

SYONA

Compensation Plan Guide

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Welcome to the family!

Embarking on this journey with us means joining a community committed to wellness, growth, and transformative success. We're dedicated to empowering our affiliates with a supportive environment and a dynamic compensation plan, rewarding your hard work, dedication, and passion for making a real difference. This journey is about more than sales; it's about positively impacting lives through wellness and personal growth.

As we unite to empower, inspire, and transform, we look forward to achieving our shared vision of a healthier, happier world together. Let's make your Syona journey truly remarkable.

Sincerely,

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1. Overview of Syona's Compensation Philosophy

At Syona, our compensation philosophy is tailored to reflect the diversity and strength of our affiliate community. Whether you're engaging through eCommerce, direct selling, social selling, or professionally, our plan supports and rewards your unique contributions. Recognizing the varied paths to success, we've created a transparent and flexible compensation model that caters to the aspirations and efforts of all our affiliates. It's about providing equal opportunity for growth, celebrating achievements, and fostering a culture where everyone can thrive. Together, we aim to achieve wellness for our customers and prosperity for our affiliates.

Quick Terms to Know

Term	Definition
Binary Qualified (BQ)	One personally registered affiliate in each Business Team (Left and Right).
Bonus Points (BP)	Points accrued from product sales, used in calculating eligibility for bonuses and commissions, reflecting an affiliate's sales performance.
Business Team	All positions under a specific position in the Business structure (width limited to 2 positions)
Current Period Rank	The rank a Brand Affiliate achieves in the current commission period, determining their eligibility for bonuses.
Customers	All affiliates focus on growing the customer base. Customers are defined as a person who purchases and consumes the products without being an official affiliate. Customers may earn product credits to be redeemed against future purchases by sharing the company products with friends and acquaintances.
Leg	The entire group of a Brand Affiliate's individual first-level Affiliate Partners. You will see this referenced as the left leg or the right leg OR big leg, small leg.
Lifetime Rank	The highest rank a Brand Affiliate has ever achieved, used for recognition but not bonus calculations.

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Term	Definition
Paid-As Rank	The highest rank achieved by a Brand Affiliate during a specific commission period, used to determine eligibility and calculation of bonuses for that period. It can refer to either the last committed 4-Week Paid-As rank or the current period Paid-As rank, whichever is higher.
Personally Qualified (PQ)	A measurement to determine if an affiliate has generated enough QPs through customer and personal purchases within a specific period.
Placement	The position in the binary tree where a new Brand Affiliate is placed, which may differ from their sponsor's direct line.
Qualification Points (QP)	Points used to determine an affiliate's qualification for rank advancements and participation in various bonuses, based on sales and team building activities.
Qualified Affiliate	Active, Binary Qualified, and in good standing
Rank	A level achieved within the compensation plan, based on criteria like BP, QP, and team structure, with specific benefits and rewards associated with each rank.
Sales Period	Each sales period is four (4) consecutive sales weeks. There are thirteen (13) sales periods in a calendar year. See sales calendar for details.
Sales Week	A seven-day period running from Wednesday morning through Tuesday night.
Sponsor	The Brand Affiliate who personally enrolls a new member and earns bonuses based on their downline's activity.

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2. Understanding the Binary Compensation Plan

Syona's binary compensation plan is at the heart of our direct selling strategy, crafted to empower and reward our affiliates comprehensively. This model champions teamwork and support across all levels, ensuring every affiliate has the opportunity for success. The plan is structured around a binary system, dividing your network into two main 'legs,' which encourages balanced growth and collaborative success.

Our binary compensation plan is designed to not only foster teamwork and balanced growth but also to directly reward our affiliates for expanding our customer base through the Customer Bonus, ensuring every sale counts towards your success.

Principles of MLM and Binary System

The binary structure simplifies the MLM model, focusing on equitable effort and rewards. It allows for infinite depth in team growth, ensuring clear pathways for both new and seasoned affiliates to progress and succeed.

Benefits of a Binary Plan for Affiliates

- **Equitable Growth:** Encourages balanced development within each affiliate's network.
- **Unlimited Depth:** Offers the potential for earnings from deep within the organization, beyond just immediate recruits.
- **Teamwork Oriented:** Success of the team contributes to the success of individual affiliates, fostering a collaborative culture.
- **Clear Path to Success:** Provides straightforward objectives and strategies, simplifying growth planning and execution for affiliates.

3. Affiliate Types and Accounts

Syona supports diverse affiliate engagement through various types and accounts, each designed to cater to different strengths and goals within our community.

Social Marketing Affiliate (Coming Soon)

Aimed at individuals leveraging social platforms to promote Syona products, focusing on digital engagement and direct consumer sales.



