



TIENS

New Compensation Plan

15.7.2016

Should there be disagreement and differences due to linguistic interpretations, the English version shall prevail.
Tiens reserves all rights to amend, interpret and modify the compensation plan as deemed necessary

THE BONUSES

A

**Enrollment
Sales
(Joining
Packages)**



07/08
Honorary Bonus/
Special Award

B

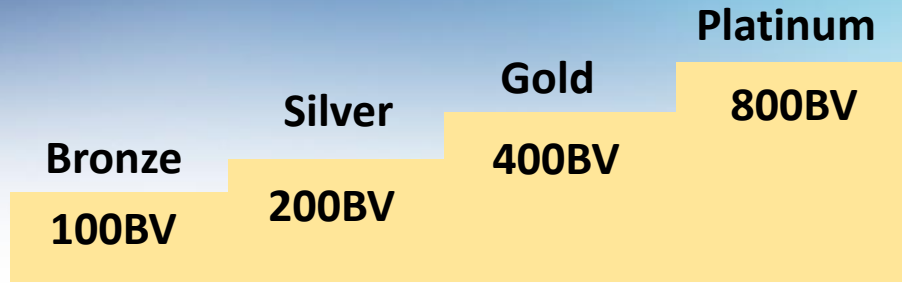
**Repeat
Order
Sales**





JOINING PACKAGES & RANK

Joining Packages



Packages

Distributor Rank



Basic Rank

Honorary Rank



JOINING PACKAGES

| | Joining Packages | Repeat Order Discount |
|----------|------------------|-----------------------|
| Bronze | 100BV | - |
| Silver | 200BV | 5% |
| Gold | 400BV | 8% |
| Platinum | 800BV | 15% |

Upgrade Options:

- Within 8 weeks from the week of joining, ONLY top up the amount difference to upgrade
- After 8 weeks, pay the actual price of the New Joining Package to upgrade

IMMEDIATE INCOME

A

**Enrollment
Sales
(Joining
Packages)**



**07/08
Honorary Bonus/
Special Award**

B

**Repeat
Order
Sales**





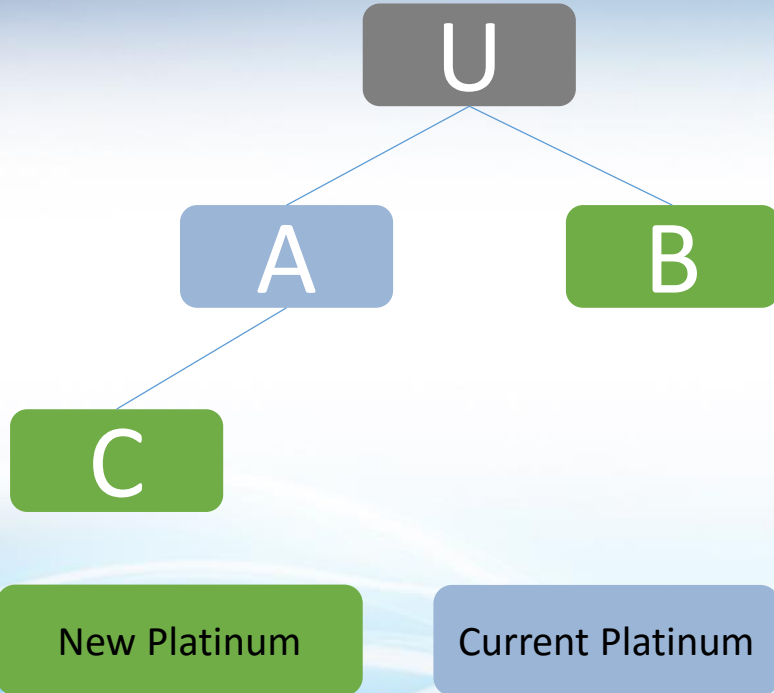
SPONSOR BONUS – 15%

All DS who had purchased the new joining package can earn Sponsor Bonus at different rate when sponsoring new Distributors

| | Joining Packages | Bonus Rate |
|----------|------------------|------------|
| Bronze | 100BV | 8% |
| Silver | 200BV | 10% |
| Gold | 400BV | 12% |
| Platinum | 800BV | 15% |



SPONSOR BONUS – 15%



1. U had purchased the Platinum joining package. U sponsors B and C, both B & C purchase the Platinum joining packages.
2. C is placement under A, who is a direct-sponsored downline of U;
3. U will earn for both the Sponsor Bonus regardless of the placement.
4. Sponsor Bonus for U = $2 \times 800\text{BV} \times 15\% =$

