



# KYÄNI INTEGRATION PROGRAM

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2023

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## Guidelines and FAQ

Amare is pleased to introduce the 2023 Kyäni Integration Program to support Kyäni Brand Partners as they transition to the Amare compensation plan and structure.

Eligibility to participate is based on Kyäni Brand Partner's 2022 paid-as rank and ongoing performance by stabilizing previously established monthly income while the Kyäni Brand Partner maintains and grows additional volume through 2023. This support is intended for those engaged in the business and wanting to grow their Amare business in 2023.

## 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.

As The Mental Wellness Company, Amare 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 support 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 one of the following requirements:

- Introduce and enroll at least five (5) new Customers or Brand Partners per quarter who purchase at 100 PV+ on Subscribe & Save at the time of enrollment.
- Alternately, Kyäni Brand Partners who had a lifetime rank of Ruby or above as of December 2022 may meet the following requirement: You must maintain a paid-as rank no more than 3 levels below your lifetime rank each month (just OLL and OV).
- Brand Partners who fall below 50% of the required OV for 3 consecutive months will no longer be eligible to participate in this Integration Program.

## What Level of Assistance Do I Qualify For?

The amount of assistance received will be determined by average earnings the qualifying Brand Partner made from September-December 2022. Assistance will be paid on top of your regular commissions, up to a targeted amount. Payments will be made on or after the 20<sup>th</sup> of each month.

The ranks of Leader (Ruby) and above are eligible for 12 months (Q1-Q4). The ranks of Silver (Pearl), and Gold (Sapphire), are eligible for 6 months (Q1-Q2).

## What Does “Targeted Amount” Mean?

**Assistance** will be topped up to the targeted amount. The “targeted amount” is equivalent to the average earnings the qualifying Brand Partner made from September-December 2022, provided the Brand Partner achieves the following Organizational Volume (OV) and Outside Largest Leg (OLL) requirements. Any Kyäni Car Program payments from September-December 2022 will be factored into the targeted amount, but payments from promotions, ranks bonuses, KV payouts, and Vision Fund payouts will not be factored into the targeted amount.

### Volume Requirements for Organizational Volume (OV):

- **Achieve 70% or greater of OV in January:** You will receive 100% of your targeted amount in January
  - o Achieve 60-69%: You will be paid the exact % achieved of the targeted amount in January
- **Achieve 80% or greater of OV in February and March:** You will receive 100% of your targeted amount in February and March
  - o Achieve 70-79%: You will be paid the exact % achieved of the targeted amount in February and March
- **Achieve 85% or greater of OV:** You will receive 100% of your targeted amount in Q2
  - o Achieve 70-84%: You will be paid the exact % achieved of the targeted amount in Q2
- **Achieve 90% or greater of OV:** You will receive 100% of your targeted amount in Q3
  - o Achieve 70-89%: You will be paid the exact % achieved of the targeted amount in Q3
- **Achieve 95% or greater of OV:** You will receive 100% of your targeted amount in Q4
  - o Achieve 70-94%: You will be paid the exact % achieved of the targeted amount in Q4

**Volume Requirements for Outside Largest Leg (OLL):** In addition to the above OV requirements, you must maintain the OLL requirement for your transition rank in the Amare Compensation Plan. This is 30% of the minimum volume required to achieve the transition rank, not 30% of the actual achieved volume (OV).

## What Are Some Examples of Assistance Earnings?

### *Example 1:*

A Senior Leader (Emerald) Brand Partner who has an average volume target of 60,000 and average earnings of \$5,000. This Brand Partner met the assistance payout qualification by achieving:

- Brand Partner reached a volume of 53,000 in Amare in January 2023 meeting the 70% rule with 88%.
- Brand Partner also has 18,000 OLL, exceeding the 15,000 OLL requirement at Senior Leader, which is the Amare equivalent of Emerald, and is 30% of the 50,000 OV requirement for that rank.
- Brand Partner earned \$4,200 and will be supplemented with an assistance payment of \$800 on February 20, 2023, bringing their earnings back up to \$5,000.

