



KYÄNI COMPENSATION PLAN

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WELCOME

Welcome to Kyäni.

Our mission is to help willing individuals Experience More and reach their potential, which includes better health, more wealth, and living a great life. A portion of this mission is accomplished through the Kyäni Compensation Plan. The following pages will step you through each of the different areas of the compensation plan.

Understanding the compensation plan is important but becoming a master of the plan will not bring you the financial freedom you desire. In choosing between complete knowledge of the plan and hard work, hard work will win every time.

It is our recommendation that you get familiar with the basics of the plan as soon as you join Kyäni. The basics covered in the *Kyäni Quick Start Manual* are all you need to know to achieve great success. Then as you work on building your business, take a little time to get into the details of the plan as covered in this document.

Again, welcome to Kyäni. We look forward to working with you for many years to come. Together we will build a living legacy and touch the lives of thousands of people.

The Kyäni Executive Team

DEFINITIONS

NOTE: All Bolded words in this document are defined in Definitions.

General Definitions

Leg – The entire group of a distributor’s individual first level distributors. Legs occur in both the **Sponsor Tree** and the **Placement Tree**. If you have three individual distributors on your first level, you have three **Legs**.

Power Leg – The **Leg** in your organization that has the most accumulated **QV** or **CV**

Downline – All **Legs** of your organization.

Autoship – Product automatically billed and shipped every month. This can be for either a distributor or a customer. There are multiple options of **autoships** to select from depending upon which market you are in. **Autoships** can be set up through your **BackOffice** or by contacting Customer Service.

BackOffice – The secure internet program that allows you to view and control your business. You can view reports about your team, order product, set up new customers, recruit new distributors, obtain training, and control your **Autoship**.

Generation – A Kyäni Distributor who has a Paid As Rank equal to or greater than Sapphire, down to and including the next Kyäni Distributor who has a Paid As Rank equal to or greater than Sapphire, and every distributor in between. **Generations** are determined individually on each **Leg**.

Paid As Rank – Your Paid As Rank is the rank you were paid for any given pay type or pay period. This rank will vary with your team volume. You can find your Paid As Rank in your **BackOffice** associated with each commission detail.

Lifetime Rank – This is the highest rank you have achieved.

Preferred Customer – A Customer who sets up their product orders as an autoship. This also entitles them to a discount on their product purchase.

Retail Customer – A customer who purchases their product one order at a time. If they want product, they can contact the distributor directly, contact customer service, or go to the corporate website and log in to purchase the product.

Replicated Website – A distributor’s personal Kyäni approved and provided website where customers can order product and new recruits can enroll under that distributor.

NOTE: Both Preferred and Retail customers who sign up with Kyäni will be given a customer login that will allow them to place their own orders and manage autoships without depending on their sponsor or customer service.

Volume Definitions

QV – Qualifying Volume

Volume assigned to products and used to determine Rank and minimum qualification

MQV – Member Qualifying Volume

Includes Customer Purchases

GQV – Group Qualifying Volume

Includes yourself and your entire group including Customers

LQV – **Leg** Qualifying Volume

It does NOT include your personal volume. It is the Group Qualifying Volume of each of your front line distributors. You have a **Leg** volume for each **Leg**. Total **Leg** volume would represent the total volume from all **Legs** not including your personal volume.

CV – Commissionable Volume

Volume assigned to products and used in calculating Bonuses

MCV – Member Commissionable Volume

Includes Customer Purchases

GCV – Group Commissionable Volume

Includes yourself and your entire team

CCV – Customer Commissionable Volume

The Commissionable Volume from your personal customer's purchases. It does not include your own personal purchases.

LCV - Leg Commissionable Volume

It does NOT include your personal volume. It is the Group Commissionable Volume of each of your front line distributors. You have a **Leg** volume for each **Leg**. Total **Leg** volume would represent the total volume from all **Legs** not including your personal volume.

SV – Recruiting Volume

Volume attached to Starter Packs that is used in calculating Recruiting Bonuses

Genealogy Trees

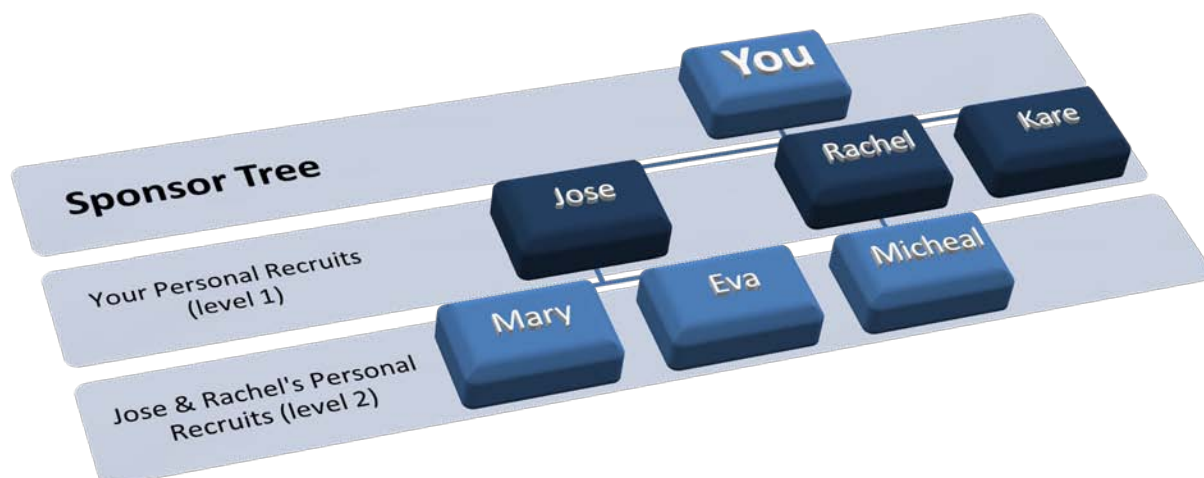
A genealogy tree is a means of tracking relationships between all the distributors in Kyäni. In the Kyäni Compensation Plan, there are two genealogy trees, the Sponsor Tree and the Placement Tree. When a new distributor joins Kyäni, they appear in both trees.

Sponsor Tree

The Sponsor Tree is like a family relationship tracker. Everyone you personally recruit is positioned directly under you on your first level. When your personally recruited team members recruit someone, they are then placed underneath them on your second level. This placement is automatic and directly determined by who recruited the new distributor. The width of your Sponsor Tree is as wide as the number of people you personally recruit.

Bonuses calculated using the Sponsor Tree

- Starting Bonus
- **Generation** Check Match



Placement Tree

The Placement Tree is another relationship tracker. Unlike the Sponsor Tree, you have the freedom to place your personally sponsored recruits anywhere you desire in your **downline**. There are different reasons why leaders place newly recruited distributors in different positions of the Placement Tree. These include A) synergy of building a team; B) geographical considerations; C) personal relationship considerations. Proper placing of new distributors in your Placement Tree is important and helps you build a wider, deeper, and more profitable organization.

