



TIENS COMPENSATION PLAN



Glossary of Terms



TIENS COMPENSATION PLAN

Glossary of Terms Used in Plan

AUTOSHIP: The Autoship plan provides for products to be automatically shipped and debited against a credit card in order to ensure that customers do not run out of product and that qualifications for commissions are met.

BUSINESSVALUE (BV): This is the value the Company assigns to each product and is used to calculate the Consultants' bonus and status. Here, $IBV = US\$I$

CONSULTANT (INDEPENDENT CONSULTANT OR IC): Any legal resident who is introduced by a Sponsor to Tiens Australia Pty. Ltd., purchases Tiens Business Kit, submits a completed Application to the Company and becomes a Tiens Independent Consultant after authorization by the Company.

COMPENSATION PLAN: (Sometimes called the Marketing Plan) How Tiens pays its IC's.

CUMULATIVE BV (CBV): The CBV consists of three components: The first is the Personal BV that does not exceed 300BV; the second is the cumulative Direct BV; the third is the cumulative Indirect BV.

DIRECT: Refers to an Independent Consultant that you have personally sponsored into the business and is on your first level of your down-line.

DIRECT BONUS: The bonus a Consultant receives on his/her DBV in a particular month.

DIRECT BV (DBV): The DBV consists of two components (both in a specific month): The first is the Personal BV of all the Direct Downlines of a Consultant that does not exceed 300BV; the second is Personal BV of that Consultant that exceeds 300BV.

DIRECT NETWORK: The Independent Consultant's network generated through the sponsoring by any one of the Direct Downlines (the said network also includes this Direct Downline).



TIENS COMPENSATION PLAN

Glossary of Terms Used in Plan

DOWNLINE: Those people directly sponsored by an Independent Consultant, plus the people that Independent Consultant sponsors (indirect), etc., down the number of levels indicated in the Compensation Plan is called the Downline.

GROUP BV (GBV): The difference between the total network BV of a Distributor generated in a particular month and the total network BV generated by his/her same and higher status Downline distributors in the same month.

HONOURED BONUS: The Company sets aside 5% of its global turnover, which is divided among Consultants who have Honoured Titles.

INDIRECT: See Downline... All those in your Downline but not directly sponsored by you.

INDIRECT BONUS: The bonus a Consultant receives on his, her IBV in a particular month.

INDIRECT BV (IBV): The IBV consists of two components (both in a specific month): The first is the Personal BV of all the Direct Down lines of a Consultant that exceeds 300BV; the second is the Personal BV of all the Indirect Downlines of that Consultant.

INTERNATIONAL INDEPENDENT CONSULTANT: An Independent Consultant with the Status of International Independent Consultant which allows the IC to sponsor other IC's and customers in other countries besides their country of residence.

LEADERSHIP BONUS: (Also known as Generation Bonus). This bonus is earned on the PGBV of a Consultant with the same Status level as you. At a qualified rank of 5-Star IC or higher you will be eligible to earn a Leadership Bonus based on the entire Personal Group Bonus Volume of the first IC in every Downline leg that is also qualified at your same title. As you personally advance in rank, you can become eligible for additional Leadership Bonuses.



TIENS COMPENSATION PLAN

Glossary of Terms Used in Plan

LEG: Each personally sponsored Independent Consultant on your first level is part of your total Downline and is a separate "leg." You and your entire organization (Downline) are one "leg" to your sponsor.

LEVEL: The people you personally sponsor are your first level. The ones they sponsor are your second level. The ones your second level sponsors are your third level, etc. However you can place new ICs you introduce at any level you choose within your Downline.

MARKETING PLAN: In MLM this is also known as the compensation plan. It is a specifically designed method of paying commissions for selling the company's products or services and for receiving bonuses on the sales of those individuals that are directly and indirectly sponsored and trained that are a part of your Downline. It is usually depicted in a graphic manner in a promotional brochure and in detail in the company Independent Consultant manual.

MLM: The standard abbreviation for Multi-Level Marketing

MULTI-LEVEL MARKETING: A non-storefront type of distribution where a manufacturer, or its representative (an MLM Company), sells directly to the consumer through Independent Consultants rather than through conventional retail outlets. This is an industry that is growing at a rapid rate, with sales in Australia around two billion dollars. Independent Consultants multiply themselves directly and indirectly by sponsoring others into the business who create retail sales volume and are paid bonuses in depth accordingly on multiple levels.

