

12 MONTH QUALIFICATION PERIOD | **JANUARY - DECEMBER**

Benefits



GREEN
DIAMOND
\$180,000
TOTAL INSTALLED MARGIN



BLUE
DIAMOND
\$250,000
TOTAL INSTALLED MARGIN



BLACK
DIAMOND
\$360,000
TOTAL INSTALLED MARGIN

- Diamond Conference Attendance*
- Heartland Swag
- 5% Additional Green Diamond Residuals - *non-vested*
- VIP Assistant
- Semi-Annual Diamond Incentive Bonus Eligibility

- Diamond Conference Attendance*
- Upgraded Heartland Swag
- 5% Additional Green Diamond Residuals - *non-vested*
- 2.5% Additional Blue Diamond Residuals - *non-vested*
- VIP Assistant
- Semi-Annual Diamond Incentive Bonus Eligibility

- Diamond Conference Attendance*
- Premiere Heartland Swag
- 5% Additional Green Diamond Residuals - *non-vested*
- 2.5% Additional Blue Diamond Residuals - *non-vested*
- VIP Assistant
- Event Experience Upgrades
- Sales Leadership Advisory Council
- Semi-Annual Diamond Incentive Bonus Eligibility

**Must qualify during January-December qualification period to attend. All Diamond tiers require an acceptable level of New Margin Health. NMH is measured in the first 12 months of margin. Optimal NMH is between 95% – 105%*

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Additional Residual Income Details

- Additional income opportunities are earned as a Diamond benefit and are subject to change. The opportunity to earn these additional residuals occurs during a qualification period, but the additional residuals are paid on installations during an eligibility period. Example, achieve Blue Diamond requirements from installations between Jul-Dec 2019, and earn an additional 2.5% residual on accounts installed between Jan-Jun, 2020.
- Green Diamond and Blue Diamond Residual Bonus payments hold no sales equity and do not vest.
- All additional residuals earned during an eligibility period that are not vested are paid monthly in perpetuity so long as the teammate remains in the Diamond Program.
- Diamond Residual Bonuses are applied to the actual margin for which you receive credit. For example, a split deal 50/50 will yield the additional Diamond Residual Bonus based on your 50% share.

Semi Annual Diamond Incentive Points

Earned semi annually and can be redeemed in the company store or in Atlas for gift card or cash.

Diamond Tier	Incentive Points	Min Installed in all 6 Months	Min Installed Stronger Together in all 6 Months
GREEN	108,000	\$80,000	\$10,000
BLUE	180,000	\$100,000	\$10,000
BLACK	216,000	\$140,000	\$10,000