

Compensation Plan

2023





Welcome to Kannaway

The world has never seen a company as unique and refreshing as Kannaway, and we know that our Entrepreneurs are the driving force behind our success. Together with our Entrepreneurs, we are creating a culture that is truly enriching the lives of people around the world.

To bring our vision into reality -- taking Hemp to Every Home -- Kannaway has established a generous and straightforward compensation plan that rewards our Entrepreneurs!

Terms to Remember

1. **ENTREPRENEUR**
A Kannaway Independent Distributor
2. **ACTIVE**
An Entrepreneur who is current with their Entrepreneur Fee.
3. **QUALIFIED**
An entrepreneur who has 110 Personal Volume (PV) and met the Group Volume (GV) requirements in product sales each month, per their rank, to earn commissions.
4. **EARNED RANK**
The highest rank an Entrepreneur has qualified for while active in Kannaway. The Entrepreneur is recognized at this rank from the point that it was earned.
5. **PAID AS RANK**
The rank an Entrepreneur has achieved for a particular commissionable period. Commissions are paid to each Entrepreneur based on the rank they have achieved for each respective commissionable period. It is possible that an Entrepreneur's Earned Rank differs from their Paid as Rank.
6. **BUSINESS VOLUME (BV)**
The total volume assigned to each product, used to calculate commissions.
7. **COMMISSIONABLE VOLUME (CV)**
The total volume from which commissions are paid. Commissionable Volume (CV) equals 50% of Business Volume (BV).
8. **PERSONAL VOLUME (PV)**
The volume that is generated from all personal purchases and personal customer sales in a calendar month.
9. **GROUP VOLUME (GV)**
The total volume generated through product sales made by downline Entrepreneurs in a calendar month.
10. **ELITE VOLUME (EV)**
The total volume generated through product sales made by your personally enrolled Entrepreneurs and their team in a calendar month.
11. **WEEKLY COMMISSIONS**
The total commission amount earned over a week's period from qualifying Retail Commissions, and Direct Sales Commissions. Weekly commissions are paid on Thursdays.
12. **MONTHLY RESIDUAL COMMISSIONS**
The total commission amount earned over a month's period. The monthly commissions period begins at 9:00 am CET on the first day of the month and ends at 11:59 pm PST on the last day of the month. The monthly Residual Commissions earned during this period are paid on the 15th of the following month.

All commissions are initially transferred to an Entrepreneur's E-wallet account. Once the account has reached \$25, they may elect to transfer commissions to PayQuicker, based on payment solution preference.
13. **SMARTSHIP**
SmartShip is a recurring monthly order. If you have 6 SmartShips in a row of at least 110 BV, on the 7th order you will get a credit for the average value of your order, including the BV.
14. **RETAIL CUSTOMER**
A customer who is not enrolled in SmartShip and pays full retail price for their purchases.
15. **EARNED MONTH**
The month that all sales qualifications must be met for an Entrepreneur to be eligible for commissions.

How to Earn

There are two requirements Entrepreneurs must meet to earn commissions:

REQUIREMENT 1

Register to become a Kannaway Entrepreneur (Independent Distributor) by enrolling online and paying the required Entrepreneur fee.

\$54.98
annually

The Entrepreneur fee will be debited annually on the annual anniversary date.

THE ENTREPRENEUR FEE INCLUDES:

- Replicated Kannaway Website
- Kannaway Secure Back Office
- Kannaway Training and Support Tools
- Administrative Support
- Kannaway Marketing App

REQUIREMENT 2

Maintain the minimum Personal Volume (PV) of 110 PV each month required for your rank, either through customer sales or personal orders.

As an Entrepreneur (Independent Distributor), it's important to understand how you get paid. A portion of each sale generated within your organization may trigger one or more ways for you to earn commissions. As you read through this compensation explanation, you'll understand how you're rewarded in each area of the compensation plan.

It is important to understand that only qualified Entrepreneurs earn commissions and in order to receive commission overrides on your group sales you will need to satisfy minimum personal sales requirements based on your rank. For further explanation see rank and pin levels below. Kannaway Entrepreneurs must be of 18 years or older.

In Kannaway, the only required fee to become an Entrepreneur is the Entrepreneur fee. No purchase of product is required to be an Entrepreneur. Kannaway only pays commissions from the sale of products, not from the recruitment of Entrepreneurs. There are no commissions generated or paid on the Entrepreneur fee.