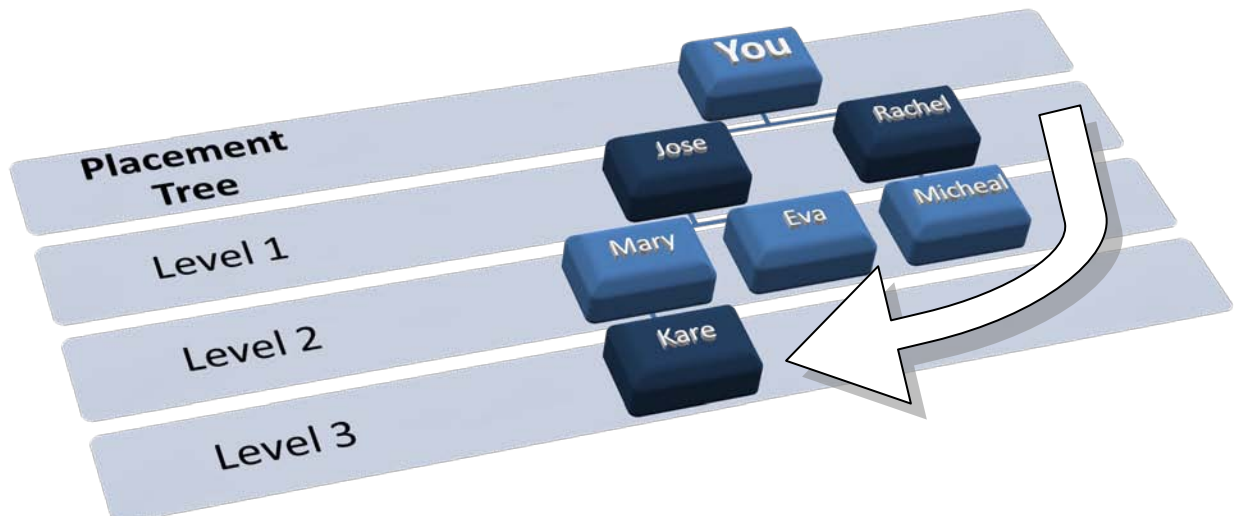
When you personally recruit a new team member, you have up to 72 hours to place them in the Placement Tree. If you do not place them, the system will automatically place them on your first level in your Placement Tree. There is no limit to the width

of the Placement Tree; you can build it as wide as you like. To be eligible for all bonuses, you only need to have three legs.

In the illustration below, you will notice that Kare was placed below Mary. The same organization is represented in both the Sponsor Tree and the Placement Tree. Because you can qualify for PayGate Accelerator Bonuses (the first four PayGates) with just two **legs**, moving Kare may be a possible approach.

Elements that are calculated using the Placement Tree

- Rank
- Rank Bonuses
- Kyäni Monthly PayGate Accumulator



Elements that are calculated using both the Placement and the Sponsor Tree

- Leadership Pools
- Auto Program
- Incentive Trips

Qualification Requirements

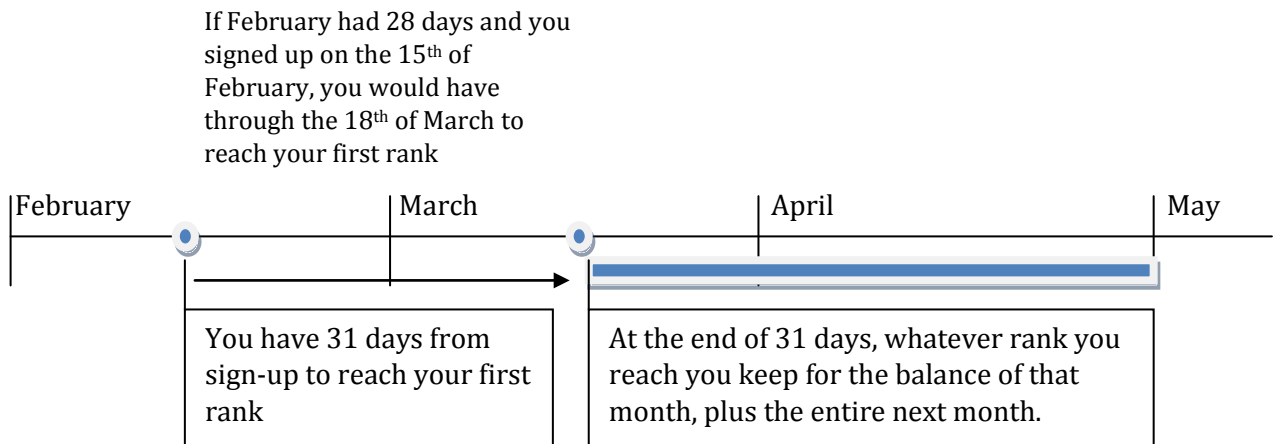
There are two levels of qualification. The first is reached with 25QV per month. At this level, you are considered a Distributor. You are Eligible for Recruiting Bonuses, Retail Bonuses, and Customer Bonuses.

At 100QV per month you are considered a Qualified Distributor and are eligible for all bonus compensation.

Qualification is required monthly. To qualify, you can either purchase adequate volumes of product to generate the 100QV, or secure enough personal customers to generate the 100QV requirement, or a combination of both.

Upon sign up, you are given 31 days to obtain your first rank. This rank is called the Grace Period Rank. You are given this rank for the balance of the month, plus the entire month following. For example, if you join Kyäni on the 12th of May, you would have 31 days to achieve your first rank. The day of sign-up is considered day “0”. Day one is May 13. The 31st day is calculated as June 12th at 11:59 Hawaii Standard Time. You would keep this rank for the rest of June and through the entire month of July unless you achieve a higher rank during this period, then that would be your new rank.

Rank Illustration



Grace Period Rank provides 31 days from the day of sign up to attain your first rank. Your day of sign up is considered day “0”. On the 31st day, your Grace Period Rank is calculated. You receive this rank for the balance of the current month on which day 31 falls, plus you receive that rank for Recruiting Bonuses calculations for the next month as well.

Whenever you reach a higher rank, you immediately qualify for the next level of Recruiting Bonus for the next pay out. In addition, you receive that Recruiting Bonus rank for the following month as well. In the event you reach a higher rank, you would receive that rank immediately, then keep the new rank for the balance of that month, plus the following month.

Ranks and Monthly Commission qualifications are determined using the same principle. Whatever rank or gate you qualify for at the end of the month is locked in for the following month automatically. The one exception is if you break to a higher rank. Then at that point, you will be eligible for the next Recruiting Bonus cycle at your new higher rank.

Residual PayGate commissions are calculated using the volume you reached during the calendar month. So if your monthly volume for March qualified you for Gate 9, you would be paid on gates 1 through 9 on your March volume.