\$240

REWARDS FOR NETWORK BUILDING

A

**Enrollment
Sales
(Joining
Packages)**



07/08
Honorary Bonus/
Special Award

B

**Repeat
Order
Sales**





DEVELOPMENT BONUS

| | Joining Packages | PPV per 4-week | Bonus Rate | Weekly Bonus Cap/ Match |
|-----------------|------------------|----------------|------------|-------------------------|
| Bronzer | 100BV | 50PV | 8% , 9% | 800 |
| Silver | 200BV | 50PV | 9% , 10% | 1500 |
| Gold | 400BV | 50PV | 10% , 11% | 3000 |
| Platinum | 800BV | 50PV | 11% , 12% | 5000 |

1. No PPV requirement for the first 4 weeks.
2. To qualify for this bonus, you need to have a minimum 50 PPV every 4 weeks, starting from the 5th week after you joined.
3. When you start to have enrollment sales within your structures, you will need to qualify for this bonus at least once every 12 weeks. Otherwise, the remaining Enrollment Sales from your structures will be flushed out (zero out)



DEV. BONUS HOW TO CALCULATE THE BONUS

To determine the Bonus, we need to know how “matching” works, we need minimum 2 structures with BV for any Matching.

The 2nd Largest Structure will MATCH with the Largest Structure, namely the BV from the 2nd Largest Structure will be used to calculate the bonus.

U

Structure A
5,000BV

Structure B
6,000BV

Largest Structure

2nd Largest Structure

A-B Matched BV = 5,000BV

Unmatched BV of Structure B
=6000-5000 =1,000BV

will be rollover to the following week



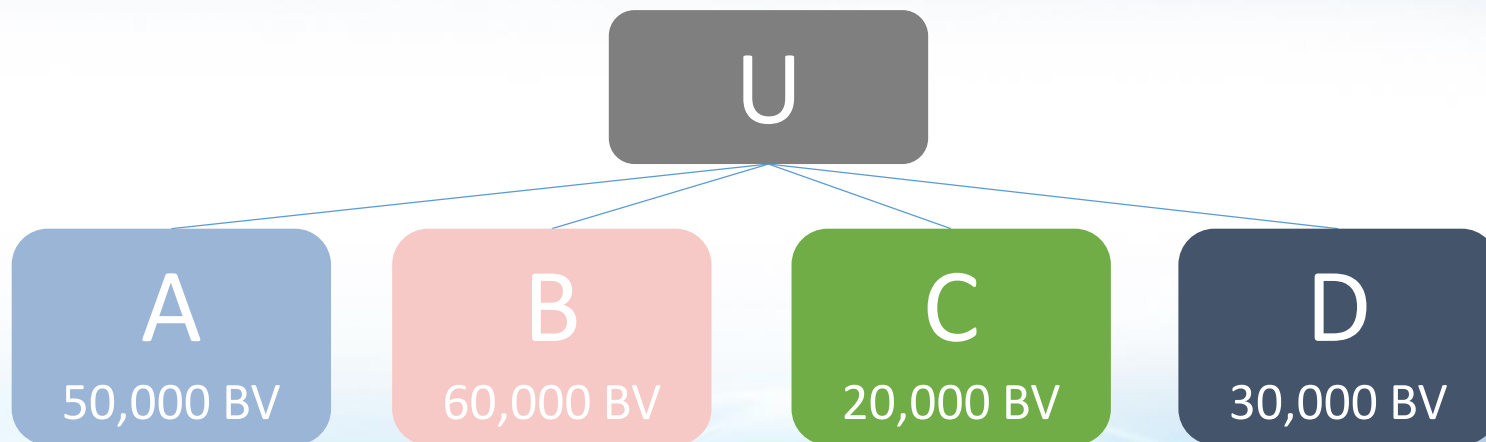
DEV. BONUS

HOW TO CALCULATE THE BONUS

U: Join with Platinum Package, repeat order minimum 50PPV in every 4 weeks.

1st Step: Determine the Largest Structure
Sorting the structures according to the total BV achieved in descending order, structure with the largest BV will be defined as the Largest Structure.

