



RICHWAY & FUJI BIO INC. COMPENSATION PLAN

EFFECTIVE FEBRUARY 21, 2016

ACHIEVEMENT LEVELS

Richway & Fuji Bio Independent Sales Associates (ISA) can reach up to six (6) levels of achievement.



- You may earn greater benefits and rewards as you progress through each level.
- In order to qualify for each new level, you will need to meet a few basic requirements.
- You will only have to meet those requirements to achieve a new level. There are no time restrictions or quotas in order to maintain your new achievement level.

INDEPENDENT ISA

Requirements

- Independent Sales Associate Agreement + \$80 Lifetime Membership Fee

Benefits

- 4% Sales Commission of Personal Business Volume
- 4% Product Certificates of Personal Business Volume
- May sponsor other ISA's

PARTNER ISA

Requirements

- 3 Business Centers (\$1,500 in Personal Business Volume)
- * 1 Business Center = \$500 in eligible retail sales/purchases. Refer to the **Binary & Sales Placement PowerPoint** for in-depth explanation of Business Centers.

Benefits

- 4% Sales Commission of Personal Business Volume
- 4% Product Certificates of Personal Business Volume
- May sponsor other ISA's
- May qualify for Gold Executive Level

GOLD EXECUTIVE ISA

Requirements

- \$3,000 or more in Group Business Volume

* Group Business Volume = Personal Purchase Volume/Personal Business Volume

Benefits

- \$200 Gold Level Achievement Product Certificate
- 5% Sales Commission of Personal Business Volume
- 5% Product Certificates of Personal Business Volume
- May sponsor other ISA's
- May earn \$400 in Binary Bonus per Business Center, per week
- May have unlimited amount of Business Centers
- May qualify for Emerald Executive Level

EMERALD EXECUTIVE ISA

Requirements

- Sponsor 2 Gold Executive ISA's
- OR
- Sell \$1,500 or more in Personal Business Volume to 4 different customers (not including your previous customers)*

* Effective May 8, 2016

Benefits

- \$200 Emerald Level Achievement Product Certificate
- 10% Sales Commission of Personal Business Volume
- 8% Product Certificates of Personal Business Volume
- May sponsor other ISA's
- May earn \$400 in Binary Bonus per Business Center, per week
- May earn \$800 in Binary Bonus per Business Center, per week
- May have unlimited amount of Business Centers
- May qualify for Diamond Executive Level

DIAMOND EXECUTIVE ISA

Requirements

- Sponsor 2 Emerald Executive ISA's
OR
- Sell \$1,500 or more in Personal Business Volume to 4 different customers (not including your previous customers)*

* Effective May 8, 2016

Additional Benefits

- May have unlimited amount of Business Centers
- May qualify for the Automobile Allowance Program
- May qualify for the Office Support Program
- May qualify for Royal Family Level
- May join the Diamond Club for additional benefits, including a \$3,000, \$6,000, \$8,000, \$10,000 Special Cash Bonus opportunity and special promotional items

Benefits

- \$400 Diamond Level Achievement Product Certificate
- 15% Sales Commission of Personal Business Volume
- 8% Product Certificates of Personal Business Volume
- May sponsor other ISA's
- May earn \$400 in Binary Bonus per Business Center, per week
- May earn \$800 in Binary Bonus per Business Center, per week
- May earn \$1,200 in Binary Bonus per Business Center, per week

ROYAL FAMILY ISA

Requirements

- Royal Family Bonus Pool Application
 - Sponsor 4 Diamond Executive ISA's
 - \$14,400 or more in Binary Bonuses within 12 weeks

Additional Benefits

- May have unlimited amount of Business Centers
- May qualify for the Automobile Allowance Program
- May qualify for the Office Support Program
- May join the Diamond Club for additional benefits, including a \$3,000, \$6,000, \$8,000, \$10,000 Special Cash Bonus opportunity and special promotional items
- Participation in the Royal Family Bonus Pool

Benefits

- \$1,000 Royal Family Level Achievement Product Certificate
- \$2,000 Royal Family Achievement Cash Bonus
- 20% Sales Commission of Personal Business Volume
- 8% Product Certificates of Personal Business Volume
- May sponsor other ISA's
- May earn \$400 in Binary Bonus per Business Center, per week
- May earn \$800 in Binary Bonus per Business Center, per week
- May earn \$1,200 in Binary Bonus per Business Center, per week

BONUSES AND REWARDS

- Richway & Fuji Bio Inc. is committed to the development and advancement of human potential, rewarding individuals for their outstanding dedication and achievement.
- By becoming an Independent Sales Associate (ISA), you take an important step in securing what could become a lifetime source of income for you and your family.
- Richway & Fuji Bio Inc. offers a unique selection of health products at competitive prices. ISA's may earn a substantial profit selling products to the consumer.
- In addition, ISA's are eligible to earn weekly commissions, Binary Bonuses, and additional bonuses. These bonuses are determined by the number of sales made within each leg of an ISA's organization (refer to the **Binary & Sales Placement PowerPoint** for additional information on the Binary System).