Customer Sales

Selling Kannaway products directly to customers builds a solid foundation for your Kannaway business.

There are two ways to make direct customer sales:

By purchasing and reselling Kannaway products in person

Allowing customers to order through your replicated website

For both methods of selling to a customer, you earn the difference between wholesale and retail.

When selling through a replicated website in the second option, you are able to earn both retail commission as the difference between wholesale and retail AND Direct Sales Commissions. Direct Sales Commissions (DSC's) for every retail order placed within the first 30 days will pay a 20% DSC.

For example, if you sold a bottle of Pure Gold at retail price, \$194.93, you will be paid the difference between \$194.93 and \$149.95, coming out to \$44.98 PLUS the Direct Sales Commission 20% of CV, \$9.

When someone redeems a gift card on a retail purchase, the profit between the wholesale price and the retail price is reduced by the gift card amount. Direct Sales Commissions are paid on the following Friday from the week they are made, and Residual Sales Commissions are paid on the 15th of the following month.

All customer sales are regarded as Personal Volume,

the same as any personally placed orders by any Entrepreneur. There is no purchase of product required to be an Entrepreneur. Personal Volume requirements per rank can always be satisfied through the sale of product to either a retail customer or a preferred customer.

PV Overflow - Any Personal Volume, either from personal purchases or customer sales, which exceeds 110 PV in total, will "overflow" into your Group Volume. The PV will be added to your EV in your second largest leg. At the end of the month, you can include this PV in your total Group Volume to calculate your rank.

3 for free

How it works

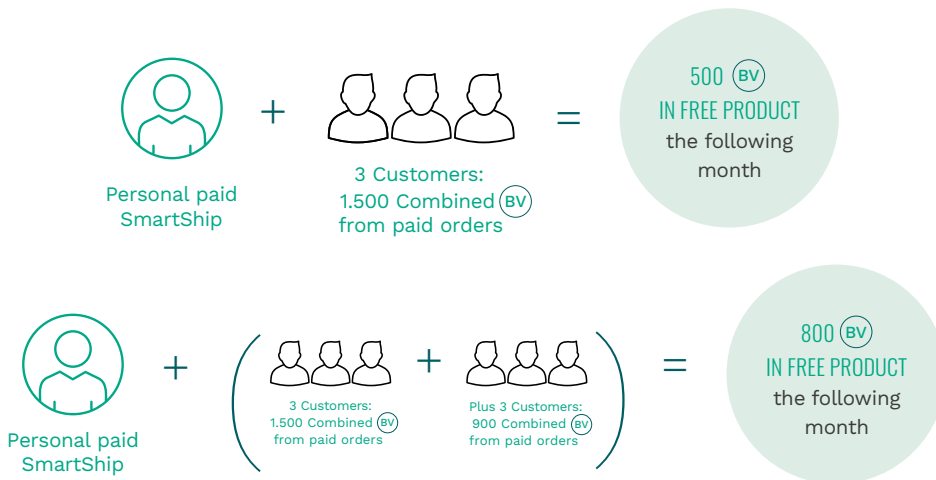
YOU	CUSTOMERS	FREE*
Have a personally paid SmartShip order	Have at least 3 Customers with paid monthly orders	Earn free product the following month equivalent to the average of each 3 consecutive customer orders

EXAMPLE

3 AND YOURS IS FREE PROGRAM REQUIREMENTS:

1. Maintain an active monthly SmartShip of at least 28 BV in product orders in the calendar month.
2. Have at least three Kannaway customers who have a minimum order of 28 BV in the qualifying calendar month. When this occurs, you will earn the average of each 3 consecutive customer orders in 3 for free credit, to be used on a single order in the following month.
3. The free amount will appear automatically during checkout, or on your SmartShip, in the amount of the average of the top three customers during your earned month.

*There are no commissions paid on FREE product.



Customer Programs

Some customers prefer to have their orders shipped directly to them each month without having to hassle with remembering to place a new order, which is what we call SmartShip at Kannaway.

Customers who enroll in the SmartShip Program become Kannaway Preferred Customers. Registration in the SmartShip Program is FREE and as a Kannaway Preferred Customer they will enjoy Kannaway products with the same SmartShip benefits as Entrepreneurs.

