



TVI Express Compensation Plan Manual

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SECTION 1 - INTRODUCTION

1.1 - Marketing Strategy

In the past, the travel and tourism industry was padded with middlemen— travel agents who took control of access to products and services provided by airlines, car rentals, hotels, resorts, cruise lines and the likes. This created a lot of inflexibility in travel plans for the consumer, as he had to keep track of paperwork and reservations. Not to mention the many reminder calls he had to make to ensure that things were in order. The whole experience was a traveller's nightmare.

It was at this juncture TVI Express made an entry and changed the way the industry operated. By leveraging the worldwide web, it decided to add convenience to the traveller. TVI Express created a network marketing model, which leveraged both the power of the Internet as well as word-of-mouth advertising to promote its offerings to travel enthusiasts. Not only was this cost-effective, as it cut out the middleman, the company also succeeded in creating a new generation of entrepreneurs, by making them independent distributors of TVI Express.

This strategy, till date, has proven to be both efficient and effective. It added sustainability to the TVI Express business, and has changed the lives of many globally.

1.2 - Genealogy

The growth of TVI Express is purely based on its people. The moment you become a member of TVI Express, you also become our Independent Distributor. This means, (1) You are officially eligible to promote TVI Express offerings and (2) You can build your own independent business by recruiting, training, and bringing many other people into the fold.

Distributors who take the initiative to build sales organizations benefit by earning a piece of the sales revenue their organization generates. To reward these leaders proportionally to the success they have building teams, we track the relationships between all of the Distributors, as they are added by word-of-mouth. We track these relationships in two ways:

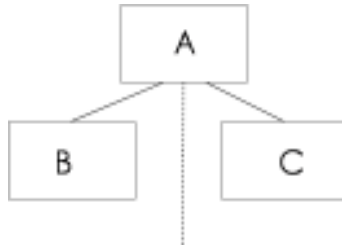
1.2.1 - Multi-leg Organization

In Multi-leg Organization approach, it is all about 'Who sponsored whom'. If a distributor personally sponsored seven other distributors (or downlines) under him, he/she has seven different lines (sometimes called 'legs').

Opening multiple legs in the downline enables earning more money from the matrix structure and also ensures faster cycles in the Express Board. Follow-the-leader system makes all members to follow their sponsors. For those in the Ambassador and Crown Ambassadors ranks, the multi-leg organization ensures Power Sales.

1.2.2 - Board Organization

In Board Organization approach, as a distributor, you sign up two members. Each distributor has one member on the left and one on the right (as shown below):



For instance, Distributor A signs up two members: Distributor B (left) and Distributor C (right). In this case, Distributor A becomes the 'Upline' and Distributors B and C become the 'Downline' of Distributor A.

As shown in the illustration above, Distributor B and C each have exactly the same relationships under them, left and right. If Distributor A sponsors another distributor, the new distributor would directly be linked under A in the multi leg structure; however it would be placed as a spill in the board organization either under B or under C, and the system chooses where the new member's spill would be allocated. The system scans, top to bottom and left to right, and allots this new joinee to the first unqualified distributor. This process is called 'Spillover'. Distributor D would be assigned as a spill over to B or C or somewhere in their organization.

You also have the option of placing the new member and allot the spill to one of your own downlines as per your own choice; this is explained in section 1.2.2.1 below.

Note: A Representative can have any number of Representatives in his/her multi-leg organization or Tree but board organization cannot have more than two qualified downlines or spills and so, all new members joining the multi leg organization have to be placed somewhere in the board organization as spillovers.

1.2.2.1 – Spill by Will

In-case of Spillover, as explained above the placement of the spill is decided by the system via a standard scan which runs from top to bottom & left to right and the spill joins the original sponsor's board by default. However, Spill by Will is a revolutionary feature which when activated for a specific number of entries enables the sponsor to decide both the placement of the spill as well the board of the joining. Hence, by activating the Spill by Will feature, the sponsor or the group leader can decide the movement of the board. You need to be a qualified member in the Traveller Board or should be in Express Board to activate "Spill by Will".

Note: If Spill by Will is not activated, Spill Over stays active as the default system.

SECTION 2 - THE DIFFERENCE BETWEEN REPRESENTATIVES AND CUSTOMERS

2.1 - Description

To understand the TVI Express Compensation Plan, it is important to understand the distinction between Representatives and Customers. TVI Express is in the business of acquiring new customers who purchase our retail products. Representatives are compensated based strictly on the sales of TVI Express' products (both their personal sales, and the sales made by their team). No commissions are paid out for recruiting new Representatives. Additionally, only Representatives are placed in the Binary Tree (much like an organizational chart in any other business).

2.2 - Virtual Office Business System

The Representative Business System (RBS) is an online backoffice tool that includes Personalized Marketing Websites and Back Office System for reporting, tracking and other needs.

Representatives can also be, and often are, Customers. However, Retail Customers who are NOT Representatives are listed separately and are NOT displayed in the Binary Tree.

