



KANNAWAY

# Compensation Plan Summary

2025



the **ROAD** to  
**RESIDUAL**  
**INCOME**

# WAYS TO EARN



Retail Sales  
Direct Sales Commissions (DSC)  
Team Override Commissions  
Lifestyle Bonuses  
Rank Advancement Commissions (RAC)  
Minimum Income Guarantee (MIG)

# Create a **CUSTOMER BASE**



**EXAMPLE:** 1 bottle of Pure Gold  
(Business Volume = 112 BV)

**CUSTOMERS** (pay retail):

Your profit per bottle is \$48 + \$11.20=\$59.20

**PREFERRED CUSTOMERS** (receive 15% discount):

Your profit per bottle is \$16.80 + \$11.20=\$28.00

10 C's & 10 PC's = **\$872 /mon**



Pure Gold Oil 4oz 2000mg	Price	BV	CV	Margin Commission	DSC
Retail Customer	\$ 207.99	112.00	56.00	\$ 48.00	\$ 11.20
Preferred/VIP Customer	\$ 176.79	112.00	56.00	\$ 16.80	\$ 11.20
Wholesale Distributor (first 30 days)	\$ 159.99	112.00	56.00	\$ -	\$ 11.20



# Build a **TEAM**



# HOW DO YOU GET STARTED?



**Enroll as a Brand Ambassador**

**Choose the appropriate Value Pack  
to launch your business**

**Set up your Smartship to enjoy your  
favorite products monthly**



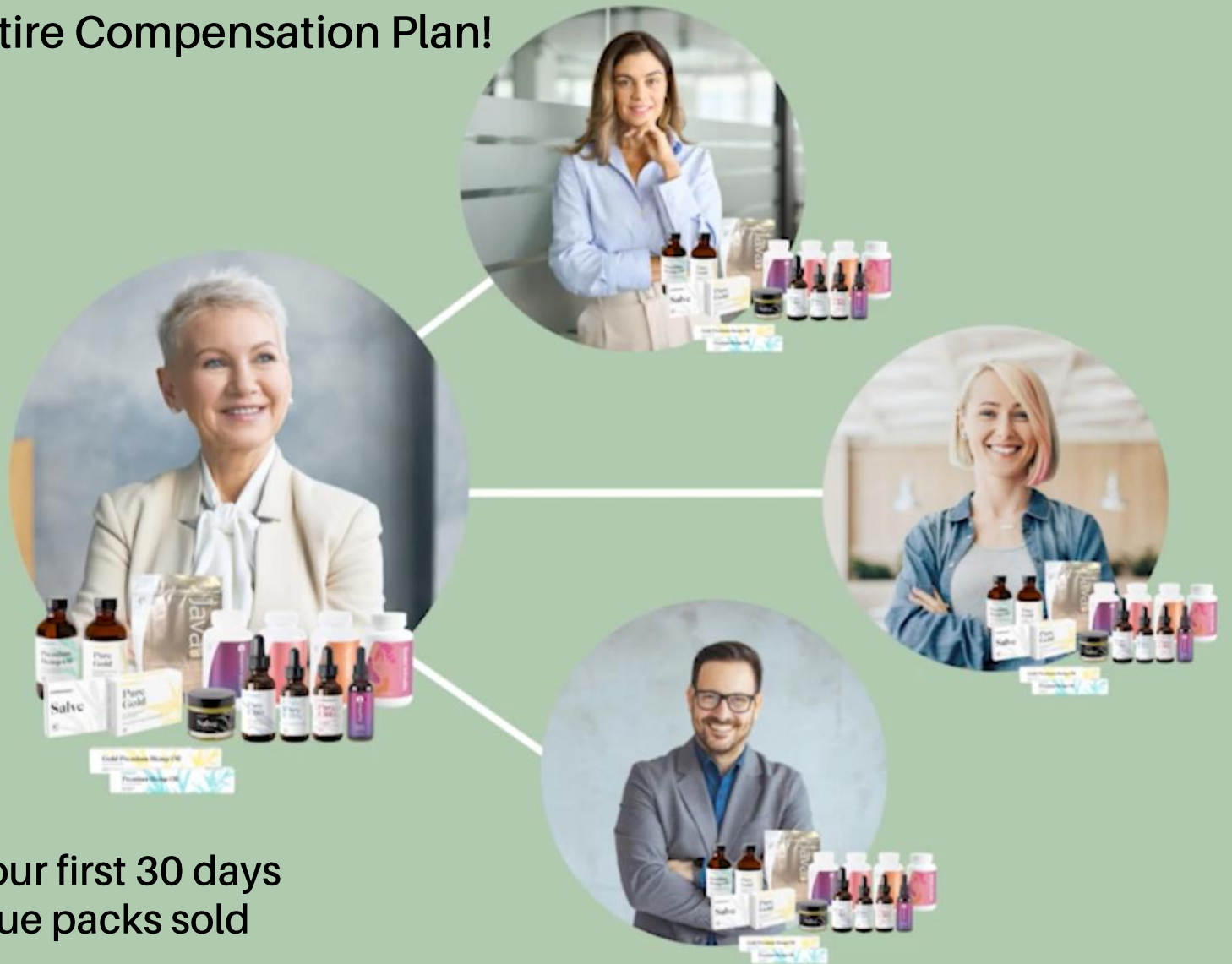
# DIRECT SALES COMMISSIONS

		 <b>LIMITED</b>			
	<b>STARTER</b> 150 BV	<b>Rediscover Kannaway Bundle</b> 350 BV	<b>JUNIOR EXECUTIVE</b> 350 BV	<b>EXECUTIVE</b> 600 BV	<b>TOTAL EXPERIENCE</b> 1,500 BV
Money-back Guarantee	✓	✓	✓	✓	✓
Multiples to sell		✓			✓
Value	\$348.88 <i>31% discount</i>	\$749.99 <i>33% discount</i>	\$768.78 <i>35% discount</i>	\$1369.57 <i>34% discount.</i>	\$2579.08 <i>30% discount.</i>
Your Cost at Wholesale	\$239.95	\$499.95	\$499.95	\$899.95	\$1799.95
DSC	\$50/\$100	\$75/\$150	\$100/\$200	\$170/\$340	\$300/\$600

\*Earn double DSC by enrolling 3 value packs within your first 30 days

The Power of Three - It opens the entire Compensation Plan!

# The Power of Three



Enroll 3 BAs with a value pack within your first 30 days  
Earn: Double DSC for 90 days on all value packs sold  
and RAC and MIG!

 **KANNAWAY®**  
The World's Premier Hemp & Wellness Company



# ROAD TO AREA DIRECTOR



# Rank Advancement Commissions

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)
10k Club	\$750	\$750 (90 days from start date)*
