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# KYÄNI COMPENSATION PLAN

## EUROPE

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### WELCOME

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#### ***Welcome to the Kyäni family!***

Kyäni's mission is "To bring hope—the promise of a better life—through wellness and opportunity." As a Kyäni Independent Business Partner, you are an integral part of fulfilling that mission for yourself and for people all around the world.

In the following pages, you'll see the details of how you are compensated for the time, energy, and hard work you put in to your Kyäni business. We encourage you to spend the time it takes to familiarize yourself with this compensation plan so that you can optimize your efforts, and build a business that will ensure a better life for you and the people you love for many years to come.

As your business matures, keep in mind that a true measure of success is not just in what you have, but also in what you do for other people. We hope that as you achieve your personal goals, you will also participate in the Kyäni Caring Hands program, which enables you to improve lives and bring hope to people all around the world.

We are excited to have you as our business partner, and look forward to many years of success with you!

Sincerely,

Kyäni

## Genealogy trees

A genealogy tree is a means of tracking relationships between all the Independent Business Partners in Kyäni. In the Kyäni Compensation Plan, there are two genealogy trees, the Sponsor Tree and the Placement Tree. When a new Independent Business Partner joins Kyäni, they appear in both trees.

### Sponsor Tree

The Sponsor Tree is similar to a family relationship tracker. Everyone you personally enroll is positioned directly under you on your first level. When you personally enroll team members and they enroll a new Independent Business Partner, the new Business Partners are then positioned under your team members on your second level. This positioning is automatic and directly determined by who enrolled the new Business Partner. The width of your Sponsor Tree is as wide as the number of people you personally enroll.

#### ***Bonuses calculated using the Sponsor Tree***

- Team Bonus
- Generation Check Match



## Placement Tree

The Placement Tree is another relationship tracker. Unlike the Sponsor Tree, you have the freedom to place your personally sponsored Business Partners anywhere you desire in your downline. There are different reasons why leaders may place newly enrolled Business Partners in different positions of the Placement Tree. These include A) synergy of building a team; B) geographical considerations; C) personal relationship considerations; or D) building to the next rank. Proper placing of new Business Partners in your Placement Tree is important and helps you build a wider, deeper, and more profitable organization.

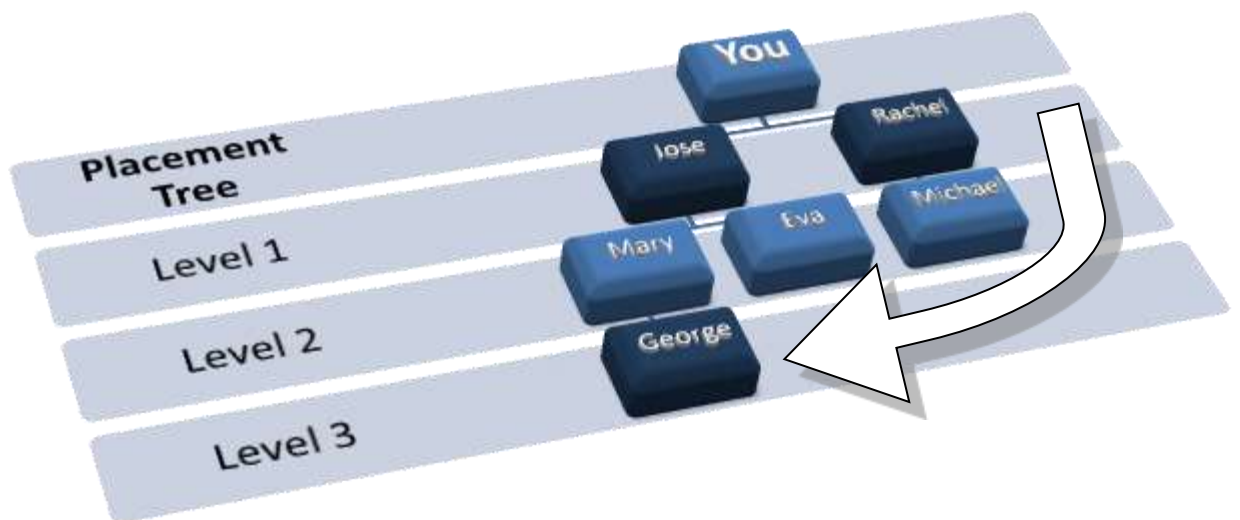
When you personally enroll a new team member, you may immediately place them in the Placement Tree or you may place them in the Holding Tank where you have up to 72 hours to decide where to place them. If you do not place them within the allotted time, the system will automatically place them in first level of your Placement Tree. There is no limit to the width of the Placement Tree; you can build it as wide as you like. To be eligible for all bonuses, you only need to have three legs.

Your Customers may be considered one leg for Kyäni Monthly PayGate Accumulator calculations or for rank calculations.

In the illustration below, you will notice that George was placed below Mary. The same organization is represented in both the Sponsor Tree and the Placement Tree.

### ***Elements that are calculated using the Placement Tree***

- Rank
- Fast Start & Power Play
- Rank Bonuses
- Kyäni Monthly PayGate Accumulator



## Qualification Requirements

There are two levels of qualification. The first is reached with 1QV per month. At this level, you are considered a Distributor. You are eligible for select Weekly Bonuses.

At 100QV per month you are considered a Qualified Distributor and are eligible for all bonus compensation. Beginning at the rank of Jade 125QV is required. Qualification is required monthly. To qualify, you can either have QV from personal customers or purchase adequate volumes of product to generate the required amount for your rank, or a combination of both.

