

LYCONET

THE LYCONET EARNINGS PLAN

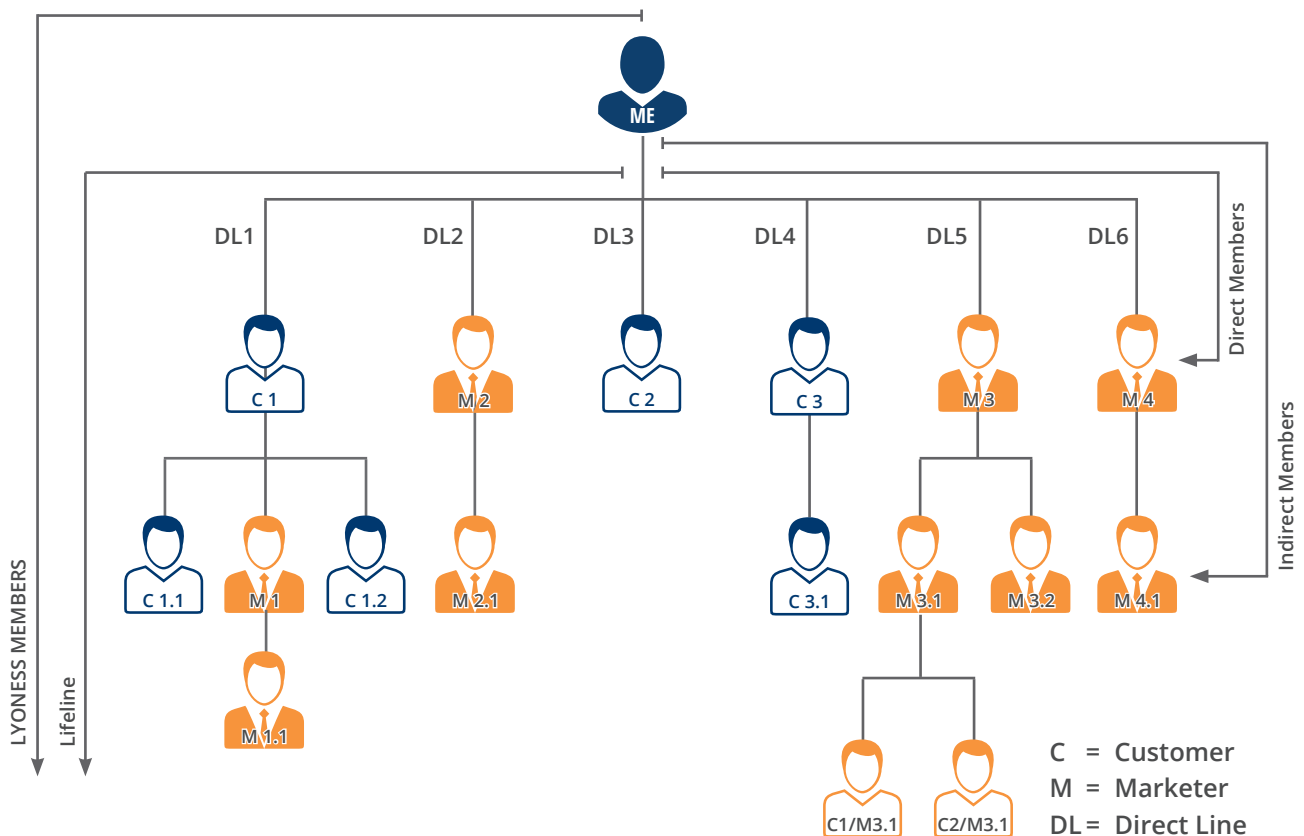
Attachment 1 The Lyconet Agreement for
Independent Lyconet Marketers
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TABLE OF CONTENTS

TYPES OF MEMBER	3
PROGRAMME OVERVIEW	4
LYONESS LOYALTY PROGRAMME	5
Cashback	5
Shopping Points	5
Friendship Bonus	5
LYCONET MARKETING PROGRAMME	6
Balance Programme	6
Career Programme	6
Earnings Entitlement	7
BALANCE PROGRAMME	8
Earnings	8
Types of Unit	8
BOOKING IN THE BALANCE PROGRAMME	10
Balance Categories and the Personal, National, Continental and International Balance	10
Balance Commission	11
Balance Bonus	11
Bonus Units	12
Transfer Unit	14
Coach & Senior Coach Bonus	15
CAREER PROGRAMME	17
Career Commission	18
Career Bonus	19

TYPES OF MEMBER



LYONESS MEMBER

A Lyoness Member is a person who is registered with Lyoness and has accepted the Lyoness GTCs.

LYONESS CUSTOMER

A Lyoness Customer is a Lyoness Member in the Marketer's Lifeline who is not assigned to another Marketer. Lyoness Customers have not signed a Lyconet Agreement and therefore are not Lyconet Marketers. Looking at the chart above, the Members "C 1", "C 1.1", "C 1.2", "C 2", "C 3" and "C 3.1" are all Lyoness Customers under the original Marketer ("Me"). Consequently, "C1/M3.1" and "C2/M3.1" are Lyoness Customers under Marketer "M3.1".

INDEPENDENT LYCONET MARKETER

An Independent Lyconet Marketer (or simply "Marketer") is a person who carries out activities in accordance with the Lyconet Agreement.








LYCONET SHOPPING ADVISOR

A Shopping Advisor is a Marketer who has yet to reach one of the Career Levels.

LYCONET PREMIUM MARKETER

A Premium Marketer is a Marketer who has reached one of the Career Levels. The "Premium Marketer" status is fixed for the duration of the Lyconet Agreement, even if the Marketer is no longer on a Career Level.