### **Example 2:**

A Senior Leader (Emerald) Brand Partner who has an average volume target of 60,000 and average earnings of \$5,000. This Brand Partner met the assistance payout qualification by achieving:

- Achieved a volume of 37,500 in Amare and earnings of \$3,100 in January 2023, hitting a 62.5% target. The Brand Partner has 15K OLL and he/she meets the 30% requirement for Senior Leader.
- Brand Partner earned \$3,100 and will qualify for an assistance payment of 62.5% or \$25 on February 20, 2023, bringing their earnings to \$3,125.

### **Example 3:**

A Senior Leader (Emerald) Brand Partner who has an average volume target of 60,000 and average earnings of \$5,000.

- Achieved a volume of 37,500 in Amare and earnings of \$3,100 in January 2023, hitting a 62.5% target. However, the Brand Partner only had 11K outside largest leg volume which is less than the 30% OLL requirement for the Senior Leader rank requirement.
- Brand Partner earns their Amare commissions but does not earn an Integration Program Payment for this period because the OLL requirement of at least 30% was not met.

## **Who Is Eligible For Minimum Monthly Rewards (MMR)?**

For those that transition to Silver and Gold from Kyäni and meet all requirements in the Amare Compensation Plan (including structure), they can then earn the MMR bonus top up of \$1,000 & \$2,000, respectively. Silvers and Golds who meet the structure requirements for MMR must meet it by June 2023, the end of the program period. If they rank advance to Platinum by meeting all requirements (including structure), then they can earn the MMR bonus top up of \$2,500. The MMR Bonus is paid for 6 consecutive months as long as the qualifications are met each month. MMR amounts are processed with Monthly Commissions. See the Amare Compensation Plan for full details on this bonus.

## **What Are Some Examples of This?**

### **Example 1:**

A Silver's (Pearl) average earnings from Sept-Dec 2022 is \$550. They achieve Silver in January 2023, but are only earning \$350. If they achieve the 70% OV and required OLL for their transition rank, they will be topped up \$200 to earn \$550.

### **Example 2:**

A Silver's (Pearl) average earnings from Sept-Dec 2022 is \$600. If in January 2023, they achieve the Amare qualifications of OV, OLL and Structure (2 Brand Builders), they would qualify for MMR and receive \$1,000 instead of the \$600.

## What Will Happen With the Kyäni Car Program?

The Kyäni Car Program will be transitioned into the Amare Car Program starting at the Senior Leader rank, formerly known as the Emerald rank. For Brand Partners who have elected the Kyäni Car Bonus or Lifestyle option, this amount will be calculated and included in your integration assistance payment. Once the Kyäni Car Bonus or Lifestyle Bonus assistance is complete and payments have ceased, you will be eligible to qualify for the Amare Car Program through the Love Your Journey Program. See the Amare Love Your Journey brochure for full details.

## When Will My Paid-As Rank Be Updated in the Backoffice?

The Amare Back Office Paid-As Rank Tracker is calculated based on the Amare Compensation Plan (including the Leg Requirements) during each qualifying month. Current status for all program requirements will be accessible on the Integration Program Tracker in the Amare Back Office. Use this tracker during your program period to track your progress towards your goals.

## 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, Tax Identification Number and shipping/billing address 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 commissions earned for that week will count toward the monthly earnings. For instance, earnings for January will consist of earnings from January Month-End, plus earnings from the weekly commissions earned January 2, 9, 16, 23 and 30. The weekly commissions from January 30 is paid for orders from January 30 – February 5.

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.

Payout under this Kyäni Integration Program is contingent on the brand partner's agreement and acceptance of Amare's Brand Partner Agreement that includes the Amare Policy Manual 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 Agreement or the Amare Policy Manual.

Click [here](#) to see the Integration Program FAQs.