

KANNAWAY

COMPENSATION PLAN
2018



KANNAWAY.COM

The world has never seen a company as unique and refreshing as Kannaway, and we know that our Brand Ambassadors are the driving force behind our success. Together with our Brand Ambassadors, we are creating a culture that is truly enriching the lives of people around the world. To bring this vision into reality, Kannaway has established a generous and straightforward compensation plan that rewards our Brand Ambassadors!

Unlike other home-based businesses, Kannaway gives you the tremendous earning potential you desire, without all the negative aspects that make it difficult for you to achieve success.

THERE ARE 2 REQUIREMENTS TO EARN COMMISSIONS

Requirement 1:

Register to become a Kannaway Brand Ambassador (Independent Business Owner) by enrolling online and paying the required Brand Ambassador fee.

- €47.80 annually

The Brand Ambassador fee will be debited annually on the annual anniversary date.

The Brand Ambassador fee includes:

- Replicated Kannaway Websites
- Kannaway Secure Back Office
- Kannaway Training and Support Tools
- Administrative Support

Requirement 2:

Maintain the minimum Personal Business Volume (PBV) required for your rank each month, either through customer sales or personal orders.

Disclaimer: In the Kannaway program, there is no purchase of product required to be a Brand Ambassador. The only required fee to become a Brand Ambassador is the Brand Ambassador fee. There are no commissions generated or paid on the Brand Ambassador fee. Kannaway only pays commissions from the sale of products, not from the recruitment of Brand Ambassadors.

As a Brand Ambassador (Independent Business Owner), it's important to understand how you get paid. A portion of each sale generated within your organization may trigger one or more ways for you to earn commissions. As you read through this compensation explanation, you'll understand how you're rewarded in each area of the compensation plan.

It is important to understand that only qualified Brand Ambassadors earn commissions and in order to receive commission overrides on your group sales you will need to satisfy minimum personal sales requirement based on your rank. For further explanation see rank and pin levels below.

NOW IT IS TIME TO BECOME FASTSTART QUALIFIED

When a Brand Ambassador enrolls in Kannaway and either sells or purchases a Faststart Jr Executive or a Faststart Sr. Executive Value Pack and they also personally enroll (3) BA's or customers or any combination of each, who purchase or sell a Value Pack within 30 days of your start date you will become faststart qualified. If a Brand Ambassador is Faststart Qualified, their Direct Sale Bonuses (DSB) on Kannaway Value Packs will retroactively triple once the third sale is made. The Brand Ambassadors will continue to earn triple DSB commissions on each qualified Kannaway Value Pack they sell to new Brand Ambassadors.

KANNAWAY CUSTOMER SALES

Selling Kannaway products directly to customers builds a solid foundation for your Kannaway business. Direct sales to customers allow you to earn income by purchasing Kannaway products at wholesale prices and then selling them at retail, earning a wholesale-to-retail commission.

**When someone redeems a gift card on a retail purchase, the profit between the wholesale price and retail price is reduced by the gift card amount.*

**Direct Sales Commission earned from retail sales is paid weekly.*

Kannaway Offers A Preferred Customer Program

Some customers prefer to have their orders shipped directly to them each month without having to hassle with remembering to place a new order, which is what we call Smart Ship at Kannaway. Customers who enroll in the Smart Ship program become Kannaway Preferred Customers. Registration in the Smart Ship program is FREE and as a Kannaway Preferred Customer they will have the ability to buy their Kannaway products at wholesale and even earn FREE product by referring other Customers in our **3 and Yours is FREE program**.

The Kannaway Compensation Plan pays the Brand Ambassador that sells the Preferred Customer their product a 30% DSB commission and the other 70% of the commission value is paid to the upline team through the monthly residual commissions. The 30% DSB commission is paid weekly.

As a Kannaway Preferred Customer they will be given a secure back office account to track their order history and manage their Smart Ship Deliveries. Preferred Customers will also receive a FREE Kannaway website to refer customers to and have the opportunity to earn FREE product in the **3 and Yours is FREE Program**.

The 3 and Yours Is FREE Program is simple. Preferred Customers and Brand Ambassadors can earn FREE product by referring 3 Kannaway customers. The amount of FREE product that can be earned is based on the average product orders of all their Kannaway customers referred, not to exceed the Brand Ambassador or Preferred Customers Smart Ship order during the earned month.

For example: If the Brand Ambassador or Preferred Customer's average product orders equal 55 BV (Business Volume) and the Brand Ambassador or Preferred Customers Smart Ship order during that month was at least 55 BV, they would receive their following months Smart Ship order up to 55 BV for FREE. There are no commissions paid on free products earned.

3 FOR FREE

How It Works

YOU
Have a personally paid Smartship order

+

CUSTOMERS
Have at least 3 Customers with paid monthly orders

=

FREE*
Earn free product the following month equivalent to the average BV of all customer orders

1

 Personal paid Smartship

+



=

500
BV in FREE PRODUCT
the following month

3 Customers:
1,500 Combined BV
from paid orders

2

 Personal paid Smartship

+



=

400
BV in FREE PRODUCT
the following month

5 Customers:
2,000 Combined BV
from paid orders

[Learn more at Kannway.com/3free](http://Kannway.com/3free)

* Your personal paid Smartship order in the earned month must equal the average BV of your customer orders or you will receive the lesser amount free the following month.



