

# REWARDS plan

# Rewards Plan Overview

The Hyten Rewards Plan is based off a rolling 4-week cycle. Which means you will have four weekly commission periods comprised of the current week plus the previous three weeks. Once the 5th week starts, the first week will drop off. To simplify this, we have implemented four color-coded weeks. You will always have 4 colors (blue, orange, green and purple) in your rolling 4-week cycle.

Your rank is based on the total volume from your rolling 4-week cycle.

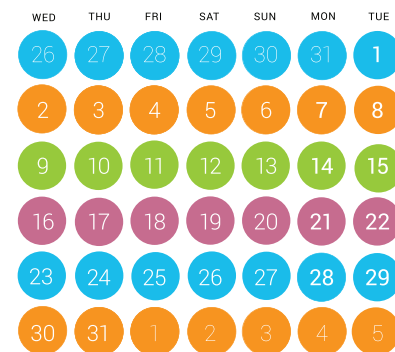
## Commission Period

The weekly commission period starts every Tuesday (12:00:00 AM CST USA) through Monday night (11:59:59 PM CST USA). Commissions are paid out the following Tuesday by 11:59:59 PM CST USA.

## How to Join

Customers may join Hyten Global free of charge and will be able to purchase and enjoy a wide selection of health and travel products (product selection may vary by country). In addition to receiving high quality products and wholesale pricing, Customers will also receive Reward Points on qualified product orders.

Distributors may elect to purchase the Hyten Business System for an annual fee of \$27. The system includes a personalized marketing website, an online office to track and manage your business and a Get Started Training Program that includes essential sales and marketing tools to help you build and expand your business. Plus, a deeper wholesale discount on all health products.



It's important to understand that Hyten Global is in the business of acquiring new Customers. At least 50% of a distributors sales volume must come from customer retail sales (available products may include the various nutritional products and travel products). Customers are compensated strictly on the sale of Hyten's products (both personal sales and the sales made by their downline).

***No commissions are paid for recruiting new Distributors.***

## GET PAID TO SHARE PRODUCTS YOU LOVE!

# 1

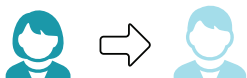
### Referral Bonus

We want our Customers and Distributors to be rewarded when their friends join or purchase products through Hyten. Whenever a new Customer is referred to Hyten, the sponsor will receive Reward Points to use toward free product, hotel stays or Jetsetter Trips.

The Reward Points will be awarded when commissions are calculated for the weekly period where the order is placed.



**Customer referred by a Customer = 100 Reward Points**



**Customer referred by a Distributor = 200 Reward Points**

The Reward Points earned via referrals are not included in the weekly leg and 4-week caps. See Reward Points pg. 5.

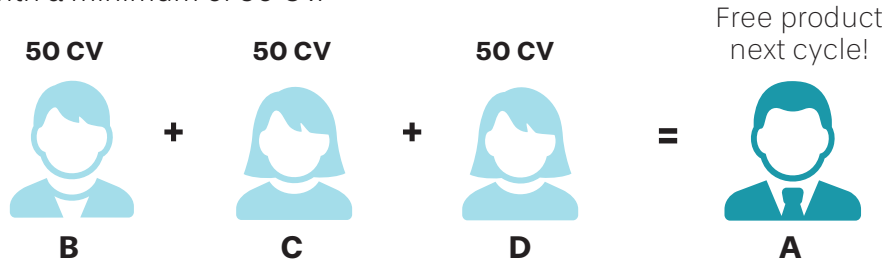
# 2

## 3 X Free Bonus

The 3 X Free bonus helps Customers and Distributors earn their products for free! It's simple. If the CV in your rolling 4-week cycle is tripled, then your Auto Order will be paid for the next cycle. All referred Customer purchases equal to or greater than 50 CV will count towards your 3 X Free qualification.

Example 1:

"A" purchases a product with 50 CV. He/She then follows the CSET (Connect, Share, Enroll, Teach) system and shares the products with his/her friends "B", "C", and "D". All three decide to sign up as Customers and purchase product with a minimum of 50 CV.



Since the three orders equal three times the number of "A's" Auto Order, "A's" Auto Order for the following rolling 4-week cycle will be free, and will continue to be free as long "B", "C", & "D" continue to order. If they cancel, then "A" will need to get someone else to purchase products to qualify for free product.

Both Customers and Distributors can qualify for 3 X Free. All Customer sales equal to or greater than 50 CV will count toward 3 X Free qualifications. When free product is awarded in any given rolling 4-week cycle, no CV is granted to the upline from the qualified 3 X Free order.