SECTION 3 – COMPENSATION PLAN

TVI Express offers the most innovative and dynamic compensation plan in the direct selling industry. With 4 ways to earn income and 72% of the sales revenue paid out in distributor commissions, TVI is a powerfully rewarding opportunity.

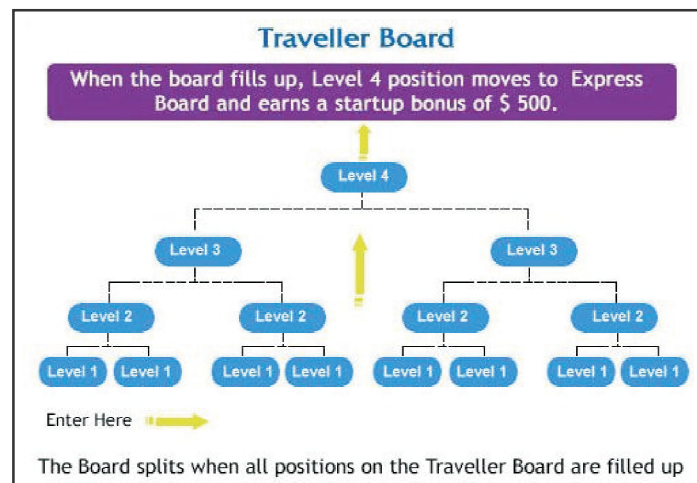
In addition to using and sharing the “no-compromise” high-quality travel and leisure products, the TVI Express Compensation Plan provides a logical and rewarding pathway to a better financial future. It rewards personal efforts and allows leveraging time while helping others achieve success. The plan is generous and provides a substantial income earning potential.

The TVI compensation plan provides a clear and simple road to accomplish everything, ever dreamt. There are four ways to earn commissions:

3.1 – Revolving Matrix

All TVI Express members make their way to the top of compensation plan through the Revolving Matrix system. This system enables members to earn **USD 10,000** over and over again. This system ensures success and helps TVI Express members capitalize on the efforts of all team members present in the two boards: Traveller Board and Express Board.

3.1.1 – Traveller Board



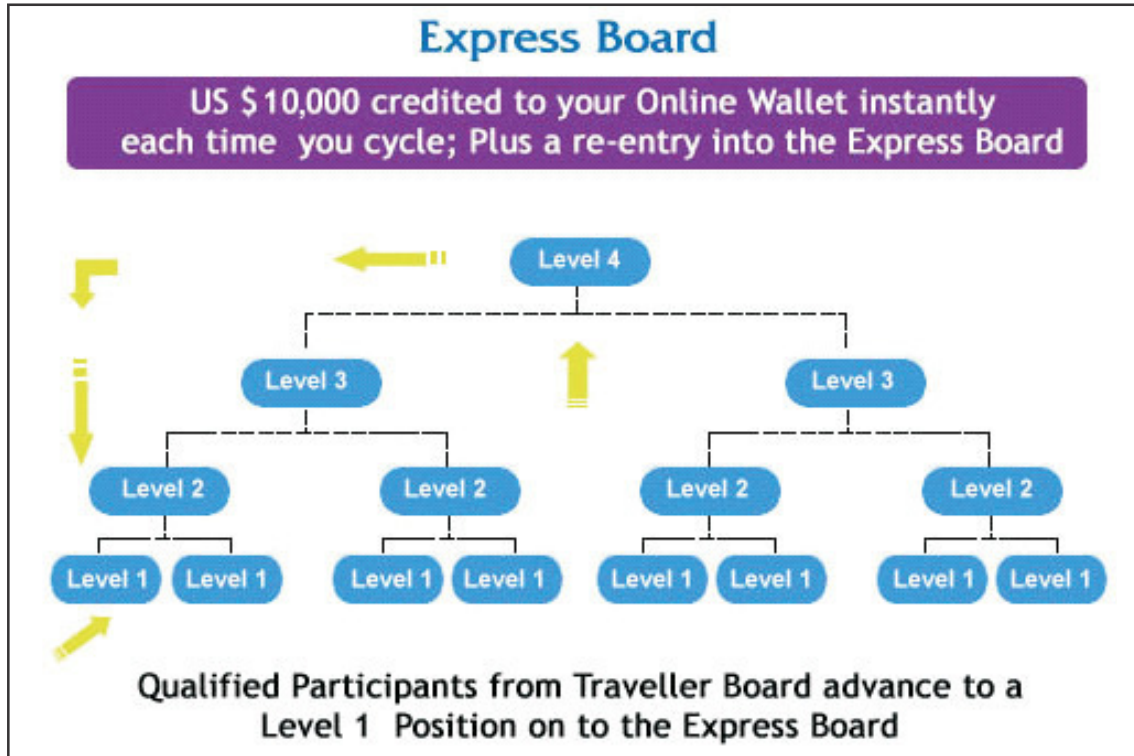
On joining TVI Express, members are positioned at Level 1 of the Traveller Board. As the board fills (when there are eight members at the base level), it further breaks into two sub-boards, giving the members an uplift to the next level.

