

# VASAYO REWARDS PROGRAM (US Markets)



## Customer Sales Bonus

- Enrolling Brand Partner will be paid 20% of their Customers' volume weekly
- Enrolling Brand Partner will receive a \$40 bonus if they have between 4 to 7 Active Customers or \$80 if they have 8 or more Active Customers (paid on a 4 week cycle)
- 50% of all Customer Volume is rolled upline

## Product Introduction Bonus (PIB)

- Paid out to the person who enrolled a new Brand Partner
- No rollup/compression is applied for this bonus
- Payout is based off Commission Volume of newly enrolled Brand Partner's first order with Volume
- If the enroller is Active with 80 PV they will earn a 10% PIB; if they are Active with 160 PV or more, they will earn a 20% PIB

## Rank Advancement Bonus

- Paid to Brand Partners who are Active with at least 160 PV, Qualified, and paid at the rank of Black Diamond or above
- Payouts are split into 10 individual monthly payouts

Rank Name	# 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 Bonus

- Paid to Brand Partners at Qualified Brand Partner 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

- 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 generations of Bronze Brand Partners

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

\*20% payout default, 25% if BP has 5+ Active Customers, 30% if BP has 8+ Active Customers

## Leadership Bonus Pool

- 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
- Earn additional shares based on additional qualifications

## Rank Advancement Chart

	Rank Name	Personal Volume	Active Customers	PE Active L/R Count	Lesser Leg Volume	PET Volume	Max Volume Per Leg	Consecutive Weeks	Qualified Leg Req.
Starter	Brand Partner								
	Qualified Brand Partner	40	1	1/1					
	Executive Brand Partner (EBP)	40	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
	Ruby	160	4	2/2	12,000	12,000	6,000	2	3 EBP legs
	Blue Sapphire	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 Ruby 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
<b>Achieved Rank</b>	This is the highest rank that a Brand Partner has been paid over any bonus period. The Achieved Rank is updated when bonus periods are finalized and can also be updated for individual Brand Partners as needed. This rank is used in determining Rank Advancement Bonus (RAB) payouts.
<b>Active Brand Partner</b>	Brand Partners that maintain a minimum amount of Personal Volume are considered to be Active. The market the Brand Partner is in will determine what volume is allowed to be used toward the Active status for rank requirements. The minimum amount of Personal Volume to be considered Active is 80 PV or more.
<b>Active Customer</b>	Personally enrolled Customer that has ordered at least 1 PV in the 4 week Active Status Timeline.
<b>Active Status Timeline</b>	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.
<b>Actual Earned Rank</b>	This is the rank that is achieved per the Rewards Program rules only; no forced rank settings are included in this. This rank is used for Rank Advancement Bonus payout calculations.
<b>Bonus Period</b>	Bonus periods are weekly beginning at 12:00 a.m. (midnight) on Monday and ending at 11:59 p.m. on Sunday.
<b>Carry Over Volume</b>	Unused Volume to be accumulated and used in the next pay cycle. BPs may use Carry Over Volume at a 1-to-1 ratio on newly generated volume. Carry Over Volume has a rolling expiration date of 52 weeks. This means that Carry Over Volume accumulated in week 1 will expire after the completion of week 52.
<b>Commission Volume (CV)</b>	This is the second of two volumes assigned to all orders. This volume is used to determine binary tree volumes, PET-V volumes, and any payout calculations (e.g., Team Commissions).
<b>Customer</b>	A person that purchases product generally at full price 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. Volume from Customer orders is treated as if the enrolling Brand Partner placed it.
<b>Cycle</b>	A cycle is paid out weekly at the rate of \$25 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 100/\$2,500; Bronze 200/\$5,000; Silver 300/\$7,500; Gold 400/\$10,000; Platinum 500/\$12,500; Pearl 600/\$15,000; Ruby 700/\$17,500; Blue Sapphire 800/\$20,000; Emerald 900/\$22,500; Diamond and up 1,100/\$27,500.
<b>Enrollment Tree Max Volume Per Leg</b>	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. This is included to encourage Brand Partners to continue building an organization and to prevent one single very large Enrollment Tree Leg from advancing a Brand Partner.
<b>Paid-As Rank</b>	This is the rank that a Brand Partner is paid at for a bonus period.
<b>Personal Enrollment Tree Volume (PET-V)</b>	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). This volume is used in rank advancement determinations.
<b>Lesser/Common Binary Leg Volumes</b>	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 Common legs are determined based off of the total volumes. The total of the new volume from the lesser leg of the current week and the new volume from the lesser leg of each of the previous three weeks is used for rank advancement determinations/requirements. NOTE: No Carry Over Volumes are used for rank advancement determinations.
<b>PE Active L/R Count</b>	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.
<b>Personal Volume (PV)</b>	This is the first of two volumes assigned to all orders. This volume is used for Active status determinations. Personal Volume may be set differently than the Commission Volume is for inventory items.
<b>Qualified</b>	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.
<b>Qualified Enrollment Tree Leg</b>	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 for the USA market is determined by combining the BP's own volume and their Customer Volume together.
- The Personal Volume requirement for the non-USA markets is determined solely from the BP's own volume.
- The Customer Volume requirement for the non-USA markets is determined solely from the BP's Personally Enrolled Customers.
- An Active Customer is defined as a Personally Enrolled Customer that has ordered at least 1PV in the 4-week Active Timeline.
- Currently all other rank requirements and details are the same between the USA market and non-USA markets.
- 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.