

THE LYCONET COMPENSATION PLAN

Annex 1 to the Lyconet Agreement for Independent Lyconet Marketers

Media Proprietor and Publisher:

Lyonesse Asia-Pacific Limited.

Suite 2607-12, 26th Floor, Tower 2,

The Gateway, Harbour City,

Tsim Sha Tsui, Hong Kong

www.lyonesse.com

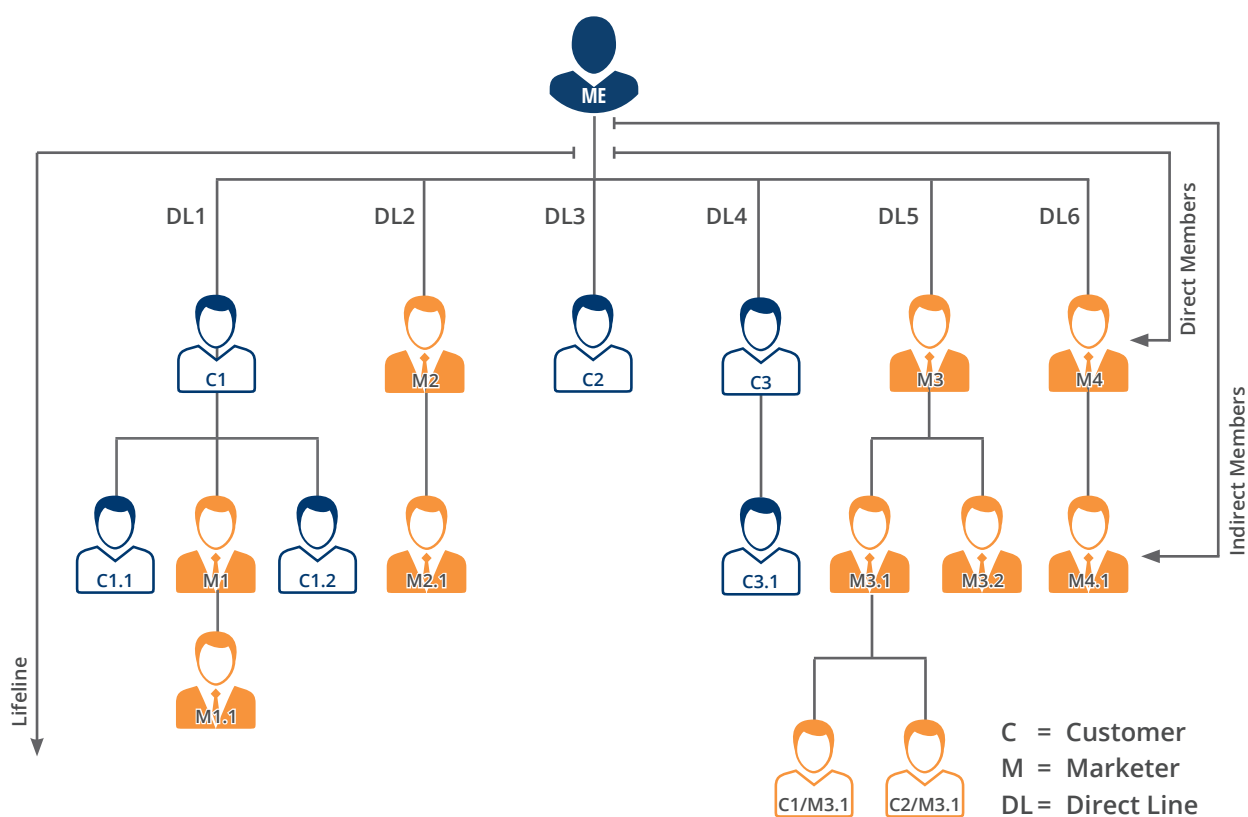
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Types of Member



Cashback World Customer

A Marketer's Cashback World Customer is regarded as being his customer, but only as far as the next Marketer in his lifeline. A Customer has not signed the Lyconet Agreement and therefore is not a Marketer himself. Looking at the chart above, "C1", "C1.1", "C1.2", "C2", "C3" and "C3.1" are all Customers under the Marketer ("Me"). Consequently, "C1/M3.1" and "C2/M3.1" are Customers under Marketer "M3.1".

