



VASAYO™

REWARDS PLAN
8 Ways to Earn

CREATE YOUR FINANCIAL FUTURE

As a Vasayo Brand Partner (BP), you will have the opportunity to create an income stream that can carry far into the future, simply by sharing your favorite products with the people you love. And with 8 compelling and generous ways to earn, you'll find that it's easy to start gaining momentum—whether you decide to create a full-time business or a part-time income.

Income and earnings from the Vasayo Rewards Plan are not guaranteed to any Brand Partner. Success depends on each Brand Partner's skill, ability, and personal application. Purchase not required to participate in the Vasayo Rewards Plan.

8 Ways to Earn

1. CUSTOMER SALES BONUS (CSB)

As a Brand Partner, you can allow Customers to order products directly from the company through your personal replicated website. Depending on how much you sell, you'll be eligible for Customer Sales Bonuses.

- 80 PV Active Brand Partners will be paid the difference between the Customer price and the Brand Partner price on their personally sponsored customers' orders.



2. PRODUCT INTRODUCTION BONUS (PIB)

We want to reward you for sharing the Vasayo opportunity with others. That's why we've created the Product Introduction Bonus.

- Paid to the Sponsor of new Brand Partners.
- 80 PV (Personal Volume) Active Brand Partners will earn 20% PIB* on purchases from personally sponsored Brand Partners for their first commissionable order.

* After the 20% PIB is paid out, 100% of volume will roll up for payouts and rank advancement. No compression is applied for this bonus.

PACKS	INTRO	WEIGHT LOSS/GET FIT	ASSORTMENT	BUSINESS BUILDER	VALUE
CV	240	240	480	720	1200
PIB	\$48	\$48	\$96	\$144	\$240



3. TEAM COMMISSION

Reward yourself with generous team commissions as you begin to build a vibrant Vasayo team.

Requirements are as follows:

- Brand Partners must be Active and Qualified to earn TC (Team Commission).
- Active is achieved by maintaining a minimum 80 PV every four weeks. Qualified is achieved by maintaining one Active, personally sponsored Brand Partner in each placement tree leg. (In the U.S. market, one to eight Active Customers is also required.)

Team Commission Cycles: When 240 CV has been accumulated on one of your team legs and 480 CV on the other, a team commission of \$28 will be paid out (240 CV / 480 CV for \$28). Brand Partners are able to earn up to 1,000 cycles x \$28 team commissions, totaling \$28,000 per BC (Business Center) weekly.

Number of Active Customers required for each rank group to qualify for Team Commission: In the U.S., 1 for Starter Ranks, 2 for Metal Ranks, 4 for Gemstone Ranks, 6 for Ambassador Ranks, and 8 for Crown Ranks. Active Customer means any Customer who purchases at least 40 PV worth of products every 4 weeks.

Carry Forward Volume: Unused volume will carry forward as long as you stay 80 PV Active. A 1:1 ratio rule applies when the Carry Forward Volume on the lesser leg is at least 30,000 CV. Lesser leg here means the leg with less Carry Forward Volume. “1:1 ratio rule” means that the amount of Carry Forward Volume can only be used up to the amount of newly generated volume in the week for Team Commissions and rank advancement.

All Carry Forward Volume will expire if an account does not maintain 80 PV during the 4 week rolling period.

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4. TEAM COMMISSION MATCHING BONUS (TCM)

Based on your personal enrollment tree (downline), this matching bonus pays you for your efforts in supporting and boosting your Active Vasayo team. And it's paid up to seven (compressed) generations deep.

To qualify, you must be at least 160 PV Active. TCM pays up to seven compressed generations—20%, 10%, 5%, 5%, 5%, 5%, and 5%. The first generation percentage will go up to 25% if you maintain at least 400 CV with at least five Active Customers and will go up to 30% if you maintain at least 640 CV with at least eight Active Customers.