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### RANKS

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Ranks are calculated based on QV from the Placement Tree. You may count 600QV volume from personal purchases towards ranks of Pearl and below and 1000QV for ranks of Sapphire and above. Ranks up to and including Diamond require two active (100QV) legs and Blue Diamond and above require three active (100QV) legs.

#### Rank Chart using Placement Tree QV

Rank	MQV Required	Total GQV Requirement	QV Volume Outside Largest Leg	QV Volume Outside Largest 2 Legs
<b>Qualified Distributor</b>	100			
<b>Garnet</b>	100	1.000	400	
<b>Jade</b>	125	2.000	800	
<b>Pearl</b>	125	5.000	2.000	
<b>Sapphire</b>	125	10.000	4.000	
<b>Ruby</b>	125	25.000	10.000	
<b>Emerald</b>	125	50.000	20.000	
<b>Diamond</b>	125	100.000	40.000	
<b>Blue Diamond</b>	125	250.000	100.000	12.500
<b>Green Diamond</b>	125	500.000	200.000	25.000
<b>Purple Diamond</b>	125	1.000.000	400.000	50.000
<b>Red Diamond</b>	125	2.000.000	800.000	100.000
<b>Double Red Diamond</b>	125	4.000.000	1.600.000	200.000
<b>Black Diamond</b>	125	10.000.000	4.000.000	500.000
<b>Double Black Diamond</b>	125	25.000.000	10.000.000	1.250.000

## Rank Determination Process

Use the following process to determine rank.

1. Calculate total GQV (Group Qualifying Volume) and compare to chart for possible rank.
2. Does the QV volume outside of the largest leg (including personal and customer volume) meet the minimum requirements for that rank? (If no, restart with next lower rank.)
3. Does the QV volume outside of the largest two legs (including personal and customer volume) meet the minimum requirements for that rank? If no, restart with next lower rank. If yes, you have reached that rank.

## Examples

Below are two examples to illustrate calculation of rank.

Example A: You have two legs. The largest leg has 30,000QV, Leg 2 has 20,000QV. Take the volumes through the calculation process.

1. Total volume of all legs equals 50,000QV. Comparing this to the chart, you may qualify for Emerald.
2. QV outside the largest leg equals 20,000. For the Emerald Rank the chart shows that 20,000QV is needed. That requirement is met.

Example B: This organization has 4 legs. The largest leg has 120.000QV, Leg 2 has 17.000QV, Leg 3 has 3.000QV, and Leg 4 has 300QV.

Take the volumes through the calculation process.

1. The total volume of the organization is 140.300QV. This is in the category for Diamond.
2. QV outside of the largest leg equals 20.300QV. This does not meet the minimum requirement for Diamond. We then look at the next lowest rank (Emerald).
3. QV outside of the largest leg equals 20,300QV. For the Emerald Rank the chart shows 20,000QV is needed. That requirement is met. You have reached the rank of Emerald.



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## BONUSES

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### Personal Customer Bonuses

#### Retail Profit Bonus

Every time you sell product to a registered customer, you earn the difference between the wholesale price and the selling price. The difference between your wholesale pricing and what your Retail Customer paid is the Retail Profit Bonus. It will be paid to you with the weekly bonuses. This bonus is earned every time one of your personal customers purchases a product. You must have a Paid-as Rank of Distributor when the bonus is calculated in order to earn this bonus.

Example: Assume a customer places an order of €112 worth of products—an order which would cost an Independent Business Partner only €96. The Business Partner would then earn the Retail Profit Bonus of  $€112 - €96 = €16$  (VAT Not Included)

#### Customer Builder Bonus

Every month your Customers have a combined QV of 750, 2,500, or 5,000 you will receive a bonus. You may only earn one bonus level per month.