OVERVIEW OF THE PROGRAMME

	 LYONESSE LOYALTY PROGRAMME			 Lyonet MARKETING PROGRAMME	
	 Cashback	 Friendship Bonus	 Deals	 SP accumulated in the Balance Programme	 SP accumulated in the Career Programme
Purchases with CB Card (at Lyonesse Loyalty Partners)	✓	✓	✓	✓	✓
Online Purchases (at Lyonesse Loyalty Partners)	✓	✓	✓	✓	✓
Purchases with Vouchers (at Lyonesse Loyalty Partners)	✓	✓	✓	✓	✓
Cashback Solutions	✗	✗	✗	✗	✓
Promotion & Incentives*	✗	✗	✓	✗	✗

* Lyonesse grants Shopping Points in the form of special offers (e.g. Welcome Bonus) that Members can redeem for Deals within the Loyalty Programme.




Every Marketer is also a registered Lyonsess Member and continues to receive the Member Benefits in accordance with the Lyonsess GTCs.

LYCONET MARKETING PROGRAMME

Every Marketer participates in the Lyconet Marketing Programme. This consists of the Balance Programme and the Career Programme. The Lyconet Marketing Programme enables Marketers to receive weekly and monthly Earnings in accordance with the Lyconet Agreement.

Earnings are calculated during the Production Week or the Production Month. A Production Week runs from Monday until Sunday. The Production Months are defined annually in advance. These can be viewed in the Download area under "Production Dates" when you log in at www.lyconet.com. A Production Month consists of 4 or 5 Production Weeks.

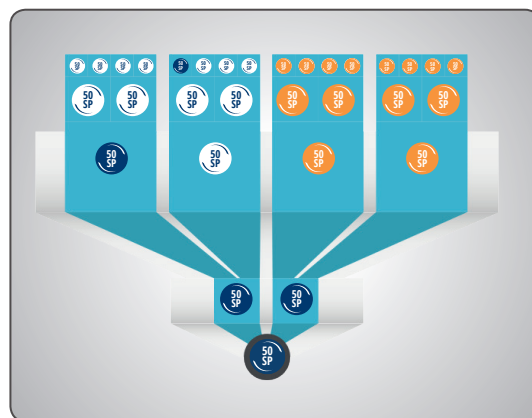
All Earnings within the Lyconet Marketing Programme are calculated on the basis of the value of Shopping Points for the Balance Programme or Career Programme.

 Lyconet MARKETING PROGRAMME		
	SP accumulate in the Balance Programme	SP accumulate in the Career Programme
Purchases with CB Card (at Lyonesse Loyalty Partners)	✓	✓
Online Purchases (at Lyonesse Loyalty Partners)	✓	✓
Purchases with Vouchers (at Lyonesse Loyalty Partners)	✓	✓
Cashback Solutions	✗	✓
Promotion & Incentives*	✗	✗

* Lyonesse grants Shopping Points in the form of special offers (e.g. Welcome Bonus) that Members can redeem for Deals within the Loyalty Programme.

→ BALANCE PROGRAMME

For the Balance Programme, Shopping Points accumulated from the whole of the Marketer's Shopping Network (this means those from his entire lifeline - see graphic image on page 3 - and also from his Purchases and/or orders) will be converted into Units and credited on a weekly basis, and booked into the Balance Programme. Weekly Earnings can be generated for the Marketer through the booked Units.



→ CAREER PROGRAMME

For the Career Programme, Shopping Points accumulated from the whole of the Marketer's Shopping Network (this means those from his entire lifeline, and also from his Purchases and/or orders) will be evaluated and credited monthly in the Career Programme. This generates monthly Earnings for the Marketer.



→ EARNINGS ENTITLEMENT

The Marketer must have achieved Earnings Entitlement in order to receive any Earnings under the Lyconet Marketing Programme. For Earnings Entitlement, the Marketer must have created a total of at least 50 Shopping Points in the current and immediately preceding five weeks. This calculation includes Shopping Points generated by the Marketer's Lyoness Customers, his own fully-paid Purchases and Discount Vouchers.

If the Marketer receives 50 SP by meeting the criteria listed above, he is entitled to receive Earnings for the **current week and in each of the five succeeding weeks**.

EXAMPLE 1

Week 1	9	SP	🔒
Week 2	7	SP	🔒
Week 3	16	SP	🔒
Week 4	8	SP	🔒
Week 5	0	SP	🔒
Week 6	10	SP	🔓
Week 7	-	SP	🔓
Week 8	-	SP	🔓
Week 9	-	SP	🔓
Week 10	-	SP	🔓
Week 11	-	SP	🔓



EXAMPLE 2

Week 1	30	SP	🔒
Week 2	15	SP	🔒
Week 3	5	SP	🔓
Week 4	-	SP	🔓
Week 5	-	SP	🔓
Week 6	-	SP	🔓
Week 7	-	SP	🔓
Week 8	-	SP	🔓






If the Marketer does not achieve Earnings Entitlement, he is not entitled to receive any commission.*

EXAMPLE OF EARNINGS ENTITLEMENT

Production week	Earnings entitlement	Cashback Friendship Bonus	Balance Commission Balance Bonus	Bonus Unit Transfer Unit	Career Commission Career Bonus	Coach & Senior Coach Bonus
Week 1	🔒	✓	✗	✗	✗	✗
Week 2	🔒	✓	✗	✗	✗	✗
Week 3	🔓	✓	✓	✓	✓	✓
Week 4	🔓	✓	✓	✓	✓	✓
Week 5	🔓	✓	✓	✓	✓	✓
Week 6	🔓	✓	✓	✓	✓	✓
Week 7	🔓	✓	✓	✓	✓	✓
Week 8	🔓	✓	✓	✓	✓	✓

*This applies to all Lyconet Marketers who registered with Lyconet as of 09.05.2016.

BALANCE PROGRAMME

	LYONESS LOYALTY PROGRAMME			Lyconet MARKETING PROGRAMME	
					
	Cashback	Friendship Bonus	Deals	SP accumulate in the Balance Programme	SP accumulate in the Career Programme
Purchases with CB Card (at Lyoness Loyalty Partners)	✓	✓	✓	✓	✓
Online Purchases (at Lyoness Loyalty Partners)	✓	✓	✓	✓	✓
Purchase with Vouchers (at Lyoness Loyalty Partners)	✓	✓	✓	✓	✓
Cashback Solutions	✗	✗	✗	✗	✓
Promotion & Incentives*	✗	✗	✓	✗	✗

* Lyonesse grants Shopping Points in the form of special offers (e.g. Welcome Bonus) that Members can redeem for Deals within the Loyalty Programme.

