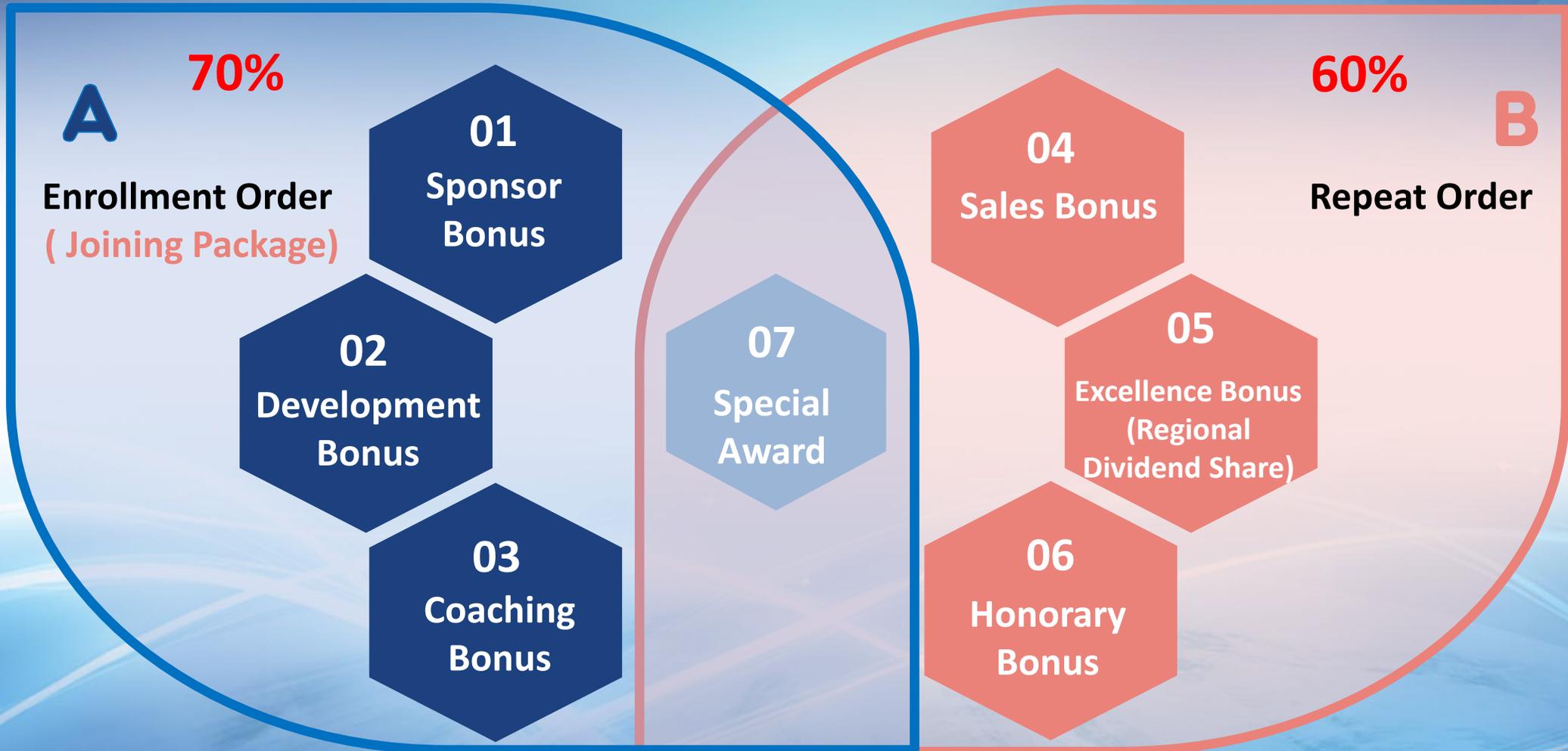


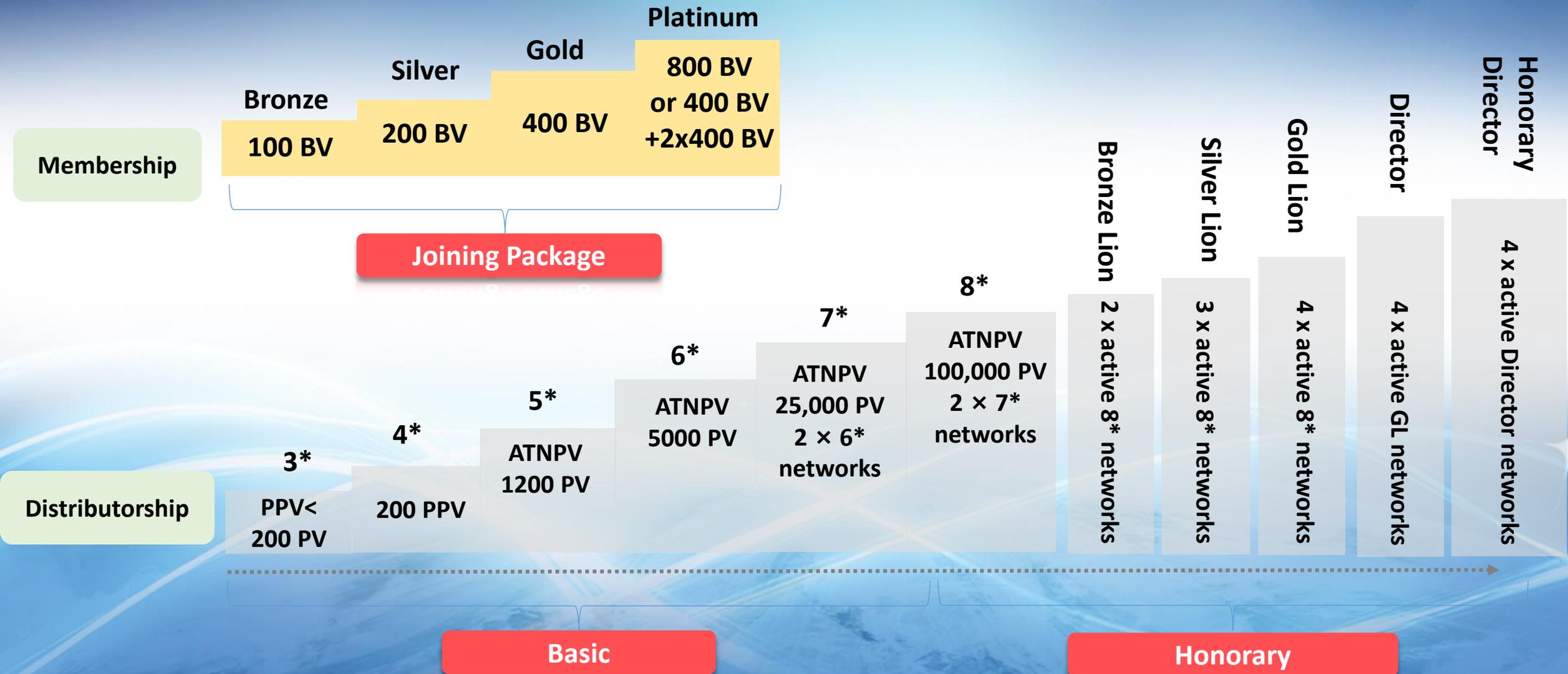
**TIENS**

**COMPENSATION PLAN  
WEST EUROPE**

# 7 BONUSES



# RANKING SYSTEM



# SPONSOR BONUS

	Joining Package	Sponsor Bonus	Product Discount
Bronze	100 BV	10%	-
Silver	200 BV	15%	5%
Gold	400 BV	20%	8%
Platinum	800 BV Or 400 BV+ 2x400 BV	25%	15% (or 6* and above)