NETWORK MARKETING: Another name for Multi Level Marketing.

ORGANIZATION: The combined total of Independent Consultants in your Downline.

PERSONAL BV (PBV): The total BV of the products purchased directly from the company by a Consultant with his/her own Tiens Identification Number in a particular month.



TIENS COMPENSATION PLAN

Compensation Plan



TIENS COMPENSATION PLAN

Compensation Plan*

Note

- The Company considers the 25th of each month as the last day of a fiscal month, therefore all the BV earned during the month will be calculated from the 26th of the previous month to the 25th of that month.
- Any Tiens consultant, regardless of his/her status, is entitled to earn the retail profit by selling Tiens products and to introduce new consultants.
- The 50 BV for Autoship Program will not take part in the direct bonus and indirect bonus allotment.
- 1 BV is equivalent to US\$1

A. Star Rankings

I-Star Consultant:

This is the first rank of Independent Consultant in the Tiens Compensation Plan.

Qualification Requirements:

Any person who is introduced by a qualified Sponsor to Tiens Australia Pty Ltd, purchases a Tiens Business Kit and then becomes a Tiens Independent Consultant after authorization by the Company.

Maintenance Requirements:

As a I-Star Consultant you can purchase Tiens products at wholesale price, earn retail profit and sponsor others into the Tiens organization.



TIENS COMPENSATION PLAN

Glossary of Terms Used in Plan

PERSONAL GROUP BUSINESS VOLUME (PGBV):

The total of your personal organizations sales volume used for calculation of bonuses at the Generation Bonus level of the plan. As an 8-Star Consultant, the PGBV is calculated by combining your personal sales (PBV) with the sales volume created by all Downline members below the 8-Star rank and only between you and the next IC who has reached the level of 8-Star Consultant.

PREFERRED CUSTOMER (PC): A regular customer who is only interested in consuming the product and not in becoming an Independent Consultant. The PC buys at Wholesale Prices but does not participate in the Compensation Plan. They are, therefore, not entitled to receive any bonuses. The BV derived from the sale goes into their Sponsor's Personal BV who receives a Direct Bonus if their ranking is 3-Star or above.

RETAIL PROFIT: The margin between the price at which a Consultant purchases the products (Wholesale Price) and the price at which these products are sold (Retail Price).

SAME STATUS CONSULTANT (SSC): A Consultant in your Downline with the same status as you.

SPONSOR: A person who recruits another Independent Consultant into his/her organization and who is responsible to help that new person until they are trained well enough to work on their own. No money is ever paid for the act of recruiting or sponsoring an Independent Consultant.

TOTAL NETWORK BV (TNBV): The total BV generated by a Consultant's network in a particular month.

UPLINE: Person who is your sponsor, and their sponsor, and their sponsor, etc.

TIENS COMPENSATION PLAN

Compensation Plan

2-Star Consultant:

This is the second rank of Independent Consultant in the Tiens Compensation Plan.

Qualification Requirements:

1-Star Consultant that makes a one-time purchase of products from the company for 75 BV or more becomes a 2-Star Consultant from the month in which the qualification is achieved.

Maintenance Requirements:

As a 2-Star Consultant you will receive 5% of your DBV as a Direct Bonus.



3-Star Consultant:

This is the third rank of Independent Consultant.

Qualification Requirements:

Any Consultant whose cumulative purchase of products from the Company reaches 300 BV or more advances to 3-Star Consultant from the month in which the qualification is achieved.

Maintenance Requirements:

If your PBV reaches or exceeds 100 BV or Auto-ship 50 BV, you will receive 20% of your DBV as a Direct Bonus as well as the corresponding Indirect Bonus. (Earn up to 15% on the IBV of your personally enrolled 2-Star Consultant)



TIENS COMPENSATION PLAN

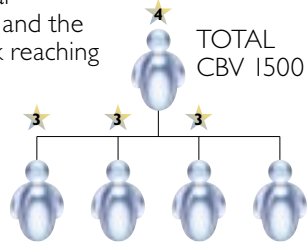
Compensation Plan

4-Star Consultant:

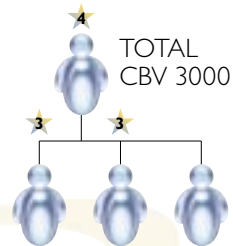
This is the fourth rank of Independent Consultant.

