VASAYO™

REWARDS PLAN

8 Ways to Earn

CREATE YOUR FINANCIAL FUTURE

As a Vasayo Brand Partner (BP), you will have the opportunity to create an income stream that can carry far into the future, simply by sharing your favorite products with the people you love. And with 8 compelling and generous ways to earn, you'll find that it's easy to start gaining momentum—whether you decide to create a full-time business or a part-time income.

Income and earnings from the Vasayo Rewards Plan are not guaranteed to any Brand Partner. Success depends on each Brand Partner's skill, ability, and personal application. Purchase not required to participate in the Vasayo Rewards Plan.

1. CUSTOMER SALES BONUS (CSB)

As a Brand Partner, you can allow Customers to order products directly from the company through your personal replicated website. Depending on how much you sell, you'll be eligible for Customer Sales Bonuses.

- 80 PV Active Brand Partners will be paid 20% of their personally enrolled Customer Volume (CV) weekly.*

As a Brand Partner, you can allow Customers to order products directly from the company through your personal replicated website.

* After the 20% CSB and any applicable cash bonuses are paid out, 100% of volume will roll up for all other payouts, and 100% of volume will roll up for rank advancement.

2. PRODUCT INTRODUCTION BONUS (PIB)

We want to reward you for sharing the Vasayo opportunity with others. That's why we've created the Product Introduction Bonus.

- Paid to the Sponsor of new Brand Partners.
- 80 PV (Personal Volume) **Active** Brand Partners will earn 20% PIB* on purchases from newly sponsored Brand Partners for their first commissionable order.

* After the 20% PIB is paid out, 100% of volume will roll up for all other payouts, and 100% of volume will roll up for rank advancement. No compression is applied for this bonus.

PACKS	FOUNDATION	PREMIUM	EXECUTIVE	AMBASSADOR
CV	240	480	650	1,000
PIB	$48	$96	$130	$200

3. TEAM COMMISSION (TC)

Reward yourself with generous team commissions as you begin to build a vibrant Vasayo team.

Requirements are as follows:

- Brand Partners must be Active and Qualified to earn TC (Team Commission).
- Active is achieved by maintaining a minimum 80 PV every four weeks. Qualified is achieved by maintaining one Active, personally sponsored Brand Partner in each placement tree leg. (In the U.S. market, one to eight Active Customers is also required).

Team Commission Cycles: When 240 CV has been accumulated on one of your team legs and 480 CV on the other, a team commission of $28 will be paid out (240 CV / 480 CV for $28). Brand Partners are able to earn up to 1,000 cycles x $28 team commissions, totaling $28,000 per BC (Business Center) weekly.

Number of Active Customers required for each rank group to qualify for Team Commission: In the U.S., 1 for Starter Ranks, 2 for Metal Ranks, 4 for Gemstone Ranks, 6 for Ambassador Ranks, and 8 for Crown Ranks. Active Customer means any Customer who purchases at least 35 PV worth of products every 4 weeks.

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. "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.

All Carry Forward volume will expire if an account does not maintain 80 PV during the 4 week rolling period. Mercy Clause: Brand Partners will have one (1) chance to reclaim expired Carry Forward Volume after it has been flushed.

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4. TEAM COMMISSION MATCHING BONUS (TCM)

Based on your personal enrollment tree (downline), this matching bonus pays you for your efforts in supporting and boosting your active Vasayo team. And it's paid up to seven (compressed) generations deep.

To qualify, you must be at least 160 PV Active. TCM pays up to seven compressed generations—20%, 10%, 5%, 5%, 5%, 5%, and 5%. The first generation percentage will go up to 25% if you maintain at least 400 CV with at least five Active Customers and will go up to 30% if you maintain at least 640 CV with at least eight Active Customers.

GENERATION	MINIMUM REQUIRED RANK OF BPs	% PAYOUT
1	Bronze	20% 25% 30%
2	Silver	10%
3	Gold, Platinum	5%
4	Pearl, Blue Sapphire	5%
5	Ruby, Emerald	5%
6	Ambassador Ranks	5%
7	Crown Ranks	5%

Brand Partner Ranks that Qualify for TCM:

Metal Ranks

Bronze: 20%

Silver: 20%, 10%

Gold: 20%, 10%, 5%

Platinum: 20%, 10%, 5%

Gemstone Ranks

Pearl: 20%, 10%, 5%, 5%

Blue Sapphire: 20%, 10%, 5%, 5%

Ruby: 20%, 10%, 5%, 5%, 5%

Emerald: 20%, 10%, 5%, 5%, 5%

Ambassador Ranks

Diamond: 20%, 10%, 5,% 5%, 5%, 5%

Black Diamond: 20%, 10%, 5%, 5%, 5%, 5%

Royal Black Diamond: 20%, 10%, 5%, 5%, 5%, 5%

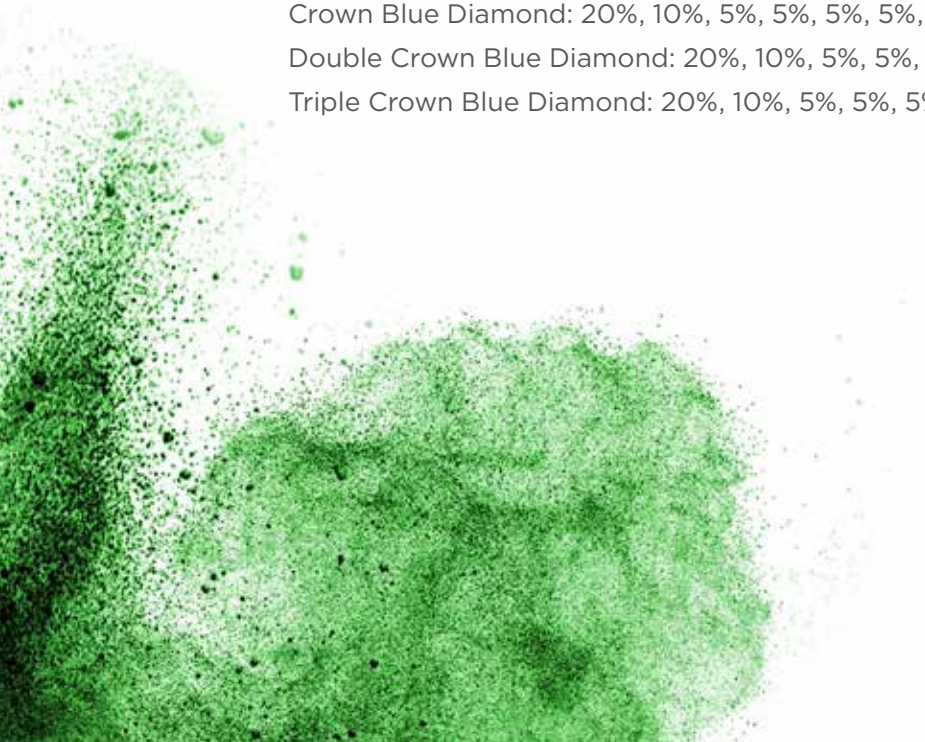
Imperial Black Diamond: 20%, 10%, 5%, 5%, 5%, 5%

Crown Ranks

Crown Blue Diamond: 20%, 10%, 5%, 5%, 5%, 5%, 5%

Double Crown Blue Diamond: 20%, 10%, 5%, 5%, 5%, 5%, 5%

Triple Crown Blue Diamond: 20%, 10%, 5%, 5%, 5%, 5%, 5%



5. GLOBAL LEADERSHIP BONUS (GLB)

This pool contains 3% of weekly global CV and is for "Paid-As" Gold and above. Must be Active with at least 160 PV to qualify. The value of one bonus point is calculated by dividing the pool amount by the total bonus points. That value is then multiplied into the points Brand Partners earned to determine the bonus amount.

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Multiple ways to earn points:

100 POINTS	if weekly Paid-As rank is Gold.
125 POINTS	if weekly Paid-As rank is Platinum.
175 POINTS	if weekly Paid-As rank is Pearl.
250 POINTS	if weekly Paid-As rank is Blue Sapphire.
325 POINTS	if weekly Paid-As rank is Ruby.
400 POINTS	if weekly Paid-As rank is Emerald.
600 POINTS	if weekly Paid-As rank is Diamond.
700 POINTS	if weekly Paid-As rank is Black Diamond.
800 POINTS	if weekly Paid-As rank is Royal Black Diamond.
900 POINTS	if weekly Paid-As rank is Imperial Black Diamond.
1100 POINTS	if weekly Paid-As rank is Crown Blue Diamond.
1300 POINTS	if weekly Paid-As rank is Double Crown Blue Diamond.
1500 POINTS	if weekly Paid-As rank is Triple Crown Blue Diamond.

10 POINTS	for each personally sponsored Paid-As Metal Ranks in the qualifying week.
20 POINTS	for each personally sponsored Paid-As Gemstone Ranks in the qualifying week.
30 POINTS	for each personally sponsored Paid-As Ambassador Ranks in the qualifying week.
40 POINTS	for each personally sponsored Paid-As Crown Ranks in the qualifying week.
50 POINTS	if sponsored 10 or more Active customers in the qualifying week.

6. RANK ADVANCEMENT BONUS (RAB)

As you progress toward building your Vasayo business, you'll rise through the Brand Partner Ranks and further expand your earning potential. Rank achievement is dependent on the time and effort you put into your business, and is handsomely rewarded with the following bonuses:

Note: If a Brand Partner advances multiple ranks all together, he/she will be paid multiple bonuses according to the installment schedule per each rank.

