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KIZAARA

COMPENSATION

PLAN

TYPES OF KIZAARA'S INCENTIVE



1. RETAIL PROFIT
2. SALES MATCHING INCENTIVE
3. ACHIEVER INCENTIVE
4. RECOGNITION
5. TRAVEL INCENTIVE
6. BIKE INCENTIVE
7. CAR INCENTIVE
8. HOUSE INCENTIVE
9. LOYALTY INCENTIVE
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1. RETAIL PROFIT

Selling products directly to customers is the first step to success and building a solid foundation for your business. Retail selling is the safest way to earn Incentive instantly, along with satisfying a long term business and consumer.

Retail Profit is the difference between the purchase of products (Distributor Price / DP) by Kizaara Direct Seller and the price at which these products are sold (Maximum Retail Price / MRP).

In the Kizaara compensation plan, Kizaara Direct Seller can earn a retail profit of 5% - 10% on the MRP of the products.

The following examples help in understanding Retail Profit: -

Our Product MRP	Rs. 4000
Our Product DP	Rs. 3600
Retail Profit	MRP-DP = Rs. 400 (10% Profit)



NOTES

- D.P. is referred as Distributors price.
- MRP is referred as maximum retail price.
- Retail Profit calculations and payments are not made by the company.
- Kizaara reserves the right to further give discount on any product below D.P.

2. SALES MATCHING INCENTIVE

Kizaara has devised a unique compensation plan wherein a Direct Seller can earn by transacting in fast moving products. Once products are sold in the market by Direct Seller and his / her team joined under him/ her in Kizaara Compensation Plan, Kizaara entitles the Direct Seller to earn a sales matching incentive. Sale of each product in a team generates special points, called as Business Volume (BV). Sales Matching Incentive is calculated and paid to the Direct Seller based on successfully building Business Volume within the placement team. As your team begins to grow you are entitled to earn sales Matching Incentive based on the total BV generated in your stronger and other weaker teams.



For Example: When a Direct Seller is able to recommend sales of 2500 BV in his / her Team A and sales of 2500 BV in his / her Team B in the ratio of 1:1. It makes one Sales Matching Incentive point and makes him / her eligible to earn 20% to 10% of matching Business Volume (BV) as Sales Matching Incentive.

Sales Matching Incentive Business Volume (BV) is divided into two parts.



Levels for Sales Matching Incentive as shown below:

LEVELS	BV FROM 1st Highest Team	BV FROM 2nd Highest Team	INCENTIVE IN %
LEVEL 1	5000 BV	5000 BV	20% OF MATCHED BV
LEVEL 2	10000 BV	10000 BV	20% OF MATCHED BV
LEVEL 3	20000 BV	20000 BV	20% OF MATCHED BV
LEVEL 4	40000 BV	40000 BV	20% OF MATCHED BV
LEVEL 5	80000 BV	80000 BV	20% OF MATCHED BV
LEVEL 6	160000 BV	160000 BV	20% OF MATCHED BV
LEVEL 7	320000 BV	320000 BV	20% OF MATCHED BV
LEVEL 8	640000 BV	640000 BV	20% OF MATCHED BV
LEVEL 9	1280000 BV	1280000 BV	20% OF MATCHED BV
LEVEL 10	2560000 BV	2560000 BV	20% OF MATCHED BV
LEVEL 11	5120000 BV	5120000 BV	20% OF MATCHED BV
LEVEL 12	10240000 BV	10240000 BV	10% OF MATCHED BV
LEVEL 13	20480000 BV	20480000 BV	10% OF MATCHED BV
LEVEL 14	40960000 BV	40960000 BV	10% OF MATCHED BV
LEVEL 15	81920000 BV	81920000 BV	10% OF MATCHED BV
LEVEL 16	163840000 BV	163840000 BV	10% OF MATCHED BV
LEVEL 17	327680000 BV	327680000 BV	10% OF MATCHED BV
LEVEL 18	655360000 BV	655360000 BV	10% OF MATCHED BV
LEVEL 19	1310720000 BV	1310720000 BV	10% OF MATCHED BV
LEVEL 20	2621440000 BV	2621440000 BV	10% OF MATCHED BV
LEVEL 21	5242880000 BV	5242880000 BV	10% OF MATCHED BV

