

TIHAMO BUSINESS SOLUTION PRIVATE LIMITED

TIHAMO COMPENSATION PLAN

At TiHaMo, we believe in giving everyone the opportunity to succeed. Our compensation plan is straightforward: the more effort you put in, the more you can earn. Collaboration is at the heart of our approach—by helping others rise to leadership, you also boost your own earnings.

Starting your journey as an Independent Distributor is simple. Begin by signing up as a customer through a quick and easy form, and experience our products firsthand.

Once you have tried and loved our products and offerings, you can start sharing them with others to earn bonuses and rewards. To access these benefits, you will need to become an Independent Distributor by signing our agreement and adhering to our guidelines.

We are committed to supporting your financial growth and independence. Join the TiHaMo family today, and let us reach your goals together.

TYPES OF INCOMES

1. Retail Profit
2. Consistency Offer
3. Quick Start Bonus
4. Sales Matching Bonus
5. Sponsor Matching Bonus
6. Leadership RANK & Rewards
7. Business Development Bonus
8. Travel Bonus
9. Car Bonus
10. Family Care Fund
11. Royalty Bonus

INCOME DESCRIPTION

RETAIL PROFIT

Retail profit refers to the difference between what an Independent Distributor earns from selling products directly. It is the gap between what the products cost to buy and what they are sold for, known as Retail Profit. Each product in TiHaMo has a Maximum Retail Price (MRP) and Distributor Price (DP). Independent Distributor can make a retail profit of up to 25% on the MRP of the products.

For Example: If a product has a MRP of Rs. 3666/-, Independent Distributors can purchase the same product on DP which is Rs. 2750/- and may resell the same product on MRP and earn Rs. 916/- (i.e 25% profit) on reselling the product on MRP.

Retail Profit = MRP – DP

MRP = 3666

DP = 2750

Retail Profit = 3666 – 2750 = 916/-

25% Retail Profit

NOTES:

- DP stands for Distributor Price.
- MRP stands for Maximum Retail Price.
- Retail Profit is neither calculated nor paid by the company.
- The company reserves the right to offer further discounts on any product below DP.

CONSISTENCY OFFER

The TiHaMo Compensation Plan is structured to recognize and reward committed Independent Distributors who consistently achieve a Self-Repurchase of at least 500 BV for three consecutive months, with purchases made between the 1st and 15th of each month. Distributors who meet these criteria will receive a combo products valued of 500 BV, completely free of charge.

NOTES:

- Consistency Offer is calculated on monthly basis.
- **Closing Period:** Consistency Offer is calculated on the Business done between 1st and 15th day of every month.
- **Redemption Period:** Consistency Offer is redeemed in the 4th month after 3 consecutive months are completed.
- Consistency Offer also includes the First purchase done by the Independent Distributors.
- Active Business is calculated after all cancellations and refunds deducted from the current payout period.
- in this consistency offer products will be received for free not BV.
- Company reserves the right to change / modify Consistency Offer.

QUICK START BONUS

When an individual registers as an Independent Distributor with TiHaMo and refers other Independent Distributors, who in turn refer more product buyers, any purchases made by these Independent Distributors from TiHaMo generate special points known as Business Volume (BV) points. These BV points are allocated to every Independent Distributor within the upline network.

The Quick Start Bonus is designed to motivate Independent Distributors to promote both products and the business opportunity. This bonus is calculated based on the matched business volume within your direct network, which consists of two Business Teams – a Left Team and a Right Team. As your business grows, you can earn between 5% and 10% (depending on the slab you achieve) of the matched BV generated by your weaker team. The value of 1 BV is equivalent to Rs. 25/-. Below are the Quick Start Bonus slabs.

S. NO	LEFT TEAM	RIGHT TEAM	QUICK START BONUS SLAB
1	1500 BV	1500 BV	5%
2	2500 BV	2500 BV	10%

NOTES:

- Quick Start Bonus is calculated and paid for first 33 days.
- **Closing Period:** Quick Start Bonus is calculated on the Business done between 00:00:00 am on to 23:59:59 pm.
- **Payout Period:** Quick Start Bonus will be granted within 10 days after 34th day.
- Active Business is calculated after all cancellations and refunds deducted from the current payout period.
- Company reserves the right to change / modify Quick Start Bonus.