RANKS

Ranks are calculated on **QV** from the Placement Tree. **QV** volume from personal purchases is capped at 500QV for ranks up to and including Pearl, and 1000QV for Sapphire and above. MQV for rank qualification will be capped under leg rules. Ranks up to and including Pearl require two active (100QV)legs and Sapphire and above require three active (100QV)legs.

To reach the Sapphire rank and above, you must meet certain volume requirements from **legs** outside your first two **legs**.

Rank Chart using Placement Tree QV

Rank	MQV Required	Total GQV Requirement	Power Leg Maximum GQV (For Qualification)	Other Legs GQV Minimum (Not Including two largest legs)
Member				
Distributor	25			
Qualified Distributor	100			
Garnet	100	300	200	
Jade	100	2,000	1,200	
Pearl	100	5,000	3,000	
Sapphire	100	10,000	6,000	500
Ruby	100	25,000	15,000	1,250
Emerald	100	50,000	30,000	2,500
Diamond	100	100,000	60,000	5,000
Blue Diamond	100	250,000	150,000	12,500
Green Diamond	100	500,000	300,000	25,000
Purple Diamond	100	1,000,000	600,000	50,000
Red Diamond	100	2,000,000	1,200,000	100,000
Double Red Diamond	100	4,000,000	2,400,000	200,000

Rank Determination Process

Use the following process to determine rank.

1. Calculate total **GQV** and compare to chart for possible rank.
2. Does the **QV** volume from Leg 3 (include volume from Legs 3, 4, 5, etc. if you have more legs than 3) meet the minimum requirement for that rank? If no, restart with next lower rank.
3. Does my Power **Leg** have less than or equal to the Maximum allowed **QV** volume from the table? If yes, you have reached that rank. If no, move on to Step 4.
4. (only needed if you answered “no” on step 3) Add the Maximum amount allowed from the **Power Leg** to the volumes from your other **legs**. If this total still equals or exceeds the Total Volume Requirement, then you have reached the rank.

Examples

Below are two examples to illustrate calculation of rank.

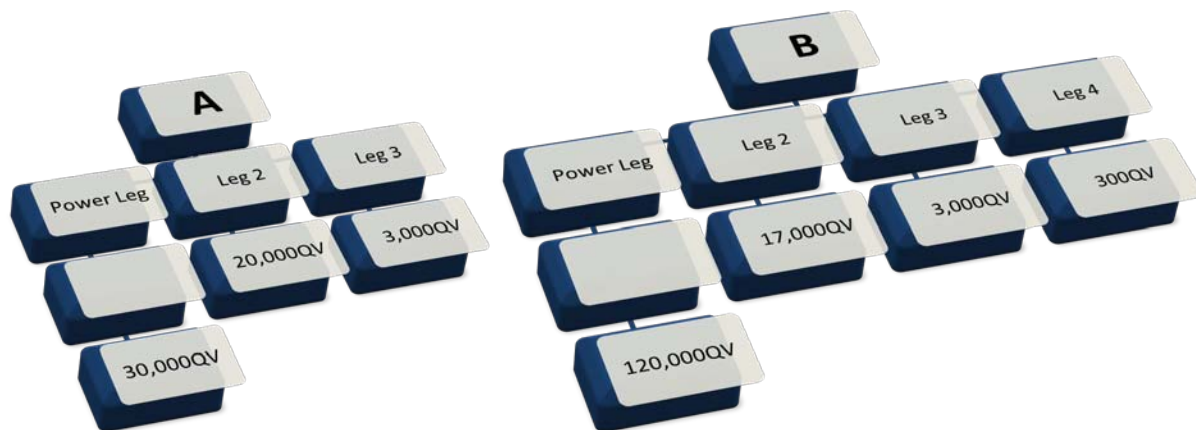
Example A: You have three **legs**. The **Power Leg** has 30,000**QV**, **Leg 2** has 20,000**QV**, and **Leg 3** has 3,000**QV**. Take the volumes through the calculation process.

1. Total volume of all **legs** equals 53,000**QV**. Comparing this to the chart, you may qualify for Emerald.
2. **QV** from **Leg 3** equals 3,000. The chart for Emerald says 2,500**QV** is needed. That requirement is met.
3. The **Power leg** is less than or equal to the 30,000**QV** Maximum so you can use all 30,000**QV**. You reached the title of Emerald.

Example B: This organization has 4 **legs**. The **Power Leg** has 120,000**QV**, **Leg 2** has 17,000**QV**, **Leg 3** has 3,000**QV**, and **Leg 4** has 300**QV**.

Run the volumes through the questions.

1. The total volume of the organization is 140,300**QV**. This is in the category for Diamond.
2. The volume of **Leg 3** and **Leg 4** total 3,300**QV**. This is less than the minimum requirement. Go back to step 1 at the next lower rank.
1. Because the requirements of Diamond were not met, go to the previous rank and recalculate. The total volume exceeds the 50,000**QV** required for Emerald.
2. The volume from **Leg 3** and **Leg 4** equals 3,300**QV**. This exceeds the 2,500**QV** minimum requirement.
3. The **Power Leg** exceeds the amount allowed from the chart. 30,000**QV** can be used toward the rank.
4. Step 3 shows that 30,000**QV** can be used toward the rank. Next add the 30,000**QV** from the **Power Leg** (because of the maximum allowed from the **Power Leg**) to the 17,000**QV** from **Leg 2**, and the 3,300**QV** from **Legs 3** and 4. This totals 50,300**QV**. This is more than the 50,000**QV** requirement; the rank of Emerald has been earned.



BONUSES

Personal Profit

Recruiting Bonus

Every time you personally recruit a new team member, you receive a minimum of 20% of the **SV** of the Starter Packet and/or Pack. This is the Level 1 Bonus referred to in the Recruiting Bonus table shown in the Team Bonuses section. This is a onetime bonus for recruiting, but a key activity as it is the start of a new team member and the volume you will be working together to build.

Look at an example. If you were to recruit a new distributor in the United States, and they joined the company by purchasing the \$299 Business Builder Pack (130**SV**), you would be paid 20% of the 130**SV**. The **SV** is converted into US dollars when you calculate the 20%. So you would receive \$26 for personally recruiting this individual.

In addition to the 20%, you may be eligible for additional levels of compressed Recruiting Bonus depending on your proximity to the new distributor and the configuration of the ranks between you and the new distributor, and the market in which the recruitment occurred. See the details in the Recruiting Bonus section of the Team Bonuses section.

Retail Profit Bonus

Every time you sell product to a customer, you make the difference between the wholesale price and the selling price.

The difference between your wholesale pricing and what your **Preferred Customer** or **Retail Customer** paid is the Retail Profit Bonus. It will be paid to you in your

monthly commissions. This bonus is earned every time one of your personal customers purchases a product.

