



— 天狮让生活更美好 —
Better Tiens, Better Life



INTRODUCTION

It is critical when choosing a direct selling company to work with, that you choose one which offers great products for you to resell, a company that has unquestionable financial stability and one which offers generous bonuses to its Independent Distributors. The TIENS® Compensation Plan offers all the following competitive advantages:

- Up to 54.5% pay out to Independent Distributors; amongst the highest in the direct sales industry
- Achieve success simply by purchasing, sharing and recommending the innovative, quality product range offered by TIENS®
- Enjoy what you do; the more people you help achieve their success, the more successful you will become
- No deposit, no major start-up investment and no earnings ceiling imposed on you – an infinite opportunity
- A well-established, global opportunity; build your own business anywhere in the TIENS® world
- Your business is inheritable: any success you achieve can be enjoyed by your family now, and in the future, if they choose to continue your TIENS® legacy when you decide to put your feet up!



- **It is illegal for a promoter or a participant in a trading scheme to invite anyone to make payments by promising benefits from getting others to join a scheme.**
- **Do not be misled by claims that high earnings are quickly or easily achieved.**
- **If you sign a TIENS® Agreement or register online you have 14 days in which to cancel and get your money back.**

**UP TO 54.5% PAY OUT TO
INDEPENDENT DISTRIBUTORS;
AMONGST THE HIGHEST IN
THE DIRECT SALES INDUSTRY**

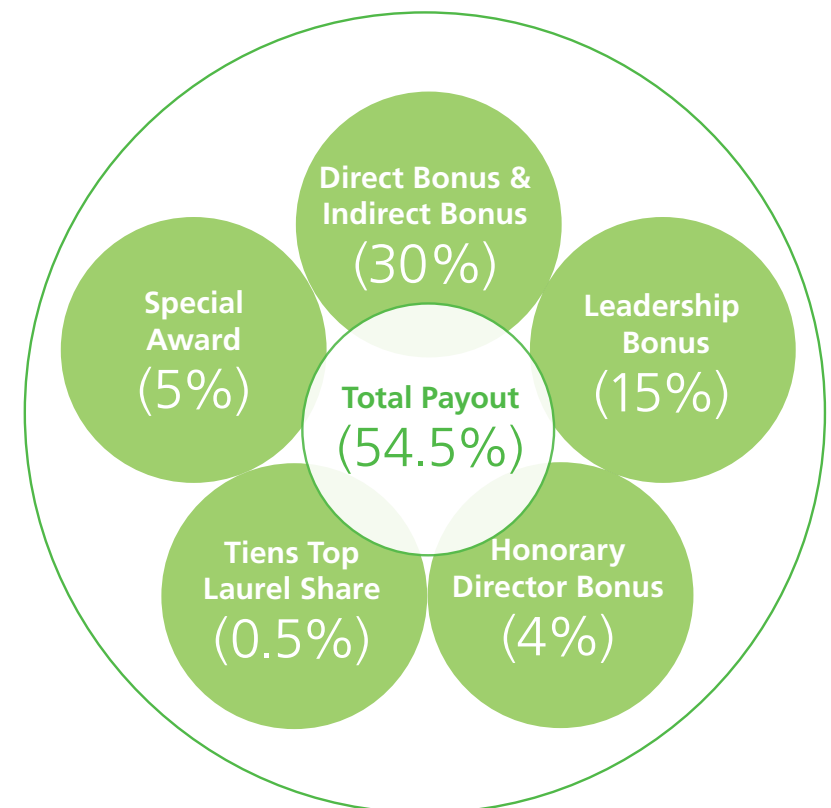
HOW TO BECOME A TIENS® INDEPENDENT DISTRIBUTOR

It takes only three simple steps to register...

(No product purchase necessary)

- 1** Fill in an Independent Distributor Agreement (online or offline form) & Purchase the TIENS® Starter Kit
- 2** Submit your application to your TIENS® Country HQ
- 3** Once you receive confirmation from us, you are an official TIENS® Independent Distributor!

