

THE ENHANCED QNET VIETNAM'S COMPENSATION PLAN

A sustainable business and a lasting power of true residual income are within reach for every QNET VIETNAM's IR who develops and practises the disciplines of Refer, Repeat, Rise, and Retain.

This Compensation Plan provides for the entitlement and calculation of commissions and/or bonuses of Independent Representatives of QNET VIETNAM based on his/her sales of QNET products.

I. DEFINITIONS

"Account" means the account an Independent Representative (IR) is given when s/he first becomes an IR and is used to perform all transaction using an IR Identification Number.

"Active IR" means any IR who achieves the minimum Monthly RSP maintenance requirements designated for his/her current rank, from retail sales or purchases of any QNET products for personal consumption.

"Activated Account" means a Qualified IR who has achieved and allocated a minimum of five hundred (500) BV on each side of his/her Primary TC (001) or any of his/her Secondary TCs (TC002 or TC003).

"Agreement" means the completed written agreement signed by a Representative and subsequently accepted and signed by the Company

"Anniversary Date" means the anniversary of the date on which a Representative was accepted as an Independent Representative, which is the issuance date of his/her Membership Card.

"Business Volume" or **"BV"** means the point value of a product used to qualify Accounts and calculate Step Commissions. BV assigned to each product is detailed in the List of products of QNET VN which may be amended and supplemented from time to time, subject to the registration and approval of competent authority.

"BV Bank" means a database function in the IR's Virtual Office (VO), which stores the BV earned by IR from his/her retail sales.

"Commission Period" or **"Commission Week"** means the period or week when commission is calculated and paid based on the preceding week's sales.

"Compensation Level" means the pay level of an Independent Representative. Commissions and/or bonuses are paid out according to an IR's Compensation Level.

"Compression" means when an IR does not meet the minimum Monthly 50 RSP, all IRs (directly below that IR) who meet the minimum Monthly 50 RSP will move up to temporarily fill his/her position for earning Repeat Sales Points (**"RSP"**) from all Downlines within line of referralship or within his/her network.

“**Counter**” means a calculating mechanism for an Account and it is on the left and right of the Account, the record of which reflects the balance of BV its Downline Group has accumulated for the purpose of calculating Step Commission.

“**Commission Cycle**” means six (6) Commission Steps.

“**Commission Step**” means one (1) part of the Commission Cycle, which is equivalent to 3,000 BV on the Lower Volume Team.

“**Customer**” or “**Retail Customer**”, means a person who purchased the Company’s products but does not register as a Representative.

“**Company**” means QNET VN COMPANY LIMITED, which is a company incorporated with limited liability under the laws of Vietnam and having its registered office at 13 Pham Viet Chanh, Nguyen Cu Trinh Ward, District 1, Ho Chi Minh City, Vietnam.

“**Demotion Policy**” means that in the event that an IR fails to meet the minimum Monthly Rank Maintenance requirements for the IR’s current Rank, he/she will retain his/her current Title Rank but shall be Paid As the Pay Rank corresponding to his/her achievement in that particular Month.

“**Direct BV**” means the BV that an IR earns when he/she sells QNET Products to directly referred retail customers or Direct Referrals.

“**Direct Referral**” means a person who is directly referred to join the QNET business by an existing Independent Representative and is placed within the line of referralship of the IR who refers him/her.

“**Downline**” means the Accounts or the Customers/Representatives below a specific Account or Representative respectively in the Genealogy as the context requires.

“**Downline Group**” means all the downlines in both left and right of a particular TC in the Genealogy.

“**Early Payout Option**” or (“**EPO**”) means partial payment of the first Step Commission payable in advance to the new IR upon achieving the required Group Business Volume (GBV) in any of the Lower Volume Team of his/her Account within the given time frame. This Payout applies to the first Step Commission Cycle 1 irrespective of whichever rank the new IR is placed.

“**eVoucher Points (EP)**” means the points equivalent to every 6th Step commission that is earned by the IR at every Commission Cycle. A Commission cycle is equivalent to six (6) steps. The first 5 steps are paid in monetary form (Step Commissions) and the 6th Step is paid in the form of eVoucher Points. The IR can use these points to redeem products through the **QNET Redemption Store**. 10 EP is rewarded to the IR at every 6th step Commission which is equivalent to a 1 step commission.

“**First Purchase Profit**” means Retail Profit earned by the Referrer from the first qualifying purchase of his/her new direct referral. The first purchase of an IR who has not yet been qualified shall be under the Retail Price.

“**Flushing**” or “**Flushed**” means the elimination of excess BV when an IR has exceeded the Maximum Payout of the Compensation Level he/she is in, for the Commission Period.

“Group Business Volume” or **“GBV”** means the total BV accumulated in both left and right Downline Groups of an Account.

“Group Repeat Sales Points” or **“GRSP”** means the RSP that the IR earns from the repeat sales and personal purchases made by his/her Downlines within his/her network or line of referralship

“Genealogy” means the relationship or relative positioning of Accounts in the Company’s database.

“Inside Leg” means the left Downline branch of an Account if that Account is on the right Downline branch of its immediate Upline or the right Downline branch of an Account if that Account is on the left Downline branch of its immediate Upline. It means it is the opposite side of the Leg below which the Account is placed.

“Independent Representative Identification Number”, (**“IR ID No.”**) means the identification number that the Company assigns to a Representative when the Company accepts that person as its Representative. A Representative’s Representative Identification Number is a unique number for each Representative and it will be used to identify that Representative through his/her Representative business relationship with the Company.

“IR Discounted Price” or **“IR Price”** means the prices of the Company’s products at which the Company sells to the IRs.

“Line of Referralship” means a tree of your personally referred IRs (Direct Referrals) and their personally referred IRs (Indirect Referrals). Anyone in this tree is considered to be in your Line of Referralship.

“Lower Volume Team” means the weaker leg or the leg with the lesser volume in the Binary Genealogy on which the Binary Commissions are calculated.

