



AMARE TRANSITION PROGRAM

Turkey

2024

2024 TRANSITION PROGRAM (TR)

Guidelines and FAQ

Amare is pleased to introduce the 2024 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 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:

- Have a transition rank of Ruby / Leader or above during the baseline period, February 2023 – January 2024. Those with a transition rank of less than Ruby 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.

or

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

or

 3. Maintain a paid-as rank according to the relaxed 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 of the best 4 months in the period of August 2023 - January 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.

Will the Structure Requirements be in place on Day 1 of the Transition?

During the transition period, we will relax the structure requirements to allow Gold and above brand partners to build out their organizations in a way that will be most successful under the Amare compensation plan. To qualify for Love Your Journey and Minimum Monthly Rewards, the brand partner will need to meet the full requirements for the rank as defined in the Amare Compensation Plan.

Months 1-4 Leg Requirements*

Refer to compensation plan for OV and OLL
No leg requirements for old and new Brand Partners

Months 5-6 Leg Requirements*

Refer to compensation plan for OV and OLL
Bronze – No Leg Structure Requirements
Silver – No Leg Structure Requirements
Gold – 2 Brand Builder Legs
Platinum – 2 Brand Builder Legs
Leader – 2 Bronze Legs
Senior Leader – 2 Bronze Legs
Executive Leader – 2 Silver Legs
Diamond – 2 Silver Legs
1 Star Diamond – 3 Silver Legs
2 Star Diamond – 3 Silver Legs
3 Star Diamond – 3 Silver Legs
Presidential Diamond – 3 Silver Legs

Months 7-12 Leg Requirements*

Bronze – No Leg Structure Requirements
Silver – No Leg Structure Requirements
Gold – 3 Brand Builder Legs (Full Structure)
Platinum – 3 Brand Builder Legs (Full Structure)
Leader – 3 Bronze Legs (Full Structure)
Senior Leader – 3 Bronze Legs (Full Structure)
Executive Leader – 3 Silver Legs (Full Structure)
Diamond – 3 Silver Legs
1 Star Diamond – 3 Silver Legs
2 Star Diamond – 3 Silver Legs
3 Star Diamond – 3 Silver Legs
Presidential Diamond – 3 Silver Legs

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 period of October 2023 – January 2024. The targeted OLL is the average OLL for the Brand Partner during the period of October 2023 – January 2024.

Organizational Volume (OV) and Volume Outside the Largest Leg (OLL) are based on the averages from the last 4 months in the period of October 2023 - January 2024.

All Qualifying Volume (QV) will be converted to an equivalent Organizational Volume (OV) in the Amare systems using a factor of 1 to 1.

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

- **In Month 1, achieve 50% 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 February 2023 - January 2024 converted to its equivalent Amare rank. Love Your Journey, 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.

Will I be eligible for the Minimum Monthly Reward?

For those with a transition rank of Silver and Gold, and those with a new rank of Silver, Gold, and Platinum will have the opportunity to participate in the Minimum Monthly Rewards program as described in the Amare compensation plan as they rank advance from their transition rank. In order

to participate in this program, they must meet all requirements in the Amare Compensation Plan (first 4 months excluding structure, after 5-12 months including structure) for the ranks of the Gold or Platinum ranks. As they rank advance, they will be considered a new Gold or Platinum and will participate in the program as per the Amare Compensation Plan. See *the Amare Compensation Plan for full details on this bonus*.

What Will Happen with my Kyäni Lifetime Rank?

Amare recognizes brand partners based on the highest rank that they have been paid in 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.

What Will Happen with the Kyäni Car Program?

The Kyäni Car Program will be transitioned into the Amare Love Your Rewards program. Starting at the Senior Leader rank, formerly known as the Emerald rank, this program has a car option. For Brand Partners who have previously elected the Kyäni Car Bonus or Lifestyle option under the Kyäni Compensation Plan, the amount paid as part of their monthly car payments will have been calculated and included in your integration assistance targeted payout amount. Upon rank advancing from your transition rank, you will be eligible to qualify for the Love Your Journey Program at your new Amare rank. See the Amare Love Your Journey brochure for full details.

What Will Happen with the Kyäni Car Bonus Bank?

If you complete the requirements for the Car Bonus Bank by the end of April based on volume only rank requirements, you will be paid the cash value of the car bank. See the Kyäni Car Program rules and requirements for full details. This payout will be part of the monthly earnings prior to the transition plan top up.

What Is the Car Extension Program?

Brand Partners who have a transition rank of Senior Leader and above will be eligible for this for 12 months. If you achieve the paid-as rank that matches your transition rank, you will get the amounts below (at bonus rate—internal ex-rate). If you rank advance, you will be qualified for the Amare Love Your Journey program and will only receive the payout level of your transition rank.

- Senior leader 375 USD
- Executive leader 500 USD
- Diamond leader 750 USD
- 1-star diamond 1.000 USD
- 2-star diamond 1.250 USD
- 3-star diamond 1.500 USD
- Presidential diamond 1.750 USD

When Will My Paid Rank Be Updated in the Back Office?

The Amare Back Office Paid Rank Tracker is calculated based on the Amare Compensation Plan (including the Leg Requirements) during each qualifying month. The 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.

What Will Happen if I am Currently Working Toward the Kyäni Rank Bonus?

If you have achieved the rank of Emerald, Blue Diamond, or Purple Diamond in January 2024 or before and have not received the Kyäni rank advancement bonus, you will have February 2024 – July 2024 to be able to complete the requirements using the volume requirements for that Kyäni rank. See the Kyäni Compensation Plan for the Rank Bonus rules and requirements. This payout will be part of the monthly earnings prior to the transition plan top up.

What Will Happen with the Kyäni Fast Start?

If the Brand Partner has earned the Fast Start 1 and Fast Start 2 prior to the transition date, you will be eligible for Fast Start 3 if you meet the requirements specified in the Turkey Fast Start promotion.

If the Brand Partner earned Fast Start 2 in January 2024, you will be eligible to earn Fast Start 3 in February 2024. Fast Start 1 and 2 will not be paid in February 2024 but those Brand Partners who meet February requirements will be eligible for Amare Me & 3 and Focus on 5. The February 2024 monthly commission will be calculated according to the Amare Compensation plan.

What Will Happen to Power Plays for February?

Power Plays will not be paid in February, but these enrollments will be eligible for consideration in the Amare Me & 3 and Focus on 5. See the Amare Compensation Plan for details on the Me & 3 and Focus on 5 rules and requirements.

What Will Happen with Brand Partners with Respect to the Amare Subscribe & Save Program?

All brand partners and customers will be defaulted to the 25% level of the Subscribe and Save Program. The rules associated with maintenance of Subscribe & Save will start in April 2024.

Will there be a PV promotion on products during the transition plan?

During the initial year of the transition plan, Amare will run promotional PV on products. This will follow the schedule below.

February 2024 – April 2024: 20% increase in product PV

May 2024 – July 2024: 15% increase in product PV

August 2024 – Oct 2024: 10% increase in product PV

November 2024 – January 2025: 5% increase in product PV

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.
- 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.
- As a Brand Partner, you are required to participate in corporate sponsored events held by Amare.
- As a Brand Partner, you are prohibited from participating in any other direct sales companies.
- Click [here](#) to see the Integration Program FAQs. *[Link to IntroToAmare.com Integration program FAQs]*