TIENS® OFFERS NUMEROUS AWARDS
AND GENEROUS BONUSSES



**BONUS PAYOUT RATIO
AS HIGH AS 54.5%**



PREFACE

TIENS® Independent Distributors are the most valuable assets of TIENS®. In order to enhance your business, TIENS® has designed an innovative and generous Sales Compensation Plan.

The TIENS® Compensation Plan provides the opportunity to generate retail commissions quickly, as well as developing a long-term sustainable income.

BECOME A TIENS® INDEPENDENT DISTRIBUTOR

There is no requirement for a prospective TIENS® distributor in the UK to purchase any TIENS® product.

There are two types of TIENS distributor: “VIP Members” and “Distributors”.

You join as a VIP Member, enabling you to purchase TIENS® products at the VIP preferential wholesale price, resell the products, and recommend others to become VIP Members.

The TIENS® Starter Kit includes the following:

- An Independent Distributor ID Card – which details your exclusive TIENS® identification number
- 1 year access to a TIENS® Replicated Website AND 1 year access to the Independent Distributor Business Management Software
- 1 set of TIENS® Marketing Materials

Once approved, your TIENS® distributorship is valid for 1 business year (12 months), that is, as from the business month when the Company approves your distributorship until the last day of 12th month in one business cycle. If your accumulative product purchases for resale reach or exceed 100PV¹ within 1 business year, your qualification may be automatically extended for an additional business year².

¹ PV/BV:

PV: every TIENS® product purchased for resale or personal consumption attracts a PV or points value for qualification calculation purposes. **BV:** is the TIENS® internal currency value of the products purchased upon which Compensation Plan bonuses will be calculated.

² If the accumulative product purchase of a Member is less than 100PV in one year, his or her qualification will be regarded as ‘invalid’, and the qualification will be terminated. Members can re-activate their qualifications by purchasing 200PV products or above at one time within 6 months after becoming inactive.

RETAIL PROFIT (RP)

As a VIP Member and Independent Distributor you are able to purchase products at the preferential wholesale price, resell at the recommended retail price and retain the retail profit. TIENS® suggests that your retail price be set at 30% higher than the distributor price.

There are two ways to earn profit:

- A. Purchase products at the distributor price, and sell to your customers at the recommended retail price.
- B. Refer your customers to your TIENS official replicated website, where they can purchase from TIENS at the recommended retail price and you will receive a monthly retail profit rebate from TIENS.

You may choose to offer your online customer(s) a discount. In doing so, you elect to receive a reduced monthly retail rebate from TIENS® in accordance with your discount % and the discount % you offered your customer.

Whichever way your products are resold to your retail customers, the PV/BV generated is yours.



VIP MEMBER BONUS

TIENS® accumulates PV for VIP Members plus the VIP Members they personally introduce to their sales organisation (network).

VIP Members may qualify for higher discount rates as follows:

VIP Member Rank	Accumulative Total Network PV (ATNPV)	Discount%
VIP Member	0PV–49PV	Distributor price
VIP50	50PV–299PV	9%
VIP300	300PV–999PV	12%
VIP1000	>=1000PV	15%

VIP50 (and above) distributors must personally purchase 50PV accumulatively.

The VIP Member rank is based on the monthly accumulative PV.

The discount amount is returned to you in the form of a bonus payment, or as points, in the following month. Points can be used to purchase any TIENS® product.

The ranks of VIP Members are only ever upgraded, never downgraded. Once upgraded to a certain rank, you will retain at that rank permanently until qualified at a higher rank, or until your distributorship ceases e.g. because annual PPV was less than 100PV.

As a VIP Member you can only earn retail profit by selling TIENS® products to final customers and by qualifying for higher discounts that are awarded with rank upgrade.

A VIP Member is unable to receive any bonus for purchases made for resale by their network. However, the PV can be used to help qualify the introducing VIP Member (sponsor) for rank upgrade.

After successfully achieving upgrade to Distributor status, VIP Members can qualify for generous Distributor Bonuses as detailed in this TIENS® Compensation Plan.

