



## Maximize Your Navan Rewards

To attain **Manager Elite** and Receive a Monthly Team Commission of \$100 and a Rank Advancement Bonus of \$100 the following month, you must do this **within 30 days** from when you joined Navan:

1. Sponsor at least 2 people onto your team
2. Have at least 100 Qualified OV yourself
3. Accumulate 500 Qualified OV
4. Maximum OV from any one leg is 300

To attain **Director** and Receive a Monthly Team Commission of \$250 and a Rank Advancement Bonus of \$300, you must do this **within 60 days** from when you joined Navan:

1. Have at least 2 personally sponsored people that are active (Have a minimum of 100 Qualified OV)
2. Have at least 100 Qualified OV yourself
3. Accumulate 1,500 qualified OV
4. Maximum OV from any one leg if 900

Do all of the above in your first 30 days and you will receive both the \$100 and \$300 Rank Advancement Bonuses!

From **Executive to Diamond**: See “What Will You Earn?” on the Navan Reward Plan document on the next page.

### Important Example:

When you attain Executive in any given month, you will be paid a \$750 Monthly Team Commission on the 10th of the following month. Maintain the qualification

for Executive the following month, and you will receive the \$750 Monthly Team Commission plus half of the Rank Advancement Bonus or \$500. Maintain the qualification for Executive for another consecutive month, and you will receive the \$750 Monthly Team Commission plus the other half of the Rank Advancement Bonus or \$500 more, for a total of \$1,000 for rank advancing to Executive and maintaining it for two consecutive months following the month of attainment.

The above requirement is for all rank advancements from Executive through Diamond.

From Double Diamond through Presidential Diamond, you must maintain the qualifications for each rank for three consecutive months following the month of attainment to receive the full Rank Advancement bonuses from \$25,000 to \$200,000.

Notice that from Ruby through Diamond, you are required to have a minimum of 3 personally sponsored people that are active with at least 100 Personal Points in the month. Double Diamond through Royal Black Diamond requires 4, and Crown Blue Diamond through Presidential Diamond requires 6.

Being on Autoship for at least 100 QV each month will guarantee that you and everyone on your team is “active” status each month.

### Very Important:

*You are actually your 4th leg.* An example: Let’s say you were shooting for Sapphire, which takes 10,000 Qualified OV. You have one leg that had the maximum of 5,000 OV you can use from any one leg, and your other two legs generated 4,500 OV between them. You are only 500 OV short of the 10,000 OV requirement. You could purchase the 500 OV and you’re there!

# REWARDS PLAN

**FOUR WAYS TO EARN WITH US!**  
EARN DOUBLE | NO GUESSING | RANK UP | CUSTOMERS ROCK

**CUSTOMER ACQUISITION BONUS**  
=  
=\$75/\$125/250\*

**MONTHLY TEAM COMMISSIONS**  
=  
FLAT \$ AMOUNT

**PROMOTIONAL RANK ADVANCEMENT BONUSES**

**RETAIL CUSTOMER SALES**  
=  
20%

## WHAT WILL YOU EARN?

RANK NAME	PV	PA	QUALIFIED OV	MAX % FROM ONE LEG	MAX OV FROM ONE LEG	MONTHLY TEAM COMMISSION	Promotional RANK ADVANCEMENT BONUS
Manager	100	2	500	60%	300	\$100	<b>\$100+</b>
Director	100	2	1,500	60%	900	\$250	<b>\$300</b>
Executive	100	2	4,500	50%	2,250	\$750	<b>\$1,000</b>
Sapphire	100	2	10,000	50%	5,000	\$1,700	<b>\$2,000</b>
Ruby	200	3	25,000	40%	10,000	\$4,000	<b>\$4,000</b>
Emerald	200	3	50,000	40%	20,000	\$8,000	<b>\$8,000</b>
Diamond	200	3	100,000	40%	40,000	\$15,000	<b>\$15,000</b>
Double Diamond	200	4	200,000	40%	80,000	\$25,000	<b>\$25,000</b>
Black Diamond	200	4	350,000	40%	140,000	\$45,000	<b>\$45,000</b>
Royal Black Diamond	200	4	500,000	40%	200,000	\$65,000	<b>\$65,000</b>
Crown Blue Diamond	200	6	750,000	40%	300,000	\$90,000	<b>\$80,000</b>
Double Crown Blue Diamond	200	6	1,000,000	40%	400,000	\$120,000	<b>\$100,000</b>
Triple Crown Blue Diamond	200	6	1,500,000	40%	600,000	\$160,000	<b>\$130,000</b>
Presidential Diamond	200	6	2,000,000	40%	800,000	\$220,000	<b>\$200,000</b>