Customer Bonus

When you sell product to customers you will receive 20% of the Customer **CV (CCV)** for each customer order.

Customer Bonus Details

The Customer Bonus is a powerful entry level program designed to maximize profits to the new recruit. In addition, those who understand this model will also yield large profits by building a large customer base.

Customer Commissionable Volume (CCV) is different than regular Commissionable Volume (CV). If a Retail Customer (not set up on an autoship, pays full retail pricing) orders a Health Triangle Pack from you, it would generate the following:

U.S. Health Triangle Pack \$140 Retail Cost

QV 75
CCV 75

This would translate into \$35 profit for you. This is determined by the Retail Profit (\$140(retail)-120(wholesale) = \$20) plus the Customer Bonus (20% of 75CCV = \$15).

If you sold a Health Pack to a **Preferred Customer** (set up on a monthly autoship), it would generate the following:

U.S. Health Triangle Pack \$130 Preferred Customer Price

QV 75
CCV 75

This would translate into \$25 profit for you. This is determined by the Retail Profit (\$130 (preferred pricing)-120(wholesale)=\$10) plus the Customer Bonus (20% of 75CCV = \$15).

NOTE: There are no minimum sales quotas required to qualify for the Retail Profit or the Customer Bonus as long as you are QV eligible. You receive these on every Customer Purchase (orders that generate CCV). Remember the bonus is on CCV only. Your personal volume does not count toward this bonus. It is only Personal Customer Sales.

Customer One-time CV Bonus

Kyäni rewards you for building your customer business. When you achieve a personal Customer CV volume, you will receive a one-time bonus.

500 Customer CV = \$100 (payout may vary by market. Check your BackOffice for details)
1000 Customer CV = \$500 (payout may vary by market. Check your BackOffice for details)

Fast Start Bonus

To help you get started, Kyäni provides a one-time Fast Start bonus. If you achieve the rank of Jade within your first 31 days from enrollment, you will receive a fast start bonus. Check the BackOffice for the current amount for your market.

Fast Track Bonus

In addition to the Fast Start Bonus, Kyäni has created an incentive to aid you in harnessing the momentum you created in obtaining your Fast Start Bonus. When you reach a new lifetime rank (monthly commission paid as rank) within the below time schedule, you can qualify for the following bonuses.

Rank	Bonus	Time Requirement
Pearl	\$500*	Enrollment Month + 2 Months
Sapphire	\$1000*	Enrollment Month + 3 Months
Ruby	\$1500*	Enrollment Month + 5 Months

*When you reach the rank (monthly commission paid as rank) within the allotted time requirement, all you need to do to finalize your qualification is to maintain or grow your rank the following month. Amounts paid may vary by market. Please check your BackOffice for confirmation. Weekly bonus run ranks are not used for determining qualification for Fast Track Bonuses.

Team Bonuses

Kyäni PayGate Accumulator

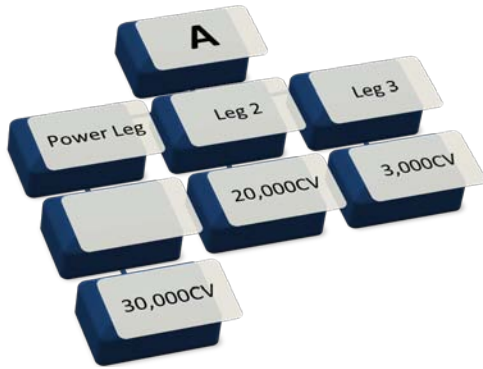
The Kyäni PayGate Accumulator is calculated on the monthly **CV** generated in your Placement Tree. The Kyäni PayGate Accumulator calculates residual income monthly by starting at the bottom of the placement tree and accumulates commissions flowing upward until it reaches a qualifying PayGate where it pays out the earned commission. This process is repeated for all PayGates. As you grow, you qualify for more PayGates which increases your residual income. As you grow your business, your income grows in two ways. First, your volume increases and you are paid on that increased volume. Second, as your volume increases, you qualify for new pay gates. Each additional gate you qualify for creates additional residual income for you.

Below is a chart of the PayGates, the amount they pay out, and the volume requirements to earn those PayGates.

PayGate Accumulator Chart using Placement Tree CV

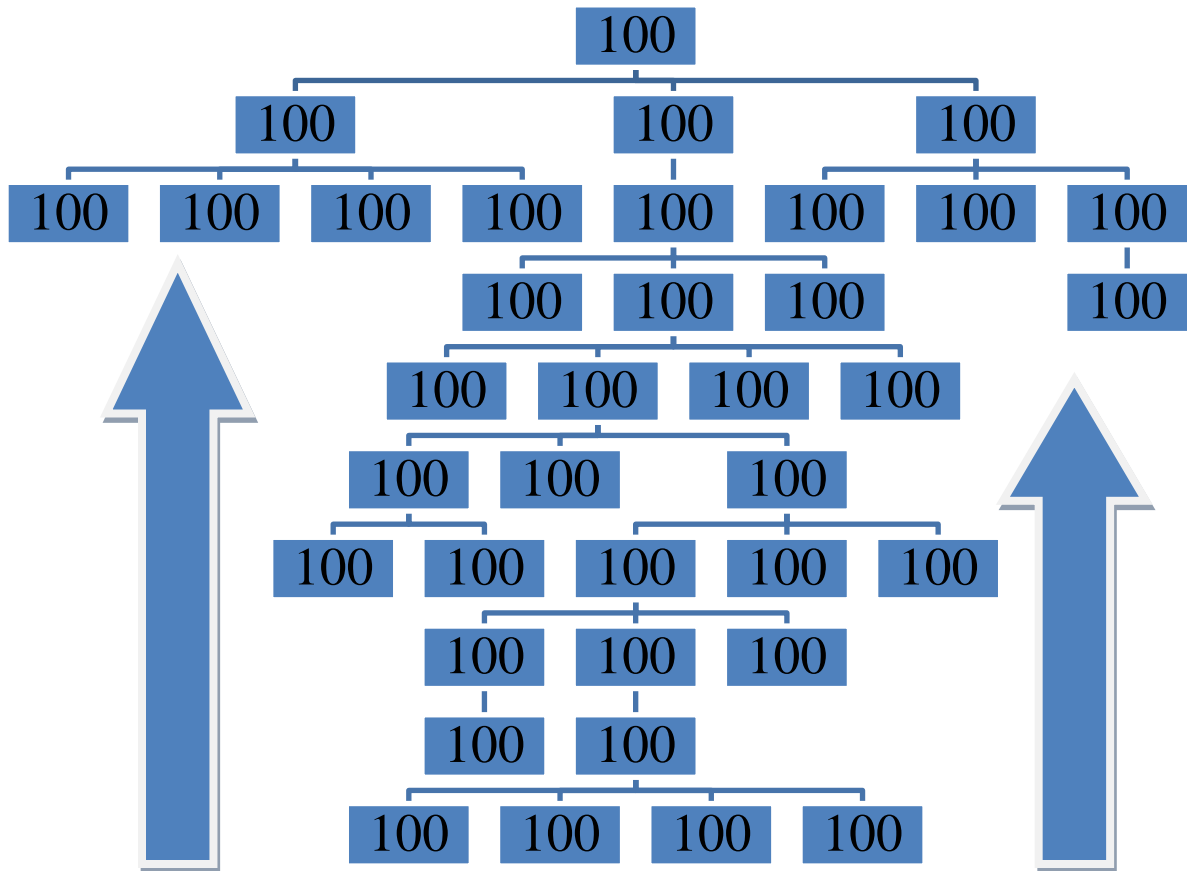
PayGate	Rate	Power Leg Requirement	Total of Small legs	3rd leg Minimum
1	5.00%	200	100	
2	7.00%	700	500	
3	8.00%	2,200	1,500	
4	7.00%	4,500	3,000	
5	6.00%	9,000	6,000	400
6	5.00%	18,000	12,000	1,000
7	3.00%	40,000	27,000	2,000
8	1.00%	90,000	55,000	6,000
9	1.00%	200,000	125,000	12,000
10	0.50%	400,000	260,000	18,000
11	0.25%	1,000,000	450,000	40,000
12	0.25%	2,000,000	900,000	100,000

