RIMAN

Compensation Plan

Effective August 1, 2026


EXPERIENCE THE DIFFERENCE
A DIFFERENCE YOU'LL LOVE
Dermatology Serum
45 mL / 1.52 fl. oz.
Dermatology Serum
45 mL / 1.52 fl. oz.

Contents

Congratulations on taking the first step towards taking your
future success into your own hands by starting your RIMAN business!
You are joining a community of Planners who are dedicated to
helping others find their inner radiance and shine from the inside out,
while building a sustainable source of income for a brighter future.
In this document, we will outline all the ways in which you can earn
through our Wholesale Distribution Model. You will find detailed
explanations of each way to earn at each sales “rank”,
as well as examples to help you best understand along the way.

All bonuses and rewards must be obtained through the sale of RIMAN products.
The sales performance of each independent distributor will depend on their individual
effort and skillset, the amount of time invested in the RIMAN business, their customer base, and their team.
RIMAN does not guarantee the amount of income or bonuses
that independent distributors may earn by joining the RIMAN business.

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Section 1. Enrollment

You can enroll in RIMAN as either a Customer or Planner. The following is what defines each Member:

- Customer: Is an individual that enrolls in RIMAN only to purchase products for their personal use.
- Planner: Is an individual who enrolls in RIMAN not only to purchase products for their personal use, but also to become a distributor of RIMAN and earn income by referring RIMAN products and business opportunities to others.

Section 2. Customers

2.1 Customer Program

All Customers who create a customer account are automatically enrolled into the Customer Program. The Customer Program rewards Customers with "Reward Points" and discounts. There are three tiers a customer can achieve based on their purchase history within the most recent 12 months[1].

Program	Customer	VIP Customer	VVIP Customer
US Purchase History:	Up to $999	$1,000 - $2,999	$3,000+
CA Purchase History:	Up to $1,299 CAD	$1,300 - $3,899 CAD	$3,900+ CAD
MX Purchase History:	Up to $19,999 MXN	$20,000 - $59,999 MXN	$60,000+ MXN
Reward Points:	5%	5%	5%
	5% of the subtotal of each purchase is awarded to Customers in the form of points		
Discount:	N/A	5%	10%
	N/A	Discount is applied to subsequent purchases after achieving qualification	

[1] Most Recent 12 months are defined as the current calendar-month, plus the previous 11 calendar-months:

Most Recent 12 Calendar- Months	Previous 11 Months											Current month
	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec

2.2 Reward Point (RP) Rules

1. RPs (Reward Points) will be awarded immediately upon payment.
   1.1 The Customer Return Period is within 30 days from the date of purchase.
2. RPs are subject to an Expiration Date:
   2.1 Customers: The Customer RPs are issued 30 days post-purchase and expire 90 days post-issuance (or 120 days post-purchase).
3. A minimum of 10 RPs is required to redeem on an order.
4. Generally, there is no limit to the RPs you can apply to an order, although exceptions may apply.
5. When RPs are applied to an order, SP (Sales Points) and BP (Business Points) will be adjusted based on the percentage of RPs used to pay for the order.
   Example: If 10% of the order is paid with RPs, SP and BP will be adjusted by 10%.
6. RPs cannot be stacked and used with additional offers and promotions.
7. RPs can be applied to the order subtotal, excluding shipping fees and taxes.
8. RPs have no cash value and cannot be transferred or resold.
9. If an account with RPs is terminated, the Member will forfeit all RPs if not used prior to termination.
   9.1 If a customer transitions to a Planner account, any remaining RPs must be used prior to the transition; otherwise, they will be forfeited.

Section 3. Planners

3.1 Planner Ranks

There are (7) Ranks a Planner may advance to within the RIMAN compensation plan. The Ranks are:

1. Planner
2. Manager
3. Senior Manager
4. Team Leader
5. Director
6. Senior Director
7. National Director

3.2 RIMAN Ranks

Planners can advance to different ranks based on the following criteria:

※ Rank skipping is not permitted. However, distributors may achieve multiple rank promotions simultaneously if all qualification requirements for each intervening rank are met.

Rank	Rank Advancement Volume Requirement	Rank Advancement Qualification Window	Senior Manager & Above Team Requirement
Planner	-	-	-
Manager	Accrue 3,000 SP[1] within Personal Team Group[2], with no more than 1,500 SP originating from any one leg.	Most Recent (3) Calendar-Months	-
Senior Manager	Accrue 6,000 SP within Personal Team Group, with no more than 3,000 SP originating from any one leg.	Most Recent (3) Calendar-Months	-
Team Leader	Accrue 50,000 SP within the Team Group[3], with no more than 25,000 SP originating from any one leg. Up to 20,000 SP from Personal Sales Volume[4] will contribute to volume requirement.	Most Recent (5) Calendar-Months	3 Senior Manager (or above) Legs
Director	Accrue 600,000 SP Team-wide[5], with no more than 300,000 SP originating from any one leg. 100% of Personal Sales Volume is attributed to volume requirement.	Most Recent (6) Calendar-Months	3 Team Leader (or above) Legs
Senior Director	Accrue 300,000 SP Team-wide, with no more than 150,000 SP originating from any one leg. 100% of Personal Sales Volume is attributed to volume requirement.	In (1) Calendar-Month	2 Director (or above) Legs
National Director	Accrue 500,000 SP Team-wide, with no more than 250,000 SP originating from any one leg. 100% of Personal Sales Volume is attributed to volume requirement.	In (1) Calendar-Month	4 Director (or above) Legs