# DEVELOPMENT BONUS

	Joining Package	PPV / month	Rate	Max cap / week / Match (USD)
<b>Bronze</b>	100 BV	50 PV	8%, 9%	800
<b>Silver</b>	200 BV	50 PV	9%, 10%	1600
<b>Gold</b>	400 BV	50 PV	10%, 11%	3000
<b>Platinum</b>	800 BV or 400+2x400	50 PV	11%, 12%	5000

- No PPV requirement for the first 4 weeks.
- To qualify for this bonus, you need to have a minimum 50 PPV every 4 weeks, starting from the 5th week after you joined.
- 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 ).

# COACHING BONUS

Joining Package	Silver	Gold	Platinum
Qualification	Qualify for Development Bonus in the week		
1 <sup>st</sup> Gen	5%	5%	5%
2 <sup>nd</sup> Gen	5%	5%	5%
3 <sup>rd</sup> Gen		5%	5%
4 <sup>th</sup> Gen			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

Rate		20%	25%	30%	35%	38%	41%	44%	46%	47%	47.5%	48%
Rank		4*	5*	6*	7*	Inactive 8*	Active 8*	Bronze Lion	Silver Lion	Gold Lion	Director	Honorary Director
Direct bonus requirement	PPV	/			/	200						
	TNPV	/			/	5000	2X active 8* networks	3X active 8* networks	4X active 8* networks	4X active GL networks	4X active Director networks	
Indirect bonus requirement	PPV	50		100	200							
	TNPV	/		/	/	5000	2X active 8* networks	3X active 8* networks	4X active 8* networks	4X active GL networks	4X active Director networks	

- Active 8\*: PPV achieves 200PPV and TNPV achieves 5000.
- Active 8\* network: TNPV achieves 5000.
- Honorary DS need to have corresponding number of active 8\* networks

# EXCELLENCE BONUS (REGIONAL DIVIDEND SHARE)

Eligibility: BL and above

Bonus Pool: Regional 4% of monthly total repeat order

Rank	Bronze Lion	Silver Lion	Gold 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

- *If there is no downlines with same rank, only active points will be counted for calculation*
- *Honorary DS need to have corresponding number of active 8\* networks.*
- *Active 8\* network: TNPV achieves 5000.*
- *GL and above will be treated as same rank's DS for calculation.*

# HONORARY BONUS

## Eligibility: Bronze Lion & above

Rank	Bronze Lion	Silver Lion	Gold Lion	Director	Honorary Director
Rate	1,5%	1%	0,75%	0,5%	0,25%
PPV	200PV				

- *Both Enrollment Sales and Repeat Order Sales contribute to TNPV calculation.*
- *Only Repeat Order Sales contribute to honorary bonus calculation.*
- *Honorary DS need to have corresponding number of active 8\* networks.*
- *Active 8\* network: TNPV achieves 5000.*

**SPECIAL AWARD**

## **International Travel Incentives (1,5%)**

**Eligibility: BL & above**

**Bonus Pool: 1,5% of monthly regional sales BV;**

## Luxury Car Award (1,5%)

Eligibility: GL & Above

Award: 30.000 USD (one time award)

Payment: monthly calculation, yearly payment

Point Calculation Algorithm:

- ✓ Gold Lion: 1 point
- ✓ Director: 4 points

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

*Active 8\* network: TNPV achieves 5000.*

## Luxury Villa Award (1%)

Eligibility: Director & Honorary Director

Award: 500.000 USD , (one time award)

Payment: monthly calculation, yearly payment

Point Calculation Algorithm:

- ✓ Director, 4 points
- ✓ Honorary Director, 15 points
- 50 points in total, 100.000 USD Luxury Villa Award
- 100 points in total, 100.000 USD Luxury Villa Award
- 200 points in total, 300.000 USD Luxury Villa Award

In total **500.000 USD** Luxury Villa Award.

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**THANK YOU!**