EARNINGS

In the Balance Programme, Shopping Points from the whole of the Marketer's Shopping Network (including those from his lifeline and from his own Purchases) will be converted into Units each week and booked into the Balance Programme. Furthermore, Bonus Units and Transfer Units will also be created and awarded to the Marketer. The booked Units can generate the following weekly Earnings for the Marketer.

- **BALANCE COMMISSION**


- **BALANCE BONUS**






- **COACH & SENIOR COACH BONUS**

The various types of Units booked in the Balance Programme entitle the Marketer to receive the Earnings described below.

➔ TYPES OF UNITS

The various types of Unit are based on the Shopping Points accumulated for the Balance Programme.



50 SP		= 1 UNIT IN BALANCE CATEGORY 1
150 SP		= 1 UNIT IN BALANCE CATEGORY 2
400 SP		= 1 UNIT IN BALANCE CATEGORY 3
1,200 SP		= 1 UNIT IN BALANCE CATEGORY 4
4,000 SP		= 1 UNIT IN BALANCE CATEGORY 5



Personal Units are created through the accumulation of Shopping Points from the Marketer's Purchases and orders.



Bonus Units are created if a booked Unit (of any type) has the prerequisite number of correctly placed booked Units following* it. Bonus Units are created in Balance Categories 1 - 5 and will be made available to the Marketer for the duration of the Lyconet Agreement. (see page 12 & 13)

* A "Following Unit" can be any type (Personal, Customer, Coaching, Bonus and Transfer Unit); it is allocated to a Marketer's Unit in the applicable Balance Category.

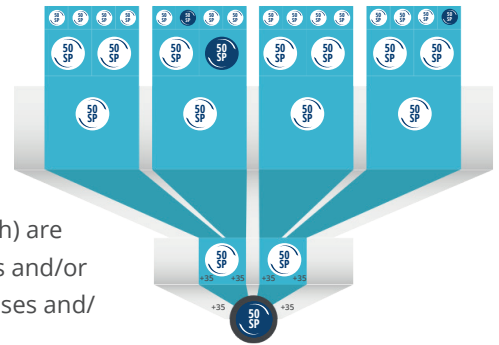


Transfer Units are created if they have the prerequisite number of correctly placed booked Units following them. Transfer Units are created in Balance Categories 1 - 4 and will be made available to the Marketer in the next level of the Balance Category for the duration of the Lyconet Agreement. (see page 14 & 15)

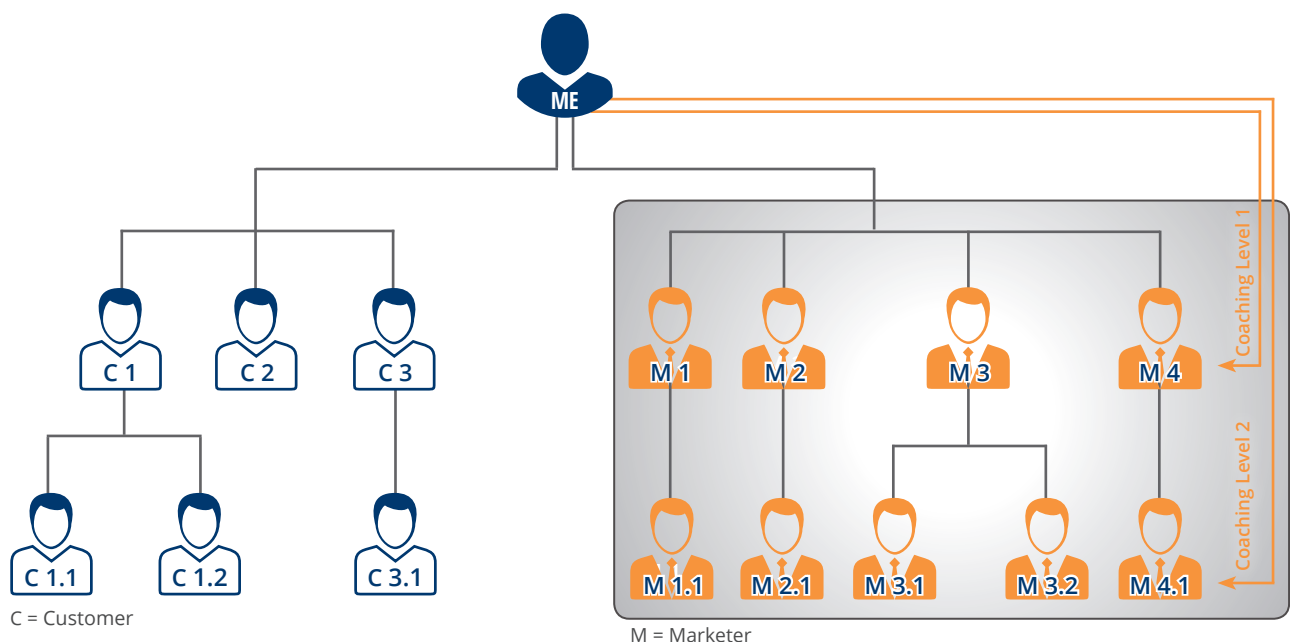


Customer Units are created through the accumulation of Shopping Points from Purchases and orders made by Lyoness Customers in a Marketer's Lifeline who are not assigned to another Marketer.

For the duration of the Lyconet Agreement, the **FIRST** and **ELEVENTH CUSTOMER UNITS** and every **TENTH CUSTOMER UNIT** thereafter will be granted to the Marketer with the same Earnings Entitlement as for Personal Units.



