

THE QIVANA COMMISSION PLAN

Qivana's sole mission is to make you and others like you the most successful entrepreneurs in the world. Your success truly is our primary focus. With that in mind Qivana created the most profitable and fair commission plan in the industry. Qivana's Hybrid Commission Plan is a simple, yet lucrative approach to help you earn potentially hundreds or thousands of dollars each week.

WHAT MAKES QIVANA COMMISSIONS DIFFERENT?

- Qivana IBOs are paid weekly
- Qivana encourages a team building approach
- Qivana never flushes earned volume*
- Qivana allows you to get paid on unlimited binary tree depth
- Qivana rewards you for building leaders

**Must remain active with a 4-week rolling volume of at least 50PV*

Now that you understand what sets Qivana's Commission Plan apart, let's discuss some of the specific ways you can begin earning money with Qivana.

1. RETAIL COMMISSIONS

Qivana Independent Business Owners (IBOs) have the ability to maximize their commissions by simply selling Qivana products to individual customers. Retail commissions are paid on the difference between your customer's purchase price (retail) and your wholesale price.

Direct them to your replicated website and they can purchase directly from you without you handing over product. Qivana handles, ships and tracks the product for you. Each time an IBO sells a product, a retail commission is earned.

Regular customers that order on a continuous basis can become Qivana Preferred Customers by enrolling on AutoShip. Preferred customers enjoy a \$5 per system discount off the retail price.

When your customers order Qivana products the order volume will count towards your PV (personal volume). Any PV in excess of 200 rolls to your lesser leg volume.

**To receive retail commission you must first become a Qivana Independent Business Owner (IBO) and enroll a customer.*

2. QUICK START BONUS

The Quick Start Bonus pays you immediate income on the initial order of each new personally sponsored IBO you enroll. Quick Start is a one-time bonus, paid out based on the initial order of your personally sponsored IBOs. If you, the enroller, are on 100PV AutoShip, you earn 10% on the initial order volume of your enrollees. If you are on 200PV AutoShip, you earn 20% of the initial order volume of your enrollees.

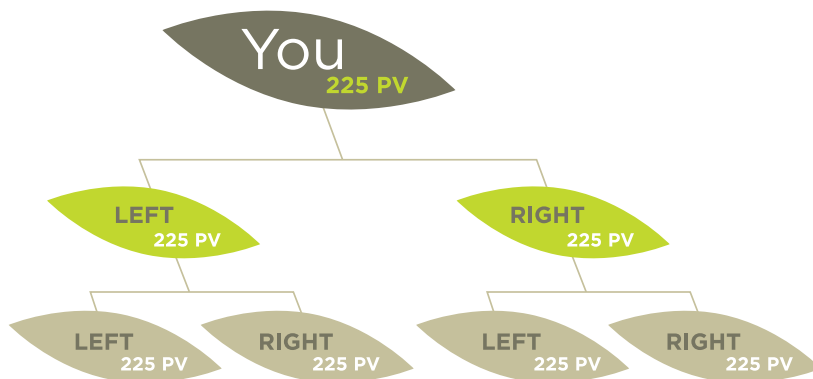
ENROLLER AUTOSHIP PV AMOUNT	100PV	200PV
1 ST LEVEL	10% OF FIRST ORDER VOLUME	20% OF FIRST ORDER VOLUME

DETAILS:

- The maximum an IBO can earn on a personal sponsor is \$200.

3. TEAM COMMISSIONS

Team Commissions are the foundation of the Qivana Commission Plan and are paid from the binary tree structure. Your binary tree has two legs—a left leg and a right leg. Everyone in your team will fall into one of these two legs. As you enroll new IBOs on your team and those IBOs enroll new IBOs (your downline), you are entitled to receive a Team Commission on your downline's weekly purchase volume. The calculation is simple. Your commission is 10% of the total volume in your lesser leg (lesser volume).



TO BEGIN EARNING TEAM COMMISSIONS, YOU NEED TO:

- Be active with 100PV Monthly
- Have 500GV (or greater) in lesser leg volume
- Personally sponsor at least 1 active* IBO in the left and right leg of the binary structure.

**An active IBO is defined as having at least 50PV 4-week rolling volume.*

DETAILS:

- If IBO's rolling 4-week volume is 100PV or greater, the lesser leg caps at 4,000GV if the other commission requirements are not met.
- If IBO's rolling 4 week volume is 50-99PV, the lesser leg will cap at 1,000GV.

4. EXECUTIVE GENERATION BONUS

The Executive Generation Bonus (EGB) offers another way to get paid by earning commissions on personal enrollees and their downline. The EGB allows you to earn a bonus on the team commissions paid in your personal enrollment tree. As your rank increases, so does the number of generations on which you can be paid an EGB bonus, to a maximum of seven generations.