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Brand Affiliate

For those dedicated to direct selling, this type emphasizes personal sales performance, team building, and leadership within the binary compensation framework.



Professional Affiliate (Coming Soon)

Tailored for professionals like doctors or spa owners, offering Syona products as part of their business, benefiting from bulk purchase discounts and specialized support.



4. Sales Week and Periods for Qualifications and Bonuses

Syona uses a slightly different approach to how you qualify and achieve bonuses. On a weekly basis, our sales week starts on Wednesdays and ends on Tuesdays. This is to make sure that when you are completing a sales week, our support staff is there to support you in any way. A Sales Period is defined as 4 sales weeks. In a Syona Commissions Calendar year, there are 13 Periods, that's 13 chances for you to qualify for new ranks and earn bonuses instead of a typical 12 calendar month year! See the charts below for how the weeks and periods work.

Sales Week

A seven (7) day period running from Wednesday morning through Tuesday night.

Wednesday	Thursday	Friday	Saturday	Sunday	Monday	Tuesday
12:00 AM	-	-	-	-	-	11:59 PM

Sales Period

A period of four (4) consecutive Commission Weeks. There are thirteen (13) Sales Periods in a calendar year.

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Example: Period 3, February-March 2024							
Wednesday	Thursday	Friday	Saturday	Sunday	Monday	Tuesday	Week #
Feb 28	Feb 29	Mar 1	Mar 2	Mar 3	Mar 4	Mar 5	W9
Mar 6	Mar 7	Mar 8	Mar 9	Mar 10	Mar 11	Mar 12	W10
Mar 13	Mar 14	Mar 15	Mar 16	Mar 17	Mar 18	Mar 19	W11
Mar 20	Mar 21	Mar 22	Mar 23	Mar 24	Mar 25	Mar 26	W12

5. Commission Structure and Bonuses

Syona's commission structure is designed to reward affiliates for their sales efforts and team-building accomplishments. Our multi-tiered approach ensures that every affiliate has the opportunity to earn, grow, and succeed within our ecosystem.

Starter Packs

Starter Packs are curated product bundles that give new Brand Affiliates a strong start with Syona. These packs offer great value and instantly qualify new affiliates for commissions and bonuses. By choosing a Starter Pack, new affiliates meet the initial requirements to unlock earnings, helping them build their business from day one.

StarterPacks in the USA (Note that Starter Packs vary by market):

STARTER PACK	QUALIFYING POINTS	BONUS POINTS	WEEKS QUALIFIED
STARTER	100 QP	75 BP	4
BUILDER	200 QP	150 BP	8
PREMIUM	400 QP	300 BP	16
PRO	750 QP	600 BP	24

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Commissions Overview and Requirements

Bonuses Include:

- Customer Commissions
- Sponsor Bonus
- Builder Bonus
- Team Commissions
- Matching Commissions
- Booster Bonus
- Rank Bonus
- Lifestyle Experiences

For each Commission and Bonus, there are certain minimum requirements you must meet to qualify for that particular payout. This chart describes what requirements you need to meet to qualify for a particular payout:

#	BONUS TYPE	REQUIREMENT: ACTIVE?	REQUIREMENT: BINARY QUALIFIED?	RANK REQUIREMENT?
1	Customer Commissions	Yes	No	No
2	Sponsor Bonus	Yes	No	No
3	Builder Bonus	Yes	No	Yes
4	Team Commissions	Yes	No	No
5	Matching Commissions	Yes	Yes	Yes
6	Booster Bonus	Yes	Yes	Yes
7	Rank Bonus	Yes	Yes	Yes
8	Lifestyle Experiences	Yes	Yes	Depends

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1. Customer Commissions

Every direct sale to a customer earns you a weekly Customer Commissions, rewarding your efforts in growing our community and sharing our wellness mission.

- **DEFINITION:** Bonus paid on purchases made by personally sponsored customers.
- **TRIGGERED:** When a personally sponsored customer makes a purchase.
- **PAID TO:** The Brand Affiliate who personally sponsored the customer.
- **AMOUNT PAID:** The amount is determined by taking 15% of the customer order value (pre-tax and shipping). For example, if a customer ordered \$100 worth of Syona product, the amount paid to the Brand Affiliate is \$15.
- **DURATION OF BONUS:** Applicable to every purchase made by personally sponsored customers, without any specific timeframe restrictions.
- **PAYMENT TIMING:** Weekly

Example of Customer Commission Earnings

CUSTOMER ORDER VALUE	PERCENTAGE	TOTAL PAYOUT
\$100	15%	\$15
\$200	15%	\$30

2. Sponsor Bonus

Every new Brand Affiliate you personally sponsor and support earns you a Sponsor Bonus, recognizing your efforts in expanding our network and fostering new leaders.

