

ASCIRA Compensation Plan

WELCOME TO ASCIRA

CONGRATULATIONS on your decision to become an Independent Marketing Associate (IMA) with ASCIRA.

ASCIRA has created a global environment and opportunity to allow our customers and Independent Marketing Associates to receive the best products, services, and rewards to enjoy a better and fulfilling lifestyle. We believe that to ensure success in all aspects of life, we must provide the best education and training, tools, systems, support, and an excellent compensation plan to reward our Marketing Associates.



The ASCIRA compensation plan is developed by top experts in the direct sales/network marketing industry and is one of the most generous pay plan available in the market. It offers up to 80% of the commission volume paid through our hybrid model combining both a unilevel and matrix compensation plan.

Unlike others in the market, ASCIRA's hybrid compensation plan was created to help everyone regardless of their experience. This plan provides the means to generate either a part-time income of a few hundred dollars or even a few thousand dollars a month.

ASCIRA intends to develop the best leadership program in the industry. We started with a clear understanding of WHY the specific ranks, HOW people will qualify each position, and WHAT will the people receive as financial benefits as they are eligible. In ASCIRA, we believe that the right leadership is the biggest asset of our company for long term success.

DEFINITIONS

RETAIL CUSTOMER

A customer is an individual who purchases any of the products/services directly from the Company at retail value for their personal use and benefit.

INDEPENDENT MARKETING ASSOCIATE (IMA)

An IMA is identified as an independent contractor who acts as an intermediary between the Company and the potential new customer and/or other Independent Marketing Associates. IMAs can market the ASCIRA products/services, enroll new customers, as well as sponsor new IMAs.

The agreement and relationship made between the Company and the IMA shall not constitute nor create a claim that the IMA is an employer/employee, agency, partnership, franchise, or have any joint venture relationship with/of the Company. IMAs will abide by the Company's Terms and Conditions and applicable laws on the acquisition, receipt, holding, selling, marketing, and advertising of the Company's products and business opportunity.

An IMA is an individual of at least 18 years of age who have purchased an ASCIRA Product Package and agrees to be verified with a KYC application, understands qualification requirements, and has completed the registration portal accessed through their personalized web-link.





ASCIRA Academy is a live-streaming on-demand platform for knowledge and education. We are revolutionizing education by streaming top-notch content 24/7

Retail Price IMA Wholesale Price

USD 129
30-days access to ASCIRA ACADEMY
30-days access to ASCIRA ACADEMY

USD 129
30-days access to SMART TRAVEL
30-days access to SMART TRAVEL

USD 120
360 SMART TRAVEL credits
30-days access to ASCIRA ACADEMY
AND SMART TRAVEL

Let's TRAVEL Smart! The ASCIRA Personal Travel Portal offers great **discounts of up to 70%**, personalized VIP Concierge Service, and a Premier Loyalty Program.



ASCIRA PRODUCT PACKAGES

ASSOCIATE	PREMIUM	SUPERIOR	ULTIMATE
USD 199	USD 699 (upgrade 500)	USD 1,699 (upgrade 1000)	USD 2,499 (upgrade 800)
1 Marketing Center	2 Marketing Centers	3 Marketing 3 Mark Centers Cent	
2-months Smart Travel	3-months Smart Travel	4-months 6-months Smart Travel Smart Travel	
2-months ASCIRA Academy	3-months ASCIRA Academy	4-months 6-months ASCIRA Academy ASCIRA Acade	
\$29 Virtual Management System	\$29 Virtual Management System	\$29 Virtual \$29 Virtual Management System Management S	
	\$49 Digital Business Kit		
		1 Convention Ticket	2 VIP Convention Tickets
			2 Mentorship Training at Live Events

Customers also have the option to purchase any of the ASCIRA Product Packages, which will qualify them as an IMA. ASCIRA Product Packages can be purchased individually or consecutively in the corresponding sequence (lowest to highest) at any time. Each ASCIRA Product Package can only be purchased once.

Only qualified IMAs are eligible to earn commissions, bonuses, and prizes based on the volume generated from the total sales of the organizations through retail sales, ASCIRA Product Package sales, and monthly subscriptions. Commissions are available only to those who have accepted and agreed to become an IMA, and they are subject to complying with the qualification requirements within the Terms and Conditions of the compensation plan.

The Company does not guarantee any type of income. The success of the IMA shall vary and is dependent upon, but not limited to their efforts and skill set, time invested in developing their business and, most importantly, the volume produced within their own personal sales organizations.