Brand Partner Ranks that Qualify for TCM:

GENERATION	MINIMUM REQUIRED RANK OF BPs	% PAYOUT
1	Bronze	20%
2	Silver	20% 10%
3	Gold, Platinum	20% 10% 5%
4	Pearl, Blue Sapphire	20% 10% 5% 5%
5	Ruby, Emerald	20% 10% 5% 5% 5%
6	Ambassador Ranks	20% 10% 5% 5% 5% 5%
7	Crown Ranks	20% 10% 5% 5% 5% 5% 5%

5. RANK ADVANCEMENT BONUS (RAB)

As you progress toward building your Vasayo business, you'll rise through the Brand Partner Ranks and further expand your earning potential. Rank achievement is dependent on the time and effort you put into your business and is handsomely rewarded with the following bonuses:

Note: If a Brand Partner advances multiple ranks all together, he/she will be paid multiple bonuses according to the installment schedule per each rank.

White Diamond: \$50K. \$5K paid the first month when the Brand Partner becomes a new White Diamond. The second through tenth \$5K will be paid in the month when he/she maintains White Diamond for at least one week.

Black Diamond: \$100K. \$10K paid the first month when the Brand Partner becomes a new Black Diamond. The second through tenth \$10K will be paid in the month when he/she maintains Black Diamond for at least one week.

Royal Black Diamond: \$200K. \$20K paid the first month when the Brand Partner becomes a new Royal Black Diamond. The second through tenth \$20K will be paid in the month when he/she maintains Royal Black Diamond for at least one week.

Imperial Black Diamond: \$300K. \$30K paid the first month when the Brand Partner becomes a new Imperial Black Diamond. The second through tenth \$30K will be paid in the month when he/she maintains Imperial Black Diamond for at least one week.

Crown Blue Diamond: \$400K. \$40K paid the first month when the Brand Partner becomes a new Crown Blue Diamond. The

second through tenth \$40K will be paid in the month when he/she maintains Crown Blue Diamond for at least one week.

Double Crown Blue Diamond: \$500K. \$50K paid the first month when the Brand Partner becomes a new Double Crown Blue Diamond. The second through tenth \$50K will be paid in the month when he/she maintains Double Crown Blue Diamond for at least one week.

Triple Crown Blue Diamond: \$1M. \$100K paid the first month when the Brand Partner becomes a new Triple Crown Blue Diamond. The second through tenth \$100K will be paid in the month when he/she maintains Triple Crown Blue Diamond for at least one week.

6. GLOBAL LEADERSHIP BONUS (GLB)

This pool contains 3% of weekly eligible global CV and is for “Paid-As” Gold and above. Must be Active with at least 160 PV to qualify. The value of one bonus point is calculated by dividing the pool amount by the total bonus points. That value is then multiplied into the points Brand Partners earned to determine the bonus amount.

Multiple ways to earn points:

100 POINTS	if weekly Paid-As rank is Gold.
125 POINTS	if weekly Paid-As rank is Platinum.
175 POINTS	if weekly Paid-As rank is Pearl.
225 POINTS	if weekly Paid-As rank is Blue Sapphire.
275 POINTS	if weekly Paid-As rank is Ruby.
325 POINTS	if weekly Paid-As rank is Emerald.
400 POINTS	if weekly Paid-As rank is Diamond.
475 POINTS	if weekly Paid-As rank is White Diamond.
550 POINTS	if weekly Paid-As rank is Black Diamond.
625 POINTS	if weekly Paid-As rank is Royal Black Diamond.
700 POINTS	if weekly Paid-As rank is Imperial Black Diamond.
800 POINTS	if weekly Paid-As rank is Crown Blue Diamond.
900 POINTS	if weekly Paid-As rank is Double Crown Blue Diamond.
1000 POINTS	if weekly Paid-As rank is Triple Crown Blue Diamond.



10 POINTS	for each personally sponsored Paid-As Metal Rank in the qualifying week.
20 POINTS	for each personally sponsored Paid-As Gemstone Rank in the qualifying week.
30 POINTS	for each personally sponsored Paid-As Ambassador Rank in the qualifying week.
40 POINTS	for each personally sponsored Paid-As Crown Rank in the qualifying week.
50 POINTS	if you maintain 10 or more Active Customers in the qualifying week.