Look at an example of an organization to determine what gates this organization would qualify for. The **Power Leg** has 30,000CV, the total of the small **legs**, which is **Leg 2** and **Leg 3** equals 23,000CV; **Leg 3** has 3,000CV. Using these numbers, we learn that this organization would qualify for gates 1 through 6.



Now look at the specific flow of volume in an organization to see how it pays. First, it is important to understand the general flow of volume. The Flow of Volume illustration below shows that all calculations start at the bottom and flow up accumulating the unpaid volume until it reaches a distributor that qualifies for that PayGate.

Flow of Volume Chart



PayGate 1 Example

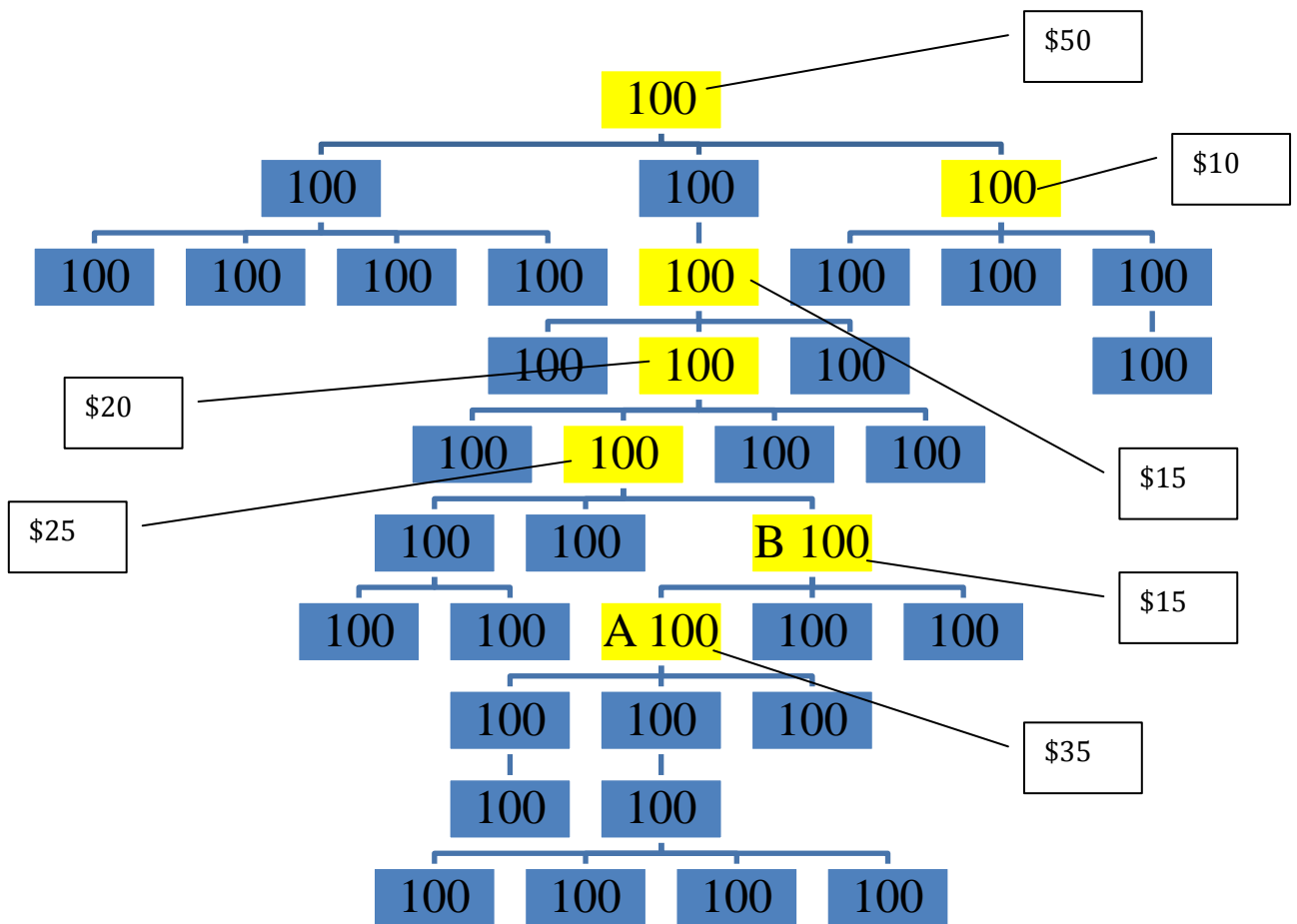
Look at PayGate 1 Chart. It uses the same organization as above. From the bottom of the organization, flow upward and accumulate the **CV** in the Placement Tree. As you get to the first distributor that qualifies for PayGate 1, the **CV** stops there. It is indicated as the Yellow Box. 900**CV** has accumulated at the first Yellow Box A. Once a PayGate is reached, the following process is used to determine the pay on the PayGate:

- 1- Total **CV** accumulated up through the organization from either the bottom or from the last PayGate; whichever is closer.
- 2- Take that total **CV** and subtract the PayGate amount (200**CV** for PayGate 1). This 200 **CV** amount will flow up along with your Personal and Customer **CV**. For this example, you have $900 - 200 = 700$. This 700 amount is multiplied by 5% for PayGate 1. This equals \$35.