[1] SP (Sales Point) – used to calculate rank advancement, rank maintenance, and commission eligibility.
[2] Personal Team Group – You, your customers, your first-level planners and their customers
[3] Team Group - As a Senior Manager, your entire organization before another Team Leader.
[4] Personal Sales Volume - You, your customers
[5] Team-wide - Entire Organization
* Manager and Senior Manager rank advancement can be achieved in real time.
* If a TL is promoted within the qualifier's 5-month-period, the TL will still be part of the Team Group. But if the TL was promoted outside of the qualifier's most recent 5 calendar-months, the TL will not be part of Team Group.

* The most recent X months are based on the current month, plus the previous calendar-months.

Most Recent 3 Calendar-Months	Previous 2 Months		Current month			
	Jan	Feb	Mar			
Most Recent 5 Calendar-Months	Previous 4 Months				Current month	
	Jan	Feb	Mar	Apr	May	
Most Recent 6 Calendar-Months	Previous 5 Months					Current month
	Jan	Feb	Mar	Apr	May	Jun

Rank Maintenance and Requalification

Rank	Maintenance Requirements	Demotion	Requalification Requirements
Team Leader	[Monthly Volume Requirement] 10,000 SP within the Team Leader Group.	If the Monthly Volume Requirement is not met for six consecutive calendar months, demotion will occur in the seventh month.	To requalify as a Team Leader, 25,000 SP must be accumulated over a 3-month period starting from the month of demotion (inclusive). After this initial period, the evaluation window rolls forward on a monthly basis. *10,000 SP allowed from Personal Sales Volume *Up to 12,500 SP is allowed from any one leg within Team Group. Reinstatement as a Team Leader will occur in the month following the satisfaction of the requalification requirements.
Director	[Monthly Volume Requirement] 100,000 SP within the Director Group and the 1st generation Director Group. *100% of Director Group Volume *Up to 50,000 SP from each 1st Generation Director's Team-wide volume.	If the Monthly Volume Requirement is not met for six consecutive calendar months, demotion will occur in the seventh month.	To requalify as a Director, 300,000 SP must be accumulated over a 3-month period, which includes the month of demotion and the 2 months immediately prior to it. After this initial period, the evaluation window rolls forward on a monthly basis. * 100% of Personal Sales Volume * Up to 150,000 SP is allowed from any one leg Reinstatement as a Director will occur in the month following the satisfaction of the requalification requirements.
Senior Director	[Monthly Volume Requirement] 300,000 SP within the Senior Director Group and the 1st generation Senior Director Group. *100% of Senior Director Group Volume *Up to 150,000 SP from each 1st Generation Senior Director's Team-wide volume. [Monthly Team Requirement] (2) Director or Above Legs	If the Monthly Volume Requirement is not met for six consecutive calendar months, demotion will occur in the seventh month. However, if the required number of qualified legs is not maintained due to the demotion of a downline Director or above leg, the Senior Director will be immediately demoted effective the same calendar month.	To requalify as a Senior Director, the Distributor must satisfy all current Senior Director advancement requirements. Reinstatement will become effective in the calendar month following qualification.
National Director	[Monthly Volume Requirement] 500,000 SP within the National Director Group and the 1st generation National Director Group. * 100% of National Director Group Volume *Up to 250,000 SP from each 1st Generation National Director 's Team-wide Volume. [Monthly Team Requirement] (4) Director or Above Legs	If the Monthly Volume Requirement is not met for six consecutive calendar months, demotion will occur in the seventh month. However, if the required number of qualified legs is not maintained due to the demotion of a downline Director or above leg, the National Director will be immediately demoted effective the same calendar month.	To requalify as a National Director, the Distributor must satisfy all current National Director advancement requirements. Reinstatement will become effective in the calendar month following qualification.

* Commission Eligibility – Rank Maintenance Requirements also serve as Commission Eligibility requirements. To be paid at their respective ranks, Team Leaders and above must meet the Commission Eligibility Requirements. If these requirements are not met, their Paid-As Rank may be adjusted downward to Senior Manager (for Team Leaders) or to Team Leader (for Directors and above).