A Marketer's Units in Coaching Level 1 (i.e. the Marketer is the Coach) are generated from Shopping Points obtained from personal Purchases and/or orders made by the Marketer in Coaching Level 1, as well as Purchases and/or orders made by his Customers.



A Marketer's Units in Coaching Level 2 (i.e. the Marketer is a Senior Coach) are generated from Shopping Points accumulated from his personal Purchases and/or orders as well as from Purchases and/or orders made by his Customers.



A Marketer's Units in Coaching Level 3 or lower are generated from Shopping Points accumulated from his personal Purchases and/or orders, as well as Purchases and/or orders made by his Customers.

BOOKING IN THE BALANCE PROGRAMME

The Marketer's first Unit to be booked in the Personal Balance in each of the Balance Categories (1 - 5) will be booked once the Coach or Senior Coach's Unit has been booked. This Unit is the starting point in every Balance Category from which all of the Marketer's Units, as well as the Units from his Lifeline, will be booked.

Units are booked on a weekly basis. Units in the Personal Balance will be booked so that further Units can be booked behind each one. Units are always booked in a row in the National, Continental and International Balances.

➔ BALANCE CATEGORIES AND THE PERSONAL, NATIONAL, CONTINENTAL AND INTERNATIONAL BALANCES

The Balance Programme is broken down into Balance Categories 1 - 5, as well as into the Personal, National, Continental and International Balance.

PERSONAL BALANCE

Personal Units, Customer Units, Units from all of a Marketer's Coaching Levels, from the Lifeline and Transfer Units are booked in the Personal Balance.

NATIONAL BALANCE

The National Bonus Units of all Marketers from one country as well as Transfer Units will be booked in the National Balance. Through national collaboration, Marketers can benefit from the whole of the shopping volume in their country.

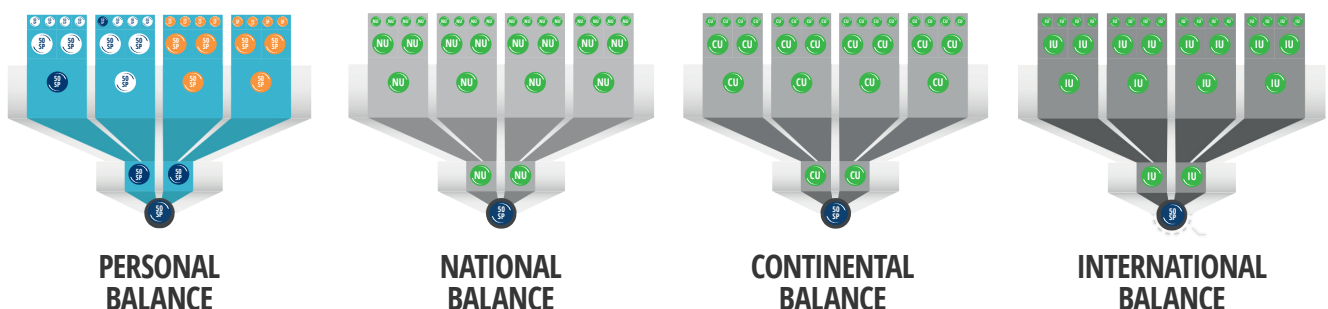
CONTINENTAL BALANCE

The Continental Bonus Units of all Marketers from one continent as well as Transfer Units will be booked in the Continental Balance.. Through continental collaboration, Marketers can benefit from the whole of the continental shopping volume.

INTERNATIONAL BALANCE

The International Bonus Units of all Marketers from every country as well as Transfer Units will be booked in the International Balance. Through international collaboration, Marketers can benefit from the whole of the international shopping volume.

BALANCE CATEGORY 1-5



→ BALANCE COMMISSION

The Balance Commission will be calculated weekly, based on the Units booked within the calculation period. The Marketer can receive Balance Commission from the following types of Units.

	Balance Commission
Personal Unit	✓
Bonus Unit	✓
Transfer Unit	✓

Calculation Period
Weekly

Calculation based on
Booked Units

Prerequisite
Earnings Entitlement

Earnings in the form of
Transfer to a bank
account

BALANCE COMMISSION



The eligibility for Balance Commission applies if a Marketer's booked Personal Unit, Bonus Unit or Transfer Unit has the prerequisite number of correctly placed booked Units following it. The table, below, provides an overview of the number of Following Units required for each Balance Category (BC) and the resulting Balance Commission.

	3 / 3 Left / Right	5 / 5 Left / Right	10 / 10 Left / Right	15 / 15 Left / Right	20 / 20 Left / Right	25 / 25 Left / Right
BC 1	QAR 30	QAR 50	QAR 70	QAR 110	QAR 130	QAR 160
BC 2	QAR 90	QAR 150	QAR 210	QAR 330	QAR 390	QAR 480
BC 3	QAR 300	QAR 500	QAR 700	QAR 1,100	QAR 1,300	QAR 1,600
BC 4	QAR 900	QAR 1,500	QAR 2,100	QAR 3,300	QAR 3,900	QAR 4,800
BC 5	QAR 3,000	QAR 5,000	QAR 7,000	QAR 11,000	QAR 13,000	QAR 16,000

→ BALANCE BONUS

The Balance Bonus will be calculated weekly, based on the Units booked within the calculation period. The Marketer can receive the Balance Bonus for the following types of Units.

	Balance Bonus
Personal Unit	✓
Bonus Unit	✗
Transfer Unit	✗

Calculation Period
Weekly

Calculation based on
Booked Units

Prerequisite
Earnings Entitlement

Earnings in the form of
Lyonesse Voucher

BALANCE BONUS



The eligibility for a Balance Bonus applies if a Marketer's booked Personal Unit has the prerequisite number of booked Units following it (left / right). The table provides an overview of the number of Following units required for each Balance Category (BC) and the resulting Balance Bonus.