The volume that flows up from A (Yellow Box A) is now 300 (200CV PayGate amount plus personal volume of 100CV). Distributor B (Yellow Box B) is the next distributor to qualify for PayGate 1. The volume they receive is 500CV. Run it through the two step process above remembering that the PayGate amount of 200CV in addition to their personal CV of 100 flows up and repeat the process again. Distributor B would receive \$15. The personal volume of Distributor B (100CV) plus 200CV PayGate volume flows up.

Each of the yellow boxes qualifies for PayGate 1.

PayGate 1 Chart



Once a PayGate flows all the way to the top of the organization, then the next PayGate process starts again at the bottom of the organization using the same volume.

PayGate 4 Example

Look at another gate to illustrate this one more time. You will notice that the higher the gate, the more volume accumulates at that gate to be paid. Look at the same organization for a PayGate 4. Note that volumes per distributor were increased to 1000CV in order to keep the organization small enough to illustrate this PayGate. Also remember that PayGates 1 – 3 would have been paid before PayGate 4 was processed.

To qualify for this gate, your **Power leg** needs to be at least 4500CV and 3,000CV in the rest of your **legs**.

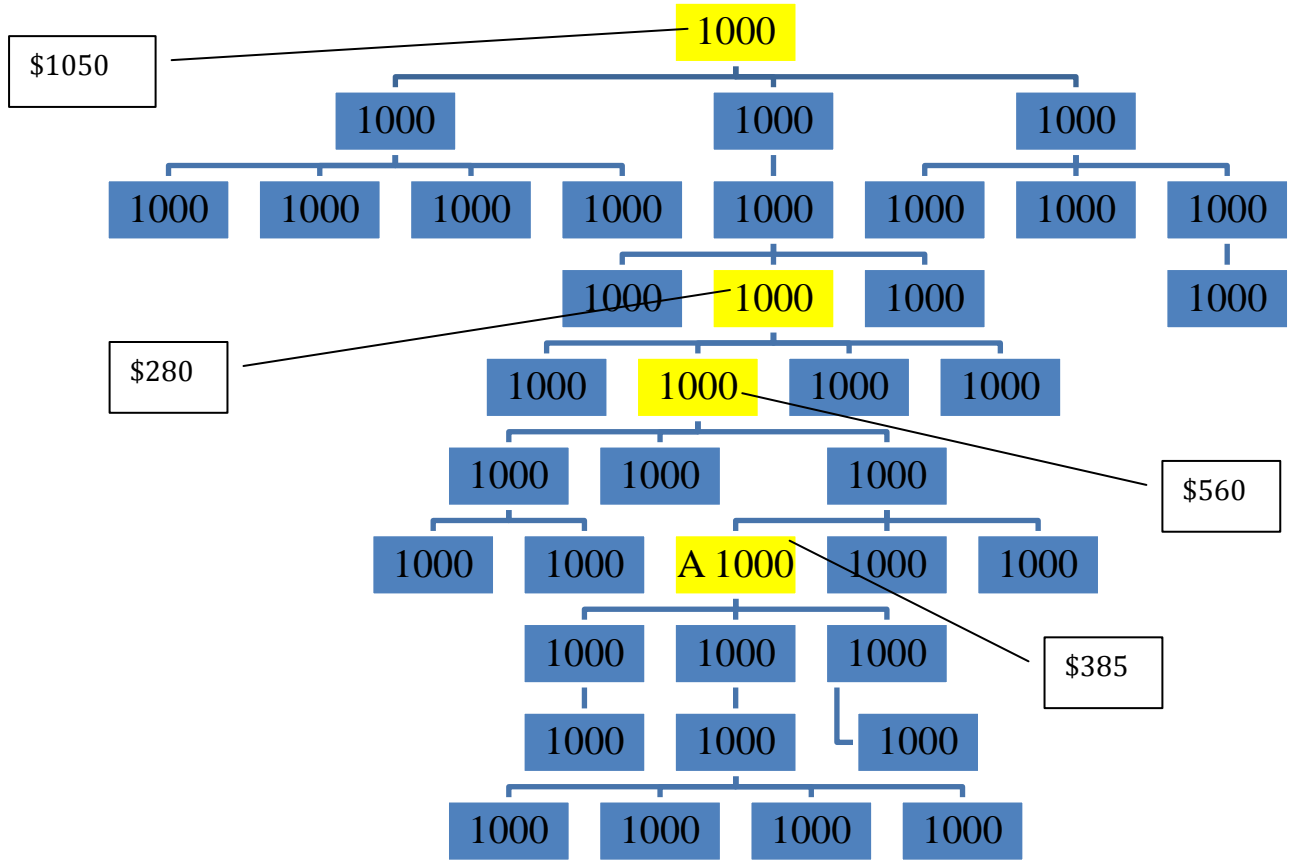
Each of the yellow box distributors qualified for PayGate 4 payout. To calculate what the payout for Distributor A (in yellow box A), accumulate the volume and calculate as you did in PayGate 1. A total of 10,000CV accumulated to Distributor A. We take that volume and calculate as we did in the previous example. $10,000CV - 4500CV$ (PayGate amount flows up) = 5500CV. Multiply this by 7% and we get \$385. This \$385 would be added to the other PayGate Bonuses (PayGates 1-3) for that distributor.

Next take the 4500CV that flowed up and add the 1000 Personal CV and repeat the process again. A total of 4 distributors received this PayGate 4 bonus in this example.

Again, as the PayGates continue to go higher, the amount of CV accumulating increases dramatically. Remember that the Generation Check Match is based on the total PayGate Accumulator Bonus.

This process continues from the bottom flowing upward and accumulating the CV of the organization and paying out at each qualifying PayGate distributor. It repeats again and again until each PayGate has been paid out.

PayGate 4 Chart



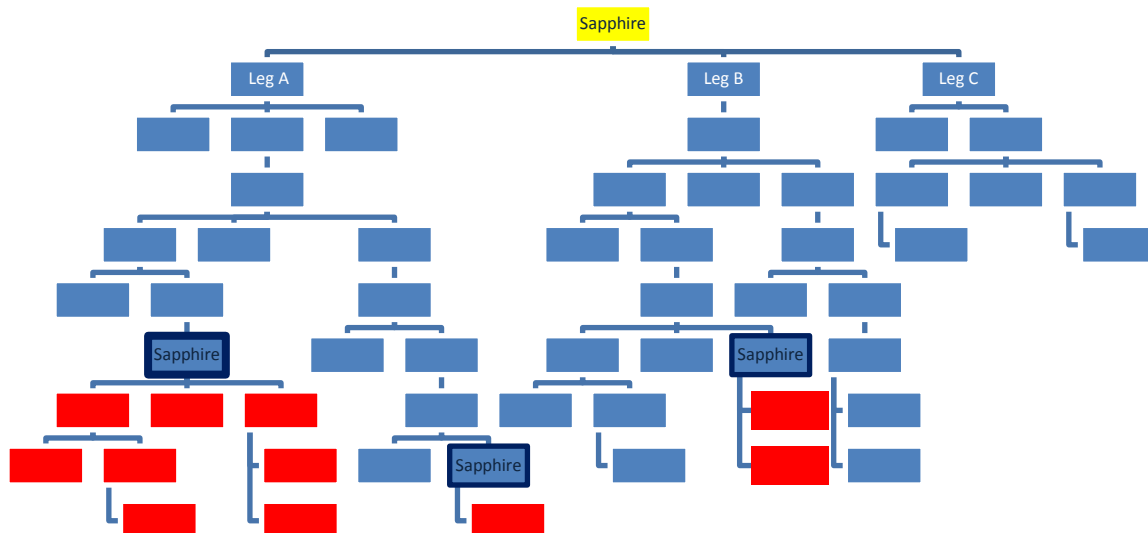
Generation Check Match

One of the most exciting bonuses is the **Generation Check Match**. You can earn a percentage of every check in your Sponsor Tree **Downline** up to nine **Generations** deep. The chart below itemizes the breakdown of **Generations** and percentages.