Qualification Requirements:

Option 1: Any 3-Star Consultant having at least three direct networks, with a 3-Star Consultant in each network, and the CBV of his/her total network reaching 1500 BV or more advances to a 4-Star Consultant.



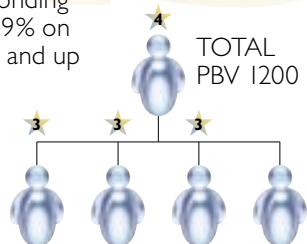
Option 2: Any 3-Star Consultant having at least two direct networks, with a 3-Star Consultant in each network, and the CBV of his/her total network reaches 3000 BV or more advances to a 4-Star.



Option 3: Any Consultant, his/her cumulative PBV reaching 1200 BV or more, advances to a 4-Star Consultant

Maintenance Requirements:

If your PBV reaches or exceeds 100 BV or Auto-ship 50 BV, you will receive 24% of your DBV as a Direct Bonus as well as the corresponding Indirect Bonus. (Earn up to 19% on the IBV of 2-Star consultant and up to 4% on the IBV of 3-Star consultant)



TIENS COMPENSATION PLAN

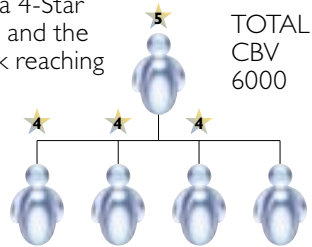
Compensation Plan

5-Star Consultant:

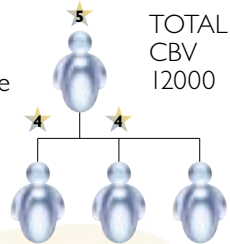
This is the fifth rank of Independent Consultant.

Qualification Requirements:

Option 1: Any 3-Star Consultant or above having at least three direct networks, with a 4-Star Consultant in each network, and the CBV of his/her total network reaching 6000 BV or more advances to a 5-Star Consultant.



Option 2: Any 3-Star Consultant or above having at least two direct networks, with a 4-Star Consultant in each network, and the CBV of his/her total network reaching 12000 BV or more advances to a 5-Star Consultant.



Maintenance Requirements:

Firstly, if your PBV reaches or exceeds 100 BV or Auto-ship 50 BV, as a 5-Star Consultant you will receive 28% of your DBV as a Direct Bonus as well as the corresponding Indirect Bonus. (Earn up to 23% on the IBV of 2-Star Consultant, up to 8% on the IBV of 3-Star Consultant, and up to 4% on the IBV of 4-Star Consultant)

Secondly, you will receive a Leadership Bonus, which is 1% of the GBV of your first level SSC, on the condition that your GBV reaches 600 BV or more, if you have been promoted by Option 1 or 2.

TIENS COMPENSATION PLAN

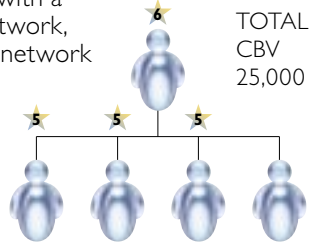
Compensation Plan

6-Star Consultant:

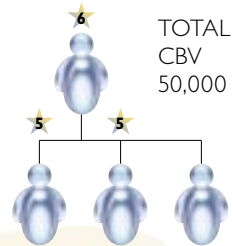
This is the sixth rank of Independent Consultant.

Qualification Requirements:

Option 1: Any 3-Star Consultant or above having at least three direct networks, with a 5-Star Consultant in each network, and the CBV of his/her total network reaching 25000 BV or more advances to a 6-Star Consultant.



Option 2: Any 3-Star Consultant or above having at least two direct networks, with a 5-Star Consultant in each network, and the CBV of his/her total network reaching 50000 BV or more advances to a 6-Star Consultant.