THE BEYOND A BILLION VISION

PHASE ONE

2020

To build the initial Global Marketing Team consisting of Customers and Independent Marketing Associates, which will be the foundation for the next stage.





PHASE TWO

2021

To offer a Social Media Community where its Members can create chat groups, share information, post photos, send text messages, enjoy games, have access to digital products and services, and have access to fantastic discounts and rewards.



PHASE THREE

2023

To incorporate an e-Commerce platform where companies worldwide can offer their products to ASCIRA members at exclusive discounts and rewards.

DEVELOPING A SALES ORGANIZATION



An IMA may develop a personal sales organization within the ASCIRA business platform by making an initial purchase of any of the Company's ASCIRA Product Packages. By maintaining an active and qualified status each calendar month, an IMA will be eligible to earn commissions and bonuses based on the entire sales organization activity and sales volume.

The **ASCIRA** Compensation Plan is based on three areas of potential income

Direct Sales
Teamwork
Leadership



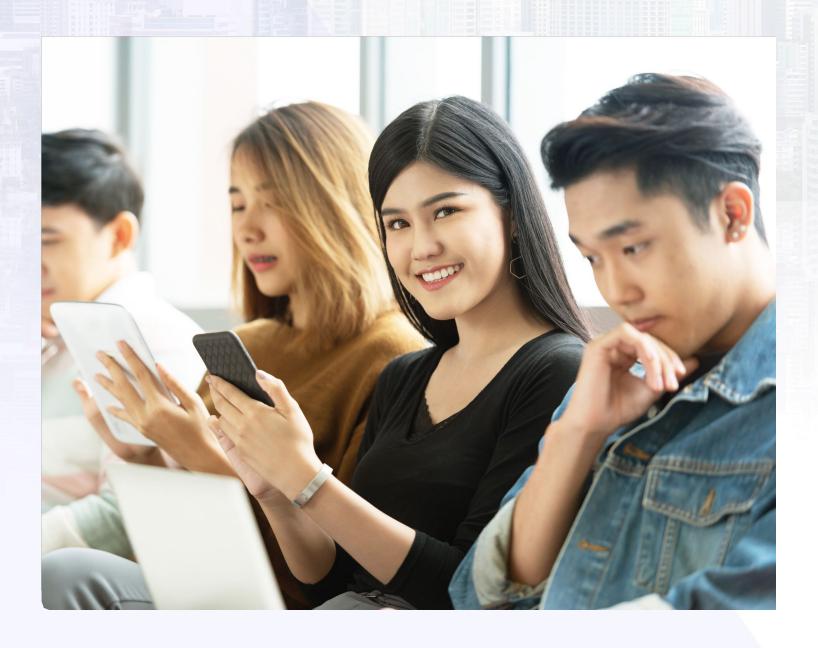
DIRECT SALES BONUS

#1. RETAIL BONUS - Earn 20%

The enrollment of retail customers will automatically generate retail sales commissions. Retail customers are positioned in the personal unilevel structure of the enroller in their own sales organization. Retail customers are not entitled to earn any commission.

#2. DIRECT SPONSOR BONUS – Earn 15%

IMAs will receive a 15% direct sponsor bonus from any ASCIRA Product Package sales.



#3. PERSONAL TEAM BONUS

Up to 35% maximum to 12 levels deep

The team bonus commission is calculated when IMAs in your personal sales organization purchase any of the available ASCIRA Product Packages.

Commissions are generated daily on the sales volume and paid on the first eight (8) levels of your personal sales organization to all active IMAs regardless of the IMAs' monthly ranking.

Additional levels of commissions will become available once an IMA has achieved a qualified leadership rank during the calendar month. This commission becomes payable as soon as the IMA has completed the qualified leadership rank, and it will continue to calculate for the remainder of that qualifying month and the following calendar month.

Commissions are calculated only on those new ASCIRA Product Packages that are of equal or lower value than the ASCIRA Product Packages purchased by the enrolling IMA.