	25 / 25 Left / Right	30 / 30 Left / Right	35 / 35 Left / Right
BC 1	-	-	QAR 2,000
BC 2	-	QAR 4,250	-
BC 3	QAR 8,000	-	-
BC 4	QAR 24,000	-	-
BC 5	QAR 80,000	-	-

BONUS UNITS

Bonus Units will be calculated weekly based on the Units booked within the calculation period and will be made available to the Marketer for the duration of the Lyconet Agreement. The Marketer can receive Bonus Units resulting from the following types of Units.

	Bonus Unit
Personal Unit	✓
Bonus Unit	✓
Transfer Unit	✓

Calculation Period
Weekly

Calculation based on
Booked Units

Prerequisite
Earnings Entitlement

Booking
National Balance
Continental Balance
International Balance

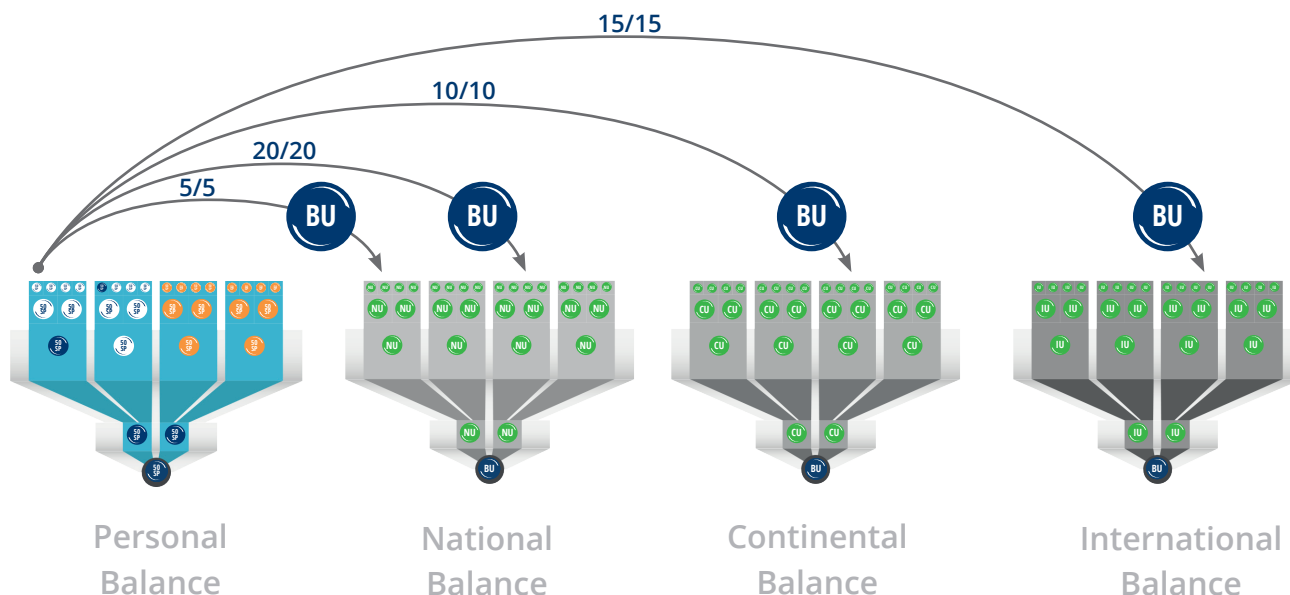
BONUS UNITS



The eligibility for Bonus Units applies if a Marketer's booked Personal Unit, Bonus Unit or Transfer Unit has the prerequisite number of correctly placed booked Units following it. The following table and graphics provide an overview of the number of Following Units required, which is identical in each Balance Category, as well as the resulting Bonus Units and where they are booked.

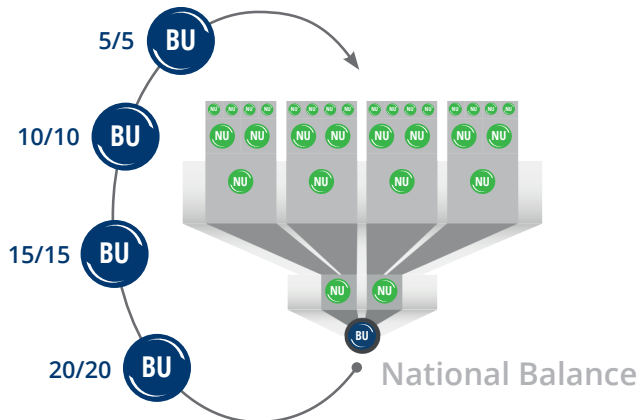
BOOKING OF BONUS UNITS GENERATED FROM UNITS BOOKED IN THE PERSONAL BALANCE.

Every booked Unit in the Personal Balance with the prerequisite number of Following Units	5 / 5 Left / Right	10 / 10 Left / Right	15 / 15 Left / Right	20 / 20 Left / Right
	Bonus Unit National Balance	Bonus Unit Continental Balance	Bonus Unit International Balance	Bonus Unit National Balance



BOOKING OF BONUS UNITS GENERATED FROM UNITS BOOKED IN THE NATIONAL BALANCE.

Every Unit booked in the National Balance with the prerequisite number of Following Units.	5 / 5 Left / Right	10 / 10 Left / Right	15 / 15 Left / Right	20 / 20 Left / Right
	Bonus Unit National Balance	Bonus Unit National Balance	Bonus Unit National Balance	Bonus Unit National Balance

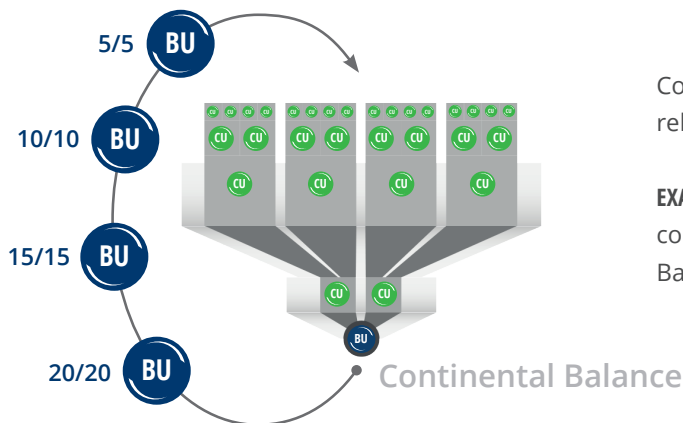


National Bonus Units will be booked into the relevant National Balance from left to right.