- **DEFINITION:** Bonus paid on initial orders placed by new Starter Packs.
- **TRIGGERED:** When a current Brand Affiliate sponsors a new Brand Affiliate with a Starter Pack.
- **PAID TO:** The Brand Affiliate who personally sponsored the new Affiliate.
- **AMOUNT PAID:** 20% of the BP from the Starter Pack Purchases made by the new Brand Affiliate (see examples below).
- **DURATION OF BONUS:** Bonus is paid as long as the requirements are met and have no limit in time.
- **PAYMENT TIMING:** Weekly

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Examples using USA Starter Packs (USD)

STARTER PACK	QUALIFYING POINTS	BONUS POINTS	20% of BONUS POINTS SPONSOR BONUS (USD)
STARTER	100 QP	75 BP	\$15
BUILDER	200 QP	150 BP	\$30
PREMIUM	400 QP	300 BP	\$60
PRO	750 QP	600 BP	\$120

3. Builder Bonus

Every time you support your downline affiliates in growing their business, you earn a Builder Bonus, rewarding your leadership and mentorship.

- **DEFINITION:** Bonus paid as a matching percentage of the Sponsor Bonus earnings from downline affiliates in the Sponsorship Tree.
- **TRIGGERED:** When downline affiliates earn their Sponsor Bonus.
- **PAID TO:** The Brand Affiliate based on their Paid As rank and the differential percentage earned from their downline's Sponsor Bonus.
- **AMOUNT PAID:** A differential percentage based on the Paid As rank achieved, minus any payout percentage already paid to upline members. The payout percentages per Paid As rank are:
 - Bronze: 10%
 - Silver: 20%
 - Gold: 30%
 - Diamond: 40%
- **DURATION OF BONUS:** Applicable every week, based on the Sponsor Bonus earned by downline affiliates.
- **PAYMENT TIMING:** Weekly
- **ADDITIONAL NOTES:**
 - This bonus uses the Sponsorship Tree.

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Examples: Sponsor Tree Payments

ENROLLING AFFILIATE PAID-AS RANK	Percent of Builder Bonus Paid to Closest Sponsor Team Upline			
	BRONZE - SILVER	GOLD - PEARL	SAPPHIRE - RUBY	DIAMOND +
Affiliate – Sr Affiliate	10%	10% or 20%	10% or 30%	Remaining Unpaid
Bronze to Silver	10%	10%	10% or 20%	Remaining Unpaid
Gold to Pearl	-	20%	10%	Remaining Unpaid
Sapphire to Ruby	-	-	30%	10%
Diamond +	-	-	-	40%

4. Team Commissions

Every effort you put into building a balanced team is rewarded through Team Commissions, recognizing your leadership and team coordination.

- **DEFINITION:** Commission paid on commission cycles based on the volume generated by your team in the binary structure.
- **TRIGGERED:** When the minimum volume requirements are met on both the Strong Leg and the Weak Leg.
- **PAID TO:** The Brand Affiliate who is Active and Binary Qualified.
- **AMOUNT PAID:** \$15 per commission cycle. A commission cycle is achieved when you have a minimum of 100 BP on both the Weak Leg and the Strong Leg.
- **DURATION OF BONUS:** Applicable every week based on team volume.
- **PAYMENT TIMING:** Weekly
- **ADDITIONAL NOTES:**
 - **Carryover Rules:** Active Affiliates can carry over no more than 1,250,000 BP on each leg in any single bonus period. Failure to meet the remaining Active results in all BP being flushed.

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- **Overflow:** The number of cycles an Affiliate can achieve in a week is capped based on their Paid As Rank. Any leftover BP after reaching the cycle cap is rolled over to the next week. However, at the end of the commission period, any leftover volume is flushed. Each rank's cycle cap determines the weekly earning limit, with the exact payout amounts shown in the table below.
- **Negative Volume:** Negative Volume from return orders rolls upline in the binary structure.
- **Placement Tree:** This bonus is paid based on the Placement Tree.