Maintenance Requirements:

Firstly, if your PBV reaches or exceeds 100 BV or Auto-ship 50 BV, as a 6-Star Consultant you will receive 32% of your DBV as a Direct Bonus as well as the corresponding Indirect Bonus. (Earn up to 27% on the IBV of 2-Star Consultant, up to 12% on the IBV of 3-Star Consultant, up to 8% on the IBV of 4-Star Consultant and up to 4% on the IBV of 5-Star Consultant)

Secondly, you will receive a Leadership Bonus, which is 1% of the GBV of your first level SSC, 0.5% of the GBV of your second level SSC on the condition that your GBV reaches 1000 BV or more, if you have been promoted by Option 1 or 2.

TIENS COMPENSATION PLAN

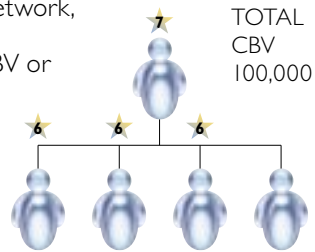
Compensation Plan

7-Star Consultant:

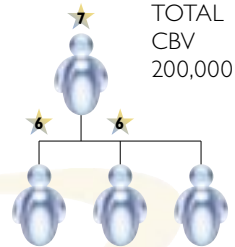
This is the seventh rank of Independent Consultant.

Qualification Requirements:

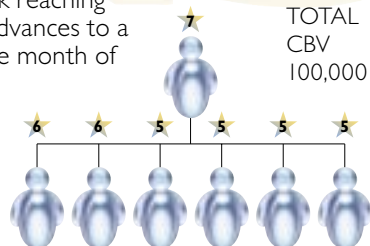
Option 1: Any 3-Star Consultant or above having at least three direct networks, with a 6-Star Consultant in each network, and the CBV of his/her total network reaching 100,000 BV or more advances to a 7-Star Consultant in the month of the qualification.



Option 2: Any 3-Star Consultant or above having at least two direct networks, with a 6-Star Consultant in each network, and the CBV of his/her total network reaching 200,000 BV or more advances to a 7-Star Consultant in the month of the qualification.



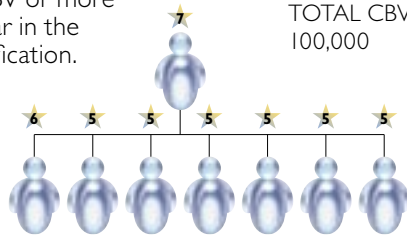
Option 3: Any 3-Star Consultant or above having at least two direct networks with a 6-Star Consultant in each network, and having at least four direct networks with 5-Star Consultant in each network, and the CBV of his/her total network reaching 100,000 BV or more advances to a 7-Star Consultant in the month of the qualification.



TIENS COMPENSATION PLAN

Option 4: Any 3-Star Consultant or above having at least one direct network with a 6-Star or above and having at least 6 direct networks with 5-Star Consultant in each network. The CBV of his/her total network reaching 100,000 BV or more advances to a 7-Star in the month of the qualification.

TOTAL CBV
100,000



Maintenance Requirements:

Firstly, if your PBV reaches or exceeds 100BV or Auto-ship 50 BV, as a 7-Star Consultant you will receive 36% of your DBV as a Direct Bonus as well as the corresponding Indirect Bonus. (Earn up to 31 % on the GBV of 2-Star Consultant, up to 16% on the GBV of 3-Star Consultant, up to 12% on the GBV of 4-Star Consultant, up to 8% on the GBV of 5-Star Consultant, and up to 4% on the GBV of 6-Star Consultant)

Secondly, you will receive a Leadership Bonus, which is 1% of the GBV of your first level SSC, 0.5% of the GBV of your second, 0.5% of the GBV of your third level SSC on the condition that your GBV reaches 1500 BV or more, if you have been promoted by Option 1, 2, 3 or 4

TIENS COMPENSATION PLAN

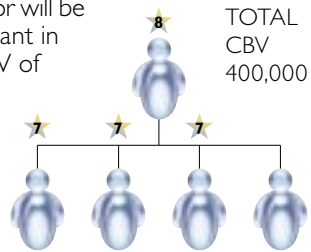
Compensation Plan

8-Star Consultant:

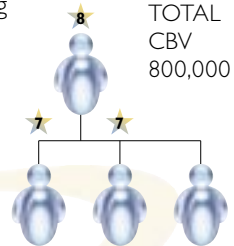
This is the eighth rank of Independent Consultant

Qualification Requirements:

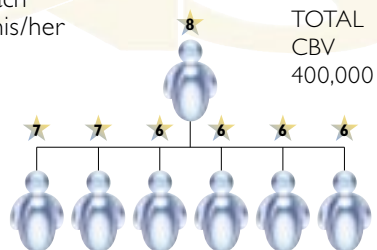
Option 1: Any 3-Star Consultant or above having at least three direct networks, with a 7-Star Consultant in each network or will be advancing to a 7-Star Consultant in the next month, and the CBV of his/her total network reaches 400,000 BV or more advances to an 8-Star Consultant.



Option 2: Any 3-Star Consultant or above having at least two direct networks, with a 7-Star Consultant in each network or will be advancing to a 7-Star Consultant in the next month, and the CBV of his/her total network reaches 800,000 BV or more advances to an 8-Star Consultant.

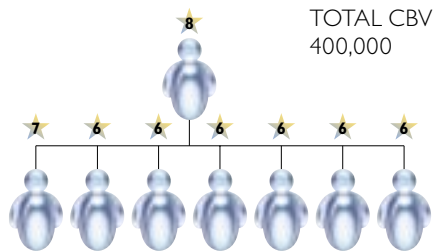


Option 3: Any 3-Star Consultant or above having at least two direct networks, with a 7-Star Consultant in each network and at least 4 direct networks with a 6-Star Consultant in each network, and CBV of his/her total network reaches 400,000 BV or more advances to an 8-Star Consultant.



TIENS COMPENSATION PLAN

Option 4: Any 3-Star Consultant or above having at least one direct network, with a 7-Star Consultant or above and having at least 6 direct networks with a 6-Star Consultant in each direct network, and the CBV of his/her total network reaches 400,000 BV or more advances to an 8-Star Consultant.



Maintenance Requirements:

Firstly, if your PBV reaches or exceeds 100 BV or Auto-ship 50 BV, as an 8-Star Consultant you will receive 40% of your DBV as a Direct Bonus as well as the corresponding Indirect Bonus. (Earn up to 35% on the IBV of 2-Star consultant, up to 20% on the IBV of 3-Star consultant, up to 16% on the IBV of 4-Star Consultant, up to 12% on the IBV of 5-Star Consultant, up to 8% on the IBV of 6-Star Consultant and up to 4% on the IBV of 7-Star Consultant)

Secondly, you will receive a Leadership Bonus, which is 1% of the GBV of your first level SSC, 1% of the GBV of your second, 0.5% of the GBV of your third, 0.5% of the GBV of your fourth, 0.5% of the GBV of your fifth level SSC on the condition that your GBV reaches 2000 BV or more, if you have been promoted by Option 1, 2, 3 & 4.

TIENS COMPENSATION PLAN

Compensation Plan

B. Honoured Title Rankings

- The company sets aside 5% of its global turnover as the Honoured Bonus.
- The Honoured Bonus will be restricted to Consultants attaining the status level of Bronze Lion or higher.

1. Bronze Lion

Qualification:

Any 8-Star Consultant having at least two direct networks, with an 8-Star Consultant in each network.

Benefits and Conditions:

Firstly, if your PBV reaches or exceeds 100BV or Auto-ship 50BV, as a Bronze Lion Consultant you will receive 40% of your DBV as a Direct Bonus as well as the corresponding Indirect Bonus.

Secondly, you will receive a Leadership Bonus, which is 1% of the GBV of your first level SSC, 1% of the GBV of your second, 0.5% of the GBV of your third, 0.5% of the GBV of your fourth, 0.5% of the GBV of your fifth level SSC on the condition that your GBV reaches 2000 BV or more, if you have been promoted by Option 1, 2, 3 or 4.

Thirdly, you will receive the Bronze Lion Honoured Bonus, which is 20% of the Honoured Bonus shared among all the Bronze Lion Consultants, on the condition that your GBV reaches 2500BV or more.