There are four levels in each board, and members are pushed up from Level 1 to Level 4 with a combined effort finally exiting to Express Board. This is the only plan in the world, where all teams work together as one single entity and help each other make their way to different ranks included in the compensation plan.

When you exit Traveller Board, you earn a USD 250 commission and an e-Voucher worth USD 250, which accounts to a total benefit of USD 500. The Board again splits when all positions are filled. And after this each member just needs to have two people to qualify him/her.

3.1.2 – Express Board

On cycling out of the Traveler board, member gets a position at Level 1 of the Express board. Express board works exactly the same way as the Traveler Board, the only difference being that your level in the board raises when downlines come and fill up the Express board. New members cannot join Express board directly. The rank changes to Silver Associate as soon as the member hits the Express Board.



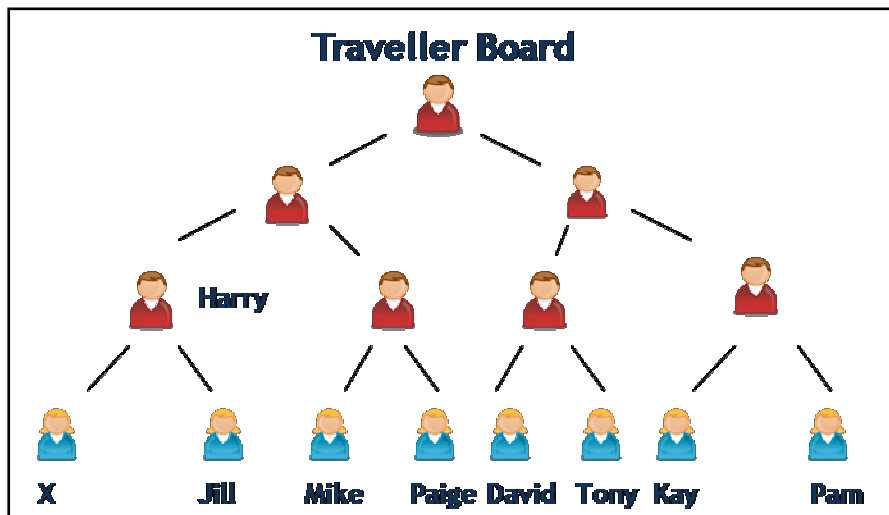
When the Board fills up, it breaks into two sub-boards, giving the members uplift to the next level, and the Associate at Level 4 cycles out earning a mega bonus of USD 10,000 credited to online wallet instantly.

And that's not all, The members also get a re-entry into the Express Board to make another USD 10,000 in a revolving fashion. This process goes on and on, enabling TVI Express members to cycle out on a monthly, weekly and even on a daily basis. This Board promises unlimited earning potential. All that is required of the members to cycle out from the Express Board is to help two of their downlines cycle out to the Express Board. This will instantly qualify the member for commissions.

3.1.3 – Working of the Boards

Working of both the above mentioned boards is exactly the same & can be explained through an example given below.

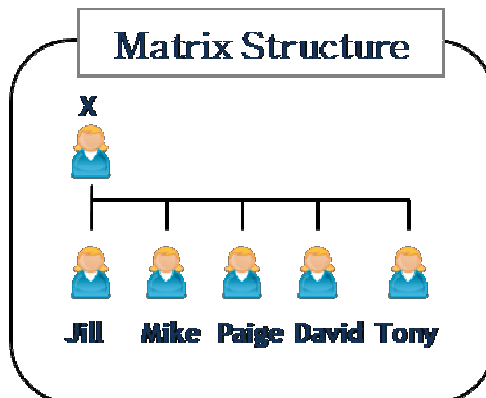
A new member 'X' is introduced by Harry and entered the Traveller Board. 'X' received his virtual office & started sponsoring people. 'X' then introduced Jill & four other people. Two more are introduced by other members present in the Board.



Jill and others introduced by 'X' entered X's Traveller board and are placed in X's Matrix Structure.

When 8 people fill up the Traveller Board, the board splits to form 2 new boards and the person at Level 4, moves to Express Board receiving USD 500 to earn further payouts.

