

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

OLD	NEW
<p>Senior Consultant How to Qualify</p> <ul style="list-style-type: none"> • First, be a Direct Consultant • Achieve one-time 500 PV in a calendar month • Accumulate an additional 1,000 from PGV within the same calendar month or 1,500 from PGV in any following calendar month <p>Ongoing Monthly Qualification Requirement</p> <ul style="list-style-type: none"> • Achieve 100 PV <p>Benefits</p> <ul style="list-style-type: none"> • 25 percent retail markup profit on personal sales (when sold at suggested retail prices). • A rebate equal to five percent of your total Personal CV. This is called a Personal CV rebate. • An override of up to five percent of the CV generated by the downline in your Personal Group. This is called a Personal Group CV override. 	<p>Senior Consultant Rank Advancement</p> <ul style="list-style-type: none"> • First, be a Direct Consultant • Achieve 500 PV in a calendar month • Achieve 1,500 PGV in the same calendar month <p>Monthly Qualification Requirements</p> <ul style="list-style-type: none"> • Achieve 100 PV <p>Benefits</p> <ul style="list-style-type: none"> • 25 percent retail markup profit on personal sales (when sold at suggested retail prices). • A rebate equal to five percent of your total Personal CV. This is called a Personal CV rebate. • An override of up to five percent of the CV generated by the downline in your Personal Group. This is called a Personal Group CV override.
<p>Executive Consultant How to Qualify</p> <ul style="list-style-type: none"> • First, be a Senior Consultant • Achieve 4,000 PGV in one calendar month <p>Ongoing Monthly Qualification Requirement</p> <ul style="list-style-type: none"> • Achieve 100 PV <p>Benefits</p> <ul style="list-style-type: none"> • 25 percent retail markup profit on personal sales (when sold at suggested retail prices). • 10 percent Personal CV rebate. • Up to 10 percent Personal Group CV override. 	<p>Executive Consultant Rank Advancement</p> <ul style="list-style-type: none"> • First, be a Senior Consultant • Achieve 100 PV • Achieve 4,000 PGV in one calendar month <p>Monthly Qualification Requirements</p> <ul style="list-style-type: none"> • Achieve 100 PV <p>Benefits</p> <ul style="list-style-type: none"> • 25 percent retail markup profit on personal sales (when sold at suggested retail prices). • 10 percent Personal CV rebate. • Up to 10 percent Personal Group CV override.
<p>Silver Consultant How to Qualify (see note 1 below)</p> <ul style="list-style-type: none"> • Achieve 12,000 PGV in a single month or over a period of up to three (3) consecutive months if the single month run is not 	<p>Silver Consultant Rank Advancement (see note 1 below)</p> <ul style="list-style-type: none"> • Achieve at least 12,000 PGV in up to three (3) consecutive months if 12,000 PGV is not achieved in a single month.

<p>achieved.</p> <ul style="list-style-type: none"> • 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. <p>Ongoing Monthly Qualification Requirements</p> <ul style="list-style-type: none"> • Achieve 100 PV. • Maintain a PGV of 2,000 each month to be eligible for Leadership Bonus. <p>Benefits</p> <ul style="list-style-type: none"> • 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. 	<ul style="list-style-type: none"> • 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. <p>Monthly Qualification Requirements</p> <ul style="list-style-type: none"> • 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. <p>Benefits</p> <ul style="list-style-type: none"> • 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.
<p>Gold Consultant</p> <p>How to Qualify (see note 1 below)</p> <ul style="list-style-type: none"> • Develop and retain three first-level Silver or above Consultants. <p>Ongoing Monthly Qualification Requirements</p> <ul style="list-style-type: none"> • 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. <p>Benefits</p> <ul style="list-style-type: none"> • 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 	<p>Gold Consultant</p> <p>Rank Advancement (see note 1 below)</p> <ul style="list-style-type: none"> • Develop and maintain three qualified Silver or above legs. • Achieve 100 PV. • Achieve a PGV of 1,500. • Achieve Organizational Volume of 10,000. <p>Monthly Qualification Requirements</p> <ul style="list-style-type: none"> • 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. <p>Benefits</p> <ul style="list-style-type: none"> • 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

	<p>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.</p> <ul style="list-style-type: none"> • Six percent Leadership Bonus on Personal Group CV down through three levels of qualified Silver or above Consultants. • Eligible to qualify for Lifestyle Bonus
<p>Platinum Consultant How to Qualify (see note 1 below)</p> <ul style="list-style-type: none"> • Develop and retain three first-level Gold or above Consultants, or six first-level Silver or above Consultants. <p>OR</p> <ul style="list-style-type: none"> • Achieve a minimum 75,000 organizational volume within six uncompressed levels of leadership with at least 37,500 of the minimum volume requirement being met by legs other than the primary leg. • Develop and retain three legs of Gold or above or six legs of Silver or above within six uncompressed levels of leadership. <p>Ongoing Monthly Qualification Requirements</p> <ul style="list-style-type: none"> • Achieve 100 PV • Maintain a PGV of 1,000 each month to be eligible for a Leadership Bonus. • Maintain three qualified Gold or above legs, or six qualified Silver or above legs. <p>OR</p> <ul style="list-style-type: none"> • Achieve 100 PV. • Maintain a PGV of 1,000 each month to be eligible for a Leadership Bonus. • Achieve a minimum 75,000 organizational volume within six uncompressed levels of leadership with at least 37,500 of the minimum volume requirement being met by legs other than the primary leg. • Maintain three legs with qualified Gold or above or six legs with qualified Silver or above within six uncompressed levels of leadership. <p>Benefits</p> <ul style="list-style-type: none"> • 25 percent retail markup profits on personal sales (when sold at suggested retail prices). • 20 percent Personal CV rebate. 	<p>Platinum Consultant Rank Advancement (see note 1 below)</p> <ul style="list-style-type: none"> • Develop and maintain three qualified Gold or above legs, or six qualified Silver or above legs. • Achieve 100 PV. • Achieve a PGV of 1,000. • Achieve an Organization Volume of at least 30,000 with at least 10,000 of the minimum OV requirement being met by legs outside the primary leg. <p>Monthly Qualification Requirements</p> <ul style="list-style-type: none"> • Achieve 100 PV • Maintain a PGV of 1,000 • Maintain an Organizational Volume of at least 30,000 each month with at least 10,000 of the minimum OV requirement being met by legs outside the primary leg to be eligible for a Leadership Bonus at pin rank. (See note 3 below) • Maintain three qualified Gold or above legs, or six qualified Silver or above legs <p>Benefits</p> <ul style="list-style-type: none"> • 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 four levels of qualified Silver or above Consultants. • Eligible to qualify for Lifestyle and Home Bonus

