



TIANSHI HEALTH PRODUCTS

NORTH AMERICAN COMPENSATION PLAN

WORK IN YOUR ELEMENT

WORK THE PLAN

PLAN YOUR WORK

Tianshi's North American Compensation Plan offers Independent Consultants (IC's) the opportunity to earn commissions and bonuses resulting from direct and indirect product sales and leadership performance.

The Compensation Plan is designed to incorporate an effective qualification and reward system in today's network marketing environment for our North American Independent Consultants. This plan will help Independent Consultants focus on their customers and business development activities, providing early and sustainable Tianshi success and profitability.

Independent Consultants purchase products at wholesale cost and may choose to build a sales organization of customers and additional Independent Consultants. Independent Consultants are rewarded for sharing Tianshi's lifestyle enhancing products with customers and for assisting other Independent Consultants in sharing these leading-edge products and business strategies.

- An individual begins with the Compensation Plan by becoming an Independent Consultant.
- An individual must be an Independent Consultant to participate in commissions and bonuses.
- An individual who desires to participate in the Tianshi business as an Independent Consultant must be enrolled by an existing Tianshi Independent Consultant. This individual must submit a complete Independent Consultant Application and Agreement and purchase TienSystem.
- Some Independent Consultants will concentrate primarily on personal retail sales, while other Independent Consultants may choose to do a lesser percentage of retail sales and apply more attention to building and training a large sales organization.

The Tianshi Business Opportunity and the Compensation Plan are identical for every Independent Consultant. Each Independent Consultant's success is dependent on two primary factors: the time, effort and commitment an Independent Consultant puts into his/her own Tianshi business; and the product sales made by an Independent Consultant and their entire downline organization.

Compensation Plan Highlights

- High payout (up to 58.5% of gross sales revenue is allocated)
- 15% to 43% on personal sales
- No demotion of achieved rank levels
- High leadership earning potential
- Global profit sharing bonuses
- 5.5% of Tiens Global Sales Sharing,
- Executive level rewards: Car, Yacht, Private Plane, House

Bonus Compensation Payment Schedule

All commissions and bonuses are paid only on the sale of products. Tianshi does not pay commissions or bonuses on the sale of literature, promotional materials, or for enrolling new Independent Consultants.

With the exception of the Global Profit Sharing Bonus, which is paid quarterly, all other compensation is calculated and mailed from the Tianshi Corporate office on the 15th of each month (or on the first business day following the 15th, if the 15th falls on a weekend or nationally recognized holiday). All compensations are based on sales through the end of the preceding calendar month. Commissions are paid either through direct deposit or cheque.

Any IC whose commissionable earnings is less than or equal to \$2.00 will not receive a cheque, until his/her earnings accumulation is greater than \$2.00.

Getting Started

Independent Consultants have three (3) ways to join the business. They can purchase a “Business Starter Kit” which will determine their start level as a 1, 2 or 3 Star member.

BUSINESS STARTER KITS

1 STAR	STARTER KIT	@ 35 PV = THE TIENSYSTEM, OR...
2 STAR	SMART KIT	@ 75 PV = THE TIENSYSTEM + E-COMMERCE BUSINESS SOLUTION, OR...
3 STAR	SUCCESS KIT OR E-SUCCESS KIT	@ 300 PV = THE TIENSYSTEM + TIENS PRODUCTS OR @ 300 PV = THE TIENSYSTEM + E-COMMERCE BUSINESS SOLUTION + TIENS PRODUCTS

RANK QUALIFICATIONS AND EARNINGS

RANK	QUALIFICATIONS	EARNINGS
1 STAR	PERSONAL QUALIFICATIONS NO MONTHLY PPV OR NO MONTHLY AUTOSHIP PPV	20% RETAIL PROFIT (BASED ON SUGGESTED RETAL PRICE)
	TEAM QUALIFICATIONS NO DOWNLINE NO APPV LIFETIME	
2 STAR	PERSONAL QUALIFICATIONS 15 AUTOSHIP PPV OR 50 PPV	20% RETAIL PROFIT (BASED ON SUGGESTED RETAL PRICE)
	TEAM QUALIFICATIONS NO DOWNLINE 75 APPV LIFETIME	15% DIRECT BONUS
3 STAR	PERSONAL QUALIFICATIONS 50 AUTOSHIP PPV OR 100 MONTHLY PPV	20% RETAIL PROFIT (BASED ON SUGGESTED RETAL PRICE)
	TEAM QUALIFICATIONS NO DOWNLINE 300 APPV LIFETIME	20% DIRECT BONUS INDIRECT BONUS (MEMBERS WITH LOWER RANK) 5% ON 2 STAR'S GBV