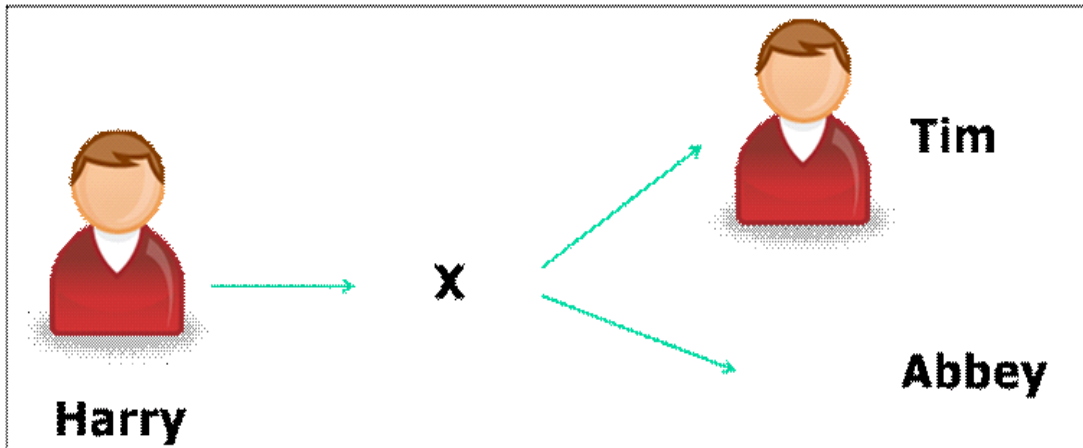
3.1.4 – Sample movement through Boards



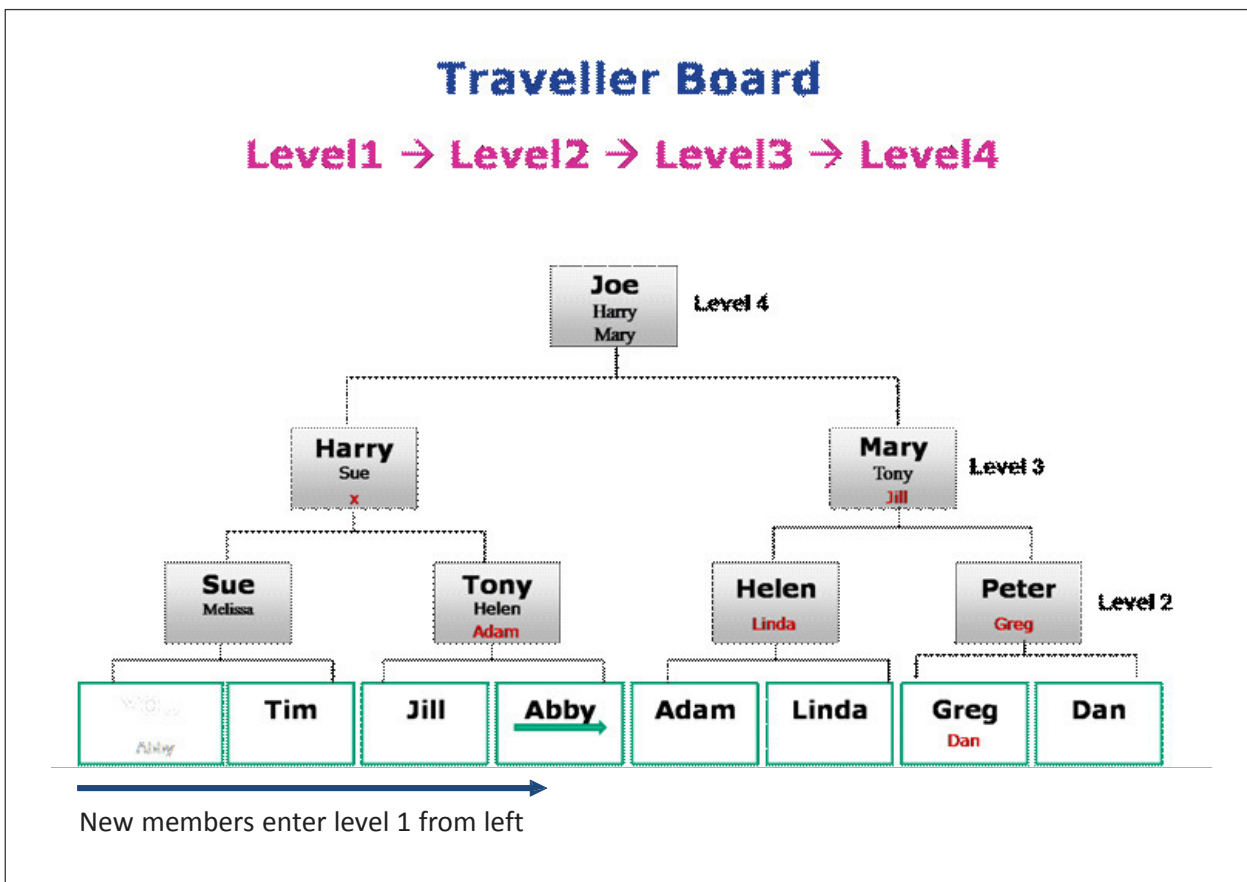
In the last section, working of the boards is exemplified for a better understanding & in this section the movement through the boards is exemplified.