SALES MATCHING BONUS

The TiHaMo Compensation Plan offers a unique incentive structure for its Independent Distributors, with the Sales Matching Bonus serving as its cornerstone. This bonus is calculated based on the performance of your network, which comprises a minimum of two Business Teams – the Left Team and the Right Team. The team with the highest business volume is referred to as the Power Team, while the team with the lower business volume is known as the Weaker Team.

As your business grows, you become eligible to earn a Sales Matching Bonus, calculated at 8% of the matched Business Volume (BV) generated by your Weaker Team. The value of 1 BV is equivalent to Rs. 25/-. This bonus rewards you as your business expands and more volume is generated and matched from your Weaker Team.

For Example:

An Independent Distributor recommends sale of 500 BV in Left Team and sales of 500 BV in Right Team, it makes him / her eligible to earn 8% of matching BV as Sales Matching Bonus.

	LEFT TEAM	RIGHT TEAM	
Week 1	500 BV	500 BV	8% of Matched BV
Matched BV	500 BV	500 BV	500 x 8% = 40 BV
Balance BV	0 BV	0 BV	40 x 25 = Rs. 1000/-
Week 2	1000 BV	1000 BV	
Total BV	1000 BV	1000 BV	8% of Matched BV
Matched BV	1000 BV	1000 BV	1000 x 8% = 80 BV
Balance BV	0 BV	0 BV	80 x 25 = Rs. 2000/-

NOTES:

- Sales Matching Bonus is calculated and paid on weekly basis.
- **Closing Period:** Sales Matching Bonus is calculated on the Business done between 00:00:00 am on every Saturday to 23:59:59 pm every Friday.
- **Payout Period:** Sales Matching Bonus is paid on every Monday.
- To earn Sales Matching Bonus, Independent Distributors must have 2 personal enrolled teams.
- Maximum limit of earning Sales Matching Bonus per week is Rs. 1,25,000/-.
- Any business that is not matched will be carry forwarded for next business cycle.
- Active Business is calculated after all cancellations and refunds deducted from the current payout period.
- Company reserves the right to change / modify Sales Matching Bonus.

SPONSOR MATCHING BONUS

To foster a strong connection with their Direct Sponsored team, the TiHaMo Compensation Plan offers a Sponsor Matching Bonus to its Independent Distributors. Distributors can refer as many Directs as they wish within their network, and the more Directs they refer, the greater the potential to earn a higher Sponsor Matching Bonus. An Independent Distributor is eligible to receive 25% of the Sales Matching Bonus earned by their Direct Sponsored team as a Sponsor Matching Bonus.

For example: An Independent Distributor “U” has referred 4 Independent Distributors under his / her network: “A”, “B” “C” & “D”.

4 referred Independent Distributors earned Sales Matching Bonus as mentioned below:

Independent Distributor “A” – Rs. 10000/-

Independent Distributor “B” – Rs. 50000/-

Independent Distributor “C” – Rs. 5000/-

Independent Distributor “D” – Rs. 100000/-

Then Sponsor Matching Bonus for U will be calculated as:

A (10000) = 10000 x 25% = 2500/-

B (50000) = 50000 x 25% = 12500/-

C (5000) = 5000 x 25% = 1250/-

D (100000) = 100000 x 25% = 25000/-

Total Sponsor Matching Bonus for Independent Distributor "U" = 2500 + 12500 + 1250 + 25000 = Rs. 41250/-

NOTES:

- Sponsor Matching Bonus is calculated and paid on weekly basis.
- **Closing Period:** Sponsor Matching Bonus is calculated on the Business done between 00:00:00 am every Saturday to 23:59:59 pm every Friday.
- **Payout period:** Sponsor Matching Bonus is paid on every Monday.
- Active Business is calculated after all cancellations and refunds deducted from the current payout period.
- Company reserves the right to change / modify Sponsor Matching Bonus.

LEADERSHIP RANKS

An Independent Distributor can advance within the TiHaMo Compensation Plan by boosting product sales. In this plan, Leadership Ranks are attained based on the total business matched across teams. For every 5,000 BV of matched business, 1 Reward Point (RWP) is generated. The qualification criteria for achieving various Leadership Ranks are outlined below:

S.NO	RWP L: RWP R	NEW DIRECT BV L: R	BUILD	LEADERSHIP RANK
1	01:01	500 BV: 500 BV	-	Star
2	03:03	500 BV: 500 BV	-	Jaguar
3	05:05	500 BV: 500 BV	1 Direct "Star" (L & R)	Samurai
4	10:10	1000 BV: 1000 BV	1 Direct "Samurai" (L & R)	Shogun
5	25:25	500 BV: 500 BV	1 Direct "Shogun" (L & R)	Garuda
6	50:50	500 BV: 500 BV	1 Direct "GARUDA" (L & R)	Khalifa
7	100: 100	500 BV: 500 BV	2 Direct "Khalifa" (L & R)	Paris
8	200: 200	500 BV: 500 BV	3 Direct "Paris" (L & R)	Emperor
9	500: 500	500 BV: 500 BV	4 Direct "Emperor" (L & R)	Rolex
10	2000: 2000	500 BV: 500 BV	4 Direct "Rolex" (L & R)	BMW
11	6000: 6000	500 BV: 500 BV	4 Direct "BMW" (L & R)	Ashoka
12	18000: 18000	500 BV: 500 BV	4 Direct "Diamond" (L & R)	Antila
13	66600: 66000	500 BV: 500 BV	4 Direct "Antila" (L & R)	Hawai

NOTES:

- Once you achieve Rank, amazing and thrilling Reward will be given in next month. for Reward Details email the support team.
- **Closing Period:** Leadership Ranks are calculated and paid on monthly basis.
- **Payout Period:** Team Mentorship Bonus is paid on 10th day of every corresponding month of the closing month.
- RWP L: R, are total no of RWP Points, Old Reward points also considered.
- Active Business is calculated after all cancellations and refunds deducted from the current payout period.
- Company reserves the right to change / modify / delete Leadership Ranks criteria and reward.

BUSINESS DEVELOPMENT BONUS

Development and Mentorship is a relationship where a more experienced individual guides someone less experienced or a group of people. The TiHaMo Compensation Plan recognizes and rewards the mentorship efforts of its Independent Distributors who attain the Leadership rank of Shogun or higher.

To provide the Business Development Bonus, TiHaMo allocates a special fund comprising 3% of the company's monthly BV turnover. This fund is equally distributed among all Business Development Bonus achievers. The bonus is calculated using the following formula:

BUSINESS DEVELOPMENT BONUS = 3% of Company's monthly BV Turnover / No. of Business Development Bonus Achievers

NOTES:

- Business Development Bonus is calculated and paid on monthly basis.
- **Closing Period:** Business Development Bonus is calculated on the Business done between 1st and last day of every month.
- **Payout Period:** Business Development Bonus is paid on 10th 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 remove / add achievers of Business Development Bonus based on behavior and contribution.
- Company reserves the right to change / modify / Remove Business Development Bonus.

TRAVEL BONUS

The TiHaMo Compensation Plan offers its Independent Distributors the opportunity to take a well-deserved break and indulge in luxury with their loved ones through a generous Travel Bonus. This bonus is designed to help distributors relax and enjoy life by exploring distant places. The Travel Bonus is awarded to Independent Distributors who have achieved the Leadership Rank of Khalifa or higher. To fund the Travel Bonus, TiHaMo allocates a special fund comprising 3% of the company's monthly BV turnover, which is then equally distributed among all Team Travel Bonus achievers. The bonus is calculated using the following formula:

TRAVEL BONUS = 3% of Company's Monthly BV Turnover / No. of Travel Bonus Achievers

Notes:

- Travel Bonus is calculated and paid on monthly basis.
- **Closing Period:** Travel Bonus is calculated on the Business done between 1st & last day of every month.
- **Payout Period:** Travel Bonus is paid on 10th 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 remove / add achievers of Travel Bonus based on behavior and contribution.
- Company reserves the right to change / modify / Remove Travel Bonus.

CAR BONUS

The TiHaMo Compensation Plan not only empowers its Independent Distributors with financial freedom but also supports them in realizing their dream of owning a luxury car. To motivate distributors in achieving this goal, TiHaMo has established a Car Bonus for those who have reached the Leadership Rank of Emperor or higher. To distribute the Car Bonus, the company allocates a special fund comprising 3% of its monthly BV turnover, which is then equally divided among all eligible Car Bonus achievers. The Car Bonus is calculated as follows:

CAR BONUS = 3% of Company's Monthly BV Turnover / No. of Car Bonus Achievers

NOTES:

- Car Bonus is calculated and paid on monthly basis.
- **Closing Period:** Car Bonus is calculated on the Business done between 1st & last day of every month.
- **Payout Period:** Car Bonus is paid on 10th 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 remove / add achievers of Car Bonus based on behavior and contribution.
- Company reserves the right to change / modify / Remove Car Bonus.