Area Director	\$1,250	\$2,500 (120 days from start date)
30k Club	\$1,750	\$1,750 (120 days from start date)*
Regional Director	\$2,500	\$5,000 (180 days from start date)
60k Club	\$3,000	\$3,000 (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	

# Team Override Commissions

## 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.



# Compensation Plan

## Minimum Income Guarantee (MIG) & Rank Advancement Commissions (RAC)

*A career that fits all ambitions, from \$100/month to \$1million/year – RAC, Retail Margin Commissions, Direct Sales Commissions (DSC) and Value Pack Direct Sales Commissions (VPDSC) are Paid on top of MIG*



**BV** 1,000  
**MIG** \$100-\$300  
**RAC** \$100-\$200



**BV** 3,000  
**MIG** \$300-\$500  
**RAC** \$200-\$400



**BV** 5,000  
**MIG** \$500-\$1,000  
**RAC** \$250-\$500



**BV** 10,000  
**MIG** \$1,000-\$1,500  
**RAC** \$750



**BV** 15,000  
**MIG** \$1,500-\$3,000  
**RAC** \$1,250-\$2,500



**BV** 30,000  
**MIG** \$3,000-\$4,500  
**RAC** \$1,750



**BV** 45,000  
**MIG** \$4,500-\$6,000  
**RAC** \$2,500-\$5,000



# Compensation Plan

## Minimum Income Guarantee (MIG) & Rank Advancement Commissions (RAC)

*A career that fits all ambitions, from \$100/month to \$1million/year – RAC, Retail Margin Commissions, Direct Sales Commissions (DSC) and Value Pack Direct Sales Commissions (VPDSC) are Paid on top of MIG*



**BV** 60,000  
**MIG** \$6,000-\$10,000  
**RAC** \$3,000



**BV** 100,000  
**MIG** \$10,000-\$13,500  
**RAC** \$3,750-\$7,000



**BV** 135,000  
**MIG** \$13,500-\$24,000  
**RAC** \$5,000-\$10,000



**BV** 240,000  
**MIG** \$24,000-\$40,000  
**RAC** \$24,000



**BV** 400,000  
**MIG** \$40,000-\$60,000  
**RAC** \$40,000



**BV** 700,000  
**MIG** \$70,000  
**RAC** \$70,000



**BV** 1,000,000  
**MIG** \$83,300  
**RAC** \$100,000



# Kannaway Compensation Plan



**Your First 90 Days  
&  
Return on Investment**



# Building Blocks to Duplicate



## Presentation(s)

**Schedule your first [virtual] Presentation in your first week.**

**Invite potential candidates to engage in an information process to evaluate our Kannaway products or the business opportunity.**



