

Team Effort International Team Effort Network (T.E.N.) Car Club Bonus Program Guidelines

Qualification Requirements - Based on Monthly Binary Compensation Plan

In order to qualify for the T.E.N. Car Club Bonus Program, you must meet the following requirements:

- You must achieve the rank of Executive or above
- You must achieve 150 active monthly product subscription points on your left/right team volumes (100 and 50 - split 1/3-2/3) to be eligible to receive a monthly car bonus of up to \$600. Requirements must be maintained for 3 consecutive months. The requirement is in effect each month to maintain these numbers in order to receive the bonus.
- You must achieve 300 active monthly product subscription points in your left/right team volumes (200 and 100 - split 1/3-2/3) to be eligible to receive a monthly car bonus of up to \$1200. Requirements must be maintained for 3 consecutive months. The requirement is in effect each month to maintain these numbers in order to receive the bonus.
- Both above qualifications must be maintained for 3 months of the Monthly Binary prior to completing your fully qualified period.

Example:

- January Monthly Binary sales volume points are posted the end of February, this would be considered Month 1 of qualification. February Monthly Binary sales volume points are posted the end of March, this would be considered Month 2, and March Monthly Binary sales volume points are posted end of April, this would be considered Month 3. At the end of April, you will see that you have met the January, February, and March Monthly Binary sales volume points requirements. Upon the Monthly Binary commissions being ran at end of April, you are then considered fully qualified for 3 consecutive months.

Once you have completed this, you can then proceed to acquire the car of your choice per the criteria set forth below. Your first car bonus would be paid at the end of May if car paperwork is submitted by the 10th of the month (May 10th in this example). Any paperwork submitted after the 10th would be for the next month.

Keep in mind, at any month, if the qualification falls below the minimum sales point maintenance, you become ineligible for the bonus. You do not have to start over with a 3 month qualification, however. You can become eligible again the first month you get your qualification numbers met.

- In order to rank advance to the next level (\$600 to the \$1200 level, you must qualify for 3 consecutive months at the \$1200 level before advancing to the \$1200 level and be fully qualified)
- You must be in good standing with the company to qualify for the Car Bonus Program.
- You must be an Active Distributor with T.E.N.
- You must personally have a Diamond Monthly Product Volume Order connected to your distributorship
- Since this is a leadership bonus, you must host one training or business presentation session a month in a hotel room/business center/office/home every month you qualify for the bonus. This must be a published event.
- You must stay in compliance with all corporate policies and uphold the vision and brand of T.E.N.
- You must send a testimony (picture and text) to the Company upon acquiring your car.

Meeting these requirements is the first step towards becoming eligible to receive the monthly Car Club Bonus.

Acquiring your Qualified Car for the Bonus

Criteria for Qualified Cars:

- A New or Pre-owned BMW, Mercedes Benz or Tesla
- Pre-owned cars must be no more than five years old.
- Car must be acquired after qualifying per requirements set forth above.
- A previously acquired car (prior to meeting requirements above) may not be applicable for the car bonus. This would also include any cars as part of Team Effort International's other division car bonus requirements. This program is separate from any previous company programs and must be a car attained through the Team Effort Network plan solely.

You have the option to either purchase or lease. Work with a Dealer of your choosing, locate the car you want and agree on deal terms directly with them.

- Purchasing your Car will make you eligible for the up to \$600 or \$1200 monthly bonus (depending on your level of qualification and your payment amount) provided you hit and maintain the Qualification Requirements above, and provided you maintain ownership of the vehicle via purchase or lease

- Leases will make you eligible for up to the \$600 or \$1200 monthly bonus (depending on your level of qualification and your payment amount) provided you hit and maintain the Qualification Requirements above, and only for the length of your lease. If your lease expires and you do not lease/purchase another Qualified Car, you will no longer be eligible for your applicable monthly bonus. If your car is a purchase and you do not have any more monthly payments (as in the car gets paid off anytime after purchase), then you would not be qualified for a monthly car bonus.
- There is no restriction on length of lease.

