Nikken Compensation Plan updates: Phase 2 — EFFECTIVE JANUARY 1, 2013

OLD	NEW
Senior Consultant	Senior Consultant
How to Qualify	Rank Advancement
• First, be a Direct Consultant	• First, be a Direct Consultant
• Achieve one-time 500 PV in a calendar month	• Achieve 500 PV in a calendar month
• Accumulate an additional 1,000 from PGV within the same	• Achieve 1,500 PGV in the same calendar month
calendar month or 1,500 from PGV in any following calendar	Monthly Qualification Requirements
month	Achieve 100 PV
Ongoing Monthly Qualification Requirement	Benefits
Achieve 100 PV	• 25 percent retail markup profit on personal sales (when sold at
Benefits	suggested retail prices).
• 25 percent retail markup profit on personal sales (when sold at	• A rebate equal to five percent of your total Personal CV. This is
suggested retail prices).	called a Personal CV rebate.
• A rebate equal to five percent of your total Personal CV. This is	• An override of up to five percent of the CV generated by the
called a Personal CV rebate.	downline in your Personal Group. This is called a Personal Group
• An override of up to five percent of the CV generated by the	CV override.
downline in your Personal Group. This is called a Personal Group	
CV override.	
Executive Consultant	Executive Consultant
How to Qualify	Rank Advancement
• First, be a Senior Consultant	• First, be a Senior Consultant
• Achieve 4,000 PGV in one calendar month	Achieve 100 PV
Ongoing Monthly Qualification Requirement	• Achieve 4,000 PGV in one calendar month
Achieve 100 PV	Monthly Qualification Requirements
Benefits	Achieve 100 PV
• 25 percent retail markup profit on personal sales (when sold at	Benefits
suggested retail prices).	• 25 percent retail markup profit on personal sales (when sold at
• 10 percent Personal CV rebate.	suggested retail prices).
• Up to 10 percent Personal Group CV override.	• 10 percent Personal CV rebate.
	• Up to 10 percent Personal Group CV override.
Silver Consultant	Silver Consultant
How to Qualify (see note 1 below)	Rank Advancement (see note 1 below)
• Achieve 12,000 PGV in a single month or over a period of up to	• Achieve at least 12,000 PGV in up to three (3) consecutive
three (3) consecutive months if the single month run is not	months if 12,000 PGV is not achieved in a single month.

 achieved. Develop and retain three frontline Senior (or above) legs. Register for Humans Being More® training. Achieve at least 100PV in order for PGV to be counted for a given month during the multi-month qualification period. Ongoing Monthly Qualification Requirements Achieve 100 PV. Maintain a PGV of 2,000 each month to be eligible for Leadership Bonus. Benefits 25 percent retail markup profit on personal sales (when sold at suggested retail prices). 20 percent Personal CV rebate. Up to 20 percent Personal Group CV override. Six percent Leadership Bonus on Personal Group CV down through two levels of qualified Silver or above Consultants. 	 Develop and retain three Senior (or above) legs. Register for Humans Being More® training. Achieve at least 100PV in order for PGV to be counted for a given month during the single and multi-month qualification period. Monthly Qualification Requirements Achieve 100 PV. Maintain a PGV of 2,000 Maintain an Organization Volume (OV) of 4,000 each month to be eligible for Leadership Bonus at pin rank. Benefits 25 percent retail markup profit on personal sales (when sold at suggested retail prices). 20 percent Personal CV rebate. Up to 20 percent Personal Group CV override if Consultant meets monthly PV and PGV requirements, otherwise Consultant will receive up to 15% Personal Group CV Override if monthly PV is met and PGV is not met. Six percent Leadership Bonus on Personal Group CV down through two levels of qualified Silver or above Consultants.
 Gold Consultant How to Qualify (see note 1 below) Develop and retain three first-level Silver or above Consultants. Ongoing Monthly Qualification Requirements Achieve 100 PV. Maintain a PGV of 1,500 each month to be eligible for a Leadership Bonus. Maintain three qualified Silver or above legs. Benefits 25 percent retail markup profits on personal sales (when sold at suggested retail prices). 20 percent Personal CV rebate. Up to 20 percent Personal Group CV override. Six percent Leadership Bonus on Personal Group CV down through three levels of qualified Silver or above Consultants. Eligible to qualify for Lifestyle Bonus 	 Gold Consultant Rank Advancement (see note 1 below) Develop and maintain three qualified Silver or above legs. Achieve 100 PV. Achieve a PGV of 1,500. Achieve Organizational Volume of 10,000. Monthly Qualification Requirements Achieve 100 PV. Maintain a PGV of 1,500. Maintain an Organizational Volume of at least 10,000 each month to be eligible for a Leadership Bonus at pin rank. (See note 3 below) Maintain three qualified Silver or above legs. Benefits 25 percent retail markup profits on personal sales (when sold at suggested retail prices). 20 percent Personal CV rebate. Up to 20 percent Personal Group CV override if Consultant