Customer Volume	Customer Bonus
750 QV	€80
2,500 QV	€400
5,000 QV	€960

## Independent Business Partner Bonuses

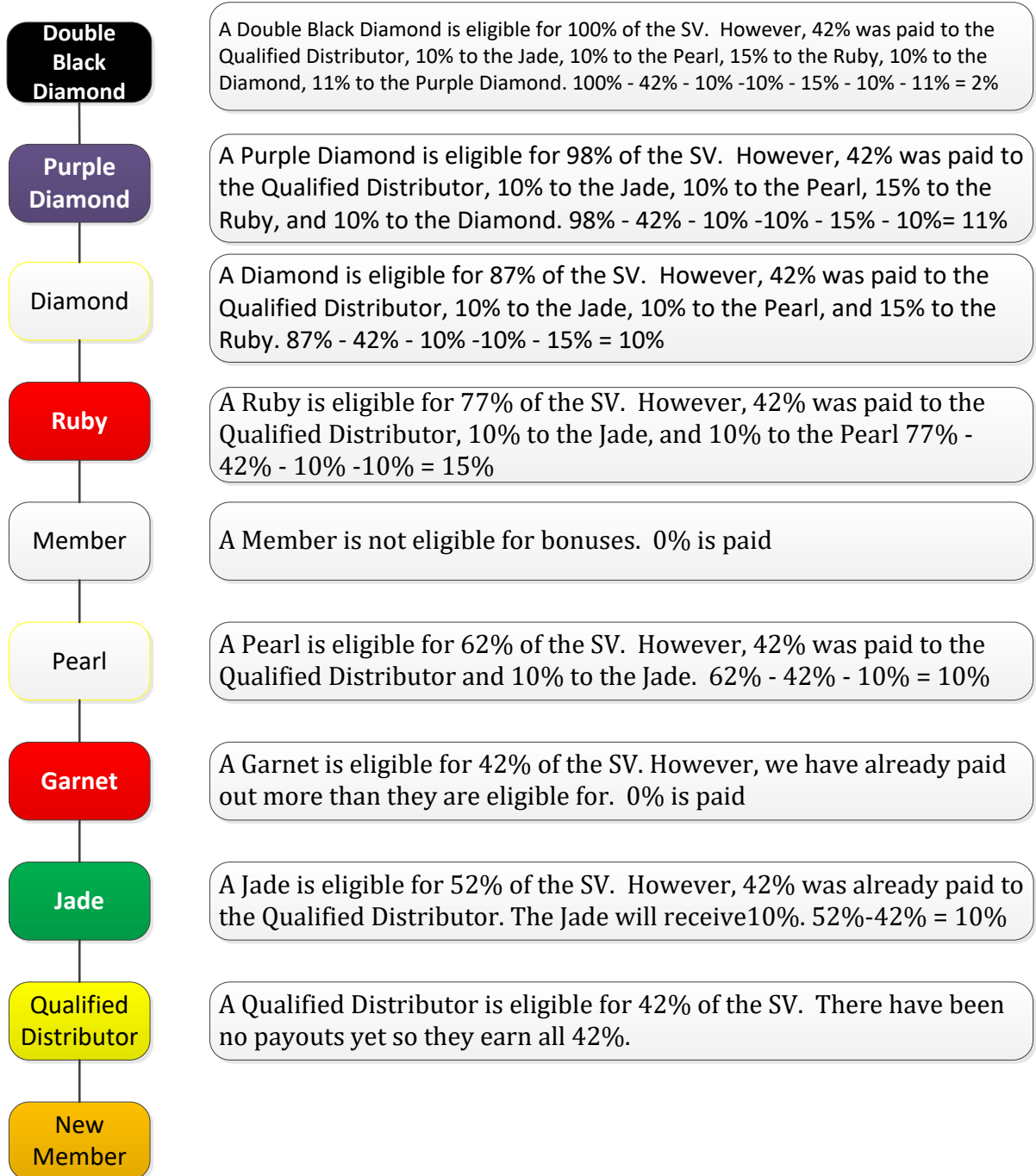
### Team Bonus

Whenever someone in your downline enrolls a new team member, you may be eligible to receive the Differential Team Bonus. The Differential Team Bonus is calculated using the Sponsor Tree. It is paid based on the Starter Pack purchased by the new member, your rank, and the rank of the Business Partners between you and the enrollment.

The Team Bonus uses SV (Special Volume) to determine payouts. Each starter pack has an SV value associated with it. Depending on your rank you will receive a percentage of the SV as a bonus. The rank you achieve in your first 31 days is called your Grace Rank. This rank will be part of the evaluation of how much you will earn on the Team Bonus. After your 31 days are done the rank you have earned (Grace Rank) will be compared with the current calendar month rank and the previous calendar month rank. The highest of all three ranks will be the rank used in Team Bonus calculations. This Grace Rank will be used during your first 31 days and the remainder of the calendar month after the 31 day period. For example if you joined on 15 August your 31 day period would end 15 September and you could use the Grace Rank from 15 August to September 30. You can always earn a higher rank through your efforts but during this time you will never be paid lower than your Grace Rank. (This rank is only used for Team Bonus Calculations). After this period is done your Team Bonus will only use the current month rank and the previous month rank for payouts. The chart below illustrates the percentage you will receive based on your rank.

Distributor	Qualified Distributor	Garnet	Jade	Pearl	Sapphire	Ruby	Emerald	Diamond	Blue Diamond	Green Diamond	Purple Diamond	Red Diamond	Double Red Diamond +
42%	42%	42%	52%	62%	72%	77%	82%	87%	92%	96%	98%	99%	100%

### Differential Team Bonus Example





## Fast Start Bonus

To help you get started, Kyäni provides a Fast Start bonus. If you achieve the rank of Jade within your first 31 days (your enrollment day is considered day 0) you will receive a €200 bonus.

If you achieve the rank of Pearl or above within your first 31 days you will receive a €360 bonus. You may only earn one of the levels of the Fast Start Bonus. You may not earn both the Jade and Pearl bonus.

If you achieve the rank of Sapphire or above within your first 31 days you will receive the €360 for Pearl. When you maintain Sapphire in the next calendar month you will be eligible for an extra €1.000 down payment for the Sapphire Car Program.

## Power Play

To earn a Power Play you must have three personally sponsored Business Partners, each with a minimum of 100 QV, and three personally enrolled customers with a combined total of 150 QV or more within a calendar month.

When you run a Power Play you will earn a €80 bonus and your sponsor will receive a €40 bonus. You will earn this bonus each time you run a Power Play. The Sponsor must be at the rank of Qualified Distributor or higher at the time the bonus is achieved in order to receive the bonus.

Each Business Partner or Customer used to qualify for a Power Play may not be used for a future Power Play. Business Partners and Customers must have a unique address to be counted towards a Power Play. Once an address is used it cannot be used for another Business Partner or Customer in the current or future Power Play. Only Business Partners and Customers who enroll after January 1, 2018 will qualify for this bonus.

**Example:** Business Partner A sponsors Business Partners B and C and enrolls two new customers in February. In March Business Partner A sponsors Business Partner D with a minimum of 100 QV and Business Partners B and C both meet the 100 QV requirement. Only one of the customers from February makes a purchase in March, but Business Partner A enrolls two more customers in March. The three customers combined have more than 150 QV in purchases. Business Partner A will receive a €80 bonus and his/her sponsor will receive a €40 bonus in March. Business Partners B, C, D, and the three customers used to count towards the Power Play may not be used for future Power Play Bonuses.