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3 and Yours Is FREE Program Requirements:

1. Maintain an active monthly SmartShip of at least 28 BV in product orders.
2. Have at least three Kannaway customers who have a minimum order of 28 BV each calendar month. When this occurs, your next month's SmartShip order is FREE.
3. The amount of free product is based on the total average order of your customers, not to exceed your SmartShip order from the earned Month.

**There are no commissions paid on FREE product*

BRAND AMBASSADORS GET TO PARTICIPATE IN Faststart 3000 Challenge

"Faststart 3000 & Faststart 9000 qualifiers are the heartbeat of the Kannaway business model."

Achieving Faststart 3000 status earns Brand Ambassadors up to \$1,000 in additional bonuses paid over 2 months. To become Faststart 3000 you must achieve the following:

- Become Faststart Qualified within your first 30 days of becoming a Brand Ambassador.
- Generate at least 3,000 in cumulative Qualified Group Volume (QGV) within 4 levels in your first 60 Days with no more than 60% of the Qualified Group Volume coming from 1 leg or team.
- Generate 110 in PBV in both the 2nd and 3rd months of being a Brand Ambassador (days 31-60 & days 61-90).

**Sponsor placed Brand Ambassadors and their legs cannot be used to qualify a BA for Faststart 3000 Bonus. Faststart 3000 Bonuses earned by a BA must be generated from BA's sponsored by the individual earning the Faststart 3000 bonus.*

BECOME Faststart 9000 Qualified AND EARN ADDITIONAL BONUSES

- Become Faststart Qualified within your first 30 days of becoming a Brand Ambassador.
- Generate 9,000 in cumulative Qualified Group Volume (QGV) within 5 levels during your first 90 days with not more than 60% coming from 1 leg or team.

Faststart 9000 qualifiers receive an additional \$1,000. Like the Faststart 3000, Faststart 9000 qualifiers must maintain a minimum of 110 PBV in their 2nd and 3rd months, (days 31-60 & days 61-90) to earn the Faststart 9000 bonus. The \$1,000 Faststart 9000 Bonus is paid over 2 months.

**Sponsor placed Brand Ambassadors and their legs cannot be used to qualify a BA for Faststart 9000 bonus. Faststart 9000 bonus earned by a BA must be generated from BA's sponsored by the individual earning the Faststart 9000 bonus.*

Faststart 3000 & 9000 Bonus

DIRECT SALES BONUS: [DSB]

One exciting benefit of joining most relationship marketing companies is they typically allow people to start a business with a much lower financial entry point than they would need to start a more traditional brick and mortar business. However, even though the start-up expenses maybe far less, there are still necessary expenses with starting any business. To help our Brand Ambassadors get their business into a profitable position as quickly as possible Kannaway gives Brand Ambassadors the opportunity to earn a larger commission percentage during their initial startup period.

When a Brand Ambassador personally enrolls a new team member, that new team member may choose to purchase Kannaway Products to share and sell with their potential customers and prospects or to use personally. The commissions earned from these products is known as a Direct Sales Bonus (DSB). The enrolling Brand Ambassador will earn a DSB in the amount of 30% of CV on the new team members personal purchases during their first 30 days. An additional 15% will be paid via check match and the remaining 55% of the CV will be paid through the monthly residual commissions.

Kannaway also offers Kannaway Value Packages to both customers and Brand Ambassadors who are interested in saving money. Kannaway pays a special DSB on the first Kannaway Value Pack purchase. The commissions paid on Kannaway Value Pack is listed in the chart below. Any future purchases of Kannaway Value Pack will pay based on the assigned CV through the residual portion of the compensation plan.

Kannaway EU Value Packs	DSB Commission Paid
EU Starter Value Pack	\$20
EU Pure Value Pack	\$20
EU Jr. Executive Value Pack	\$30
EU Sr. Executive Value Pack	\$75

Triple Direct Sales Bonus

Brand Ambassadors who become faststart qualified will have their Direct Sale Commissions paid on all Kannaway Value Packs tripled. The triple DSB will retroactively issue a triple commission on all qualified Kannaway Value Pack sales to that point and continue to triple them for life.

Kannaway EU Value Packs	DSB Commission Paid
EU Starter Value Pack	\$60
EU Pure Value Pack	\$60
EU Jr. Executive Value Pack	\$90
EU Sr. Executive Value Pack	\$225

NOTE: The Triple Direct Sale Bonus is only paid on the first Kannaway Value Pack purchase made by each Customer or Brand Ambassador. DSB's are paid on all none value pack sales within a new BA's first 30 days. Any additional Kannaway Value Pack sales will be paid based on the CV assigned through the monthly residual commissions.

**All Direct Sale Income is paid weekly.*

50% DSB Check Match:

Duplication is the key to long-term success in Relationship Marketing and to help our Brand Ambassadors create a culture of teamwork. We pay a 50% check match on all Direct Sales Bonuses to qualifying team members.

The DSB Matching Bonus is paid on the entire DSB earned even if it is a triple DSB. The 50% DSB Check Matching Bonus is split and paid as follows.

