

Referral & Work Remuneration Structure

Anyone that meets our affiliate eligibility criteria may be referred, and; any business may be referred for consultation services.

Type of Transactions	Compensation – Primary Affiliates ¹			Compensation – Secondary Affiliates ²		
	Customer Service Affiliate I (CSA I) ³	Customer Service Affiliate II (CSA II) ⁴	Customer Service Affiliate III (CSA III) ⁵	Customer Service Affiliate I (CSA I) ³	Customer Service Affiliate II (CSA II) ⁴	Customer Service Affiliate III (CSA III) ⁵
Recruitment – CSA I <i>(No Application Fee)</i>	No Compensation	No Compensation	No Compensation	No Compensation	No Compensation	No Compensation
Recruitment – CSA II <i>(No Application Fee)</i>	No Compensation	No Compensation	No Compensation	No Compensation	No Compensation	No Compensation
Recruitment – CSA III <i>(Application Fee)</i>	25%	25%	25% + 7.5% ⁶ = 32.5%	No Compensation	No Compensation	10%
Sale-Referral: Academic Resource <i>(Purchase Price)</i>	25%	25%	25% + 7.5% ⁶ = 32.5%	No Compensation	No Compensation	10%
Sale-Referral: Consultation Service <i>(Consultation Fee)</i>	25%	25%	25% + 7.5% ⁶ = 32.5%	No Compensation	No Compensation	10%
ODS Assessment of an Organization <i>(Consultation Fee)</i>	Not Eligible	60%	Not Eligible	No Compensation	No Compensation	10%

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¹ A Primary Affiliate is the one responsible for conducting a transaction

² A Secondary Affiliate is the one that recruited a primary affiliate

³ A Customer Service Affiliate I (CSA I) is only authorized to conduct referrals

⁴ A Customer Service Affiliate II (CSA II) is authorized to conduct referrals and use the ODS to assess organizations

⁵ A Customer Service Affiliate III (CSA III) is authorized to conduct referrals, sales, marketing and support

⁶ Issued for marketing and philanthropy purposes. Marketing and philanthropy funds may be used to conduct a wide range of initiatives, including sales and marketing events, training workshops, dinner presentations, lunch meetings, scholarship contributions and disaster relief. The funds are not meant for personal use by the affiliate, but may be used to reimburse the affiliate for conducting presentations at training and marketing events.