3.3 RIMAN Rebate and RIMAN Dollars

Rebates and RIMAN Dollars are awarded to Planners on personal purchases made on a weekly basis (Saturday 00:00:00 AM to Friday 23:59:59 PM PT). Rebates will be released on the Second Tuesday after the Commission Week and RIMAN Dollars are awarded on the next day of the purchase date. See chart below:

	Planner	Manager	Senior Manager	Team Leader	Director	Senior Director	National Director
Rebate Percentage	5%	10%	12.5%	20%			
	Rebate percentage is on the BP of the relevant order.						
RIMAN Dollars	5%	10%	12.5%	20%			
	Rebate percentage is on the BP of the relevant order.						

* When RIMAN Dollars are applied to an order, BP will be adjusted based on the percentage of RIMAN Dollars used to pay for the order. Example: If 10% of the order is paid with RIMAN Dollars, SP and BP will be adjusted by 10%.
* A minimum of 10 RIMAN Dollars is required to redeem on an order. There is no maximum to the amount of RIMAN Dollars that can be applied to an order.
* RIMAN Dollars are good for a year from their date of issuance.

3.4 Commission Plan

There are (9) compensation streams through which Planners can earn income based on their qualifying rank in the RIMAN compensation plan. The (9) compensation streams are:

1. Retail Commission
2. Sponsor Commission
3. Open Group Commission – SM / TL
4. Uni-Level Commission
5. Leadership Match Bonus
6. Leadership Override Commission
7. 1st Generation Override Bonus
8. Revenue Share
9. Top Retailer Bonus

	Commission Streams	Planner	Manager	Senior Manager	Team Leader	Director	Senior Director	National Director
Commission	Retail Commission	10%	20%	25%	40%			
	Sponsor Commission	5%	up to 10%	up to 15%	-	-	-	-
	Open Group Commission	-	-	5% on Senior Manager Group	up to 40% on Team Leader Group			
	Leadership Override	-	-	-	-	2%	3%	4%
	Uni-Level Commission	1/2/3/4/5/6 5/5/3/3/3/3%					1/2/3/4/5/6 5/5/3/3/4/4%	1/2/3/4/5/6 5/5/4/4/4/4%
Bonus	Top Retailer	up to 10%						
	Leadership Match	-	-	-	TL Level 1/2/3 40/20/10%	TL Level 1/2/3/4 40/20/10/5%	TL Level 1/2/3/4/5 40/20/10/5/5%	TL Level 1/2/3/4/5/6 40/20/10/5/5/5%
	1st Generation Override	-	-	-	-	1%	1%	1%
	Revenue Share	-	-	-	-	Qualified Director and Above can earn 1% North & Latin America BP each calendar-month		

Please see the details for each commission in this document.

- **Active Customer** is defined as a customer who made a purchase within the calendar-month.
- **Active Customer Requirement:** Active Customer Requirements must be met in order to receive commissions and bonuses, except for Rebate and Retail Commission. If these Active Customer Requirements are not met, commissions and bonuses will be withheld until the requirements are met within a calendar-month or until the account is withdrawn.

Manager & Senior Manager	Team Leader & Above
3 Active Customers in the calendar-month	5 Active Customers in the calendar-month

For Weekly Commissions, Active Customers are counted from 12:00 a.m. PT on the first day of the applicable calendar month through the closing date of the applicable weekly Commission Period.
For Monthly Commissions, Active Customers are counted from 12:00 a.m. PT on the first day through 11:59 p.m. PT on the last day of the applicable calendar month.

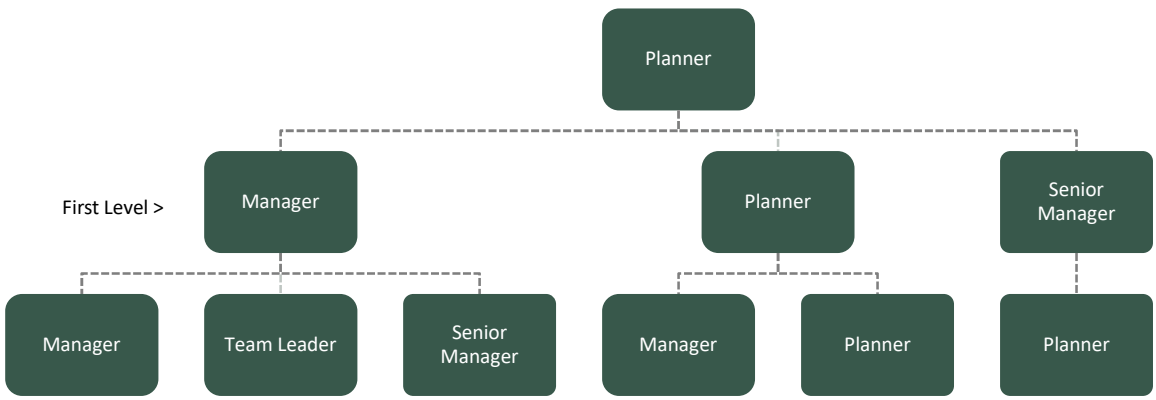
- **Skip-level Advancement (Planner to Senior Manager**): If a Planner's Personal Sales Volume, including their own and their customers' sales, reaches 6,000 SP or more within a single day (00:00–23:59 PT), the rebate and retail commission for those orders will be calculated at the Manager rate.