## Kyäni PayGate Accumulator

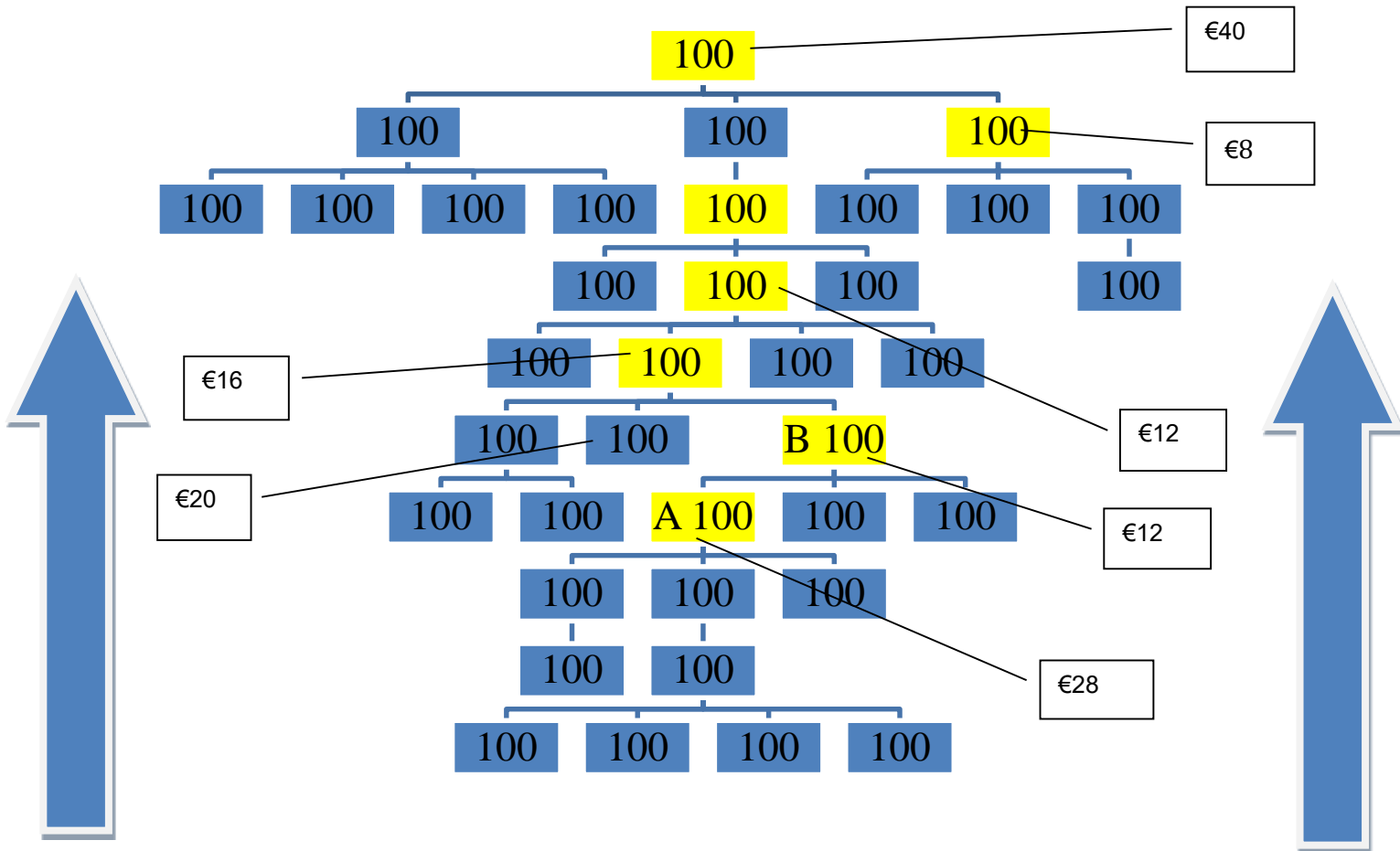
The Kyäni PayGate Accumulator is calculated on the monthly CV generated in your Placement Tree. The Kyäni PayGate Accumulator calculates residual income monthly by starting at the bottom of the Placement tree and accumulating volume flowing upward until it reaches a Business Partner with a qualifying PayGate where it pays out the earned commission. This process is repeated for all PayGate levels. As your volume increases, you may qualify for new PayGates depending on the distribution of your volume in your Placement Tree. Each additional PayGate you qualify for creates additional residual payout for you. For Paygate qualifications and payouts all personal customer CV will be calculated as a leg by itself. For example, if a Business Partner has 2 legs of Business Partners and personal customers this would be as if they had 3 legs for qualifications and payouts. Personal CV from your own Business Partner account will not be included towards your own Paygate qualifications and payouts.

Below is a chart of the PayGates, the percentage of CV for each level, and the volume requirements to earn the respective PayGate.