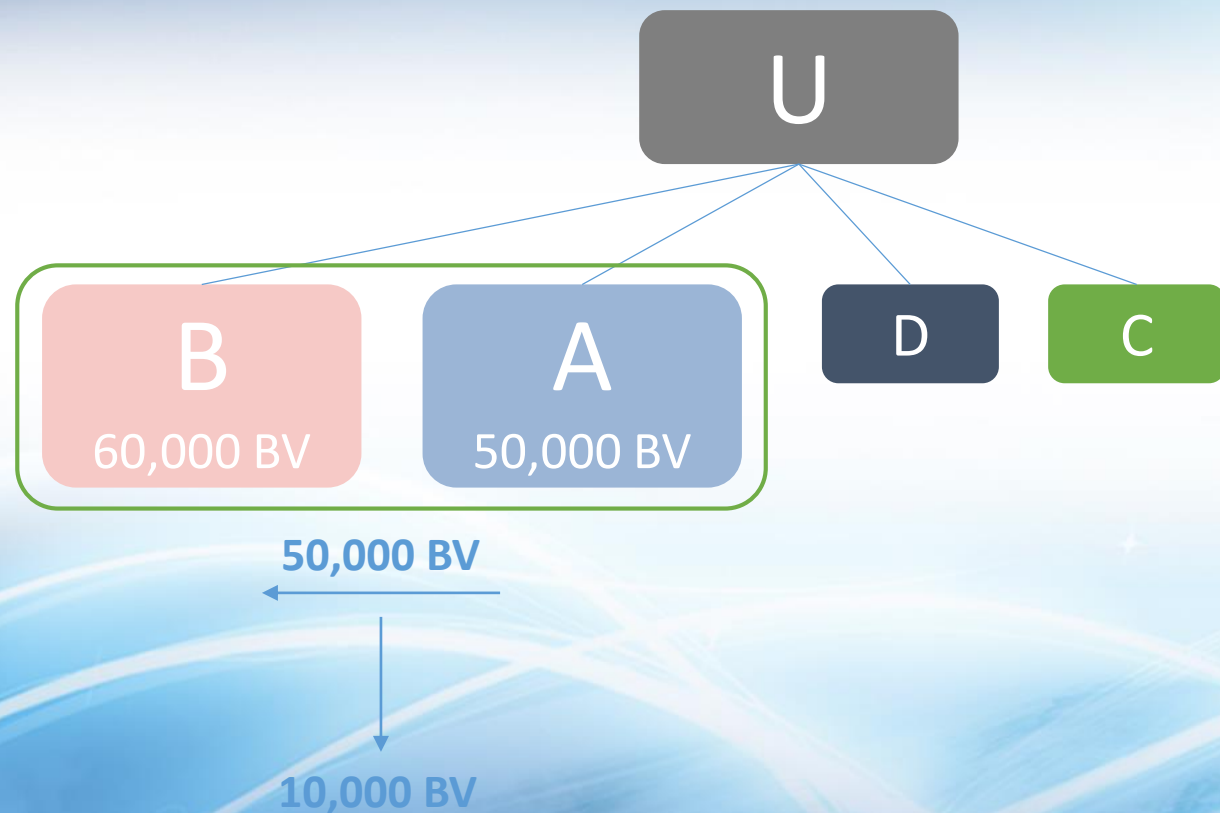
Largest: B
2nd Largest: A
3rd largest: D
4th largest: C





DEV. BONUS

HOW TO CALCULATE THE BONUS



Step 1:

Match the BV of your 2nd Largest Structure (A) with the BV of the Largest Structure (B).

Step 2:

Calculate the total BV Matched (50,000BV) x percentage (11%) = 5500 USD

ONLY 5000 USD will be paid, weekly bonus cap/match.