In the example illustrated below,

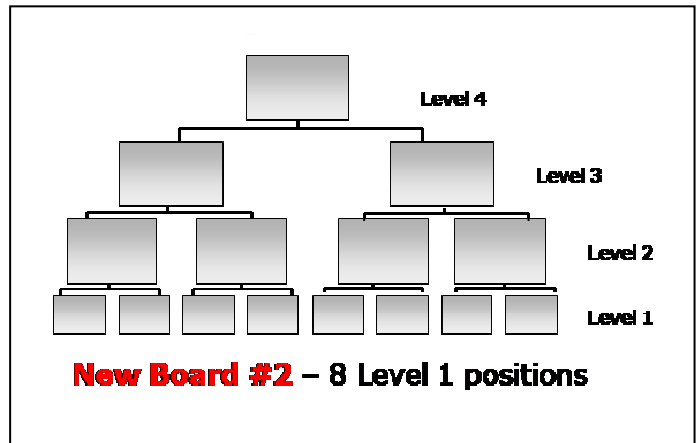
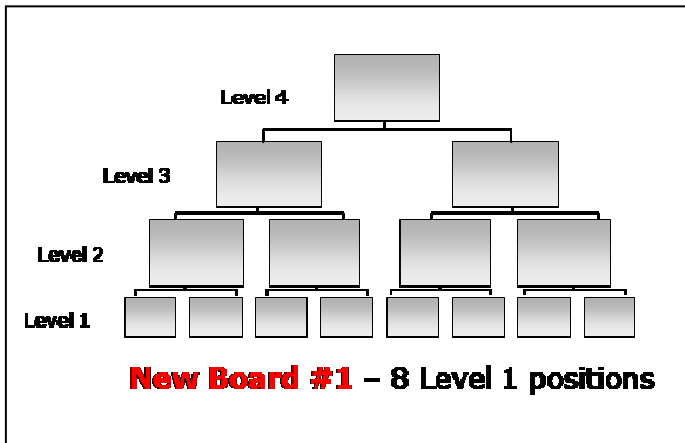
- 'X' was introduced by **Harry**
- 'X' introduced **Tim** and **Abbey**



New members are introduced by existing members on Traveller Board

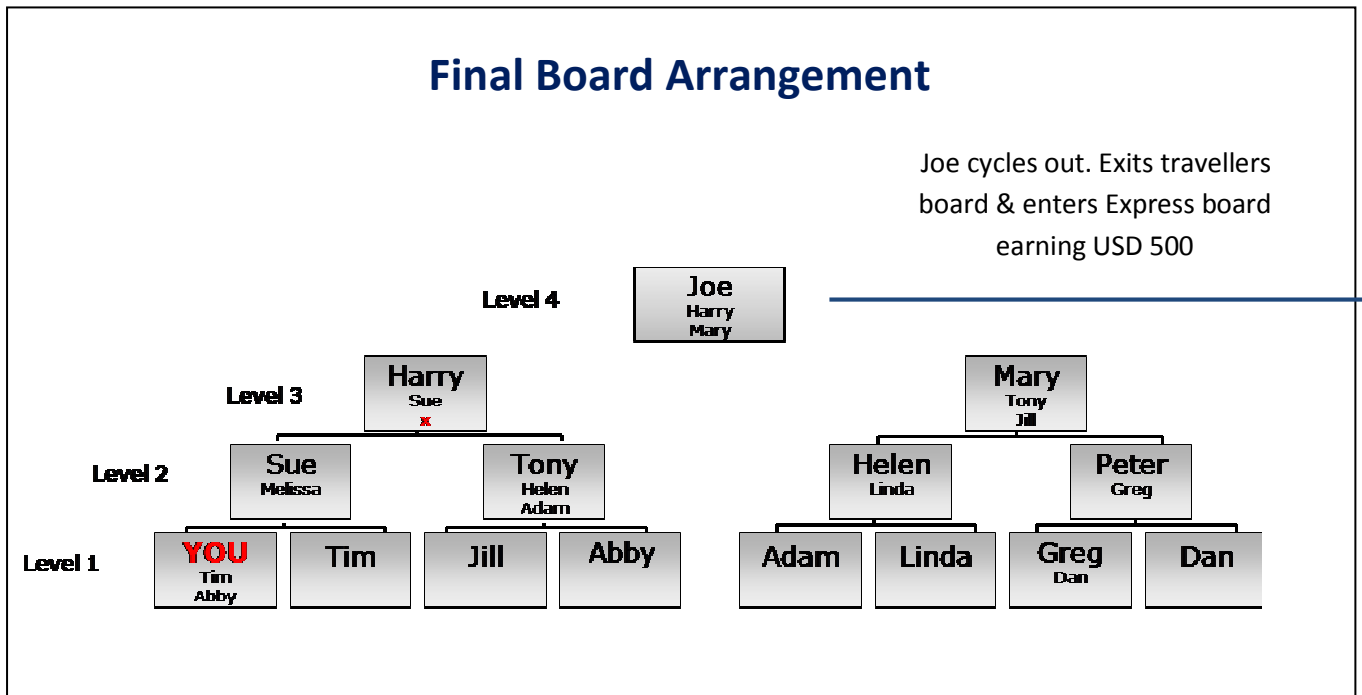


When Level 1 is filled 2 NEW boards are formed with a NEW row of 8 Level 1 positions under each NEW board