“Outside Leg” means the Downline branch of an Account other than its Inside Leg.

“Products” mean any products which QNET VIETNAM has right to distribute under Multi-Level Sale method, unless the context otherwise requires.

“Paid As” means that if IR fails to fulfill this/her Rank Maintenance for a particular Month, he/she shall be paid in accordance to the Pay Rank in which he/she is qualified for during that period. In this connection, if the IR’s current rank is for instance Diamond Star but he/she is unable to fulfill the Maintenance for Diamond Star and he/she has only managed to fulfill the Maintenance of Gold Star, he/she shall be paid in accordance to the Pay Rank which is Gold Star (the rank in which he/she is qualified for).

“Pay Rank” is the recognition title given to an IR for the purpose of calculating and paying commission, when he/she achieves the Rank Advancement and/or Maintenance requirements within a fixed Month period. Pay Rank is subject to Demotion based on his/her achievement in a particular month.

“Pay Rank Maintenance” means the number of months that an IR is required to achieve the monthly rank requirements to get promoted to Platinum Star rank and above.

“Personal Business Volume” or **“PBV”** means the BV that the IR is personally responsible to produce or achieve, whether it is through retail sales to a customer or for personal consumption.

“Personal RSP” means RSP that an IR earns from his/her personal purchase or retail sales.

“Placement” means the way the Account is placed in the database of the Company as shown in the Genealogy.

“Qualified” means when an Account has achieved the minimum required 500BV.

“QNET Redemption Store” means the redemption store available and accessible from the IR’s Virtual Office (VO) where IR can redeem products using the IR’s earned eVoucher Points (EPs)

“Representative” or **“Independent Representative”** or **“IR”** means a person who has enrolled to build a business organisation by selling products and referring others, and satisfied the requirements set out hereunder.

“Referrer” means an IR who refers Retail Customers or prospective Independent Representatives to QNET.

“Rank” means the recognition title given to an IR, which is based on the compensation level he/she achieved. There are two types of Rank assigned to each IR, namely, Title Rank and Pay Rank.

“Rank Advancement” means an IR will be promoted to a new rank when he/she meets all of the requirements for the new rank within a fixed Month period.

IR is the default rank for a newly registered IR in the QNET Compensation Plan.

Bronze Star is the Title Rank and Pay Rank given to a Qualified and Activated IR.

Silver Star is advancement from Bronze Star rank upon fulfilment of all the Silver Star Rank Advancement requirements within a fixed month period as set out in Item III.

Gold Star is advancement from Silver Star rank upon fulfilment of all the Gold Star Rank Advancement requirements within a fixed month period as set out in Item III.

Sapphire Star is advancement from Gold Star rank upon fulfilment of all the Sapphire Star Rank Advancement requirements within a fixed month period as set out in Item III.

Platinum Star is advancement from Sapphire Star rank upon fulfilment of all the Platinum Star Rank Advancement requirements for 2 Consecutive Months as set out in Item III.

Diamond Star is advancement from Platinum Star rank upon fulfilment of all the Diamond Star Rank Advancement requirements for 2 Consecutive Months as set out in Item III.

Blue Diamond Star is advancement from Diamond Star rank upon fulfilment of all the Blue Diamond Star Rank Advancement requirements for 3 Consecutive Months as set out in Item III.

“Repeat Sales Points” or **“RSP”** means points assigned to each QNET product to calculate Repeat Sales Commission. RSP for each product is detailed in the List of products of QNET VIETNAM which may be amended and supplemented from time to time.

“Repeat Sales Commission” or **“RSP Commission”** means commission derived from accumulated Repeat Sales Points.

“Retail Price” means the retail prices of the Company’s products at which the Company sells to Customers and the new IRs on their first qualifying personal purchase.

“Retail Profit” means the difference between the Retail Price and the IR Discounted Price of a product of the Company. It is awarded only to an IR who sells the Company’s products to retail customers and new direct referrals.

“RSP Pay Level” refers to the downline levels which can be calculated to pay RSP Commission. An IR can earn RSP from a maximum of ten (10) RSP Pay Levels based on his/her current Rank.

“Sales Period” or **“Sales Week”** means a one-week period commencing from 00:01 on Saturday until 23:59 on the following Friday, Vietnam Time.

“Self-Activation” is a method of activating Representatives with BV that the IR achieved from his/her retail sale or purchase of QNET products for personal consumption.

“Step Commission” means the commission paid to a Qualified and Activated IR according to his/her GBV on the Lower Volume Team and Compensation Level.

“Tracking Centre” or **“TC”** means systems in the Company’s database. Step Commissions are calculated with reference to each Tracking Centre. Each TC includes the left side and the right side. Each IR is allowed to choose 01 TC or 03 TCs (TC 001, TC 002 and TC 003).

“Upline” means the Accounts or Representatives above a specific Account or Representative respectively in the Genealogy as the context requires.

“VND” means the official currency of Vietnam.