## Double Direct Sales Commission (DSC)

**Enroll 3 new people with a Value Pack within your first 30 days.**

# Your First 90 Days

**YOU**  
**Jr Executive Value Pack 350 PV**

350 BV  
\$100

350 BV  
\$100

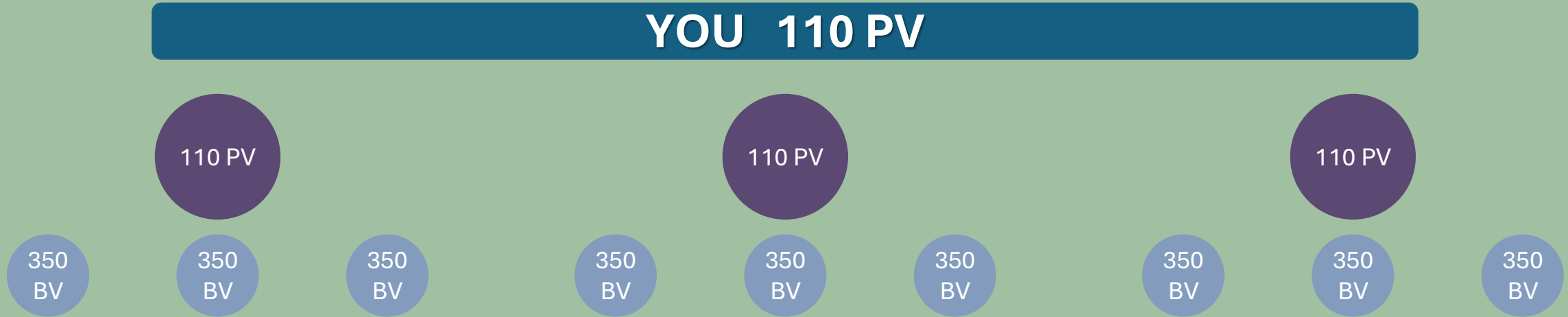
350 BV  
\$100

**MONTH 1: You purchase your Jr. Executive Value Pack** and sell three Jr Exec VP within your first 30 days... The Power of 3!

Your Elite volume is 1290 and you are now a Director and Fast Start Qualified, so you earn a double **DSC of \$600!** You will also earn Director **RAC of \$200** and **MIG of \$129**

**Your Total Income for your first month is \$929 with the investment of \$499.99**  
**PROFIT: \$429 and AMAZING PRODUCTS TO USE, SELL AND SHARE!!**

# Your First 90 Days



**MONTH 2: Your three team members build their Power of 3 and they each have 110 PV. Your Elite volume is 3480 (3150+330). You are a Senior Director and earn **\$400** RAC + **\$348** MIG = **\$748**.**

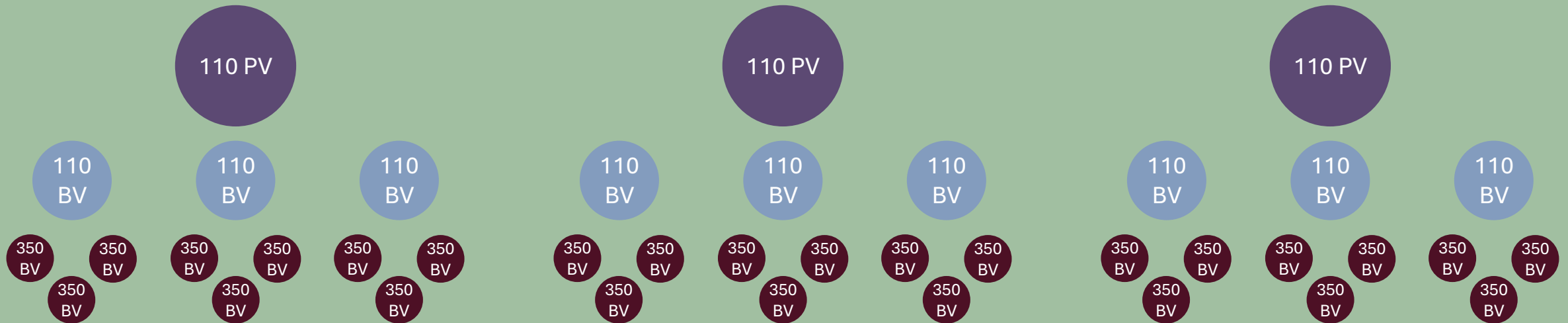
**Total accumulated earnings for Month 1& 2:**

$$\text{\$929} + \text{\$748} = \text{\$1677}$$



# Your First 90 Days

**YOU 110 PV**



**MONTH 3: Your team duplicates and they all enroll their 3.**

Your Elite Volume is 10770 BV and you have achieved 10K Rank, earning Exec Dir RAC of **\$500** plus 10K RAC of **\$750** plus MIG **\$1077** for a total earnings month 3 of approx. **\$2327**.

**Total accumulated earnings for Month 1, 2 & 3:**

$$\mathbf{\$929 + \$748 + \$2327 = \$4004}$$

# Your First 90-120 Days



Schedule, your first Virtual Presentation with your candidates within the first week



Double DSC = *Double Direct Sales Commission for 90 days* (Within first 30 days)



Director Rank = \$200 RAC (within 30 days) + \$100 - \$300 MIG



Senior Director Rank = \$400 RAC (within 60 days) + \$300 - \$499 MIG



Executive Director Rank = \$500 RAC (within 90 days) + \$500 - \$1000 MIG



10K Club Rank = \$750 RAC + \$1000 - \$1500 MIG



Area Director Rank = \$2500 RAC (within 120 days) + \$1500 - \$2999 MIG

**Total Bonus Money Available = \$4,350**

**Plus Direct Sales Commissions & Minimum Income Guarantee  
(Total earnings approx. \$6,400-9,400)**