Important Car Club Bonus Program Advisory

- The terms, deal, and contract you execute will be between you and the Dealership/seller/lessor.
- T.E.N. urges you NOT to enter a lease or purchase agreement with which you are not fully comfortable financially.
- The decision to acquire a new or used vehicle is solely the responsibility of the Distributor. Any contract signed by the Distributor is exclusively between said Distributor and dealer.
- To maintain the monthly bonus requires meeting the monthly qualification. T.E.N. urges you not to enter a lease or purchase agreement unless you are fully comfortable with maintaining the monthly required qualification in order to receive your bonus each month.

Starting your Bonus Payments

- Upon completing the qualifications, delivery of your car, faxing or emailing of your completed purchase/lease agreement, and return of the signed Car Club Bonus Acknowledgement page, fully executed, triggers your first payment. This must be received by the 10th of the month. Please see example above.
- Please fax to (925) 891-3502 and/or email to carbonus@teicorporate.com
- The Car Bonus is up to \$600 or \$1200/month (depending upon your qualification and payment amount) for as long as you maintain possession of the Qualifying Car and maintain Qualifying Requirements listed above.

Termination of Car Club Bonuses

You will no longer be eligible to receive the Car Program Bonus in the event of any of the following circumstances:

- You no longer own or lease the car which was acquired in accordance with the program.
- You are no longer an active Representative of TEN
- You sell or transfer your T.E.N. distributorship.
- Your distributorship is no longer in good standing
- T.E.N. terminates the Car Bonus Program, as T.E.N. reserves the right to terminate the Car Club Bonus at any time for any reason.

PROGRAM TERM

The T.E.N. Car Club Bonus Program runs through March 31, 2017. After this time, T.E.N. reserves the right to deny admission of any new qualifiers for the T.E.N. Car Club Bonus Program. If you qualify for the T.E.N. Car Club Bonus Program prior to this date, you will still be eligible for bonuses as fully outlined in the guidelines above. This program can also be withdrawn at any time for new qualifiers admission. The program can be modified at any time at the sole discretion of the Company. The Company also reserves the right to change compensation plan sales volume, product packages, product points, or make any other changes.

T.E.N. Car Club Bonus Program Acknowledgment Letter

The undersigned TEN Distributor (“Participant”) is acknowledging participation in the

T.E.N. Car Club Bonus Program , described in the attached Program Guidelines (“Program Guidelines”).

Participant acknowledges and agrees that he/she has received the Program Guidelines and by signing below, Participant further acknowledges and agrees as follows:

1. Participant’s purchase or lease of a Qualified Car (in accordance with the terms and conditions of the Program Guidelines) is a condition for Participant’s receipt of the bonus payments described in the Program Guidelines. In the event Participant does not purchase or lease a Qualified Car in accordance with the terms and conditions of the Program Guidelines, Participant shall not be entitled to receive the bonus payments described in the Program Guidelines. There are no cash equivalent bonuses.
2. Participant understands that Participant is not obligated to purchase or lease a Qualified Car. If Participant does purchase or lease a Qualified Car, Participant acknowledges that he/she will, at all times, be personally and solely responsible for the payment to the dealer or financial lender of all purchase or lease amounts and/or any other amounts relating to such purchase or lease of the Qualified Car.
3. Participant acknowledges that T.E.N. has the right to terminate this Car Bonus Program at any time for any reason.
4. Participant further understands that T.E.N. will not be liable in any way whatsoever to the dealership, financial lender (or any of their respective affiliates) for any financial or other obligations relating to Participant’s purchase or lease of a Qualified Car. T.E.N.’s only obligation with respect to Participant’s purchase or lease of a Qualified car will be to pay Participant’s bonus directly to Participant in such amounts and for such periods of time as described in the Program Guidelines.
5. Participant has read and fully understands the meaning and consequences of the Program Guidelines including all of its pages and this Acknowledgment and has consulted with Participant’s legal and tax advisors regarding any questions Participant has with respect to the Program Guidelines, this Acknowledgment and/or the economic, legal and tax consequences of the foregoing.

Signed: _____

Name: _____

Date: _____

T.E.N. Distributor ID: _____