	meets monthly PV and PGV requirements, otherwise Consultant
	will receive up to 15% Personal Group CV Override if monthly
	PV is met and PGV is not met.
	Six percent Leadership Bonus on Personal Group CV down
	through three levels of qualified Silver or above Consultants.
	 Eligible to qualify for Lifestyle Bonus
Platinum Consultant	Platinum Consultant
How to Qualify (see note 1 below)	Rank Advancement (see note 1 below)
• Develop and retain three first-level Gold or above Consultants,	• Develop and maintain three qualified Gold or above legs, or six
or six first-level Silver or above Consultants.	qualified Silver or above legs.
OR	• Achieve 100 PV.
• Achieve a minimum 75,000 organizational volume within six	• Achieve a PGV of 1,000.
uncompressed levels of leadership with at least 37,500 of the	• Achieve an Organization Volume of at least 30,000 with at least
minimum volume requirement being met by legs other than the	10,000 of the minimum OV requirement being met by legs
primary leg.	outside the primary leg.
 Develop and retain three legs of Gold or above or six legs of 	Monthly Qualification Requirements
Silver or above within six uncompressed levels of leadership.	• Achieve 100 PV
Ongoing Monthly Qualification Requirements	Maintain a PGV of 1,000
Achieve 100 PV	Maintain an Organizational Volume of at least 30,000 each
•Maintain a PGV of 1,000 each month to be eligible for a	month with at least 10,000 of the minimum OV requirement
Leadership Bonus.	being met by legs outside the primary leg to be eligible for a
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•Maintain three qualified Gold or above legs, or six qualified	Leadership Bonus at pin rank. (See note 3 below)
Silver or above legs.	•Maintain three qualified Gold or above legs, or six qualified
OR 100 DV	Silver or above legs
• Achieve 100 PV.	Benefits
•Maintain a PGV of 1,000 each month to be eligible for a	• 25 percent retail markup profits on personal sales (when sold at
Leadership Bonus.	suggested retail prices).
• Achieve a minimum 75,000 organizational volume within six	• 20 percent Personal CV rebate.
uncompressed levels of leadership with at least 37,500 of the	• Up to 20 percent Personal Group CV override if Consultant
minimum volume requirement being met by legs other than the	meets monthly PV and PGV requirements, otherwise Consultant
primary leg.	will receive up to 15% Personal Group CV Override if monthly
•Maintain three legs with qualified Gold or above or six legs with	PV is met and PGV is not met.
qualified Silver or above within six uncompressed levels of	Six percent Leadership Bonus on Personal Group CV down
leadership.	through four levels of qualified Silver or above Consultants.
Benefits	 Eligible to qualify for Lifestyle and Home Bonus
• 25 percent retail markup profits on personal sales (when sold at	
suggested retail prices).	
• 20 percent Personal CV rebate.	

• Up to 20 percent Personal Group CV override.	
• Six percent Leadership Bonus on Personal Group CV down	
through four levels of qualified Silver or above Consultants.	
• Eligible to qualify for Lifestyle and Home Bonus	
Diamond Consultant	Diamond Consultant
How to Qualify (see note 1 below)	Rank Advancement (see note 1 below)
• Develop and retain three first-level Platinum or above or six first	• Develop and maintain three qualified Platinum or above legs or
level Gold or above Consultants.	six qualified Gold or above legs.
OR	• Achieve 100 PV.
• Achieve a minimum 175,000 organizational volume within six	• Achieve a PGV of 1,000.
uncompressed levels leadership with at least 87,500 of the	• Achieve an Organization Volume of at least 100.000 with at
minimum volume requirement being met by legs other than the	least 33,000 of the minimum OV requirement being met by legs
primary leg.	outside the primary leg.
• Develop and retain three legs of Platinum or above or six legs of	Monthly Qualification Requirements
Gold or above within six uncompressed levels of leadership	 Achieve 100 PV. Maintain a PGV of 1,000
Ongoing Monthly Qualification Requirements • Achieve 100 PV.	 Maintain a PGV of 1,000 Maintain an Organization Volume of at least 100,000 each
•Maintain a PGV of 500 each month to be eligible for a	month with at least 33,000 of the minimum OV requirement
Leadership Bonus.	being met by legs outside the primary leg to be eligible for a
•Maintain three qualified Platinum or above legs or six qualified	Leadership Bonus at pin rank. (See note 3 below)
Gold or above legs.	• Maintain three qualified Platinum or above legs or six qualified
OR	Gold or above legs.
• Achieve 100 PV.	Benefits
•Maintain a PGV of 500 each month to be eligible for a	• 25 percent retail markup profits on personal sales when sold at
Leadership Bonus.	suggested retail prices.
• Achieve a minimum 175,000 organizational volume within six	• 20 percent Personal CV rebate.
uncompressed levels of leadership with at least 87,500 of the	• Up to 20 percent Personal Group CV override if Consultant
minimum volume requirement being met by legs other than the	meets monthly PV and PGV requirements, otherwise Consultant
primary leg.	will receive up to 15% Personal Group CV Override if monthly
•Maintain three legs with qualified Platinum or above or six legs	PV is met and PGV is not met.
with qualified Gold or above within six uncompressed levels of	• Six percent Leadership Bonus on Personal Group CV down
leadership. Benefits	through five levels of qualified Silver or above Consultants.
	• Eligible to qualify for Lifestyle and Home Bonus
• 25 percent retail markup profits on personal sales when sold at suggested retail prices.	
• 20 percent Personal CV rebate.	
• Up to 20 percent Personal Group CV override.	
Six percent Leadership Bonus on Personal Group CV down	
She percent Bendership Bonds on Fersonar Group CV down	