PRODUCT CERTIFICATES

- Product Certificates (PC) are essentially “coupons” with certain requirements to be used in exchange for demo products. They are transferrable to other ISA’s, thus encouraging you to work together.
- PC values are dependent upon your achievement level.

Independent	4%	Emerald	8%
Partner	4%	Diamond	8% (10% for Diamond Club Members)
Gold	5%	Royal Family	8% (12% for Diamond Club Members)

- You will receive one (1) PC for each eligible item sold.
- To redeem PC’s, you must submit a minimum of 5 PC’s.
- If the 5 PC values do not equal the cost of the product(s), the remaining balance can be paid with cash/credit card/money order/wire transfer.
- PC’s do not cover the cost of shipping and must be paid for when you place your order.
- PC’s have an expiration date of 105 days.
- PC’s are a great way to help each other and receive “free” products!

BINARY BONUS

- Binary Bonuses are paid on a weekly basis, per each qualifying Business Center (BC).
- Each time a sale is made and placed in an ISA's Marketing Organization, it generates Binary Points (BP), which accrue upward in individual Business Centers to which the Business Center is connected.

Gold

When 6 or more Binary Points are generated on each leg of your BC, you earn a \$400 Binary Bonus.

Emerald

Same as Gold + when 12 or more Binary Points are generated on each leg of your BC, you earn a \$800 Binary Bonus.

Diamond

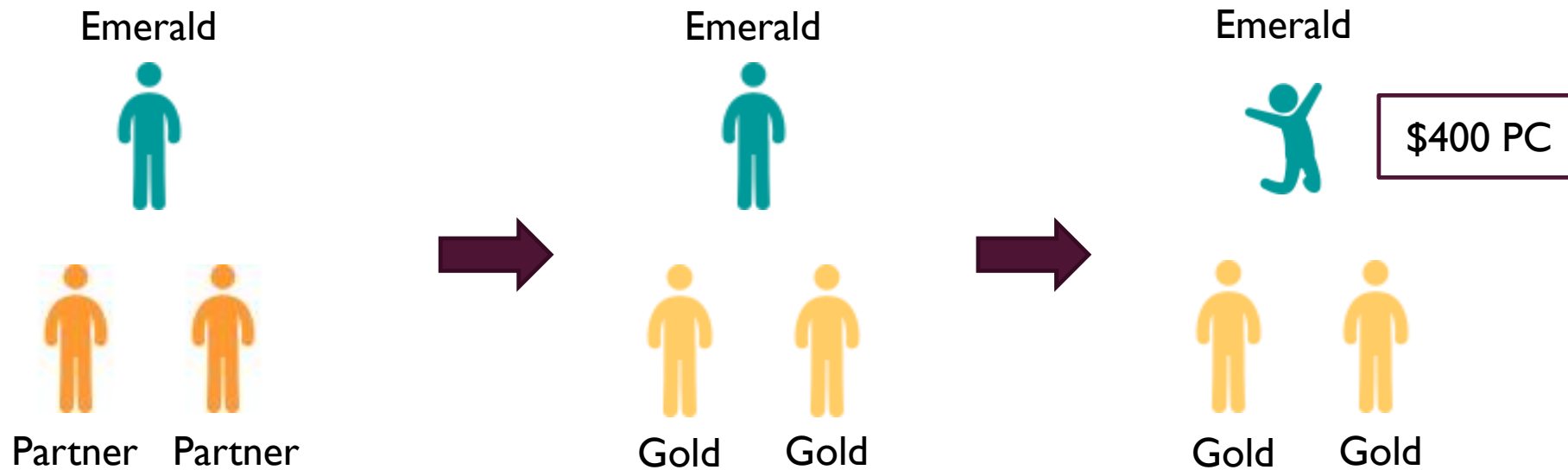
Same as Gold + Emerald + when 18 or more Binary Points are generated on each leg of your BC, you earn a \$1,200 Binary Bonus.

Royal Family

Same as Gold + Emerald + Diamond + participation in the Royal Family Bonus Pool.