TEAM BONUS TABLE

	Percent	Rank
Level 1	5%	IMA
Level 2	5%	IMA
Level 3	4%	IMA
Level 4	4%	IMA
Level 5	3%	IMA
Level 6	3%	IMA
Level 7	3%	IMA
Level 8	3%	IMA
Level 9	2%	Bronze
Level 10	1%	Silver
Level 11	1%	Gold
Level 12	1%	Platinum & Above

#4. PLACEMENT SALES VOLUME BONUS

Up to 35% maximum to 12 levels deep

The placement sales volume bonus is calculated from all IMAs that are placed within the entire personal sales organization once they have purchased any of the available ASCIRA Product Packages or with the purchase of the monthly subscription program. Commissions are calculated daily on the sales volume generated.

Commissions are calculated monthly on the sales volume generated and paid on the first eight (8) levels of the sales organization to all active IMAs regardless of the IMAs' monthly ranking.

Additional levels of commissions become available once an IMA has achieved qualified leadership rank during the calendar month. This commission becomes payable as soon as the IMA has completed the qualified leadership rank, and it will continue to calculate for the remainder of that qualifying month and the following calendar month.

PLACEMENT SALES VOLUME BONUS TABLE

	Percent	Rank
Level 1	5%	IMA
Level 2	5%	IMA
Level 3	4%	IMA
Level 4	4%	IMA
Level 5	3%	IMA
Level 6	3%	IMA
Level 7	3%	IMA
Level 8	3%	IMA
Level 9	2%	Bronze
Level 10	1%	Silver
Level 11	1%	Gold
Level 12	1%	Platinum & Above

#5. MONTHLY SUBSCRIPTION BONUS

Up to 35% - maximum to 12 levels deep

The monthly subscription bonus is calculated from all active IMAS that participate in the monthly subscription program within the entire sales organization. Commissions are calculated monthly on the first 12 levels of the entire sales organization.

Commissions are generated monthly on the sales volume generated from all customers and IMAs; and are paid on the first eight (8) levels of the sales organization to all active IMAs regardless of the IMAs' monthly ranking.

Additional levels of commissions become available once an IMA has achieved a qualified leadership rank during the calendar month. This commission becomes payable as soon as the IMA has completed the qualified leadership rank, and it will continue to calculate for the remainder of that qualifying month and the following calendar month.

MONTHLY SUBSCRIPTION BONUS TABLE

	Percent	Rank
Level 1	5%	IMA
Level 2	5%	IMA
Level 3	4%	IMA
Level 4	4%	IMA
Level 5	3%	IMA
Level 6	3%	IMA
Level 7	3%	IMA
Level 8	3%	IMA
Level 9	2%	Bronze
Level 10	1%	Silver
Level 11	1%	Gold
Level 12	1%	Platinum & Above

#6. MATCHING BONUS

Up to 50% - 3 levels deep

The matching bonus is calculated and based on the total amount of commissions received by the personally sponsored IMAs from their entire personal sales organization (including the placed sales volume bonus), purchase of the ASCIRA Product Packages, and the monthly subscription program.

MATCHING BONUS TABLE

	Associate	Premium	Superior	Ultimate	Rank
Level 1	10%	20%	30%	30%	IMA
Level 2		10%	10%	10%	IMA
Level 3			5%	10%	IMA

UP TO
50%
MATCHING
BONUS



LEADERSHIP BONUS TABLE

#7. RANK ADVANCEMENT BONUS

	Rank	Personally	PGQV	One Time
	Ralik	Enroll/Sponsor	PGQV	Bonus
	Bronze	3	5,000	USD 250
ш	Silver	4	15,000	USD 750
ELITE	Gold	5	30,000	USD 1,200
ш	Platinum	6	45,000	USD 1,800
	Double Platinum	7	90,000	USD 3,000
	Diamond	8	150,000	USD 10,000
Q	Double Diamond	9	300,000	USD 20,000
DIAMOND	Triple Diamond	10	450,000	USD 30,000
DIA	Blue Diamond	11	750,000	USD 40,000
	Black Diamond	12	1,000,000	USD 50,000
Œ	Prime Ambassador	14	2,000,000	USD 100,000
\D0	Master Ambassador	15	3,000,000	USD 150,000
SS	Global Ambassador	16	5,000,000	USD 250,000
AMBASSADOR	Crown Ambassador	17	7,000,000	USD 350,000
A	Royal Ambassador	18	10,000,000	USD 1,000,000



#7. RANK ADVANCEMENT BONUS

The leadership rank advancement bonus is a one-time bonus payable to IMAs upon each qualified rank advancement. IMA has the opportunity to build a large network of customers and IMAs, and to develop leaders and earn up to USD 2,000,000 through the leadership rank advancement bonus. commissions and bonuses are subject to individual efforts in sharing and selling the products/services, building a sales organization, and, equally importantly, the sales volume of your business.