NOTES:-

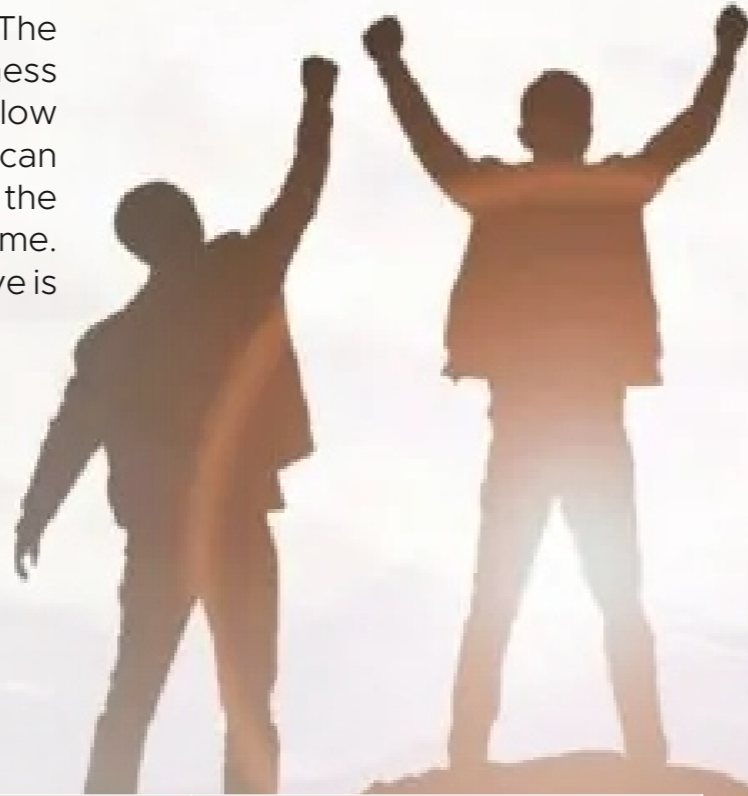
- Sales matching Incentives are calculated and paid on Weekly basis.
- The maximum threshold limit for earning Sales Matching Incentive per week depends on the self-sale made by the Direct Sellers.

S. NO	SELF SALE	THRESH-HOLD LIMIT FOR SALES MATCHING INCENTIVE (PER WEEK)
1.	100 BV TO 2499 BV	Rs. 1,00,000/-
2.	2500 BV TO 4999 BV	Rs. 2,00,000/-
3.	5000 BV & ABOVE	Rs. 4,00,000/-

- **Closing Period:** Sales Matching Incentive is calculated on sales made between 00:00:00 every Wednesday to 23:59:59 PM every Tuesday.
- **Payout Period:** For each closing, the payout will be issued from Friday to Wednesday after every 11th day.
- Active Business is calculated after all payments and reFunds deducted from the current payout period.
- The company reserves the right to change / amend the Sales Matching Incentive.

3. ACHIEVER INCENTIVE

A Direct Seller can rise through the Compensation Plan by increasing the sales of Products. The Achiever Incentive is based on the Business Volume (BV) matched in 2 teams. In the below mentioned table it is shown how a Direct Seller can achieve his / her achiever Incentive as per the Fresh Business Volume (BV) matched time to time. In Kizaara Compensation Plan Achiever Incentive is paid to the Direct Seller only once.



Below mentioned is the criteria for earning Achiever Incentive:

BV FROM 1st Highest Team	BV FROM 2nd Highest Team	INCENTIVE% ON MATCHED BV
5000 BV	5000 BV	2.5 % OF MATCHED BV
NEXT 10000 BV	NEXT 10000 BV	2.5 % OF MATCHED BV
NEXT 20000 BV	NEXT 20000 BV	2.5 % OF MATCHED BV
NEXT 40000 BV	NEXT 40000 BV	2.5 % OF MATCHED BV
NEXT 80000 BV	NEXT 80000 BV	2.5 % OF MATCHED BV
NEXT 160000 BV	NEXT 160000 BV	2.5 % OF MATCHED BV
NEXT 320000 BV	NEXT 320000 BV	2.5 % OF MATCHED BV
NEXT 640000 BV	NEXT 640000 BV	2.5 % OF MATCHED BV
NEXT 1280000 BV	NEXT 1280000 BV	2.5 % OF MATCHED BV
NEXT 2560000 BV	NEXT 2560000 BV	2.5 % OF MATCHED BV
NEXT 5120000 BV	NEXT 5120000 BV	2.5 % OF MATCHED BV
NEXT 10240000 BV	NEXT 10240000 BV	2.5 % OF MATCHED BV
NEXT 20480000 BV	NEXT 20480000 BV	2.5 % OF MATCHED BV
NEXT 40960000 BV	NEXT 40960000 BV	2.5 % OF MATCHED BV
NEXT 81920000 BV	NEXT 81920000 BV	2.5 % OF MATCHED BV
NEXT 163840000 BV	NEXT 163840000 BV	2.5 % OF MATCHED BV
NEXT 327680000 BV	NEXT 327680000 BV	2.5 % OF MATCHED BV
NEXT 655360000 BV	NEXT 655360000 BV	2.5 % OF MATCHED BV
NEXT 1310720000 BV	NEXT 1310720000 BV	2.5 % OF MATCHED BV
NEXT 2621440000 BV	NEXT 2621440000 BV	2.5 % OF MATCHED BV
NEXT 5242880000 BV	NEXT 5242880000 BV	2.5 % OF MATCHED BV

4. RECOGNITION

A Direct Seller can rise through the Compensation Plan by increasing the sales of Products. The Recognitions is based on the Business Volume (BV) matched in his /her personnel enrolled teams. Criteria of Recognition shown below as per the Business Volume (BV) matched.

