



REWARDS PLAN

U.S. MARKET

1 Customer Sales Bonus (CSB)

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)

80 PV Active Brand Partners will earn 20% PIB on purchases from newly sponsored Brand Partners for their first commissionable order.

3 Team Commission (TC)

- Paid to Brand Partners at Star Rank or above.
- Paid in cycles of 240 CV/480 CV and at a rate of \$28 per cycle.
- Up to 1,000 cycles/\$28,000 per week (see Cycles in the Terms & Definitions).

4 Team Commission Matching Bonus (TCM)

- Active Brand Partners with at least 160 PV, who are Qualified and paid at the rank of Bronze or above.
- Paid according to the number of generations in your downline, based on your paid-as rank.
- Paid on compressed generations of Bronze.

Generation	Minimum Required Rank of BPs	% Payout on TC
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%

* Payout default is 20%. Payout increases to 25% if Brand Partner has at least 400 CV through 5+ Active Customers and to 30% if Brand Partner has at least 640 CV through 8+ Active Customers.

5 Rank Advancement Bonus (RAB)

- 160 PV Active, Paid-As White Diamond or above are eligible.
- The RAB is divided into multiple payments with the first being paid upon rank advancement. Subsequent payments are paid in monthly intervals in the month that a Brand Partner maintains rank for at least one week.

Ranks	# of Payouts	Amount per Payout	Total Payout
White Diamond	10	\$5,000	\$50,000
Black Diamond	10	\$10,000	\$100,000
Royal Black Diamond	16	\$12,500	\$200,000
Imperial Black Diamond	20	\$15,000	\$300,000
Crown Blue Diamond	25	\$16,000	\$400,000
Double Crown Blue Diamond	25	\$20,000	\$500,000
Triple Crown Blue Diamond	25	\$40,000	\$1,000,000

6 Global Leadership Bonus (GLB)

- Brand Partners who are Active with at least 160 PV, Qualified, and paid at the rank of Gold or above.
- Earn shares based on your paid-as rank and additional shares based on additional qualifications.
- Leadership Bonus Pool contains 3% of eligible global CV which are paid out weekly.

7 Lifestyle Trips (LT)

Celebrate your achievements and get the training you need to keep progressing with these expenses-paid incentive trips:

- **Cruise for Gold:** 1 person; 4 days, 3 nights; held once a year with requalification
- **Diamond Destination:** 2 people; 5 days, 4 nights; held once a year with requalification
- **Black Diamond Discovery:** 2 people; 7 days, 6 nights; held once a year with requalification
- **Crown Blue Diamond Exclusive:** 2 people; 10 days, 9 nights; held once every other year with requalification

For all trips, Brand Partner must maintain Active and Qualified status from the first qualifying period until the date of the trip.

8 Multiple Business Centers (MBC)

Brand Partners may be awarded an additional Business Center (BC) after reaching the rank of Black Diamond and maintaining Black Diamond or above status for 4 consecutive weeks.

Rank Advancement Chart

	Ranks	Personal Volume (PV) Including Customer Vol.	Active Customers	PE Active L/R Count	Lesser Leg Volume	PET Volume	PET-V Max Per Leg	Consecutive Weeks
Star	Star	80	1 (40 PV)	1/1				1
	Star 800	80	1 (40 PV)	1/1	800			1
Metal	Bronze	80	2 (80 PV)	1/1	2,000			1
	Silver	80	2 (80 PV)	1/1	3,000			1
	Gold	80	2 (80 PV)	1/1	6,000	2,500		1
Gemstone	Platinum	80	2 (80 PV)	1/1	8,000	5,000		1
	Pearl	160	4 (160 PV)	2/2	10,000	8,000	4,000	2
	Blue Sapphire	160	4 (160 PV)	2/2	12,000	12,000	6,000	2
	Ruby	160	4 (160 PV)	2/2	15,000	20,000	10,000	2
Ambassador	Emerald	160	4 (160 PV)	2/2	20,000	30,000	15,000	3
	Diamond	240	6 (240 PV)	3/3	30,000	50,000	25,000	4/6
	White Diamond	240	6 (240 PV)	3/3	40,000	80,000	30,000	4/6
	Black Diamond	240	6 (240 PV)	3/3	50,000	150,000	50,000	4/6
	Royal Black Diamond	240	6 (240 PV)	3/3	70,000	250,000	80,000	4/6
Crown	Imperial Black Diamond	240	6 (240 PV)	3/3	90,000	500,000	125,000	4/6
	Crown Blue Diamond	320	8 (320 PV)	4/4	110,000	800,000	150,000	6/8
	Double Crown Blue Diamond	320	8 (320 PV)	4/4	130,000	1,000,000	175,000	6/8
	Triple Crown Blue Diamond	320	8 (320 PV)	4/4	150,000	1,500,000	250,000	6/8

VASAYO PROMOTIONS

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.

Terms & Definitions

Term	Definition
Achieved Rank	This is the highest rank that a Brand Partner has been paid over any bonus period.
Active Brand Partner	Brand Partners that maintain a minimum amount of Personal Volume are considered to be Active. The minimum amount of Personal Volume to be considered Active is 80 PV or more.
Active Customer	Personally enrolled Customer that has ordered at least 40 PV in the 4 week Active Status Timeline.
Active Status Timeline	The Active Status Timeline is defined as 4 complete bonus periods—the current bonus period and the previous 3 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.
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.
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.
Cycles	A cycle is paid out weekly at the rate of \$28 (USD) per cycle. One cycle is achieved when 240 CV has been accumulated on one of your team legs and 480 CV on the other. Each rank within the Vasayo Rewards Plan can earn up to a certain number of cycles, as follows: Star and Star 800 \$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 \$28,000.
Lesser/Greater Binary Leg Volumes	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.
PET-V Max Per Leg	PET-V is 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.
Personal Enrollment Tree Volume (PET-V)	Personal Enrollment Tree Volume is determined by adding all new volume in the commission week placed by all Brand Partners in your enrollment organization (i.e., personally enrolled Brand Partners, their personally enrolled Brand Partners).
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.
Qualified	For a Brand Partner to be considered as Qualified, they must have at least 2 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.