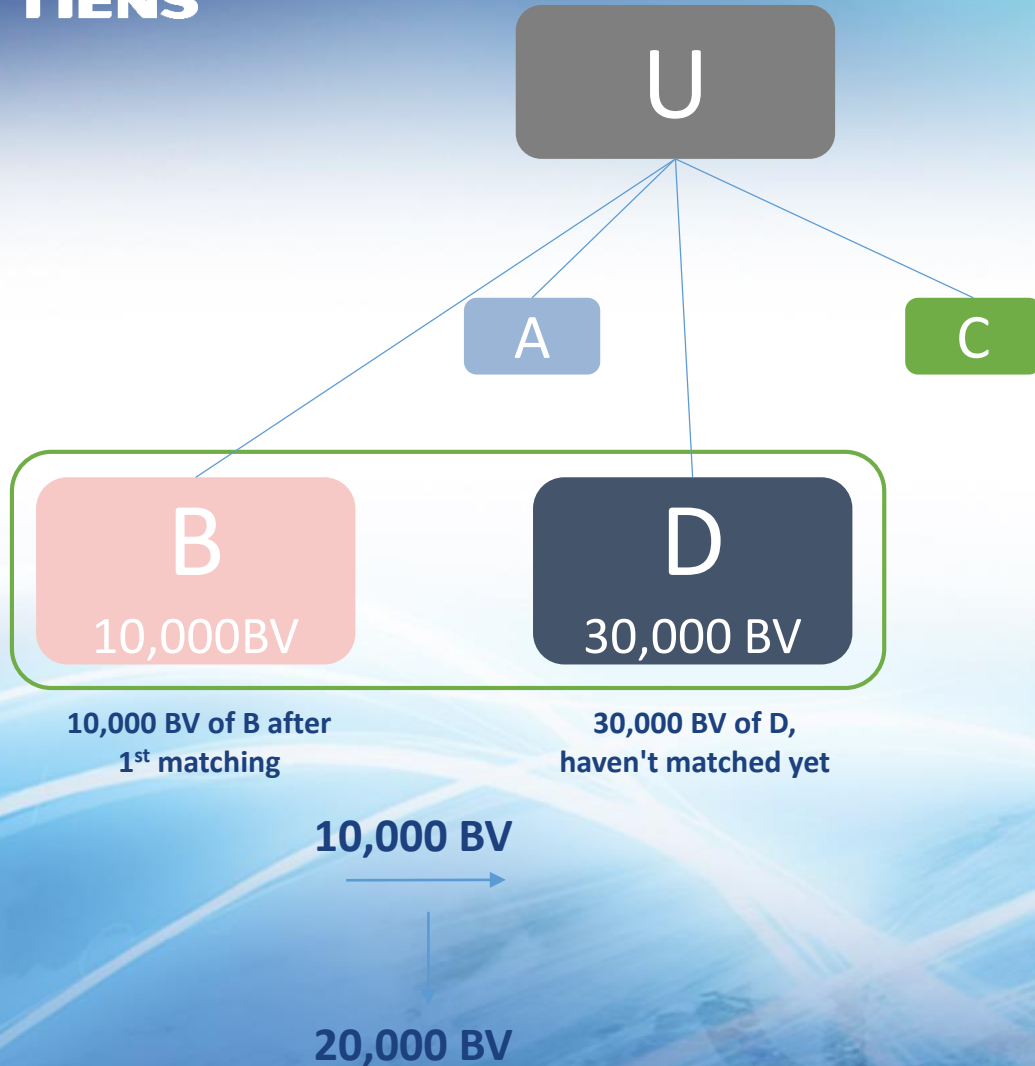
Step 3:

The balance unmatched BV from the Largest Structure (60000 – 50000) will be used for other matching.



DEV. BONUS

HOW TO CALCULATE THE BONUS



Step 1:

Match the balance BV from the Largest Structure (B) with the 3rd Largest Structure (D).

Step 2:

Calculate the total BV Matched (10,000BV) x percentage (12%) = 1,200 USD

Step 3:

Unmatched BV from the 3rd Largest Structure (30000 – 10000) will be used for other matching.



DEV. BONUS

HOW TO CALCULATE THE BONUS



Step 1:

Match the balance BV of your 3rd Largest Structure (D) with the 4th Largest Structure (C).

Step 2:

Calculate the total BV Matched (20,000BV) x percentage (12%) = 2,400 USD

Step 3:

After the matching , there is no balance from the structures , thus there will be no other match in this case. If there is any balance unmatched BV, it will then ROLLOVER to the following week

Total Development Bonus for U :
5000+1200+2400= **\$8600**

REWARDS FOR TRAINING & COACHING

A

**Enrollment
Sales
(Joining
Packages)**



**07/08
Honorary Bonus/
Special Award**

B

**Repeat
Order
Sales**



COACHING BONUS – 20%

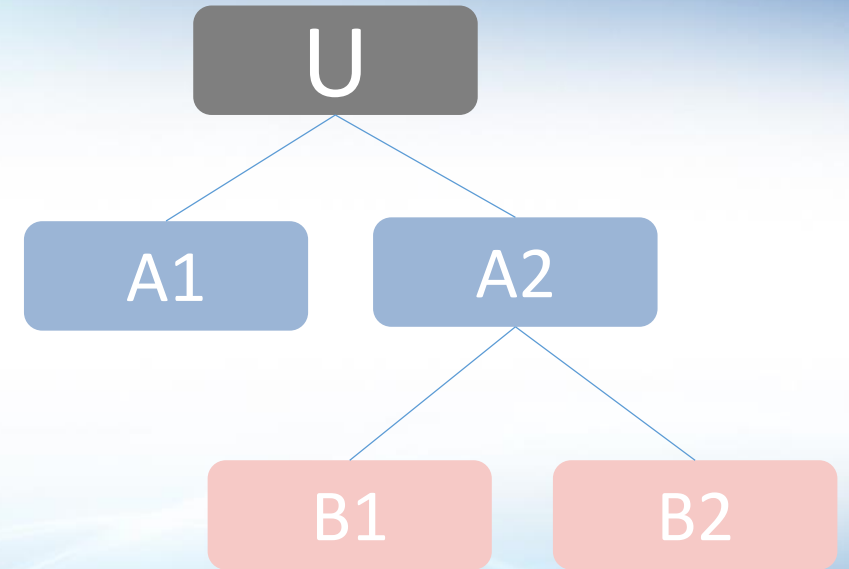
| Joining Package | Silver | Gold | Platinum |
|---------------------------|--|------|----------|
| Qualification Requirement | 1. Qualify for Development Bonus in the week 2. No. of levels = total No. of active direct- sponsored DS downline in the week | | |
| Level 1 | 5% | 5% | 5% |
| Level 2 | 5% | 5% | 5% |
| Level 3 | | 5% | 5% |
| Level 4 | | | 5% |