RECOGNITION TABLE

BV FROM 1st Highest Team	BV FROM 2nd Highest Team	RECOGNITION
5000 BV	5000 BV	QUALIFIER
10000 BV	10000 BV	QSE
20000 BV	20000 BV	SUPER QSE
40000 BV	40000 BV	LEADERS CLUB
80000 BV	80000 BV	SILVER
160000 BV	160000 BV	SILVER STAR
320000 BV	320000 BV	GOLD
640000 BV	640000 BV	GOLD STAR
1280000 BV	1280000 BV	PEARL
2560000 BV	2560000 BV	TOPAZ
5120000 BV	5120000 BV	EMERALD
10240000 BV	10240000 BV	RUBY
20480000 BV	20480000 BV	DIAMOND
40960000 BV	40960000 BV	DOUBLE DIAMOND
81920000 BV	81920000 BV	TRIPLE DIAMOND
163840000 BV	163840000 BV	VENUS
327680000 BV	327680000 BV	DOUBLE VENUS
655360000 BV	655360000 BV	TRIPLE VENUS
1310720000 BV	1310720000 BV	MERCURY
2621440000 BV	2621440000 BV	CROWN
5242880000 BV	5242880000 BV	CROWN AMBASSADOR



5. TRAVEL INCENTIVE

Kizaara is conscious of the needs of its Direct Sellers and the hard work put in by them. And Kizaara also respects the Direct Seller's desire to enjoy life by visiting beautiful national and international places. For this, Kizaara Compensation Plan has made a provision of Travel Incentive for the Direct Sellers. For this Kizaara contributes 2% of the total Business Volume (BV) turnover of the company in a particular calendar month and distributes equally among the Achievers. To qualify for the Travel Incentive, a Direct Seller needs to generate 100000 Business Volume (BV) from his / her 1st Highest Business team, 100000 Business Volume (BV) from his / her 2nd Highest Team and 100000 Business Volume (BV) from his / her 3rd Highest Business team under his / her personal enrolled Team every month.

The Travel Incentive is calculated as per the formula given below:

$$\text{TRAVEL INCENTIVE} = \frac{2\% \text{ of Company's Monthly BV Turnover}}{\text{Total No. of Travel Incentive Achievers}}$$



NOTES

- Travel Incentive is calculated and paid on monthly.
- **Closing Period:** Travel Incentive is calculated on the Business done between 1st and Last day of every month.
- **Payout Period:** Travel Incentive is paid on 11th day of every corresponding month of the closing month.
- Active Business is calculated after all cancellations and reFunds deducted from the current payout period.
- Company reserves the right to change / modify Travel Incentive.

6. BIKE INCENTIVE

It is believed that, traveling on a bike facilitates commuting to distant places to promote business. Keeping this in mind, Kizaara has started this bike Incentive for the convenience of the Direct Seller. For this, Kizaara Compensation Plan has made a provision of Bike Incentive for the Direct Sellers, and for this Kizaara contributes 2% of the total Business Volume (BV) turnover of the company in a particular calendar month and distributes equally among the Achievers. To qualify for the Bike Incentive, a Direct Seller needs to generate 200000 Business Volume (BV) from his / her 1st Highest Business Team, 200000 Business Volume (BV) from his / her 2nd Highest Team, 200000 Business Volume (BV) from his / her 3rd Highest Team and 200000 Business Volume (BV) from his / her 4th Highest Team under his / her personal enrolled Team every month,

The Bike Incentive is calculated as per the formula given below:

$$\text{BIKE INCENTIVE} = \frac{2\% \text{ of Company's Monthly BV Turnover}}{\text{Total No. of bike Incentive Achievers}}$$



NOTES

- Bike Incentive is calculated and paid on monthly.
- **Closing Period:** Bike Incentive is calculated on the Business done between 1st and last day of every month.
- **Payout Period:** Bike Incentive is paid on 11th day of every corresponding month of the closing month.
- Active Business is calculated after all cancellations and reFunds deducted from the current payout period.