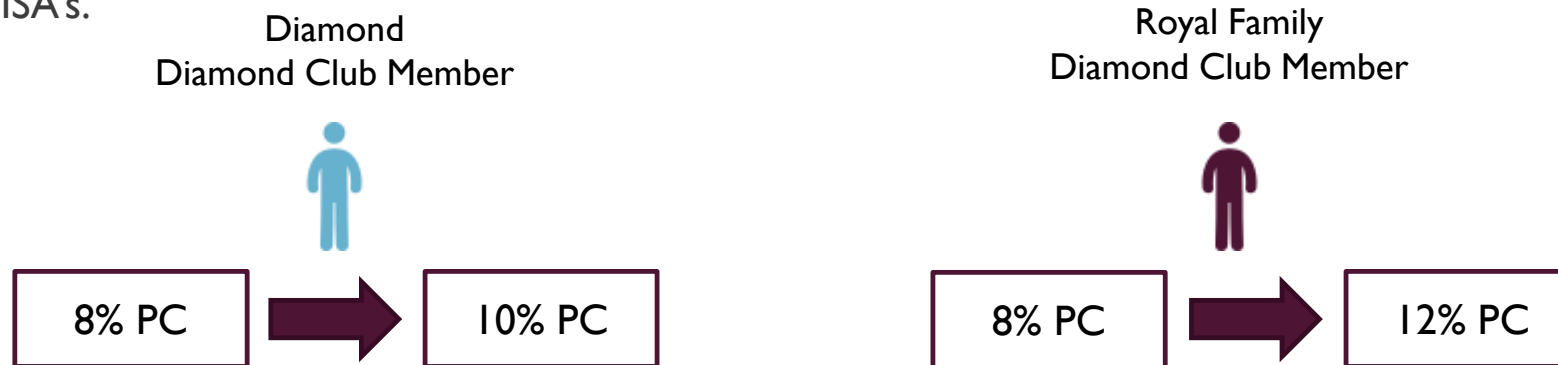
SPONSOR 2 GOLD BONUS

- The Sponsor 2 Gold Bonus is available to Emerald Executive ISA's or higher.
- Each time you sponsor 2 Partner ISA's which get promoted to Gold Executive ISA's, you will earn a \$400 Product Certificate (PC).



DIAMOND CLUB

- Diamond Club is an optional program available to Diamond Executive ISA's and Royal Family ISA's.
- By joining the club, you are entitled to receive:
 - Ability to purchase demo products at 50% off (one of each item per year of membership).
 - Upgrade and receive up to 10% Product Certificates for Diamond Executive ISA's and 12% Product Certificates for Royal Family ISA's.



- Eligibility to take the Diamond Club Special Bonus Challenge for \$3,000, \$6,000, \$8,000 and \$10,000.
- \$400 Product Certificate for the Alkal-Life 7000sL.

DIAMOND CLUB SPECIAL BONUS

- Diamond Club Members are eligible to challenge four (4) Special Bonus Challenges
 - \$3,000 – 2 Diamond Executive ISA's
 - \$6,000 – 16 Gold Executive ISA's
 - \$8,000 – 8 Emerald Executive ISA's
 - \$10,000 – 4 Diamond Executive ISA's
- How this challenge works:
 - Each challenge has a maximum cash bonus amount (\$3,000, \$6,000, \$8,000, and \$10,000), in addition to your Binary Bonus.
 - Each challenge has a different sponsorship requirement (2 Diamond, 16 Gold, 8 Emerald, and 4 Diamond).
 - Each challenge requires you to receive twelve (12) consecutive weeks of Binary Bonuses from your 001 Business Center (BC). If you miss a week of Binary Bonuses, your total cash bonus amount will decrease, but you can still continue with the challenge.
 - ISA's registered after January 1, 2011 may be submitted for all challenges.
 - ISA's registered before January 1, 2011 may only be submitted for the \$3,000 (2 Diamonds) and \$10,000 (4 Diamonds) challenges.

DIAMOND CLUB SPECIAL BONUS

\$3,000 CASH BONUS CHALLENGE

2 DIAMOND ISA'S: A Diamond Club Member who directly sponsors two (2) Diamond Executive (ISA)'s will qualify to take the \$3,000 Special Bonus Challenge. This challenge lasts for 12 consecutive weeks. For every Binary Bonus you make (in the 001 Business Center), you will get an additional bonus (see chart below). The challenge begins after your application has been accepted.

