



Level	Commission
Personal Customer	up to 25%*
Manager Level 1	1/4%
Manager Level 2	1/4%
Manager Level 3	1/4%
Manager Level 4	1/4%
Manager Level 5	1/4%
Manager Level 6	1/4%
Manager Level 7	1/4%
Manager Level 8	5%
RSM Code	1/4%
RSM Breakaway	1/4%
ESM Code	1/4%
ESM Breakaway	1/4%
NSM Code	1/2%
NSM Breakaway	1/4%

*True Essential (TE) customers may receive 25% CGU on the personal level if there are 10 active TE customer points on the account. Representatives may also select the You Choose CGU option. For more information on You Choose CGU, visit FHTM University.



Level	Commission
Personal Customer	up to 25%*
Manager Level 1	1/4%
Manager Level 2	1/4%
Manager Level 3	1/4%
Manager Level 4	1/4%
Manager Level 5	1/4%
Manager Level 6	1/4%
Manager Level 7	1/4%
Manager Level 8	5%
RSM Code	1/4%
RSM Breakaway	1/4%
ESM Code	1/4%
ESM Breakaway	1/4%
NSM Code	1/2%
NSM Breakaway	1/4%

*Lamas customers may receive 25% CGU on the personal level if there are 1,000 active Lamas volume points, the equivalent of 10 customer points, on the account. Representatives may also select the You Choose CGU option. For more information on You Choose CGU, visit FHTM University.



Level	Commission
Personal Customer	\$0.80
Manager Level 1	\$0.08
Manager Level 2	\$0.08
Manager Level 3	\$0.08
Manager Level 4	\$0.08
Manager Level 5	\$0.08
Manager Level 6	\$0.08
Manager Level 7	\$0.08
Manager Level 8	\$1.59
RSM Code	\$0.08
RSM Breakaway	\$0.08
ESM Code	\$0.08
ESM Breakaway	\$0.08
NSM Code	\$0.15
NSM Breakaway	\$0.08



Level	Commission
Personal Customer	\$1.00
Manager Level 1	\$0.05
Manager Level 2	\$0.05
Manager Level 3	\$0.05
Manager Level 4	\$0.05
Manager Level 5	\$0.05
Manager Level 6	\$0.05
Manager Level 7	\$0.05
Manager Level 8	\$0.50
RSM Code	\$0.05
RSM Breakaway	\$0.05
ESM Code	\$0.05
ESM Breakaway	\$0.05
NSM Code	\$0.10
NSM Breakaway	\$0.05



Level	Commission
Personal Customer	2%
Manager Level 1	1/4%
Manager Level 2	1/4%
Manager Level 3	1/4%
Manager Level 4	1/4%
Manager Level 5	1/4%
Manager Level 6	1/4%
Manager Level 7	1/4%
Manager Level 8	5%
RSM Code	1/4%
RSM Breakaway	1/4%
ESM Code	1/4%
ESM Breakaway	1/4%
NSM Code	1/2%
NSM Breakaway	1/4%



Level	Commission
Personal Customer	60%
Manager Level 1	1/4%
Manager Level 2	1/4%
Manager Level 3	1/4%
Manager Level 4	1/4%
Manager Level 5	1/4%
Manager Level 6	1/4%
Manager Level 7	1/4%
Manager Level 8	5%
RSM Code	1/4%
RSM Breakaway	1/4%
ESM Code	1/4%
ESM Breakaway	1/4%
NSM Code	1/2%
NSM Breakaway	1/4%

*The commissions listed for FHTM Travel Purchases are based on the amount of commission received by FHTM. It is not based on the total purchase price of the trip.