2. Silver Lion

Qualification:

Any 8-Star Consultant having at least three direct networks, with an 8-Star Consultant in each network.

Benefits and Conditions:

Firstly, if your PBV reaches or exceeds 100BV or Auto-ship 50BV, as a Silver Lion Consultant you will receive 40% of your DBV as a Direct Bonus as well as the corresponding Indirect Bonus.

TIENS COMPENSATION PLAN

Compensation Plan

Secondly, you will receive a Leadership Bonus, which is 1 % of the GBV of your first level SSC, 1 % of the GBV of your second, 0.5% of the GBV of your third, 0.5% of the GBV of your fourth, 0.5% of the GBV of your fifth level SSC on the condition that your GBV reaches 2000 BV or more, if you have been promoted by Option 1, 2, 3 or 4.

Thirdly, you will receive the Silver Lion Honoured Bonus, which is 15% of the Honoured Bonus shared among all the Silver Lion Consultants, on the condition that your GBV reaches 2000 BV or more.

3. Gold Lion

Qualification:

Any 8-Star Consultant having at least four direct networks, with an 8-Star Consultant in each network.

Benefits and Conditions:

Firstly, if your PBV reaches or exceeds 100BV or Auto-ship 50BV, as a Gold Lion Consultant you will receive 40% of your DBV as a Direct Bonus as well as the corresponding Indirect Bonus.

Secondly, you will receive a Leadership Bonus, which is 1% of the GBV of your first level SSC 1% of the GBV of your second, 0.5% of the GBV of your third, 0.5% of the GBV of your fourth. 0.5% of the GBV of your fifth level SSC on the condition that your GBV reaches 2000 BV or more, if you have been promoted by Option 1, 2, 3 or 4.

Thirdly, you will receive the Gold Lion Honoured Bonus, which is 10% of the Honoured Bonus shared among all the Gold Lion Consultants, on the condition that your GBV reaches 1000 BV or more.

TIENS COMPENSATION PLAN

Compensation Plan

4. 1-Star Gold Lion

Qualification:

Any 8-Star Consultant having at least five direct networks, with an 8-Star Consultant in each network.

Benefits and Conditions:

Firstly, if your PBV reaches or exceeds 100BV or Auto-ship 50BV, as a 1-Star Gold Lion Consultant you will receive 40% of your DBV as a Direct Bonus as well as the corresponding Indirect Bonus.

Secondly, you will receive a Leadership Bonus, which is 1% of the GBV of your first level SSC, 1% of the GBV of your second, 0.5% of the GBV of your third, 0.5% of the GBV of your fourth, 0.5% of the GBV of your fifth level SSC on the condition that your GBV reaches 2000 BV or more, if you have been promoted by Option 1, 2, 3 or 4.

Thirdly, you will receive the 1-Star Gold Lion Honoured Bonus, which is 10% of the Honoured Bonus shared among all the 1-Star Gold Lion Consultants, on the condition that five of your direct networks have an 8-Star Consultant each and the TNBV of each of these 8-Star Consultants reaches 30,000 BV or more.

5. 2-Star Gold Lion

Qualification:

Any 8-Star Consultant having at least six direct networks, with an 8-Star Consultant in each network.

Benefits and Conditions:

Firstly, if your PBV reaches or exceeds 100 BV or Auto-ship 50 BV, as a 2-Star Gold Lion Consultant you will receive 40% of your DBV as a Direct Bonus as well as the corresponding Indirect Bonus.

Secondly, you will receive a Leadership Bonus, which is 1% of the GBV of your first level SSC, 1% of the GBV of your second, 0.5% of the GBV of your third, 0.5% of the GBV of your fourth, 0.5% of the GBV of your fifth level SSC on the condition that your GBV reaches 2000 BV or more, if you have been promoted by Option 1, 2, 3 or 4.

TIENS COMPENSATION PLAN

Compensation Plan

Thirdly, you will receive the 2-Star Gold Lion Honoured Bonus, which is 10% of the Honoured Bonus shared among all the 2-Star Gold Lion Consultants, on the condition that six of your direct networks have an 8-Star Consultant each and the TNBV of each of these 8-Star Consultants reaches 30,000 BV or more.

