

INTRODUCTION

Abana Safari Marketing - Simplifies travel by offering you an easy, fun, "anywhere - based business model! We strive to push the boundaries of the travel and social industries with disruptive digital solutions powered by the latest technologies. We give you access to hundreds of thousands of hotels, resorts, cruises, and all-inclusive packages around the globe.

This business can be done from home, your office, the beach, or even from your smartphone. And what's more? We hearten our Independent Travel Consultants to maximize Social Commerce methods that befits them in their day to day occupations.

Through team work, passion and authenticity we will drive to the levels of ecstasy as we grow this big dream. As your partner on this thrilling journey, we'll be here guiding you each step of the way to provide you with all of the necessary tools to prepare you for the great success and to embrace the Abana Safaris way of life

CONSULTANT SYSTEM

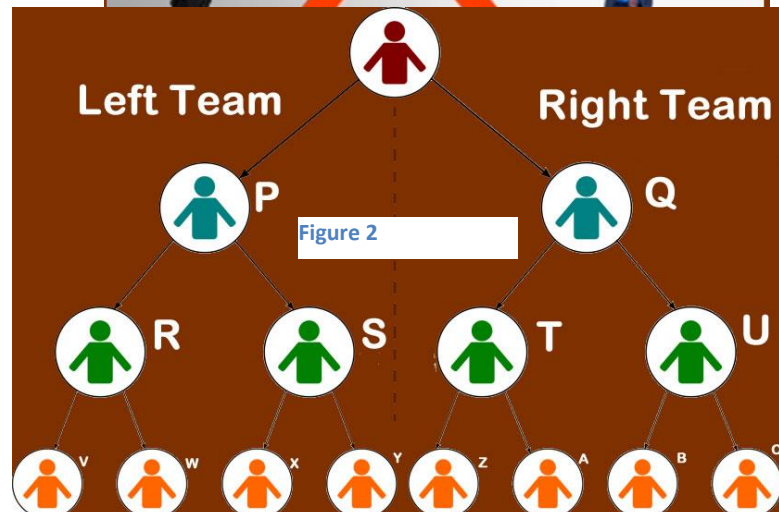
Upon successful completion of the registration process, each consultant gets a website members.abanasafaris.com/u/USERNAME. Username means the consultant's chosen unique name. Here each Independent Travel Consultant gets to access their backoffice and they can monitor their activity and that of their team members. They can also access events, change personal details and marketing tools.

Lineage Organization

An Independent Travel Consultants Lineage Organization comes from those whom they personally enroll and whom they in turn personally enroll. A's Lineage Organization includes consultant's added through direct line of sponsorship. It's simply who is sponsored by who? If an Independent Travel Consultant sponsors let's say 5 people he/she will have 5 different lines /legs. These lines grow and the numbers in each may vary depending on the activity of each .

Binary Organization

The Binary Organization is composed of two initial persons you enroll. Each has a left side and a right side and may be related to only one on each side. If you sponsor another Consultant eg, R and U, he/she must go under P or Q and you choose where to place them. This is called "Spillover." Consultant R would spillover into P's organization



and consultant U will spillover into Q's organization. This forms part of his lineage. It looks like the example in Figure 2. One may have Consultants in his/her Binary Tree who are not in his/her Lineage because of "Spillover." These are a part of his/her Binary Organization, but they are not a part of his/her Lineage Organization.

Membership validity

The membership is for life. However the member shall be deemed in active if after 8 months he/she has not enrolled any Consultant or purchased any product from the system. Monthly reminders shall be done for 4 months by email and there after the member is officially inactive. The members shall be reminded for two months as an active member. During the last four months of reminders the member shall be on grace and therefore will not be counted for rank advancement / promotion.