3.5 Retail Commission

Retail Commission is a commission given to all Planners based on their BP generated from sales produced from their customer purchases. Retail Commission will follow a Weekly Commission Schedule. Active Customers Requirement will not be applied to release Retail Commission.

3.6 Sponsor Commission

Sponsor Commission is compensation paid to Planners, Managers, and Senior Managers based on their qualifying ranks for the BP generated from sales produced from their first level planners and those planners' customers. Sponsor Commission will also follow the Weekly Commission schedule. Active Customers Requirement will be applied to release Sponsor Commission. For Directors & Above, the 1st to the 6th level will be paid on Uni-Level only, and the 7th level and below will be paid with Director Override. Managers & Senior Managers are required to have at least 3 Active Customers in the calendar-month in order to release this commission.

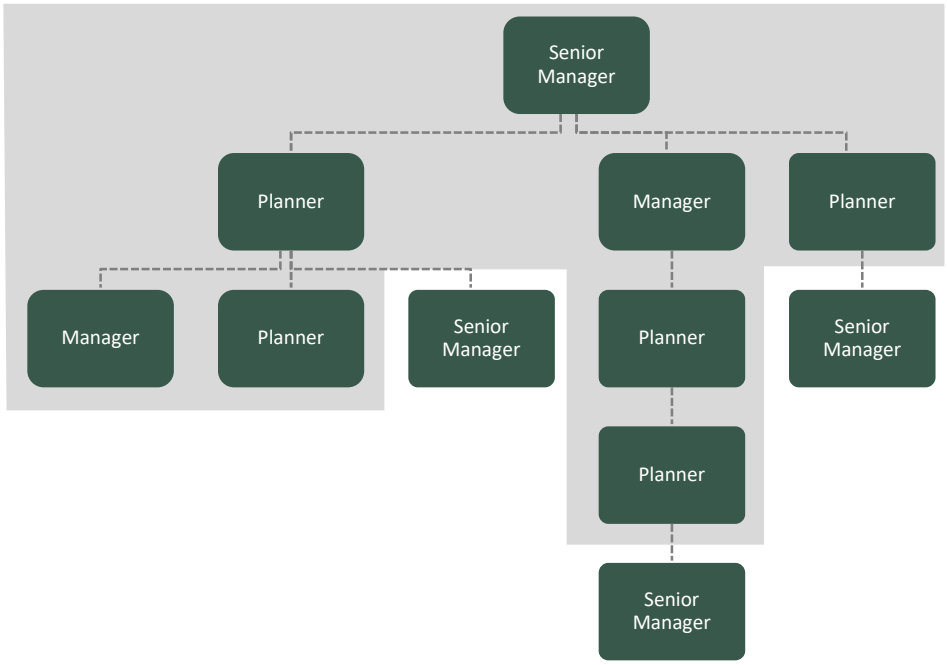


Sponsor commission is as follows for each rank:

Rank	Planner	Manager	Senior Manager
Planner	5%	10%	15%
Manager	-	5%	5%
Senior Manager	-	-	5%
Notes	1st Level Only		

3.7 SM Open Group Commission

Senior Managers are eligible for SM Open Group Commission. SM Open Group Commission is a 5% override on the volume produced by a Senior Manager Group. SM Open Group Commission will follow the Weekly Commission Schedule. Active Customers Requirement will be applied to release the Commission.
A Senior Manager Group is the volume resulting from all Planners and Customers in each line of sponsorship in which there are no other Senior Managers. See diagram below:



3.8 TL Open Group Commission

Team Leaders are eligible for TL Open Group Commission, which offers an override of up to 40% on the volume generated by their TL Group. This commission will follow the Weekly Commission Schedule if TL is met with the paid rank. Active Customer Requirement will be applied to release the Commission.
(* Deduct the Rebate (including RD), Retail Commission, SM Open Group Commission, and Sponsor Commission paid to your downlines)

[Example]
A Team Leader has a Senior Manager who has 1,000 BP in Customer Volume.

- 40% on 1,000 BP= $400
- 1,000 Customer Volume would pay the Senior Manager a 25% Retail Commission, or $250
- 1,000 Customer Volume would also pay the Senior Manager a 5% SM Open Group Commission, or $50.
- The Team Leader would earn the difference of what the Senior Manager earned, which would be $100.