Black Diamond: $100K. 10K paid the first month when the Brand Partner becomes a new Black Diamond. The second through tenth 10K will be paid in the month when he/she maintains Black Diamond for at least one week.

Royal Black Diamond: $200K. 20K paid the first month when the Brand Partner becomes a new Royal Black Diamond. The second through tenth 20K will be paid in the month when he/she maintains Royal Black Diamond for at least one week.

Imperial Black Diamond: $400K. 40K paid the first month when the Brand Partner becomes a new Imperial Black Diamond. The second through tenth 40K will be paid in the month when he/she maintains Imperial Black Diamond for at least one week.

Crown Blue Diamond: $600K. 60K paid the first month when the Brand Partner becomes a new Crown Blue Diamond. The second through tenth 60K will be paid in the month when he/she maintains Crown Blue Diamond.

Double Crown Blue Diamond: $800K. 80K paid the first month when the Brand Partner becomes a new Double Crown Blue Diamond. The second through tenth 80K will be paid in the month when he/she maintains Double Crown Blue Diamond for at least one week.

Triple Crown Blue Diamond: $1M. 100K paid the first month when the Brand Partner becomes a new Triple Crown Blue Diamond. The second through tenth 100K will be paid in the month when he/she maintains Triple Crown Blue Diamond for at least one week.

7. LIFESTYLE TRIPS (LT)

If you're like most Brand Partners, the Vasayo lifestyle is a big part of what attracted you to the opportunity. That's because at Vasayo, we believe you deserve the opportunity to enjoy luxury accommodations, exhilarating adventures, and top-notch education as compensation for your hard work. As a Brand Partner, you'll be able to work toward obtaining eligibility for contest and performance trips that will celebrate your achievements and give you the training you need to keep moving forward.

Blue Sapphire Celebration

Mix business with pleasure on the Blue Sapphire Celebration!

This trip is all about recognizing a Brand Partner's achievement in becoming a Blue Sapphire with Vasayo. At Blue Sapphire, you've shown that you are serious about building a business. When you fly out for your turn on this once-in-a-lifetime trip, you'll gain a solid foundation of knowledge to assist in your continued success with the business side of things. And of course, there will be play involved! We look forward to celebrating all you've done to reach this hard-earned rank.

Details:

- 2 people (expenses covered include: flight, hotel, company sponsored meals and entertainment)
- 5 days, 4 nights
- Regional destination

Qualification Requirements:

- Become a new Blue Sapphire.
- Brand Partner must maintain Active and Qualified status from the first qualifying period until the date of the trip.

Note: The Blue Sapphire Celebration occurs on a biannual (twice yearly) basis; however, this trip is not open for requalification, and each Brand Partner may only attend once.

Diamond Destination

This trip—along with those diamonds—will be your best friend! Get ready to up the fun factor. You're now a Diamond in Vasayo! There's a big, beautiful world out there, and we intend to see it—with you! Alternating between Hawaii and other world-famous vacation destinations will give you plenty of quality time to enjoy with the person of your choosing, as well as Corporate Executives and your Brand Partner peers. This annual trip is open for re-qualifying, so you can come again and again.

Details:

- 2 people (expenses covered include: flight, hotel, company sponsored meals and entertainment)
- 6 days, 5 nights
- Hawaii and other world-famous vacation destinations

Qualification Requirements:

- Become a new Diamond.
- Brand Partner must maintain Active and Qualified status from the first qualifying period until the date of the trip.
- Brand Partners who have qualified previously must advance in rank or maintain Paid-As Diamond status for at least 20 weeks each year to requalify for the trip.

Black Diamond Discovery

Bring your camera; you're going to want to capture these memories!

Black Diamond Discovery is the highest-level group retreat with company Founders and top executives that a Brand Partner can achieve. Expand your horizons on this epic adventure as you experience food, cultures, and activities most people have only read about. This annual trip is open for re-qualifying.

Details:

- 2 people (expenses covered include: flight, hotel, company sponsored meals and entertainment)
- 7 days, 6 nights
- World-famous destinations

Qualification Requirements:

- Become a new Black Diamond.
- Brand Partner must maintain Active and Qualified status from the first qualifying period until the date of the trip.
- Brand Partners who have qualified previously must advance in rank or maintain Paid-As Black Diamond status for at least 24 weeks each year to requalify for the trip.

Crown Blue Diamond Exclusive

Simply put: it's the trip of a lifetime!

The Crown Blue Diamond Exclusive is the highest-level personalized retreat with company Founders and top executives a Brand Partner can achieve. If you have a Bucket List, you might check the whole thing off during the 10 days you spend enjoying some of the most beautiful scenery and memorable experiences this world has to offer! This biannual (every other year) trip is open for re-qualifying.