PAID AS RANK	SMALL TEAM QP	\$ AMOUNT PAID PER CYCLE OF 100 BP	CYCLE CAP	WEEKLY MAXIMUM COMMISSION
Brand Affiliate	100			
Sr Brand Affiliate	500	\$15	66	\$990
Bronze	1,000	\$15	100	\$1,500
Silver	3,000	\$15	133	\$1,995
Gold	5,000	\$15	166	\$2,490
Platinum	7,000	\$15	200	\$3,000
Pearl	10,000	\$15	233	\$3,495
Sapphire	20,000	\$15	266	\$3,990
Ruby	30,000	\$15	333	\$4,995
Diamond	50,000	\$15	500	\$7,500
Blue Diamond	100,000	\$15	833	\$12,495
Green Diamond	200,000	\$15	1,250	\$18,750
Red Diamond	500,000	\$15	1,666	\$24,990
Black Diamond	1,000,000	\$15	2,500	\$37,500
Crown Diamond	2,000,000	\$15	3,333	\$49,995
Royal Crown Diamond	5,000,000	\$15	6,666	\$99,990

5. Matching Commissions

Your leadership in supporting and mentoring your team is rewarded through Matching Commissions, acknowledging your efforts in fostering growth and success.

- **DEFINITION:** Commissions paid as a matching percentage of the Team Commissions earnings from downline affiliates in the Sponsorship Tree.
- **TRIGGERED:** When downline affiliates earn their Team Commissions.
- **PAID TO:** The Brand Affiliate who is Active and Paid As Platinum or higher.
- **AMOUNT PAID:** A matching percentage of the Team Commissions earnings from downline affiliates. The percentage and number of levels depend on the Paid As rank of the receiving affiliate and the earning affiliates.
- **DURATION OF BONUS:** Applicable every week based on Team Commission earnings from downline affiliates.
- **PAYMENT TIMING:** Weekly
- **ADDITIONAL NOTES:**
 - This bonus uses the Sponsorship Tree. Clawbacks are enabled, meaning the bonus can be reclaimed by the company under specific conditions such as product returns.
 - A generation is defined as each Brand Affiliate in your Sponsor tree with the minimum rank of Platinum.

SEE NEXT PAGE FOR MATCHING BONUS TABLE

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Matching Bonus Table:

	Platinum	Pearl	Sapphire	Ruby	Diamond	Blue Diamond	Green Diamond	Red Diamond	Black Diamond	Crown Diamond	Royal Crown Diamond
Matching Generation Ranks	Pltnm – Sapphire	Pltnm – Ruby	Pltnm – Diamond	Pltnm – Blue Dia	Pltnm – Green Dia	Pltnm – Red Dia	Pltnm – Black Dia	Pltnm – Crown Dia	Pltnm – Royal Dia	Pltnm – Royal Dia	Pltnm – Royal Dia
Gen 1	15%	15%	15%	15%	15%	15%	15%	15%	15%	15%	15%
Gen 2		10%	10%	10%	10%	10%	10%	10%	10%	10%	10%
Gen 3				5%	5%	5%	5%	5%	5%	5%	5%
Gen 4						5%	5%	5%	5%	5%	5%
Gen 5								5%	5%	5%	5%
Gen 6										3%	3%
Gen 7											1%

6. Booster Bonus (4 Week)

Your dedication and success in achieving higher ranks are rewarded through the Booster Bonus, providing you with ongoing recognition and motivation.

- **DEFINITION:** Bonus paid as a flat dollar amount for each rank achieved.
- **TRIGGERED:** When a Brand Affiliate achieves or requalifies for a rank of Pearl or higher.
- **PAID TO:** The Brand Affiliate who achieves the rank.

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- **AMOUNT PAID:** A fixed amount for each rank achieved. For example, achieving Pearl earns \$550, Sapphire earns \$650, and Ruby earns \$800.
- **DURATION OF BONUS:** The bonus is paid over as the ranks are achieved over multiple periods, up to the maximum number of payments possible. Total available payout is \$19,300 across all qualifying ranks.
- **PAYMENT TIMING:** Paid at period end, after 28 days.
- **ADDITIONAL NOTES:**
 - Affiliates earn one bonus at a time.

Calculation Table

ACHIEVEMENT PERIOD RANK	PERIOD SMALL TEAM QUALIFYING POINTS	PAYMENT AMOUNTS	NUMBER OF PAYMENTS	MAX BONUS
Pearl	10,000	\$550	7	\$3,850
Sapphire	20,000	\$650	9	\$5,850
Ruby	30,000	\$800	12	\$9,600
Total Available Payout				\$19,300

BOOSTER BONUS EXAMPLE:

PERIOD	RANK HIT	PAYMENT	PEARL	SAPPHIRE	RUBY
P1	Pearl	\$550	1		
P2	Pearl	\$550	2		
P3	Pearl	\$550	3		
P4	Sapphire	\$650		1	
P5	Sapphire	\$650		2	
P6	Sapphire	\$650		3	
P7	Pearl	\$550	4		
P8	Pearl	\$550	5		