LEXICON OF TERMS

1. **Active Account Status** – Means an enrolled Consultant who has an account that is eligible to become an Active Consultant account upon payment of his/her membership fee.
2. **Active Consultant** – This is a Consultant who has paid his/her initial membership fee, and is qualified to accrue volume credits towards earning commissions.
3. **Active Customer** – A Customer who has an Active and paid-up product for the subject calendar month.
4. **Active Rank** – This refers to a current rank of a Consultant, as determined by the Abana Safaris Compensation Plan, for any calendar month OR Volume period. To be considered "Active" in relation to a particular rank, a Consultant must meet the qualification criteria set by Abana Safaris Compensation Plan for his/her particular rank. (See the definition of "Rank" below).
5. **Binary Organization** – The group of Consultant Commerce hubs placed in the Binary Tree by any individual Consultant in direct or indirect relation to his/her Consultant commerce hub.
6. **Binary Tree** – The organization into which a Consultant's commerce hub is placed upon initial registration.
7. **Grace** – An event that occurs when there is no activity on the Consultant's personal commerce hub for a continuous 8 months. This may mean, enrollment of new customers or purchase of any of Abana Safaris products within the same period. This can also occur if a consultant has not qualified for a rank but penalties are not levied.
8. **Commerce Hub** – A spot or a node in the Abana Safaris Binary Tree, created by the enrollment of a Consultant which tracks the sales generated by the Consultant and the Consultant's Team.
9. **Company** – Abana Safaris Ltd
10. **Customer** – A person who purchases AbanaSafaris Products for personal use. A Customer may also be a AbanaSafaris Consultant who purchases AbanaSafaris Products for his or her personal use.
11. **Downline** – See "Marketing Organization" below.

12. **Downline Activity Report** – A monthly report generated by Abana Safaris that provides critical data relating to the identities of Consultants, sales information, and enrollment activity of each Consultant’s Marketing Organization.
13. **Downline Leg** – Each of the individuals enrolled immediately underneath a Consultant and his/her respective Marketing Organization represents one “leg” in the Consultant’s
14. **Marketing Organization** - Each Commerce Hub has two legs – one on the right and one on the left that is where consultants are added.
15. **Enroller** – A Consultant who enrolls a new customer or another Consultant into the business opportunity. The Enroller is also referred to as the Sponsor of the new Consultant.
16. **Inactive** – A name used to describe a Consultant or Customer who is not Active.
17. **Consultant Commerce System (CCS)** – An online tool that includes a personalized website and back office system, as well as online training and access to essential sales and marketing tools to help Consultants build their AbanaSafaris business.
18. **Sales Volume** – The commissionable value of AbanaSafaris products generated by a Consultant or his/her Marketing Organization. Sales Volume does not include the Consultant’s Commerce System or sales aids.
19. **Sponsor** – The Consultant to whom front-line Lineage is credited when a new Consultant is enrolled into the Company and to whom Sales Volume is attributed when new Customers make Product purchases.
20. **Team** – The group of people organized to work together to promote the AbanaSafaris business which may as the context so admits include some or all of a Consultant’s Binary Organization.
21. **Upline** – Refers to the Consultant or Consultants above a particular Consultant in a sponsorship line up to the Company.

22. **Level** – The layers of Downline Consultants in a particular Consultant’s Marketing Organization. This term refers to the relationship of a Consultant relative to a particular Upline Consultant, determined by the number of Consultants between them who are related by sponsorship. For example, if A sponsors B, who sponsors C, who sponsors D, who sponsors E, then E is on A’s fourth level.
23. **Lineage or Lineage Organization** – The legs in the Consultant marketing structure that were initially started by the Consultant sponsoring a personal Consultant, and then extended by his/her recruiting Consultants personally and that process duplicating. A Consultant’s Lineage or Lineage Organization is like his/her sponsorship family tree. It comes from those whom the Consultant personally recruited and whom they personally recruited, etc. Spillover will not add to Lineage.
24. **Marketing Organization** – The Consultants sponsored below a particular Consultant.
25. **Personal Customer** – A Customer to whom the Consultant personally makes a sale of one or more of Abana Safaris’ Products.
26. **Personal Sales Volume (PSV)** – The commissionable value of Products sold in a calendar month (1) by the Company to a Consultant and (2) by the Company to the Consultant’s personally enrolled Customers.

27. **Products** – Except where specifically excluded, any or all memberships Elite Class, Elite Premier, Flights, Car Hire, Safari and Tour packages, Insurance and any other products or services offered by Abana Safaris from time to time.
28. **Rank** – The “title” that a Consultant has achieved pursuant to the Abana Safaris Compensation Plan.
29. **Consultant Agreement** – The contract between the Company and each Consultant includes the Consultant Agreement, the Abana Safaris Policies and Procedures, the Abana Safaris Compensation Plan, and the Business Entity Registration Form (where appropriate), all in their current form and as amended by Abana Safaris at its sole discretion and accepted by the Consultant. These documents are collectively referred to as the “Consultant Agreement.”

