



Compensation Plan

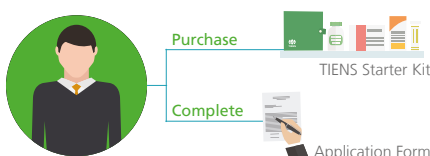
**TIENS**



# Definitions

### 1. Distributor

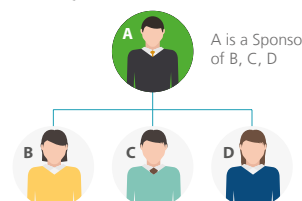
An eligible citizen who is sponsored by a current Tiens Distributor and had purchased the Tiens Starter Kit and had his Tiens Distributor Application Form accepted by Tiens.



The diagram shows a person in a green circle on the left. Two arrows point from this person to the right. The top arrow is labeled 'Purchase' and points to a box labeled 'TIENS Starter Kit' which contains icons of a green box, a red box, a white box, and a yellow box. The bottom arrow is labeled 'Complete' and points to a document labeled 'Application Form' with a pen icon.

### 2. Sponsor

A Tiens Distributor who sponsors others into the Tiens Business Opportunity. A.k.a "Upline".



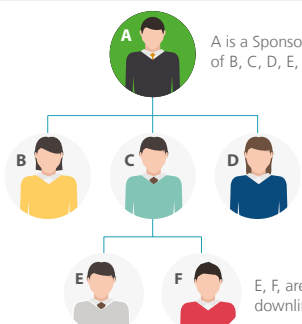
The diagram shows a person in a green circle at the top labeled 'A'. Three lines descend from 'A' to three people in circles below: 'B' (yellow), 'C' (teal), and 'D' (blue). To the right of 'A' is the text 'A is a Sponsor of B, C, D'.

### 3. Direct Downline

All Distributors who are sponsored by the Distributor directly.

### 4. Indirect Downline

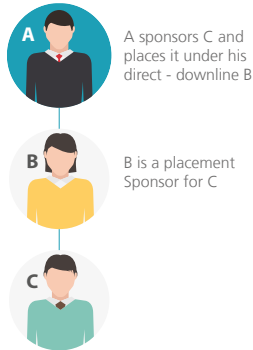
All Distributors in a Distributor's network, excluding himself/herself and his/her direct downlines.



The diagram shows a person in a green circle at the top labeled 'A'. Three lines descend from 'A' to three people in circles below: 'B' (yellow), 'C' (teal), and 'D' (blue). To the right of 'A' is the text 'A is a Sponsor of B, C, D, E, F'. From 'C', two lines descend to two more people in circles below: 'E' (grey) and 'F' (red). To the right of 'E' and 'F' is the text 'E, F, are indirect downlines of A'. To the right of 'B, C, D' is the text 'B, C, D, are direct downlines of A'.

### 5. Placement Sponsor

When A sponsors C and places it under his or her direct-sponsored downline B; B is the Placement Sponsor for C. And thus creates a placement network.



### 7. Same Rank Distributor

Any Distributor in Your Network who is same rank as you.

### 8. Point Value (PV)

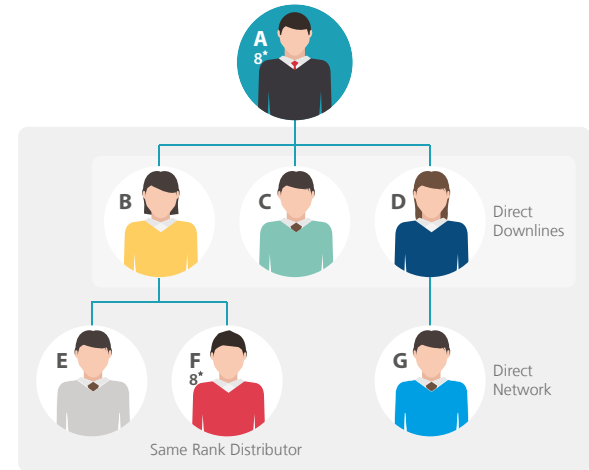
PV is the standard unit of sales used by Tiens worldwide.