BONUS VOLUME (BV)	ASSIGNED TO EACH PRODUCT, FOR COMMISSION CALCULATIONS. CURRENCY IS DIFFERENT IN EACH COUNTRY. US: USD, CA: CAD
POINT VOLUME (PV)	ASSIGNED TO EACH PRODUCT FOR CALCULATING AN IC'S QUALIFICATION AND RANK. VALUE IS THE SAME THROUGHOUT NORTH AMERICA.
ENROLLER	REFERS TO AN EXISTING IC WHO RECRUITED AND PLACED A NEW MEMBER ANYWHERE IN HIS/HER ORGANIZATION.
SPONSOR	REFERS TO THE DIRECT UPLINE IC FOR THE NEW RECRUITED MEMBER.
PPV	PERSONAL POINT VOLUME (MONTHLY)
APPV	ACCUMULATIVE PERSONAL POINT VOLUME
AUTOSHIP	REFERS TO A CONVENIENT SERVICE THAT TIANSHI OFFERS TO ALL OF ITS INDEPENDENT CONSULTANTS TO HELP MAINTAIN THEIR MONTHLY REQUIREMENTS.

RANK PROMOTION CAN BE DETERMINED BY THREE OPTIONS:

1	STRONG PERSONAL SALES
2	STRONG RECRUITING WITH LESS SALES
3	STRONG SALES AND LESS RECRUITING

RANK QUALIFICATIONS AND EARNINGS

RANK	QUALIFICATIONS	EARNINGS
4 STAR		
	PERSONAL QUALIFICATIONS 50 AUTOSHIP PPV OR 100 MONTHLY PPV + ONE OPTION BELOW	20% RETAIL PROFIT (BASED ON SUGGESTED RETAL PRICE) 24% DIRECT BONUS
OPTION 1	TEAM QUALIFICATIONS NO DOWNLINE 1,250 APPV LIFETIME OR	INDIRECT BONUS (MEMBERS WITH LOWER RANK) 9% ON 2 STAR'S GBV 4% ON 3 STAR'S GBV
OPTION 2	TEAM QUALIFICATIONS 3 X 3 STARS IN DOWNLINE 1,500 ATNPV LIFETIME OR	LEADERSHIP BONUS (MEMBERS WITH SAME STATUS) 0% LEADERSHIP BONUS
OPTION 3	2 X 3 STARS IN DOWNLINE 3,000 ATNPV LIFETIME	
5 STAR		
	PERSONAL QUALIFICATIONS 75 AUTOSHIP PPV OR 150 MONTHLY PPV AND 600 GPV FOR LEADERSHIP BONUS + ONE OPTION BELOW	20% RETAIL PROFIT (BASED ON SUGGESTED RETAL PRICE) 28% DIRECT BONUS
OPTION 1	TEAM QUALIFICATIONS NO DOWNLINE 5,000 APPV LIFETIME OR	INDIRECT BONUS (MEMBERS WITH LOWER RANK) 13% ON 2 STAR'S GBV 8% ON 3 STAR'S GBV
OPTION 2	TEAM QUALIFICATIONS 3 X 4 STARS IN DOWNLINE 6,000 ATNPV LIFETIME OR	4% ON 4 STAR'S GBV LEADERSHIP BONUS (MEMBERS WITH SAME STATUS) 1% ON GENERATION 1 GBV
OPTION 3	TEAM QUALIFICATIONS 2 X 4 STARS IN DOWNLINE 12,000 ATNPV LIFETIME	

ATNPV

ACCUMULATIVE TOTAL NETWORK PV.

GPV

GROUP PV (MONTHLY) IS CALCULATED AS FOLLOWS: TNPV - "BREAKAWAY VOLUME" FROM MEMBERS WITH EQUAL OR GREATER RANK.