DISTRIBUTOR BONUS (DB)

As a VIP Member you can qualify for Distributor status, by achieving specified Accumulative Personal PV (APPV), Accumulative Network PV (ANPV) and monthly Personal PV (PPV) requirements.

The Distributor Ranks are as follows: “Supervisor” (S), “Manager” (M), and “Senior Manager” (SrM).

Distributor Bonus qualification requirements as follows:

Independent Distributor Rank	APPV	ANPV	PPV or Auto-ship PPV	GPV	
				Upgrade month	Rank Maintenance /month
Supervisor (S)	200PV	1,500PV	50PV/ 40PV	200PV	200PV
Manager (M)	200PV	5,000PV	50PV/ 40PV	1,000PV	1,000PV
Senior Manager (SrM)	200PV	20,000PV	50PV/ 40PV	5,000PV	3,000PV

APPV: Accumulative Personal PV is accumulative **personal** performance. It includes accumulative PV of all products purchased for resale by the Distributor joining TIENS®.

ANPV: Accumulative Network PV is accumulative **network** performance. It includes accumulative PV values of all products purchased for resale by the Distributor and his/her network.

Important:

Supervisors are assessed upon their monthly performance, and will revert to VIP 1000 if they do not achieve the requisite PPV and GPV in a month.

In the event that a Distributor does not achieve the minimum requirement of 50PV (“active” status), he/she will revert to VIP Member level. When he/she purchases 50PV in any month following, it is possible for him/her to re-qualify at the previously held Distributor rank(s).



RANK ADVANCEMENT (UPGRADING)

Below are the Distributor Rank milestones, designed to give you and your network a method of monitoring your achievements, and providing great opportunities to generate more income...

Upgrade qualifications as follows:

RANK	UPGRADE QUALIFICATION
Supervisor (S)	APPV >= 200PV, ANPV >= 1,500PV (or APPV >= 1,200PV); monthly PPV >= 50PV or Auto-ship PPV >= 40PV, GPV >= 200PV;
Manager (M)	APPV >= 200PV, ANPV >= 5,000PV; monthly PPV >= 50PV or Auto-ship PPV >= 40PV, GPV >= 1,000PV;
Senior Manager (SrM)	APPV >= 200PV, ANPV >= 20,000PV; monthly PPV >= 50PV or Auto-ship PPV >= 40PV, GPV >= 3,000PV; (GPV of the upgrade month >= 5,000PV);
1-star Gold Lion (1*GL)	APPV >= 200PV, ANPV >= 20,000PV; 1 Sr.M within your network; monthly PPV >= 100PV or Auto-ship PPV >= 75PV, GPV >= 3,000PV;
2-star Gold Lion (2*GL)	APPV >= 200PV, ANPV >= 20,000PV; 1 Sr.M in a min. 3 of your network lines; monthly PPV >= 100PV or Auto-ship PPV >= 75PV, GPV >= 3,000PV;
3-star Gold Lion (3*GL)	APPV >= 200PV, ANPV >= 20,000PV; 1 Sr.M in a min 5 of your network lines; monthly PPV >= 100PV or Auto-ship PPV >= 75 PV, GPV >= 3,000PV;
4-star Gold Lion (4*GL)	APPV >= 200PV, ANPV >= 20,000PV; 1 Sr.M in a min 7 of your network lines; monthly PPV >= 100PV or Auto-ship PPV >= 75 PV, GPV >= 3,000PV;
5-star Gold Lion (5*GL)	APPV >= 200PV, ANPV >= 20,000PV; 1 Sr.M in a min 9 of your network lines; monthly PPV >= 100PV or Auto-ship PPV >= 75 PV;
1-star Honorary Director (1*HD)	APPV >= 200PV, ANPV >= 20,000PV; Total points of downline GL >= 10 (5 points from one line as maximum); monthly PPV >= 100PV or Auto-ship PPV >= 75 PV;
2-star Honorary Director (2*HD)	APPV >= 200PV, ANPV >= 20,000PV; Total points of downline GL >= 15 (5 points from one line as maximum); monthly PPV >= 100PV or Auto-ship PPV >= 75 PV;
3-star Honorary Director 3*HD	APPV >= 200PV, ANPV >= 20,000PV; Total points of downline GL >= 20 (5 points from one line as maximum); monthly PPV >= 100PV or Auto-ship PPV >= 75 PV;
4-star Honorary Director (4*HD)	APPV >= 200PV, ANPV >= 20,000PV; Total points of downline GL >= 25 (5 points from one line as maximum); monthly PPV >= 100PV or Auto-ship PPV >= 75 PV;
Top Laurel Share (TLS)	APPV >= 200PV, ANPV >= 20,000PV; Total points of downline HD >= 12, and total points of downline GL >= 40; monthly PPV >= 100PV or Auto-ship PPV >= 75 PV; (4 points of HD and 5 points of GL as maximum from one line)