PRODUCT PRICING & SALES CREDITS

Direct Commission

When a Consultant enrolls eligible new Product Customers, he/she earns a Direct Commission depending on the membership sold.

EliteTraVerse Bonus

The EliteTraVerse Bonus is a part of the Compensation Plan that allows Consultants to earn a lifestyle-supporting bonus quickly based on all Product sales. There are two levels in the EliteTraVerse Bonus.

Level 1

Sponsor Five Customers: Curator Bonuses

A Consultant can earn \$200 per month by simply meeting personal sales and Lineage Sales Volume requirements. A Consultant who maintains five (5) Active Customers and generates at least \$2800 in Lineage Sales Volume in one calendar month will earn the Level One of \$200 per month as long as the Active Customer and Lineage Sales Volume requirements are met each calendar month. The combined \$2800 in Lineage Sales Volume can be any combination of new Membership sales produced by a Consultant and the Consultant’s Lineage Organization in a calendar month. No more than \$1500 in volume can be contributed by any one Lineage Organization towards the \$1500 Lineage Sales Volume total.

Level 2

If he/she maintains six (6) Active Customers and generates at least \$5000 in his/her lineage organization in a month from membership enrollments only, he/she will qualify for a bonus of minimum \$400 of his/her Lineage Sales Volume (8%) and up to \$1000 to put toward other lifestyle enhancement! This can be accomplished by helping as few as four people to qualify to be curators. The combined \$1000 in Lineage Sales Volume can be any combination of new Membership sales produced by a Consultant and the Consultant’s Lineage Organization in a calendar month. No more than \$2000 in volume can be contributed by any one Lineage Organization towards the \$5000 Lineage Sales Volume total.

Personal Sales Bonus

Sponsor Two Customers:

When a Consultant personally sponsors two (2) new Customers within 10 weeks or less, he/she will earn a Personal Sales Bonus in an amount dependent upon the membership level of the new Customers. Elite Class \$80 and Elite Premier \$100. If a Consultant achieves additional sets of two (2) new Customers during the same period (10 weeks), he/she will earn additional Personal Sales Bonuses. New Customers count toward a Personal Sales Bonus for a period of 10 weeks. Until a Consultant becomes a Curator, Sales Volume will irrevocably expire after one month from the date and time of the sale.

ElitePesa Bonus

Every eighth pair pays **\$100 (Elitepesa)** in lieu of the pair Bonus to be used to book personal travel like flights, hotels etc.

Double Pair Bonus

All new Consultants will earn double pairs for their first Ten (10) full weekly pay periods from the time of enrollment. This will result in \$120 per pair bonus and **\$100 ElitePesa**. Additionally, regardless of enrollment date, in the event that a Consultant earns two (2) or more pairs in a single weekly pay period, up to two (2) pair Bonuses paid out that week will be doubled.

NOTE: Consultants who reach National Travel Curator rank will not receive Double pairs.

Monthly Residual Commissions

2 Credits Left 2 Credits Right

ASC Qualified Travel Curator's or higher rank will earn Monthly Residual Commissions based on the monthly billing generated by their entire Binary Organization and sales accumulated from individual website.

(One "pair" is generated for every (2) sales credits on the left side that match up with two sales credits on the right side of the Consultant's Binary Organization. Each Monthly Bonus pair pays up to \$10)

When a Travel Curator achieves the rank of Advanced Travel Curator, the value of each pair increases to \$12. Consecutively when an Advanced Travel Curator achieves the rank of Regional Travel Curator each pair increases to \$15

WEEKLY PAY PERIOD

Direct Commissions and Weekly Bonuses are paid every Friday, with a one-week delay. The weekly pay period begins on Saturday at 12:00:00 AM and ends Friday 11:59:59 PM (Midnight) See the below table for example.

c number	From Date	To Date	OUT DATE
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01	31-Dec-16	6-Jan-17	13-Jan-17
02	7-Jan-17	13-Jan-17	20-Jan-17
03	14-Jan-17	20-Jan-17	27-Jan-17
04	21-Jan-17	27-Jan-17	3-Feb-17
05	28-Jan-17	3-Feb-17	10-Feb-17
06	4-Feb-17	10-Feb-17	17-Feb-17

MAXIMUM PAYOUTS

The maximum amount that a Consultant may earn at each promotion rank shall be upto 55%. Therefore, regardless of the number of pairs completed for the pay period, if the 55% rule comes into play in a given week, Consultants will be able to use all completed pairs for that week up to the point where the maximum weekly commissions are met. However, the combined value of Pair Bonuses and Elitepesa Bonuses will be equal to the amount listed.