Kannaway Customers and Preferred Customers will be given a secure back office account to track their order history and manage their SmartShip deliveries.

SmartShip Rewards

Perhaps the most rewarding program available within Kannaway is SmartShip Rewards. This program encourages consistent product orders and is a great opportunity to experience the positive benefits of establishing a routine with Kannaway's incredible hemp and wellness products.

Entrepreneurs, that establish a SmartShip profile and maintain for 6 consecutive months will receive a credit for the average value of the last 6 SmartShip orders on the 7th month.

1. Establish a SmartShip order of at least 110 BV.
2. SmartShip order must be placed before the 22nd of the month.
3. Only the first SmartShip of the month will count toward the average.
4. Have at least six consecutive SmartShips.
5. After 6 months of consecutive SmartShips we will credit you for your 7th month. The amount of free product will be based on the average SmartShip orders of the previous 6 months.
6. Shipping not included.

Direct Sales Commissions [DSC]

A Direct Sales Commission pays on every registration Value Pack order from a new enrollment. These commissions are 20% of the commissionable volume, paid to the immediate sponsor.

For example, a 1000 BV order, with a Commissionable Volume (CV) of 500, will produce a DSC of \$100.

Every sale to a customer in the first 30 days after enrollment also generates a 20% DSC on the Commissionable Volume

Special Direct Sales Commissions [DSC]

Within the first 30 days, a special Direct Sales Commission is paid on the first Value Pack sold to new enrollments.

- Starter Value Pack = \$50 DSC
- Junior Value Pack = \$100 DSC
- Executive Value Pack = \$170 DSC
- Total Product Experience Value Pack = \$300 DSC

10 Levels of Residual Team Override Commissions

As a Kannaway Entrepreneur, your focus will be on creating a Retail and Preferred Customer base as well as building a team of Entrepreneurs. As you progress through the Kannaway compensation program, you will earn increased Team Override commissions from product sales generated throughout your sales organization.

Kannaway utilizes a “unilevel” structure for our Team Override Commissions. Meaning, every Entrepreneur will be automatically placed on their sponsor’s first level unless their sponsor chooses to place them under an Entrepreneur on their team.

Placement is an advanced organizational strategy. Ask your Team Leader for advice on the best strategy for building your Kannaway business.

The higher rank you achieve, the more levels you can earn commissions. The Kannaway compensation plan uses “compression” to allow Entrepreneurs to earn on sales originating down deeper within their organization if someone in the organizational tree is inactive. This means any Customer or Entrepreneur volume that is not generated from an active Entrepreneur will “compress” and be counted within the volume of the level immediately above.

Unilevel Placement Tree

	Entrepreneur/ Manager	Director	Senior Director	Executive Director	Area Director	Regional Director	100k Club	National Director	International Director	Vice Presidential Director	Presidential Ambassador	Crown Ambassador	Double Crown Ambassador
LVL 1	11%	11%	11%	11%	11%	11%	11%	11%	11%	11%	11%	11%	11%
LVL 2	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%
LVL 3		9%	9%	9%	9%	9%	9%	9%	9%	9%	9%	9%	9%
LVL 4			8%	8%	8%	8%	8%	8%	8%	8%	8%	8%	8%
LVL 5				7%	7%	7%	7%	7%	7%	7%	7%	7%	7%
LVL 6					6%	6%	6%	6%	6%	6%	6%	6%	6%
LVL 7						5%	5%	5%	5%	5%	5%	5%	5%
LVL 8								4%	4%	4%	4%	4%	4%
LVL 9									3%	3%	3%	3%	3%
LVL 10													2%

*Team Override Commissions are paid monthly.

Rank Infinity Commissions

The Rank Infinity Commission allows Entrepreneurs who have achieved the Paid As Rank of Executive Director or higher to start earning a 1% commission on all qualified sales starting on their 6th level through infinity on the sales organization they built. The Rank Infinity Commission pays a total of 15% of the Commissionable Volume (CV) through 2 generations (7.5% on each generation) and is cumulative, meaning you can earn the total difference in commission % between your rank and the rank of your team members. For the rank of 100K Club, the Rank Infinity Commissions are treated as for Regional Director.