BRONZE



To qualify as a Bronze, an IMA must have at least three (3) personally enrolled/sponsored customers or IMAs and must accumulate a minimum of 5,000 PGQV (Personal Group Qualifying Volume) during one calendar month from the total sales volume of the IMAs personal sales organization, with a maximum of 50% of the PGQV deriving from one (1) personally sponsored Active IMA.

A qualified Bronze is eligible for a one-time rank advancement bonus of USD 250. To receive this bonus, the IMA must qualify for this rank within the FIRST 30 days from the date of registration with the Company. The qualification can be achieved and recognized any time after the first 30 days, however, will not be eligible for this bonus.

SILVER



To qualify as a Silver, an IMA must have at least four (4) personally enrolled/sponsored customers or IMAs and must accumulate a minimum of 15,000 PGQV during one calendar month from the total sales volume of the IMAs personal sales organization, with a maximum of 50% of the PGQV deriving from one (1) personally sponsored Active IMA.

A qualified Silver is eligible for a one-time rank advancement bonus of USD 750. To receive this bonus, the IMA must qualify for this rank within the FIRST 60 days from the date of registration with the Company. The qualification can be achieved and recognized any time after the first 60 days; however, it will not be eligible for this bonus.

GOLD



To qualify as a Gold, an IMA must have at least five (5) personally enrolled/sponsored customers or IMAs and must accumulate a minimum of 30,000 PGQV during one calendar month from the total sales volume of the IMAs personal sales organization, with a maximum of 50% of the PGQV deriving from one (1) personally sponsored Active IMA.

A qualified Gold is eligible for a one-time rank advancement bonus of USD 1,200. To receive this bonus, the IMA must qualify for this rank within the FIRST 90 days from the date of registration with the Company. The qualification can be achieved and recognized any time after the first 90 days; however, it will not be eligible for this bonus.

LEADERSHIP BONUS

PLATINUM



To qualify as a Platinum, an IMA must have at least six (6) personally enrolled/sponsored customers or IMAs and must accumulate a minimum of 45,000 PGQV during one calendar month from the total sales volume of the IMAs personal sales organization, with a maximum of 50% of the PGQV deriving from one (1) personally sponsored Active IMA.

A qualified Platinum is eligible for a one-time rank advancement bonus of USD 1,800. To receive this bonus, the IMA must qualify for this rank within the FIRST 120 days from the date of registration with the Company. The qualification can be achieved and recognized any time after the first 120 days; however, it will not be eligible for this bonus.

DOUBLE PLATINUM



To qualify as a Double Platinum, an IMA must have at least seven (7) personally enrolled/sponsored Customers or IMAs and must accumulate a minimum of 90,000 PGQV during one calendar month from the total sales volume of the IMAs personal sales organization, with a maximum of 50% of the PGQV deriving from one (1) personally sponsored Active IMA.

A qualified Double Platinum is eligible for a one-time rank advancement bonus of USD 3,000. To receive this bonus, the IMA must qualify for this rank within the FIRST 150 days from the date of registration with the Company. The qualification can be achieved and recognized any time after the first 150 days, however, it will not be eligible for this bonus.



An IMA may combine and accumulate monthly sales volumes within the described time frame in order to achieve Elite Club level.

EXAMPLE A

FIRST MONTH (30 DAYS):

SECOND MONTH (60 DAYS):

4,000 in sales volume (did not qualify for Bronze)

5,000 in sales volume

... total for two months = 9,000

The total sales volume qualifies the IMA with the rank of Bronze; however, no bonus is payable to the IMA as the rank was achieved outside the 30-day timeframe.

EXAMPLE B

FIRST MONTH (30 DAYS):

SECOND MONTH (60 DAYS):

4,000 in sales volume (did not qualify for Bronze)

11,000 in sales volume

 \dots total two months = 15,000

The total sales volume qualifies the IMA with the rank of Silver; bonus of USD 750 is payable to the IMA as the rank was achieved inside the 60-day timeframe.

EXAMPLE C

FIRST MONTH (30 DAYS):

15,000 in sales volume (qualified as Bronze and Silver)

The total sales volume qualifies the IMA with the rank of Silver; the bonus of USD 250 for the rank of Bronze and USD 750 for the rank of Silver is payable to the IMA as the ranks were achieved inside the 60-day timeframe. **Once the bonus is paid, the volume will no longer accumulate or carry over.

