

VASAYO REWARDS PLAN (Asia Pac Region)

1. Pack Order Bonus (POB)

- 80 PV Active Brand Partners will earn a POB on eligible pack orders placed by their personally sponsored Brand Partners.

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-As rank of Qualified Brand Partner 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)

- Paid-As 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 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 sponsored 2 Active Brand Partners on the left leg and 2 Active Brand Partners on the right leg. Payout increases to 30% if Brand Partner has sponsored 4 Active Brand Partners on the left leg and 4 Active Brand Partners on the right leg.

Rank Advancement Chart

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

5. Rank Advancement Bonus (RAB)

- Paid-As rank of Black Diamond or above.
- The RAB is divided into 10 payments, with the first being paid upon rank advancement. The second through tenth payments are paid in the month that a Brand Partner maintains rank for at least one week.

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

6. Global Leadership Bonus (GLB)

- Paid-As 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:

- Blue Sapphire Celebration:** 2 people; 3 days, 2 nights; once in a lifetime trip not open to requalification; held twice a year
- 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.

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 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).
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: Qualified Brand Partner and Executive Brand Partner can earn up to a maximum of \$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, 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	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.
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).
Personal Volume (PV)	Generated through your personal and Customer purchases. PV is used for Active status determinations. Personal Volume over 80 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.
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.