20% is paid to the enrollees sponsor and 30% is split between leadership rank codes and 7 levels of upline team members (following the sponsor tree) as shown in the charts below:

Qualifying Coded Ranks	DSB Matching Bonus Percentage
Executive Director	2.5%
Regional Director	2.5%
International Director	2.5%
Presidential Director	2.5%

Upline Levels	DSB Matching Bonus Percentage
Enroller's Sponsor	20%
Level 2 Upline	5%
Level 3 Upline	5%
Level 4 Upline	2.5%
Level 5 Upline	2.5%
Level 6 Upline	2.5%
Level 7 Upline	2.5%
Total	50%

** Note: Any single order on which a DSB is earned will pay an additional 50% of the total DSB amount, broken down into the above percentages. For example: If you are the sponsor of the BA earning a DSB of \$60, you will be paid 20% of the entire DSB, \$12. If you are the level 4 upline, you will be paid 2.5% of the total DSB, \$1.50.*

9 LEVELS OF RESIDUAL TEAM OVERRIDE BONUSES:

As a Kannaway Brand Ambassador, your focus will be on creating a Retail and Loyal Customer base as well as building a team of Brand Ambassadors. As you progress through the Kannaway compensation program, you will earn increased Team Override Commissions from the product, energy and solar sales generated throughout your sales organization.

Kannaway utilizes a "Unilevel" structure for our Team Override Commissions. Meaning, every Brand Ambassador will be automatically placed on their sponsor's first level unless their sponsor chooses to place them under a Brand Ambassador on their team. [Placement is an advanced organizational strategy. Ask your Team Leader for advice on the best strategy for building your Kannaway business.]

The higher rank you achieve, the more levels you can earn commissions. The Kannaway compensation plan uses "compression" to allow Brand Ambassadors to earn on sales originating down deeper within their organization if someone in the organizational tree is inactive. This means any Customer or Brand Ambassador volume that is not generated from an active Brand Ambassador will "compress" and be counted within the volume of the level immediately above.

Unilevel Placement Tree

	Brand Ambassador	Director	Senior Director	Executive Director	Area Director	Regional Director/ Regional Director Elite	National Director/ National Director Elite	International Director/ International Director Elite	Vice Presidential Director/ Vice Presidential Director Elite	Presidential Director/ Presidential Director Elite	Crown Ambassador/ Crown Ambassador Elite	Double Crown Ambassador Elite
LVL 1	2%	2%	2%	2%	2%	2%	2%	2%	2%	2%	2%	2%
LVL 2	3%	3%	3%	3%	3%	3%	3%	3%	3%	3%	3%	3%
LVL 3		4%	4%	4%	4%	4%	4%	4%	4%	4%	4%	4%
LVL 4			5%	5%	5%	5%	5%	5%	5%	5%	5%	5%
LVL 5				6%	6%	6%	6%	6%	6%	6%	6%	6%
LVL 6					7%	7%	7%	7%	7%	7%	7%	7%
LVL 7						8%	8%	8%	8%	8%	8%	8%
LVL 8							9%	9%	9%	9%	9%	9%
LVL 9								10%	10%	10%	10%	10%
LVL 10												11%

**Team Override Bonuses are paid monthly*

RANK INFINITY BONUS

The Rank Infinity Bonus allows Brand Ambassadors who have achieved the Paid As Rank of Executive Director/ Area Director/ Regional Director/Regional Director Elite/ National Director/National Director Elite/ International Director/ International Director Elite/ Vice Presidential Director/Vice Presidential Director Elite/ Presidential Director/Presidential Director Elite & Crown Ambassador/Crown Ambassador Elite to start earning a 1% commission on all qualified sales starting on their 6th level through infinity on the sales organization they built. The Rank Infinity Bonus pays a total of 15% of the CV through 2 generations, (7.5% on each generation) and is cumulative, meaning you can earn the total difference in bonus % between your rank and the rank of your team members.

As a qualified Executive Director you will start earning a 1% Bonus on all sales starting with your 6th level through infinity, this is referred to as the 1st Generation Bonus. You will earn the 1st Generation Bonus down to the next qualified Executive Director in your Placement Tree Organization. At that point the new Executive Director will start earning the 1st Generation Infinity Bonus on their organization and you will start earning the 2nd Generation 1% Infinity Bonus on their organization. When a third Executive Director is encountered in the same organizational line of you will be blocked out, this is known as a breakaway and you stop earning the 2nd generation infinity bonus from that Executive Director and their organization. It's important to understand you will continue to earn the 1st generation & 2nd generation infinity bonus on the remainder of your organization as long as you have not encountered a third qualified Executive Director. In order to start earning the "Rank" Infinity Bonus on the breakaway organization you will need to achieve the rank of Area Director at which time you will start earning the 1st generation Area Director Bonus.

Earning cumulative Rank Infinity Bonuses for multiple ranks is one of the exciting aspects of this bonus, meaning you have the ability to earn the bonus % from more than 1 rank. As an example, if you were a qualified Crown Ambassador and had no Executive Directors or above in a specific leg you would receive the entire 1st generation Executive Director/ Area Director/ Regional Director/Regional Director Elite/ National Director/National Director Elite/ International Director/ International Director Elite/ Vice Presidential Director/Vice Presidential Director Elite/ Presidential Director/Presidential Director Elite & Crown Ambassador/Crown Ambassador Elite Generational Infinity Bonus for each rank (7.5%). As soon as a Brand Ambassador in that leg achieves the rank of Executive Director you will start earning the 2nd generation infinity bonus below your new Executive Director.