## BONUSES

**MANAGER ELITE** MUST REACH ELITE STATUS WITHIN 1<sup>ST</sup> 30 DAYS TO QUALIFY \*SEE PAGE 2 FOR MORE DETAILS.

MUST REACH RANK WITHIN FIRST 60 DAYS TO QUALIFY FOR PROMOTIONAL BONUS

### RANK ADVANCEMENT BONUS

\*\*MUST MAINTAIN RANK FOR ONE CONSECUTIVE MONTH  
(Paid in two payments)

### LEADER RANK ADVANCEMENT BONUS

\*\*\*MUST MAINTAIN RANK FOR TWO CONSECUTIVE MONTHS  
(Paid in two payments)

\*During promotion weeks, when you enroll two or more members in a pay period week (Mon-Sun Midnight) CABS are doubled that week. \$499 and \$999 packs only.

\*\*Bonus will be paid out in two equal monthly payments. You must maintain earned rank for one consecutive month and maintain rank during two payout months thereafter.

\*\*\*Bonus will be paid out in two equal monthly payments. You must maintain earned rank for two consecutive months and maintain rank during two payout months thereafter.

# WHAT YOU NEED TO **KNOW!**

## **MEMBER:**

An independent business owner who has the ability to earn commissions under the NAVAN compensation plan (participation in the compensation plan is based on ACTIVE MEMBER status).

## **ACTIVE MEMBER:**

A Member who maintains a monthly order of 100 PV and who has two personally sponsored, active members in their organization.

## **AUTO SHIP:**

A recurring monthly order that, on a set day, will be charged and automatically shipped to you or your customer.

## **SPONSOR:**

A Member who personally sponsors a new Member in NAVAN. A sponsor can also introduce a customer to NAVAN.

## **PLACEMENT SPONSOR:**

The Member whom either the sponsor or the company places a newly enrolled Member directly under.

## **PERSONALLY ACTIVE (PA):**

Personally sponsored, active Member who maintains an ongoing minimum monthly order of 100 PV.

## **DOWNLINE:**

The network of Members who exist under a Member by either sponsorship or placement. Also known as your Organization.

## **UPLINE:**

Your Sponsor, your Placement Sponsor, and all Members above a particular Member in the line of sponsorship.

## **MANAGER ELITE†:**

Reach the rank of Manager within 30 days of enrolling with a Starter Pack, earn a \$100 promotional bonus PLUS enjoy other “elite” benefits such as priority registration and seating at events, special recognition as an Elite member, Elite-member only trainings, and more!

## **LEG:**

Each Member, and the entirety of their organization, who is enrolled underneath or front line to a Member representing one “Leg” in the Member’s organization.

## **MAX LEG PERCENTAGE (ML%):**

Maximum percentage of volume from any one leg that counts towards rank qualifications.

## **PAID RANK:**

The rank a Member is paid as stated in the NAVAN Compensation Plan.

## **RETAIL CUSTOMER:**

An individual who purchases from a Member at the retail price.

## **CUSTOMER VOLUME (CV):**

Total monthly volume purchased by a Member’s retail customers.

## **PERSONAL VOLUME (PV):**

Personal Volume is the amount of product in points a Member purchases each month for their own use.

## **ORGANIZATIONAL VOLUME (OV):**

Organizational Volume is based on the total points generated by a Member’s organization that qualifies for commissions under the compensation plan. It does not include the Member’s Personal or Customer Volume.

## **QUALIFIED ORGANIZATIONAL VOLUME (QOV):**

A Member’s organizational volume after Max Leg Percentages are applied to qualify a Member for rank. Personal Volume and Customer Volume are not included in Qualified Organizational Volume.

# MAKE WAY *for the* GOOD



NAVAN™  
**REWARDS PLAN**  
*at a Glance*