Independent Lyconet Marketer

An Independent Lyconet Marketer ("Marketer") is a person who has signed the Lyconet Agreement and who carries out activities in accordance with its terms and conditions.







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.

PROGRAM OVERVIEW

	 PROGRAM	 MARKETING PROGRAM		
	 Cashback	 Deals	 SP evaluation in the Balance Program	 SP evaluation in the Career Program
Purchases using the Cashback Card (at Loyalty Merchants of Cashback World)	✓	✓	✓	✓
Online purchases (at Loyalty Merchants of Cashback World)	✓	✓	✓	✓
Purchases using Vouchers (at Loyalty Merchants of Cashback World)	✓	✓	✓	✓
Cashback Solutions	✗	✗	✗	✓
Promotion & Incentives*	✗	✓	✗	✗

* As part of special offers (e.g. Welcome Bonus), Shopping Points are allocated within the Cashback World Program. Cashback World Members can redeem these Shopping Points for Deals.

CASHBACK WORLD PROGRAM

All Marketers who register in the Cashback World Program will receive the following benefits within the scope of the General Terms and Conditions for Cashback World Members:

➔ CASHBACK

The Member of Cashback World receives up to 5% of the purchase amount back as Cashback when shopping at offline and online Loyalty Merchants of the Cashback World Program. The Cashback is transferred to the Member's bank account.



➔ SHOPPING POINTS

Each time a Member shops at online and offline Loyalty Merchants of the Cashback World Program, they collect Shopping Points (SP). These Shopping Points can be redeemed for attractive Shopping Point Deals.




LYCONET MARKETING PROGRAM

Every Marketer participates in the Lyconet Marketing Program, which consists of the Balance Program and the Career Program. The Lyconet Marketing Program enables Marketers to receive weekly and monthly Benefits in accordance with the Lyconet Agreement.

Benefits 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.

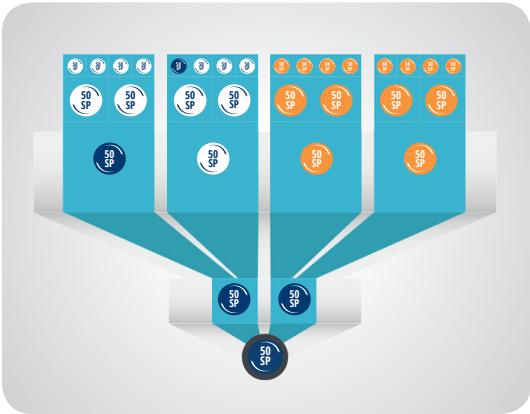
All Benefits within the Lyconet Marketing Program are calculated on the basis of the value of Shopping Points for the Balance Program or Career Program.

<div> Lyconet</div> <div>MARKETING PROGRAM</div>		
	SP evaluation in the Balance Program	SP evaluation in the Career Program
Purchases using the Cashback Card (at Loyalty Merchants of Cashback World)	✓	✓
Online purchases (at Loyalty Merchants of Cashback World)	✓	✓
Purchases using Vouchers (at Loyalty Merchants of Cashback World)	✓	✓
Cashback Solutions	✗	✓
Promotion & Incentives*	✗	✗

* As part of special offers (e.g. Welcome Bonus), Shopping Points are allocated within the Cashback World Program. Members of Cashback World can redeem these Shopping Points for Deals.

➔ BALANCE PROGRAM

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



➔ CAREER PROGRAM

For the Career Program, the evaluated Shopping Points from the Marketer's entire Shopping Network (this means those from his entire lifeline, and also from his own purchases and/or orders) will be evaluated and credited monthly in the Career Program. This generates monthly Benefits for the Marketer.