1. Coaching Bonus is related to the DS's sponsoring structure . All the direct- sponsored downline(s) will be taken as Level 1, regardless of the placement of the downline(s) in the network structure.
2. This bonus is calculated according to the Development Bonus earned by the DS Downline, all the unqualified levels will be compressed to the next qualified level.



COACHING BONUS

1. U sponsors A1 & A2, All had purchased the Platinum joining packages.
2. A2 sponsors B1 & B2 this week, both purchased the Platinum joining packages.
3. Assuming U and A2 qualified for Development Bonus in the week, U is eligible for Coaching Bonus.



Coaching Bonus for U

=Development Bonus earned by A2 x 5%

$$=(800 \times 11\%) \times 5\% = \mathbf{\$4.40}$$

LOYALTY CONSUMER BONUSES

A

**Enrollment
Sales
(Joining
Packages)**



B

**Repeat
Order
Sales**





Unit: PV

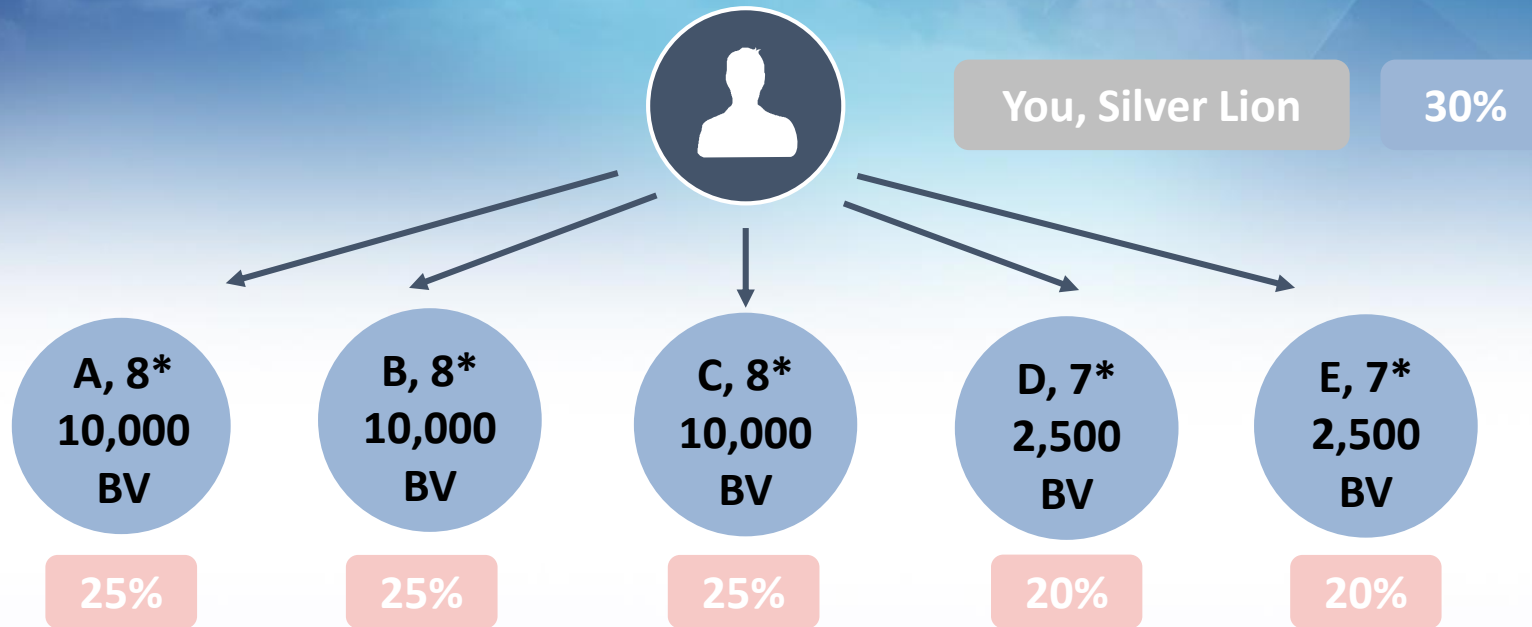
SALES BONUS – 35%

| Rank | | 5* | 6* | 7* | 8* | Bronze Lion | Silver Lion | Gold Lion | Star GL | Director | Honorary Director |
|--|------|------------|------------|------------|------------|---|----------------------------|----------------------------|-------------------------------|-----------------------|----------------------|
| % | | 10% | 15% | 20% | 25% | 28% | 30% | 32% | 33% | 34% | 35% |
| Qualification for Rank Bonus | PPV | 20 | 20 | 100 | 200 | ← 200 → | | | | | |
| | GPV | | | | | ← 1000 → | | | | | |
| | TNPV | | | | | 2 x 8* with 5000 TNPV each | 3 x 8* with 5000 TNPV each | 4 x 8* with 5000 TNPV each | 5-10 x 8* with 5000 TNPV each | 4 x Active Gold Lions | 4 x Active Directors |
| Special Qualification for 8* structure | | | | | | 3000 TNPV from 27th July 2016 to 26th July 2017 | | | | | |

Repeat Sales (Personal Purchase) supports the Qualification for both the Enrollment Bonuses & Repeat Sales Bonuses



SALES BONUS – 35%



1. % in is the % bonus of your first level;
2. You are a Silver Lion with 5 downlines, A, B, C, D and E
3. You will receive :

$$A=B=C=10,000 \times (30\%-25\%)=500$$

$$D=E=2,500 \times (30\%-20\%)=250$$

$$500 \times 3 + 250 \times 2 = 2,000$$

Sales Bonus

\$2,000

LEADERSHIP REWARDS

A

**Enrollment
Sales
(Joining
Packages)**



**07/08
Honorary Bonus/
Special Award**

B

**Repeat
Order
Sales**



LEADERSHIP BONUS – 12.5%

| Level | 8-Star | Bronze Lion | Silver Lion | Gold Lion | Star GL | Director | Honorary Director |
|-------|--------|-------------|-------------|-----------|---------|----------|-------------------|
| 1st | 2% | 2% | 2% | 2% | 2% | 2% | 2% |
| 2nd | 1.5% | 1.5% | 1.5% | 1.5% | 1.5% | 1.5% | 1.5% |
| 3rd | 1% | 1% | 1% | 1% | 1% | 1% | 1% |
| 4th | 1% | 1% | 1% | 1% | 1% | 1% | 1% |
| 5th | | 1% | 1% | 1% | 1% | 1% | 1% |
| 6th | | 1% | 1% | 1% | 1% | 1% | 1% |
| 7th | | | 1% | 1% | 1% | 1% | 1% |
| 8th | | | | 1% | 1% | 1% | 1% |
| 9th | | | | | 1% | 1% | 1% |
| 10th | | | | | | 1% | 1% |
| 11th | | | | | | | 1% |