**PayGate Accumulator Chart using Placement Tree CV**

<b>PayGate</b>	<b>Rate</b>	<b>Largest Leg Requirement</b>	<b>Total of Small legs</b>	<b>3rd leg Minimum</b>
1	5.00%	200	100	
2	7.00%	700	500	
3	8.00%	2.200	1.500	
4	7.00%	4.500	3.000	
5	6.00%	9.000	6.000	
6	5.00%	18.000	12.000	
7	3.00%	40.000	27.000	
8	1.00%	90.000	55.000	6.000
9	1.00%	200.000	125.000	12.000
10	0.50%	400.000	260.000	18.000
11	0.25%	1.000.000	450.000	40.000
12	0.25%	2.000.000	900.000	100.000

### PayGate 1 Chart



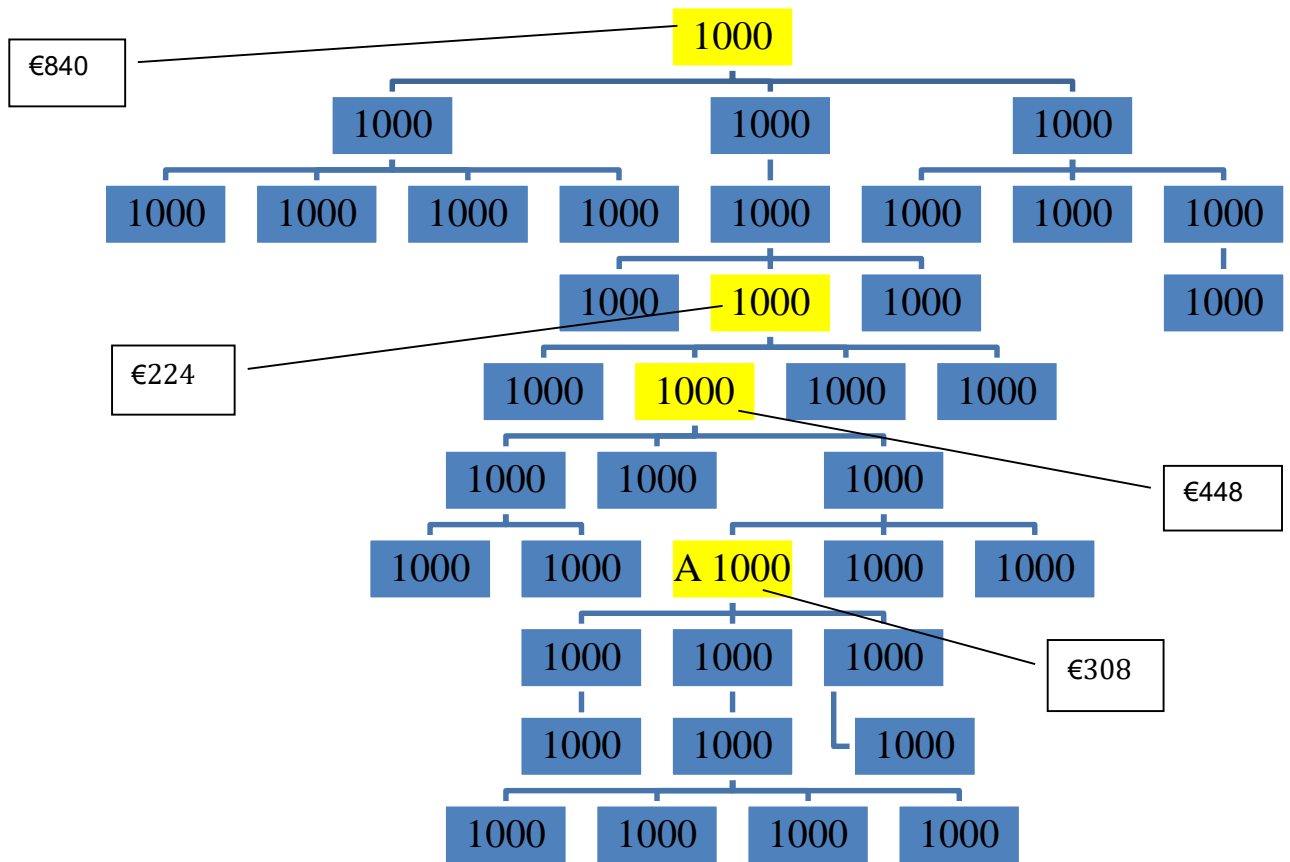
### PayGate 1 Example

Review the example for PayGate 1 above. From the bottom of the organization, the volume flows upward and accumulates CV. As the volume reaches the first qualifying Business Partner for PayGate 1, we calculate how much CV is to be paid out (indicated by the yellow box). A total of 900CV has accumulated at the first yellow box A (Business Partner A). Once a PayGate is reached, the following process is used to determine the amount to pay on the PayGate:

1. Add all CV accumulated up through the organization from either the bottom or from the last PayGate payout—whichever is closer.
2. Subtract the PayGate base amount (Largest Leg Requirement). For PayGate 1 this is 200CV. This 200CV amount will flow up along with your Personal CV to the Business Partner above them. For this example, you have 900CV – 200CV = 700CV. This 700CV amount is multiplied by 5% for PayGate 1. This is €28.

The volume that flows up from Business Partner A (yellow box A) is now 300CV (200CV PayGate base amount + personal volume of 100CV). Business Partner B (yellow box B) is the next Business Partner to qualify for PayGate 1. The volume they receive is 500CV. Run it through the two step process above remembering that the PayGate amount of 200CV in addition to their personal CV of 100 flows up and repeat the process again. Business Partner B would receive €12. The personal volume of Business Partner B (100CV) plus 200CV PayGate base amount volume flows up. Each of the yellow boxes represents Business Partners who qualify for PayGate 1. Once a PayGate flows to the top of the organization—the next PayGate process starts again at the bottom of the organization using the same volume.

### PayGate 4 Chart



### PayGate 4 Example

Above is an example for Paygate 4. We will use the same organization as the PayGate 1 example, but we have increased the volume to 1000CV in order to keep the illustration small enough to demonstrate this PayGate. Remember that PayGates 1 – 3 would have been paid before PayGate 4 was processed. To qualify for this gate, your largest leg needs to have at least 4500CV and the total of all your other legs needs to have at least 3000CV.