DIRECT BONUS (DB) & INDIRECT BONUS (IDB)

As your network expands and you upgrade to higher ranks, you receive the bonuses for both your personal sales, and for helping to train and guide your network in their efforts to retail TIENS products and develop a sales network of their own.

DB and IDB Percentage	Member	VIP50	VIP300	VIP1000	S	M	SrM or above	
	0%	9%	12%	15%	18%	24%	30%	
Member					18%	24%	30%	
IDB of each level	VIP50	VIP Members earn direct bonuses (discount rebates for personal product sales (PV))				9%	15%	21%
	VIP300				6%	12%	18%	
Stair-Step Bonus	VIP1000				3%	9%	15%	
	S. M.					6%	12%	

Explanation:

A Distributor's PPV contributes to his/her direct bonus qualification. The PPV of a distributor's network contributes to his/her indirect bonus qualification. The percentages of direct and indirect bonuses are determined by rank.



LEADERSHIP BONUS (LB)

By offering training and support to your network, you qualify to earn Leadership Bonus (LB) when they achieve the rank of SrM.

According to commission rank, a 1*GL or above can earn Leadership Bonus as a percentage of GPV of their "SrM" rank network distributors. (All ranks higher than SrM are considered the same for bonus calculation purposes).

The levels (network depth by rank) for LB and bonus percentage are as follows:

Levels	1*GL	2*GL	3*GL	4*GL	5*GL or above
1	6%	6%	6%	6%	6%
2	3%	3%	3%	3%	3%
3	2%	2%	2%	2%	2%
4		1%	1%	1%	1%
5			1%	1%	1%
6				1%	1%
7					1%

HONORARY DIRECTOR BONUS (HDB)

You will qualify for Honorary Director Bonus (HDB) when you achieve 1*HD rank or above.

At 1*HD rank or above you can qualify to earn either:

- a Stair-Step Bonus;
- or a bonus based upon the GPV of your network distributors qualified at the same HD rank.

Levels (network depth) and bonus percentage at each rank are indicated as follows:

Level	1*HD	2*HD	3*HD	4*HD or above
Stair-Step Bonus	1%	1.5%	2%	2.5%
1st Equivalent Level	0.3%	0.3%	0.3%	0.3%
2nd Equivalent Level				0.3%

HDB is calculated through infinite levels. If there is no downline distributor qualified either at the same rank or above, you can qualify for HDB to an infinite depth in your network.

You qualify to earn the Stair-Step Bonus if you have lower ranking HD network distributors, and 1 to 2 levels' Leadership Bonus from your HD downlines who qualify at the same rank as you.

As an HD ranking distributor, the equivalent Leadership Bonus can be earned concurrently, plus you qualify for bonus when your network distributors qualify at the same / lower / or higher rank.



TIENS® TOP LAUREL SHARE (TTLS)

As a Top Laureate distributor you qualify to participate in TIENS® Top Laurel Share Bonus:

- 0.5% of the total global BV!
- It counts 1 point each time a distributor qualifies at TL rank.