Example: If the Lyconet Marketer has a UK ID, his Bonus Units will be booked in the UK Balance.

BOOKING OF BONUS UNITS GENERATED FROM UNITS BOOKED IN THE CONTINENTAL BALANCE.

Every booked Unit in the Continental Balance with the prerequisite number of Following Units.	5 / 5 Left / Right	10 / 10 Left / Right	15 / 15 Left / Right	20 / 20 Left / Right
	Bonus Unit Continental Balance	Bonus Unit Continental Balance	Bonus Unit Continental Balance	Bonus Unit Continental Balance

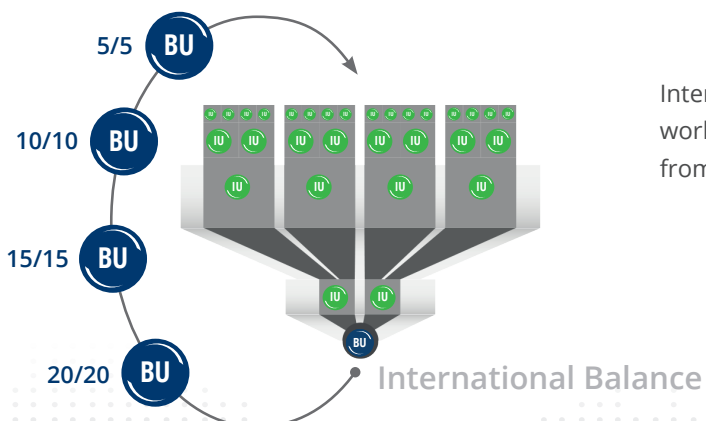


Continental Bonus Units will be booked into the relevant Continental Balance from left to right.

EXAMPLE: If the Lyconet Marketer has a Thai ID, his continental Bonus Units will be booked in the Asian Balance.

BOOKING OF BONUS UNITS GENERATED FROM UNITS BOOKED IN THE INTERNATIONAL BALANCE.

Every booked Unit in the international Balance with the prerequisite number of Following Units.	5 / 5 Left / Right	10 / 10 Left / Right	15 / 15 Left / Right	20 / 20 Left / Right
	Bonus Unit International Balance	Bonus Unit International Balance	Bonus Unit International Balance	Bonus Unit International Balance



International Bonus Units for all Lyconet Marketers worldwide will be booked into the International Balance from left to right.

The eligibility for Balance Commission applies if a Marketer's booked Bonus Unit has the prerequisite number of correctly placed booked Units following it. The table provides an overview of the number of Following Units required for each Balance Category (BC) and the resulting Balance Commission for Bonus Units.

	3 / 3 Left / Right	5 / 5 Left / Right	10 / 10 Left / Right	15 / 15 Left / Right	20 / 20 Left / Right	25 / 25 Left / Right
BC 1	QAR 30	QAR 50	QAR 70	QAR 110	QAR 130	QAR 160
BC 2	QAR 90	QAR 150	QAR 210	QAR 330	QAR 390	QAR 480
BC 3	QAR 300	QAR 500	QAR 700	QAR 1,100	QAR 1,300	QAR 1,600
BC 4	QAR 900	QAR 1,500	QAR 2,100	QAR 3,300	QAR 3,900	QAR 4,800
BC 5	QAR 3,000	QAR 5,000	QAR 7,000	QAR 11,000	QAR 13,000	QAR 16,000

Bonus Units can also create Transfer Units and Bonus Units. Bonus Units do not create Balance Bonus.

➔ TRANSFER UNIT

Transfer Units will be created weekly, based on the Units booked within the calculation period and will be made available to the Marketer for the duration of the Lyconet Agreement. The Marketer can receive Transfer Units resulting from the following types of Units.

	Transfer Unit
Personal Unit	✓
Bonus Unit	✓
Transfer Unit	✓

Calculation Period
Weekly

Calculation based on
Booked Units

Prerequisite
Earnings Entitlement

Booking
in the next
Balance Category

TRANSFER UNIT

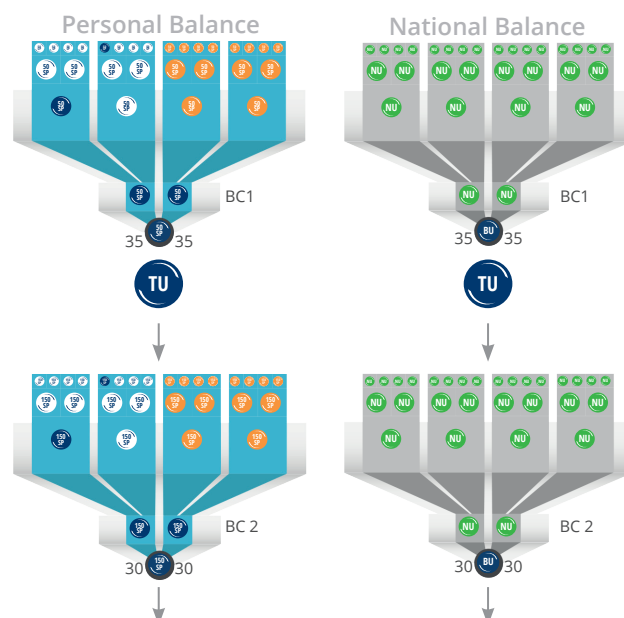


The eligibility for Transfer Units applies if a Marketer's booked Personal Unit, Bonus Unit or Transfer Unit has the prerequisite number of correctly placed booked Units following it. The following table and graphics provide an overview of the number of Following Units required, as well as the resulting Transfer Units and where they are booked.

