



EVOLUTION ENTERPRISES offers several ways to generate PART-TIME, FULL-TIME or BIG-TIME income.

Glossary:

Consultant - A person who enrolls with Evolution Travel; an Independent Business Owner (IBO), Contractor.

Executive Consultant - A person who has sold three (3) IBO (Independent Business Owner) Packages.

Bronze Consultant - A person who has sold six (6) IBO packages.

Silver Consultant - A person who has sold nine (9) IBO packages.

Gold Consultant - A person who has sold fifteen (15) IBO packages and has three (3) Silver Consultants in at least three (3) separate legs of business.

Platinum Consultant - A person that has at least (300) active IBO packages and/or CBD Store Owners in his/her organization with no more than one-third (1/3) coming from any particular lineage.

IBO Package - Professional Travel Agent package (membership) includes: online training and support, discount directory, access to wholesale resorts and condos, personal booking engine, replicated website, commission tracking center, Evo Rewards, and direct access to all major vendors, suppliers and tour operators.

Store Owner – A person who enrolls with E3 Wellness; an Independent Business Owner (IBO), Distributor. Must have one (1) personal CBD E-Ship to receive discounted price. Earns 20% on all personal direct CBD sales. No override earnings.

Preferred Customer – A customer with at least one (1) CBD E-Ship product; must have a monthly recurring product to receive discounted price.

Retail Customer – A customer with no monthly requirement; pays retail price with no discount.

EVO Max – Independent Business Owner (IBO) Package with full access to ALL sources of income to include: travel commissions, residual commission pool, leadership bonuses, direct sales commissions on CBD products, leadership commission overrides, and the customer acquisition pool. Must have a \$69.95 monthly administration fee and one (1) personal CBD E-Ship (a monthly recurring product) to receive discounted price.

3 Enrollment Options:

Professional Travel Agent, Store Owner or EVO Max



TRAVEL COMMISSIONS

On all commissionable travel booked, 90% of the commission is paid to consultants.

Hotels/Cars/Cruises/Packaged Tours through Approved Suppliers

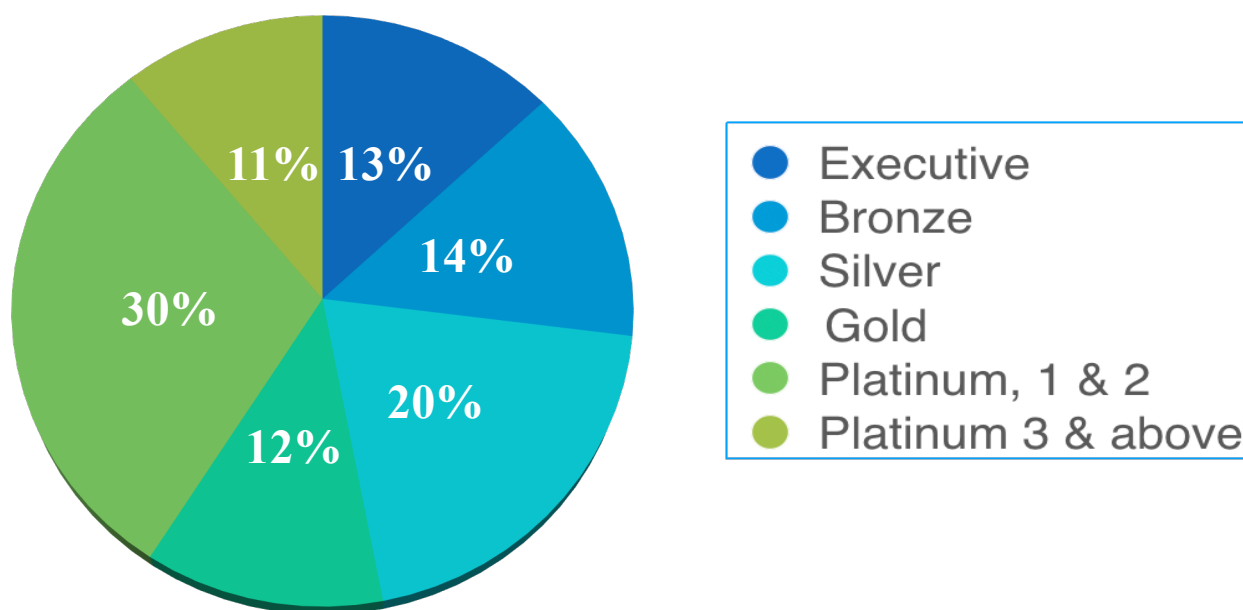
80% - Booking Consultant

10% - Sponsor of the Booking Consultant

Independent Business Owners, Contractors must be active members of Evolution Travel/Archer Travel and all monthly dues paid to date at the time commissions are received by suppliers. IBO must be in good standing with Evolution Travel and submit a Commission Tracking Form within required timeframe in order to be paid.

Travel commissions are paid by Archer Travel. Travel commission are paid twice a month; Archer pays approximately by the 15th of the month and by the last day of the month.

RESIDUAL COMMISSION “Profit Pool” (OPTIONAL) Business Volume Revenue Sharing



ALL qualifications must be met by 9:00 pm PST on the last day of the qualifying month to be paid at the level of rank earned on the last day of the month. The “Pool” is generated by the efforts of everyone in the company.

Leadership Bonuses: Leadership Bonuses are paid monthly at the positions of Gold and Platinum Consultant.

GOLD Consultant • 3 Separate Legs with at least 1 Silver Consultant • \$750.00 Monthly Bonus*

*You must reach and **HOLD** the Gold & Platinum (1-8 Star) status by the end of the month but you must also “hold the position” through the 7th of the following month in order to receive the Leadership Bonus (\$750-100K).