6. 3-Star Gold Lion

Qualification:

Any 8-Star Consultant having at least seven direct networks, with an 8-Star Consultant in each network.

Benefits and Conditions:

Firstly, if your PBV reaches or exceeds 100BV or Auto-ship 50BV, as a 3-Star Gold Lion Consultant you will receive 40% of your DBV as a Direct Bonus as well as the corresponding Indirect Bonus.

Secondly, you will receive a Leadership Bonus, which is 1% of the GBV of your first level SSC, 1% of the GBV of your second, 0.5% of the GBV of your third, 0.5% of the GBV of your fourth, 0.5% of the GBV of your fifth level SSC on the condition that your GBV reaches 2000 BV or more, if you have been promoted by Option 1, 2, 3 or 4.

Thirdly, you will receive the 3-Star Gold Lion Honoured Bonus, which is 10% of the Honoured Bonus shared among all the 3-Star Gold Lion Consultants, on the condition that seven of your direct networks have an 8-Star Consultant each and the TNBV of each of these 8-Star Consultants reaches 30,000 BV or more.

7. 4-Star Gold Lion

Qualification:

Any 8-Star Consultant having at least eight direct networks, with an 8-Star Consultant in each network.

Benefits and Conditions:

Firstly, if your PBV reaches or exceeds 100BV or Auto-ship 50 BV, as a 4-Star Gold Lion Consultant you

TIENS COMPENSATION PLAN

Compensation Plan

will receive 40% of your DBV as a Direct Bonus as well as the corresponding Indirect Bonus.

Secondly, you will receive a Leadership Bonus, which is 1% of the GBV of your first level SSC, 1% of the GBV of your second, 0.5% of the GBV of your third, 0.5% of the GBV of your fourth, 0.5% of the GBV of your fifth level SSC on the condition that your GBV reaches 2,000 BV or more, if you have been promoted by Option 1, 2, 3 or 4.

Thirdly, you will receive the 4-Star Gold Lion Honoured Bonus, which is 10% of the Honoured Bonus shared among all the 4-Star Gold Lion Consultants, on the condition that eight of your direct networks have an 8-Star Consultant each and the TNBV of each of these 8-Star Consultants reaches 30,000 BV or more.

8. 5-Star Gold Lion

Qualification:

Any 8-Star Consultant having at least ten direct networks, with an 8-Star Consultant in each network.

Benefits and Conditions:

Firstly, if your PBV reaches or exceeds 100 BV or Auto-ship 50 BV, as a 5-Star Gold Lion Consultant you will receive 40% of your DBV as a Direct Bonus as well as the corresponding Indirect Bonus.

Secondly, you will receive a Leadership Bonus, which is 1% of the GBV of your first level SSC, 1% of the GBV of your second, 0.5% of the GBV of your third, 0.5% of the GBV of your fourth, 0.5% of the GBV of your fifth level SSC on the condition that your GBV reaches 2000 BV or more, if you have been promoted by Option 1, 2, 3 or 4.

Thirdly, you will receive the 5-Star Gold Lion Honoured Bonus, which is 10% of the Honoured Bonus shared among all the 5-Star Gold Lion Consultants, on the condition that ten of your direct networks have an 8-Star Consultant each and the TNBV of each of these 8-Star Consultants reaches 30,000 BV or more.

TIENS COMPENSATION PLAN

Compensation Plan

9. Honoured Director

Qualification:

Any 8-Star Consultant having at least four direct networks, with a Gold Lion Consultant in each network.

Benefits and Conditions:

Firstly, if your PBV reaches or exceeds 100 BV or Auto-ship 50 BV, as a Honoured Director you will receive 40% of your DBV as a Direct Bonus as well as the corresponding Indirect Bonus.

Secondly, you will receive a Leadership Bonus, which is 1% of the GBV of your first level SSC, 1% of the GBV of your second, 0.5% of the GBV of your third, 0.5% of the GBV of your fourth, 0.5% of the GBV of your fifth level SSC on the condition that your GBV reaches 2000 BV or more, if you have been promoted by Option 1, 2, 3 or 4.