	25 / 25 Left / Right	30 / 30 Left / Right	35 / 35 Left / Right
BC 1	-	-	Transfer Unit in BC 2
BC 2	-	Transfer Unit in BC 3	-
BC 3	Transfer Unit in BC 4	-	-
BC 4	Transfer Unit in BC 5	-	-
BC 5	-	-	-

BOOKING OF TRANSFER UNITS

- Transfer Units that are created in the Personal Balance will be booked in the next Category in the Personal Balance
- Transfer Units that are created in the National Balance will be booked in the next Category in the National Balance.
- Transfer Units that are created in the Continental Balance will be booked in the next Category in the Continental Balance.
- Transfer Units that are created in the International Balance will be booked in the next Category in the International Balance.



The eligibility for Balance Commission applies if a Marketer's booked Transfer Unit has the prerequisite number of correctly placed booked Units following it. The table provides an overview of the number of Following Units required for each Balance Category (BC) and the resulting Balance Commission for Transfer Units.

	3 / 3 Left / Right	5 / 5 Left / Right	10 / 10 Left / Right	15 / 15 Left / Right	20 / 20 Left / Right	25 / 25 Left / Right
BC 1	-	-	-	-	-	-
BC 2	QAR 90	QAR 150	QAR 210	QAR 330	QAR 390	QAR 480
BC 3	QAR 300	QAR 500	QAR 700	QAR 1,100	QAR 1,300	QAR 1,600
BC 4	QAR 900	QAR 1,500	QAR 2,100	QAR 3,300	QAR 3,900	QAR 4,800
BC 5	QAR 3,000	QAR 5,000	QAR 7,000	QAR 11,000	QAR 13,000	QAR 16,000

Transfer Units can also generate Bonus Units and Transfer Units. Transfer Units do not generate a Balance Bonus.

→ COACH & SENIOR COACH BONUS

The Coach and Senior Coach Bonus will be calculated weekly, based on the Units booked within the calculation period and the resulting Balance Commissions. The Marketer can receive the following Coach and/or Senior Coach Bonus for the Earnings achieved by the Marketers in Coaching Level 1 and Coaching Level 2.

	Coach & Senior Coach Bonus
Balance Commission	✓
Balance Bonus	✗

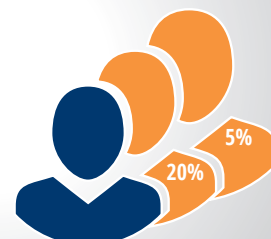
Calculation Period
Weekly

Calculation based on
Balance Commission for
Coaching Levels 1 & 2

Prerequisite
Earnings Entitlement

Earnings in the form of
Transfer to a bank
account

COACH & SENIOR COACH BONUS



In order to be eligible to receive the Coach Bonus, the Direct Marketers (Coaching Level 1) must receive Balance Commission. To receive the Senior Coach Bonus, the Indirect Marketers (Coaching Level 2) must receive Balance Commission.

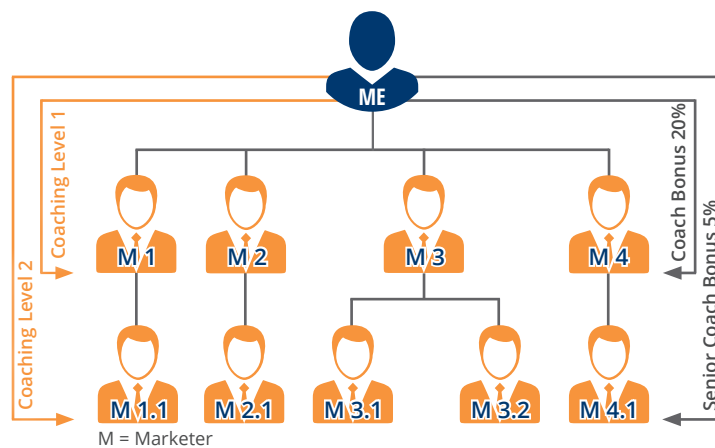
EXAMPLE OF A COACH AND SENIOR COACH BONUS

The calculation for the Coach Bonus is based on the total of the Balance Commissions received by all Direct Marketers (Coaching Level 1) within a Production Week. Based on this calculation, Lyconet awards the Marketer an additional 20% Coach Bonus.

The calculation for the Senior Coach Bonus is based on the total of the Balance Commissions received by all Indirect Marketers (Coaching Level 2) within a Production Week. Based on this calculation, Lyconet awards the Marketer an additional 5% Senior Coach Bonus.

EXAMPLE






Your Direct Marketers (Coaching Level 1) receive a total of QAR 5,000 Balance Commission in a week. You receive an additional 20% Coach Bonus from Lyconet of QAR 1,000.



Your Indirect Marketers (Coaching Level 2) receive a total of QAR 25,000 Balance Commission in one week. You receive an additional 5% Senior Coach Bonus from Lyconet of QAR 1,250.

Coach and Senior Coach Bonuses do not apply to any other types of Earnings within the Marketer's Lifeline (see chart on page 3); this means that they do not apply to the Balance Bonus, Career Commission or Career Bonus.

CAREER PROGRAMME

	LYONESS LOYALTY PROGRAMME			Lyconet MARKETING PROGRAMME	
	 Cashback	 Friendship Bonus	 Deals	 SP accumulated in the Balance Programme	 SP accumulated in the Career Programme
Purchases with CB Card (at Lyoness Loyalty Partners)	✓	✓	✓	✓	✓
Online Purchases (at Lyoness Loyalty Partners)	✓	✓	✓	✓	✓
Purchases with Vouchers (at Lyoness Loyalty Partners)	✓	✓	✓	✓	✓
Cashback Solutions	✗	✗	✗	✗	✓
Promotion & Incentives*	✗	✗	✓	✗	✗

* Lyoness grants Shopping Points in the form of special offers (e.g. Welcome Bonus) that Members can redeem for Deals within the Loyalty Programme.