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PERIOD	RANK HIT	PAYMENT	PEARL	SAPPHIRE	RUBY
P9	Pearl	\$550	6		
P10	Sapphire	\$650		4	
P11	Sapphire	\$650		5	
P12	Sapphire	\$650		6	
P13	Sapphire	\$650		7	
P1	Pearl	\$550	7		
P2	Sapphire	\$650		8	
P3	Sapphire	\$650		9	
P4	Ruby	\$800			1
P5	Ruby	\$800			2
P6	Pearl	\$0			
P7	Pearl	\$0			
P8	Sapphire	\$0			
P9	Sapphire	\$0			
P10	Sapphire	\$0			
P11	Sapphire	\$0			
P12	Ruby	\$800			3
P13	Ruby	\$800			4
P1	Ruby	\$800			5
P2	Ruby	\$800			6
Total So Far		\$14,500			

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7. Rank Bonus (4-Week)

Your leadership and achievements in reaching the highest ranks are rewarded through the Leadership Bonus, providing substantial recognition for your success.

- **DEFINITION:** Bonus paid as a flat dollar amount based on the rank achieved.
- **TRIGGERED:** When a Brand Affiliate achieves a Paid as Rank of Diamond or higher.
- **PAID TO:** The Brand Affiliate who achieves the rank.
- **AMOUNT PAID:** A fixed amount for each rank achieved. For example, achieving Diamond earns a specific dollar amount. Affiliates can earn Paid as Rank Bonus PLUS the bonus of the lower rank.
- **DURATION OF BONUS:** This bonus is based on your Paid-as-Rank for a Period. Bonus for each Rank is paid only when the rank is achieved.
- **PAYMENT TIMING:** Paid at period end, after 28 days.

Calculation Table:

ACHIEVEMENT PERIOD RANK	PERIOD SMALL TEAM QUALIFYING POINTS	PAYMENT AMOUNTS	NUMBER OF PAYMENTS	MAXIMUM BONUS
Diamond	50,000	\$5,000	2	\$10,000
Blue Diamond	100,000	\$5,000	4	\$20,000
Green Diamond	200,000	\$12,500	4	\$50,000
Red Diamond	500,000	\$20,000	5	\$100,000
Black Diamond	1,000,000	\$50,000	6	\$300,000
Crown Diamond	2,000,000	\$125,000	8	\$1,000,000
Royal Crown Diamond	5,000,000	\$200,000	10	\$2,000,000

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Rank Bonus Example:

		2x \$5,000	4x \$5,000	4x \$12,500	5x \$20,000	6x \$50,000	8x \$125,000	10x \$200,000
Period Hit	Rank Hit	Diamond	Blue	Green	Red	Black	Crown	Royal
P1	Blue Diamond	\$5,000	\$5,000	Earns Blue and Diamond Bonuses				
P2	Diamond	\$5,000						
P3	Blue Diamond		\$5,000	Diamond bonus already maxed out, only Blue Diamond Bonus Earned				
P4	Diamond	Diamond bonus already maxed out, No Bonus						
P5	Green Diamond		\$5,000	\$12,500				
P6	Green Diamond		\$5,000	\$12,500				
P7	Green Diamond			\$12,500	Diamond bonus already maxed out, only Green Diamond Bonus Earned			
P8	Blue Diamond	Diamond and Blue Diamond bonuses already maxed out, No Bonus						
P9	Green Diamond			\$12,500	Diamond and Blue bonuses already maxed out, Only Green Diamond Bonus			
P10	Green Diamond	Diamond, Blue, and Green bonuses already maxed out, No Bonus						
Etc.								
Total		\$80,000						

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8. Lifestyle Experiences

Qualify for Paid Vacations around the world! Incentive trips vary depending on the time of year. Please check the BackOffice or with your upline for details.

- **DEFINITION:** Incentive experiences which include destination trips, special events at conventions, regional special events, special recognition, and more!
- **TRIGGERED:** When a Brand Affiliate achieves the qualifications set for the specific promotion.
- **PAID TO:** The Brand Affiliate who achieves the promotion requirements.
- **AMOUNT PAID:** Lifestyle experiences do not generally have a monetary value unless otherwise noted. Please see specific promotions for details.



Payout Caps

To ensure a balanced and sustainable compensation environment, we've implemented payout caps for various bonuses. This measure guarantees fairness and ongoing rewards for all affiliates, preserving the integrity of our compensation plan.

50% Max Payout Rule:

Our commitment to sustainable growth and equitable reward distribution is underscored by our 50% Max Payout Rule. This rule ensures that the total commissions and bonuses paid out do not exceed 50% of the company's total sales revenue in any given commission period. By implementing this cap, we maintain the company's financial health and ensure a stable, rewarding environment for all our affiliates. This is achieved through a specialized interface in our

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Bonus area, allowing for dynamic adjustments to maintain this balance without compromising on our promise to reward your hard work and success fairly.