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7. LIFESTYLE TRIPS (LT)

If you're like most Brand Partners, the Vasayo lifestyle is a big part of what attracted you to the opportunity. That's because at Vasayo, we believe you deserve the opportunity to enjoy luxury accommodations, exhilarating adventures, and top-notch education as compensation for your hard work. As a Brand Partner, you'll be able to work toward obtaining eligibility for lifestyle trips that will celebrate your achievements and give you the training you need to keep moving forward.

Diamond Destination

Alternating between Hawaii and other world-famous vacation locales, Diamond Destination will give you plenty of quality time to enjoy with the person of your choosing, as well as Corporate Executives and your Brand Partner peers. This annual trip is open for re-qualifying, so you can attend multiple times.

Details:

- 2 people (expenses covered include: flight, hotel, company sponsored meals and entertainment)
- 5 days, 4 nights
- Hawaii and other world-famous vacation destinations

Qualification Requirements:

- Become a new Diamond.
- Brand Partner must maintain Active and Qualified status from the first qualifying period until the date of the trip.
- In order to requalify for the trip, Brand Partners must (1) advance in rank OR (2) maintain Paid-As Diamond status or

higher for at least 20 weeks OR (3) maintain Paid-As Diamond status or higher for at least 4 consecutive weeks in each qualifying period.

Black Diamond Discovery

Black Diamond Discovery is the highest-level group retreat with company Founders and top executives that a Brand Partner can achieve. Expand your horizons on this epic adventure as you experience food, cultures, and activities most people have only read about. This annual trip is open for re-qualifying.

Details:

- 2 people (expenses covered include: flight, hotel, company sponsored meals and entertainment)
- 7 days, 6 nights
- World-famous destinations

Qualification Requirements:

- Become a new Black Diamond.
- Brand Partner must maintain Active and Qualified status from the first qualifying period until the date of the trip.
- In order to requalify for the trip, Brand Partners must (1) advance in rank OR (2) maintain Paid-As Black Diamond status or higher for at least 24 weeks OR (3) maintain Paid-As Black Diamond status or higher for at least 4 consecutive weeks in each qualifying period.

Crown Blue Diamond Exclusive

The Crown Blue Diamond Exclusive is the highest-level personalized retreat with company Founders and top executives a Brand Partner can achieve. If you have a Bucket List, you might check the whole thing off during the 10 days you spend enjoying some of the most beautiful scenery and memorable experiences this world has to offer! This biannual (every other year) trip is open for re-qualifying.

Details:

- 2 people (expenses covered include: flight, hotel, company sponsored meals and entertainment)
- 10 days, 9 nights
- World-famous destinations with luxury perks and exclusive experiences

Qualification Requirements:

- Become a new Crown Blue Diamond.
- Brand Partner must maintain Active and Qualified status from the first qualifying period until the date of the trip.
- In order to requalify for the trip, Brand Partners must (1) advance in rank OR (2) maintain Paid-As Crown Blue Diamond status or higher for at least 28 weeks OR (3) maintain Paid-As Crown Blue Diamond status or higher for at least 6 consecutive weeks in each qualifying period.



DRIVEN BY VASAYO CAR PROGRAM

Vasayo's philosophy is simple: high-level rank advancements deserve high-level rewards. And nothing says "high-level" like the Driven by Vasayo Car Program.

How it works

Unlocking the doors to the Driven by Vasayo Car Program begins at Black Diamond. Keep achieving and we'll keep handing you the keys to the exotic sports car worthy of your status as an Ambassador/Crown-level leader.

Black Diamond

- US\$1,750 monthly cash bonus* toward the payment of a Mercedes of your choice from the following options:
 - E-Class (Sedan, Coupe, or Cabriolet)
 - S-Class (Sedan, Coupe, or Cabriolet)
 - G-Class SUV
 - SL Roadster
 - AMG GT Roadster



Mercedes-Benz

* Exterior of Mercedes must be black or white and branded with a corporate-approved Vasayo logo. Monthly car bonuses have no equivalent cash-value and are non-transferrable to cash or other Brand Partners. You must remain in good standing and continually Active with at least 240 PV to remain eligible to earn the monthly bonus.