### 9. Bonus Value (BV)

BV is the standard unit for bonus calculation used by Tiens worldwide.

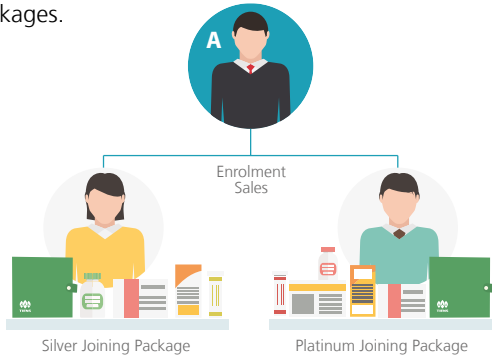
### 6. Direct network

Refers to the network generated through the sponsoring by anyone of your Direct Downlines. (The Direct Network also includes this Direct Downlines).



## 10. Enrolment Sales

Sales generated from the new members' Joining Packages, e.g. Bronze, Silver, Gold and Platinum Joining Packages.



## 12. Personal PV (PPV)

Personal PV refers to the total PV achieved by a Distributor during a Bonus Month with his or her Tiens ID number.

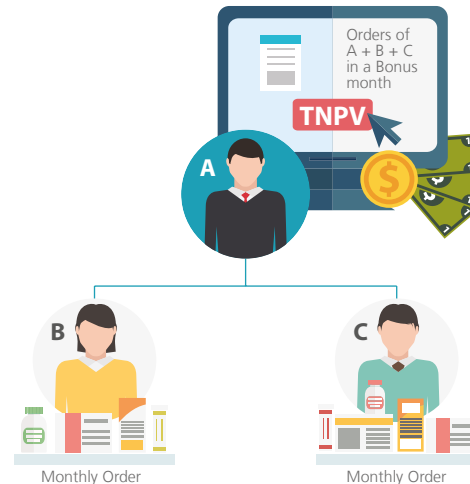


## 11. Repeat Order Sales

Sales other than the Enrolment Sales.

## 13. Total Network PV (TNPV)

Monthly Total Network PV refers to the total PPV of a Distributor and all his/her downlines in a Bonus Month.

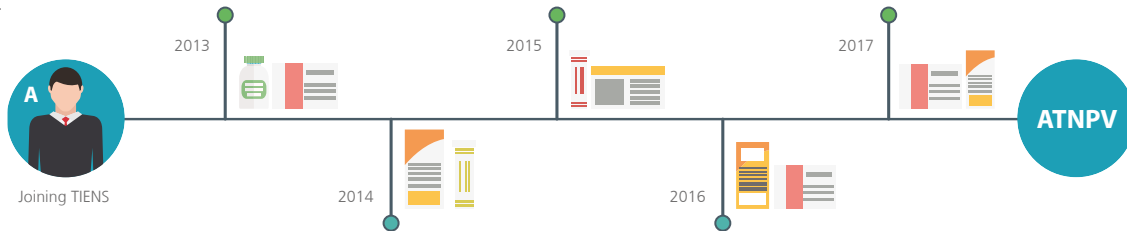


#### 14. Accumulative Personal PV (APPV)

Accumulative Personal PV refers to the total PV generated by a Distributor with his/her Tiens ID number since he or she joined Tiens.

#### 15. Accumulated Total Network PV (ATNPV)

Accumulated Total Network PV refers to the total PPV of a Distributor and all his/her downlines since the Distributor joined Tiens.



#### 16. Bonus Month

Tiens Corporation regards a period from the 27th of the previous month to the 26th of the current month as a Bonus Month.

#### 17. Bonus Week

The 5th, 12th, 19th, 26th days of every month, at 24:00h (local time), are regarded as the deadline for weekly bonus calculation.

# Rank qualification, benefits and obligations

## 1. Ranking system

### Development rank:

Joining Package	Bronze	Silver	Gold	Platinum
BV	100	200	400	800 or 400 +2*400

A Distributor can make multiple purchases to upgrade to a higher development rank. Minimum upgrade value is 100BV.