Details:

- 2 people (expenses covered include: flight, hotel, company sponsored meals and entertainment)
- 10 days, 9 nights
- World-famous destinations with luxury perks and exclusive experiences

Qualification Requirements:

- Become a new Crown Blue Diamond.
- Brand Partner must maintain Active and Qualified status from the first qualifying period until the date of the trip.
- Brand Partners who have qualified previously must advance in rank or maintain Paid-As Crown Blue Diamond status, or higher, for at least 28 weeks each year to requalify for the trip.

8. MULTIPLE BUSINESS CENTERS (MBC)

Motivated and proven Brand Partners may be awarded an additional BC (Business Center) after reaching the Black Diamond Rank and maintaining Black Diamond or above status for 4 consecutive weeks. The company will review the request for consideration. The ability to support this additional team/group is of paramount importance to the company and key to the approval of the request.

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SEASONAL PROMOTIONS AND REWARDS

Throughout the year, we will offer seasonal promotions allowing you to earn additional income.

Foundation Bonus (FB)

Earn **$50** when **You Get 2!**

A $50 bonus is paid to a Brand Partner who is at least 80 PV Active with both of the following requirements met: (1) has accumulated 240 PV and (2) has sponsored two Brand Partners—one on the left leg and one on the right leg—each with accumulated 240 PV.**

Example: If Bob accumulated 240 PV (through bonus period one), and he sponsored Mike on his left leg with accumulated 240 PV (through bonus period two) and Mary on his right leg with accumulated 240 PV (through bonus period three), then Bob will receive a $50 Foundation Bonus as long as he is Active in bonus period three with at least 80 PV.

Earn **$100** when **They Get 2!**

An additional $100 bonus will be paid to a Brand Partner when his two Brand Partners replicate the above two requirements.

Example: Bob will receive an additional $100 Foundation Bonus when his two Brand Partners (Mike and Mary) replicate the above two Foundation Bonus requirements.

* A Foundation Bonus may be earned on the same person only once; to earn additional Foundation Bonuses, a Brand Partner has to meet the requirements with additionally enrolled Brand Partners.

** PV (Personal Volume) may come from personal purchases and/or customer purchases.

GLOSSARY OF TERMS

Achieved Rank: This is the highest rank that a Brand Partner has been paid over any bonus period.

Active Brand Partner: Any Brand Partner who maintains a minimum of 80 PV every four weeks.

Active Customer: Any registered customer who has purchased at least 35 PV in the 4-week Active Status Timeline.

Active Status Timeline: Defined as four complete bonus periods—the current bonus period and the previous three 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.

BP/Brand Partner. Those who have signed up to distribute Vasayo products and enjoy the full Vasayo opportunity and lifestyle.

Brand Partner Ranks: As you progress toward building your Vasayo business, you'll work your way through multiple ranks that will determine your earning potential.

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. "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.

Example: Let's say you have 100,000 in carry forward volume on your left leg and 80,000 in carry forward volume on your right. In addition, you have 20,000 in new volume on your left leg and 5,000 in new volume on your right leg. Because the 80,000 CV on your right leg is greater than 30,000, the 1:1 ratio rule applies and your 5,000 in new volume allows you to use 5,000 of your 80,000 carry forward volume for a right leg total of 10,000 CV. You can use all of your 100,000 carry forward volume plus the 20,000 in

new volume for a total of 120,000. The remaining 75,000 CV (80,000 minus 5,000) on your right leg will carry forward.

All Carry Forward volume will expire if an account does not maintain 80 PV during the 4 week rolling period. Mercy Clause: Brand Partners will have one (1) chance to reclaim expired Carry Forward Volume after it has been flushed.

CV: Commission Volume. 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). 50% of all Customer Volume is rolled upline.

Customer: A person that purchases product 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.

Cycle: A cycle is paid out weekly at the rate of $28 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 $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 1,000/$28,000.

Downline: The people on your team. Consists of Brand Partners you've enrolled and any enrolled after you in the line of sponsorship.

Enrollment Tree Max Volume Per Leg: 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.

Lesser/Greater Binary Leg Volume: 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.

Personal Enrollment Tree Volume (PET-V): 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).

PV: Personal Volume. Generated through your personal and Customer purchases. PV is used for Active status determinations. Personal Volume over 160 PV accumulated during the 4-week bonus period will roll to the Lesser Leg for rank advancement and payouts.

Placement Leg: Your downline and their location in your organization. You can choose which leg to place a new Brand Partner in order to provide maximum strength for your team.

Qualified: For a Brand Partner to be considered as Qualified, they must have at least two 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 Brand Partner: Any Brand Partner who maintains one Active personally sponsored Brand Partner in each placement tree leg. (In the U.S. market, one to eight active customers are also required.)

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.

Upline: Includes the Brand Partner who originally enrolled you and everyone sponsored before you within the line of sponsorship.

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