In the Career Programme, the number of Shopping Points accumulated by a Marketer's entire Shopping Network (ie. his entire Lifeline as well as Shopping Points from his own Purchases and/or orders) is recorded monthly, taking into account the 50% assessment rule for qualifying, confirming and securing a Career Level.

This means that Shopping Points from Purchases made by the Marketer, his Customers, both his Coaching Levels and their Customers, will be taken into account to generate monthly Earnings for the Marketer.

• CAREER COMMISSION

• CAREER BONUS



QUALIFYING FOR, CONFIRMING AND SECURING A CAREER LEVEL

The Career Level achieved is the basis for calculating the applicable Career Commission and Career Bonus. To achieve a Career Level a Marketer must first qualify for the Career Level and then confirm it within the following month.

1. QUALIFYING FOR A CAREER LEVEL

If a Marketer achieves the number of Shopping Points required for a particular Career Level (taking into account the 50% assessment) within one Production Month, he will qualify for the relevant Career Level.

2. CONFIRMING A CAREER LEVEL

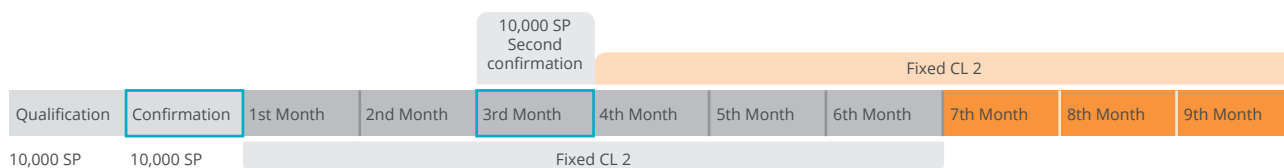
If a Marketer achieves the number of Shopping Points required for the relevant Career Level again in the following Production Month (taking into account the 50% assessment rule) the Career Level is confirmed.

EXAMPLE

10,000 Shopping Points are required within one Production Month for Career Level 2. You achieve the required number of Points in the January Production Month. You have now qualified for Career Level 2. If you achieve the required number of Points again in the February Production Month, you will confirm Career Level 2.

SECURING A CAREER LEVEL

If a Marketer confirms a Career Level, it is then fixed for the next 6 months. If the Marketer achieves the required number of Shopping Points for the secured Career Level again within these 6 months, the Career Level is secured for a further 6 months. If the Marketer does not achieve the required number of Shopping Points for the secured Career Level again within these 6 months, the Career Level below is secured for 6 months.



50% ASSESSMENT RULE

To qualify for, confirm or secure a Career Level, no Direct Line (see graphics on page 3) can contribute more than 50% of the Shopping Points required. However, 100% of the Marketer's Personal Shopping Points and Shopping Points from his Customers (see graphic on page 9) are included.

→ CAREER COMMISSION

The Career Commission will be calculated every month based on the Shopping Points booked within the calculation period.

If the Marketer has confirmed a particular Career Level, he is deemed eligible for Career Commission for the duration of the 6 months during which the Career Level is secured.

Calculation Period
Monthly

Calculation based on
Shopping Points

Prerequisite

- Earnings Entitlement
- Confirmed or fixed Career Level

Earnings in the form of
Transfer to a bank account

**CAREER
COMMISSION**



Career Commission per Career Level								
Career Level	1	2	3	4	5	6	7	8
Career Commission per Shopping Point	QAR 0.125 per SP	QAR 0.1625 per SP	QAR 0.1875 per SP	QAR 0.2125 per SP	QAR 0.2375 per SP	QAR 0.2625 per SP	QAR 0.2875 per SP	QAR 0.3125 per SP

This calculation is based on all of the Shopping Points within the Marketer's Shopping Network, i.e. the Shopping Points in his Lifeline and the Shopping Points from his personal Purchases and/or orders (without taking the 50% assessment rule into account).

Shopping Points accumulated from Purchases and/or orders made by the Marketer, the Marketer's Customers and all Marketers within the Lifeline without a Career Level, are multiplied by the full factor applicable for the Career Level confirmed or secured by the Marketer (Career Commission multiplied by the number of Shopping Points).

Shopping Points from the Purchases and/or orders made by Marketers in one direct line who have confirmed or secured a Career Level will be multiplied with a reduced factor (the difference between the two Career Levels). This means the factor for the lower Career Levels will be deducted from the factor for the higher Career Levels.

Personal Shopping Points and Shopping Points from the Marketers' Customers will be calculated based on the current (confirmed or secured) Career Level.

EXAMPLE

You qualified for Career Level 3 in the previous month and now, you and your Shopping Network have generated a further 25,000 Shopping Points. You have now confirmed Career Level 3.

A Marketer in your Network has also achieved Career Level 1 thanks to your support.

The Shopping Points from these direct lines will be credited to you at QAR 0.0625 per Shopping Point. This QAR 0.0625 represents the difference between Career Level 3 that you have achieved and Career Level 1 that your Marketer achieved.



CAREER BONUS

The Career Bonus is calculated every month based on the Shopping Points booked within the calculation period.

The Marketer is eligible to receive the Career Bonus for every month he achieves the number of Shopping Points required to confirm a Career Level (taking into account the 50% assessment rule).

This calculation is based on all Shopping Points from the Marketer's Shopping Network, i.e. those from his Lifeline and those from his own Purchases and/or orders.

The following table shows the number of Shopping Points required and the relevant Career Bonus for each Career Level:

Career Bonus for each Career Level								
Career Level	1	2	3	4	5	6	7	8
Required SP	5,000	10,000	25,000	60,000	150,000	400,000	1,000,000	2,500,000
Career Bonus	-	QAR 1,000	QAR 2,500	QAR 6,000	QAR 15,000	QAR 40,000	QAR 100,000	QAR 250,000

Calculation Period
Monthly

Calculation based on
Shopping Points taken
into account in the Career
Programme.

Prerequisite

- Earnings Entitlement
- Confirmed Career Level

Earnings in the form of
Transfer to a bank account

CAREER
BONUS