### Basic rank and honorary rank:

Rank		Basic Rank						Honorary Rank					
		3*	4*	5*	6*	7*	8*	Bronze Lion	Silver Lion	Golden Lion	Star GL	Director	Honorary Director
Qualification for Rank Advancement	APPV	<200	← 200 →										
	ATNPV		200	1,200	5,000	2 × 6* networks, ATNPV 25,000	2 × 7* networks, ATNPV 100,000	2 Active 8* networks	3 Active 8* networks	4 Active 8* networks	5 Active 8* networks	4 GL networks	4 Directors networks

Active 8\* : TNPV achieves 5000PV

## 2. Basic rank and honorary rank

### Basic rank:

#### 4-Star Distributor

**How to qualify:** A Distributor who has minimum 200 APPV (accumulated personal PV).

#### 5-Star Distributor

**How to qualify:** 4\* Distributor who has minimum 1,200 ATNPV but less than 5,000 ATNPV (accumulated total network PV).

#### 6-Star Distributor

**How to qualify:** 5-star or above Distributor who has accumulated total network sales of 5,000PV or above.

#### 7-Star Distributor

**How to qualify:** 5-star or above Distributor with minimum any 2 network structures whereby each structure has minimum one 6-star Distributor and has accumulated total network sales of 25,000PV or above.

#### 8-Star Distributor

**How to qualify:** 5-star or above Distributor with minimum any 2 network structures whereby each structure has minimum one 7-star Distributor and has accumulated total network sales of 100,000PV or above.

### Honorary rank:

#### Bronze Lion

**How to qualify:** 8-star Distributor with minimum any 2 network structures whereby each structure has minimum one active 8-star Distributor.

#### Silver Lion

**How to qualify:** 8-star Distributor, with minimum any 3 network structures whereby each structure has minimum one active 8-star Distributor.

#### Gold Lion

**How to qualify:** 8-star Distributor with minimum any 4 network structures whereby each structure has minimum one active 8-star distributor.

#### Star Gold Lion

**How to qualify:** 8-star Distributor with minimum any 5 network structures whereby each structure has minimum one active 8-star Distributor.

#### Director

**How to qualify:** 8-star Distributor with minimum any 4 network structures whereby each structure has minimum one Gold Lion Distributor.

#### Honorary Director

**How to qualify:** 8-star Distributor with minimum any 4 network structures whereby each structure has minimum one Director Distributor.





# Bonuses

## Product Discount

Joining Package	Silver	Gold	Platinum/6* and above
BV	200	400	800
Discount %	5%	8%	15%

Distributors who have bought Joining Package will be able to receive the product discount from Repeat Order Sales. Also, price, PV and BV will be discounted accordingly. PV and BV after discount will be used for Bonus calculation of Repeat Order Sales.

## Sponsor Bonus

Joining Package	Bronze	Silver	Gold	Platinum
BV	100	200	400	800 or 400 +2*400
Bonus %	10%	15%	20%	25%

Distributors who have bought Joining Package will be able to receive the corresponding Sponsor Bonus after recruiting new DS who have also bought Joining Package.

## Compensation Plan

### Development Bonus

Joining Package	Bronze	Silver	Gold	Platinum
Enrolment Sales BV	100	200	400	800
PPV/4-week	50	50	50	50
Bonus %	8%, 9%	9%, 10%	10%, 11%	11%, 12%
Weekly Cap/Match	800USD	1,600USD	3,000USD	5,000USD

- No PPV (50PV) requirements for a new member within 4 weeks after joining;
- When you start to have the remaining Enrolment Sales within your structures, you will need to qualify for this Development Bonus at least once every 12 weeks. Otherwise, the remaining Enrolment Sales from your structures will be flushed out (zero out).

### Coaching Bonus

Joining Package	Silver	Gold	Platinum
Qualification Requirement	Qualify for Development Bonus in the week		
Level 1	5%	5%	5%
Level 2	5%	5%	5%
Level 3		5%	5%
Level 4			5%

- 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.
- 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.