II. DESCRIPTION OF MLS SYSTEM DEVELOPMENT OF QNET VIETNAM

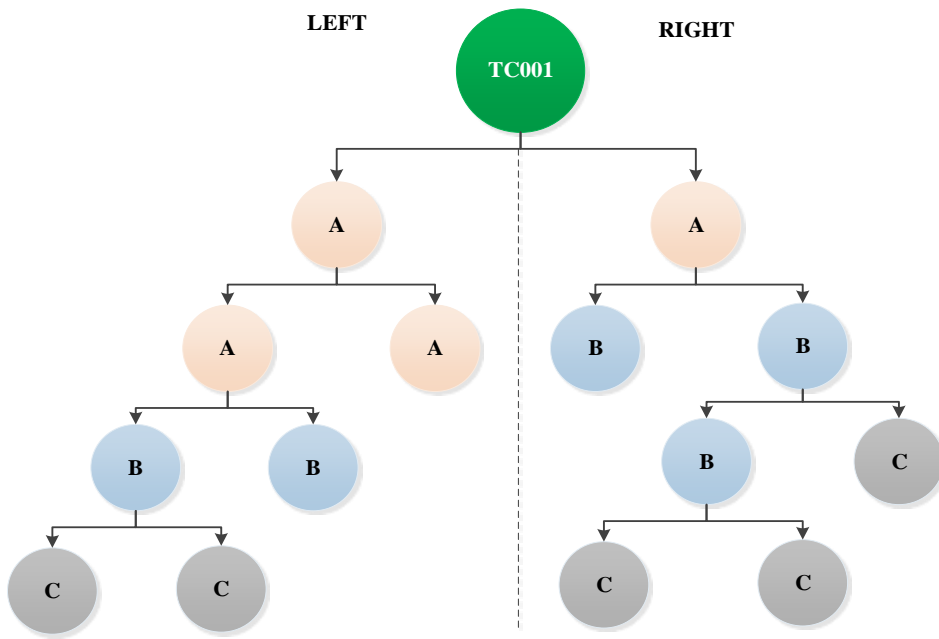
1. Multi-Level Sale System Development

QNET VIETNAM’s business is under Hybrid model (including Binary model) and subject to the Rules of Placement. There are two development model for compensation plan of QNET, one based on BV and another based on RSP.

1.1. Main Plan (paid based on BV, Binary model)

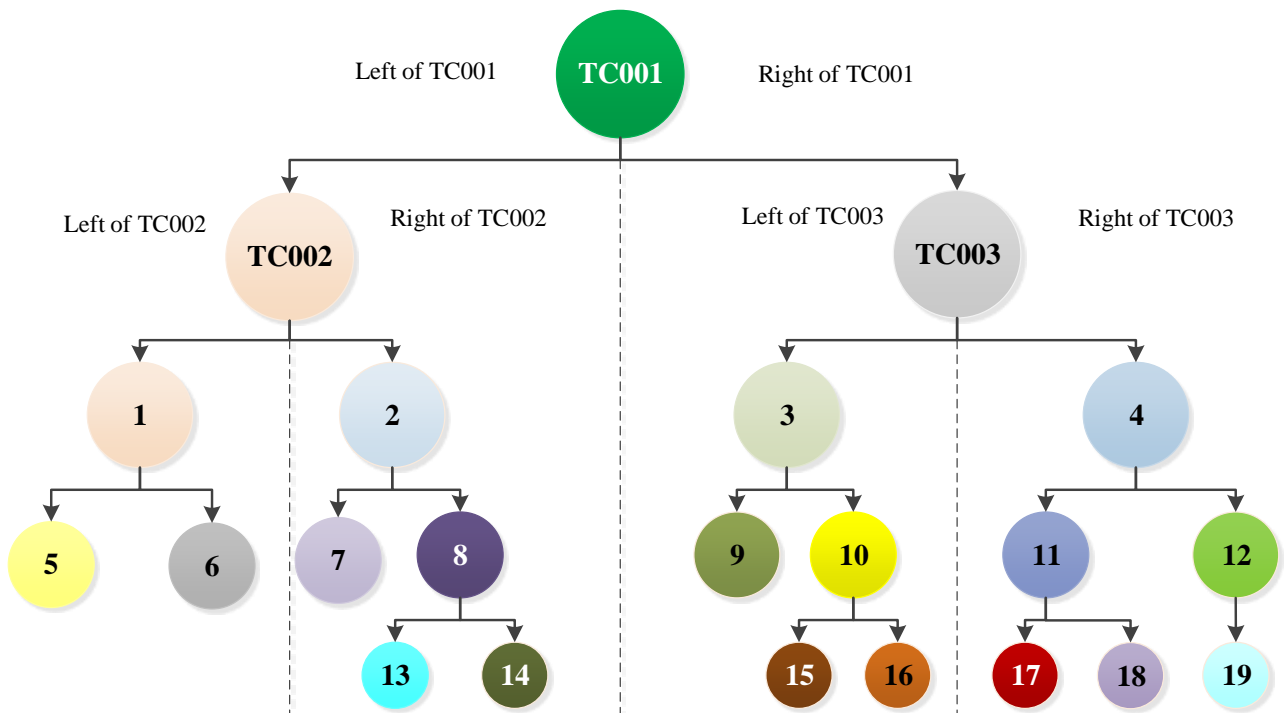
An IR has right to choose Binary model with one of 02 ways: activating 01 TC (Primary Tracking Center - TC001) or 03 TC (Primary Tracking Center - TC001 and 02 Secondary Tracking Center TC002 and TC003)

Sample of 01 TC:



The IR has TC001, including the left and the right of TC001. A are the Direct Downlines of such IR. B are the Direct Downlines of A. C are the Direct Downlines of B.

Sample of 03 TCs:



A Referrer has the right to place the Account of an IR whom he/she personally referred subject to the Rules of Placement as below.

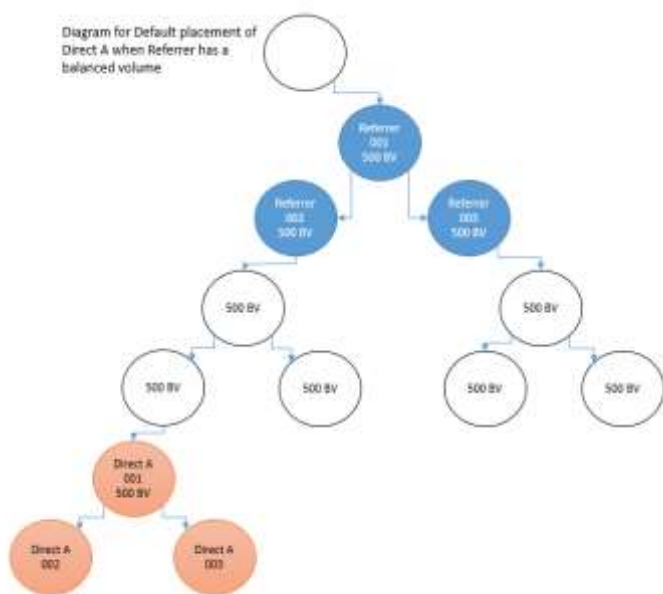
- (1) IR's Account: An IR is entitled to only one (1) Account which may be used to refer as many Direct Referrals to earn commissions.
- (2) Immediate Upline: Subject to sub-clause (5) below, a Referrer Upline shall have the sole right to place the Account of an IR whom the Referrer Upline personally referred.