Generation Check Match Based on Sponsor Tree

Generations	Sapphire	Ruby	Emerald	Diamond	Blue Diamond	Green Diamond	Purple Diamond	Red Diamond	Double Red Diamond
1	15%	15%	15%	15%	15%	15%	15%	15%	15%
2	10%	10%	10%	10%	10%	10%	10%	10%	10%
3		10%	10%	10%	10%	10%	10%	10%	10%
4			5%	5%	5%	5%	5%	5%	5%
5				5%	5%	5%	5%	5%	5%
6					4%	4%	4%	4%	4%
7						3%	3%	3%	3%
8							2%	2%	2%
9								1%	1%

Generation Check Match Example



From the chart you see that a Sapphire receives up to two **Generations** of Check Matching. In the Generation Check Match Example, the Sapphire in the yellow box would receive 15% of every check that was earned by a **Downline** distributor in **Generation 1** (which is every distributor denoted by a blue box). In addition, **Generation 2** (which is denoted by the red boxes) would also generate 10% check matches for the Sapphire in the yellow box. This is a total of 56 distributors that the Sapphire in the yellow box would match.

Note that in **Leg C** there are no Sapphires. The Sapphire in the yellow box would receive Check Matching on every distributor in **Leg C**.

Recruiting Bonus (calculated on the Sponsor Tree)

Whenever someone in your **Downline** recruits a new team member, you may be eligible to receive the Recruiting Bonus. The Recruiting Bonus is calculated using the Sponsor Tree, and is calculated against **SV**. There are two version of the Recruiting Bonus depending on the market the sale originates in. Version 1 is for US, Canada, Mexico, and Europe. Version 2 is for all markets outside of version 1. In the event a sale in your organization occurs outside of your home market, the Recruiting Bonus will be paid based on the country in which the sale originates.

Recruiting Bonus vs 1 Differential Payout (US, Canada, Mexico, and Europe)

Differential Payout Type

Member	Distributor	Qualified Distributor	Garnet	Jade	Pearl	Sapphire	Ruby	Emerald	Diamond	Blue Diamond	Green diamond	Purple Diamond	Red Diamond	Double Red Diamond
0%	20%	20%	30%	40%	50%	55%	55%	55%	55%	55%	55%	55%	55%	55%

You are paid the difference between the % you are eligible for and the amount already paid out to other distributors of rank who are between you and the new recruit.

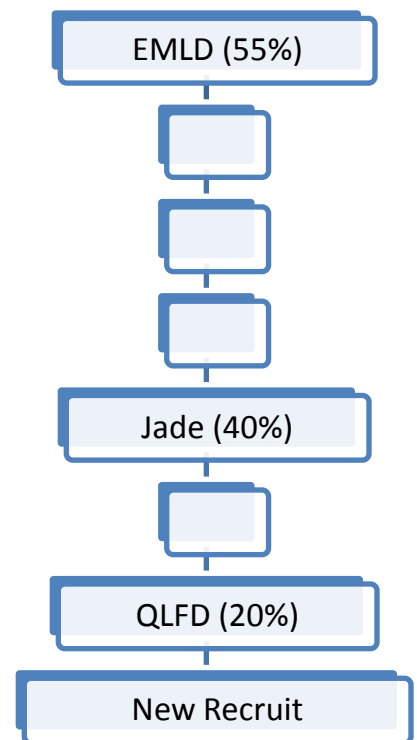
This Emerald gets paid 15%.
He is eligible for 55% - 20% - 20% = 15%
(40% was already paid to Jade & QLFD below)



This Jade gets paid 20%.
He is eligible for 40% - 20% = 20%
(20% was already paid to the QLFD below)



This QLFD distributor gets paid 20%.
He is eligible for 20% and nothing has been paid yet.

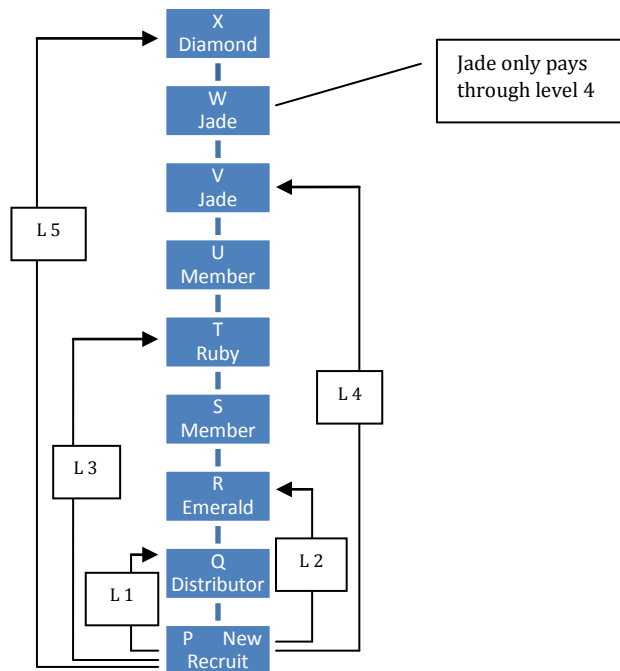


Recruiting Bonus vs 2 Levels Payout (All markets EXCEPT US, Canada, Mexico, and Europe)

Level	Distributor	Qualified Distributor	Garnet	Jade	Pearl	Sapphire	Ruby	Emerald	Diamond	Blue Diamond	Green Diamond	Purple Diamond	Red Diamond	Double Red Diamond
1	25%	25%	25%	25%	25%	25%	25%	25%	25%	25%	25%	25%	25%	25%
2			10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%
3				5%	5%	5%	5%	5%	5%	5%	5%	5%	5%	5%
4				5%	5%	5%	5%	5%	5%	5%	5%	5%	5%	5%
5					5%	5%	5%	5%	5%	5%	5%	5%	5%	5%
6						5%	5%	5%	5%	5%	5%	5%	5%	5%

Note that the Level 1 Bonus is always paid to the personal sponsor. This is also discussed in the Personal Profit Section under Recruiting Bonus.