The following Diamond and Ambassador Club ranks can be achieved at any time. However, sales volume is calculated only on a monthly basis, and does not accumulate or carry over to the next calendar month.

DIAMOND CLUB

DIAMOND



To qualify as a Diamond, an IMA must have at least eight (8) personally enrolled/sponsored customers or IMAs and must accumulate a minimum of 150,000 PGQV during one calendar month from the total sales volume of the IMAs personal sales organization, with a maximum of 40% of the PGQV deriving from one (1) personally sponsored active IMA.

A qualified Diamond is eligible for a one—time rank advancement bonus of USD 10,000. To receive this bonus, the IMA must re-qualify the rank at least twice in a six-month period.

DOUBLE DIAMOND



To qualify as a Double Diamond, an IMA must have at least nine (9) personally enrolled/sponsored customers or IMAs and must accumulate a minimum of 300,000 PGQV during one calendar month from the total sales volume of the IMAs personal sales organization, with a maximum of 40% of the PGQV deriving from one (1) personally sponsored active IMA.

A qualified Double Diamond is eligible for a one-time rank advancement bonus of USD 20,000. To receive this bonus, the IMA must re-qualify the rank at least twice in a six-month period.

TRIPLE DIAMOND



To qualify as a Triple Diamond, an IMA must have at least ten (10) personally enrolled/sponsored customers or IMAs and must accumulate a minimum of 450,000 PGQV during one calendar month from the total sales volume of the IMAs personal sales organization, with a maximum of 40% of the PGQV deriving from one (1) personally sponsored active IMA.

A qualified Triple Diamond is eligible for a one-time rank advancement bonus of USD 30,000.

To receive this bonus, the IMA must re-qualify the rank at least twice in a six-month period.

DIAMOND CLUB

BLUE DIAMOND



To qualify as a Blue Diamond, an IMA must have at least eleven (11) personally enrolled/sponsored customers or IMAs and must accumulate a minimum of 750,000 PGQV during one calendar month from the total sales volume of the IMAs personal sales organization, with a maximum of 40% of the PGQV deriving from one (1) personally sponsored active IMA.

A qualified Blue Diamond is eligible for a one-time rank advancement bonus of USD 40,000.

To receive this bonus, the IMA must re-qualify the rank at least twice in a six-month period.

BLACK DIAMOND



To qualify as a Black Diamond, an IMA must have at least twelve (12) personally enrolled/sponsored customers or IMAs and must accumulate a minimum of 1,000,000 PGQV during one calendar month from the total sales volume of the IMAs personal sales organization, with a maximum of 40% of the PGQV deriving from one (1) personally sponsored active IMA. A qualified Black Diamond is eligible for a one—time rank advancement bonus of USD 50,000. To receive this bonus, the IMA must re-qualify the rank at least twice in a six-month period.



AMBASSADOR CLUB

PRIME AMBASSADOR



To qualify as a Prime Ambassador, an IMA must have at least fourteen (14) personally enrolled/sponsored customers or IMAs. It must accumulate a minimum of 2,000,000 PGQV during one calendar month from the total sales volume of the IMAs' personal sales organization, with a maximum of 33% of the PGQV deriving from one (1) personally sponsored Active IMA. A qualified Prime Ambassador is eligible for a one—time rank advancement bonus of USD 100,000. To receive this bonus, the IMA must re-qualify for this rank at least twice in six months and assist in the development of at least three (3) IMAs to qualify as Diamonds, either prior or during the month of qualification, anywhere in their personal sales organization structure within the 12 levels.

MASTER AMBASSADOR



To qualify as a Master Ambassador, an IMA must have at least fifteen (15) personally enrolled/sponsored customers or IMAs. It must accumulate a minimum of 3,000,000 PGQV during one calendar month from the total sales volume of the IMAs' personal sales organization, with a maximum of 33% of the PGQV deriving from one (1) personally sponsored active IMA. A qualified Master Ambassador is eligible for a one—time rank advancement bonus of USD 150,000. To receive this bonus, the IMA must re-qualify for this rank at least twice in a six-month period and assist in the development of at least four (4) IMAs to qualify as Diamonds, either prior or during the month of qualification, anywhere in their personal sales organization structure within the 12 levels.