6. Rank Advancements and Qualifications

Advancing through ranks at Syona is a clear reflection of your dedication, sales excellence, and leadership. Each rank comes with its own set of achievements, focusing on your personal sales, team growth, and how you inspire your network. We've streamlined the qualifications for each rank to guide your journey to success.



Brand
Affiliate



Sr. Brand
Affiliate



Bronze



Silver



Gold



Platinum



Pearl



Sapphire



Ruby



Diamond



Blue
Diamond



Green
Diamond



Red
Diamond



Black
Diamond



Crown
Diamond



Royal Crown
Diamond

Common Qualifications

Active – Cumulative sales points over four (4) weeks (sum of QPs generated by new purchases during current week and 3 prior weeks). Number of required QPs may vary by market (50, 75, 100).

Binary Qualified – One personally registered Affiliate in each Business Team (Left and Right).

Period Rank Requirements

- **PERIOD:** Four Predetermined Consecutive Sales Weeks. Thirteen (13) Sales Periods per calendar year.
- **GENERAL REQUIREMENTS:** Must be Active and Binary Qualified (1 personally enrolled in each Business Team)
- **ROLLOVER POINTS:**

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- Larger Business Team – Any remaining points Qualification Points that are not paired with the small business team (Large team QP - Small team QP).
- Smaller Business Team – Starts at zero points at the beginning of a new Achievement Period (Small team QP - Small team QP).

Rank	SALES PERIOD Smaller Business Team Qualification Points	SALES PERIOD Sponsor Team Rank or Sponsor Team Qualification Points Requirement in Each Business Team	ACHIEVEMENT PERIODS at Rank for Recognition
Affiliate	N/A		N/A
Sr Affiliate	500		1
Bronze	1,000		1
Silver	3,000		1
Gold	5,000		1
Platinum	7,000		1
Pearl	10,000	Silver or 4,500	1
Sapphire	20,000	Gold or 7,500	1
Ruby	30,000	Platinum or 11,250	1
Diamond	50,000	Pearl or 15,000	1
Green Diamond	100,000	Sapphire or 30,000	1
Blue Diamond	200,000	Ruby or 45,000	1
Red Diamond	500,000	Diamond or 75,000	1
Black Diamond	1 million	Green Diamond or 150,000	1
Crown Diamond	2 million	Blue Diamond or 300,000	1
Royal Crown Diamond	5 million	Red Diamond or 750,000	1

7. Overflow, Carryover, and Flushing Rules

Our plan is thoughtfully designed to ensure fairness and reward hard work, which is why we've implemented clear rules for overflow, carryover, and the handling of points within your binary

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team structure. This approach guarantees that your efforts and those of your team are accurately recognized and rewarded.

Overflow Binary Rules

- Any QP generated from PERSONAL PURCHASES greater than 100 QP in a Commission Period will OVERFLOW to the smaller WEEKLY BINARY TEAM and to the smaller PERIOD BINARY TEAM
- Any BP generated from PERSONAL PURCHASES greater than 75 BP in a 4-week Commission Period will OVERFLOW to the smaller WEEKLY BINARY TEAM

Weekly Binary Carryover Rules:

- **LARGER TEAM** - Unused points (QP and BP) in the larger Business Team fully carryover to the next week.
- **SMALLER TEAM** - Unused points (QP and BP) in the smaller Business Team fully carryover to the next week.

Period Binary Carryover Rules:

- **LARGER TEAM** - Qualifying Points remaining after deducting the smaller team point value from both the small and large legs carryover to the next Period.
- **SMALLER TEAM** - Qualifying Points in the Smaller Business Team always reset to ZERO to start a new Commission Period.
- **WEEKLY TEAM COMMISSIONS CYCLE**
 - When team commissions are calculated BP should cycle at 100/100 BP pair. Weekly QP should cycle at 140/140 QP pairs.
- **BINARY FLUSHING RULES**
 - If an account is not Point Qualified at least one week within a four-week Commission Period, all points flush in both the LEFT and RIGHT Business Teams for WEEKLY and PERIOD Team Commissions calculations.

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8. Getting Paid

To ensure the integrity and fairness of our compensation plan, we adhere to precise rules concerning order processing and returns. Our compensation structure is designed with your success in mind, rewarding your efforts and dedication effectively.



Syona has partnered with Nomad, a cutting-edge wallet service designed to streamline the process of receiving commissions. As a secure and efficient platform, Nomad ensures that you receive your earnings swiftly and safely, directly to your account. This service not only simplifies the payment process but also enhances your experience by providing a user-friendly interface for managing your financial transactions with ease.