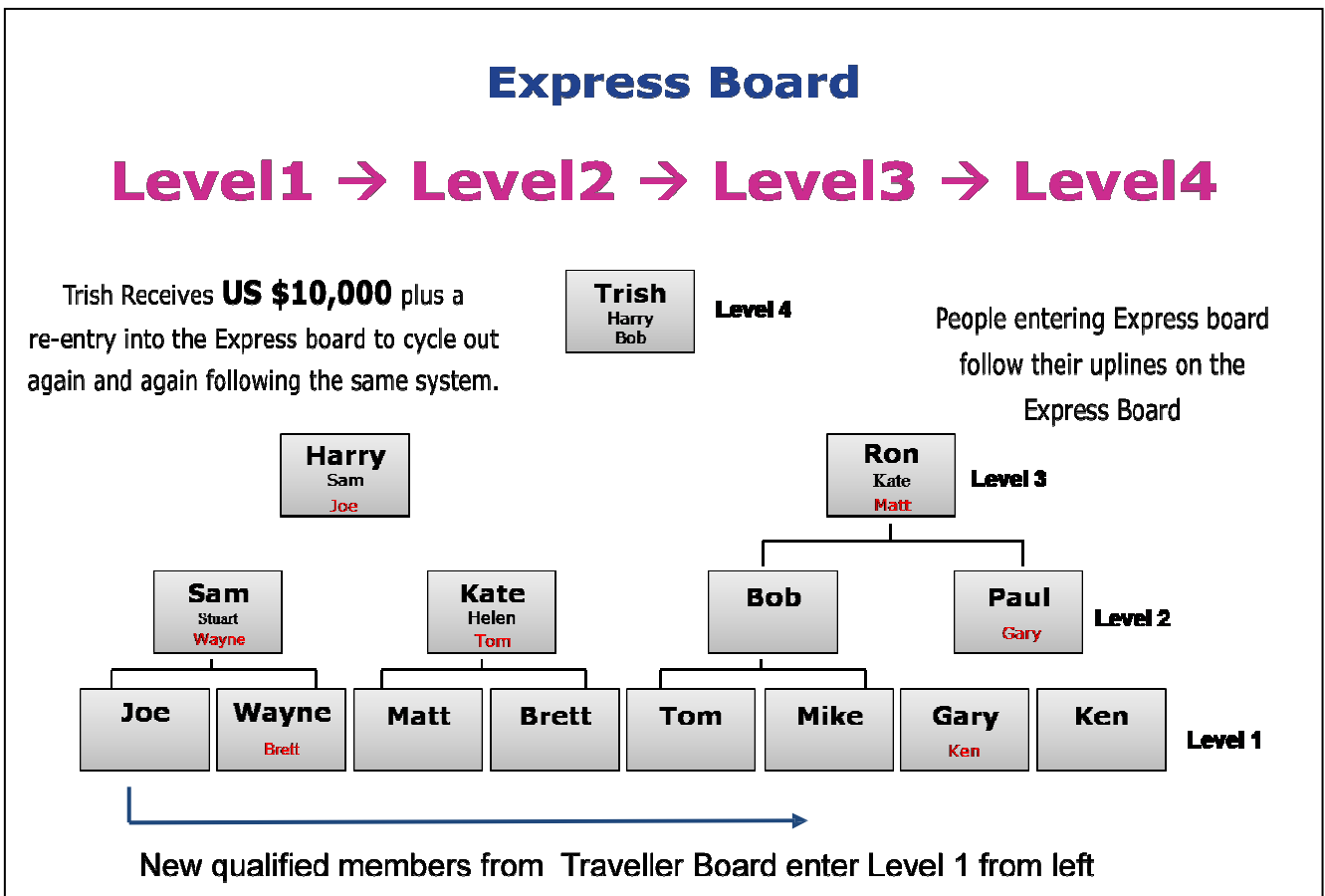


The board arrangement is thus carried out following the steps given below:

- 1) System looks for Members with 2 sales and places them in order from top to bottom, left to right
- 2) System looks for Members with 1 sale and places them in order from top to bottom, left to right
- 3) System looks for Members with NO sales and places them in order from top to bottom, left to right



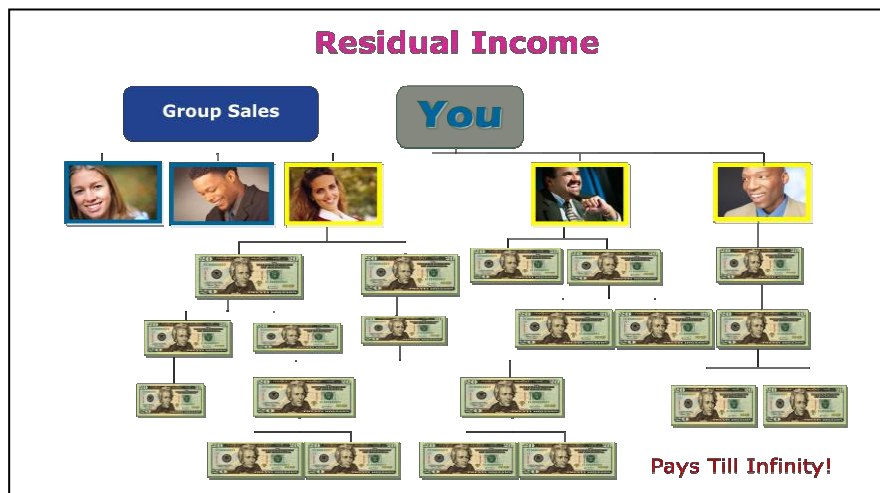
New qualified members from Traveller Board enter the Express Board Level 1 from left.