<ul style="list-style-type: none"> • 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 	
<p>Diamond Consultant How to Qualify (see note 1 below)</p> <ul style="list-style-type: none"> • Develop and retain three first-level Platinum or above or six first level Gold or above Consultants. <p>OR</p> <ul style="list-style-type: none"> • Achieve a minimum 175,000 organizational volume within six uncompressed levels leadership with at least 87,500 of the minimum volume requirement being met by legs other than the primary leg. • Develop and retain three legs of Platinum or above or six legs of Gold or above within six uncompressed levels of leadership <p>Ongoing Monthly Qualification Requirements</p> <ul style="list-style-type: none"> • Achieve 100 PV. • Maintain a PGV of 500 each month to be eligible for a Leadership Bonus. • Maintain three qualified Platinum or above legs or six qualified Gold or above legs. <p>OR</p> <ul style="list-style-type: none"> • Achieve 100 PV. • Maintain a PGV of 500 each month to be eligible for a Leadership Bonus. • Achieve a minimum 175,000 organizational volume within six uncompressed levels of leadership with at least 87,500 of the minimum volume requirement being met by legs other than the primary leg. • Maintain three legs with qualified Platinum or above or six legs with qualified Gold or above within six uncompressed levels of leadership. <p>Benefits</p> <ul style="list-style-type: none"> • 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 	<p>Diamond Consultant Rank Advancement (see note 1 below)</p> <ul style="list-style-type: none"> • Develop and maintain three qualified Platinum or above legs or six qualified Gold or above legs. • Achieve 100 PV. • Achieve a PGV of 1,000. • Achieve an Organization Volume of at least 100,000 with at least 33,000 of the minimum OV requirement being met by legs outside the primary leg. <p>Monthly Qualification Requirements</p> <ul style="list-style-type: none"> • Achieve 100 PV. • Maintain a PGV of 1,000 • Maintain an Organization Volume of at least 100,000 each month with at least 33,000 of the minimum OV requirement being met by legs outside the primary leg to be eligible for a Leadership Bonus at pin rank. (See note 3 below) • Maintain three qualified Platinum or above legs or six qualified Gold or above legs. <p>Benefits</p> <ul style="list-style-type: none"> • 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 five levels of qualified Silver or above Consultants. • Eligible to qualify for Lifestyle and Home Bonus

<p>through five levels of qualified Silver or above Consultants. • Eligible to qualify for Lifestyle and Home Bonus</p>	
<p>Royal Diamond Consultant This position is achieved only by those with the ability to help others attain their own personal best. Here, you become a leader whose attitude, skills and earnings stand as motivating examples to Nikken Consultants throughout the world. How to Qualify (see note 1 on page 22) • Develop and retain three first-level Diamond or above or six first level Platinum (or above) Consultants. OR • Achieve a minimum 350,000 organizational volume within six uncompressed levels of leadership with at least 175,000 of the minimum volume requirement being met by legs other than the primary leg. • Develop and retain three legs of Diamond or above or six legs of Platinum or above within six uncompressed levels of leadership. Ongoing Monthly Qualification Requirements • Achieve 100 PV • Maintain a PGV of 100 each month to be eligible for a Leadership Bonus • Maintain three qualified Diamond or above legs, or six qualified Platinum or above legs OR • Achieve 100 PV • Maintain a PGV of 100 each month to be eligible for a Leadership Bonus • Achieve a minimum 350,000 organizational volume within six uncompressed levels of leadership with at least 175,000 of the minimum volume requirement being met by legs other than the 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</p>	<p>Royal Diamond Consultant Rank Advancement (see note 1 on page 22) • Develop and maintain three qualified Diamond or above legs or six qualified Platinum (or above) legs. • Achieve 100 PV • Achieve a PGV of 1,000. • Achieve an Organization Volume of at least 300,000 with at least 100,000 of the minimum OV requirement being met by legs outside the primary leg. Monthly Qualification Requirements • Achieve 100 PV. • Maintain a PGV of 1,000 • Maintain an Organization Volume of at least 300,000 each month with at least 100,000 of the minimum OV requirement being met by legs outside the primary leg to be eligible for a Leadership Bonus at pin rank. (See Note 3) • Maintain three qualified Diamond or above legs, or six qualified Platinum 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 six levels of qualified Silver or above Consultants. • Eligible to qualify for Lifestyle and Home Bonus</p>

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.