	Executive Director	Area Director	Regional Director/Regional Director Elite	National Director/National Director Elite	International Director/International Director Elite	Vice Presidential Director/Vice Presidential Director Elite	Presidential Director/Presidential Director Elite	Crown Ambassador/Crown Ambassador Elite	Double Crown Ambassador Elite
Rank Infinity 1st Gen level 6 (ED) to 10 (PD) and Below	1% Inf	1% Inf	1% Inf	1% Inf	1% Inf	1% Inf	0.75% Inf	0.5% Inf	0.25% Inf
Rank Infinity 2nd Gen level 6 (ED) to 10 (PD) and Below	1% Inf	1% Inf	1% Inf	1% Inf	1% Inf	1% Inf	0.75% Inf	0.5% Inf	0.25% Inf

CODED INFINITY BONUS

Like the Rank Infinity Bonus, the Coded Infinity Bonus allows Brand Ambassadors who have achieved the Paid As Rank of Executive Director to start earning it. It also pays 15% of the CV through 2 generations (7.5% on each generation) and is cumulative, meaning you can earn multiple coded infinity bonus's on the same team. For example if you have National Director, Regional Director and Area Director coding on an individual you would earn all those coded infinity bonus on that individuals team.

Once you achieve Executive Director you start earning the Coded Infinity Bonus on the very next Brand Ambassador and their team you personally enroll. Unlike the Rank Infinity Bonus, your coded team members don't breakaway from you. Once they are coded to you they remain coded as long as they remain active in Kannaway, no matter how large or how many levels their team grows. Another exciting feature of the Coded Infinity Bonus is you start earning the added bonus on level 1, which means you could increase your level 1 % override to as much as 9.5%.

Like the Rank Infinity Bonus, the Coded Infinity Bonus also has 2 generations of code bonus paid at each rank. The major difference is with the coded bonus their entire team does NOT breakaway from you once a 2nd BA achieves your same rank. That means your commissions shouldn't reduce, in fact if you've built a growing healthy organization they will continue to grow and so will the coded bonus portion of your check.

As you continue to achieve higher ranks in Kannaway you start earning that ranks Coded Infinity Bonus with the very next person you personally enroll. Like the Rank Infinity Bonuses, the Coded Infinity Bonus allows you to accumulate your coded bonuses for multiple ranks, meaning you have the ability to earn the bonus % from more then 1 rank.

As an example if you were a qualified Crown Ambassador you would receive the entire 1st generation Coded Infinity Bonus for each rank Executive Director/ Area Director/ Regional Director/Regional Director Elite/ National Director/National Director Elite/ International Director/International Director Elite/ Vice Presidential Director/Vice Presidential Director Elite/ Presidential Director/Presidential Director Elite & Crown Ambassador/Crown Ambassador Elite (7.5%) on all sales made by your newly enrolled Brand Ambassador and their entire organization starting with their level.

	Executive Director	Area Director	Regional Director/ Regional Director Elite	National Director/ National Director Elite	International Director/ International Director Elite	Vice Presidential Director/ Vice Presidential Director Elite	Presidential Director/ Presidential Director Elite	Crown Ambassador/ Crown Ambassador Elite	Double Crown Ambassador Elite
Rank Infinity 1st Gen level 6 (ED) to 10 (PD) and Below	1%	1%	1%	1%	1%	1%	0.75%	0.5%	0.25%
Rank Infinity 2nd Gen level 6 (ED) to 10 (PD) and Below	1%	1%	1%	1%	1%	1%	0.75%	0.5%	0.25%

LIFESTYLE BONUS

The Kannaway Lifestyle bonus can be earned when you achieve the Rank of Area Director and above and maintain it for one month. Bonus will be paid on month 3.

The Lifestyle Bonus pays the following bonuses based on rank monthly the following month after achieving the rank and maintaining the rank (2nd month), lifestyle bonus is paid monthly on residual commission checks on month 3.

Area Director	Regional Director/ Regional Director Elite	National Director/ National Director Elite	International Director/ International Director Elite	Vice Presidential Director/ Vice Presidential Director Elite	Presidential Director/ Presidential Director Elite	Crown Ambassador/ Crown Ambassador Elite	Double Crown Ambassador Elite
\$500	\$750	\$1,000	\$1,250	\$1,500	\$2,500	\$5,000	\$10,000

RANK ADVANCEMENT BONUS (RAB)

Rank Advancement Bonuses are designed to reward the new BA every step of the way as they achieve success and climb through the ranks of the compensation plan. We even double the RAB bonus if ranks are achieved faster.

We offer Rank Advancement Bonuses at the following ranks: Executive Director, Area Director, Regional Director & National Director.

These ranks are pivotal positions in the compensation plan, as they are some of the first ranks where the BA begins to develop a group and while helping others within their organization to develop their group -- the main requirement in becoming a Presidential Director. Rank advancement bonuses act as a catalyst, providing motivation in starting this behavior. Please see chart below for rank advancement bonuses.

To qualify for the Rank Advancement Bonus, you must earn one of the below ranks and maintain the necessary PBV for your rank. Rank Advancement Bonus will be paid the following month after rank earned with monthly commissions.

Rank	Unlimited Time	Accelerated Time
Executive Director	\$250	\$500 (60 Days from start date)
Area Director	\$1,250	\$2,500 (4 Months from start date)
Regional Director/ Regional Director Elite	\$2,500	\$5,000 (6 Months from start date)
National Director/ National Director Elite	\$5,000	\$10,000 (9 Months from start date)

Note: Sponsor placed Brand Ambassadors and their legs cannot be used to qualify a BA for a Rank Advancement Bonus. Rank Advancement Bonuses earned by a BA must be generated from BA's sponsored and their sponsored teams by the individual earning the Rank Advancement Bonus, and abide by the same 60/40 leg split needed to obtain rank advancement.