Example 2: Changing Your Auto Order

If "A" has an order of 50 CV on a Blue week, "A" will need 150 CV by the following Blue week and a minimum of three customers to qualify for 3 X Free. If "A" changes their order to exceed 50 CV within three days of the Auto Order is specified to make payment, "A" will still get the product order of 50 CV for free, but must pay for the remaining balance of the order.

**Your Auto Order must be set up to participate in the 3 X Free Program. Reward Points will be awarded for the qualifying free order.**

*If you change your Auto Order, you will need a valid form of payment on your account to process the remaining balance. In select markets, cash deposits must be provided within 48 hours of the process date.*

# 3

## First Order Bonus

The First Order Bonus is a bonus that is paid to the upline when the sponsored Customer or Distributor makes his or her first product purchase.

Example:

If the upline sponsor "A" is active at less than 100 CV, then "A" receives just 15% first level payout and the first upline above the sponsor qualified at 100 CV or more will receive 5%.

If the upline sponsor "B" is active at 100 CV or greater, then "B" receives 25% first level payout and the first upline above the sponsor qualified at 100CV or more will receive 5%.

	50 CV	100 CV
<b>Level 1</b>	15%*	25%*
<b>Level 2</b>		5%*

\*% of the product order's CV

*Dynamic compression applies. Second level at 5% always pays out but the first level may be 15% or 25% based on upline sponsor active level.*

# 4

## Team Bonus (Binary)

The Team Bonus is based on the Binary Structure (Right Leg and Left Leg). To qualify for the different team bonus commissions, you must have the appropriate amount of CV and Lesser Leg CV to receive a 10%, 12% or 15% Team Bonus payout within the rolling 4-week cycle.

### Team Bonus Requirements

1. Active CV requirement
2. Minimum Weekly Lesser Leg Team CV

Active Requirement (4-week CV)	Min. Weekly Lesser Leg Team CV	Team Bonus Payout
50	200	10%
100	10,000	12%
150	20,000	15%

If you are inactive, meaning you don't have the required CV within the rolling 4-week cycle, your rollover volume will be reduced to zero.

Binary rollover volume is capped at 1,000,000 CV on the strong leg.






Example 1: To earn a 12% Team Bonus you are required a minimum of 10,000 CV in your lesser leg and 100 CV to qualify.

To be "Active" you must maintain at least 50 CV within the rolling 4-week cycle.

# 5

## Check Match Bonus

Starting at the rank of Gold, Hyten will award you a check match of the team bonuses within your enrollment sales organization. The percentage match you earn will depend on your qualified paid-as rank for the commissionable week.

	 Gold	 Pearl	 Sapphire	 Ruby	 Emerald
Level 1	20%	20%	20%	20%	20%
Level 2		15%	15%	15%	15%
Level 3			10%	10%	10%
Level 4				10%	10%
Level 5					5%

To qualify for the Check Match Bonus a Distributor must have the paid-as rank of Gold or above in the current rolling 4-week cycle. This bonus is paid out using compression, meaning the system will look up the tree and skip Distributors who are paid-as Bronze or lower, and go to the next person. If a Distributor paid-as Silver is found, the level payout stops. The Enrollment Tree is used to pay this bonus.

# 6

## Lifestyle Bonus

Why is it called a Lifestyle Bonus? Because this bonus can help you enjoy the life you have always wanted by boosting your income. You can earn up to \$400 a month just by qualifying as a paid-as rank of Pearl. If you maintain the rank of Pearl or higher each week, you will continually be paid \$100 every week!



COLLEGE TUITION



EXTRA CASH



CAR PAYMENT



MORTGAGE PAYMENT

The bonus is paid the Tuesday of the following week when the Distributor is qualified as Pearl or above.

# 7

## Rank Advancement Bonus

At Hyten, we want to raise the bar and we encourage you to do the same! When you reach the rank of Emerald for the first time, Hyten will award you with a Rank Advancement Bonus of \$5,000. Bonuses go up to \$25,000!

Not only do we pay you for the first time you achieve a rank, but we will pay you again for achieving the same paid-as rank your 3rd, 5th, 7th, 9th, and 11th time. The more work you put into gaining customers who purchase products, the more bonuses you will be awarded!

If you Rank Advance past other ranks in the same 4-week rolling cycle that also have a Rank Advancement Bonus, we will pay you at the highest rank earned and do not stack the bonuses. If the paid-as rank drops to a lower rank within the 4-week rolling cycle, then you can still qualify for the lower rank advancement bonus. Each time you receive a payment from the higher rank that also will count as the lower rank payment.