WEEKLY RANK MAXIMUM AMOUNT

or = \$500
 fied Curator = \$800
 l Curator = \$1000
 nced Travel Curator = \$1200
 nal Travel Curator = \$1500
 ravel Curator = \$5000
 er Travel Curator = \$8000
 nal Travel Curator = \$15000
 ational Travel Curator \$20000

Eg. If Jack Omondi a Regional Travel Curator, has 54 Sales on his left and 61 Sales on his right in weekly Binary Sales Volume on Friday night at 11:59:59 PM. When the bonus process runs, 27 pairs are calculated ($54 \div 2 = 27$).

eg

(Double pair = \$60 x 2 pairs x 2 (Double pair bonuses) = \$240

The rest of the pairs at \$60 i.e 25 x \$60 = \$15000

Total = \$1740

Since He is a Regional Travel Curator, he is limited to \$1500 per week, but because he earned more than two (2) pairs in the week two are doubled (due to the Double Pair Bonus), so his Weekly Bonus would be \$1500 subject to the 55% Payout Rule, and he will have 0 Sales Credits on his left and 7 on his right to carry over to the next pay period.

UPGRADES

NOTE: If an Elite Member upgrades to Elite Premier, this does not count towards the Personal Sales Bonus.

Weekly Bonus Sales Volume Expiration and Counter Resets

Expiration 1 – Volume Expiration for Qualified Curators

Volume is used First In, First Out (FIFO) to generate pairs. Binary Sales Volume expires after 26 FULL weekly pay periods for Qualified Curators. If a sale is not used to generate a pair within that period, the Sales Volume will be flushed out at the beginning of the next pay period and can no longer be used to create a bonus pair. All accumulated Sales Volume that is 25 weeks or newer will remain.

Expiration 2- Counter Reset 1 for Curators and Independent Travel Consultants

If a Consultant is at the Enrolled Consultant level (EC) or Active Consultant (AC) rank, or is not a Qualified Curator and is more than ten (10) full weekly pay periods from his/her enrollment date, all Sales Volume not yet used to generate pairs from orders older than ten (10) full weekly pay periods will expire and Sales Volume counters will reset. Independent Travel Consultants must be Active to accumulate Sales Credits (also called volume). If a Consultant is in Inactive status, no new Sales Credits will accumulate until he/she becomes Active again, and will not be credited retroactively if he/she does become Active again. Consultants must have an Active Status at 11:59:59 PM (Midnight) East African Time on the last day of the monthly pay period to be qualified to earn the Monthly Residual Commission.

MONTHLY RESIDUAL INCOME

Qualification

Independent Travel Consultants must have achieved and be at the Qualified Curator or higher rank at 11:59:59 PM (Midnight) on the last day of the monthly pay period to be qualified to earn the Monthly Residual Commission.

Monthly Pay Period

Monthly Residual Commissions are disbursed monthly, on the fifteenth day of the month following the end of the monthly pay period. The Monthly Residual Commission pay period begins on the first day of each month at 12:00:00AM and ends on the last day of each month at 11:59:59 PM (Midnight)

Eg Last Day of January is 31st. Hence all sales made up to 11:59.59 of 31st January Qualify. The total Volumes for January from 1st to 31st will therefore be paid on the 15th of February.

Maximum Payout by Rank

In each promotional rank achieved every month, there is a maximum amount each Independent Travel Consultant can earn. If the 55% rule applies in a given month, the Consultants will not be paid more than the maximum amount, regardless of the number of pairs completed for the pay period. However, the consultants can utilize all the completed pairs for that month to the maximum.

LIMITS

Monthly Residual Commission Sales Volume Expires

All Monthly Residual Sales Volume that does not meet the required limits expires and does not carry over to the following monthly pay period.

55% Cap Rule

The Monthly Residual Bonus program is subject to the 55% Cap Rule.