* If a Team Leader's Paid-As Rank is Senior Manager, Open Group Commission will be calculated as a Senior Manager. The respective TL Open Group Commission will be paid to the upline Qualified Team Leader. However, the displayed group volume will follow the Rank. The volume of non-qualified Team Leaders does not roll up to the upline Team Leader for qualification or maintenance purposes.

3.9 Uni-level Commission

The Uni-Level Commission is a sales override available to Planners who meet the required qualification. Once qualified, the commission is calculated based on the BP generated by all Planners within their unlocked levels.
The Active Customer Requirement must be met for the commission to be released. The Uni-Level Commission is a monthly commission and is calculated at the end of each calendar month.
For Team Leaders and above, the Uni-Level Commission is determined by their Paid-As Rank, covering the BP of all Planners up to six levels within their genealogy.
For Directors and above, BP from 1st to 6th level are paid through the Uni-Level Commission, while BP from 7th level and below are paid through Leadership Override Commission.

The requirements are as follows:

	2 Level Commission	4 Level Commission	6 Level Commission	Director	Senior Director	National Director
Lifetime Customer[1] Requirement	10	30 (P/M) or 10 (SM & Above)	50 (P/M/SM) or 10 (TL & Above)	10	10	10
Personal Sales Volume[2] Requirement	1,000 SP	3,000 SP (P/M) or 1,000 SP (SM & Above)	5,000 SP (P/M/SM) or 1,000 SP (TL & Above)	1,000 SP	1,000 SP	1,000 SP
1st Level	5%	5%	5%	5%	5%	5%
2nd Level	5%	5%	5%	5%	5%	5%
3rd Level		3%	3%	3%	3%	4%
4th Level		3%	3%	3%	3%	4%
5th Level			3%	3%	4%	4%
6th Level			3%	3%	4%	4%

[1] A lifetime customer is defined as an enrolled customer with an active status, regardless of whether the customer has placed an order.
[2] Personal Sales Volume is defined as Planners Own purchase + their customer purchase.

3.10 Leadership Match Bonus

Leadership Match is a bonus reserved for Team Leaders and Above that pays said Planners a percentage of their Qualified Team Leaders[1]' Leadership Match Eligible Commissions[2]. Leadership Match will follow the Monthly Bonus Schedule. Active Customer Requirement will be applied to release the Bonus.
There are 6 Team Leader Generations[3] of Leadership Match that a Planner can qualify for based on their Paid-As Rank.

Leadership Match Tiers:

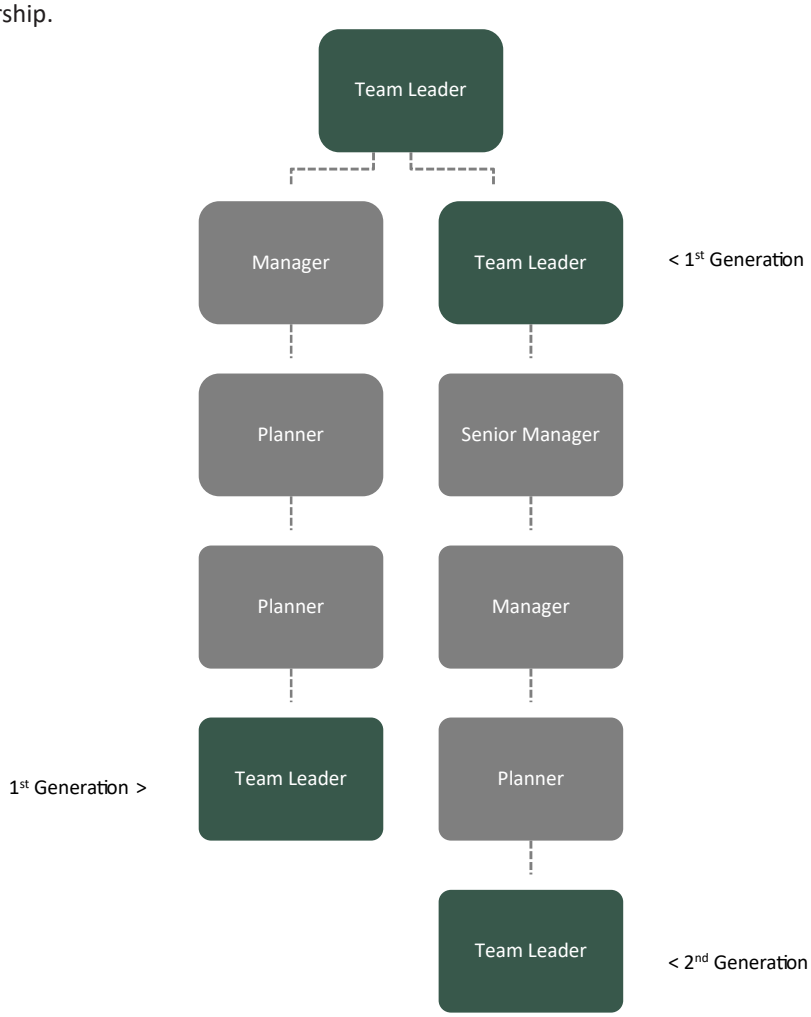
	Planner	Manager	Senior Manager	Team Leader	Director	Senior Director	National Director
1st Gen	-	-	-	40%	40%	40%	40%
2nd Gen	-	-	-	20%	20%	20%	20%
3rd Gen	-	-	-	10%	10%	10%	10%
4th Gen	-	-	-	-	5%	5%	5%
5th Gen	-	-	-	-	-	5%	5%
6th Gen	-	-	-	-	-	-	5%