Each of the Business Partners in yellow has qualified to receive a payout for PayGate 4. To calculate the amount of the payout for Business Partner A (yellow box A), first add the volume from all the legs. A total of 10.000CV is accumulated by Business Partner A. Next subtract the PayGate base amount (4500CV for PayGate 4).  $10.000CV - 4500CV = 5500CV$ . Multiply this by 7% and we get €308. This €308 would be added to the other PayGate Bonuses (PayGates 1-3) for that Business Partner.

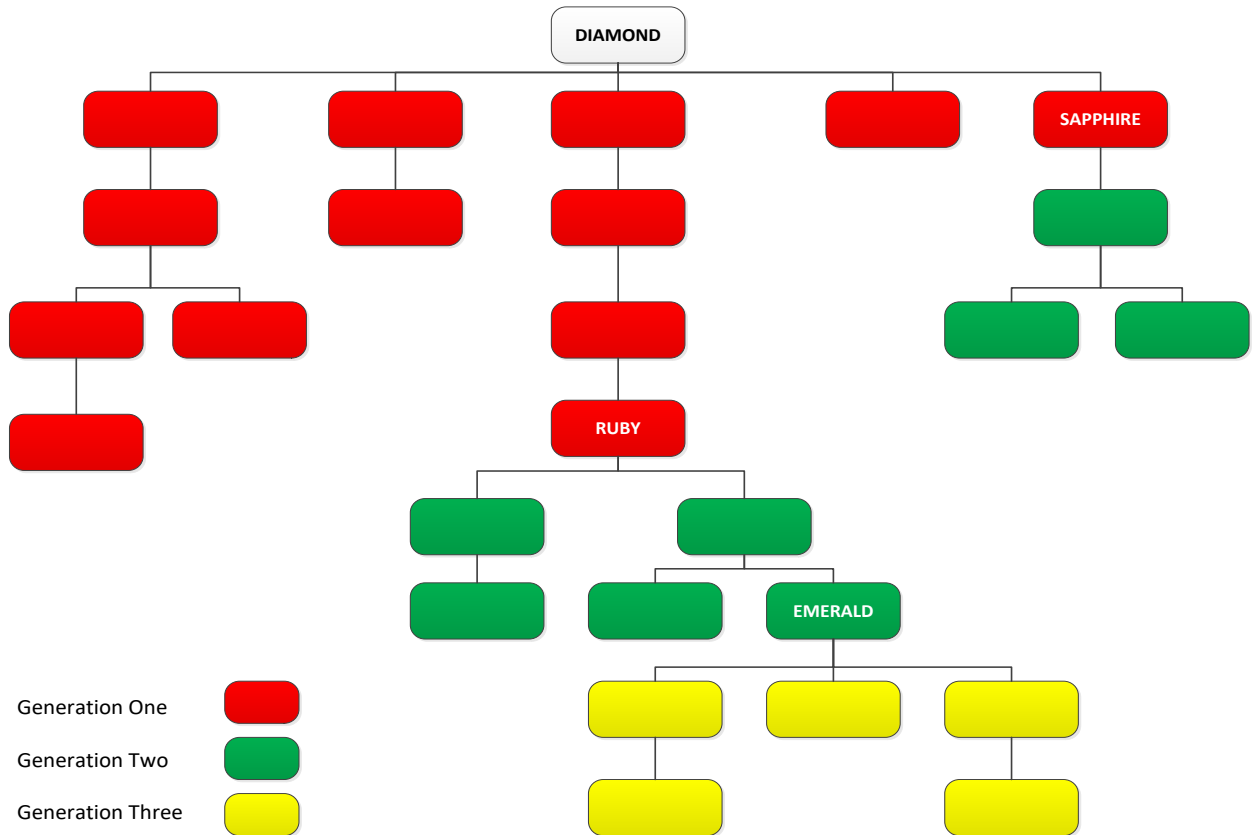
Finally, the PayGate 4 base amount of 4500CV flows up along with their personal 1000CV to the Business Partner above them. This process is repeated for every Independent Business Partner that qualifies for PayGate 4. In this example a total of four Business Partners received this PayGate 4 bonus in this example.

## Generation Check Match

One of the most exciting bonuses is the Generation Check Match. You can earn a percentage of every PayGate payout from Independent Business Partners in your Sponsor Tree downline up to nine generations deep. A Generation is defined as a Business Partner with a Paid-as Rank equal to or greater than Sapphire, down to, and including the next Independent Business Partner with a Paid-as Rank equal to or greater than Sapphire. Based on your Paid-as Rank you will earn a percentage of your downline's PayGate earnings. The chart below itemizes the breakdown of generations and percentages.

Generations	Sapphire	Ruby	Emerald	Diamond	Blue Diamond	Green Diamond	Purple Diamond	Red Diamond	Double Red Diamond	Black Diamond	Double Black Diamond
1	15%	15%	15%	15%	15%	15%	15%	15%	15%	15%	15%
2	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%
3		10%	10%	10%	10%	10%	10%	10%	10%	10%	10%
4			5%	5%	5%	5%	5%	5%	5%	5%	5%
5				5%	5%	5%	5%	5%	5%	5%	5%
6					4%	4%	4%	4%	4%	4%	4%
7						3%	3%	3%	3%	3%	3%
8							2%	2%	2%	2%	2%
9								1%	1%	1%	1%

### Generation Check Match Example



In the example above the Independent Business Partner at the top has a Paid-as Rank of Diamond which entitles them to five generation payouts (only three generations shown). The Business Partners in red are in Generation One, and the Diamond would receive 15% of the Paygate bonus of each one. The Business Partners in green are in Generation Two, and the Diamond would receive 10% of the Paygate bonus of each one. The Independent Business Partners in yellow are in Generation Three, and the Diamond would receive 10% of the Paygate bonus of each one.