## Sales Bonus

Rank	3*	4*	5*	6*	7*	8*/Active 8*	Bronze Lion	Silver Lion	Golden Lion	Star GL	Director	Honorary Director
Bonus %		20%	25%	30%	35%	38% / 41%	44%	46%	47%	47%	47.5%	48%
PPV	50				100		200					

Active 8\*: PPV achieves 200PPV and TNPV achieves 5,000PV.

## Excellence Bonus (Regional Dividend Share)

Rank	Bronze	Silver	Golden Lion and above
Active Point	2 points	3 points	4 points
Point - Downlines with Same Rank	2 points, when at least a downline achieved the same or above rank from each leg and remained active	3 points, when at least a downline achieved the same or above rank from each leg and remained active	4 points, when at least a downline achieved the same or above rank from each leg and remained active

- Eligibility: BL and above; Bonus Pool: Regional 4% of monthly total sales BV
- Active 8\* network: TNPV achieves 5,000PV

## Honorary Bonus

Rank	BL	SL	GL	Star GL	Director	Honorary Director
Percentage	1%	1%	0.75%	0.50%	0.50%	0.25%
PPV	200					

- Honorary Distributor could participate in allocation of Honorary Bonus and could also receive Honorary Bonus of lower ranks.
- Active 8\* network: TNPV achieves 5.000PV.



## Special Award

Item	International Travel Incentives	Luxury Car Award	Luxury Villa Award
Rank	BL and above	GL and above	Director and above
Award	Travel Conference	30,000USD	500,000USD

### Award and Criterion

#### 1. International Travel Incentives

#### 2. Luxury Car Award

#### 3. Luxury Villa Award

### Requirement

#### 1. International Travel Incentives

- Applicable to BL and above.
- Bonus Pool: 1.5% of monthly regional sales BV; Region or Country will plan their own Travel Incentives.

#### 2. Luxury Car Award:

- Applicable to GL and above.
- Award: 30,000 USD (one time award).
- Payment: The following month after qualification.
- Point Calculation Algorithm: monthly calculation, Gold Lion: 1 point,

Director: 4 points. Applicable for the award while accumulating 12 points in total or reaching Honorary Director and remain active once.

#### 3. Luxury Villa Award:

- Applicable to Director and above.
- Award: 500,000 USD, one time award (multiple payments).
- Payment: The following month after qualification.
- Point Calculation Algorithm: monthly calculation, Director: 4 points, Honorary Director: 15 points.

#### 4. Special Award Transition Plan

- These are the Pre-Payment for the "Luxury Car Award (30,000 USD)" and "Luxury Villa Award (500,000 USD)". These awards need to be deducted before the payment when

the Distributors are qualified for the Special Award from the standard Compensation Plan. There will be no further payment if the previous accumulated Special Award was already more than the corresponding rank Special Award.

- One GL had accumulated 12 points for „Luxury Car Award“ and already received 25,000USD Special Award before so we will give the difference for 5,000USD. However, there will be no further payment if DS already received more than 30,000USD before.
- One Director had accumulated 50 points for „Luxury Villa Award“ and already received 95,000USD Special Award before so we will give the difference for 35,000USD.

## Compensation Plan

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Rank	Luxury Villa Award (Director and above)				
Points	50	50	50	50	50
Accumulated Points	50	100	150	200	250
Award (USD)	100,000	100,000	100,000	100,000	100,000
Accumulated Award (USD)	100,000	200,000	300,000	400,000	500,000

**Note:**

Distributor could not use the same points for both Luxury Car Award and Luxury Villa Award.



**Note:**

1. Please refer to the published plan for more details regarding Special Award.
2. Overall Bonus which is more than 70% BV of Enrolment Sales will be paid as 70%.
3. Enrolment Sales will be used in the Bonus calculation of Sponsor Bonus, Development Bonus, Coaching Bonus and Special Award. Repeat Order Sales will be used in the Bonus calculation of Sales Bonus, Honorary Bonus, Region Dividend Share and Special Award.
4. 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.

# TIENS

HARMONY, RESPONSIBILITY, PROSPERITY