RANK QUALIFICATIONS AND EARNINGS

RANK	QUALIFICATIONS	EARNINGS
6 STAR		
	PERSONAL QUALIFICATIONS 75 AUTOSHIP PPV OR 150 MONTHLY PPV AND 1,000 GPV FOR LEADERSHIP BONUS + ONE OPTION BELOW	20% RETAIL PROFIT (BASED ON SUGGESTED RETAL PRICE) 32% DIRECT BONUS INDIRECT BONUS (MEMBERS WITH LOWER RANK)
OPTION 1	TEAM QUALIFICATIONS NO DOWNLINE 20,000 APPV LIFETIME	17% ON 2 STAR'S GBV 12% ON 3 STAR'S GBV 8% ON 4 STAR'S GBV 4% ON 5 STAR'S GBV
OPTION 2	TEAM QUALIFICATIONS 3 X 5 STARS IN DOWNLINE 25,000 ATNPV LIFETIME OR	LEADERSHIP BONUS (MEMBERS WITH SAME STATUS)
OPTION 3	TEAM QUALIFICATIONS 2 X 5 STARS IN DOWNLINE 50,000 ATNPV LIFETIME	1.0% ON GENERATION 1 GBV 0.5% ON GENERATION 2 GBV
7 STAR		
	PERSONAL QUALIFICATIONS 100 AUTOSHIP PPV OR 200 MONTHLY PPV AND 2,000 GPV FOR LEADERSHIP BONUS + ONE OPTION BELOW	20% RETAIL PROFIT (BASED ON SUGGESTED RETAL PRICE) 37% DIRECT BONUS INDIRECT BONUS (MEMBERS WITH LOWER RANK)
OPTION 1	TEAM QUALIFICATIONS NO DOWNLINE 80,000 APPV LIFETIME OR	22% ON 2 STAR'S GBV 17% ON 3 STAR'S GBV 13% ON 4 STAR'S GBV 9% ON 5 STAR'S GBV 5% ON 6 STAR'S GBV
OPTION 2	TEAM QUALIFICATIONS 3 X 6 STARS IN DOWNLINE 100,000 ATNPV LIFETIME OR	LEADERSHIP BONUS (MEMBERS WITH SAME STATUS)
OPTION 3	TEAM QUALIFICATIONS 2 X 6 STARS IN DOWNLINE 200,000 ATNPV LIFETIME	1.0% ON GENERATION 1 GBV 0.5% ON GENERATION 2 GBV 0.5% ON GENERATION 3 GBV

RANK QUALIFICATIONS AND EARNINGS		
RANK	QUALIFICATIONS	EARNINGS
8 STAR		
	PERSONAL QUALIFICATIONS 100 AUTOSHIP PPV OR 200 MONTHLY PPV AND 3,000 GPV FOR LEADERSHIP BONUS	20% RETAIL PROFIT (BASED ON SUGGESTED RETAL PRICE) 43% DIRECT BONUS INDIRECT BONUS (MEMBERS WITH LOWER RANK)
OPTION 1	TEAM QUALIFICATIONS 3 X 7 STARS IN DOWNLINE 400,000 ATNPV LIFETIME OR	28% ON 2 STAR'S GBV 23% ON 3 STAR'S GBV 19% ON 4 STAR'S GBV 15% ON 5 STAR'S GBV 11% ON 6 STAR'S GBV 6% ON 7 STAR'S GBV
OPTION 2	TEAM QUALIFICATIONS 2 X 7 STARS IN DOWNLINE 800,000 ATNPV LIFETIME	LEADERSHIP BONUS (MEMBERS WITH SAME STATUS) 1.0% ON GENERATION 1 GBV 1.0% ON GENERATION 2 GBV 0.5% ON GENERATION 3 GBV 0.5% ON GENERATION 4 GBV 0.5% ON GENERATION 5 GBV
8 STAR BRONZE LION	PERSONAL QUALIFICATIONS 200 AUTOSHIP PPV OR 300 MONTHLY PPV AND 3,000 GPV FOR BRONZE LION BONUS	SAME AS 8 STAR 1% GLOBAL PROFIT SHARING BONUS
	TEAM QUALIFICATIONS 2 X 8 STARS IN 2 LEGS	
8 STAR SILVER LION	PERSONAL QUALIFICATIONS 300 MONTHLY PPV OR 200 AUTOSHIP PPV AND 3,000 GPV FOR SILVER LION BONUS	SAME AS 8 STAR BRONZE 0.75% GLOBAL PROFIT SHARING BONUS
	TEAM QUALIFICATIONS 3 X 8 STARS IN 3 LEGS	