Crown Blue Diamond

- US\$300,000 one-time cash bonus toward the payment of the exotic car of your choice from the following options:
 - o Ferrari
 - o Lamborghini
 - o Rolls-Royce
 - o Bentley



Additional Program Details

- After you achieve the rank of Black Diamond and provide proof that you have leased or purchased a new Mercedes car according to the guidelines above, Vasayo will pay you US\$1,750 per month as a bonus toward your car payment.

- After one year, the cash bonus becomes adjustable on a quarterly basis as follows:
 - o Vasayo will review your Brand Partnership's earnings during the first year you qualified for the monthly car bonus.
 - o Throughout the first quarter of the second year, you will receive a monthly car bonus based on the rank you qualified at most frequently during your first year.
 - (e.g., if you qualified at White Diamond for 30 out of 52 weeks during your first year in the Driven by Vasayo Car Program, you'll be paid a White-Diamond-level monthly car bonus for the first quarter of your second year in the Driven by Vasayo Car Program)
 - o This process will repeat after each subsequent quarter.
 - (e.g., if you qualified at Diamond for seven weeks of the first quarter of your second year in the Driven by Vasayo Car Program, you will receive a Diamond-level monthly car bonus for the second quarter of that same year, and so on)
- No monthly car bonus will be awarded if you spent the majority of the year/quarter qualified at lower than Diamond.

Adjustable Monthly Car Bonus by Qualified Rank

Black Diamond or above = US\$1,750

White Diamond = US\$1,250

Diamond = US\$1,000

8. MULTIPLE BUSINESS CENTERS (MBC)

Motivated and proven Brand Partners may be awarded an additional BC (Business Center) after reaching the Black Diamond Rank and maintaining Black Diamond or above status for 4 consecutive weeks. The company will review the request for consideration. The ability to support this additional team/group is of paramount importance to the company and key to the approval of the request.

SEASONAL PROMOTIONS AND REWARDS

Throughout the year, we will offer seasonal promotions allowing you to earn additional income.