(3) Placement rights of a Referrer: An IR can only place his/her Referral under his/her existing Account in his/her Downline group. An IR is not allowed to place any Referral above his/her Account and follows other the regulations in the P&P.

(4) Default placement: If the Referrer fails to place his/her newly registered Direct Referral(s) within the Grace Period from the registration date, Default Placement Method shall apply: the system will automatically place them on the Lower Volume Leg of the Referrer's Account.

In the event that the Referrer having a balanced volume on both legs, the system will automatically place the newly registered Direct Referral(s) on the position opposite of the placement of his/her Referrer's Account.

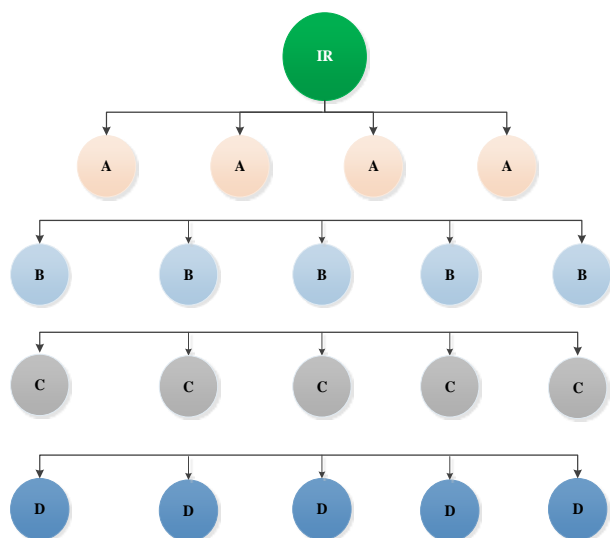
Example of Default Placement Method:



*Referrer has a balanced volume on both legs. Referrer is on the **Right Side** of its Upline. If the Referrer fails to place Direct A, Default Placement Method shall apply: Direct A shall be on the **Left Side** of Referrer.*

1.2 RSP Plan (paid based on RSP)

RSP Plan is used for calculating RSP Commission. This development model is no limitation.



A are the Direct Downlines of the IR (the First Downline line of the IR).

B are the Direct Downlines of A, and the Second Downline line of the IR.

C are the Third Downline line of the IR.

D are the Fourth Downline line of the IR.

2. Activation and Qualification of IR

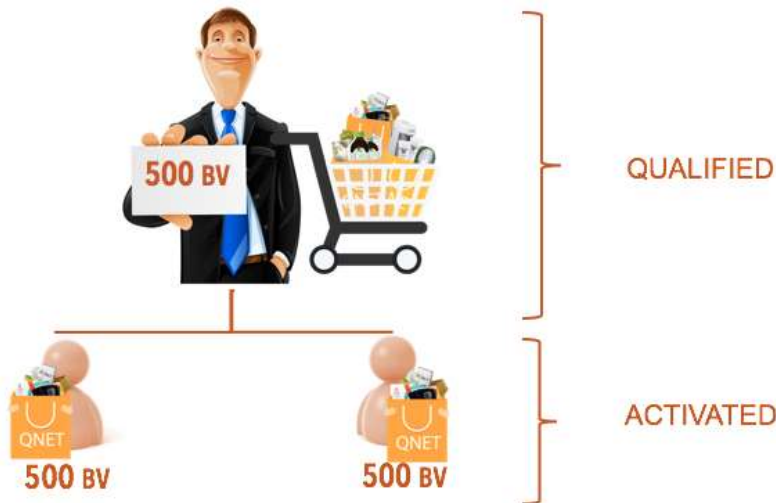
2.1 Qualification

- For qualifying an Account, an IR can only use the BV assigned to a product that s/he purchased personally or that he/she successfully promoted to a Customer.
- An IR has to qualify his/her Account by allocating 500 BV to his/her Tracking Centre(s).

2.2 Activation

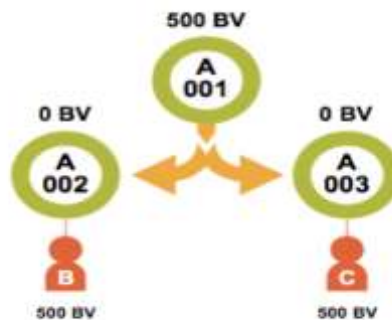
An IR is activated by 02 ways as below. Once activated, all volume will be calculated retroactively to the date of qualification. However, an IR is only activated after s/he qualifies his/her own Account. All Qualified Direct Referrals place by him/her before qualifying his/her Account shall be disregarded for the purpose of his/her activation.

The below diagram shows how an IR gets Qualified and Activated



There are two (2) Methods of activation:

Activation Method 1: Refer two (2) Qualified Direct Referrals and place one under each side of the Primary TC 001 or any of his/her Secondary TCs (002 or 003)



Activation Method 2: Qualifying 002 and 003 with a combination of BV from Directly Referred Retail Customer's Purchase and Directly Referred Qualified IR's Purchase allocated to your Tracking Centres



2.3 Turning on Account Counters

The Counters of an Account will only be turned on after the Account is Qualified and Activate

3. Promotion

3.1 Compensation Levels

There are seven (7) Compensation Levels for IRs as results of the IR business activities with QNET VN, as regulated in Part IV.

3.2 Promotion to a higher rank

An IR will be promoted to the next higher Rank upon his/her fulfilment of the requirements designated for each Rank in the QNET Compensation Plan within a fixed Month period.