RANK QUALIFICATIONS AND EARNINGS		
RANK	QUALIFICATIONS	EARNINGS
8 STAR GOLD LION	PERSONAL QUALIFICATIONS 200 AUTOSHIP PPV OR 300 MONTHLY PPV	SAME AS 8 STAR SILVER
	TEAM QUALIFICATIONS 4 X 8 STARS IN 3 LEGS AND 3,000 GPV FOR GOLD LION BONUS	0.05% GLOBAL PROFIT SHARING BONUS
8 STAR DIAMOND LION	PERSONAL QUALIFICATIONS 200 AUTOSHIP PPV OR 300 MONTHLY PPV	SAME AS 8 STAR GOLD
	TEAM QUALIFICATIONS 5-10 X 8 STARS IN 5-10 LEGS 30,000 TNPV EACH LEG	0.05% GLOBAL PROFIT SHARING BONUS 1 STAR DIAMOND LION 0.05% GLOBAL PROFIT SHARING BONUS 2 STAR DIAMOND LION 0.05% GLOBAL PROFIT SHARING BONUS 3 STAR DIAMOND LION 0.05% GLOBAL PROFIT SHARING BONUS 4 STAR DIAMOND LION 0.05% GLOBAL PROFIT SHARING BONUS 5 STAR DIAMOND LION
PRESIDENTIAL LION		
	PERSONAL QUALIFICATIONS 200 AUTOSHIP PPV OR 300 MONTHLY PPV	SAME AS 8 STAR DIAMOND
	TEAM QUALIFICATIONS 4 GOLD LIONS IN 4 LEGS 120,000 TNPV EACH LEG	0.25% GLOBAL PROFIT SHARING BONUS
LAUREL LION		
	PERSONAL QUALIFICATIONS 200 AUTOSHIP PPV OR 300 MONTHLY PPV TEAM QUALIFICATIONS 4 PRESIDENTIAL LIONS AND 6 GOLD LIONS EACH PRESIDENTIAL 640,000 TNPV EACH GOLD LION 120,000 TNPV	SAME AS PRESIDENTIAL LION 0.5% GLOBAL PROFIT SHARING BONUS

Glossary of Terms

Autoship refers to a convenient service that Tianshi offers to all of its Independent Consultants to help maintain their monthly requirements.

Enroller refers to an existing Independent Consultant who recruited and placed a new member in his/her organization.

Sponsor refers to the direct upline Independent Consultant.

Retail Profit refers to the difference between the retail selling price and the wholesale selling price of a product.

Direct Bonus refers to commissions an Independent Consultant earns on their Direct BV.

Direct BV: refers to: a) your personally enrolled downline's BV of their first 300 PV
b) your personal BV after your first 300 PV requirement

Indirect Bonus refers to commissions an Independent Consultant earns on their Indirect BV.

Indirect BV: refers to: a) your personally enrolled downline's BV after their first 300 PV
b) your indirect downline's personal BV

Leadership Bonus refers to the bonuses an Independent Consultant earns on their same status downline's GPV.

PV refers to the Point Volume assigned to each product for calculating the qualification and rank promotion of an Independent Consultant. Point Volume is the same throughout North America.

BV refers to the Bonus Volume assigned to each product for commission calculations. Currency is local to each country represented in this plan. US: USD, CA: CAD.

PPV is defined as Personal Monthly Point Volume.

APPV is defined as Accumulative Personal Point Volume.

TNPV is defined as Monthly Total Network Point Volume.

ATNPV is defined as Accumulative Total Network Point Volume.

GPV is defined as Monthly Group Point Volume calculated as TNPV minus "breakaway volume" from members with equal or greater rank.

GBV is defined as Monthly Group Bonus Volume calculated as TNBV minus "breakaway volume" from members with equal or greater rank.

TNBV is defined as Monthly Total Network Bonus Volume.

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NORTH AMERICAN COMPENSATION PLAN



TIANSHI HEALTH PRODUCTS

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