[1] Qualified Team Leaders: Team Leaders who achieved a minimum of 10,000 SP within their Team Leader Group* in the current calendar-month. All Directors or above are also considered as Qualified Team Leaders.
* Team Leader Group: A Team Leader Group is the volume resulting from all Planners and Customers in each line of sponsorship in which there is no other Team Leader.

[2] Leadership Match Eligible Commissions:

- 50% of a Team Leader's Rebate
- 50% of a Team Leader's Retail Commission
- 100% of Team Leader Open Group Commission
- 100% of a Team Leader's Uni-Level
- 100% of Leadership Override Commission - Director or above commission.

[3] Team Leader Generation: A Team Leader Generation refers to a Qualified Team Leader or Above (Paid-As rank) in each line of sponsorship.



3.11 Leadership Override Commission

The Leadership Override Commission is a sales override that Directors and Above can earn on their respective Director (or above) Groups. Leadership Override is calculated based on the applicable Open Group Volume (BP) generated within each respective rank group. BP from 1st to 6th level paid out as Uni-Level Commission are excluded from the Leadership Override Commission calculation. Senior Directors and above are eligible to receive Leadership Override commissions not only on their qualified Open Group Volume but also on the Open Group Volume associated with all applicable lower rank tiers. Active Customer Requirement will be applied to release the Commission and Bonus.

The following are the relevant Director Groups:

- Director Group: A Director Group is the volume resulting from all Planners and Customers in each line of sponsorship in which there are no other Directors.
- Senior Director Group: A Senior Director Group is the volume resulting from all Planners and Customers in each line of sponsorship in which there are no other Senior Directors.
- National Director Group: A National Director Group is the volume resulting from all Planners and Customers in each line of sponsorship in which there are no other National Directors.

Director	Senior Director	National Director
2%	3%	4%

Rank	Downline	Actual Rate
D (Director)	If there is no other D or above in the D Group	2%
SD (Senior Director)	If there is no other D or above in the SD Group.	3%
	If there are Ds in the SD Group (No SD in between).	1% (3-2%)
ND (National Director)	If there is no other D or above in the ND Group.	4%
	If there are Ds in the ND Group (No SD or ND in between).	2% (4-2%)
	If there are SDs in the ND Group (No ND in between).	1% (4-3%)

[Example]
If a Senior Director has a Director in their Senior Director Group, the Senior Director will earn the difference between the Senior Director Commission of 3% minus the 2% Director Commission paid to their Director, netti ng them a 1% Commission.

3.12 1st Generation Override Bonus

The 1st Generation Override Bonus is a sales override that Directors and above can earn based on the Open Group Volume (BP) of their 1st Generation Directors or above. The bonus amount is determined by applying the designated percentage for each rank. Active Customer Requirement will be applied to release the Bonus.

Director	Senior Director	National Director
1% of the Open Group Volume (BP) from 1st Gen D	1% of the Open Group Volume (BP) from 1st Gen D and SD	1% of the Open Group Volume (BP) from 1st Gen D, SD and ND

Rank	1st Gen	1% of the Open Group Volume
D (Director)	ND, SD, D	D Group BP
SD (Senior Director)	ND, SD	SD + D Group BP
	D	D Group BP
ND (National Director)	ND	ND + SD + D Group BP
	SD	SD + D Group BP
	D	D Group BP

[Example]
Senior Director (If you are SD, you are eligible to receive the 1st Generation Override Bonus as a SD and D.)
- If you have a 1st Gen ND or SD, you are eligible to receive 1% of their SD Group BP and 1% of their D Group BP.
- If you have a 1st Gen D, you are eligible to receive 1% of their D Group BP.

3.13 Revenue Share

Qualified Directors and Above* can partake in a North & Latin America Revenue Pool in which 1% of North & Latin America's calendar-month BP is shared amongst all North & Latin American Qualified Directors. Qualified Directors can earn shares based on the Leadership Achievement Score. Active Customer Requirement will be applied to release the Bonus.
Qualified Directors and Above earn Revenue Share points from Directors or Above in each line of sponsorship. The following is how many points a Qualified Director can earn from their organization, including points they earn on their own Qualified Director status.