FAMILY CARE FUND

The TiHaMo Compensation Plan not only assists its Independent Distributors in acquiring their dream car but also empowers them to purchase their dream home. To inspire distributors to achieve the milestone of taking care of family needs in a comfortable way like children care expenses and ect , TiHaMo has established a Family Care Fund for those who have reached the Leadership Rank of BMW or higher. To distribute the Family Care Fund, the company allocates a special fund comprising 3% of its monthly BV turnover, which is then equally divided among all eligible Family Care Fund achievers. The Family Care Fund is calculated as follows:

FAMILY CARE FUND = 3% of Company's Monthly BV Turnover / No. of Family Care Fund Achievers

NOTES:

- Family Care Fund is calculated and paid on monthly basis.
- **Closing Period:** Family Care Fund is calculated on the Business done between 1st & last day of every month.
- **Payout Period:** Family Care Fund is paid on 10th 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 remove / add achievers of Family Care Fund based on behavior and contribution.
- Company reserves the right to change / modify / Remove Family Care Fund.

ROYALTY BONUS

To further incentivize and reward Independent Distributors for their sales efforts and the sales generated by their downline organization, the TiHaMo Compensation Plan offers a Royalty Bonus. This Royalty Bonus is awarded to Independent Distributors who have achieved the Leadership Rank of ANTILA or higher. To distribute the Royalty Bonus, the company allocates a special fund comprising 2% of its monthly BV turnover, which is then equally divided among all eligible Royalty Bonus achievers. The Royalty Bonus is calculated as follows:

ROYALTY = 2% of Company's Monthly BV Turnover / No. of Royalty Bonus Achievers

NOTES:

- Royalty Bonus is calculated and paid on monthly basis.
- **Closing Period:** Royalty Bonus is calculated on the Business done between 1st & last day of every month.
- **Payout Period:** Royalty Bonus is paid on every 10th 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 remove / add achievers of Royalty Bonus based on behavior and contribution.
- Company reserves the right to change / modify / Remove Royalty Bonus.

PERFORMANCE REWARDS

The TiHaMo Compensation Plan appreciates the hard work done by the Independent Distributors in promoting sales in the form of Performance Rewards. Independent Distributors can earn Performance rewards on the level of Business they have achieved. For more details on Performance rewards, please visit our website: www.tihamo.com.

NOTES & DISCLAIMER

1. The Customer Registration is absolutely free and the company does not ask for any registration fee for it.
2. Calculations of weekly, monthly, and annual incomes will be carried out by the software systems only.
3. All necessary tax deductions from earned incomes and rewards would be made as per the Govt. laws.
4. All the illustrations and examples given herein are just for readers' understanding purpose.
5. All the calculations work on the pro rata basis.
6. The TiHaMo Compensation Plan is a hardcore sales & marketing of its products. It is not any type of money-making scheme. It is not an overnight millionaire making program. It's not a get rich quick scheme.
7. The incomes from any plan are subject to your efforts and as per terms & conditions given on the website: www.tihamo.com.
8. Company reserves the right to Stop / Remove any Independent Distributor who are not following the right practices and ethics.
9. Company reserves the right to Stop / Remove / Add any product.
10. Grievances or complaints, if any, shall be resolved in accordance with the Grievance Redressal Mechanism provided by the company or through arbitration as per laws of the land.
11. Disputes if any will be resolved in the legal jurisdiction of Pune courts (Maharashtra, India) only.
12. All rights reserved. The company may change / amend / alter / update any income or payment calculation method without any prior information. For updates, please visit our website: www.tihamo.com.
13. Disclaimer – An Independent Distributor's success depends in great part upon his or her skills, efforts, dedication, desire, and motivation. Becoming an Independent Distributor of TiHaMo Business Solution Private Limited is not a guarantee of income. Average income from the TiHaMo Compensation Plan has not been established. This explanation of the Compensation Plan is a description of how commissions may be earned. It is for illustrative purposes only. There are no guarantees, warranties, or assurances that any level of income, earnings or success will be earned or attained by any Independent Distributor. All Independent Distributors are responsible for meeting all business criteria and customer requirements, qualifications, and/or deadlines applicable to them. Actual results will vary and will be a result of various factors such as expertise, ability, motivation, and time spent promoting and selling TiHaMo Products.