An account will be set up for you as you achieve commissions. Please watch for an email from Support@nomadewallet.com (Not available in all markets).

If you already have an account setup, visit ewallet.Syona.Co to login to your Nomad Account or access it via your BackOffice.

Commission Payment Schedule

Affiliates are required to meet minimum sales volumes each Period to qualify for commissions and bonuses. This includes both personal sales and team sales contributions.

Please note that in other markets, this schedule may differ due to regional restrictions.

Week/Period Ends	Commissions Calculated (Displayed in BackOffice)	Submitted to Payment Account (Nomad)
Tuesday	Thursday	Monday

Accessing Sales and Earnings Reports

Active participation and consistent sales volume are key. Affiliates need to maintain regular activity within their networks and meet set volume thresholds to remain eligible for all tiers of compensation.

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9. Support and Resources for Affiliates

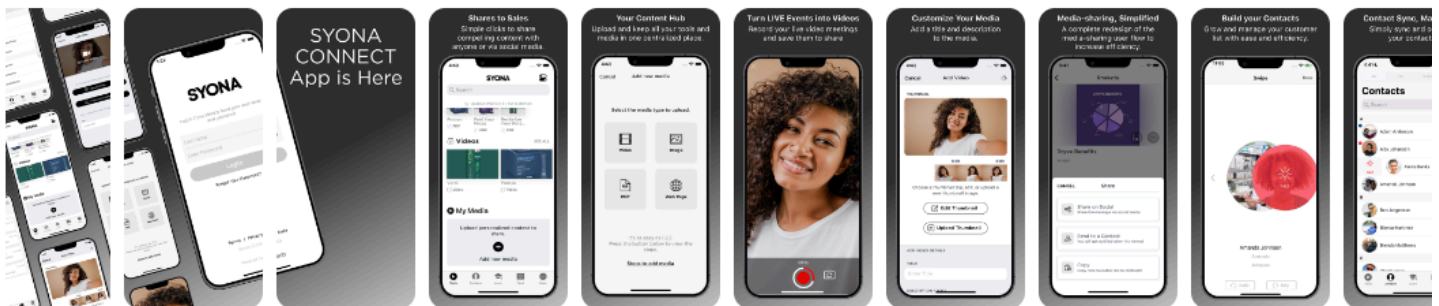
Our commitment to your success extends beyond our compensation plan. With updated resources and tools, including detailed guides on our new bonuses and a supportive affiliate network, we're here to ensure you have everything you need to thrive with Syona.

Training and Development Programs (Coming Soon)

Affiliates are expected to adhere to the highest standards of honesty and integrity in all their marketing efforts. This includes accurate representation of products and the Syona opportunity.

Marketing Tools and Resources

With the Syona Connect app, you can easily share your way to success with tools that create word-of-mouth buzz and complement belly-to-belly efforts! Connect with new contacts and interact with your team by sharing exclusive, corporate-approved tools. You'll have a vast array of marketing materials like videos, images, and more—all right at your fingertips! The powerful, yet beautifully simple design, along with compelling tools, makes growing your business simpler than ever.



BackOffice

To support your growth and streamline your sales process, we've introduced new digital tools and platforms. These resources are designed to help you track your progress, manage your team, and optimize your sales strategies in alignment with our updated compensation plan.

Accessible via ShareSyona.co | Logon using your customer account. In your Dashboard, Click on BACKOFFICE.

10. Glossary of Terms

A detailed glossary is provided to clarify key terms used within the compensation plan and the wider direct selling industry. This ensures all affiliates have a clear understanding of the terminology and processes involved in their Syona business.

Term	Definition
50% Max Payout Rule	A financial guideline ensuring that the total payout in commissions and bonuses does not exceed 50% of the company's total sales revenue for any commission period. This rule is key to the sustainability of our compensation plan and supports the principle of equitable distribution among all affiliates.
Backoffice	The secure Internet program that allows you to view and control your business. You can view reports about your team, order products, set up new customers, enroll new Brand Affiliates, obtain training, and control your Subscription.
Binary Plan	A compensation structure splitting an affiliate's network into two parts (left and right) essential for team building and calculating bonuses.
Binary Qualified (BQ)	One personally registered affiliate in each Business Team (Left and Right).
Bonus Points (BP)	Points accrued from product sales, used in calculating eligibility for bonuses and commissions, reflecting an affiliate's sales performance.
Booster Bonus	Awarded for achieving specific rank milestones within a 4-week cycle, motivating continuous performance and growth.