The minimum Monthly Rank Advancement and Maintenance requirements for the eight (8) Ranks are provided in Part III.

3.3 Demotion

New IRs will be placed under the IR status and thereafter upon fulfilment of the necessary rank advancement requirements, they will be promoted to Bronze Star, Silver Star, Gold Star, Sapphire Star, Platinum Star, Diamond Star, and Blue Diamond Star accordingly. However, IRs are unable to fulfil the Maintenance of their current rank within the time frame, they will retain their current Title Rank but they shall be Paid As the Pay Rank corresponding to their achievement. The lowest rank that an IR can receive according to the actual requirements they achieve is Silver Star. As such, new IRs who are promoted to Gold Star, Platinum Star, and Diamond Star may be Paid As the Pay Rank not in any event below Silver Star Rank.

III. RANKS OF QNET VIETNAM

All Rank Advancement and Maintenance requirements MUST be achieved on a **MONTHLY** basis. An IR can advance to eight (8) Ranks with designated Compensation Level and RSP Pay Level in the QNET Compensation Plan. The eight (8) Ranks are:

1. IR
2. Bronze Star
3. Silver Star
4. Gold Star
5. Sapphire Star
6. Platinum Star
7. Diamond Star
8. Blue Diamond Star

MONTHLY RANK ADVANCEMENT AND MAINTENANCE

No.	RANKS	REQUIREMENTS/ MONTHLY REQUIREMENTS
1	IR <i>One-time Requirements only.</i>	<ul style="list-style-type: none"> ✓ Has full capacity for civil acts according to Vietnamese laws ✓ Has signed the written Distributor Agreement with the Company ✓ Has completed the basic training course and received the written confirmation of the Company and the Membership Card. <p><i>Note: Only after being issued the Membership Card, the IR has right to sell products and build his/her sales team.</i></p>
2	BRONZE STAR <i>One-time Requirements only.</i>	<ul style="list-style-type: none"> ✓ Qualified & Activated
3	SILVER STAR <i>One-time Requirements only.</i>	<ul style="list-style-type: none"> ✓ Must have achieved the Bronze Star Rank ✓ 3 Qualified Direct Referrals with 500 BV each <p style="text-align: center;">OR</p> <ul style="list-style-type: none"> ✓ 2 Qualified Direct Referrals with 1,000 BV each
4	GOLD STAR	<ul style="list-style-type: none"> ✓ Must have achieved the Silver Star rank ✓ 50 Personal RSP ✓ 500 Direct BV ✓ 600 Group RSP* ✓ 2 Commissions Steps
5	SAPPHIRE STAR	<ul style="list-style-type: none"> ✓ Must have achieved the Gold Star rank

		<ul style="list-style-type: none"> ✓ 50 Personal RSP ✓ 1,000 Direct BV ✓ 2,000 Group RSP*. ✓ 40 Commission Steps ✓ 5 Downlines with the Gold Star rank or above*
6	PLATINUM STAR	<ul style="list-style-type: none"> ✓ Must have achieved the Sapphire Star rank ✓ 50 Personal RSP* ✓ 1,000 Direct BV ✓ 5,000 Group RSP from a minimum of two (2) legs with a maximum of 2,500 Group RSP each * ✓ 120 Commission Steps ✓ 5 downlines with the Sapphire Star rank or above* AND; ✓ 10 downlines with the Gold Star rank or above* ✓ Achieve the Platinum Star rank requirements for 2 consecutive months
7	DIAMOND STAR	<ul style="list-style-type: none"> ✓ Must have achieved the Platinum Star rank ✓ 50 Personal RSP ✓ 2,000 Direct BV ✓ 15,000 Group RSP from a minimum of two (2) legs with a maximum of 7,500 Group RSP each * ✓ 200 Commission Steps ✓ 15 downlines with the Sapphire Star rank or above (maximum of 11 from any side of the IR's Account, any downline) ✓ 1 downline with the Platinum Star rank or above within line of referralship. ✓ Achieve the Diamond Star rank requirements for 2 consecutive months
8	BLUE DIAMOND STAR	<ul style="list-style-type: none"> ✓ Must have achieved the Diamond Star rank ✓ 50 Personal RSP* ✓ 3,000 Direct BV ✓ 20,000 Group RSP from a minimum of three (3)

	<p>legs with a maximum of 7,500 Group RSP each **</p> <ul style="list-style-type: none"> ✓ 320 Commission Steps ✓ 10 downlines with the Platinum Star rank or above (maximum of 7 from any side of the IR's Account, any downline) ✓ 2 downlines with the Diamond Star rank or above (1 on each side of TC 001, at least 1 within line of referralship) ✓ Achieve the Blue Diamond Star rank requirements for 3 consecutive months
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**Within Line of Referralship*

IV. COMMISSIONS OF QNET VIETNAM

An IR will have an opportunity to earn commissions/bonuses from both BV and RSP of his/her personal purchases, retail sales, and sales to downlines.

Commissions and/or bonuses are paid ONLY on the sale of the Company's products. No commission or bonus is paid on the purchase of the Company's sales materials, literatures, Starter Kit, Product Portfolio, or for referring other Representatives and/or Customers.

Commissions and/or bonuses are calculated for each individual Account. A Representative is entitled to have one (1) Account.

An IR must achieve the prerequisite and the Monthly Rank Advancement requirements of the next rank within a fixed month period to advance in rank as regulated in Part III above. An IR is not allowed to skip rank when advancing to a higher rank.

An IR must achieve the Monthly Rank Maintenance requirements within a fixed month period to maintain his/her current Title and Pay Rank and Compensation Level on a monthly basis.

An IR who fails to achieve the Monthly Rank Maintenance for Gold Star and above, will be Demoted to a lower Pay Rank based on his/her achievement but not to a Rank below Silver Star rank.