As a qualified Executive Director you will start earning a 1% commission on all sales starting with your 6th level through infinity. This is referred to as the 1st Generation Commission. You will earn the 1st Generation Commission down to the next qualified Executive Director in your Placement Tree Organization. At that point the new Executive Director will start earning the 1st Generation Infinity Commission on their organization and you will start earning the 2nd Generation 1% Infinity Commission on their organization. When a third Executive Director is encountered in the same organizational line, you will be blocked out. This is known as a breakaway and you stop earning the 2nd Generation Infinity Commission from that Executive Director

and their organization. It's important to understand you will continue to earn the 1st Generation & 2nd Generation Infinity Commission on the remainder of your organization as long as you have not encountered a third qualified Executive Director. In order to start earning the Rank Infinity Commission on the breakaway organization, you will need to achieve the rank of Area Director, at which time you will start earning the 1st generation Area Director commission.

Earning cumulative Rank Infinity Commissions for multiple ranks is one of the exciting aspects of this commission, meaning you have the ability to earn the commission % from more than 1 rank. As an example, if you were a qualified Crown Ambassador and had no Executive Directors or above in a specific leg you would receive the entire 1st generation Executive Director/ Area Director/ Regional Director/ National Director/ International Director/ Vice Presidential Director/ Presidential Ambassador/ Crown Ambassador / Double Crown Ambassador Generational Infinity Commission for each rank (7.5%). As soon as an Entrepreneur in that leg achieves the rank of Executive Director you will start earning the 2nd Generation Infinity Commission below your new Executive Director.

	Executive Director	Area Director	Regional Director	National Director	International Director	Vice Presidential Director	Presidential Ambassador	Crown Ambassador	Double Crown Ambassador
Rank Infinity 1 st Gen Level 6	1% INF	1% INF	1% INF	1% INF	1% INF	1% INF	0.75% INF	0.5% INF	0.25% INF
Rank Infinity 2 nd Gen Level 6	1% INF	1% INF	1% INF	1% INF	1% INF	1% INF	0.75% INF	0.5% INF	0.25% INF

Coded Infinity Commissions

Like the Rank Infinity Commission, the Coded Infinity Commission allows Entrepreneurs who have achieved the Paid As Rank of Executive Director to start earning it. It also pays 15% of the CV through 2 generations (7.5% on each generation) and is cumulative, meaning you can earn multiple Coded Infinity Commissions on the same team. For example, if you have National Director, Regional Director and Area Director coding on an individual you would earn all those Coded Infinity Commissions on that individual's team. For the rank of 100K Club, the Coded Infinity Commissions are treated as for Regional Director.

Once you achieve Executive Director you start earning the Coded Infinity Commission on the very next Entrepreneur and their team you personally enroll. Unlike the Rank Infinity Commission, your coded team members don't breakaway from you. Once they are coded to you they remain coded as long as they remain active in Kannaway, no matter how large or how many levels their team grows. Another exciting feature of the Coded Infinity Commission is you start earning the added commission on level 1, which means you could increase your level 1 % override to as much as 9.5%.

Like the Rank Infinity Commission, the Coded Infinity Commission also has 2 generations of Coded Commission paid at each rank. The major difference is with the Coded

Commission their entire team does NOT breakaway from you once a 2nd Entrepreneur achieves your same rank. That means your commissions shouldn't reduce, in fact if you've built a growing healthy organization they will continue to grow and so will the Coded Commission portion of your check.

As you continue to achieve higher ranks in Kannaway you start earning that rank's Coded Infinity Commission with the very next person you personally enroll. Like the Rank Infinity Commissions, the Coded Infinity Commission allows you to accumulate your coded commissions for multiple ranks, meaning you have the ability to earn the commission % from more than 1 rank.

As an example, if you were a qualified Crown Ambassador you would receive the entire 1st generation Coded Infinity Commission for each rank Executive Director/ Area Director/ Regional Director/ National Director/ International Director/ Vice Presidential Director/ Presidential Ambassador / Crown Ambassador/Double Crown Ambassador (7.5%) on all sales made by your newly enrolled Entrepreneur and their entire organization starting with their level.

	Executive Director	Area Director	Regional Director	National Director	International Director	Vice Presidential Director	Presidential Ambassador	Crown Ambassador	Double Crown Ambassador
Coded Infinity 1 st Gen level 1	1%	1%	1%	1%	1%	1%	0.75%	0.5%	0.25%
Coded Infinity 2 nd Gen level 1	1%	1%	1%	1%	1%	1%	0.75%	0.5%	0.25%

Lifestyle Commissions

The Kannaway Lifestyle Commission can be earned when you achieve the Rank of Area Director and above and maintain it for one month. Lifestyle Commissions are paid on the monthly commissions cycle on month 3. The 100K Club rank is eligible for the Regional Director Lifestyle Commissions.