Below is an illustration of how the Recruiting Bonus works. From Sapphire and up, as long as you are within 6 qualified levels of new recruits, you will receive the Recruiting Bonus. Also, all inactive distributors are skipped in the level count so it becomes a compressed payout.



P generates Volume.

P's upline in the Sponsor genealogy is Q, R, S, T, U, V, W, and X in that order.

Q is a Distributor and therefore will earn Level 1 bonus on P.

R is an Emerald and therefore will earn Level 2 Bonus on P.

S is inactive and is compressed.

T is a Ruby and will earn Level 3 Bonus on P.

U is inactive and is compressed.

V is a Jade and therefore will earn Level 4 Bonus on P.

W is a Jade and since Jades only qualify for 4 levels W is skipped.

X is a Diamond and therefore will earn Level 5 Bonus on P

Company Pools*

Diamond Pool

1.5% of all Global Sales **CV** is put into the Diamond Pool. The pool is calculated monthly and paid monthly on a 60 day delay. So pool earnings for January would be paid to you in March.

To participate in the pool, a distributor must be a Diamond or above in the current month and 1 of the 2 previous months. Participants receive shares in the pool based on their rank as follows:

Diamond	1.00 Shares
Blue Diamond	2.00 Shares
Green Diamond	4.00 Shares
Purple Diamond	8.00 Shares
Red Diamond	8.00 Shares
Double Red Diamond	8.00 Shares

A Red or Double Red Diamond participates in this pool until they qualify for the next pool. If a participant in the pool has someone below them reach the same rank or higher, then their factor is multiplied by 1.5. A participant can only receive one multiplying factor. Qualification is determined by Paid As Rank.

Red Diamond Pool

0.5% of all Global Sales **CV** is put into the Red Diamond Pool. The pool is calculated monthly and paid on a 60 day delay. So pool earnings accumulated in January would be paid to you in March.

To participate in the pool, a distributor must be a Red Diamond or above in the current month and 1 of the 2 previous months. Participants receive shares in the pool based upon their rank as follows:

Red Diamond	8.00 Shares
Double Red Diamond	16.00 Shares

If a participant in the pool has someone below them reach the same rank or higher, then their factor is multiplied by 1.5. A participant can only receive one multiplying factor. Qualification is determined by Paid As Rank.

A Distributor will never be paid in both pools for the same month.

Customer Pool

2% of all Global Customer CV (**CCV**) is put into the Customer Pool every month. All distributors who have a minimum of 500**CCV** qualify for this pool. Shares in the pool are determined by each qualifying distributor's total customer CV (**CCV**) compared to the total Qualifying **CCV** of all qualifying distributors. For example, if a distributor has a total of 500**CCV** from his/her personal customers and in that month there was 120,000**CCV** from all qualified distributors, then that distributor would receive $120,000/500 = 240$ shares of the pool.

Qualifying for the Customer Pool

Kyäni sets aside 2% of the Global **CCV**. Those who accumulate 500**CCV** or more will qualify for this pool. Only customer volume qualifies, your own personal order does not. So if you were to use the Health Triangle Pack as a standard product offering, it would take four Health Packs to qualify for the pool. However, even if a customer orders just one product, the **CCV** generated from that order counts toward your total **CCV**.

Additional Incentive Programs

Car Program

Car programs may vary by market. To see the qualifications of your market, see the document in your **BackOffice**

Trips

Kyäni provides Incentive Trips to reward those who are growing. Incentive Trips vary by market. To see your current Incentive Trip promotion, check your **BackOffice**.

Other Bonuses

There are some additional bonuses available as well. On the chart below, there is a list of other bonuses that are provided as a distributor hits new ranks. Refer to your **BackOffice** for market specific details.

Rank Bonus

- Emerald Rank Bonus Payout. Hit Emerald and hold for 1 month and receive a lump sum of \$5,000.
- Blue Diamond Bonus Payout. Hit Blue Diamond and hold for 2 months and receive a lump sum of \$25,000.
- Purple Diamond Bonus Payout. Hit Purple Diamond and hold for 2 months and receive a lump sum of \$100,000.
- Double Red Diamond Payout. Hit Double Red Diamond and hold for 2 months and receive a lump sum of \$500,000.

Abbreviation	Commission Step	Total Volume Requirement	Recruiting Bonus Levels	Matching Generations	Pools	Other Bonuses (see qualification and program specifics in BackOffice)
	PayGate 1	300				
GARN	Garnet	300	2			Recruiting Bonuses
	PayGate 2	1,200				
JADE	Jade	2,000	4			Fast Start Bonus – (market amounts in back office)
	PayGate 3	3,700				
PERL	Pearl	5,000	5			Fast Track
	PayGate 4	7,500				
SAPH	Sapphire	10,000	6	2		Fast Track, Matching Generations
	PayGate 5	15,000				
RUBY	Ruby	25,000	6	3		Fast Track
	PayGate 6	30,000				
EMLD	Emerald	50,000	6	4		Rank Bonus -\$5,000
	PayGate 7	67,000				
DMND	Diamond	100,000	6	5	D	Pools & Car Program
	PayGate 8	145,000				
BLDM	Blue Diamond	250,000	6	6	D	Rank Bonus -\$25,000
	PayGate 9	325,000				
GRDM	Green Diamond	500,000	6	7	D	Car Upgrade
	PayGate 10	660,000				
PRDM	Purple Diamond	1,000,000	6	8	D	Rank Bonus -\$100,000
	PayGate 11	1,450,000				
RDDM	Red Diamond	2,000,000	6	9	RD	Luxury Car Program
	PayGate 12	2,900,000				
DRDM	Double Red Diamond	4,000,000	6	9	RD	Rank Bonus -\$500,000

Kyäni Bonus Schedule

Bonus	Posted in Backoffice	Paid		
		Check Mailed	Bank Transfer	Payoneer Upload
Weekly <i>Recruiting / Team Building Bonus</i> <i>Fast Start Bonus</i>	Monday (for previous week Mon-Sun)	Tuesday	Thursday	Thursday
Monthly <i>PayGate Residual</i> <i>Generational Matching Check</i> <i>Retail Profit Bonus</i> <i>Customer Bonus</i> <i>Customer Pool</i>	6th	10th	13th	13th
*Leadership Pools <i>Diamond Pool</i> <i>Red Diamond Pool</i>	6th	*25th	*25th	*25th

NOTE: When the posting or pay date falls on a weekend or holiday, the activity will occur on the next business day.

** Specific qualification and payment terms apply. Please see your backoffice for official details of qualification and payout schedule.*

Fast Track Bonuses are paid the month following the qualification and eligibility requirements.

Rank Bonuses are paid on the 25th of the month following full qualification for payment.