Rank	Total Amount	1st Time	3rd Time	5th Time	7th Time	9th Time	11th Time
Emerald	\$15,000	\$5,000	\$5,000	\$5,000	0	0	0
Diamond	\$30,000	\$10,000	\$10,000	\$10,000	0	0	0
Blue Diamond	\$60,000	\$15,000	\$15,000	\$15,000	\$15,000	0	0
Black Diamond	\$90,000	\$18,000	\$18,000	\$18,000	\$18,000	\$18,000	0
Crowne Diamond	\$150,000	\$25,000	\$25,000	\$25,000	\$25,000	\$25,000	\$25,000

The Rank Advancement bonus for all markets will be paid four weeks after the rolling 4-week cycle that they qualified in.

# 8

## Global Pool Bonus

Hyten has created a pool that allows Distributors to earn a portion (3%) of the company sales globally. Starting at the rank of Emerald, you will receive 50 shares of the Global Pool each week you are qualified at that rank. You can earn up to 1,000 shares a week at the rank of Crowne Diamond.

The Global Pool will be paid quarterly (every 12-13 weeks.) Each time you earn a paid-as rank within the designated 12-13 week period, you will receive shares according to your qualified rank. For example, if you are paid-as Diamond two times within the 12-13 week period, you will earn 200 shares.

EMERALD



50 Shares

DIAMOND



100 Shares

BLUE DIAMOND



200 Shares

BLACK DIAMOND



400 Shares

CROWNE DIAMOND



1,000 Shares

The Global Pool Bonus is paid 4 weeks after the close of the 12-13 week period.

# 9

## Reward Points

Reward Points are our way of thanking you for your purchases and referrals at Hyten. We created a reward system that is lucrative and allows Customers and Distributors to redeem points for free travel and product!



**Conversion: Redeem 50 Reward Points for every \$1 (US Dollar) spent.**

Reward Points are awarded for various activities:

**1. New Referrals**

Customers referred by an existing Customer will receive 100 Reward Points. Distributors will receive 200 Reward Points for each new Customer referral. Points will be awarded once a new customer purchases a minimum of \$40 in Product or activates an Auto Order.

**2. Product Orders**

For every \$1 (US dollar) you spend on product, you will earn 3 Reward Points

**3. Travel Memberships**

For every \$1 (US dollar) you spend on travel membership or monthly travel subscription, you will earn 3 Reward Points.

**4. Hotel Bookings**

a. For Every \$1 US dollar spent on hotels, you will earn 3 Reward Points.

b. If you are the referring Sponsor, you will receive Reward Points when your Customers or Distributors book a hotel.

c. The upline will receive Reward Points for ever hotel purchase made, up to three levels.

Example: The person who books the hotel pays \$100.

Hotel Booker	Earn 100% of the points	Ex. 300 Reward Points
Level 1 Upline	Receive 50% of the points as a bonus	Ex. 150 Reward Points
Level 2 Upline	Receive 25% of the points as a bonus	Ex. 75 Reward Points
Level 3 Upline	Receive 25% of the points as a bonus	Ex. 75 Reward Points

### Earning Reward Points from your Team

Max per enrollment line = 1,300 Reward Points

Max per 4 weeks = 10,000 Reward Points

### How to use Reward Points

**1. Jetsetter Trips**

We place the greatest value of our Reward Points on our Jetsetter trips, where you can experience our company culture. You can apply up to a certain amount of Reward Points to discount the price of the trip.

**2. Free Jetsetter Trip**

Travel for free! You can pay for the entire amount on select Hyten Jetsetter trips by using a set amount of Reward Points.





- 3. Hotel bookings**  
Apply the full amount of Reward Points to pay for a hotel booking. Hotels booking using your Reward Points does not earn you Reward Points.
- 4. Product orders**  
You can also apply a predetermined amount of Reward Points to purchase health products. Note: Product purchased using Reward Points do not have CV.
- 5. Project H.O.P.E. donations**  
Donate Reward Points that we will turn into dollars for our H.O.P.E. fund.
- 6. Hyten Branded Swag – Coming Soon!**  
Build up your business even more by using your points to purchase Hyten branded swag—ranging from clothing to promotional products.