Rank	Directors & Above
Director	2 PTS
Senior Director	3 PTS
National Director	4 PTS

Based on total Revenue Share points accrued in a calendar-month, the Director will earn their corresponding share per point from the 1% Revenue Pool.

How to calculate Revenue Share points accumulation

- **Revenue Share points based on personal Rank:**
  - Case 1: If the volume requirement is met within a region, Revenue Share points will be given to the region. If the requirement is met in all 4 regions, Revenue Share Points will be given to all 4 regions.
  - Case 2: If the volume requirement is not met in a region, but it was met globally (earned Paid-As Rank), then the Revenue Share Point will only be given to the region with the highest volume contribution.
- **Revenue Share points based on each leg:**
  - Only the Planners who have earned Revenue Share Points based on personal rank will be used for Revenue Share Points on each leg.
  - The highest rank from the condition above will be awarded the Revenue Share Point.
  - A single point per leg is allowed.
- **Required SP to earn Revenue Share Points by regions:**
  - Director: Regional 100,000 SP (D group + up to 50% of 1st gen. Director)
  - Senior Director: Regional 300,000 SP (SD group + up to 50% of 1st gen. Senior Director)
  - National Director: Regional 500,000 SP (ND group + up to 50% of 1st gen. National Director)

[Example]

- 1,000,000 BP is allocated in the North & Latin America Revenue Pool.
- There is a total of 500 Points earned amongst all Directors and Above.
- Each share/point that given calendar-month would equate to $2,000.

Key Definitions:

* Qualified Director: Directors and Above who accrue 100,000 SP between their Director Group + their 1st Generation Director Group (up to 50,000 SP per 1st generation Director's team -wide) in a calendar-month.
* Director Group: A Director Group is the volume resulting from all Planners and Customers in each line of sponsorship in which there are no other Directors.
* Revenue Share Points are calculated independently by the following regions: North America & Latin America, Europe, Asia-Pacific, and Korea.

3.14 Top Retailer Bonus

Top Retailer is a monthly bonus awarded to all Planners based on their active customer count and personal group volume within a calendar month. Personal Group Volume means the planner's personal volume and the volume of the planner's customers. However, the volume from each customer is capped at a maximum of 200 SP.
Planners who satisfy both the Active Customer and Personal Group Volume requirements are eligible for Top Retailer Bonus of 5% to 10% of the BP generated by their customers' purchases within a calendar month.

	5% Retail	10% Retail
Active Customer	10	20
Personal Group Volume	2,000 SP	4,000 SP

Section 4. Rank Advancement Schedule

Rank Advancement takes effect based on the following schedule. Please note you will be “Paid-As” your new rank based on the Rank Advancement Schedule.

Rank	Rank Advancement Schedule
Planner	Upon Enrollment
Manager	Real-time Rank Advancement occurs when Planner meets Manager requirements
Senior Manager	Real-time Rank Advancement occurs when Planner/Manager meets Senior Manager requirements
Team Leader	On the 1st of the upcoming calendar-month, 12:00 AM PT, after Planner has met Team Leader requirements
Director	On the 1st of the upcoming calendar-month, 12:00 AM PT, after Planner has met Director requirements
Senior Director	On the 1st of the upcoming calendar-month, 12:00 AM PT, after Planner has met Senior Director requirements
National Director	On the 1st of the upcoming calendar-month, 12:00 AM PT, after Planner has met National Director requirements

Ranks can be demoted based on:

1. Rank Demotion Due to Failure to Meet Maintenance Requirements (TL and above)
   A. If the Monthly Volume Requirement is not met for six consecutive calendar months, demotion will occur in the seventh month.
   B. For Senior Director and National Director, if the required number of qualified legs is not maintained due to the demotion of a downline Director or above leg, the rank will be immediately demoted effective the same calendar month.
2. Returns on qualifying orders.
   A. When the return is finalized, we will recalculate the ranks based on the returned order. If the rank is directly affected and does not have enough volume to stay at the rank, the rank will be adjusted instantly.
   B. If upline’s rank is affected due to the demotion mentioned above, we will review case by case to determine how to apply demotion.

Section 5. Commission Calculation

5.1 Commission Period

The Weekly Commission Period begins on a Saturday at 12:00 AM PT and concludes on a Friday at 11:59 PM PT, which will be paid on the Second Tuesday after the Weekly Commission period.
The Monthly Commission Period begins on the first day of the Calendar-Month at 12:00 AM PT and runs through the last day of the calendar-month at 11:59 PM PT, which will be paid on the 15th of the following month.
(If a payment date falls on a weekend or a public holiday, the payment is usually processed on the business day immediately preceding it.)

Weekly Commission	Rebate, Retail Commission, Sponsor Commission, SM Open Group Commission, TL Open Group Commission (*If TL is met with the paid rank)
Monthly Commission	Uni-level Commission, Leadership Match Bonus, Leadership Override Commission, 1st Generation Override Bonus, Revenue Share, Top Retailer Bonus

※ Please note that commission periods and payment dates may be subject to change due to promotional activities, operational adjustments, or other business considerations.