### Rank Bonus

**Emerald Rank Bonus** - Achieve the month-end Paid-as rank of Emerald for two total months and receive €4.000.

**Blue Diamond Bonus** - Achieve the month-end Paid-as rank of Blue Diamond for three total months and receive €20.000.

**Purple Diamond Bonus** - Achieve the month-end Paid-as rank of Purple Diamond for three total months and receive €80.000.

**Double Red Diamond** - Achieve the month-end Paid-as rank of Double Red Diamond for three total months and receive €400.000 (€80.000 per month for five months).

**Double Black Diamond** - Achieve the month-end Paid-as rank of Double Black Diamond for three total months and receive a €800.000 (€80.000 per month for ten months).

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## LEADERSHIP BONUSES

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### Diamond Pool

1.5% of all Global CV every month is put into the Diamond Pool. This pool is calculated monthly and paid monthly on a 60 day delay. For example, pool earnings from January would be paid out to you in March.

To participate in the pool, an Independent Business Partner must have a Paid-as Rank of Diamond or above in the current month and one of the two previous months. Participants receive shares in the pool based on their rank as follows:

Diamond	1 Share
Blue Diamond	2 Shares
Green Diamond	4 Shares
Purple Diamond	8 Shares
Red Diamond	8 Shares
Double Red Diamond	8 Shares
Black Diamond	8 Shares
Double Black Diamond	8 Shares

A Red, Double Red, Black, or Double Black Diamond participates in this pool until he or she qualifies for the next pool. If a participant in the pool helps someone in their Sponsor Tree downline reach the same Paid-as Rank or higher, then their shares are multiplied by 1.5. A participant can only receive one multiplying factor. Qualification is determined by the monthly Paid-as Rank. A Business Partner will never be paid in more than one leadership pools for the same month.

### Red Diamond Pool

0.5% of all Global CV every month is put into the Red Diamond Pool. The pool is calculated monthly and paid on a 60 day delay. For example, pool earnings from January would be paid out to you in March.

To participate in the pool, an Independent Business Partner must be a Paid-as Rank of Red Diamond or above in the current month and one of the two previous months. Participants receive shares in the pool based upon their rank as follows:

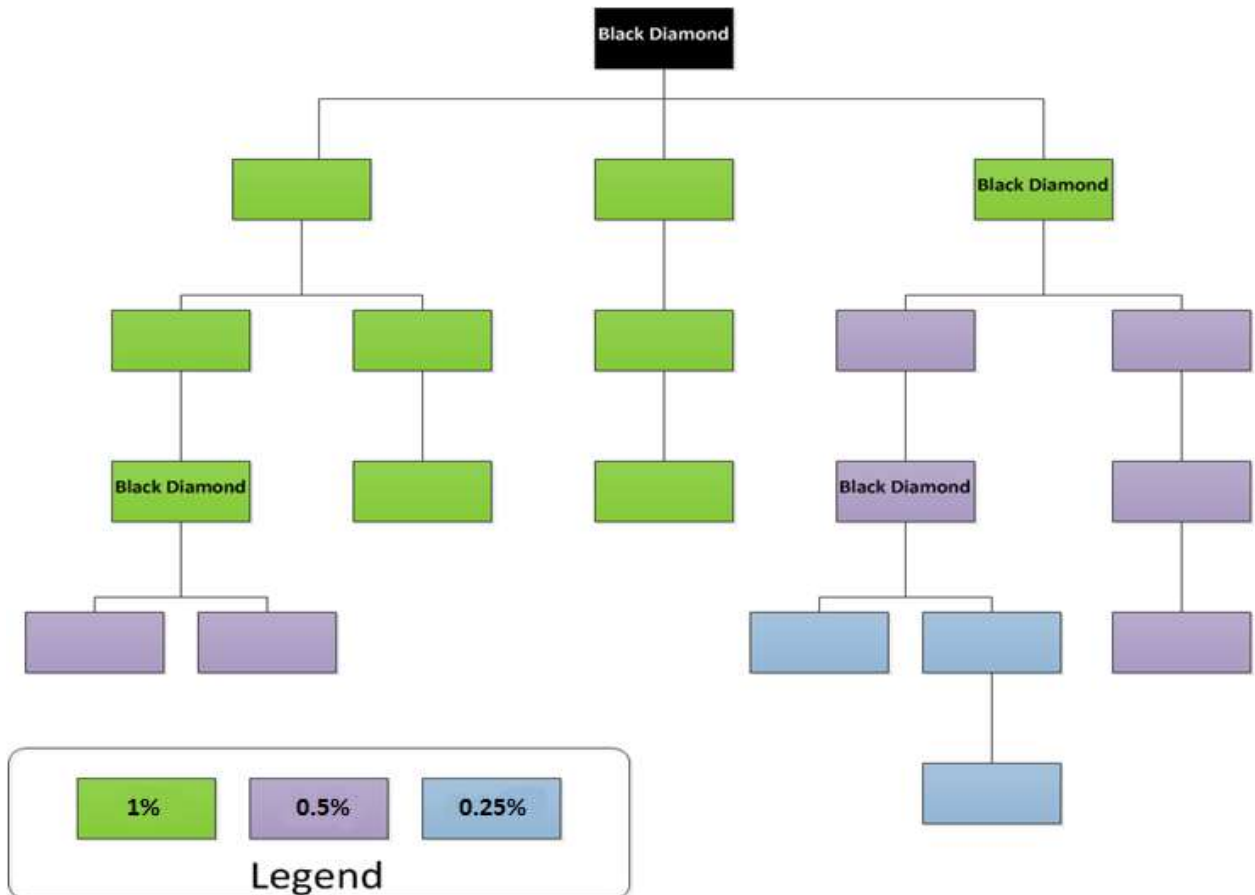
Red Diamond	1 Share
Double Red Diamond	2 Shares
Black Diamond	2 Shares
Double Black Diamond	2 Shares