➔ **BENEFITS ENTITLEMENT**

The Marketer must have achieved Benefits Entitlement in order to receive any Benefits under the Lyconet Marketing Program. To be entitled to receive Benefits, the Marketer must have accumulated 50 Shopping Points in the current week plus the 5 previous consecutive weeks. This includes Shopping Points generated by the Marketer's Customers (ie Members of Cashback World), by the Marketer's own fully paid purchases (provided he has accepted the General Terms and Conditions for Members of Cashback World), and/or by any Discount Vouchers that he has purchased.

If the Marketer receives 50 SP by meeting the above criteria, he is entitled to receive Benefits for the **current week + 5 further consecutive 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 Benefits Entitlement, he is not entitled to receive any commission.*

EXAMPLE: BENEFITS ENTITLEMENT

Production week	Benefits entitlement	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 regulation applies to all Lyconet Marketers who registered with Lyconet after 09/05/2016.

BALANCE PROGRAM

	<div></div>	<div>PROGRAM</div>	<div></div>	<div>MARKETING PROGRAM</div>
	<div> Cashback</div>	<div> Deals</div>	<div> SP evaluation in the Balance Program</div>	<div> SP evaluation in the Career Program</div>
Purchases using the Cashback Card (at Loyalty Merchants of Cashback World)	✓	✓	✓	✓
Online purchases (at Loyalty Merchants of Cashback World)	✓	✓	✓	✓
Purchases using Vouchers (at Loyalty Merchants of Cashback World)	✓	✓	✓	✓
Cashback Solutions	✗	✗	✓	✓
Promotion & Incentives*	✗	✓	✗	✗

* As part of special offers (e.g. Welcome Bonus), Shopping Points are allocated within the Cashback World Program. Cashback World Members can redeem these Shopping Points for Deals.

➔ BENEFITS







Shopping Points for the Marketer's Balance Program come from his entire Shopping Network; this means from his entire lifeline and also from his own purchases and orders. These Shopping Points will be converted into Units weekly and booked to his Balance Program. Furthermore, he may also be credited with Bonus Units and Transfer Units. The booked Units can generate the following weekly Benefits for the Marketer:

- BALANCE COMMISSION
- BALANCE BONUS
- COACH & SENIOR COACH BONUS

The booked Units in the Balance Program enable the Marketer to receive these Benefits as described below.

➔ TYPES OF UNITS:

The various types of Units are based on the Shopping Points evaluated for the Balance Program.

	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

SP Personal Units are generated using Shopping Points accumulated from the Marketer's own purchases and orders.

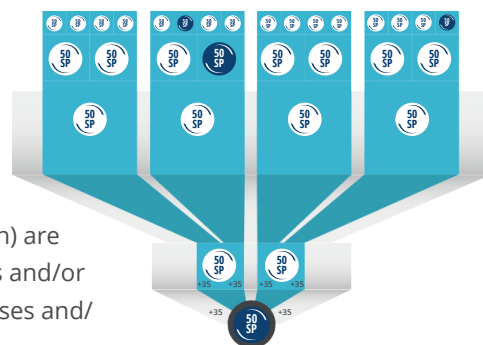
BU Bonus Units credited to the Balance Program are generated if a booked Unit (of any type) has the pre-defined number of booked Units following it (left / right)*. Bonus Units are generated in Balance Categories 1 - 5 and will be made available to the Marketer for the duration of the Lyconet Agreement (see page 12 and 13).

* The types of units that may be booked into a Marketer's relevant Balance Category, to follow his existing units, include Personal Units, Customer Units, Units from all Coaching Levels, Bonus Units, and Transfer Units.