TTLS bonus is calculated at the end of each quarter based on the accumulated points in that quarter. The detailed calculation method is as below:

$$\text{TTLS Bonus of an independent distributor} = \frac{\text{TTLS points of the independent distributor} \times (\text{Global BV} \times 0.5\%)}{(\text{TTL.S. points of all the qualifiers})}$$

SPECIAL AWARD (SA)

The year-end reward for the outstanding distributors who have demonstrated extraordinary performance throughout the previous year. The SA Bonus includes funds for Domestic/International Travel & Tourism, a Luxury Car fund, a Luxury House fund, and so on:



1% TRAVEL & TOURISM

RANK – Outstanding Independent Distributors

The company announces award policy, incentive trips and qualifications each year.

2% LUXURY CAR

\$100,000

RANK – 1*GL or above

QUALIFICATION

Qualify as 1*GL, get 1 point, Qualify as 2*GL, get 2 points

Qualify as 3*GL, get 3 points, Qualify as 4*GL, get 4 points

Qualify as 5*GL, get 5 points, Qualify as HD or above, get 5 points

MIN POINTS – Participate with 12 points/year



1.5% LUXURY HOUSE

\$500,000

RANK – 1*HD or above

QUALIFICATION

Qualify as 1*HD, get 1 point, Qualify as 2*HD, get 2 points

Qualify as 3*HD, get 3 points, Qualify as 4*HD, get 4 points,

Qualify as TL, get 4 points

MIN POINTS – Participate with 12 or above points/year

0.5% LIFE-TIME

ACHIEVEMENT

\$1,000,000

RANK – TL rank

QUALIFICATION – Qualify as TL 3 times within a year

MIN POINTS – Participate in the award if qualified as TL 3 times with a year



EARNED RANK & COMMISSION RANK

Earned Rank: A distributor qualifying at 1*GL or above, retains the rank title permanently, which enables him/her to enjoy such privileges as special trainings, meeting activities, promotions etc. for that particular rank.

Commission Rank: commission rank is based on a distributor's actual personal and network sales (PV) achievements in a month. A distributor's bonus is calculated based upon his/her Commission Rank in that month.



MONTHLY MAINTENANCE PPV

The TIENS® Compensation Plan is based upon the sale of products to final customers. Distributors purchase and resell TIENS® products in order to qualify for bonuses.

The monthly PPV requirement for each VIP Member/Distributor Rank is indicated in the following table:

Rank	Monthly PPV Requirement	Type of Bonus
VIP Member	0	R.P., D.B.
Supervisor to Senior Manager	50PV or Auto-ship 40PV	R.P., D.B., ID.B.
1-star Gold Lion or Above	100PV or Auto-ship 75PV	R.P., D.B., ID.B., LB, HD.B., TTL.S., S.A.

From the month you upgrade to a Distributor Rank, you are required to purchase for resale the required amount of product each month to continue earning the corresponding rank bonuses and benefits.

MONTHLY AUTOSHIP PLAN

You may choose to meet the monthly PPV requirement through the AutoShip Plan by subscribing to a monthly selection of products for resale. The AutoShip Plan is a pre-contract reorder plan. You can apply to adjust or cancel your AutoShip product selection [effective the following month] before 23rd of each month.

Important Benefits of the AutoShip Plan

For those participating in the TIENS® AutoShip Plan, monthly qualification requirements are lowered:

- Senior Managers and lower ranks need only 40PV per month to qualify;
- 1*Golden Lion and higher ranks need only 75PV to qualify;
- At Supervisor Level and above, new Level qualification will be determined by their total group sales performance in the current month.