*Reward Points: If a new Hyten Customer/ Distributor doesn't maintain active status, then they will immediately lose their Reward points. However, if a Hyten Customer/Distributor places an order within 12 weeks after the time they lost their points, they can have their points restored.*

# 10

## Rank Advancement Reward Trips

Another part of our Reward System is the exclusive Reward Trips! Reward Trips are earned by Distributors that Rank advance for the first time to Ruby, Diamond and Crowne Diamond. This is our way of congratulating you for an amazing accomplishment. Enjoy an unforgettable vacation where you will be recognized by your peers!

RANK	REWARDS TRIP
 PEARL	1 Day Regional Training (Value \$800) - US only
 RUBY	Regional Trip (Value \$2,000)
 DIAMOND	International Trip (Value \$8,000)★
 CROWNE DIAMOND	Exclusive VIP Trip (Value \$20,000)

★Qualification for the Diamond Trip will be a full 52 weeks to qualify, from July to July. You must be qualified 60 days in advance of date of the soonest trip to attend.

**Rewards Plan 60% Cap:** Hyten Global commits to paying up to 60% of revenue from sales volume generated by our Distributors back to the field. If the 60% payout cap is exceeded, the Global Pool and the Matching Check Bonuses (distributed equally) will decrease pro rata until the cap is reached.

## Rank Levels

Each time you achieve a new "paid-as" rank, you will receive commissions within the qualifying week. (See the Weekly Paid-As Rank Example on the right)

Refer to your Office to view your achieved rank and paid-as rank according to the requirements.

Weekly Paid-As Rank Example

WEEK	WEEKLY PEV	TOTAL PEV	PAID-AS RANK
1	8,000	8,000	Gold
2	10,000	18,000	Pearl
3	4,000	22,000	Pearl
4	20,000	42,000	Ruby
5	50,000	84,000	Emerald

Determine weekly paid-as rank: Total the weekly PEV from the 1st four weeks.

Determine week 5 paid-as rank: Total the weekly PEV from weeks 2-5.

Ranks	Active Requirement (4-week CV)	4-Week Rolling PEV (Enrollment Tree)	Max. per Enrollment Line	Required Personally Enrolled	Team Bonus Cap
Bronze	50	1,000	70%	2	\$2,500
Silver	50	3,000	70%	2	\$2,500
Gold	50	8,000	70%	2	\$2,500
Pearl	100	16,000	50%	2	\$5,000
Sapphire	100	24,000	50%	2	\$5,000
Ruby	100	40,000	50%	2	\$5,000
Emerald	150	80,000	50%	3	\$10,000
Diamond	150	160,000	50%	3	\$10,000
Blue Diamond	150	300,000	50%	3	\$30,000
Black Diamond	150	600,000	50%	4	\$30,000
Crowne Diamond	150	1,000,000	50%	4	\$30,000

## Rank Achievements

When you achieve the requirements in the chart above you will be awarded the bonuses outlined below.



### DISTRIBUTOR

- First Order Bonus
- 3 X Free (if orders qualify)



### GOLD

- First Order Bonus
- 3 X Free (if orders qualify)
- Team Commission (\$2,500 max.)
- 20% Matching Bonus (Level 1)



### BRONZE

- First Order Bonus
- 3 X Free (if orders qualify)
- Team Commission (\$2,500 max.)



### PEARL

- First Order Bonus
- 3 X Free (if orders qualify)
- Team Commission (\$5,000 max.)
- 20% Matching Bonus (Level 1)
- 15% Matching Bonus (Level 2)
- \$100 Lifestyle Bonus



### SILVER

- First Order Bonus
- 3 X Free (if orders qualify)
- Team Commission (\$2,500 max.)



### SAPPHIRE

- First Order Bonus
- 3 X Free (if orders qualify)
- Team Commission (\$5,000 max.)
- 20% Matching Bonus (Level 1)
- 15% Matching Bonus (Level 2)
- 10% Matching Bonus (Level 3)
- \$100 Lifestyle Bonus



## Rank Achievements (Cont.)



### RUBY

- First Order Bonus
- 3 X Free (if orders qualify)
- Team Commission (\$5,000 max.)
- 20% Matching Bonus (Level 1)
- 15% Matching Bonus (Level 2)
- 10% Matching Bonus (Level 3)
- 10% Matching Bonus (Level 4)
- \$100 Lifestyle Bonus



### BLUE DIAMOND

- First Order Bonus
- 3 X Free (if orders qualify)
- Team Commission (\$30,000 max.)
- 20% Matching Bonus (Level 1)
- 15% Matching Bonus (Level 2)
- 10% Matching Bonus (Level 3)
- 10% Matching Bonus (Level 4)
- 5% Matching Bonus (Level 5)
- \$100 Lifestyle Bonus
- \$15,000 Rank Advancement Bonus
- 200 Global Pool Shares