7. CAR INCENTIVE

To make the dream of Direct Seller of buying a luxury car a reality, for this, Kizaara Compensation Plan has made a provision of 1.5% of the total Business Volume (BV) turnover of the company in a particular calendar month and entity distributes equally among all the car Incentive Achievers. To qualify for the Car Incentive, a Direct Seller needs to generate 300000 Business Volume (BV) from his / her 1st Highest Business Team, 300000 Business Volume (BV) from his / her 2nd Highest Team, 300000 Business Volume (BV) from his / her 3rd Highest Team, 300000 Business Volume (BV) from his / her 4th Highest Team and 300000 Business Volume (BV) from his / her 5th Highest Team under his / her personal enrolled Team every month.

The Car Incentive is calculated as per the formula given below:

$$\text{CAR Incentive} = \frac{1.5\% \text{ of Company's Monthly BV Turnover}}{\text{Total No. of Car Incentive Achievers}}$$



NOTES

- Car Incentive is calculated and paid on monthly.
- **Closing Period:** Car Incentive is calculated on the Business done between 1st and last day of every month.
- **Payout Period:** Car Incentive is paid on 11th day of every corresponding month of the closing month.
- Active Business is calculated after all cancellations and reFunds deducted from the current payout period.

8. HOUSE INCENTIVE

To achieve its dream of owning a valuable and comfortable home, Kizaara has created a House Incentive for Direct Sellers, for this Kizaara Compensation Plan has made a provision of 1.5% of the total Business Volume (BV) turnover of the company in a particular calendar month and entity distributes equally among all the House Incentive Achievers. To qualify for the House Incentive, Direct Seller needs to generate 400000 Business Volume (BV) from his / her 1st Highest Business Team, 400000 Business Volume (BV) from his / her 2nd Highest Team, 400000 Business Volume (BV) from his / her 3rd Highest Team, 400000 Business Volume (BV) from his / her 4th Highest Team and 400000 Business Volume (BV) from his / her 5th Highest Team under his / her personal enrolled Team every month.

The House Incentive is calculated as per the formula given below:

$$\text{HOUSE INCENTIVE} = \frac{1.5\% \text{ of Company's Monthly BV Turnover}}{\text{Total No. of House Incentive Achievers}}$$



NOTES

- House Incentive is calculated and paid on monthly.
- **Closing Period:** House Incentive is calculated on the Business done between 1st & last day of every month.
- **Payout Period:** House Incentive is paid on 11th day of every corresponding month of the closing month.
- Active Business is calculated after all cancellations and reFunds deducted from the current payout period.

9. LOYALTY INCENTIVE

In Kizaara Compensation Plan a Direct Seller can guide and influence the behavior and work of others towards accomplishment of specific goals in a given situation. In order to encourage Direct Seller to do so, Kizaara has created a Loyalty Incentive for Direct Sellers. For this, Kizaara Compensation Plan has made a provision of 1% of the total Business Volume (BV) turnover of the company in a certain year and distributes equally among all the Achievers as Loyalty Incentive. To qualify for the Loyalty Incentive, a Direct Seller needs to generate 500000 Business Volume (BV) from his / her 1st Highest Business Team, 500000 Business Volume (BV) from his / her 2nd Highest Team, 500000 Business Volume (BV) from his / her 3rd Highest Team, 500000 Business Volume (BV) from his / her 4th Largest team and 500000 Business Volume (BV) from his / her 5th Highest business team for three times in a year from his / her date of joining.

The Loyalty Incentive is calculated as per the formula given below:

$$\text{LOYALTY INCENTIVE} = \frac{1\% \text{ of Company's Annual BV Turnover}}{\text{Total No. of Loyalty Incentive Achievers}}$$



NOTES

- Loyalty Incentive is calculated and paid yearly.
- **Closing Period:** Loyalty Incentive is calculated on the Business done between 1st and last day of every Year.
- **Payout Period:** Loyalty Incentive is paid on 11th day of the closing period.
- Active Business is calculated after all cancellations and reFunds deducted from the current payout period.
- Company reserves the right to change / modify Loyalty Incentive.

10. PERFORMANCE REWARDS

The Kizaara Compensation Plan has appreciated the increasing sales done by hard work to Direct Seller through performance rewards. Direct Seller can earn performance rewards at the level of business they have achieved. For more information about the performance reward, please visit our website: www.kizaara.com.

TERMS & CONDITIONS

Registration is absolutely free and No any annual charges the company does not ask for any registration fee for it.

Calculations of weekly, monthly and yearly bonuses will be calculated out by the software systems only.

You will get your income from the incentive earned after deducting all necessary tax as per government rules.

The company will transfer/disburse your income after the completion of KYC.

Kizaara Compensation Plan is a hardcore sales and marketing plan for its products and services. It is not a plan for any kind of investment or money making scheme and Nor is it a program to make millionaires overnight.

The company reserves all rights. The company may change / amend / alter / update any Incentive or payment method without any prior notice. For updates please visit our website: - www.kizaara.com.