A generation is defined as a qualified Silver Pro in your enrollment tree down to your next qualified Silver Pro. Everyone you personally sponsor is placed on your first level and each level pays out on unlimited width. This EGB tree is completely separate from the Team Commission tree, and simply follows the chain of personally sponsored IBOs.

TO BECOME EGB QUALIFIED, AN IBO NEEDS TO:

- Achieve the rank of Gold (or above) during the commission period
- Have 4-week rolling volume of 200PV or greater
- Have 4 active, personally sponsored IBOs

As your rank and the number of people you personally sponsor on AutoShip increases, the number of generations you can earn with the EGB also increases.

**Note: Purchasing 500PV as your initial order automatically qualifies you to receive the Executive Generation Bonus on your first generation for your first four weekly commission cycles with no other requirements. Purchasing 1000PV on your initial order automatically qualifies you to receive Executive Generation Bonus on your first generation for your first 12 weeks with no other requirements.*

EXECUTIVE GENERATION BONUS PAYOUT

RANK	GOLD	PLATINUM	PLATINUM PRO	DIAMOND	EXECUTIVE DIAMOND	PRESIDENTIAL DIAMOND	ROYAL DIAMOND
PV REQUIRED	200	200	200	200	200	200	200
PERSONALLY SPONSORED	4	6	8	12	16	16	16
G E N E R A T I O N S	1ST GENERATION	1ST GENERATION	1ST GENERATION	1ST GENERATION	1ST GENERATION	1ST GENERATION	1ST GENERATION
		2ND GENERATION	2ND GENERATION	2ND GENERATION	2ND GENERATION	2ND GENERATION	2ND GENERATION
			3RD GENERATION	3RD GENERATION	3RD GENERATION	3RD GENERATION	3RD GENERATION
				4TH GENERATION	4TH GENERATION	4TH GENERATION	4TH GENERATION
					5TH GENERATION	5TH GENERATION	5TH GENERATION
						6TH GENERATION	6TH GENERATION
							7TH GENERATION

- GOLD AND ABOVE MUST BE 200-ACTIVE AND QUALIFIED TO EARN AN EGB BONUS. THE EGB BONUS IS PAID WEEKLY.
- QIVANA'S GUARANTEE OF A 50% PAYOUT OF ALL BONUS VOLUME IS DONE BY CALCULATING THE EGB BONUS ON A FLOATING PERCENTAGE. AFTER THE VARIOUS OTHER WAYS OF EARNING BONUSES WITH QIVANA ARE CALCULATED, ANY REMAINING VOLUME IS ALLOCATED TO THE EGB BONUS AND THEN PAID.



5. RAPID RANK BONUS PROGRAM

One of the most exciting ways to get started in the Qivana Commission Plan is by earning Rapid Rank bonuses. Designed specifically for the “go getter,” these bonuses pay big money for advancing through the Qivana ranks.



*All Rapid Rank and Rank Achievement Bonuses are one-time bonuses only.

**Rapid Rank bonuses are paid only if IBO qualifies within the outlined time requirements.

***Additional requirements needed to achieve rank.

****Promotion only. Please see website for details.

6. QIVANA CAR PROGRAM

Drive your dream with Qivana's incredible Car Program. Never before has a car program been so accessible. By utilizing a tiered approach, everyone from a new leader to our top IBOs will have access to a monthly car bonus. Make it your goal to become Car Program eligible and let Qivana make your car payments for you!

RANK	CAR BONUS*
PLATINUM	\$300 PER MONTH
PLATINUM STAR	\$300 PER MONTH
PLATINUM PRO	\$500 PER MONTH
DIAMOND	\$500 PER MONTH
EXECUTIVE DIAMOND	\$500 PER MONTH FOR 6 MONTHS
PRESIDENTIAL DIAMOND	\$750 PER MONTH FOR 6 MONTHS
CROWN DIAMOND	\$1,000 PER MONTH FOR 6 MONTHS



APPROVED MAKES & MODELS

- Mercedes Models: Any C, E, S, CL, CLS, GLK, M, GL, G, R, SLK, SL, or SLS series Mercedes
- BMW Models: Any 1, 3, 5, 7, X, Z, or M series BMW
- Car must be less than 3 years old at the time of purchase or lease.