NUMBER	WEEK	ADDITIONAL PAYMENT
01	1st Binary Bonus plus	\$100
02	2nd Binary Bonus plus	\$100
03	3rd Binary Bonus plus	\$100
04	4th Binary Bonus plus	\$200
05	5th Binary Bonus plus	\$200
06	6th Binary Bonus plus	\$200
07	7th Binary Bonus plus	\$200
08	8th Binary Bonus plus	\$200
09	9th Binary Bonus plus	\$200
10	10th Binary Bonus plus	\$200
11	11th Binary Bonus plus	\$300
12	12th Binary Bonus plus	\$1,000
TOTAL	12 WEEKS	\$3,000

\$6,000 CASH BONUS CHALLENGE

16 GOLD ISA'S: A Diamond Club Member who directly sponsors sixteen (16) Gold Executive (ISA)'s will qualify to take the \$6,000 Special Bonus Challenge. This challenge lasts for 12 consecutive weeks. For every Binary Bonus you make (in the 001 Business Center), you will get an additional bonus (see chart below). The challenge begins after your application has been accepted.

NUMBER	WEEK	ADDITIONAL PAYMENT
01	1st Binary Bonus plus	\$100
02	2nd Binary Bonus plus	\$200
03	3rd Binary Bonus plus	\$200
04	4th Binary Bonus plus	\$200
05	5th Binary Bonus plus	\$200
06	6th Binary Bonus plus	\$200
07	7th Binary Bonus plus	\$300
08	8th Binary Bonus plus	\$300
09	9th Binary Bonus plus	\$300
10	10th Binary Bonus plus	\$1,000
11	11th Binary Bonus plus	\$1,000
12	12th Binary Bonus plus	\$2,000
TOTAL	12 WEEKS	\$6,000

DIAMOND CLUB SPECIAL BONUS

\$8,000 CASH BONUS CHALLENGE

8 EMERALD ISA'S: A Diamond Club Member who directly sponsors eight (8) Emerald Executive (ISA)'s will qualify to take the \$8,000 Special Bonus Challenge. This challenge lasts for 12 consecutive weeks. For every Binary Bonus you make (in the 001 Business Center), you will get an additional bonus (see chart below). The challenge begins after your application has been accepted.

NUMBER	WEEK	ADDITIONAL PAYMENT
01	1st Binary Bonus plus	\$100
02	2nd Binary Bonus plus	\$200
03	3rd Binary Bonus plus	\$300
04	4th Binary Bonus plus	\$400
05	5th Binary Bonus plus	\$500
06	6th Binary Bonus plus	\$600
07	7th Binary Bonus plus	\$700
08	8th Binary Bonus plus	\$800
09	9th Binary Bonus plus	\$900
10	10th Binary Bonus plus	\$1,000
11	11th Binary Bonus plus	\$1,000
12	12th Binary Bonus plus	\$1,500
TOTAL	12 WEEKS	\$8,000

\$10,000 CASH BONUS CHALLENGE

4 DIAMOND ISA'S: A Diamond Club Member who directly sponsors four (4) Diamond Executive (ISA)'s will qualify to take the \$10,000 Special Bonus Challenge. This challenge lasts for 12 consecutive weeks. For every Binary Bonus you make (in the 001 Business Center), you will get an additional bonus (see chart below). The challenge begins after your application has been accepted.

NUMBER	WEEK	ADDITIONAL PAYMENT
01	1st Binary Bonus plus	\$100
02	2nd Binary Bonus plus	\$200
03	3rd Binary Bonus plus	\$300
04	4th Binary Bonus plus	\$400
05	5th Binary Bonus plus	\$500
06	6th Binary Bonus plus	\$600
07	7th Binary Bonus plus	\$700
08	8th Binary Bonus plus	\$800
09	9th Binary Bonus plus	\$900
10	10th Binary Bonus plus	\$1,000
11	11th Binary Bonus plus	\$1,500
12	12th Binary Bonus plus	\$3,000
TOTAL	12 WEEKS	\$10,000

AUTOMOBILE ALLOWANCE PROGRAM

- Our exclusive Automobile Allowance Program is available to Diamond Executive ISA's and Royal Family ISA's.
- Based on your performance, Richway & Fuji Bio Inc. will pay your payment every month!
- How this program works:
 - Send in an application (part A) to notify us of your request to join the Automobile Allowance Program.
 - Once your application is received/approved, you can begin earning your twelve (12) consecutive Binary Bonuses.
 - After this has been completed, send in an application (part B).
 - Once your application is received/approved, you can purchase/lease your car and start receiving monthly payments based on your Binary Bonuses earned.

*The Automobile Allowance Program and Office Support Program cannot be done simultaneously.

