

NEW COMPENSATION PLAN

TIENS EUROPE REGION



*NOTE : Should there be disagreement and differences due to linguistic interpretations the English version shall prevail.
Tiens reserves all rights to amend, interpret and modify the compensation plan as deemed necessary.*

New Compensation Plan

Europe version



Definitions

- 1. Distributor:** An eligible citizen who is sponsored by a current Tiens Distributor and had purchased the Tiens Starter Kit and had his Tiens Distributor Application Form accepted by Tiens.
- 2. Sponsor:** A Tiens Distributor who sponsors others into the Tiens Business Opportunity. A.k.a “Upline”.
- 3. Direct Downline:** All distributors who are sponsored by the distributor directly.
- 4. Indirect Downline:** All distributors in a distributor’s network, excludes himself/herself and his/her direct downlines.
- 5. Placement Sponsor:** When A sponsors C and places C under his or her direct-sponsored downline B, B is the Placement Sponsor for C. And thus creates a placement network.
- 6. Direct network:** Direct Network refers to the network generated through the sponsoring by any one of your Direct Downlines. (The Direct Network also includes this Direct Downlines)
- 7. Same Rank Distributor:** Any Distributor in Your Network who is same rank as you.
- 8. Point Value (PV):** PV is the standard unit of sales used by Tiens worldwide.
- 9. Bonus Value (BV):** BV is the standard unit for bonus calculation used by Tiens worldwide.
- 10. Enrollment Sales:** Sales generated from the new members’ joining packages e.g. Bronze, Silver, Gold and Platinum joining packages.
- 11. Repeat Order Sales:** Sales other than the enrollment sales.
- 12. Personal PV (PPV):** Personal PV refers to the total PV achieved by a Distributor during a bonus month with his or her Tiens ID number.
- 13. Total Network PV (TNPV):** Monthly Total Network PV refers to the total PPV of a distributor and all his/her downlines in a Bonus Month.

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- 14. Group PV (GPV):** Group PV refers to the total sales of your entire network, less sales generated from the downline distributors with the same rank or above in the entire downlines network.
 - 15. Accumulative Personal PV (APPV):** Accumulative Personal PV refers to the total PV generated by a Distributor with his/her Tiens ID number since he or she joined Tiens.
 - 16. Accumulated Total Network PV (ATNPV):** Accumulated Total Network PV refers to the total PPV of a distributor and all his/her downlines since the Distributor joined Tiens.
 - 17. Bonus Month:** Tiens Corporation regards a period from the 27th of the previous month to the 26th of the current month as a Bonus Month.
 - 18. Bonus Week:** The 5th, 12th, 19th, 26th days of every month, at 24:00h (local time), are regarded as the deadline for weekly bonus calculation.

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2) Honorary rank

a. Bronze Lion

How to qualify: 8-star Distributor with minimum 2 direct network structures whereby each structure has minimum one 8-star distributor

b. Silver Lion

How to qualify: 8-star Distributor, with minimum 3 direct network structures whereby each structure has minimum one 8-star Distributor.

c. Gold Lion

How to qualify: 8-star Distributor with minimum 4 direct network structures whereby each structure has minimum one 8-star distributor.

d. Star Gold Lion

How to qualify: 8-star Distributor with minimum 5-10 direct network structures whereby each structure has minimum one 8-star distributor.

e. Director

How to qualify: 8-star Distributor with minimum 4 direct network structures whereby each structure has minimum one Gold Lion distributor.

f. Honorary director

How to qualify: 8-star Distributor with minimum 4 direct network structures whereby each structure has minimum one Director distributor

Bonuses

1) Sponsor Bonus

All DS who had purchased the new joining package can earn Sponsor Bonus at different rate when sponsoring new Distributors.

Joining Packages	Bronze	Silver	Gold	Platinum
Bonus %	8%	10%	12%	15%

2) Development Bonus

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Joining Package	Bronze	Silver	Gold	Platinum
BV	100	200	400	800
PPV/4-week	50	50	50	50
Bonus %	8%,9%	9%, 10%	10%, 11%	11%, 12%
Weekly Cap/Match	\$800	\$1600	\$3000	\$5000

- 1) No PPV (50PV) requirements for a new member within 4 weeks after joining;
- 2) When you start to have enrollment sales within your structures, you will need to qualify for this bonus at least once every 12 weeks. Otherwise, the remaining Enrollment Sales from your structures will be flushed out (zero out).

3) Coaching Bonus

Joining Package	Silver	Gold	Platinum
Qualification Requirements	1. Qualify for Development Bonus in the week 2. No. of levels = total No. of active direct- sponsored DS downline in the week		
Level 1	5%	5%	5%
Level 2	5%	5%	5%
Level 3		5%	5%
Level 4			5%

- 1) Coaching Bonus is related to the DS's sponsoring structure. All the direct- sponsored downline(s) will be taken as Level 1, regardless of the placement of the downline(s) in the network structure.
- 2) This bonus is calculated according to the Development Bonus earned by the DS Downline, all the unqualified levels will be compressed to the next qualified level.

