Account: The pawPay Account is where the company deposits earned commissions. A petPro must set up their pawPay account for funds distribution to their desired financial institution or pawTree debit card.

Paw Points: Paw Points are loyalty points given to Paw Club members when they make product purchases. Paw Points can be spent on some but not all products in the catalog. Items eligible for point redemption are indicated in the online catalog. Paw Points can also be credited to petPros for some incentive and campaign rewards on occasion.

Personal Volume (PV): Personal volume (PV) is your total qualifying volume (QV) from orders placed personally and by your customers. PV includes personal sales from New PV as well as recurring EZ Ship volume and PV-qualified product packs.

Retail Commissions: Retail Commissions are a percentage amount paid on PV.

Retail Power Bonus (RPB): A Retail Power Bonus is additional sales commissions earned at tiered sales levels. Eligibility and qualification requirements are defined in the compensation plan document.

Upline: Your Upline includes your sponsor and anyone in your genealogy above them.