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Term	Definition
Brand Affiliate	An individual partnered with Syona, promoting products and eligible for commissions through sales and sponsorships.
Business Team	All positions under a specific position in the Business structure (width limited to 2 positions)
Clawback	The process of recapturing commissions paid out on orders that are later returned. This ensures fairness in the compensation plan by adjusting earnings based on actual, final sales.
Current Period Rank	The rank a Brand Affiliate achieves in the current commission period, determining their eligibility for bonuses.
Customer Bonus	A reward for direct sales to customers on a weekly basis, aimed at encouraging the expansion of the customer base through personal sales efforts.
Customers	All affiliates focus on growing the customer base. Customers are defined as a person who purchases and consumes the products without being an official affiliate. Customers may earn product credits to be redeemed against future purchases by sharing the company products with friends and acquaintances.
Holding Tank	When you enroll a new Brand Affiliate, you may place them temporarily in a Holding Tank for up to 3 days. This allows you time to determine where to place them. If you fail to place them within the 3 days period, the new Affiliate will automatically be placed on the weak leg at the bottom.
Leadership Bonus	Recognizes affiliates who demonstrate leadership by developing and supporting successful teams, awarded based on leadership performance.
Leg	The entire group of a Brand Affiliate's individual first-level Affiliate Partners. You will see this referenced as the left leg or the right leg OR big leg, small leg.
Lifetime Rank	The highest rank a Brand Affiliate has ever achieved, used for recognition but not bonus calculations.

SYONA

Term	Definition
Paid-As Rank	The highest rank achieved by a Brand Affiliate during a specific commission period, used to determine eligibility and calculation of bonuses for that period. It can refer to either the last committed 4-Week Paid-As rank or the current period Paid-As rank, whichever is higher.
Personally Qualified (PQ)	A measurement to determine if an affiliate has generated enough QPs through customer and personal purchases within a specific period.
Placement	The position in the binary tree where a new Brand Affiliate is placed, which may differ from their sponsor's direct line.
Professional Affiliate	Someone who uses established businesses like nutrition or beauty care stores, medical clinics, etc. to share and sell company products. Usually carries some company inventory in locations where sales are generated.
Qualification Points (QP)	Points used to determine an affiliate's qualification for rank advancements and participation in various bonuses, based on sales and team building activities.
Qualified Affiliate	Active, Binary Qualified, and in good standing.
Rank	A level achieved within the compensation plan, based on criteria like QP and team structure, with specific benefits and rewards associated with each rank.
Sales Period	Each sales Period is four (4) consecutive sales weeks. There are thirteen (13) sales Periods in a calendar year. See sales calendar for details.
Sales Week	A seven-day period running from Wednesday morning through Tuesday night.
Social Marketing Affiliate	Someone who only uses social media platforms to share products.
Sponsor	The Brand Affiliate who personally enrolls a new member and earns bonuses based on their downline's activity.

SYONA

Term	Definition
Sponsor Team	All positions under a specific position in the Sponsor structure (no limits to width).
Starter Pack (Registration Pack)	A qualifying product or bundle purchased by new Brand Affiliates during enrollment, which provides essential products for personal use and team building. These packs also help affiliates become eligible for bonuses and commissions, giving them a strong foundation to start their business.
Subscribe and Save (Autoship, Auto-Order, Subscription)	An automatic, regular shipment program for products, contributing to an affiliate's BP and QP, supporting consistent sales volume generation.

11. Frequently Asked Questions (FAQs)

This section addresses common questions about the compensation plan, policies, and affiliate activities. It's a quick reference guide to help resolve queries efficiently, fostering a smooth and informed affiliate experience.

- **What is Syona?** – A unique wellness and personal empowerment movement. Syona is an introduction to Multi-Dimensional Marketing (MDM).
- **What is our origin story?** – Founded by Angel Olvera and Becky Bursell who share more than a combined 45 years of industry experience. Syona is built on trust and a mutual vision for change.
- **What are our values?** – Syona is driven by a desire to create, “A company by the people, for the people.” At Syona, we emphasize personal growth, inclusivity, and empowerment.
- **What sets Syona apart?** – The uniqueness lies in our approach, offering structures for mental and financial wellness. Enabling members to be part of their own growth.
- **What is our vision?** – Our vision is to meet people where they are. Offering multiple paths to significance within the wellness and personal growth industry.

12. Appendices

Contact Information for Affiliate Support

Direct lines and email addresses for reaching out to the Syona support team for assistance with any aspect of the affiliate program.

Support: support@syona.co

Closing Remarks

Syona appreciates the dedication and effort of our affiliates. We're committed to your success and are here to support you every step of the way. Let's continue to grow together, building a healthier and happier world through our shared mission.