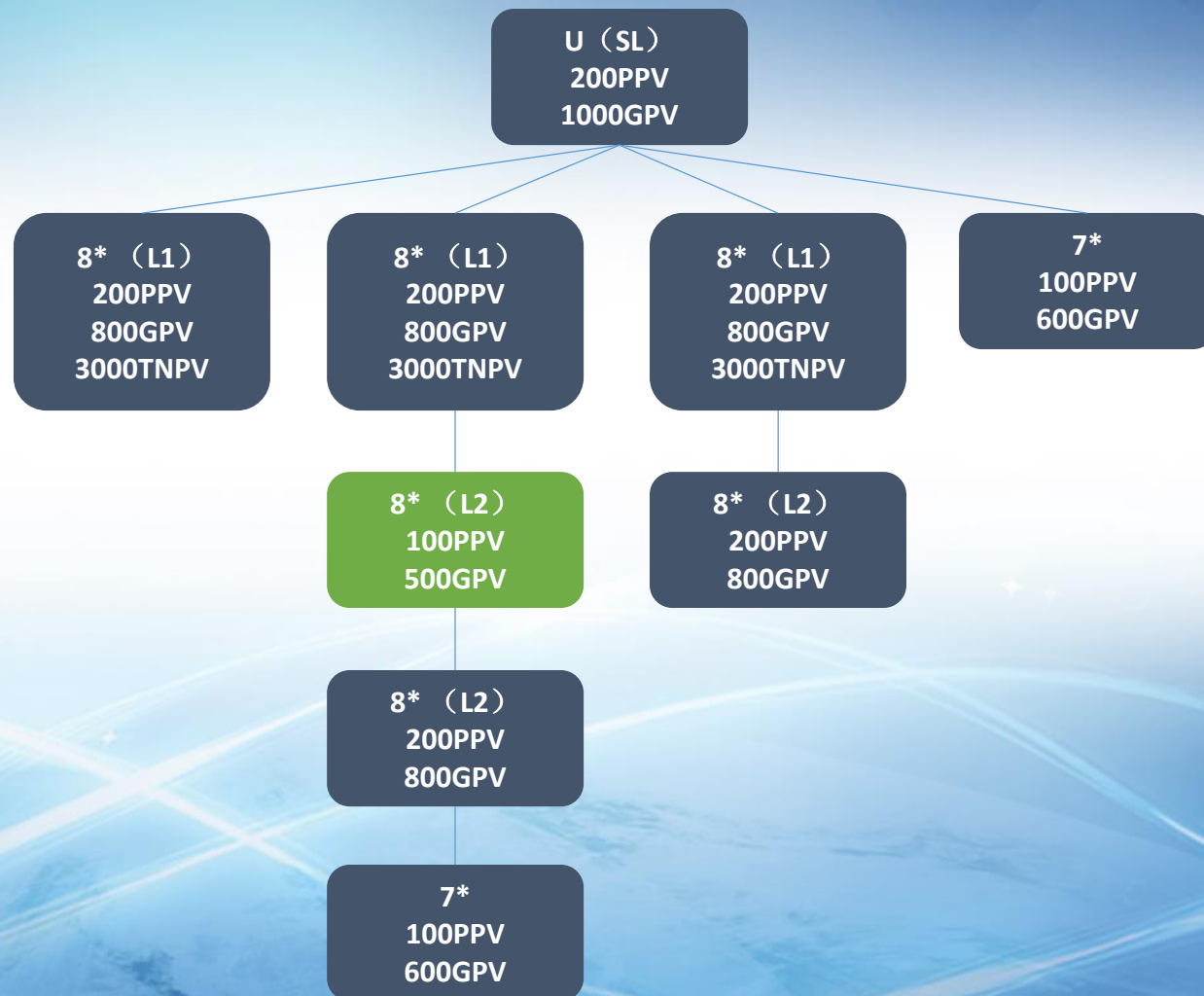
1. 8* and above DS may earn Leadership Bonus according to his/her Qualification Rank in the month .
2. Bonus is generated and counted from the GPV of the 8* downlines according to the % of bonus allocation, all the non-qualified levels will be compressed.



LEADERSHIP BONUS – 12.5%

For example:

1. U - Silver Lion, 200PPV /1000GPV in the month
2. 8* (highlighted in orange color) not qualified as 8* in the month, the GPV for this level will be compressed to Level 2 (L2). The next qualified 8* will be regarded as Level 2 (L2) and so forth
3. Leadership Bonus of U:
 L1: $(800+800+800) \times 2\% = 48\text{USD}$
 L2: $(800+800+500) \times 1.5\% = 31.5\text{USD}$



Leadership Bonus: **\$79.5**

EXCELLENCE REWARDS

A

**Enrollment
Sales
(Joining
Packages)**



B

**Repeat
Order
Sales**



Excellence BONUS – 2%

| Rank | | Star GL | Director | Honorary Director |
|--|------|---|-----------------------|----------------------|
| % | 1st | 0.2% | 0.2% | 0.2% |
| | 2nd | 0.2% | 0.2% | 0.2% |
| | 3rd | 0.2% | 0.2% | 0.2% |
| | 4th | 0.2% | | |
| Qualification for Rank Bonus | PPV | ←————— 200 —————→ | | |
| | GPV | ←————— 1000 —————→ | | |
| | TNPV | 5-10 x 8* with 5000 TNPV each | 4 x Active Gold Lions | 4 x Active Directors |
| Special Qualification for 8* structure | | 3000 TNPV from 27th July 2016 to 26th July 2017 | | |

1. Star GL and above DS may earn Excellence Bonus according to his/her Qualification Rank in the month.
2. Bonus is generated and counted from the GPV of the downlines with same honor rank according to the % of bonus allocation, all the non-qualified levels will be compressed.