Thirdly, you will receive the Honoured Director Consultant Bonus, which is 5% of the Honoured Bonus shared among all the Honoured Director Consultants, on the condition that four of your direct networks have a Gold Lion Consultant each and the TNBV of each of these Gold Lion Consultants reaches 120,000 BV or more.

TIENS COMPENSATION PLAN

10. Ambassador

Qualification:

Any 8-Star Consultant having at least 10 direct networks, with one Honoured Director Consultant in each of four networks and with one Gold Lion in each of the other six networks.

Benefits and Conditions:

Firstly, if your PBV reaches or exceeds 100 BV or Auto-ship 50 BV, as a Honoured Director you will receive 40% of your DBV as a Direct Bonus as well as the corresponding Indirect Bonus.

Secondly, you will receive a Leadership Bonus, which is 1% of the GBV of your first level SSC, 1% of the GBV of your second, 0.5% of the GBV of your third, 0.5% of the GBV of your fourth, 0.5% of the GBV of your fifth level SSC on the condition that your GBV reaches 2000 BV or more, if you have been promoted by Option 1, 2, 3 or 4.

Thirdly, you will receive the Ambassador Bonus, which is 0.5% of the global turnover.

TIENS COMPENSATION PLAN

Compensation Plan

C. Autoship Programme

Qualification:

Any Tiens Australia independent consultants may apply for the monthly 50 BV Autoship program.

Benefits:

You are given this bonus down to your 7th level of those who are participating in this Autoship Program. This is a total of 40% of the 50 BV (see the following table).

Generation	Autoship	BV Percentage
1	50 BV	1%
2	50 BV	8%
3	50 BV	10%
4	50 BV	5%
5	50 BV	3%
6	50 BV	3%
7	50 BV	10%

1. You can participate in the Autoship program to maintain your monthly PBV. If you do not participate in the Autoship program, your PBV requirement is 100 BV.

2. The Autoship 50 BV will be allotted in seven levels. For the portion of monthly PBV that is over 50 BV, you earn the direct bonus and indirect bonus in accordance with your ranking.

D. Preferred Customer Bonus

A Preferred Customer is not entitled to receive any bonuses. They simply purchase at the Wholesale Price. The BV derived from the sale goes to the IC's Personal BV who has directly sponsored the Preferred Customer. The IC receives a Direct Bonus if their ranking is 3-Star or above.

TIENS COMPENSATION PLAN

Compensation Plan

E. Special Awards

The Company will issue Special Rewards to outstanding Consultants chosen from qualified candidates each fiscal year. These awards are given to the Consultants outright. There is 2% of global turnover allotted to special awards. The assessment of qualification will be conducted annually.



Free Trip (0.4% of global turnover): The company awards an all expenses paid tour to selected Consultants who have attained the Status of Bronze Lion or higher and won the Bronze Lion Honoured Bonus in six months (including three consecutive months) of a fiscal year.

Motor Vehicle (0.7% of global turnover): Selected Consultants who have attained the Status of Silver Lion or higher and won the Silver Lion Honoured Bonus in six months (including three consecutive months) of a fiscal year will receive a car as a one-time reward from the company.



TIENS COMPENSATION PLAN

Compensation Plan



Yacht (0.3% of global turnover): Selected Consultants who have attained the Status of Gold Lion or higher and won the Gold Lion Honoured Bonus in six months (including three consecutive months) of a fiscal year will receive a luxury cruise as a reward from the company. This award is transferable to cash or may be accumulated and combined with plane and villa awards.



Plane (0.3% of global turnover): Selected Consultants who have attained the Status of Five Star Gold Lion or higher and won the Five Star Gold Lion Honoured Bonus in six months (including three consecutive months) of a fiscal year will receive a private plane as a reward from the company. This award is transferable to cash or may be accumulated and combined with yacht and villa awards.

Luxury House/Villa (0.3% of global turnover): Selected Consultants who have attained the Status of Honoured Director and won the Honoured Director Honoured Bonus in six months (including three consecutive months) will receive a luxury house as a reward from the company. This award is transferable to cash or may be accumulated and combined with yacht and villa awards.



Note:

Tiens Australia Pty Ltd reserves the right to revise, adjust and interpret the Compensation Plan.