### EMERALD

- First Order Bonus
- 3 X Free (if orders qualify)
- Team Commission (\$10,000 max.)
- 20% Matching Bonus (Level 1)
- 15% Matching Bonus (Level 2)
- 10% Matching Bonus (Level 3)
- 10% Matching Bonus (Level 4)
- 5% Matching Bonus (Level 5)
- \$100 Lifestyle Bonus
- \$5,000 Rank Advancement Bonus
- 50 Global Pool Shares



### BLACK DIAMOND

- First Order Bonus
- 3 X Free (if orders qualify)
- Team Commission (\$30,000 max.)
- 20% Matching Bonus (Level 1)
- 15% Matching Bonus (Level 2)
- 10% Matching Bonus (Level 3)
- 10% Matching Bonus (Level 4)
- 5% Matching Bonus (Level 5)
- \$100 Lifestyle Bonus
- \$18,000 Rank Advancement Bonus
- 400 Global Pool Shares



### DIAMOND

- First Order Bonus
- 3 X Free (if orders qualify)
- Team Commission (\$10,000 max.)
- 20% Matching Bonus (Level 1)
- 15% Matching Bonus (Level 2)
- 10% Matching Bonus (Level 3)
- 10% Matching Bonus (Level 4)
- 5% Matching Bonus (Level 5)
- \$100 Lifestyle Bonus
- \$10,000 Rank Advancement Bonus
- 100 Global Pool Shares



### CROWNE DIAMOND

- First Order Bonus
- 3 X Free (if orders qualify)
- Team Commission (\$30,000 max.)
- 20% Matching Bonus (Level 1)
- 15% Matching Bonus (Level 2)
- 10% Matching Bonus (Level 3)
- 10% Matching Bonus (Level 4)
- 5% Matching Bonus (Level 5)
- \$100 Lifestyle Bonus
- \$25,000 Rank Advancement Bonus
- 1,000 Global Pool Shares

# Hyten Global Terms

**Active:** A Distributor is considered Active for a given week if they have at least 50 CV within the current or previous three (3) weeks. (See Section 4. Team Bonus)

**Auto Order:** An Auto Order is processed or shipped for delivery at a specific time each 4-week rolling cycle. Customers who purchase health products on an Auto Order will receive a discount in price.

**Commissionable Volume (CV):** Commissionable Volume is the volume amount associated with each product or monthly subscription and is used for commissions processing and earning Rewards Points.

**Customer (C):** Someone who purchases a Hyten product at retail pricing.

**Distributors (DIST):** A Distributor is a person that has elected to purchase a Hyten Business System which includes a personalized marketing website, an online account management office to enable you to track and manage your business sales and commissions, and a Get Started Training Program that provides essential sales and marketing presentations to help you build your business.

Distributors will earn commissions for Customer referral sales only. Reward Points will be awarded for team member product purchases and applicable subscription services.

**Enrollment Line:** Each personally sponsored Distributor is a new/separate enrollment line. The enrollment lines are used to calculate the maximum amount of volume allowed for rank qualification – shown as a percentage.

**Left Team:** The Left Team (leg) comprises the first-level business center that is on the left side of a Distributor's business center and their entire binary downline.

**Paid Rank:** The rank at which a Distributor qualifies and is paid-as within a specific commission period.

**Pay Leg or Lesser Leg (Leg with Lesser Volume):** The Left Team (leg) or Right Team (leg) of a business center that has the lesser amount of Team Volume (i.e. the lesser Left-CV or Right-CV) in each commissionable week.

**Personally Enrolled:** A combination of Customers and Distributors that you have personally enrolled. (See pg. 7)

**Personal Enrollment Volume (PEV):** The sum of your Personal Enrolled Volume is the total CV from within a Distributor's Enrollment Tree. This volume is used to calculate your rank.

**Power Leg or Strong Leg (Leg with Greater Volume):** The Left Team (leg) or Right Team (leg) of a business center that has the greater amount of Team Volume (i.e. the greater Left-CV or Right-CV) in each commissionable week. Also, see Pay Leg.

**Right Team:** The Right Team (leg) comprises the first-level business center that is on the right side of a Distributor's business center and their entire binary downline.

**Rolling 4-Week Cycle:** Is a period that calculates the volume totals from four (4) individual commission periods. The volume totaled in a rolling 4-week cycle will assign a Distributor a rank.