SPECIAL DECLARATION

- TIENS® calculates bonus using BV and issues bonuses in the local currency. The exchange rate between BV and the local currency is determined by the Company at the beginning of each year. In a case where the actual currency exchange rate fluctuates greatly, the Company may adjust the exchange rate at any time in the year.
- TIENS® determines a business cycle as a business month, ending on 23rd each month local time.
- The bonus calculation of the previous month sales activity will be performed before 10th of the following month and the bonus will be issued to the Independent Distributor's bank account before 20th of the following month. In the event of local or national festivals and holidays, the bonus payment may be deferred accordingly.
- TIENS® levies a 2BV Monthly Service Fee to each distributor qualifying for a bonus payment. The service fee is levied on the actual bonus amount if any qualifying distributor's BV is equal to less than 2.
- The minimum monthly payout issued by TIENS® is £2. Amounts will accrue on your TIENS® commissions account until the minimum payout requirement is reached.
- All the commissions and bonuses described in the Compensation Plan (payment/physical reward) are calculated and paid on a pre-tax basis. The company will comply with all applicable tax policies according to the local laws.
- In case of conflict between any content of this Compensation Plan and the relevant laws and regulations in the local country, the related content shall be applied according to the local laws and regulations.
- Generating significant earnings and rewards as a Tiens Independent Distributor will take time, effort and commitment. There is no guarantee of financial success, only rewards based upon personal and network retail sales activities.

TIENS® reserves the sole and exclusive right to amend or revise this Compensation Plan

DEFINITIONS & USEFUL TERMS TO KNOW

- **APPV:** Accumulative Personal PV is the accumulative personal performance. It includes the accumulative PV values of all the products purchased by you primarily for resale or personal consumption since becoming a distributor.
- **ANPV:** Accumulative Network PV is the accumulative network performance. It includes the accumulative PV values of all the products purchased for resale by both you and your network.
- **AUTOSHIP:** a program that offers the convenience of a monthly automatic delivery of TIENS® products, with the opportunity of reduced monthly PV qualification requirements for subscribers.
- **BV:** is the TIENS® currency value of the commissionable products purchased from the Company upon which Compensation Plan bonuses will be calculated.
- **Commission Rank:** actual qualified to be paid at rank/title in a month.
- **Distributor:** a person engaged in the general distribution of TIENS® products. The only required purchase to become a Distributor is a not-for-profit Starter Kit which includes online business tools. All product purchases are optional.
- **Earned Rank:** title rank in a month, irrespective if paid at a lower Commission Rank.
- **Golden Lion (GL) Points:** refers to the highest qualifying Golden Lion in each group team line. For example, if the highest qualifying Golden Lion in a team is five stars (5*), then the Golden Lion points will be 5 points for that team. At Honorary Director level, the Golden Lion value for the network will be 5 points. Points for Honorary Directors are calculated the same way as Golden Lion points;
- **GPV:** Group PV, group performance (per month) refers to the PV values of the products purchased for resale, in one business month by you plus the remaining Distributors (after deducting the amounts purchased for resale by 'Senior Managers' and higher level qualified teams) in your network.
- **HD Points:** refer to the points of the highest HD rank in one line.
- **Level:** every person you personally introduce as a TIENS® Distributor (you are their "Sponsor") are your level 1 distributors. Anyone sponsored by one of your level 1 distributors is your level 2; anyone sponsored by someone on your level 2 is your level 3 and so on.
- **Line:** a distributor you personally introduce to TIENS®, plus the people they personally introduce, plus the people they personally introduce, and so on, represent one "line" in your network (sometimes referred to as "leg" or "branch").
- **Network:** you, plus all the people you have personally recommended to become Distributors of TIENS®, plus all the people that they have recommended to become Distributors of TIENS®, and so on in total represent your network.
- **PV:** every TIENS® product purchased for resale or personal consumption attracts a PV or points value for qualification calculation purposes.
- **Sponsor:** a Distributor who personally introduces another Distributor to register with TIENS®. Your sponsor is the person who recommended you to/introduced you and helped you register. When you introduce new Distributors to TIENS®, you become their sponsor.
- **Wholesale/retail:** as in many product-driven businesses, there is a wholesale price (e.g. for agents and distributors) and a retail price for end consumers. By virtue of being a TIENS® Distributor, you may purchase TIENS® products at wholesale prices. You may then resell the products to your customers at a retail price determined by you (TIENS® do provide a recommended retail price to guide your retail pricing, should you require it).



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