MINIMUM INCOME GUARANTEE



\$500/month



\$2,500/month



\$5,000/month
\$60,000/year



\$8,333/month
\$100,000/year



\$12,500/month
\$150,000/year



\$20,833/month
\$250,000/year



\$41,666/month
\$500,000/year



\$83,333/month
\$1,000,000/year

Requirements

- Brand Ambassadors must maintain a minimum of 3, active, personally sponsored Brand Ambassadors in 3 separate legs who each maintain a minimum of 110 PBV monthly to earn the Minimum Income Guarantee (MIG) Bonus.
- Brand Ambassadors must also maintain 110 PBV monthly to earn the MIG Bonus.
- Brand Ambassadors must earn and maintain the rank of Executive Director/ Area Director/ Regional Director Elite/ National Director Elite/ International Director Elite/ Vice Presidential Director Elite / Presidential Director Elite & Crown Ambassador Elite to earn the MIG bonus.
- If ranked at Regional Director or above, but not Elite, you will be paid at AD or ED depending on your qualifications

Details

The MIG Bonus pays you the difference between your combined compensation and the MIG for your qualified rank that month. If your compensation is greater than the MIG no bonus is paid.

For example: If you earn the MIG qualified rank of Area Director on January 15th, February is your qualified month, as long as you maintain Area Director rank or above for the month of February. In February you earn \$2,000 in compensation, so your MIG Bonus is \$500. \$500 is the difference between your MIG of \$2,500 and your earned compensation of \$2,000.

The MIG Bonus is paid on the 15th of the month following the first complete calendar month after you achieve the MIG qualified rank.

For example: You achieve the MIG qualified rank of Area Director on January 15th. The first complete calendar month following your promotion is February. As long as you continue to be qualified at Area Director or above in February, your first bonus will be paid on March 15th with your Monthly commission payment.

Continuing Example: If you are demoted from Area Director to ED during the month of February, your MIG for February is at the rank of ED, \$500.

All MIG Bonuses are paid monthly. Monthly MIG are as follows: ED=\$500, Area Director=\$2,500, Regional Director Elite=\$5,000, National Director Elite=\$8,333, International Director Elite=\$12,500, Vice Presidential Director Elite=\$20,833, Presidential Director Elite=\$41,666, Crown Ambassador Elite=\$83,333.

ORGANIZATIONAL STRUCTURE

Sponsor Tree

When a new Brand Ambassador is sponsored, they go into the Sponsor Tree as a Level 1, or "frontline," to the Brand Ambassador who sponsored them. Direct Sale Bonuses (DSB), 50% Coded DSB Check Match, Team Override, and Coded Infinity Bonuses are paid based on the Sponsor Tree.

The Holding Tank (Sponsor Placement)

The Kannaway compensation plan allows the sponsoring Brand Ambassador the ability to sponsor a Brand Ambassador and place them under another Brand Ambassador on their team within 7 days from the date of enrollment. The sponsoring Brand Ambassador will still maintain sponsorship and will receive all sponsor bonuses.

Placement Tree

2 Rules of Sponsor place:

- BA being placed has to be within 7 days of date sponsored (join date).
- BA being placed can only go under another BA within your organization with a start date earlier than the BA being placed.

When a new Brand Ambassador is sponsored, they are automatically placed on their Sponsor's 1st level. However, at any time within the first 7 days of enrollment, the Sponsor may elect to place or move the enrolled Brand Ambassador under another Brand Ambassador in their organization as long as the BA placement is being done under a BA who has an earlier start date than the BA being placed. Placement is an advanced strategy that allows the sponsoring Brand Ambassador the opportunity to increase sales volume in an existing leg. Rank advancement, Team Override Commissions and Rank Infinity Bonus are all based on the BV in the Placement Tree.

RANK AND PIN LEVELS

Brand Ambassador

Requirements:

Pay the required €47.80 Annual Brand Ambassador Business Fee

Eligible to Earn:

- 3 & Free
- Faststart 3000 Bonus
- Faststart 9000 Bonus
- Retail & Loyal Customer Commissions
- DSB Bonuses
- DSB Sponsor Check Match
- 2 levels of Team Residual Bonus (see residual chart above for %)



Director [DIR]

Requirements:

- Pay the required €47.80 Annual Brand Ambassador Business Fee
- Maintain at least 28 PBV monthly
- Personally enroll and maintain 3 active Brand Ambassadors placed in 3 separate legs
- Maintain a minimum of 600 Qualified Group Business Volume (GBV) monthly with not more than 60% from any one leg

Eligible to Earn:

- 3 & free
- Retail commission
- Faststart 3000 Bonus
- Faststart 9000 Bonus
- DSB Bonuses
- DSB 20% Sponsors Check Match
- DSB Level Check Match
- 3 levels of Team Residual Bonus (see residual chart above for %)



Senior Director [SD]

Requirements:

- Pay the required €47.80 Annual Brand Ambassador Business Fee
- Maintain at least 55 PBV monthly
- Personally enroll and maintain 3 active Brand Ambassadors placed in 3 separate legs
- Maintain a minimum of 3,000 Qualified Group Business Volume (GBV) monthly with not more than 60% from any one leg

Eligible to Earn:

- 3 & free
- Retail commission
- Faststart 3000 Bonus
- Faststart 9000 Bonus
- DSB Bonuses
- DSB 20% Sponsors Check Match
- DSB Level Check Match
- 4 levels of Team Residual Bonus (see residual chart above for %)



Executive Director [ED]

Requirements:

- Pay the required €47.80 Annual Brand Ambassador Business Fee
- Maintain at least 110 PBV
- Personally enroll and maintain 3 active Brand Ambassadors placed in 3 separate legs
- Maintain a minimum of 5,000 Qualified Group Business Volume (GBV) monthly with no more than 60% from any one leg



Eligible to Earn:

- 3 & Free
- Rank Advancement Bonus
- Minimum Income Guarantee
- Retail commission
- Faststart 3000 Bonus
- Faststart 9000 Bonus
- DSB Bonuses
- DSB 20% Sponsors Check Match
- DSB Level & Code Check Match
- 5 levels of Team Residual Bonus (see residual chart above for %)
- ED Rank Infinity Residual Bonus
- ED Coded Infinity Residual Bonus on new personally sponsored representatives after promotion to ED.