The Lifestyle Commission pays the following amounts, which are based on the rank that has been achieved and maintained for one month.

Area Director	Regional Director	National Director	International Director	Vice Presidential Director	Presidential Ambassador	Crown Ambassador	Double Crown Ambassador
\$500	\$750	\$1,000	\$1,250	\$1,500	\$2,500	\$5,000	\$10,000

Rank Advancement Commissions

Rank Advancement Commissions (RACs) are designed to reward the Entrepreneurs every step of the way as they achieve success and climb through the ranks of the compensation plan. We even double the RAC (for Senior Director to National Director) if ranks are achieved faster.

We offer Rank Advancement Commissions at the following ranks: Director, Senior Director, Executive Director, Area Director, Regional Director, 100k Club, National Director, International Director, Vice Presidential Director, Presidential Ambassador, Crown Ambassador & Double Crown Ambassador.

These ranks are pivotal positions in the compensation plan, as they are some of the first ranks where an Entrepreneur begins to develop a group while also helping others within their organization to develop their own group - the main requirement in becoming a Crown Ambassador. Rank Advancement Commissions act as a catalyst, providing motivation in starting this behavior. Please see chart below for Rank Advancement Commissions.

To qualify for the Rank Advancement Commission, you must earn one of the below ranks and maintain the necessary PV for your rank. Rank Advancement Commission will be paid with monthly commissions the following month after the rank is earned.

Note: Sponsor placed Entrepreneurs and their legs cannot be used to qualify an Entrepreneur for a Rank Advancement Commission. Rank Advancement Commissions earned by an Entrepreneur must be generated from Entrepreneur's sponsored and their sponsored teams by the individual earning the Rank Advancement Commission, and abide by the same 60/40 leg split needed to obtain rank advancement.

Rank	Unlimited Time	Total RAC if reached faster
Director	\$0	\$200 (30 days from start date)
Senior Director	\$200	\$400 (60 days from start date)
Executive Director	\$250	\$500 (90 days from start date)
Area Director	\$1.250	\$2.500 (120 days from start date)
Regional Director	\$2.500	\$5.000 (180 days from start date)
100k Club	\$3.750	\$7.500 (180 days from start date)
National Director	\$5.000	\$10.000 (270 days from start date)
International Director	\$24.000	
Vice Presidential Director	\$40.000	
Presidential Ambassador	\$70.000	
Crown Ambassador	\$100.000	
Double Crown Ambassador	\$200.000	

Must have the required EV for each rank, provided that your biggest leg does not contribute for more than 60% towards that required volume. Placed volume does not count.

Director RAC must be achieved in the first 30 days from enrollment date.

RAC is doubled for Senior Director through National Director if achieved in the accelerated time frame.

Minimum Income Guarantee

One of the most rewarding components of Kannaway's Compensation Plan is our Minimum Income Guarantee (MIG), available to Executive Directors and above. Recognizing that commissions earned by a consistently hardworking Entrepreneur may fluctuate month-to-month, the MIG Commission is designed to provide you with greater income stability by guaranteeing you a minimum monthly income.

In short, the MIG guarantees an Entrepreneur a minimum compensation based on their qualified MIG rank. Of course, they are entitled to all other bonuses that our great compensation plan provides, but should the total of those bonuses not reach that minimum income guarantee, the MIG program ensures that it is increased to the minimum level associated with your achieved rank. But, as indicated, it is only a minimum. Many times, Entrepreneurs will earn more. In other words, if the combined commission in a single month is not adding up to the Minimum Income Guarantee, the Kannaway compensation plan will top off the earned amount to the minimum level. If the earned commission is greater than the MIG, then there will be no top off.

How does it work?

