

VASAYO REWARDS PLAN (US Market)



Customer Sales Bonus (CSB)

- 80 PV Active Brand Partners will be paid 20% of their personally enrolled Customers' CV.
- Enrolling Brand Partners will also receive a \$50 bonus if their Customers have at least 500 CV, or \$150 if their Customers have at least 1,000 CV (paid on a 4-week period, which begins with your Customer's first commissionable order).
- After the 20% CSB and any applicable cash bonuses are paid out, the remaining 50% of volume will roll up for all other payouts, and 100% of volume will roll up for rank advancement.

Product Introduction Bonus (PIB)

- Paid to the Sponsor of new Brand Partners.
- 80 PV Active Brand Partners will earn 20% PIB on purchases from newly sponsored Brand Partners for their first commissionable order.
- After the 20% PIB is paid out, the remaining 80% of volume will roll up for all other payouts, and 100% of volume will roll up for rank advancement.
- No compression is applied for this bonus.

Rank Advancement Bonus (RAB)

- Paid to Brand Partners who are Active with at least 160 PV, Qualified, and paid at the rank of Black Diamond or above.
- RABs are split into 10 individual payouts, once every 4 bonus weeks.
- Rank must be maintained.

Ranks	# of Payouts	Amount per Payout	Total Payout
Black Diamond	10	\$10,000	\$100,000
Royal Black Diamond	10	\$20,000	\$200,000
Imperial Black Diamond	10	\$40,000	\$400,000
Crown Blue Diamond	10	\$60,000	\$600,000
Double Crown Blue Diamond	10	\$80,000	\$800,000
Triple Crown Blue Diamond	10	\$100,000	\$1,000,000

Team Commission (TC)

- Paid to Brand Partners at Qualified Brand Partner Rank or above.
- Paid in cycles of 240 CV/480 CV and at a rate of \$25 per cycle.
- Up to 1,100 cycles/\$27,500 per week (see Cycles in the Terms & Definitions).

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 Brand Partners.

Generation	Minimum Required Rank of BPs	% Payout
1	Bronze	20%/25%/30%*
2	Silver	10%
3	Gold, Platinum	5%
4	Pearl, Blue Sapphire	5%
5	Ruby, Emerald	5%
6	Ambassador Ranks	5%
7	Crown Ranks	5%

*20% payout default, 25% if BP has 5+ Active Customers with a combined minimum of 400 CV, 30% if BP has 8+ Active Customers with a combined minimum of 640 CV.

Leadership Bonus (LB)

- Brand Partners who are Active with at least 160 PV, Qualified, and paid at the rank of Ruby or above.
- Earn shares based on your paid-as rank and additional shares based on additional qualifications.
- Leadership Bonus Pool contains 2% of global CV which are paid out weekly.

Rank Advancement Chart

	Ranks	Personal Volume	Active Customers	PE Active L/R Count	Lesser Leg Volume	PET Volume	PET-V Max Per Leg	Consecutive Weeks	Qualified Leg Req.
Starter	Brand Partner								
	Qualified Brand Partner	80	1	1/1					
	Executive Brand Partner (EBP)	80	1	1/1	800				
Metal	Bronze	80	2	1/1	2,000	300			
	Silver	80	2	1/1	3,000	800			
	Gold	80	2	1/1	6,000	2,500			
	Platinum	80	2	1/1	8,000	5,000			1 EBP leg
Gemstone	Pearl	160	4	2/2	10,000	8,000	4,000	2	2 EBP legs
	Blue Sapphire	160	4	2/2	12,000	12,000	6,000	2	3 EBP legs
	Ruby	160	4	2/2	15,000	20,000	10,000	2	4 EBP legs
	Emerald	160	4	2/2	20,000	30,000	15,000	3	5 EBP legs
Ambassador	Diamond	240	6	3/3	30,000	50,000	20,000	4	3 Blue Sapphire legs
	Black Diamond	240	6	3/3	50,000	150,000	50,000	4	3 Emerald legs
	Royal Black Diamond	240	6	3/3	70,000	250,000	80,000	4	3 Diamond legs
	Imperial Black Diamond	240	6	3/3	90,000	500,000	125,000	4	4 Diamond legs
Crown	Crown Blue Diamond	320	8	4/4	110,000	800,000	150,000	6/8	5 Diamond legs
	Double Crown Blue Diamond	320	8	4/4	130,000	1,000,000	175,000	6/8	6 Diamond legs
	Triple Crown Blue Diamond	320	8	4/4	150,000	1,500,000	250,000	6/8	6 Diamond legs

Terms & Definitions

Term	Description
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 35 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 Monday and ending at 11:59 p.m. MT on Sunday.
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 a leg is at least 30,000 CV. "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.
Cycle	A cycle is paid out weekly at the rate of \$25 (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: Qualified Brand Partner and Executive Brand Partner can earn up to a maximum of 100 cycles for a total of \$2,500 (100 cycles x \$25 = \$2,500); Bronze 200/\$5,000; Silver 300/\$7,500; Gold 400/\$10,000; Platinum 500/\$12,500; Pearl 600/\$15,000; Blue Sapphire 700/\$17,500; Ruby 800/\$20,000; Emerald 900/\$22,500; Diamond, Black Diamond, Royal Black Diamond & Imperial Black Diamond 1,000/\$25,000; Crown Blue Diamond and up 1,100/\$27,500.
Paid-As Rank	This is the rank that a Brand Partner is paid at for a bonus period.
Personal Enrollment Tree Volume (PET-V)	Personal 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 Max Per Leg	Personal 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 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.
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 Volume (PV)	Generated through your personal and Customer purchases. PV is used for Active status determinations.
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.
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.

Rank Requirement Details

- The Personal Volume requirement is determined by combining the BP's own volume and their Customer Volume together.
- For re-entry, once Brand Partners reach Black Diamond or higher in rank and maintain the rank of Black Diamond or higher for a minimum of four consecutive weeks, they may be awarded an additional BC (Business Center).
- The awarding of the new BC is at the Company's sole discretion and will be awarded once the Brand Partner has met with management to discuss the awarding of said position.