LEADERSHIP BONUS QUALIFICATIONS

Rank Status	# of IBOs	Extra Monthly Income
Platinum	300	\$1,750.00
1 Star Platinum	500	\$2,500.00
2 Star Platinum	1,500	\$5,000.00
3 Star Platinum	3,000	\$10,000.00
4 Star Platinum	9,000	\$15,000.00
5 Star Platinum	15,000	\$25,000.00
6 Star Platinum	30,000	\$50,000.00
7 Star Platinum	50,000	\$75,000.00
8 Star Platinum	100,000	\$100,000.00

No more than 1/3 can come from any particular lineage

Bonus Buying:

Bonus buying is NOT permitted. Any Consultant found by the Evolution Enterprises Compliance Department to be guilty of enrolling other Consultants falsely or with the sole intent to receive a higher rank and/or financial compensation will be terminated and bonuses will be forfeited.

Requirements:

In order to get paid, you must be active and qualified to earn monthly residual commissions.

- 1) You must be at least Executive or above to be included in the residual pool when the month closes;
- 2) You must have a payment in the month residuals are earned;
- 3) You must have a payment every 30 days to be determined active when residuals post (Note: You cannot miss your monthly payment the following month if it is due prior to residuals posting).

It is the IBO's responsibility to ensure the monthly fee is paid when it is due and/or to contact the office if there are any issues with the monthly fee processing on time. You will NOT be paid if any requirements are not corrected BEFORE residuals are posted.

DIRECT SALES COMMISSIONS

A 20% sales commission is earned on all personal direct CBD sales. Both a Store Owner and the EVO Max IBO can earn the 20% direct sales commission.

20%

Direct Sale Commission

LEADERSHIP COMMISSION OVERRIDE PERCENTAGES

Leadership commission override percentages are earned at Bronze, Silver, Gold and Platinum.

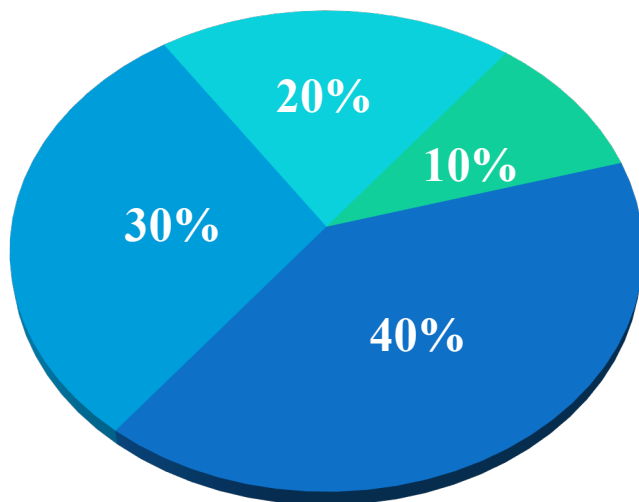
- Leadership commission overrides can ONLY be earned by an Evo Max IBO that has an E-Ship (an E-Ship is a qualifying product on a recurring monthly billing cycle that must be paid each month).
- Commissions are paid weekly; Monday - Sunday (the week ends on Sunday night at 9 pm PST).
- Commissions are earned based on rank at the time of the sale; you are locked into the commission earned at the time of the sale for the life of that customer. Whether you uprank or downrank, you will be locked at that commission pay.

We only pay one (1) rank on each sale. Example: If there are multiple Silver IBOs in that leg, we only pay the closest Silver to the sale.

6%	Bronze Commission
4%	Silver Commission
3%	Gold Commission
2%	Platinum Commission (1-3 Star)
1%	Platinum Commission (4-8 Star)

CUSTOMER ACQUISITION POOL CBD Profit Sharing Pool

ONLY EVO Max IBOs can participate in the customer pool. The customer acquisition “profit sharing” pool will be funded by \$0.50 per E-Ship item and broken down into 3 sections.



IBO's with 10-24 customers share 10% of the revenue in the pool

IBO's with 25-49 customers share 20% of the revenue in the pool

IBO's with 50-99 customers share 30% of the revenue in the pool

IBO's with 100+ customers share 40% of the revenue in the pool

- 10 customer club (those with 10-24 **personal** customers active for the month) will share in 10% of the pool
- 25 Customer Club (those with 25-49 **personal** customers active for the month) will share in 20% of the pool
- 50 Customer Club (those with 50-99 **personal** customers active for the month) will share in 30% of the pool
- 100 Customer Club (100-199) will share in 40% of the pool (if a store owner gets to 200+ they receive another share in the pool).

Additional Recognition & Incentives:

- When a consultant achieves the level of 3 STAR PLATINUM, they will be awarded a Platinum & Diamond Breitling watch.
- An income achievement ring will be awarded based on monthly residual income. The level must be met for two consecutive months.
 1. 100K ring = \$8,333 monthly
 2. 250K ring = \$20,833 monthly
 3. 500K ring = \$41,667 monthly
 4. 1 mil ring = \$83,333 monthly

Scholarship Awards: \$1 from every IBO package sale (enrollment fee) will be put into a scholarship pool and given to selected IBO one a year. The requirements to be eligible are:

- Consultants, at the time of selection, must have been active for at least 6 consecutive months with no lapse in monthly administration fee.
- Must have themselves or immediate family member that will be gifted the scholarship actively enrolled in high school or college.
- Consultants must have at one point reached the level of Executive Consultant.

Note: *The Scholarship Award contribution will be affected by any promotion when the enrollment fee is NOT set at the regular \$99 price. This award is based on \$1 for every IBO sale at regular price.*