OFFICE SUPPORT PROGRAM

- Our exclusive Office Support Program is available to Diamond Executive ISA's and Royal Family ISA's.
- Based on your performance, Richway & Fuji Bio Inc. will pay your payment every month!
- How this program works:
 - Send in an application (part A) to notify us of your request to join the Office Support Program.
 - Once your application is received/approved, you can begin earning your twelve (12) consecutive Binary Bonuses.
 - After this has been completed, send in an application (part B).
 - Once your application is received/approved, you can purchase/lease your office and start receiving monthly payments based on your Binary Bonuses earned.

*The Automobile Allowance Program and Office Support Program cannot be done simultaneously.

ROYAL FAMILY BONUS POOL

- Becoming a Royal Family ISA is challenging but ultimately very rewarding, as you get to participate in the Royal Family Bonus Pool.
- In order to become a Royal Family ISA, you must sponsor four (4) Diamond Executive ISA's + make \$14,400 in Binary Bonuses within twelve (12) weeks.
- The Royal Family Bonus Pool provides ISA's with a profit sharing opportunity, which is calculated by taking 1% of the company's gross sales for 1 year, and dividing it by the total number of Royal Family Members according to the Binary Bonus volume generated.
- For each subsequent year a Royal Family ISA sponsors four (4) new Diamond Executive ISA's, he/she will continue to benefit from the Royal Family Bonus Pool.

ROYAL FAMILY BONUS POOL

Ex: Let's say that 1% of the company gross sales is \$50,000 and there are three (3) Royal Family members. John earned \$2,000, Jane earned \$4,000 and Tom earned \$4,000 in Binary Bonus. The total amount of Binary Bonus earned by the Royal Family members was \$10,000. Since John's Binary Bonus makes 20% of the total amount, he will get 20% of \$50,000, which is \$10,000. Since Jane's Binary Bonus makes 40% of the total amount, she will get 40% of \$50,000, which is \$20,000. Since Tom's Binary Bonus makes 40% of the total amount, he will get 40% of \$50,000, which is \$20,000.



1% of company
gross sales = \$50,000



John

\$2,000 Binary Bonus

$\$2,000 / \$10,000 = 20\%$

$20\% \times \$50,000 = \$10,000$



Jane

\$4,000 Binary Bonus

$\$4,000 / \$10,000 = 40\%$

$40\% \times \$50,000 = \$20,000$



Tom

\$4,000 Binary Bonus

$\$4,000 / \$10,000 = 40\%$

$40\% \times \$50,000 = \$20,000$

SUMMARY OF REQUIREMENTS + BENEFITS

Levels	Requirements	Sales Commission	Product Certificate (PC)	Achievement Level Product Certificate (PC)	Binary Bonus	Sponsor 2 Gold Bonus	Diamond Club Membership (DCM)	Automobile Allowance Program	Office Support Program	Royal Family Bonus Pool (Profit Sharing)
Independent	ISA Agreement + \$80 Lifetime Membership Fee	4%	4%	---	---	---	---	---	---	---
Partner	Independent + 3 Business Centers (BC) (\$1,500 in Personal Business Volume)	4%	4%	---	---	---	---	---	---	---
Gold	Partner + \$3,000 Group Business Volume (GBV)	5%	5%	\$200 PC	\$400 (6:6)	\$400 PC each time you sponsor 2 Golds	---	---	---	---
Emerald	Gold + Sponsor 2 Gold Executive ISA's OR Sell \$1,500 in Personal Business Volume to 4 new customers	10%	8%	\$200 PC	\$400 (6:6) \$800 (12:12)	\$400 PC each time you sponsor 2 Golds	---	---	---	---
Diamond	Emerald + Sponsor 2 Emerald Executive ISA's OR Sell \$1,500 in Personal Business Volume to 4 new customers	15%	8% 10% (DCM)	\$400 PC	\$400 (6:6) \$800 (12:12) \$1,200 (18:18)	\$400 PC each time you sponsor 2 Golds	10% PC Upgrade + \$400 PC (Alkal-Life) + Special Cash Bonus Challenges + Promotional Items	Challenge (60 months max)	Challenge (12 months min, 36 months max)	---
Royal Family	Diamond + Sponsor 4 Diamond Executive ISA's + \$14,400 Binary Bonuses in 12 weeks	20%	8% 12% (DCM)	\$1,000 PC + \$2,000 Cash Bonus	\$400 (6:6) \$800 (12:12) \$1,200 (18:18)	\$400 PC each time you sponsor 2 Golds	10% PC Upgrade + \$400 PC (Alkal-Life) + Special Cash Bonus Challenges + Promotional Items	Challenge (60 months max)	Challenge (12 months min, 36 months max)	1%