An IR can earn from one or more of the following seven (7) different types of commissions/bonuses from the QNET Compensation Plan:

<p><u>REFER</u> Refer and build your sales team. Regularly referring QNET products is a discipline and practice that will build your foundation for long-term growth and sustained wealth.</p>	<p>1. Retail Profit 2. Early Payout Option (EPO)</p>
<p><u>REPEAT</u> Consume and be the product of your product. Cultivate this repetition behaviour in your business team to earn true residual income.</p>	<p>3. Step Commission 4. Repeat Sales Commission</p>
<p><u>RISE</u> You rise in rank, stature, and wealth as you advance in</p>	<p>5. Rank Advancement</p>

the QNET Achievers' Club ranks. Do not underestimate the importance of setting and achieving each step in this Rank Advancement platform.	
<u>RETAIN</u> Retain the success that you and your sales team have achieved to ensure a sustainable and solid business that will help you lead more people to the incredible benefits of product sales!	6. Rank Maintenance 7. Year-Round Incentives

1. RETAIL PROFIT

Retail Profit is the difference between the price paid by your customer and your discounted price as an IR.

An IR shall be entitled to the Retail Profit for every product the IR personally and successfully promotes to another person who thus purchases it as a Retail Customer from the Company

A Referrer is also entitled to the Retail Profits from the first qualifying personal purchase if any (which may include more than one product) at Retail Price by his/her personally referred Downlines or Direct Referral

2. EARLY PAYOUT OPTION (EPO)

Early Payout Option ("EPO") is only applicable to a newly Qualified and Activated IR who achieved the required Lower Volume Team of the Account at the First Step Commission Cycle 1 within the specified time frame.

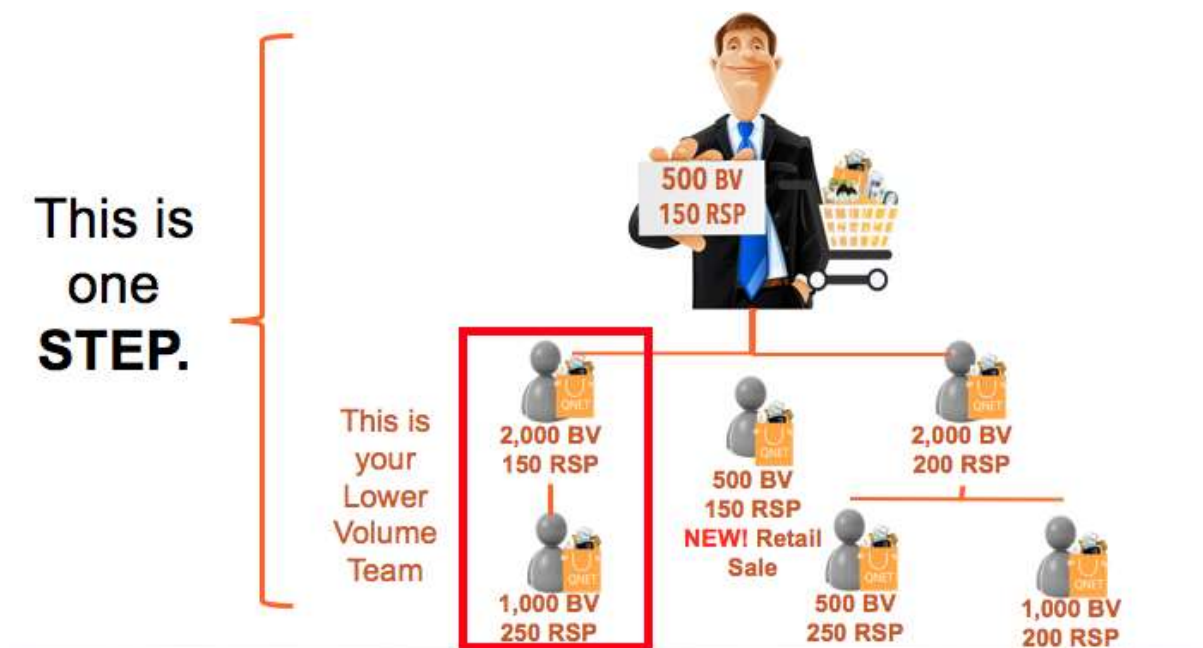
The IR must be Activated by referring 2 Qualified direct referrals placed on each side of his/her Account in order to be eligible for the Early Payout option. Self-Activation will not allow the IR to earn from the Early Payout option.

A new IR who is Qualified and Activated must achieve the required first 1,000 BV on his/her Lower Volume Team within first 4 weeks from the registration date and the required second 1,000 BV on his/her Lower Volume Team within first 6 weeks from the registration date to be eligible to receive the corresponding Early Pay Out as set out in table 1 as below:

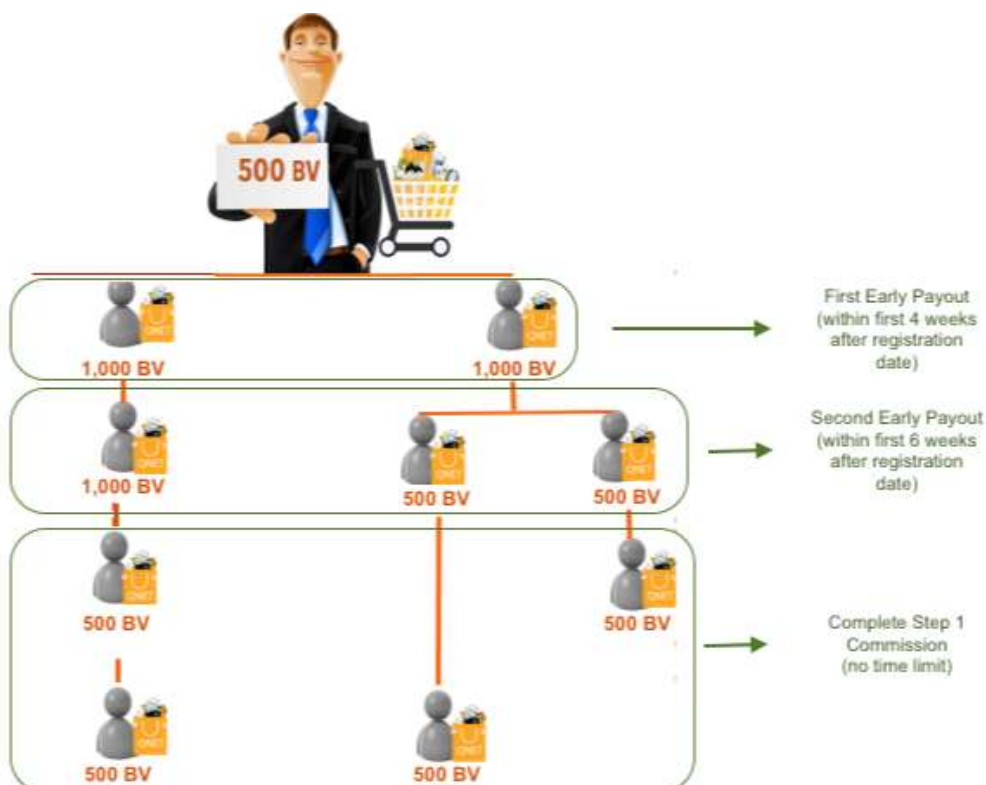
GROUP BUSINESS VOLUME IN ANY LOWER VOLUME TEAM	EARLY PAYOUT (In VND)	TIME FRAME
1,000 BV	VND 1,100,000	Within the first four weeks from the IR's registration date
1,000 BV	VND 1,100,000	Within the first six weeks from the IR's registration date
1,000 BV	VND 2,200,000	- NA -- For Bronze Star
	VND 2,750,000	- NA -- For Silver Star
	VND 3,300,000	- NA -- For Gold Star
	VND 3,520,000	- NA -- For Sapphire Star
	VND 3,850,000	- NA -- For Platinum Star
	VND 4,400,000	- NA -- For Diamond Star
	VND 4,950,000	- NA -- For Blue Diamond Star

*Applies only to first step, cycle 1.

Lower Volume Team looks like this:



An Illustration on EPO: A new IR who is Qualified and Activated, placed on the first rank (Silver Star) would immediately earn VND 1,100,000 upon achieving the first 1,000 BV on his/her Lower Volume Team within the first four (4) weeks from his/her registration date and another VND 1,100,000 when his/her Lower Volume Team reaches second 1,000 BV within the first six (6) weeks from the registration date. The remaining balance of the designated total Step 1 payout for his/her active rank amounting to VND 2,750,000 will be paid out upon achieving the third 1,000BV on his/her Lower Volume Team.



3. STEP COMMISSION

Upon completion of the Commission Step, the Independent Representative will be paid a commission according to the Level of Pay as follows:

Step of each Cycle	BRONZE STAR	SILVER STAR	GOLD STAR	SAPPHIRE STAR	PLATINUM STAR	DIAMOND STAR	BLUE DIAMOND STAR
1 st -5 th	VND 4,400,000	VND 4,950,000	VND 5,500,000	VND 5,720,000	VND 6,050,000	VND 6,600,000	VND 7,150,000
6 th	10 EP	10 EP	10 EP	10 EP	10 EP	10 EP	10 EP

Maximum Steps Per TC per week

No of TC	BRONZE STAR	SILVER STAR	GOLD STAR	SAPPHIRE STAR	PLATINUM STAR	DIAMOND STAR	BLUE DIAMOND STAR
1 TC	40	50	60	65	70	80	90
3 TCs (*)	120	150	180	195	210	240	270

(*) Max Steps for per TC x 3

Example:

IR has Title Rank: Gold Star
Have only 1 TC(TC001)

TC	Week 1 Running Balance		No of Steps earned	Step Commission Earned	E-Voucher Points
	Left Volume	Right Volume			
TC 001	1,489,230 BV	185,000 BV	60 Steps	VND 275,000,000	100 Eps

IR has Title Rank: Gold Star

Have 03 TC (TC 001, TC 002 and TC 003)

TC	Week 1 Running Balance		No of Steps earned	Step Commission Earned	E-Voucher Points
	Left Volume	Right Volume			
TC 001	375,000 BV	425,000 BV	60 Steps	VND 275,000,000	100 Eps

TC 002	185,000 BV	190,000 BV	60 Steps	VND 275,000,000	100 Eps
TC 003	200,000 BV	225,000 BV	60 Steps	VND 275,000,000	100 Eps

Only Qualified and Activated IR is eligible for Step Commission.

Commission is calculated daily and paid on a weekly basis. Commission payable to an Account shall be calculated at the end of the Commission Period and any remaining balance for non-commissioned BV shall be carried forward to the following Commission Period.

A maximum weekly step commission is capped for each Compensation Level of Independent Representatives. Any BVs accumulated within a single week in a Commission Period after corresponding weekly maximum Step Commission for that Commission Period has been reached shall be forfeited and shall not be taken into consideration for the calculation of any Step Commission payable to the IR.