3.2 – Residual Income (RI)

TVI’s compensation plan has been designed to give its members regular income week after week. The revolutionary matrix system not only creates a long term income Opportunity but also helps in earning enormous amount of income every single week.

Once a member cycles out of the Traveller board, he/she becomes eligible to earn Residual Income apart from the high paying Board payouts. The member starts earning 3% of the group revenue from sales in your already existing network which goes upto 10% on every sale in your organization till INFINITE levels.



3.2.1 – Rank Progress and Commission Structure

The rank progresses when a member gets 2 leaders in different legs with the same rank. For e.g. a member becomes a Diamond Associate from Gold when he/she gets 2 Gold Associates in two different legs and International Diamond from Diamond when he/she gets two Diamond associates in his/her organization in two different legs.

Commissions are generated till infinite levels based upon the differential calculations in the member's Organization. Following is the chart of different leadership ranks and commissions involved:

- Silver Associate : 3% of Group Sales
- Gold Associate : 5% of Group Sales
- Diamond Associate : 6.5% of Group Sales
- International Diamond : 8% of Group Sales
- Platinum Associate : 9% of Group Sales
- Presidential Associate : 10% of Group Sales
- Ambassador : 10% of Group Sales + 1% BGB
- Crown Ambassador : 10% of Group Sales + 0.5% BGB + Power Pool

Note: Crown Ambassadors gets a share in the Company's Profits by participating in the Power Pool.

At TVI, a member achieves various ranks as he/she advances through the Compensation Plan creating a legacy income.

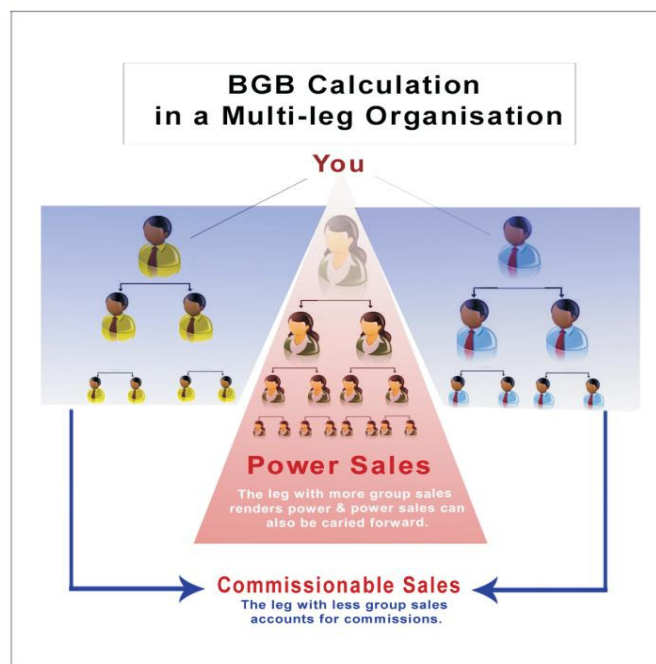


3.3 – Business Generation Bonus (BGB)

Business Generation Bonus is an additional stream of income introduced at Ambassador Level (when you get two presidential associates in two different legs) to make things easier and help leaders earn more in lesser time.



The origin of BGB System is based on the motive of ensuring a constant source of income for all Ambassadors & above ranks even after the cut-off, i.e. even after the point wherein the RI would have a cut-off from same percentage ranks below. In-order to ensure the same, the group sales below the same percentage rank holder are accounted for separately in each leg. In an ideal case of a binary organisation, the leg with more group sales is categorised as Power leg accounted for Power Sales & the leg with less group sales is categorised as Commissionable leg accounted for Commissionable sales and thus in case of an Ambassador the system credits 1% of the commissionable sales & in-case of the Crown Ambassador the system credits 0.5% of the commissionable sales to the e-wallet of the qualifying account. The difference of Power Sales & Commissionable Sales is carried forward & added to the next month's Power Sales.



If there are more than two legs, system would consider the strongest leg with most number of sales as Power Leg and sum up sales in all other legs to compare with the power leg. If the sum of sales of all other legs is still lesser than the Power leg, the sum would be considered as the weaker leg sales/commissionable sales and 1% or 0.5% of the revenue of weaker leg's sales would be credited to the Ambassador's or Crown Ambassador's account respectively. If the sum of sales is more than that of Power Leg, Power leg would turn out to be the weaker leg and BGB % would be credited based on sales in the strongest power leg with remaining sales being forwarded for the next month.