The Minimum Income Guarantee is based on the monthly qualifying Elite Volume that you accumulate in your business. First you determine at what rank you qualify. Every rank has a minimum total EV requirement. You reach the rank requirement if your total Elite Volume equals or is higher than the minimum EV requirement for that rank, provided that your biggest leg does not contribute for more than 60% of the requirement. As an example, if you have 3 legs of sizes 17,000 EV, 7,000 EV, and 6,000 EV you would qualify at the rank of Area Director, because you need a total of 15,000 EV for that rank, and from your biggest leg 60% of 15,000 counts, which is 9,000. Your total qualifying MIG volume is then $9,000 + 7,000 + 6,000 = 22,000$ EV. You are then paid 10% MIG on that volume, or \$2,200.

The MIG is paid out the following month. That means that the total commissions earned in one month are analyzed, and if they are not meeting the minimum income guaranteed amount for your earned rank that month, the top off will be paid out the next month.

Please see the below table of how big the required Elite Volume is for the separate ranks in our compensation plan. For all ranks, the same 60% rule for the biggest leg applies.

Requirements

To earn the Minimum Income Guarantee, Entrepreneurs must meet three requirements:

- Entrepreneurs must Achieve a MIG Eligible rank.
- Entrepreneurs must have a minimum of 110 PV in the month that they earn a MIG.
- Entrepreneurs must maintain a minimum of 3 active, personally sponsored Entrepreneurs in 3 separate legs who each maintain a minimum of 110 PV monthly.

Minimum Income Guarantee



Monthly EV Requirement*	1,000 EV	3,000 EV	5,000 EV	15,000 EV
Earning Potential of Qualified MIG Volume	10% \$100-\$299	10% \$300-\$499	10% \$500-\$1,499	10% \$1,500-\$4,499



Monthly EV Requirement*	45,000 EV	100,000 EV	135,000 EV	240,000 EV
Earning Potential of Qualified MIG Volume	10% \$4,500-\$9,999	10% \$10,000-\$13,499	10% \$13,500-\$23,999	10% \$24,000-\$39,999



Monthly EV Requirement*	400,000 EV	700,000 EV	1,000,000 EV	2,000,000 EV
Earning Potential of Qualified MIG Volume	10% \$40,000-\$60,000	\$70,000	\$83,333	\$83,333

*To satisfy the MIG eligible rank your Elite Volume must meet the above mentioned minimum EV requirement, taking into account that your biggest leg does not contribute more than 60% of the required Elite Volume.

The MIG earning is then calculated as the above mentioned percentage of the qualifying MIG Volume.

Organizational Structure

Sponsor Tree

When a new Entrepreneur is sponsored, they go into the Sponsor Tree as a Level 1, or “frontline,” to the Entrepreneur who sponsored them. Direct Sale Commissions (DSC), Team Override, and Coded Infinity Commissions are paid based on the Sponsor Tree.

The Holding Tank (Sponsor Placement)

The Kannaway compensation plan allows the sponsoring Entrepreneur the ability to sponsor an Entrepreneur and place them under another Entrepreneur on their team within 7 days from the date of enrollment. The sponsoring Entrepreneur will still maintain sponsorship and will receive all sponsor commissions.

If at the end of 7 days, if a sponsor has not chosen to either place a new enrollment in their organization or decided to keep them first level, automatic placement rules will come into play. This dictates that the new enrollment, if not placed, will be automatically under the newest enrollment in your lowest volume first level leg.

Placement Tree

Rule of Sponsor place: Entrepreneur being placed has to be within 7 days of date sponsored (join date).

Sponsor Tree








New Entrepreneur enrollments are collected in what is known as “The Waiting Room” for a period of up to 7 days. This is a more convenient view, collecting all new enrollments into one place, upgraded from previously only being able to see new enrollments in the personal Entrepreneurs list.

As always you will have up to 7 days to place an Entrepreneur in your organization, after that placement preference rules will take over and are as follows: New enrollments which have not been selected to remain first level, or have been placed, will be automatically placed by default under the newest enrollment on your lowest volume leg. For example, if you have three first level legs with volume amounts of 25,000, 10,000, and 5,000, if after 7 days you do not elect to keep that new enrollment first level or place them, they will automatically be placed under the most recently enrolled Entrepreneur downline from the leg with 5,000 in volume.