4. REPEAT SALES COMMISSION

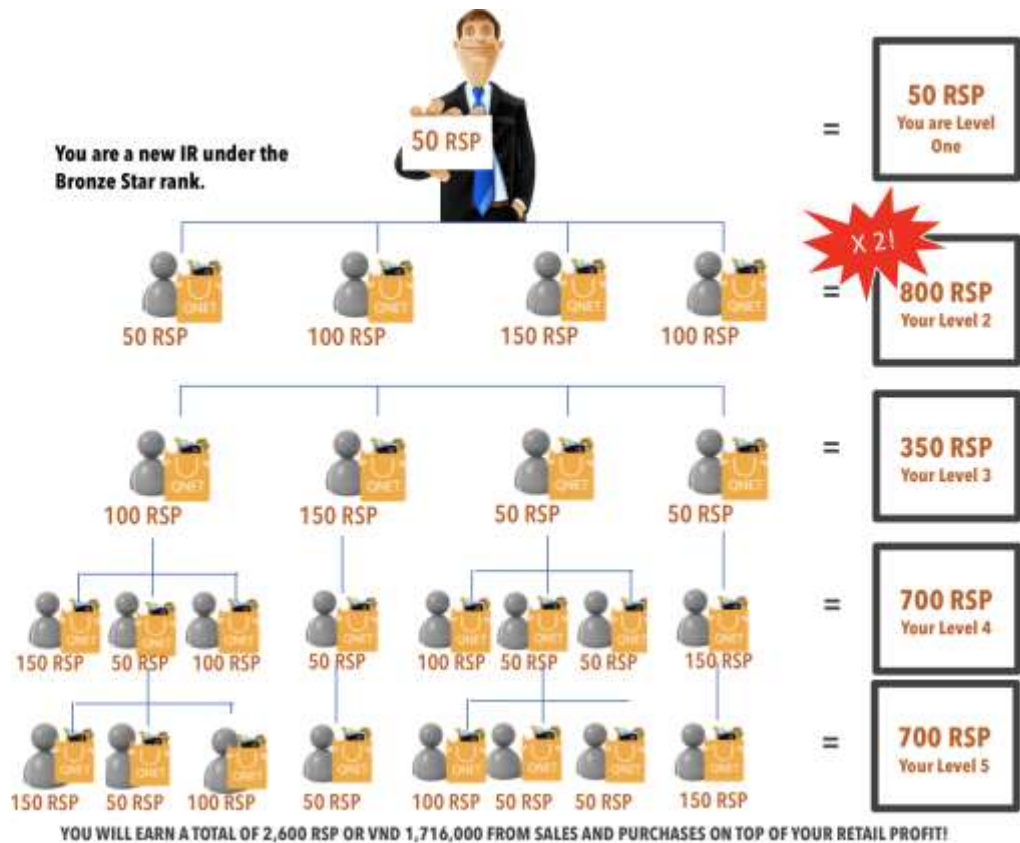
An Active IR will be eligible to earn RSP from his/her personal purchase, retail sales, and repeat sales to his/her downlines up to a maximum of ten (10) RSP Pay Levels based on his/her current Rank. An IR must achieve a minimum of 50 Personal RSP to remain Active and eligible to earn Repeat Sales Commissions.

An IR who fails to achieve 50 Personal RSP within a fixed month period, will be Compressed and all the RSP from his/her Downlines' repeat sales will be forfeited in that particular Month.

The RSP Pay Level of an Active IR is based on his/her current Pay Rank. RSP from RSP Pay Level 2 are doubled in value.

An IR can convert his/her earned RSP into cash based on the standard conversion rate of 1 RSP = VND 660.

IR	BRONZE STAR	SILVER STAR	GOLD STAR	SAPPHIRE STAR	PLATINUM STAR	DIAMOND STAR	BLUE DIAMOND STAR
5 levels	5 levels	5 levels	6 levels	7 levels	8 levels	9 levels	10 levels



5. RANK ADVANCEMENT

Do more and earn more! Higher commission rates await those who will achieve higher ranks! (This is only the basis of recognition and incentives that an IR receives.)

6. RANK MAINTENANCE BONUS

	DIAMOND STAR	BLUE DIAMOND STAR
Rank Maintenance Bonus (6 consecutive months)	VND 220,000,000	VND 660,000,000

7. YEAR-ROUND INCENTIVES

Every year, the Company may use max of 1% of the revenue of the Company reward trip incentive to achieving and maintaining Platinum Star rank and above.

V. SUMMARY OF ALL BENEFITS OF EACH RANK

No.	RANKS	BENEFITS
1	IR	<ul style="list-style-type: none"> ✓ Retail Profits ✓ Repeat Sales Commission
2	BRONZE STAR	<ul style="list-style-type: none"> ✓ Retail Profits ✓ Step Commission (including EPO if any) ✓ Repeat Sales Commission ✓ Rank Advancement ✓ Trip Incentives
3	SILVER STAR	<ul style="list-style-type: none"> ✓ Retail Profits ✓ Step Commission (including EPO if any) ✓ Repeat Sales Commission ✓ Rank Advancement ✓ Trip Incentives

4	GOLD STAR	<ul style="list-style-type: none"> ✓ <i>Retail Profits</i> ✓ <i>Step Commission (including EPO if any)</i> ✓ <i>Repeat Sales Commission</i> ✓ <i>Rank Advancement</i> ✓ <i>Trip Incentives</i>
5	SAPPHIRE STAR	<ul style="list-style-type: none"> ✓ <i>Retail Profits</i> ✓ <i>Step Commission (including EPO if any)</i> ✓ <i>Repeat Sales Commission</i> ✓ <i>Rank Advancement</i> ✓ <i>Trip Incentives</i>
6	PLATINUM STAR	<ul style="list-style-type: none"> ✓ <i>Retail Profits</i> ✓ <i>Step Commission (including EPO if any)</i> ✓ <i>Repeat Sales Commission</i> ✓ <i>Rank Advancement</i> ✓ <i>Trip Incentives</i>
7	DIAMOND STAR	<ul style="list-style-type: none"> ✓ <i>Retail Profits</i> ✓ <i>Step Commission (including EPO if any)</i> ✓ <i>Repeat Sales Commission</i> ✓ <i>Rank Advancement</i> ✓ <i>Rank Maintenance</i> ✓ <i>Trip Incentives</i>
8	BLUE DIAMOND STAR	<ul style="list-style-type: none"> ✓ <i>Retail Profits</i> ✓ <i>Step Commission (including EPO if any)</i> ✓ <i>Repeat Sales Commission</i> ✓ <i>Rank Advancement</i> ✓ <i>Rank Maintenance</i> ✓ <i>Trip Incentives</i>