Area Director

Requirements:

- Pay the required €47.80 Annual Brand Ambassador Business Fee
- Maintain at least 110 PBV in personal sales
- Personally enroll and maintain 3 Active Brand Ambassadors placed in three separate legs
- Maintain a minimum of 15,000 Qualified Group Business Volume (GBV) monthly with not more than 60% from any one leg



Eligible to Earn:

- 3 & Free
- Minimum Income Guarantee
- Rank Advancement Bonus
- Retail Commissions
- Faststart 3000 Bonus
- Faststart 9000 Bonus
- DSB Bonuses
- DSB 20% Sponsors Check Match
- DSB Level & Coded Check Match
- 6 levels of Team Residual Bonus (see residual chart above for %)
- Lifestyle Bonus
- Area Director Infinity Residual Bonus
- Area Director Coded Infinity Residual Bonus on new personally sponsored representatives after promotion to Area Director

Regional Director

Requirements:

- Pay the required €47.80 Annual Brand Ambassador Business Fee
- Maintain at least 110 PBV in personal sales
- Personally enroll and maintain 3 Active Brand Ambassadors placed in three separate legs
- Maintain a minimum of 45,000 Qualified Group Business Volume (GBV) monthly with not more than 60% from any one leg



Eligible to Earn:

- 3 & Free
- Minimum Income Guarantee
- Retail Commissions
- Faststart 3000 Bonus
- Faststart 9000 Bonus
- DSB Bonuses
- DSB 20% Sponsors Check Match
- DSB Level & Coded Check Match
- 7 levels of Team Residual Bonus (see residual chart above for %)
- Lifestyle Bonuses
- Regional Director Infinity Residual Bonus
- Regional Director Coded Infinity Residual Bonus on new personally sponsored representatives after promotion to Regional Director

Regional Director Elite

Requirements:

- Pay the required €47.80 Annual Brand Ambassador Business Fee
- Maintain at least 110 PBV in personal sales
- Personally enroll and maintain 3 Active Brand Ambassadors placed in three separate legs
- Maintain a minimum of 45,000 Qualified Sponsor Tree Group Business Volume (RAB GBV) monthly with not more than 60% from any one leg



Eligible to Earn:

- 3 & Free
- Minimum Income Guarantee
- Rank Advancement Bonus
- Retail Commissions
- Faststart 3000 Bonus
- Faststart 9000 Bonus
- DSB Bonuses
- DSB 20% Sponsors Check Match
- DSB Level & Coded Check Match
- 7 levels of Team Residual Bonus (see residual chart above for %)
- Lifestyle Bonuses
- Regional Director Elite Infinity Residual Bonus
- Regional Director Elite Coded Infinity Residual Bonus on new personally sponsored representatives after promotion to Regional Director Elite
- Special Regional Director Elite Pin
- Trip Incentive

National Director

Requirements:

- Pay the required €47.80 Annual Brand Ambassador Business Fee
- Maintain at least 110 PBV in personal sale
- Personally enroll and maintain 3 Active Brand Ambassadors placed in three separate legs
- Maintain a minimum of 135,000 Qualified Group Business Volume (GBV) monthly with not more than 60% from any one leg



Eligible to Earn:

- 3 & Free
- Minimum income guarantee
- Retail Commission
- Faststart 3000 Bonus
- Faststart 9000 Bonus
- DSB Bonuses
- DSB 20% Sponsors Check Match
- DSB Level & Coded Check Match
- 8 levels of Team Residual Bonus
- Lifestyle Bonus
- National Director Rank Infinity Residual Bonus
- National Director Coded Infinity Residual Bonus on new personally sponsored representatives after promotion to National Director

National Director Elite

Requirements:

- Pay the required €47.80 Annual Brand Ambassador Business Fee
- Maintain at least 110 PBV in personal sale
- Personally enroll and maintain 3 Active Brand Ambassadors placed in three separate legs
- Maintain a minimum of 135,000 Qualified Sponsor Tree Group Business Volume (RAB GBV) monthly with not more than 60% from any one leg



Eligible to Earn:

- 3 & Free
- Rank Advancement Bonus
- Minimum income guarantee
- Retail Commission
- Faststart 3000 Bonus
- Faststart 9000 Bonus
- DSB Bonuses
- DSB 20% Sponsors Check Match
- DSB Level & Coded Check Match
- 8 levels of Team Residual Bonus
- Lifestyle Bonus
- National Director Elite Rank Infinity Residual Bonus
- National Director Elite Coded Infinity Residual Bonus on new personally sponsored representatives after promotion to National Director Elite
- Special National Director Elite Pin
- Hemp Brief case with custom products
- Trip Incentive

International Director

Requirements:

- Pay the required €47.80 Annual Brand Ambassador Business Fee
- Maintain at least 110 PBV in personal sales
- Personally enroll and maintain 3 active Brand Ambassadors placed in 3 separate legs
- Maintain a minimum of 240,000 Qualified Group Business Volume (GBV) monthly with not more than 60% from any one leg



Eligible to Earn:

- 3 & Free
- Minimum income guarantee
- Retail Commission
- Faststart 3000 Bonus
- Faststart 9000 Bonus
- DSB Bonuses
- DSB 20% Sponsors Check Match
- DSB Level & Coded Check Match
- 9 levels of Team Residual Bonus
- Lifestyle Bonus
- International Director Rank Infinity Residual Bonus
- International Director Coded Infinity Residual Bonus on new personally sponsored representatives after promotion to International Director

International Director Elite

Requirements:

- Pay the required €47.80 Annual Brand Ambassador Business Fee
- Maintain at least 110 PBV in personal sales
- Personally enroll and maintain 3 active Brand Ambassadors placed in 3 separate legs
- Maintain a minimum of 240,000 Qualified Sponsor Tree Group Business Volume (RAB GBV) monthly with not more than 60% from any one leg



Eligible to Earn:

- 3 & Free
- Minimum income guarantee
- Retail Commission
- Faststart 3000 Bonus
- Faststart 9000 Bonus
- DSB Bonuses
- DSB 20% Sponsors Check Match
- DSB Level & Coded Check Match
- 9 levels of Team Residual Bonus
- Lifestyle Bonus
- International Director Elite Rank Infinity Residual Bonus
- International Director Elite Coded Infinity Residual Bonus on new personally sponsored representatives after promotion to International Director Elite
- Special International Director Pin
- Tumi Luggage
- Trip Incentive

Vice Presidential Director

Requirements:

- Pay the required €47.80 Annual Brand Ambassador Business Fee
- Maintain at least 110 PBV in personal sales
- Personally enroll and maintain 3 active Brand Ambassadors in three separate legs
- Maintain a minimum of 400,000 Qualified Group Business monthly with not more than 60% from any one leg

Eligible to Earn:

- 3 & Free
- Minimum income guarantee
- Retail Commission
- Faststart 3000 Bonus
- Faststart 9000 Bonus
- DSB Bonuses
- DSB 20% Sponsors Check Match
- DSB Level & Coded Check Match
- 9 levels of Team residual Bonus
- Lifestyle Bonus
- Vice Presidential Director Rank Infinity Residual Bonus
- Vice Presidential Director Coded Infinity Residual Bonus on new personally sponsored representatives after promotion to Vice Presidential Director



Vice Presidential Director Elite

Requirements:

- Pay the required €47.80 Annual Brand Ambassador Business Fee
- Maintain at least 110 PBV in personal sales
- Personally enroll and maintain 3 active Brand Ambassadors in three separate legs
- Maintain a minimum of 400,000 Qualified Sponsor Tree Group Business Volume (RAB GBV) monthly with not more than 60% from any one leg

Eligible to Earn:

- 3 & Free
- Minimum income guarantee
- Retail Commission
- Faststart 3000 Bonus
- Faststart 9000 Bonus
- DSB Bonuses
- DSB 20% Sponsors Check Match
- DSB Level & Coded Check Match
- 9 levels of Team residual Bonus
- Lifestyle Bonus
- Vice Presidential Director Elite Rank Infinity Residual Bonus
- Vice Presidential Director Elite Coded Infinity Residual Bonus on new personally sponsored representatives after promotion to Vice Presidential Director Elite
- Special Vice Presidential Director Pin
- Custom Fitting Men's or Ladies Suits
- Trip Incentive



Presidential Director

Requirements:

- Pay the required €47.80 Annual Brand Ambassador Business Fee
- Maintain at least 110 PBV in personal sales
- Personally enroll and maintain 3 active Brand Ambassadors in three separate legs
- Maintain a minimum of 700,000 Qualified Group Business Volume (GBV) monthly with not more than 60% from any one leg

Eligible to Earn:

- 3 & free
- Minimum Income Guarantee
- Retail Commission
- Faststart 3000 Bonus
- Faststart 9000 Bonus
- DSB Bonuses
- DSB 20% Sponsors Check Match
- DSB Level & Coded Check Match
- 9 levels of Team residual Bonus
- Lifestyle Bonus
- Presidential Director Rank Infinity Residual Bonus
- Presidential Director Coded Infinity Residual Bonus on new personally sponsored representatives after promotion to Presidential Director



Presidential Director Elite

Requirements:

- Pay the required €47.80 Annual Brand Ambassador Business Fee
- Maintain at least 110 PBV in personal sales
- Personally enroll and maintain 3 active Brand Ambassadors in three separate legs
- Maintain a minimum of 700,000 Qualified Sponsor Tree Group Business Volume (RAB GBV) monthly with not more than 60% from any one leg

Eligible to Earn:

- 3 & free
- Minimum Income Guarantee
- Retail Commission
- Faststart 3000 Bonus
- Faststart 9000 Bonus
- DSB Bonuses
- DSB 20% Sponsors Check Match
- DSB Level & Coded Check Match
- 9 levels of Team residual Bonus
- Lifestyle Bonus
- Presidential Director Elite Rank Infinity Residual Bonus
- Presidential Director Elite Coded Infinity Residual Bonus on new personally sponsored representatives after promotion to Presidential Director Elite
- Special Presidential Director Pin or Pendant
- Presidential Passage Trip



Crown Ambassador

Requirements:

- Pay the required €47.80 Annual Brand Ambassador Business Fee
- Maintain at least 110 PBV in personal sales
- Personally enroll and maintain 3 active Brand Ambassadors in three separate legs
- Maintain a minimum of 1,000,000 Qualified Group Business Volume (GBV) with not more than 60% from any one leg

Eligible to Earn:

- 3 & Free
- Minimum Income Guarantee
- Retail Commission
- Faststart 3000 Bonus
- Faststart 9000 Bonus
- DSB Bonuses
- DSB 20% Sponsors Check Match
- DSB Level Check & Coded Match
- 9 levels of Team residual Bonus
- Lifestyle Bonus
- Crown Ambassador Rank Infinity Residual Bonus
- Crown Ambassador Coded Infinity Residual Bonus on new personally sponsored representatives after promotion to Crown Ambassador



Crown Ambassador Elite

Requirements:

- Pay the required €47.80 Annual Brand Ambassador Business Fee
- Maintain at least 110 PBV in personal sales
- Personally enroll and maintain 3 active Brand Ambassadors in three separate legs
- Maintain a minimum of 1,000,000 Qualified Sponsor Tree Group Business Volume (RAB GBV) monthly with not more than 60% from any one leg

Eligible to Earn:

- 3 & Free
- Retail Commission
- Faststart 3000 Bonus
- Faststart 9000 Bonus
- DSB Bonuses
- DSB 20% Sponsors Check Match
- DSB Level Check & Coded Match
- 9 levels of Team residual Bonus
- Lifestyle Bonus
- Crown Ambassador Elite Rank Infinity Residual Bonus
- Crown Ambassador Elite Coded Infinity Residual Bonus on new personally sponsored representatives after promotion to Crown Ambassador
- Rolex Watch
- Presidential Passage Trip



Double Crown Ambassador Elite



Requirements:

- Pay the required €47.80 Annual Brand Ambassador Business Fee
- Maintain at least 110 PBV in personal sales
- Personally enroll and maintain 3 active Brand Ambassadors in three separate legs
- Maintain a minimum of 4,000,000 Qualified Sponsor Tree Group Business Volume (RAB GBV) with not more than 60% from any one leg and minimum of 500,000 in each of the other three legs

Eligible to Earn:

- 3 & Free
- Retail Commission
- DSB Bonuses
- DSB 20% Sponsors Check Match
- DSB Level Check & Coded Match
- 10 levels of Team residual Bonus
- Lifestyle Bonus
- Double Crown Ambassador Elite Rank Infinity Residual Bonus
- Double Crown Ambassador Elite Coded Infinity Residual Bonus on new personally sponsored representatives after promotion to Crown Ambassador Elite
- Presidential Passage Trip
- Tesla Lease

Glossary

Brand Ambassador – Kannaway Independent Business Owner.

Active – Brand Ambassadors are active when they are current with their Brand Ambassador Fee(s).

Qualified – Brand Ambassadors are Qualified to earn commission overrides when they have meet their Personal (PBV) and Group Business Volume (GBV) requirement in product sales each month, per their rank.

Earned Rank – The highest Pin rank a Brand Ambassador earns. This allows the Brand Ambassador to be recognized at that rank.

Paid As Rank – The rank a Brand Ambassador is for that commissionable period. Commissions are paid to each Brand Ambassador based on the rank they are for each commissionable period. It is possible that a Brand Ambassador's Earned Rank and Paid As Rank are different.

Business Volume (BV) – The total volume assigned to each product.

Commissionable Volume (CV) – The total volume from which commissions are paid. Commissionable Volume equals 50% of the Business Volume (BV).

Personal Business Volume (PBV) – The volume that is generated from all personal sales and personal customer sales.

Group Business Volume (GBV) – The total GBV generated through product sales made by Downline Brand Ambassadors

RAB Group Business volume (RAB GBV) – The Total RAB GBV generated through product sales made by your personally enrolled Brand Ambassadors and their team.

Weekly Commissions – Weekly commissions start on Friday at 12:00am PST and end on Thursday at 11:59pm PST; weekly commissions are available on the following Friday.

Monthly Residual Commissions – Monthly commissions start at 12:00am PST on the first day of the month and end at 11:59pm PST on the last day of the month. Monthly Residual Commissions will be paid on the 15th of the following month during our monthly commission run.

Smart Ship – Is an optional program that allows both Loyal Customers and Brand Ambassadors to have the products of their choosing sent to them automatically on approximately the same day each month.

Retail Customer – Is a Customer who is not enrolled in the Kannaway Smart Ship program. They do not receive the Kannaway wholesale price on their purchases.

Loyal Customer – Is a Customer who has enrolled in the Kannaway Smart Ship program to receive their selected product or products sent automatically each month. Loyal Customers purchase products at the Kannaway wholesale cost.

Earned Month – Refers to the month a qualification must be meet. A Brand Ambassador must all sales requirements to be eligible for commissions during that commission period.

Grace Period – If a leader fails to maintain the necessary Group Business Volume (GBV) Requirements to maintain their Rank they will have the following number of days to bring their Qualified Group Business Volume (GBV) back up to meet their rank requirement before they loose their Rank. The grace period does not apply to income earned via Minimum Income Guarantee, RAB bonuses or Lifestyle bonus.

Rank	Executive Director	Area Director	Regional Director	National Director	International Director	Vice Presidential Director	Presidential Director	Crown Ambassador
Grace Period Days	30	30	60	60	90	90	180	180



KANNAWAY