Level	Commission
Personal Customer	2%
Manager Level 1	1/4%
Manager Level 2	1/4%
Manager Level 3	1/4%
Manager Level 4	1/4%
Manager Level 5	1/4%
Manager Level 6	1/4%
Manager Level 7	1/4%
Manager Level 8	5%
RSM Code	1/4%
RSM Breakaway	1/4%
ESM Code	1/4%
ESM Breakaway	1/4%
NSM Code	1/2%
NSM Breakaway	1/4%



Level	Commission
Personal Customer	2%
Manager Level 1	1/4%
Manager Level 2	1/4%
Manager Level 3	1/4%
Manager Level 4	1/4%
Manager Level 5	1/4%
Manager Level 6	1/4%
Manager Level 7	1/4%
Manager Level 8	5%
RSM Code	1/4%
RSM Breakaway	1/4%
ESM Code	1/4%
ESM Breakaway	1/4%
NSM Code	1/2%
NSM Breakaway	1/4%



Level	Commission
Personal Customer	2%
Manager Level 1	1/4%
Manager Level 2	1/4%
Manager Level 3	1/4%
Manager Level 4	1/4%
Manager Level 5	1/4%
Manager Level 6	1/4%
Manager Level 7	1/4%
Manager Level 8	5%
RSM Code	1/4%
RSM Breakaway	1/4%
ESM Code	1/4%
ESM Breakaway	1/4%
NSM Code	1/2%
NSM Breakaway	1/4%



Level	Commission
Personal Customer	2%
Manager Level 1	1/4%
Manager Level 2	1/4%
Manager Level 3	1/4%
Manager Level 4	1/4%
Manager Level 5	1/4%
Manager Level 6	1/4%
Manager Level 7	1/4%
Manager Level 8	5%
RSM Code	1/4%
RSM Breakaway	1/4%
ESM Code	1/4%
ESM Breakaway	1/4%
NSM Code	1/2%
NSM Breakaway	1/4%



Level	Commission
Personal Customer	2%
Manager Level 1	1/4%
Manager Level 2	1/4%
Manager Level 3	1/4%
Manager Level 4	1/4%
Manager Level 5	1/4%
Manager Level 6	1/4%
Manager Level 7	1/4%
Manager Level 8	5%
RSM Code	1/4%
RSM Breakaway	1/4%
ESM Code	1/4%
ESM Breakaway	1/4%
NSM Code	1/2%
NSM Breakaway	1/4%



Level	Commission
Personal Customer	2%
Manager Level 1	1/4%
Manager Level 2	1/4%
Manager Level 3	1/4%
Manager Level 4	1/4%
Manager Level 5	1/4%
Manager Level 6	1/4%
Manager Level 7	1/4%
Manager Level 8	5%
RSM Code	1/4%
RSM Breakaway	1/4%
ESM Code	1/4%
ESM Breakaway	1/4%
NSM Code	1/2%
NSM Breakaway	1/4%



Level	Commission
Personal Customer	\$0.90
Manager Level 1	\$0.03
Manager Level 2	\$0.03
Manager Level 3	\$0.03
Manager Level 4	\$0.03
Manager Level 5	\$0.03
Manager Level 6	\$0.03
Manager Level 7	\$0.03
Manager Level 8	\$0.35
RSM Code	\$0.03
RSM Breakaway	\$0.03
ESM Code	\$0.03
ESM Breakaway	\$0.03
NSM Code	\$0.05
NSM Breakaway	\$0.03

SKYTEL

Level	Commission
Personal Customer	2%
Manager Level 1	1/4%
Manager Level 2	1/4%
Manager Level 3	1/4%
Manager Level 4	1/4%
Manager Level 5	1/4%
Manager Level 6	1/4%
Manager Level 7	1/4%
Manager Level 8	5%
RSM Code	1/4%
RSM Breakaway	1/4%
ESM Code	1/4%
ESM Breakaway	1/4%
NSM Code	1/2%
NSM Breakaway	1/4%



Level	Commission
Personal Customer	4%
Manager Level 1	1/2%
Manager Level 2	1/2%
Manager Level 3	1/2%
Manager Level 4	1/2%
Manager Level 5	1/2%
Manager Level 6	1/2%
Manager Level 7	1/2%
Manager Level 8	10%
RSM Code	1/2%
RSM Breakaway	1/2%
ESM Code	1/2%
ESM Breakaway	1/2%
NSM Code	1%
NSM Breakaway	1/2%