Elite TrainingPesa

If a Consultant personally enrolls four (4) new Customers within a rolling 30 days or less, once per month, he/she will also be awarded \$50 to be reduced from the training costs. When a Consultant personally enrolls an additional four (4) new Customers within that same rolling 30 day period, he/she will be awarded an additional \$50 Elite TrainingPesa, up to a maximum of \$100 Elite TrainingPesa.

Elite TrainingPesa is awarded to the Consultant regardless of his/her Active status, but his/her Consultant Agreement must still be in effect – not cancelled, suspended, or terminated.

Consultants are entitled to be granted \$100 TrainingPesa once per calendar month. Elite TrainingPesa can only be redeemed at a value of One Elite TrainingPesa to one USD \$ during major training events like *EXplode, Velocity, Trendsetters and Paradigm*. *Elite TrainingPesa* will expire 90 days after they have been granted if not utilized.

ElitePesa

Abana Safaris Consultants are granted \$100 for every eighth weekly pair (**Elitepesa**) in lieu of the pair Bonus to be used to book personal travel like flights, hotels, cruises etc.

ElitePesa may be redeemed only through the Company and are designed to reward our Consultants by covering some or all of the costs of their travel experiences.

Independent Travel Consultants must be in an Active state to accumulate sales volume. If a Consultant is in Inactive status, no new Sales volume will accrue until he/she regains the Active status again, and these will not be credited retroactively if he/she does become Active again.

Consultants must have an Active Status at 11:59:59 PM (Midnight) East Africa Time on the last day of the weekly pay period to be qualified to earn the Weekly Bonuses, and thus **ElitePesa**.

Consultants must also be Curators to earn Weekly Bonuses, and thus **Elitepesa**. To be eligible for a Weekly Bonus, a Consultant must have a Curator (C) or higher rank. ElitePesa are awarded concurrently with Weekly Bonuses.

ElitePesa will expire within 365 days after they have been *granted* if not utilized.

RANK BONUSES

ACHIEVED RANK LINEAGE QUALIFICATIONS EARNINGS REQUIREMENT COMMISSIONS & BONUSES

REGIONAL TRAVEL CURATOR BONUS

When a new Consultant achieves the rank of Regional Travel Curator within ten (10) full weekly pay periods, he/she will earn **\$5000**. A Consultant must have an Active Status at 11:59:59 PM (Midnight) East African Time on the last day of the weekly pay period to be eligible to receive the Regional Travel Curator Bonus.

A Consultant must have attained the rank of Regional Travel Curator or higher at 11:59:59 PM (Midnight) East African Time on the last day of the twelfth full weekly pay period from the date of enrollment to be qualified for the Regional Travel Curator

PREMIER TRAVEL CURATOR

EliteLiving bonus

When a Consultant achieves the rank of a Premier Travel Curator level, Abana Safari pays them \$1000 monthly as a Eliteliving bonus. This bonus increases to up to \$1500 monthly when he or she reaches International Travel Curator. A Consultant must have an Active Status at 11:59:59 PM (Midnight) East African Time on the last day of the monthly pay period to be qualified to earn the *EliteLiving Bonus*.

A Consultant must have attained the rank of Premier Travel Curator (PTC) or higher at 11:59:59 PM (Midnight) East Africa Time on the last day of the monthly pay period to be qualified to earn the EliteLiving bonus. EliteLiving Bonuses are paid to the Consultant monthly, on the fifteenth day of the month following the end of the monthly pay period.

EliteHome Bonus

Abana Safari pays Consultants who achieve the International Travel Curator level a EliteHome Bonus of up to \$2000 monthly. The Consultant must have an Active Status at 11:59:59 PM (Midnight) East African Time on the last day of the monthly pay period to be eligible to earn the EliteHome Bonus.

The Consultant must have attained the rank of International Travel Curator at 11:59:59 PM (Midnight) East Africa Time on the last day of the monthly pay period to be eligible to earn the EliteHome Bonus for the following month. A Consultant is not qualified for EliteHome Bonuses for the month in which he/she first achieves International Travel Curator (ITC) but only in the following month. The Consultant also submit either a copy of the home financing agreement fully signed or the payment receipt by the fifteenth day of the month following the month in which he/she first achieves ITC

All documents should be submitted in a form acceptable to Abana Safaris to confirm purchase or leasing of a home. EliteHome Bonuses are paid out to the Consultant monthly, on the fifteenth day of the month following the end of the monthly pay period.