Ranks & Recognition

2023



	 ENTREPRENEUR	 MANAGER	 DIRECTOR	 SENIOR DIRECTOR	 EXECUTIVE DIRECTOR	 AREA DIRECTOR	 REGIONAL DIRECTOR
REQUIREMENTS	ENTREPRENEUR	MANAGER	DIRECTOR	SENIOR DIRECTOR	EXECUTIVE DIRECTOR	AREA DIRECTOR	REGIONAL DIRECTOR
Annual Entrepreneur Business Fee	\$54.98	\$54.98	\$54.98	\$54.98	\$54.98	\$54.98	\$54.98
Personal Volume (PV)	110	110	110	110	110	110	110
Personally enroll and maintain three active Entrepreneurs placed in three separate legs		✓	✓	✓	✓	✓	✓
Elite Volume (EV) With not more than 60% from any one leg.		330	1,000	3,000	5,000	15,000	45,000
ELIGIBLE TO EARN							
3 for Free	✓	✓	✓	✓	✓	✓	✓
Retail Commissions	✓	✓	✓	✓	✓	✓	✓
Direct Sale Commissions	✓	✓	✓	✓	✓	✓	✓
Levels of Team Residual Commission	2	2	3	4	5	6	7
Lifestyle Commission						✓	✓
Rank Infinity Residual Commission						✓	✓
Coded Infinity Residual Commission On new personally sponsored representatives after promotion						✓	✓
Elite Retreat Incentive Trip							✓
Recognition Package* Includes Congratulations Email, Rank Pin, and Certificate*		✓ <small>Excludes Certificate</small>	✓	✓	✓	✓	✓
Special Gift*					Custom Black Hemp Backpack	Custom Watch	Custom Tan Jacket
Minimum Income Guarantee			\$100-\$299	\$300-\$499	\$500-\$1,499	\$1,500-\$4,499	\$4,500-\$9,999
Rank Advancement Commissions (RAC)			\$200	\$200 / \$400	\$250 / \$500	\$1,250 / \$2,500	\$2,500 / \$5,000

*All rank pins, certificates, and gifts will be issued at company events. Entrepreneurs must attend the event to receive their rank gifts.

	 100 K CLUB	 NATIONAL DIRECTOR	 INTERNATIONAL DIRECTOR	 VICE PRESIDENTIAL DIRECTOR	 PRESIDENTIAL AMBASSADOR	 CROWN AMBASSADOR	 DOUBLE CROWN AMBASSADOR
REQUIREMENTS							
Annual Entrepreneur Business Fee	\$54.98	\$54.98	\$54.98	\$54.98	\$54.98	\$54.98	\$54.98
Personal Volume (PV)	110	110	110	110	110	110	110
Personally enroll and maintain three active Entrepreneurs placed in three separate legs	✓	✓	✓	✓	✓	✓	✓
Elite Volume (EV) With not more than 60% from any one leg.	100,000	135,000	240,000	400,000	700,000	1,000,000	4,000,000
ELIGIBLE TO EARN							
3 for Free	✓	✓	✓	✓	✓	✓	✓
Retail Commissions	✓	✓	✓	✓	✓	✓	✓
Direct Sale Commissions	✓	✓	✓	✓	✓	✓	✓
Levels of Team Residual Commission	7	8	9	9	9	9	10
Lifestyle Commission	✓	✓	✓	✓	✓	✓	✓
Rank Infinity Residual Commission	✓	✓	✓	✓	✓	✓	✓
Coded Infinity Residual Commission On new personally sponsored representatives after promotion	✓	✓	✓	✓	✓	✓	✓
Elite Retreat Incentive Trip	✓	✓	✓	✓	✓	✓	✓
Recognition Package* Includes Congratulations Email, Rank Pin, and Certificate*	✓	✓	✓	✓	✓	✓	✓
Special Gift*	100K Club Champion Ring	Custom Carolina Blue Jacket	Custom Maroon Jacket	Custom Royal Blue Blazer	Custom Black Blazer	Custom Green Blazer, Lifestyle Video, & Tesla Lease (Model S or similar)	Custom White Blazer & Lifestyle Video
Minimum Income Guarantee	\$10,000-\$13,499	\$13,500-\$23,999	\$24,000-\$59,999	\$40,000-\$60,000	\$70,000	\$83,333	\$83,333
Rank Advancement Commissions (RAC)	\$3,750 / \$7,500	\$5,000 / \$10,000	\$24,000	\$40,000	\$70,000	\$100,000	\$200,000

*All rank pins, certificates, and gifts will be issued at company events. Entrepreneurs must attend the event to receive their rank gifts.