3.4 – Power Pool

TVI Express distributes 2% of its global profits amongst all its Crown Ambassadors in the shape of power pool.

The Power Pool concept ensures regular leveraged income inflow giving the members an opportunity to hold a prime position in the advisory board of the company.

3.5 - Monthly Pay Period

Board Payouts are credited instantly to the qualifying ewallets; however monthly Residual Commissions, BGB and Power Pool are disbursed monthly, on the 10th day of the month following the end of the monthly pay period. The Monthly Residual Commission pay period begins on the first day of each month at 12:00:00 Eastern Standard Time and ends on the last day of each month at 11:59:59 PM (Midnight) EST (See Fig. 1).

Example Month						
Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
1 Begins	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
		1	2	3	4	5
6	7	8	9	10 PayDay	11	12
13	14	15				

Figure 1. Monthly pay period and payday example.

SECTION 4 – MISCELLANEOUS

4.1 - Charge Backs & Refunds

TVI Express reserves the right to recover sales volume credited or commissions paid to a Representative any time a commissionable purchase of any kind is refunded to a member.

4.2 – Glossary of Terms

4.2.1 Active Customer

A customer who has an active and paid-up TVI Express Membership.

4.2.2 Active Representative

An Active Representative is a Representative who has either 1) generated the sale of at least one of TVI Express' products or to a Retail Customer during the current month; or 2) who has a current and Active product personally.

4.2.3 Active Rank

The term "Active Rank" refers to the current rank of a Representative, as determined by the TVI Express Compensation Plan, for any calendar month OR sales period. To be considered "Active" relative to a particular rank, a Representative must meet the criteria set forth in the TVI Express Compensation Plan for his or her respective rank. (See the definition of "Rank" below.)

4.2.4 Agreement

The contract between the Company and each Representative includes the Representative Agreement, the TVI Express Policies and Procedures, the TVI Express Compensation Plan, and the Business Entity Registration Form (where appropriate), all in their current form and as amended by TVI Express in its sole discretion. These documents are collectively referred to as the "Agreement."

4.2.5 Business Center (Membership ID)

A node or "position" in the TVI Express Tree, created by the enrollment of a Representative, through the purchase of memberships, which tracks the sales generated by the Representative and the Representative's team.

4.2.6 Cancel

The termination of a Representative's business.

4.2.7 Commissionable Products/Services

All TVI Express products and services on which commissions and bonuses are paid.

4.2.8 Company

The term "Company" as it is used throughout the Agreement means TVI Express Limited.

4.2.9 Downline

See "Marketing Organization" below.

4.2.10 Downline Activity Report

A monthly report generated by TVI Express that provides critical data relating to the identities of Representatives, sales information, and enrolment activity of each Representative's Marketing Organization. This report contains confidential and trade secret information which is proprietary to TVI Express.

4.2.11 Downline Leg

Each one of the individuals enrolled immediately underneath a Representative and their respective Marketing Organizations represents one "leg" in the Representative's Marketing Organization. Each Business Center can have multiple legs.

4.2.12 End Consumer

A person who purchases TVI Express products for personal use.

4.2.13 Enroller

A Representative who recruits and enrolls another Representative into the business opportunity or a new customer. The Enroller is typically also the Sponsor of the new Representative or customer.

4.2.14 Group Sales

The commissionable value of TVI Express products generated by a Representative's Marketing Organization. Group Sales does include the Personal Sales of the subject Representative.

4.2.15 Level

The layers of downline Representatives in a particular Representative's Marketing Organization. This term refers to the relationship of a Representative relative to a particular upline Representative, determined by the number of Representatives between them who are related by sponsorship. For example, if A sponsors B, who sponsors C, who sponsors D, who sponsors E, then E is on A's fourth level.

4.2.16 Matrix

The legs in the Representative marketing structure that were initially started by the Representative sponsoring a personal Representative, and then extended by them recruiting Representatives personally and that process duplicating. A Representative's lineage is like his or her sponsorship family tree. It comes from those whom the Representative personally recruited and who they personally recruited, etc. Spillover will not add to lineage.

4.2.17 Marketing Organization

The Representatives sponsored below a particular Representative.

4.2.18 Official TVI Express Material

Literature, audio or video tapes, and other materials developed, printed, published and distributed by TVI Express to Representatives.

4.2.19 Rank

The “title” that a Representative has achieved pursuant to the TVI Express Compensation Plan.

4.2.20 Sponsor

The Representative to whom front-line lineage is credited when a new Representative is enrolled into the Company.

4.2.21 Upline

This term refers to the Representative or Representatives above a particular Representative in a sponsorship line up to the Company. Conversely stated, it is the line of sponsors that links any particular Representative to the Company.”