EliteHome Bonus Requirements:

- Can be a new home or Consultant's existing home
- Can be an apartment, condo, or house
- Can be leased or purchased
- Must fully document that residence belongs to the Consultant.

ELITEHOME BONUS POLICY

Abana Safaris Consultants will At the International Travel Curator level, qualify for an EliteHome Bonus. The Consultant must be willing to provide a promotional picture and personal biography.

1. Abana Safaris will make payments to the Consultant, up to \$ 2000 per month.

2. Abana Safaris will issue the bonus to the Consultant in the amount of the actual home payment, up to but not exceeding the monthly maximum (e.g. Consultant with a \$1500 home payment would only receive a bonus of \$1500)
3. Payments by Abana Safaris will be maintained as long as Consultant maintains ITC status.

RANK ADVANCEMENT

At all advancement levels, a Consultant will be recognized and paid at the new rank achieved in the month following the month in which the rank is first achieved. Every Commerce Hub shall have its personal rank according to the requirements set out in this section, but Abana Safaris reserves the right to consider rank, earnings, and sales volume from more than one Commerce Hub under common full or part ownership or management control or direction for the purposes of recognition.

Example: Corrine achieves the rank of Premier Travel Curator on June 10. She will therefore be qualified for the EliteLiving Bonus in July, which is paid on August 15th.

QUALIFICATION COMMISSIONS & BONUSSES

Enrolled Travel Consultant (ETC)

This is the entry level, immediately after getting into the system and not yet active. They are eligible for

- Direct Commissions
- Personal Sales Bonus

QUALIFICATION COMMISSIONS & BONUSSES

Active Enrolled Travel Curator (ETC)

- Direct Commissions
- Personal Sales Bonus

Active Travel Consultant (ATC)

This refers to an independent Travel Consultant who is Active, but has not met the minimum qualifications for progression. Unless an Independent Travel Consultant becomes a Curator, Sales Volume will irreversibly expire after one month from the date and time of the sale.

365 DAY RULES

If there is no activity on the consultant's side for a Consecutive 8 months, the Independent Travel Consultant is put on grace period for the next four months until they become inactive after 12 consecutive months. However, the consultant can regain being active by, either by enrolling a customer or selling any of Abana Safaris products within the grace period. In the event that they are declared inactive for them to be active again, they have to pay a reactivation fee; *Elite Member - \$100 and Elite Premier \$150*

GRACE PERIOD.

Once a Consultant attains the rank of Qualified Curator, he/she will be eligible for Rank Grace Periods. In the event that a Consultant is a Qualified Curator in the month of January but drops out of Qualified Curator qualification when month end rankings are calculated on February 1, due to insufficient Customer volume (or, alternatively, due to insufficient Earnings at higher ranks), he/she will still be paid his/her January monthly commissions as a Qualified Curator, as well as all weekly commissions for the month of February as Qualified Curator. If he/she does not regain his/her Qualified Curator rank by the end of February he/she will not receive his/her February monthly commissions in March. To clarify, if he/she is unable to regain the Qualified Curator rank, he/she would no longer be eligible for Monthly Rank Grace Periods until he/she successfully regains the Qualified Curator Rank.

Likewise, if a Consultant previously attains the ITC rank in July but drops out of ITC qualification when month-end rankings are calculated on February (due to either insufficient Customer volume or insufficient earnings) he/she would still be paid his/her January monthly commissions and EliteHome bonuses. However, if he/she is unable to regain his/her ITC rank by the end of his/her grace month, he/she would forfeit his/her EliteHome bonus and his/her higher monthly commissions and EliteLiving bonus and be paid as an NTC in March.

Grace Period or Inactive Status Limitations

When the **Active Travel Consultant (ATC)** enters into the grace period or inactive status, they will not generate any monthly Sales volume (s) into the Binary Organization and will not contribute to his/her Upline's monthly pairs.

Monthly Rank Grace Period

Available twice per calendar year, non-consecutively, to Qualified Curators and above, the Monthly Rank Grace Period is independent of Active Status.

Monthly Rank Grace Periods can only be initiated at the beginning of a calendar month. If a Consultant is not in a Monthly Rank Grace Period, and drops below the Customer volume required for his/her rank during a weekly pay period, this will not trigger a Monthly Rank Grace Period and the Consultant would be compensated based on his/her actual rank at the time the weekly pay period runs.