GLOBAL AMBASSADOR



To qualify as a Global Ambassador, an IMA must have at least sixteen (16) personally enrolled/sponsored customers or IMAs. It must accumulate a minimum of 5,000,000 PGQV during one calendar month from the total sales volume of the IMAs' personal sales organization, with a maximum of 33% of the PGQV deriving from one (1) personally sponsored active IMA. A qualified Global Ambassador is eligible for a one—time rank advancement bonus of USD 250,000. To receive this bonus, the IMA must re-qualify for this rank at least twice in a six-month period and assist in the development of at least five (5) IMAs to qualify as Diamonds, either prior or during the month of qualification, anywhere in their personal sales organization structure within the 12 levels.

AMBASSADOR CLUB

CROWN AMBASSADOR



To qualify as a Crown Ambassador, an IMA must have at least seventeen (17) personally enrolled/sponsored customers or IMAs. It must accumulate a minimum of 7,000,000 PGQV during one calendar month from the total sales volume of the IMAs' personal sales organization, with a maximum of 33% of the PGQV deriving from one (1) personally sponsored active IMA. A qualified Crown Ambassador is eligible for a one—time rank advancement bonus of USD 350,000. To receive this bonus, the IMA must re-qualify for this rank at least twice in a six-month period and assist in the development of at least six (6) IMAs to qualify as Diamonds, either prior or during the month of qualification, anywhere in their personal sales organization structure within the 12 levels.

ROYAL AMBASSADOR



To qualify as a Royal Ambassador, an IMA must have at least eighteen (18) personally enrolled/sponsored customers or IMAs. It must accumulate a minimum of 10,000,000 PGQV during one calendar month from the total sales volume of the IMAs' personal sales organization, with a maximum of 33% of the PGQV deriving from one (1) personally sponsored active IMA.

A qualified Royal Ambassador is eligible for a one—time rank advancement bonus of USD 1,000,000. To receive this bonus, the IMA must re-qualify for this rank at least twice in a six-month period and assist in the development of at least seven (7) IMAs to qualify as Diamonds, either prior or during the month of qualification, anywhere in their personal sales organization structure within the 12 levels.

LIFESTYLE BONUS TABLE

#8. LIFESTYLE BONUS

Imagine earning a bonus each month that would allow you to live your life more comfortably! The lifestyle bonus that could be used for a new car, an exotic vacation, or remodeling your home - the options are endless. The lifestyle bonus is calculated and paid monthly to IMAs who achieve the rank of Silver and above, the bonus is paid respectively to the rank achieved, in addition to all commissions/bonuses earned in that calendar month.

	Rank	Personal Enrolled/Sponsored	PGQV	Bonus(\$)
	Silver	4	15,000	USD 300
벁	Gold	5	30,000	USD 450
ELITE	Platinum	6	45,000	USD 700
	Double Platinum	7	90,000	USD 950
	Diamond	8	150,000	USD 1,200
Q	Double Diamond	9	300,000	USD 1,500
DIAMONI	Triple Diamond	10	450,000	USD 2,000
DIA	Blue Diamond	11	750,000	USD 2,800
	Black Diamond	12	1,000,000	USD 3,500
œ	Prime Ambassador	14	2,000,000	USD 4,500
ADOR	Master Ambassador	15	3,000,000	USD 5,500
SS/4	Global Ambassador	16	5,000,000	USD 6,500
AMBASS,	Crown Ambassador	17	7,000,000	USD 8,000
Ā	Royal Ambassador	18	10,000,000	USD 10,000

GLOBAL DIAMOND POOL BONUS



#9. GLOBAL DIAMOND 3% POOL BONUS

Qualified IMA Diamonds and above are eligible to participate in the Global Diamond Pool, which is calculated on 3% of the entire Company's sales volume and payable every 90 days. The bonus will be divided into ten parts and will be paid through a share distribution model based on each rank.

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PEAK PERFORMANCE REWARDS

Starting a business with ASCIRA means you join a culture dedicated to your personal and professional development. In addition to local and national events, you can take advantage of the unique Peak Performance Program, designed to develop you as a leader. No other Company has a rewarding personal development system quite like this. With the Peak Performance Program, you'll find your path to success, from regional leadership retreats to the Million-Dollar Club. Each event features specialized training that will give you all the tools you need to reach the peak of your ability and performance.





WWW.ASCIRA.COM

ASCIRA terms and condition and compensation plan are subject to change. FEB 2020