Star Advancement Bonus (SAB)*

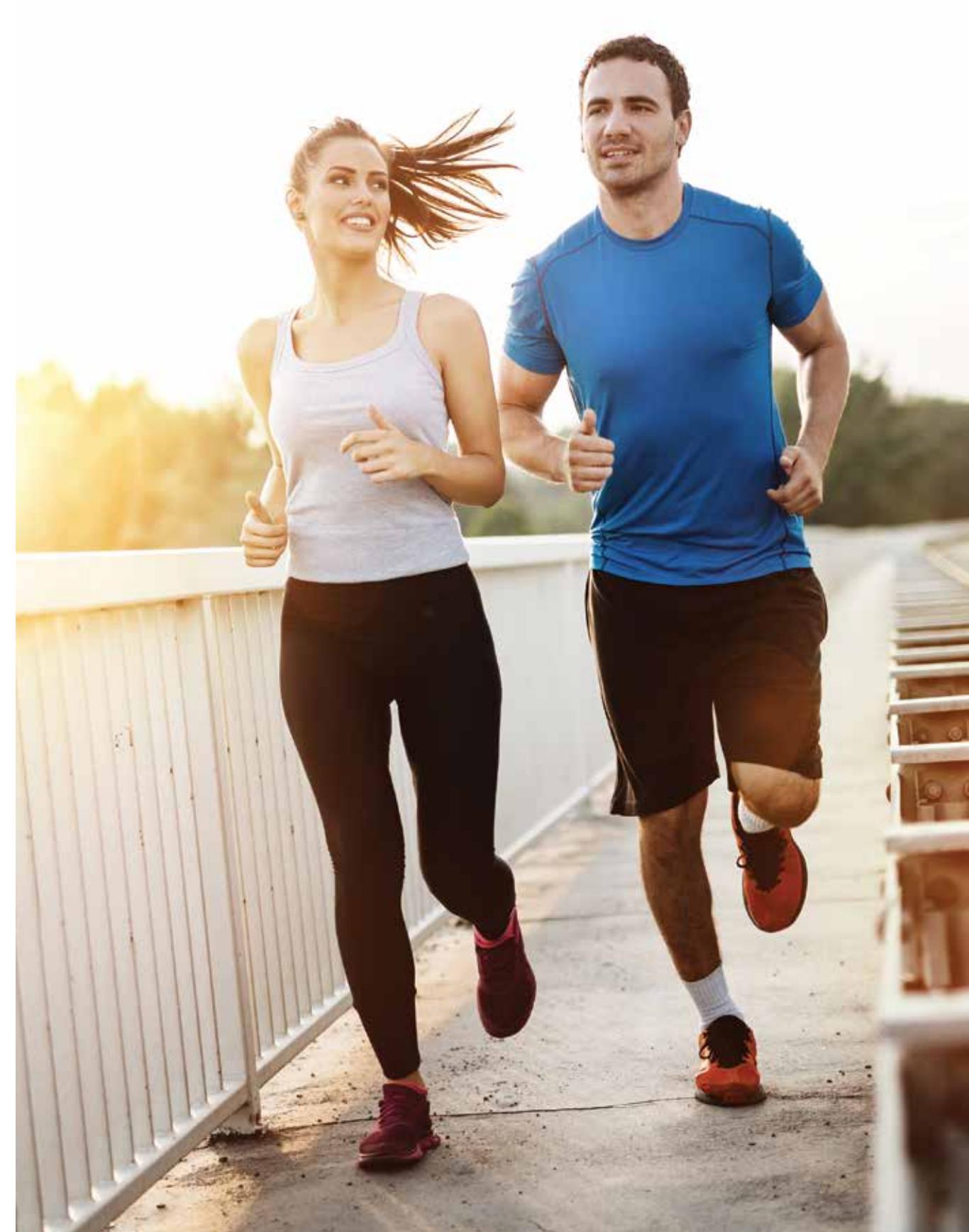
A \$25 bonus is paid to a Brand Partner who advances to the rank of Star or above for the first time, and is at least 80 PV Active within the 4-week rolling period. This bonus may only be received one time.

Star Maker Bonus (SMB)*

A \$25 bonus is paid to a Brand Partner who personally sponsors a Paid-As “Star” rank or higher, and is at least 80 PV Active within the 4-week rolling period. This bonus may only be received one time from each personally sponsored Star (or higher).

*US and Canada only.

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GLOSSARY OF TERMS

Achieved Rank: This is the highest rank that a Brand Partner has been paid over any bonus period.

Active Brand Partner: Any Brand Partner who maintains a minimum of 80 PV every four weeks.

Active Customer: Any registered Customer who has purchased at least 40 PV in the 4-week Active Status Timeline.

Active Status Timeline: Defined as four complete bonus periods—the current bonus period and the previous three full bonus periods. Personal Volume from orders placed during this timeline is added to determine at what Active status level Brand Partners are for rank and payout calculation determinations.

Bonus Period: Bonus periods are weekly beginning at midnight (12:00 a.m. MT) on Tuesday and ending at 11:59 p.m. MT on Monday.

BP/Brand Partner: Those who have signed up to distribute Vasayo products and enjoy the full Vasayo opportunity and lifestyle.

Brand Partner Ranks: As you progress toward building your Vasayo business, you'll work your way through multiple ranks that will determine your earning potential.

Carry Forward Volume: Unused volume will carry forward as long as you stay 80 PV Active. A 1:1 ratio rule applies when the Carry Forward Volume on the lesser leg is at least 30,000 CV. Lesser leg here means the leg with less Carry Forward Volume. "1:1 ratio rule" means that the amount of Carry Forward Volume can only be used up to the amount of newly generated volume in the week for Team Commissions and rank advancement.