RANK GROWTH PATH

NB: For purposes of ranking one (1) Elite Premier Member will be counted as two (2) Elite Class Members

RANK	LINEAGE	BINARY Left / Right	Bonuses and commissions	Payout Requirements	CAP AMOUNT
Curator	5 personally enrolled depending on membership choice	5pax	Direct sales Personal sales Curator bonuses		
Qualified Curator		10paxL 10pax R	- Direct sales -Personal sales -Weekly Bonuses Curator Bonuses		\$100
Travel Curator		20paxL - 20paxR	- Direct sales -Personal sales -Weekly Bonuses - Monthly Residual Commissions, \$10 pair (\$200 Monthly maximum) - Curator bonuses - ElitePesa bonuses		\$200
Advanced Travel Curator	Lineage of 50 not more than 50 from one line	50paxL - 50paxR	-Direct sales -Personal sales -Weekly Bonuses - Monthly Residual Commissions, \$12 pair (\$200 Monthly maximum) - Curator bonuses - ElitePesa bonuses up to \$1000 value combined with pair bonuses		\$600
Regional Travel Curator	Lineage of 180 persons - not more than 100 counted from one line (240 Active)	120paxL - 120R	-Direct sales -Personal sales -Weekly Bonuses - Monthly Residual Commissions, \$15 pair (\$200 Monthly maximum)		\$1800

			<ul style="list-style-type: none"> - Curator bonuses - ElitePesa bonuses up to \$2000 combined value with pair bonuses 		
Elite Travel Curator	Lineage of 400pax not more than 200 counted from one line (600 Active)	300paxL -- 300R-Elite Travel Curator	<ul style="list-style-type: none"> -Direct sales -Personal sales -Weekly Bonuses - Monthly Residual Commissions, \$15 pair (\$200 Monthly maximum) - Curator bonuses - ElitePesa bonuses up to \$2000 combined value with pair bonuses 	Earning of \$2500 for 3 months consecutively	\$6000
Premier Travel Curator	Lineage of 750 pax not more than 350 counted from one line (1000)	1000pax	<ul style="list-style-type: none"> - Direct sales -Personal sales -Weekly Bonuses - Monthly Residual Commissions, \$15pair (\$200 Monthly maximum) - Curator bonuses - ElitePesa bonuses up to \$2000 combined value with pair bonuses EliteLiving Bonuses 	Earning of \$5000 for 3 months consecutively	\$10000
National Travel Curator	Lineage of 1500pax not more than 500 counted from one line	1700pax	<ul style="list-style-type: none"> Direct sales -Personal sales -Weekly Bonuses - Monthly Residual Commissions, \$15pair (\$200 Monthly maximum) - Curator bonuses - ElitePesa bonuses up to \$2000 combined value with pair bonuses EliteLiving Bonuses up to \$1000 	Earning of \$10000 for 3 months consecutively	\$20000
International Travel Curator	Lineage 2850 and not more than 950	2850pax	<ul style="list-style-type: none"> Direct sales -Personal sales -Weekly Bonuses 	Earning of \$18,000 for 3	\$30,000

	counted from one line		<ul style="list-style-type: none"> - Monthly Residual Commissions, \$15pair (\$200 Monthly maximum) - Curator bonuses - ElitePesa bonuses up to \$2000 combined value with pair bonuses EliteLiving Bonuses up to \$1500 EliteHome bonuses of up to \$2000 	months consecutively	
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BONUS COMMERCE HUB

When a Consultant generates at least \$30,000 in income during a single calendar month from a single commerce hub, the Consultant will be issued a bonus in the form of the one-time creation and insertion of a new commerce hub directly above the existing hub. The original Commerce Hub will be directly sponsored by the new commerce hub, thus creating its first line of Lineage.

Limitations

The new Commerce Hub will maintain the same ownership as the original Commerce Hub and may not be sold or transferred except as set out in the Abana Safaris Policies and Procedures or in the event of the Consultant’s complete divestiture of all Abana Safaris business interests. The original Commerce Hub is only eligible to generate a Bonus Hub once. The new (Bonus) Commerce Hub will also be eligible for the awarding of a Bonus Hub upon generating at least \$30000 in income during a single calendar month.