If a participant in the pool helps someone in their Sponsor Tree downline reach the same Paid-as Rank or higher, then his or her shares are multiplied by 1.5. A participant can only receive one multiplying factor. Qualification is determined by the monthly Paid-as Rank. A Business Partner will never be paid in more than one leadership pools for the same month.

## Infinity Bonus

The Infinity Bonus allows a Paid-as Rank Black Diamond and Double Black Diamond to be paid 1% on all the CV in their sponsor downline. If the Black Diamond or Double Black Diamond has another Black Diamond or higher in their downline then the Infinity Bonus paid out below them becomes one-half. With each new Black Diamond in your Sponsor Tree the payout never ends but is reduced by one-half.

To participate in the bonus, a Business Partner must be a Paid-as Rank of Black Diamond or above in the current month and one of the two previous months.



## Kyäni Drive your Dream Car Program

Starting with the rank of Sapphire, you could be driving your own Mercedes C class—and the program doesn't stop there! There are five tiers in the car program which can reach a monthly payment of €8.000! The tiers of the program are at the ranks of: Sapphire, Diamond, Green Diamond, Red Diamond, and Black Diamond.

To qualify for the Sapphire tier you only need to reach the Paid-as Rank of Sapphire in two separate months. To qualify for the Diamond, Green Diamond, Red Diamond, and Black Diamond tiers you must be of the specified Paid-as Rank in three months out of a rolling five month period.

For full details please see the Kyäni Dream Car Program rules document in your Backoffice.

## Trips

Kyäni provides Incentive Trips to reward those who are growing. Incentive Trips vary by market. To see your current Incentive Trip promotion, check your Backoffice.



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**KYÄNI BONUS SCHEDULE**

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**Weekly Bonuses**

Team Bonus  
Retail Profit Bonus  
Fast Start Bonus

Posted in Backoffice	Bank Transfer	Payoneer Upload
<b>Tuesday</b>	<b>Friday</b>	<b>Friday</b>

\*Weekly bonuses are calculated for the previous Monday – Sunday based on local time in the country of registration.

**Monthly Commissions/Bonuses**

Kyäni Paygate Accumulator  
Generation Check Match  
Customer Builder Bonus  
Power Play

Posted in Backoffice	Bank Transfer	Payoneer Upload
<b>8th</b>	<b>14th</b>	<b>14th</b>

**Leadership Bonuses**

Diamond Pool\*  
Red Diamond Pool\*  
Infinity Bonus  
Rank Bonuses

Posted in Backoffice	Bank Transfer	Payoneer Upload
<b>8th</b>	<b>25th</b>	<b>25th</b>

\* The Diamond and Red Diamond Pools are paid in the second month after earned. For example January Leadership Pools would not be paid until March 25th.

**Note: When the posting or payout date of any bonus falls on a weekend or holiday, the activity will occur on the next business day.**

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**DEFINITIONS**

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**Leg** – The entire group of a Business Partner's individual first-level Business Partners. There can be legs in both the Sponsor Tree and the Placement Tree. If you have three individual Independent Business Partners on your first level, you have three legs.

**Downline** – All legs of your organization.

**Autoship** – Product automatically billed and shipped every month. This can be for either an Independent Business Partner or a customer. There are multiple options to select from, but products available vary by market. Autoships can be set up through your Backoffice or by contacting customer service.

**Backoffice** – The secure Internet program that allows you to view and control your business. You can view reports about your team, order product, set up new customers, enroll new Business Partners, obtain training, and control your Autoship.

**Holding Tank** – When you enroll a new Independent Business Partner into your organization, you may place them temporarily in a Holding Tank for up to 10 days. This allows you time to determine where to place them within your Placement Tree. If you fail to place them within the 10 days period, the new Business Partner will automatically be placed in your first level of the Placement Tree.

**Generation** – A Kyäni Business Partner who has a Paid-as Rank equal to or greater than Sapphire, down to and including the next Kyäni Business Partner who has a Paid-as Rank equal to or greater than Sapphire, and every Business Partner in between. Generations are determined individually on each leg.

**Paid-as Rank** – The rank at the time of any bonus or commission pay period. This rank will vary with your team volume. You can find your Paid-as Rank in your Backoffice associated with each commission detail.

**Lifetime Rank** – The highest rank you have achieved.

**Retail Customer** – A customer who purchases their product one order at a time. If they want product, they can contact the Independent Business Partner directly, contact customer service, or go to the corporate website and log in to purchase the product.

**QV** – Qualifying Volume - Volume assigned to products and used to determine rank and minimum qualification.

**MQV** – Member Qualifying Volume (Includes customer purchases)

**GQV** – Group Qualifying Volume. (Includes yourself and your entire group including customers)

**CV** – Commissionable Volume. Volume used in calculating bonuses.

**SV** – Special Volume. Volume used to calculate Team Bonus payouts