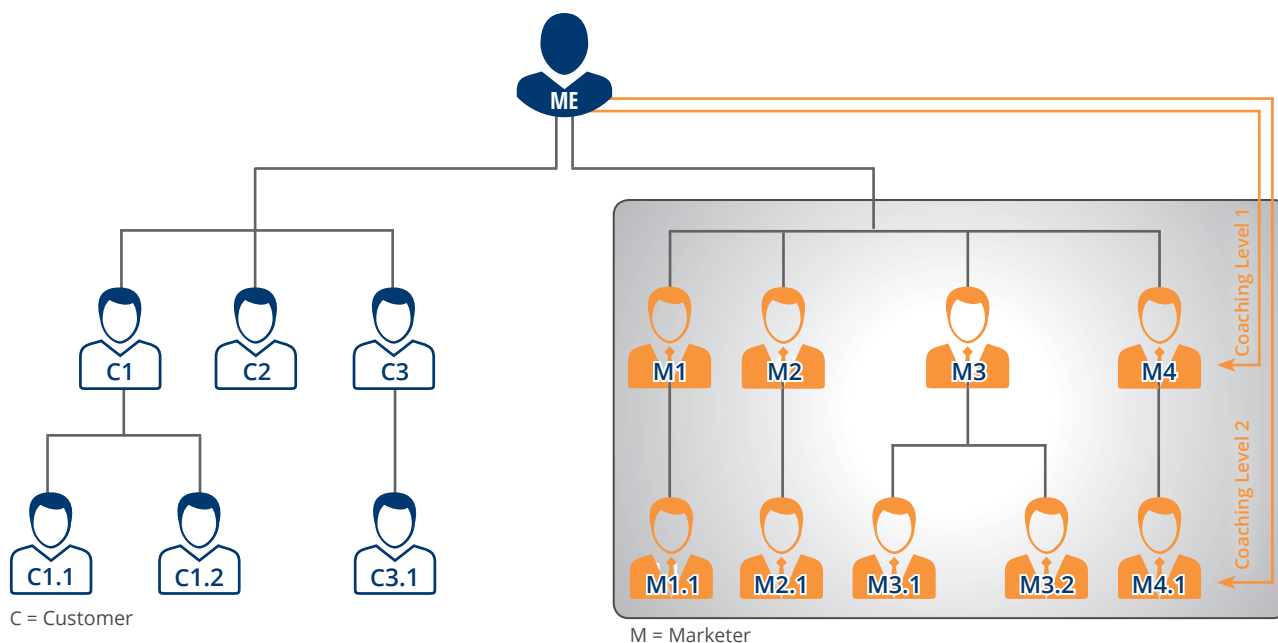
TU Transfer Units credited to the Balance Program are generated if they have the pre-defined number of booked Units following them (left / right). Transfer Units are generated in Balance Categories 1 - 4 and will be made available to the Marketer in the next level of the Balance Category for the duration of the Lyconet Agreement (see page 14 and 15).

SP Customer Units are generated through the accumulation of Shopping Points from purchases and orders made by Cashback World Customers in the Marketer's Lifeline (but only as far as the next Marketer in his lifeline).

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 and will carry the same right to Benefits as his Personal Units.



SP 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.



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

SP A Marketer's Units outside the Lifeline are generated from Shopping Points obtained from personal purchases and/or orders made by the Marketer outside the Lifeline, as well as purchases and/or orders made by his Customers.

BOOKING IN THE BALANCE PROGRAM

The Marketer's first Unit to be booked in the Personal Balance will be booked after a booked Unit of the Coach or Senior Coach or rather Upline in each Balance Category (1-5). 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.

All credited Units are booked on a weekly basis. Units in the Personal Balance will be dual-booked, this means that two further Units can be booked on each booked Unit. Units are always booked in a row in the national, continental and international Balance.