through five levels of qualified Silver or above Consultants.	
Eligible to qualify for Lifestyle and Home Bonus	
Royal Diamond Consultant	Royal Diamond Consultant
This position is achieved only by those with the ability to help	Rank Advancement (see note 1 on page 22)
others attain their own personal best. Here, you become a leader	• Develop and maintain three qualified Diamond or above legs or
whose attitude, skills and earnings stand as motivating examples	six qualified Platinum (or above) legs.
to Nikken Consultants throughout the world.	Achieve 100 PV
How to Qualify (see note 1 on page 22)	• Achieve a PGV of 1,000.
• Develop and retain three first-level Diamond or above or six	• Achieve an Organization Volume of at least 300,000 with at
first level Platinum (or above) Consultants.	least 100,000 of the minimum OV requirement being met by legs
OR	outside the primary leg.
• Achieve a minimum 350,000 organizational volume within six	
uncompressed levels of leadership with at least 175,000 of the	Monthly Qualification Requirements
minimum volume requirement being met by legs other than the	• Achieve 100 PV.
primary leg.	• Maintain a PGV of 1,000
• Develop and retain three legs of Diamond or above or six legs of	Maintain an Organization Volume of at least 300,000 each
Platinum or above within six uncompressed levels	month with at least 100,000 of the minimum OV requirement
of leadership.	being met by legs outside the primary leg to be eligible for a
Ongoing Monthly Qualification Requirements	Leadership Bonus at pin rank. (See Note 3)
Achieve 100 PV	•Maintain three qualified Diamond or above legs, or six qualified
•Maintain a PGV of 100 each month to be eligible for a	Platinum or above legs.
Leadership	Benefits
Bonus	
	• 25 percent retail markup profits on personal sales (when sold at
•Maintain three qualified Diamond or above legs, or six qualified	suggested retail prices).
Platinum or above legs	• 20 percent Personal CV rebate.
OR A Li 100 DV	• Up to 20 percent Personal Group CV override if Consultant
• Achieve 100 PV	meets monthly PV and PGV requirements, otherwise Consultant
•Maintain a PGV of 100 each month to be eligible for a	will receive up to 15% Personal Group CV Override if monthly
Leadership Bonus	PV is met and PGV is not met.
• Achieve a minimum 350,000 organizational volume within six	• Six percent Leadership Bonus on Personal Group CV down
uncompressed levels of leadership with at least 175,000 of the	through six levels of qualified Silver or above Consultants.
minimum volume requirement being met by legs other than the	• Eligible to qualify for Lifestyle and Home Bonus
primary leg	
•Maintain three legs of qualified Diamond or above or six legs of	
qualified Platinum or above within six uncompressed levels of	
leadership	
Benefits	
• 25 percent retail markup profits on personal sales (when sold at	

suggested retail prices).	
• 20 percent Personal CV rebate.	
• Up to 20 percent Personal Group CV override.	
• Six percent Leadership Bonus on Personal Group CV down	
through six levels of qualified Silver or above Consultants.	
• Eligible to qualify for Lifestyle and Home Bonus	

Note 1: Worldwide volume may be used for PGV, OV, non-primary OV and leg structure requirement for pin and pay rank.

Note 3: Should Gold and above rank Consultant meet PV and PGV requirements of pin rank but fail to meet the OV requirement, Gold and above rank Consultant may qualify for Leadership Bonus at a lower rank provided that he/she satisfies the Organization Volume and qualified leg requirements of the particular lower rank.