



May 1 - October 31, 2018

# Join pawTree

for the opportunity to earn up to

**\$25,000**

in special bonuses.

## pawUP Bonus Payout Structure

Title	Bonus	Pay Out Structure
Senior Director	\$500	2 consecutive payments of \$250
Executive Director	\$750	3 consecutive payments of \$250
VP	\$2,500	5 consecutive payments of \$500
1 Star VP	\$10,000	5 consecutive payments of \$2,000
2 Star VP	\$15,000	6 consecutive payments of \$2,500
3 Star VP	\$25,000	6 consecutive payments of \$4,167

Initial payment is made when the title promotion is earned. Remaining payments are paid monthly as long as the petPro maintains the paid as status or above of the title reached to earn the bonus amount.





# What will you buy? Where will you go? How will your life be changed?

Don't wait! Start building your business today to make that dream a reality!

## Reward Payout Structure

Reach a title that has a pawUP BONUS during the campaign period and the bonus is paid out as defined in the pay out structure as long as the petPro maintains that same paid as title or higher.

- A petPro must maintain a paid as title or higher to receive all of the scheduled payments listed on the bonus table. See \*LOSS OF PAYOUT STATUS for more details.

Bonus payments are made as part of the end of month commission payment cycle.

- EX: Reach a new pawUP bonus in May, get paid with the 'end of May' commission run on or before June 8th.
- Maintain the paid as title for that bonus in June, get paid with the 'end of June' commission run on or before July 8th. This continues until the designated payout period is completed OR the petPro loses payout status\*.

If a bonus is earned in the last month of the campaign, payments continue past the campaign period until the payments are completed or the petPro loses payout status.

## Earning More Than One Title Bonus

If a petPro earns a second title during the campaign, that petPro is paid that bonus plus all previous title bonus payouts as long as they have not lost bonus payout status\*.

- EX: A petPro earns the bonus for Ex. Director promotion in month 1 and then earns the bonus for VP promotion in month 3. As long as the petPro does not fall out of payout status for the Ex. Director bonus before promoting to VP, the petPro will be paid the payout amount for both title bonuses for the remainder of the payout periods related to each bonus as long as required paid as statuses are met.

If a petPro loses payout status for one title but earns a higher title during the campaign period, the petPro now qualifies to receive the payouts for the higher title bonus as long as payout status is maintained.

## \*Loss of Payout Status

If a petPro who has earned a pawUP BONUS misses a month of the required paid as status, the remainder of the advancement bonus is lost and cannot be earned again during the campaign period.

- If a petPro loses a pawUP BONUS during the campaign period but earns a new/higher title after that during the campaign period, the petPro is now qualified to receive that bonus payout amount as long as they keep the paid as or higher status required for designated payout period.

Once a petPro falls out of payout status, they CANNOT regain that bonus. The petPro must promote to a NEW TITLE before the campaign period ends to begin earning a new bonus.

### POLICY NOTIFICATIONS:

As noted in policy 22 of the Policies and Procedures, bonus buying is not permitted. Per policy 27, pawTree reserves the right to take back bonuses paid or incentive rewards earned on cancelled orders, including but not limited to rewards earned on EZ Ship orders cancelled before their 3rd shipment cycle. Also, please note policy 23 regarding qualified new petPro enrollments. pawTree reserves the right to take back income and/or incentive rewards on cancelled petPro enrollments.