



How upline leaders benefit from downline Personal Productivity Bonus Positions

The first thing you need to understand about any Network Marketing compensation plan, ours included, is that income flows *upward* from the level where the commissionable volume (CV) on which bonuses are paid is actually produced.

In other words, you are not paid *down* to a certain number of levels, as so many people assume. Volume bonuses are paid *up* to that number of levels. You are not paid bonuses on the number of people or levels in your downline. You are paid bonuses on the CV flowing upward from those level.

Why we pay Personal Productivity Bonuses

Personal Productivity Bonuses are designed to reward people who produce personal volume in excess of their monthly qualifying requirements. This provides a powerful incentive for them to produce high personal volume every month.

If the income from that personal volume all flowed upline, there would be no incentive at all for people to produce any more personal volume than they need to qualify. In fact, it would create only resentment and damage sponsoring relationships.

Some people express concern that they might miss out on their full income entitlements. They usually misunderstand the Compensation Plan or the realities of human behaviour — or are blinded to them by ignorance or fear of loss. Here's the simple reality behind the Personal Productivity Bonus Program:

When people are *rewarded* for producing results, they *keep on* producing worthwhile results.

When they're *punished* for those results, they *stop* producing them.

Ask yourself this... would you rather have a highly motivated, productive downline organisation in which most people earn excellent income by producing outstanding personal volume every month — *and sponsoring with success because their prospects can see how much money they could earn with this program* — or would you rather need a much larger (and much less productive) downline organisation where people only meet the minimum monthly qualification because they enjoy **NO** benefit from any extra personal volume they produce?

Or, more to the point, would you rather earn 40% of 100 CV (because that's all people would produce in order to qualify) or 12% of 500 CV? How about 12% of 2,000 CV?

Upline leaders who fear they'll miss out on income in this way misunderstand how the Personal Productivity Bonus Program works. Some believe,

mistakenly, that ALL of the income from their downline members' Personal Productivity positions goes to those downline members producing it. It doesn't.

The **Flantech Compensation Plan** operates *exactly the same* for Personal Productivity Bonus positions as it does for all other downline levels of your business. The only difference is that any *extra* personal volume that would normally be on a member's *personal* level is automatically rolled down to their first and second Personal Productivity Bonus positions to reward that member for their outstanding results. (Don't fool yourself — that extra volume would *not* be in their personal level if the income paid on it all passed upline.)

How upline bonuses are paid on PPB Positions

The calculations used in this table assume that you and your upline leaders are all Diamond or Crown Directors. This allows us to show the *minimum* seven-level payout of the Compensation Plan.

Notice how the bonus payments to upline leaders flow upward from the Commissionable Volume on products purchased on each level — your personal qualifying level, plus your Personal Productivity Bonus Positions 1 and 2.