DRIVE PROGRAM RULES

- ▶ IBOs that qualify at the rank of Executive Diamond or above are entitled to a Qivana Car Program bonus for 6 months. IBOs that re-qualify within their first 6 months will earn an additional 6 months car bonus (12 months total).
- ▶ IBOs that qualify at the rank of Platinum, Platinum Star, Platinum Pro or Diamond are entitled to a Qivana Car Program bonus for 1 month and every additional month that the rank is maintained.
- ▶ Approved Qivana Car Program makes and models are listed above.
- ▶ Qivana Car Program bonuses are nontransferable.
- ▶ IBOs earn the Qivana Car Program bonus upon first achieving a qualifying rank.
- ▶ Executive Diamonds and above that re-qualify for their achieved rank during the first 6 months will earn 6 additional months of Qivana Car Program bonuses. Offer is good for first-time qualifiers only.
- ▶ After providing proof of a qualifying car lease or purchase (approved makes and models are listed above), Qivana will issue monthly payments to Car Program qualified IBOs.
- ▶ Qualified IBOs that reach the rank of Executive Diamond or above may elect to receive a 50% monthly cash payment in lieu of their full Qivana Car Program bonus.
- ▶ When the initial Qivana Car Program qualification period ends for Executive Diamonds and above (6 or 12 months), Qivana will review the IBOs rank history to determine their eligibility for future Car Program bonuses. IBOs will be eligible to receive Car Program bonuses for 6 additional months, and for additional 6 month intervals beyond that, based on the number of times they requalified during the previous 6 months: Qualified 3 times = 100% of bonus; Qualified 2 times = 75% of bonus; Qualified 1 time = 50% of bonus.
- ▶ IBOs must be continually active with at least 200PV to be eligible for the Qivana Car Program.
- ▶ The Qivana Car Program is only available in the US and CANADA.
- ▶ Car Program Bonuses are subject to 1099 reporting requirements with the IRS.

7. QIVANA REWARDS

Sinking your feet into a sandy beach should be a priority. Enjoy some of the most incredible beaches, resorts and destinations found on earth. Qivana will seek out and take you to the most breath taking places in the world.



Each year Qivana takes its leaders to new and exciting locations. These incredible locations will provide extraordinary food, once-in-a-lifetime activities and plenty of sun.

See www.qivana.com/events for specific details on how to qualify for Qivana's Reward Trips.

EARNINGS DISCLAIMER: Your success as a participant in the IBO program is dependent upon, among other things, your own dedication, work ethic and business skill and practices and nothing in this document is intended to guarantee or should be interpreted as guaranteeing you any financial result. All statements in this document regarding the amount of money or the lifestyle you may attain by participation in the IBO program are for illustration purposes only, and the examples are not to be interpreted as any guarantee, promise, representation and/or assurance. Examples contained in this document do not reflect the performance of all participants in the IBO program or the average results of participants in the IBO program. Making decisions based on any information presented in this brochure or our other materials should be done only with the knowledge that you could experience losses or make no income at all.

THE QIVANA RANK REQUIREMENTS

** Qivana defines "active" as having 4-week rolling volume of at least 50PV*

RANK LEVEL SILVER	WEEKLY EARNING POTENTIAL
SILVER	\$750
<ul style="list-style-type: none"> • Active with 50 PV monthly • Two personally sponsored Active* IBOs 	
SILVER Star	\$1000
<ul style="list-style-type: none"> • Active with 100 PV monthly • 500 GV weekly in lesser volume leg • Two personally sponsored Active* IBOs 	
SILVER Pro	\$1250
<ul style="list-style-type: none"> • Active with 100 PV monthly • 1000 GV weekly in lesser volume leg • Two personally sponsored Active* IBOs 	

RANK LEVEL GOLD	WEEKLY EARNING POTENTIAL
GOLD	\$1500
<ul style="list-style-type: none"> • Active with 200 PV monthly • 2000 GV weekly in lesser volume leg • Two personally sponsored Active* IBOs • One personally sponsored paid as rank Silver or above 	
GOLD Star	\$1750
<ul style="list-style-type: none"> • Active with 200 PV monthly • 3000 GV weekly in lesser volume leg • Two personally sponsored Active* IBOs • Two personally sponsored paid as rank Silver or above 	
GOLD Pro	\$2000
<ul style="list-style-type: none"> • Active with 200 PV monthly • 4000 GV weekly in lesser volume leg • Two personally sponsored Active* IBOs • Two personally sponsored paid as rank Silver or above 	



RANK LEVEL PLATINUM	WEEKLY EARNING POTENTIAL
PLATINUM <ul style="list-style-type: none"> • Active with 200 PV monthly • 6000 GV weekly in lesser volume leg • Two personally sponsored Active* IBOs • Three personally sponsored paid as rank Silver or above 	\$2500
PLATINUM Star <ul style="list-style-type: none"> • Active with 200 PV monthly • 8000 GV weekly in lesser volume leg • Two personally sponsored Active* IBOs • Four personally sponsored paid as rank Silver or above 	\$3000
PLATINUM Pro <ul style="list-style-type: none"> • Active with 200 PV monthly • 10000 GV weekly in lesser volume leg • Two personally sponsored Active* IBOs • Four personally sponsored paid as rank Silver or above 	\$5000