Level	Commission
Personal Customer	2%
Manager Level 1	1/4%
Manager Level 2	1/4%
Manager Level 3	1/4%
Manager Level 4	1/4%
Manager Level 5	1/4%
Manager Level 6	1/4%
Manager Level 7	1/4%
Manager Level 8	5%
RSM Code	1/4%
RSM Breakaway	1/4%
ESM Code	1/4%
ESM Breakaway	1/4%
NSM Code	1/2%
NSM Breakaway	1/4%



Level	Commission
Personal Customer	60%
Manager Level 1	1/4%
Manager Level 2	1/4%
Manager Level 3	1/4%
Manager Level 4	1/4%
Manager Level 5	1/4%
Manager Level 6	1/4%
Manager Level 7	1/4%
Manager Level 8	5%
RSM Code	1/4%
RSM Breakaway	1/4%
ESM Code	1/4%
ESM Breakaway	1/4%
NSM Code	1/2%
NSM Breakaway	1/4%



Level	Commission
Personal Customer	2%
Manager Level 1	1/4%
Manager Level 2	1/4%
Manager Level 3	1/4%
Manager Level 4	1/4%
Manager Level 5	1/4%
Manager Level 6	1/4%
Manager Level 7	1/4%
Manager Level 8	5%
RSM Code	1/4%
RSM Breakaway	1/4%
ESM Code	1/4%
ESM Breakaway	1/4%
NSM Code	1/2%
NSM Breakaway	1/4%

*The commissions listed for FHTM Rewards Mall are based on the amount of commission received by FHTM. It is not based on the total purchase price made through one of the Reward Mall vendors. The commission percentages listed are effective beginning with the 5.20.09 monthly commission payout.



Level	Commission
Personal Customer	2%
Manager Level 1	1/4%
Manager Level 2	1/4%
Manager Level 3	1/4%
Manager Level 4	1/4%
Manager Level 5	1/4%
Manager Level 6	1/4%
Manager Level 7	1/4%
Manager Level 8	5%
RSM Code	1/4%
RSM Breakaway	1/4%
ESM Code	1/4%
ESM Breakaway	1/4%
NSM Code	1/2%
NSM Breakaway	1/4%

*The same listed commission percentages apply for Representatives who are regular Office Assistant customers.



Level	Commission
Personal Customer	2%
Manager Level 1	1/4%
Manager Level 2	1/4%
Manager Level 3	1/4%
Manager Level 4	1/4%
Manager Level 5	1/4%
Manager Level 6	1/4%
Manager Level 7	1/4%
Manager Level 8	5%
RSM Code	1/4%
RSM Breakaway	1/4%
ESM Code	1/4%
ESM Breakaway	1/4%
NSM Code	1/2%
NSM Breakaway	1/4%



Level	Commission
Personal Customer	2%
Manager Level 1	1/4%
Manager Level 2	1/4%
Manager Level 3	1/4%
Manager Level 4	1/4%
Manager Level 5	1/4%
Manager Level 6	1/4%
Manager Level 7	1/4%
Manager Level 8	5%
RSM Code	1/4%
RSM Breakaway	1/4%
ESM Code	1/4%
ESM Breakaway	1/4%
NSM Code	1/2%
NSM Breakaway	1/4%



Level	Commission
Personal Customer	2%
Manager Level 1	1/4%
Manager Level 2	1/4%
Manager Level 3	1/4%
Manager Level 4	1/4%
Manager Level 5	1/4%
Manager Level 6	1/4%
Manager Level 7	1/4%
Manager Level 8	5%
RSM Code	1/4%
RSM Breakaway	1/4%
ESM Code	1/4%
ESM Breakaway	1/4%
NSM Code	1/2%
NSM Breakaway	1/4%