55% PAYOUT CAP RULE

Abana Safaris commits to paying up to 55% of revenue from all Sales Volume generated by our Consultants back to the field, and sets these amounts aside into separate commission accounts. To ensure the long-term viability of Abana Safaris and to protect future opportunities for our Consultants, the Company must limit the amount of total commission payout to this percentage.

This 55% maximum is called the 55% Payout Cap.

Here is an example of how it works: If Weekly Sales Volume for a given week were \$10,000 companywide, then Abana Safaris would pay a maximum of \$5500 in commissions to our Consultants. If the weekly commissions process generated \$7000 or 70%, then all commission checks would be “shaved” an equal percentage to bring the total payout back to 55%. This would cause a weekly pair to pay out less than \$6000. The same is true of Monthly Residual

Commissions. The 55% Payout Cap is necessary to ensure the long-term health and continued growth of Abana Safaris and to provide long-term opportunity for our Consultants. Each of the two Abana Safaris commission programs (weekly and monthly) is self-contained, and the 55% Payout Cap is applied separately to each one. Additionally, any surplus funds from commission runs will be used to cover any shortfalls before commission checks are shaved within each of the commission programs.

REDEMPTION OF ELITEPESA POLICY

ElitePesa Bonuses can be redeemed through the Company and used in two ways:

1. ElitePesa can be redeemed toward the purchase of any of Abana Safaris Tour packages.
2. ElitePesa will be redeemed for the price of the Package, plus an additional 5% charge (e.g. If the trip cost is \$100, an additional \$5 will be added for a total ElitePesa redemption of \$105 on a reimbursement basis, OR;

Each trip needs to be booked and paid in full before the ElitePesa expiration date. Partial ElitePesa cannot be used for any particular trip. A Consultant must have enough ElitePesa for the entire travel package or travel fare. No partial reimbursements will be issued. Air, Car, Hotel, and Cruise bookings are eligible for redemption. Additionally, airport parking, as well as transfers (including taxis, shuttles, and car service) are included.

Entertainment and food expenses (including hotel amenities, mini-bar, room service, etc.) are not eligible.

1. ElitePesa expire if not used within one year from the date they are awarded.
2. ElitePesa are not transferable but can be redeemed by the Consultant's immediate family. Immediate family is defined as the Consultant's spouse and dependent children. Dependent children are those children residing with their parent(s) or legal guardian(s) who are unmarried, in school, and are 25 years of age or under. Additionally, a child who is permanently handicapped (no matter what age) and under the direct care of his/her parent(s) or legal guardian(s) is considered a dependent child.

SPECIAL PROGRAMS

From time to time, Abana Safaris introduces discretionary programs such as **Elitecleric**, (*Specifically for Clergy*) which may include or special discounted pricing and Product terms which will be allocated a Volume Credit value in the Compensation Plan. Details of the applicable Volume Credit values together with any other applicable variations or exceptions associated with participation in a special program will be available in the program documentation issued by Abana Safaris for each special program. Consultants must check the details of each special program for applicable variations or exceptions to this Compensation Plan.

CHARGEBACKS & REFUNDS

Abana Safaris reserves the right to recover Sales Volume credited or commissions paid to a Consultant any time a commissionable purchase of any kind is refunded to a Customer.

FINANCING

Abana Safaris reserves the right to hold commissions, bonuses and other benefits from members enrolled on the financing platform including for the upline/Sponsor who enrolled the consultant until such a time when the loan is fully paid for.

EFFECTIVE PERIOD

This Compensation Plan is effective from 1st April 2019 unless further amended by Abana Safaris

GENERAL

Participation in the Abana Safaris Compensation Plan is subject to the Consultant complying with the terms of the Abana Safaris Consultant Agreement, including the Policies and Procedures, at all times. The Compensation Plan is incorporated into the Consultant Agreement for all Consultants who are registered as Abana Safaris Consultants. In the event of any inconsistency between the Abana Safaris Compensation Plan and the other documents incorporated into the Consultant Agreement, the terms of the Compensation Plan shall take precedence. Abana Safaris calculates all monies due and processes all payments in Kenya Shillings. (Kshs) or US Dollars. Any payment made using a credit card or debit card issued in various countries may be subject to exchange rate fluctuations and fees that are determined by the card issuer and over which Abana Safaris has no control.

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