



# AMARE TRANSITION PROGRAM

**United Kingdom and Spain**

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2024

# 2024 TRANSITION PROGRAM

## Guidelines

Amare is pleased to introduce the 2024 Kyäni Integration Program to support Kyäni Brand Partners as you transition to the Amare compensation plan and structure.

Eligibility to participate is based on Kyäni Brand Partner's transition rank during the program's baseline period and ongoing performance by stabilizing previously established monthly income while the Kyäni Brand Partner maintains and grows additional volume through 2024 and into the 2025. This support is intended for those engaged in the business and wanting to grow their Amare business in 2024-2025.

## Welcome To The Amare Compensation Plan!

We are thrilled to welcome the Kyäni community to Amare and look forward to our bright future together as we align and bring improved mental wellness and better health to people all around the world.

Amare, as The Mental Wellness Company, is proud to lead the mental wellness movement with our unique, clinically validated, and award-winning products that help facilitate the pursuit of happiness. We are excited to have you on this journey with us and our leadership team is committed to supporting your personal and professional success.

## Who Is Eligible For This Integration Program?

In order to be eligible for this assistance, a Kyäni Brand Partner must be in good standing. To qualify and maintain a status of good standing, you must meet the following requirements:

- To be eligible, a Brand Partner must be paid as Sapphire in the Kyäni Compensation Plan during the four months prior to the transition month. For instance, for Spain and United Kingdom, which is transitioning in August 2024, the average earnings or "targeted amount" will be calculated from April – July 2024. Those with a transition rank of less than Gold will not be part of the Integration.
- Complete one of the following activities to maintain eligibility for every month of the integration program:
  1. Complete an Amare Focus on 5 one month in the previous quarter (previous 3 months period, not calendarly quarter).

**or**

  2. Complete an Amare Me & 3 (new or retention) in the current month.

**or**

  3. Maintain a paid-as rank based on the Amare rank requirements no more than 1 level below your transition rank each month.

## What Level of Assistance Do I Qualify For?

The amount of assistance received will be determined by averaging the level of earnings by the qualifying Brand Partner during the four months prior to the transition month. For instance, for Spain and United Kingdom, which is transitioning in August 2024, the average earnings or “targeted amount” will be calculated from April – July 2024. Any Kyani Car Program payments during this time period will be factored into the targeted amount, but payments from promotions and rank bonuses will not be factored into the targeted amount. This will be referred to as the “targeted amount.” Assistance will be paid on top of your regular commissions, up to a targeted amount. Payments will be made on or after the 20th of each month.

The transition ranks of Leader (Ruby) and above are eligible for 12 months. The transition rank of Gold (Sapphire) is eligible for 6 months.

## What Does “Targeted OV” and “Targeted OLL” Mean?

Assistance will be topped up to the targeted amount based on performance compared to a Brand Partner’s targeted Organizational Volume (OV) and targeted Volume Outside the Largest Leg (OLL).

The targeted OV is the average OV for the Brand Partner during the four months prior to the transition month. For instance, Spain and United Kingdom, which is transitioning in August 2024, targeted OV is calculated using the average from April – July 2024. The targeted OLL is the OLL for the Brand Partner for their Transition Rank based on the Amare Compensation Plan. For instance, if a Brand Partner has a Transition Rank of Diamond their OLL requirement will be 37,500 as outlined in the Amare Compensation Plan.

### Volume Requirements for Organizational Volume (OV) and Volume Outside the Largest Leg (OLL):

- **In Month 1, achieve 70% or greater of both OV / OLL OR meet full requirements of the transition rank:** You will receive 100% of your targeted amount.
- **In Months 2-3, achieve 80% or greater of both OV / OLL OR meet full requirements of the transition rank:** You will receive 100% of your targeted amount.
  - Achieve 70-79% (based on the average of the OV and OLL percentage): You will be paid the exact % achieved of the targeted amount in Months 2-3.
- **In Months 4-6, achieve 85% or greater of both OV / OLL OR meet full requirements of the transition rank:** You will receive 100% of your targeted amount.
  - Achieve 75-84% (based on the average of the OV and OLL percentage): You will be paid the exact % achieved of the targeted amount in Months 4-6.
- **In Months 7-9, achieve 90% or greater of both OV / OLL OR meet full requirements of the transition rank:** You will receive 100% of your targeted amount.
  - Achieve 80-89% (based on the average of the OV and OLL percentage): You will be paid the exact % achieved of the targeted amount in Months 4-6.

- **In Months 10-12, achieve 95% or greater of both OV / OLL OR meet full requirements of the transition rank:** You will receive 100% of your targeted amount.
  - Achieve 85-94% (based on the average of the OV and OLL percentage): You will be paid the exact % achieved of the targeted amount in Months 4-6.

## What Does “Transition Rank” Mean?

Brand Partners participating in the Kyani Integration Program will transition at the highest Kyäni rank from the baseline period of twelve months prior to the transition month converted to its equivalent Amare rank. For instance, Spain and United Kingdom, which is transitioning in August 2024, the transition rank will be calculated using the highest rank from August 2023 – July 2024. Love Your Journey (or successor programs), Path to Paradise, and Minimum Monthly Rewards (MMR) will be based on this transition rank for all Brand Partners, including those who transition at a rank less than Leader / Ruby.

## What Will Happen with my Kyäni Lifetime Rank?

Amare recognizes Brand Partners based on the highest rank that you have been paid in the previous 12 months. With the transition, we will recognize Brand Partners at their Kyäni lifetime rank for the first 12 months. At the end of the 12 months, Kyäni brand partners will be fully integrated into Amare’s process for rank recognition.

## Other Terms and Conditions

- Brand Partner must be Commission Active with 100 PV in the qualifying month to receive any commissions or the Kyäni Integration Program payment.
- New Customers and Brand Partners counting towards this program must have a unique email, phone number, and Tax Identification Number (TIN) than any other Brand Partner. This is not a comprehensive list and duplicate accounts may be identified on a case-by-case basis and at Amare’s discretion. Duplicate accounts do not count toward this qualification.
- Amare Monthly Commissions total is calculated by adding the monthly commissions earned for that month plus weekly commissions where the start of the week begins in that month. The entire commission earned for that week will count toward the monthly earnings. For instance, earnings for February will consist of earnings from February Month-End, plus earnings from the weekly commissions earned February 4, 11, 18, and 25.
- See the Amare Compensation Plan terms and conditions for full details.
- Amare reserves the right to amend, modify, or terminate this program in its entirety, at any time and for any reason, in Amare’s sole and absolute discretion, either by direct communication to the Brand Partner or by announcements in official Company publications.

- Payout under this Kyäni Integration Program is contingent on the Brand Partner's Application Agreement and acceptance of Amare's Brand Partner Application Agreement that includes the Amare Policies and Procedures and Compensation Plan, otherwise commissions may be withheld until acceptance is received.
- Amare reserves the right to terminate payments to a Brand Partner under this program if Amare determines, in its sole and absolute discretion, that the Brand Partner has violated any terms of the Amare Brand Partner Application Agreement or the Amare Policies and Procedures.
- As a Brand Partner under this program, you are required to participate in corporate sponsored events held by Amare.