PRESTIGIOUS REWARDS

A

**Enrollment
Sales
(Joining
Packages)**



**07/08
Honorary Bonus/
Special Award**

B

**Repeat
Order
Sales**





HONORARY BONUS – 4%

1. Applicable for Bronze Lion and above
2. 1% of Star GL is distributed equally, 1-Star GL to 5-Star GL will each get 0.2%

| Qualification | Bronze Lion | Silver Lion | Gold Lion | Star GL | Director | Honorary Director |
|--|---|----------------------------|----------------------------|-------------------------------|-----------------------|----------------------|
| Percentage | 1% | 0.75% | 0.5% | 0.2 % x 5 | 0.5% | 0.25% |
| PPV | ← 200PV → | | | | | |
| GPV | ← 1000PV → | | | | | |
| Downlines TNPV Requirements | 2 x 8* with 5000 TNPV each | 3 x 8* with 5000 TNPV each | 4 x 8* with 5000 TNPV each | 5-10 x 8* with 5000 TNPV each | 4 x Active Gold Lions | 4 x Active Directors |
| Special Qualification for 8* structure | 3000 TNPV from 27th July 2016 to 26th July 2017 | | | | | |

Both the Enrollment Sales and Repeat Order Sales support the TNPV qualification of the Honorary Bonus



SPECIAL AWARD – 2%

- **Travel & Training Incentives**
- **Auto Fund**
- **Luxury Home Fund**

*** PLEASE REFER TO THE ANNUAL SPECIAL AWARD PLAN**



HOW WOULD IT AFFECT OUR CONSUMERS?

Current 5* with 6,000 ATNPV, buy the Platinum Joining Package.
He buys a product worth 50PV, 50BV, 60 USD(VAT 20% incl.).

| | Current CP | New CP |
|--------------------------------|----------------------------|--|
| RANK | 5 Star | 6 Star |
| Sales Bonus (%) | 28% | 15% |
| Loyal Consumer Discount | 0 | 15% |
| Amount paid | 60 USD | $60 \times 0.85 = 51$ USD. |
| Sales Bonus (\$) | $50 \times 28\% = 14$ USD. | $50 \times 0.85 \times 15\% = 6.4$ USD |
| Net Cost (\$) | 46 USD | 44.6 USD |



BONUS ESTIMATION

| Current CP | | New CP | | The Rate Of Change |
|-------------|--------------------|-------------|--------------------|--------------------|
| Rank | Average Bonus/Rank | Rank | Average Bonus/Rank | |
| 4★ | 26.47 | 5★ | 32.02 | 20.97% |
| 5★ | 53.63 | 6★ | 72.27 | 34.76% |
| 6★ | 124.45 | 7★ | 148.00 | 18.92% |
| 7★ | 341.11 | 8★ | 415.09 | 21.69% |
| 8★ | 804.25 | Bronze Lion | 1854.76 | 130.62% |
| Bronze Lion | 1737.07 | Silver Lion | 2691.63 | 54.95% |
| Silver Lion | 1509.64 | Gold Lion | 4839.43 | 220.57% |

BONUS ESTIMATION



New Compensation Plan Promotion from 27.7.2016 -26.9.2016

| | |
|---------------------------------|---|
| 1.Eligibility | All the current Distributors who joined before 27.7.2016 and had advanced to 3* and above |
| 2.Promotion Details | <p>All the 3* and above DS will be automatically upgraded to Bronze DS (valid for 1 year .</p> <p>Platinum Promotion:</p> <ul style="list-style-type: none"> ➤ Personally purchased 600BV Joining Packages to be upgraded to Platinum DS ➤ Personally purchased 400BV Joining Packages and Sponsor One (1) Newly joined DS with purchase of a Platinum Joining Package to be upgraded to Platinum DS ➤ Personally purchased 200BV Joining Packages and Sponsor Two (2) Newly joined DS with each purchase of a Platinum Joining Package to be upgraded to Platinum DS |
| 3.Recruitment Promotion | <p>Applicable to Gold DS and Platinum DS ONLY :</p> <ul style="list-style-type: none"> ➤ 80USD Cash Award when sponsor 1 Newly joined DS with purchase of a Platinum Joining Package; 40USD Cash Award when sponsor 1 Newly joined DS with purchase of a Gold Joining Package ➤ 160USD Cash Award when sponsor 2 Newly joined DS with purchase of a Platinum Joining Package; 80 USD Cash Award when sponsor 2 Newly joined DS with purchase of a Gold Joining Package <p>Maximum Cash Award = 160USD per Distributorship</p> |
| 4.New DS Registration Promotion | New DS will receive free Starter Kit when purchase Gold or Platinum Joining Package |

Note: Before the end of the validity , all the automatically upgraded DS need to meet either ONE of the following requirements :

1.Upgrade to Silver Package or Above;

2.Active purchase (minimum 50BV) 4 weeks after the automatic upgrade;

DS who do not meet any of the above qualifications will lose the free upgrade and will need to purchase 200BV , 400BV or 800BV respectively to be upgraded to Silver, Gold or Platinum Distributorship.



SEE YOU AT THE TOP!