5.2 Order Calculation

All orders submitted within the Commission Period shall be calculated based on the Planner's position at the time the order is placed.

5.3 Calculation of Business Points (BP)

Please see RIMAN.com for the most up-to-date BP on RIMAN items. Final BP awarded per order will be calculated on the final subtotal after all applicable discounts, Reward Points, RIMAN Dollars, or any other promotion have been applied.

5.4 Leadership Match Calculation

Eligible Leadership Match tiers for Team Leaders and Above are based on their Paid-As rank from the current calendar-month.
Similarly, the commission earned through Leadership Match is based on the final eligible volume at the end of each calendar-month.

5.5 Revenue Share Calculation

The Revenue Share Score will be calculated based on the Paid-As Ranks at the end of each calendar-month, and the Revenue Share Bonus commission will be calculated after the Commission Period is closed.

Section 6. Commission Payout

Commissions and bonuses are calculated and paid weekly and monthly by the Company. Payments are issued through electronic payment systems or other methods designated by the Company, which may vary by country or region. Participants are responsible for maintaining accurate payment information and complying with any applicable payment provider requirements.

Section 7. Returns and Refunds

7.1 Orders Returned and/or Refunded within the calendar-month ordered

Any SP or BP accrued related to an order that has been returned or refunded will be deducted from the Planner's Volume, and no commissions related to that order will be paid.

7.2 Orders Returned and/or Refunded outside of the calendar-month ordered

1. Commissions earned related to an order that has been returned or refunded will be deducted from all Planners who earned a Commission on that order.
2. If the individual who is making the Return earned a Rebate from that order, then the Refund will be the difference of the Rebate already received.
3. Any Rank Advancements associated with the returned order could result in a demotion of affected ranks.

For return process, please see RIMAN's Policies and Procedures.

[Important Notice]

Commissions on sales made outside a Planner's registered country, including the Planner's personal sales and downline/organizational sales, will be calculated based on the compensation plan and applicable rules of the country where th e sales are made. The compensation plan, commission calculation method, payment requirements, and scope of payable commissions may vary by country depending on local laws, regulations, market conditions, and company policies. In addition, t he payment of commissions may be restricted, adjusted, or otherwise limited pursuant to applicable local laws or regulations. Each country's compensation plan and applicable rules may change from time to time due to changes in laws, regulations, market conditions, company policies, or operatio nal needs. Please make sure to review the latest compensation plan and applicable rules of the relevant country before relying on any commission calculation.

Section 8. Glossary

- SP (Sales Points): Points awarded for sales, calculated on the USD value of the final subtotal after discounts and promotions. Used in Rank Advancement, Maintenance, and Paid-As Rank.
- BP (Business Points): Points awarded for sales, calculated on the USD value of the final subtotal after discounts and promotions. Used in various commission calculations.
- Active Customer: A customer who made a purchase within the calendar-month.
- Lifetime Customer: A lifetime customer is defined as an enrolled customer with an active status, regardless of whether the customer has placed an order.
- E-Wallet: The selected payment vendor for depositing all commissions, rebates, bonuses and promotional bonuses earned by Planners.
- Paid-As Rank: The rank a Planner qualifies for based on the Rank Advancement and Maintenance Requirement.
- RIMAN Dollars: Incentives awarded to Planners on personal purchases made within a calendar-month, applied similarly to Reward Points.
- Reward Points (RPs): Points awarded to Customers post-purchase, subject to expiration dates, and used for discounts on future purchases.
- Leadership Match Eligible Commissions: Commissions eligible for Leadership Match, including Rebates, Retail Commission, TL Open Group Commission, Uni-level Commission, and Leadership Override Commission.
- Team Leader Generation: Refers to a Team Leader or above in each line of sponsorship.
- Qualified Team Leaders: Team Leaders who achieve a minimum of 10,000 SP within their Team Leader Group in a calendar-month.
- Qualified Director: A Director and above who accrues 100,000 SP between their Director Group + their 1st Generation Director Group (up to 50,000 SP per 1st generation Director’s team -wide) in a calendar-month.
- Team Leader Group: The volume resulting from all Planners and Customers in each line of sponsorship where there is no other Team Leader.
- Director Group: The volume resulting from all Planners and Customers in each line of sponsorship where there are no other Directors.
- Senior Director Group: The volume resulting from all Planners and Customers in each line of sponsorship where there are no other Senior Directors. This group's volume is used for various commission calculations and qualifications within the RIMAN compensation plan.
- National Director Group: The volume resulting from all Planners and Customers in each line of sponsorship where there are no other National Directors. This group's volume is used for various commission calculations and qualifications within the RIMAN compensation plan.

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