4) Sales Bonus

Rank	5*	6*	7*	8*	Bronze Lion	Silver Lion	Gold Lion	Star GL	Director	Honorary Director	
%	10%	15%	20%	25%	28%	30%	32%	33%	34%	35%	
Qualification for Rank Bonus	PPV	20	20	100	200	← 200 →					
	GPV					← 1000 →					
	TNPV					2 x 8* with 5000 TNPV each	3 x 8* with 5000 TNPV each	4 x 8* with 5000 TNPV each	5-10 x 8* with 5000 TNPV each	4 x Active Gold Lions	4 x Active Directors
Special Qualification for 8* structure					3000 TNPV from 27th July 2016 to 26th July 2017						

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- 1) Qualification for Basic Rank (5* to 8*) Sales Bonus is determined by the PPV in the month whereas the Qualification for Honorary Rank Sales Bonus is determined by the PPV, GPV and TNPV achieved in the month.
- 2) The Sales Bonus is calculated and paid in a monthly basis.
- 3) Repeat Sales (Personal Purchase) supports the Qualification for both the Enrollment Bonuses & Repeat Sales Bonuses.

5) Leadership Bonus

Rank		8*	BL	SL	GL	Star GL	Director	Honorary Director
Bonus Rate	1 st Level	2%	2%	2%	2%	2%	2%	2%
	2 nd Level	1.5%	1.5%	1.5%	1.5%	1.5%	1.5%	1.5%
	3 rd Level	1%	1%	1%	1%	1%	1%	1%
	4 th Level	1%	1%	1%	1%	1%	1%	1%
	5 th Level		1%	1%	1%	1%	1%	1%
	6 th Level		1%	1%	1%	1%	1%	1%
	7 th Level			1%	1%	1%	1%	1%
	8 th Level				1%	1%	1%	1%
	9 th Level					1%	1%	1%
	10 th Level						1%	1%
	11 th Level							1%
Qualification Requirements (PV)	PPV	200	200	200	200	200	200	200
	GPV	800	1000	1000	1000	1000	1000	1000
	TNPV		2 x 8* 5000 TNPV each	3 x 8* 5000 TNPV each	4 x 8* 5000 TNPV each	5-10 x 8* 5000 TNPV each	4 active GL	4 active Director

- 1) 8* and above DS may earn Leadership Bonus according to his/her Qualification Rank in the month.

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- Bonus is generated and counted from the GPV of the 8* downlines according to the % of bonus allocation, all the non-qualified levels will be compressed and combined with the next qualified level.

6) Excellence Bonus

Rank	Star GL	Director	Honorary Director	
%	1st	0.2%	0.2%	
	2nd	0.2%	0.2%	
	3rd	0.2%	0.2%	
	4th	0.2%		
Qualification for Rank Bonus	PPV	← 200 →		
	GPV	← 1000 →		
	TNPV	5-10 x 8* with 5000 TNPV each	4 x Active Gold Lions	4 x Active Directors
Special Qualification for 8* structure		3000 TNPV from 27th July 2016 to 26th July 2017		

- Star GL and above DS may earn Excellence Bonus according to his/her Qualification Rank in the month.
- Bonus is generated and counted from the GPV of the downlines with same honor rank according to the % of bonus allocation, all the non-qualified levels will be compressed.

7) Honorary Bonus

Qualification	BL	SL	GL	Star GL	Director	Honorary Director
Percentage	1%	0.75%	0.50%	0.20%	0.50%	0.25%
PPV	200	200	200	200	200	200
GPV	1000	1000	1000	1000	1000	1000
Downlines TNPV Requirement	2 x 8* 5000 TNPV each	3 x 8* 5000 TNPV each	4 x 8* 5000 TNPV each	5-10 x 8* 5000 TNPV each	4 active GL	4 active Director
Special Qualification for 8* Structure	3000 TNPV from 27th July 2016 to 26th July 2017					

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All Honorary rank distributor is entitled to the honorary bonus when he/she fulfills the monthly PPV, GPV and TNPV requirements accordingly.

8) Special Award

Special Awards include International Travel Incentives, Luxury Car Award, and Luxury Villa Award. The qualification and entitlement can be found in the Country's Annual Award Plan.

NOTE:

- 1. When total payout for bonuses generated from the Enrollment Sales exceeded 70% BV of the total Enrollment Sales, bonuses will therefore be paid according to 70% BV of the Enrollment Sales.**
- 2. The Qualification Requirement for 8* structure will be 3000 TNPV instead of 5000 TNPV from 27.7.2016 to 26.7.2017**
- 3. Should there be disagreement and differences due to linguistic interpretations, the English version shall prevail.**
- 4. Tiens reserves all rights to amend, interpret and modify the compensation plan as deemed necessary.**