RANK LEVEL DIAMOND	WEEKLY EARNING POTENTIAL
DIAMOND* <ul style="list-style-type: none"> • Active with 200 PV monthly • 15000 GV weekly in lesser volume leg • Two personally sponsored Active* IBOs • Three personally sponsored paid as Silver and three paid as Silver Star or above <p><i>*These requirements must be met each week for two (2) out of 4 rolling weeks.</i></p>	\$7500
EXECUTIVE DIAMOND* <ul style="list-style-type: none"> • Active with 200 PV monthly • 20000 GV in lesser volume leg for two consecutive weeks • Two personally sponsored Active* IBOs • Four personally sponsored paid as Silver and three paid as Silver Star or above <p><i>*These requirements must be met each week for three (3) out of 4 rolling weeks.</i></p>	\$10,000
PRESIDENTIAL DIAMOND* <ul style="list-style-type: none"> • Active with 200 PV monthly • 25000 GV in lesser volume leg for two consecutive weeks • Two personally sponsored Active* IBOs • Three personally sponsored paid as Silver and four paid as Silver Star or above. <p><i>*These requirements must be met each week for four (4) consecutive weeks.</i></p>	\$10,000 team commission
ROYAL DIAMOND* <ul style="list-style-type: none"> • Active with 200 PV monthly • 30000 GV in lesser volume leg for two consecutive weeks • Two personally sponsored Active* IBOs • Seven personally sponsored paid as rank Silver Star or above <p><i>*These requirements must be met each week for four (4) consecutive weeks.</i></p>	\$10,000 team commission
CROWN DIAMOND* <ul style="list-style-type: none"> • Active with 200 PV monthly • 50000 GV in lesser volume leg for two consecutive weeks • Two personally sponsored IBOs on AutoShip • Seven personally sponsored paid as rank Silver Star or above <p><i>*These requirements must be met each week for four (4) consecutive weeks.</i></p>	\$10,000 team commission



COMMISSION PLAN FAQ

WHAT IS AUTOSHIP?

AutoShip is an optional convenience program that allows IBOs to create a recurring order (every 4 weeks) that is automatically shipped to your house. IBOs on AutoShip receive Qivana products at wholesale price. To hold, change or cancel your AutoShip please call 1.888.874.8262.

WHY DOES MY AUTOSHIP RUN EVERY 4 WEEKS AND NOT MONTHLY?

Qivana's Commission Plan pays out on weekly commission cycles (rather than monthly), and the AutoShip follows these cycles. Qivana defines "active" as having an order in a rolling 4-week period rather than an entire month.

WHAT IS A COMMISSION PERIOD?

Qivana commission periods are one full week, beginning at 12:00 a.m. (CT) Sunday morning and ending at 11:59 p.m. (CT) Saturday night. All commissions are calculated based upon the volume and activity that happens during that timeframe.

IF I STOP ORDERING, WHAT HAPPENS TO MY ACCUMULATED (BANKED) VOLUME?

Qivana IBOs are considered "inactive" if their personal volume during a rolling 4-week period is less than 50PV. Inactive IBOs lose all banked volume. Volume can be banked again once orders of 50PV or greater are placed during the rolling 4-week period.

ONCE I HAVE EARNED COMMISSIONS, HOW AND WHEN WILL I GET PAID?

When an IBO has earned a commission, they are notified in their MyQivana Back. The notification will prompt them to sign-up for the Qivana PayCard—a Qivana-branded MasterCard for Qivana to automatically pay earned commissions to. Your Qivana PayCard includes an online account management system and includes the ability to transfer earned commissions to a personal bank account. The Qivana PayCard can also be used wherever MasterCard is accepted. Third party card fees may apply.

Qivana commission periods end at 11:59 p.m. (CT) each Saturday night. Any commissions earning during a commission period will be paid to the Qivana PayCard on the second Friday after the close of the commission period.

WILL TAXES AUTOMATICALLY BE WITHHELD FROM MY QIVANA COMMISSION PAYMENTS?

As a Qivana Independent Business Owner you are self-employed. Qivana does not withhold taxes from your commissions, but will issue a 1099 tax form at the end of the year. It is your responsibility to seek appropriate advice from a tax professional and submit applicable tax payments.

For any other questions, please contact Qivana IBO Support at 888-8QIVANA (888-874-8262).