Example: Let's say you have 100,000 in carry forward volume on your left leg and 80,000 in carry forward volume on your right. In addition, you have 20,000 in new volume on your left leg and 5,000 in new volume on your right leg. Because the 80,000 CV on your right leg is greater than 30,000, the 1:1 ratio rule applies and your 5,000 in new volume allows you to use 5,000 of your 80,000 carry forward volume for a right leg total of 10,000 CV. You can use all of your 100,000 carry forward volume plus the 20,000 in

new volume for a total of 120,000. The remaining 75,000 CV (80,000 minus 5,000) on your right leg will carry forward.

All Carry Forward Volume will expire if an account does not maintain 80 PV during the 4-week rolling period.

Commission Volume (CV): This volume is used to determine binary tree volumes, PET-V volumes, and any payout calculations (e.g., Team Commissions).

Customer: A person that purchases product either directly from a Brand Partner or through a replicated website. A Customer does not retain a position in the Binary Tree and cannot enroll other Customers or Brand Partners.

Cycle: A cycle is paid out weekly at the rate of \$28 per cycle. You can earn up to the following cycles/USD for each of the following ranks: Starter Group through Executive Brand Partner can earn up to \$2,500; Bronze \$5,000; Silver \$7,500; Gold \$10,000; Platinum \$12,500; Pearl \$15,000; Blue Sapphire \$17,500; Ruby \$20,000; Emerald \$22,500; Diamond, White Diamond, Black Diamond, Royal Black Diamond & Imperial Black Diamond \$25,000; Crown Blue Diamond and up 1,000/\$28,000.

Downline: The people on your team. Consists of Brand Partners you've enrolled and any enrolled after you in the line of sponsorship.

Enrollment Tree Max Volume Per Leg: Enrollment Tree Volumes are tracked within each leg, respectively. This is used for rank advancement determinations for certain ranks that require a specific amount of Enrollment Tree Volume with a maximum amount coming from any one individual leg.

Lesser/Greater Binary Leg Volume: The Binary Tree is split into two different legs (left and right). The volume placed by Brand Partners/Customers in either leg is added to determine the total volume for each of these legs. Once the volumes have been added, the Lesser and Greater legs are determined based off of the total volumes.

Paid-As Rank: This is the rank that a Brand Partner is paid at for a bonus period.

PE Active L/R Count: Qualified Brand Partner and above requires that a Brand Partner have a set number of personally enrolled and Active (80 PV+) Brand Partners that are placed on the left and right sides of the Binary Tree.

Personal Enrollment Tree Volume (PET-V): Enrollment Tree Volume is determined by adding all volume placed by all Brand Partners in your enrollment organization (i.e., personally enrolled Brand Partners, their personally enrolled Brand Partners). PET-V calculates weekly and does not carry forward from week to week.

Personal Volume (PV): Generated through your personal and Customer purchases. PV is used for Active status determinations. Personal Volume over 160 PV each bonus period will roll to the Lesser Leg for rank advancement and payouts.

Placement Leg: Your downline and their location in your organization. You can choose which leg to place a new Brand Partner in order to provide maximum strength for your team.

Qualified: For a Brand Partner to be considered Qualified, they must have at least two personally enrolled Active Brand Partners—at least one must be placed on the left Binary Tree leg, and at least one must be placed on the right Binary Tree leg.

Qualified Brand Partner: Any Brand Partner who maintains one Active personally sponsored Brand Partner in each placement tree leg. (In the U.S. market, one to eight Active Customers are also required.)

Qualified Enrollment Tree Leg: Some ranks require that a Brand Partner have a certain number of enrollment tree Qualified legs. This means that in an individual leg, a Brand Partner has at least one Brand Partner paid at the required rank or above. For example, if a rank requires three Diamond legs, then this means that the Brand Partner is required to have three separate enrollment tree legs that have at least one Paid-As Diamond or above somewhere in each one.

Upline: Includes the Brand Partner who originally enrolled you and everyone sponsored before you within the line of sponsorship.