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

The Balance Program 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 the Marketer's Coaching Levels from the Lifeline, and Transfer Units are booked under the Personal Balance

NATIONAL BALANCE:

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

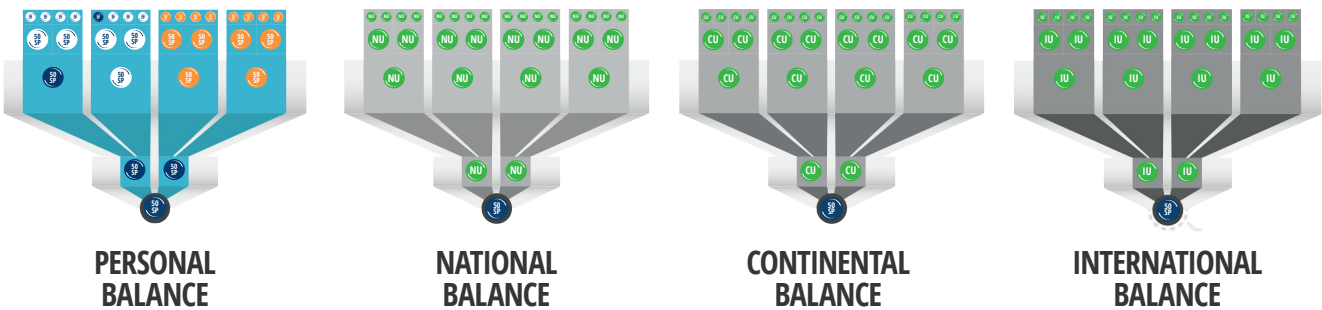
CONTINENTAL BALANCE:

The continental Bonus Units of all Marketers from one continent, as well as Transfer Units will be booked here. 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 here. 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 resulting from the following types of Units:

	Balance Commission
Personal Unit	✓
Bonus Unit	✓
Transfer Unit	✓

The eligibility for Balance Commission applies if a Marketer's booked Personal Unit, Bonus Unit, or Transfer Unit has the pre-defined number of booked Units following it (left / right). The table below provides an overview of the required number of following Units 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	MOP 72	MOP 120	MOP 168	MOP 264	MOP 312	MOP 384
BC 2	MOP 216	MOP 360	MOP 504	MOP 792	MOP 936	MOP 1,152
BC 3	MOP 720	MOP 1,200	MOP 1,680	MOP 2,640	MOP 3,120	MOP 3,840
BC 4	MOP 2,160	MOP 3,600	MOP 5,040	MOP 7,920	MOP 9,360	MOP 11,520
BC 5	MOP 7,200	MOP 12,000	MOP 16,800	MOP 26,400	MOP 31,200	MOP 38,400

➔ **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 from the following types of Units:

	Balance Bonus
Personal Unit	✓
Bonus Unit	✗
Transfer Unit	✗

A Marketer is eligible for the Balance Bonus if his booked Personal Unit has the pre-defined number of booked Units following it (left / right). The table below provides an overview of the required number of following Units in each Balance Category (BC) and the resulting Balance Bonus:

	25 / 25 Left / Right	30 / 30 Left / Right	35 / 35 Left / Right
BC 1	-	-	MOP 4,800
BC 2	-	MOP 10,200	-
BC 3	MOP 19,200	-	-
BC 4	MOP 57,600	-	-
BC 5	MOP 192,000	-	-

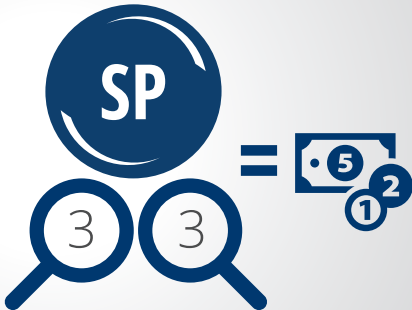
Calculation Period:
Weekly

Calculation based on:
Booked Units

Prerequisite:
Benefits Entitlement

Benefits in the form of:
Transfer to the bank
account

BALANCE COMMISSION



Calculation Period
Weekly

Calculation based on:
Booked Units

Prerequisite:
Benefits Entitlement

Benefits in the form of:
Benefits Vouchers

BALANCE BONUS



➔ 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:
Benefits Entitlement

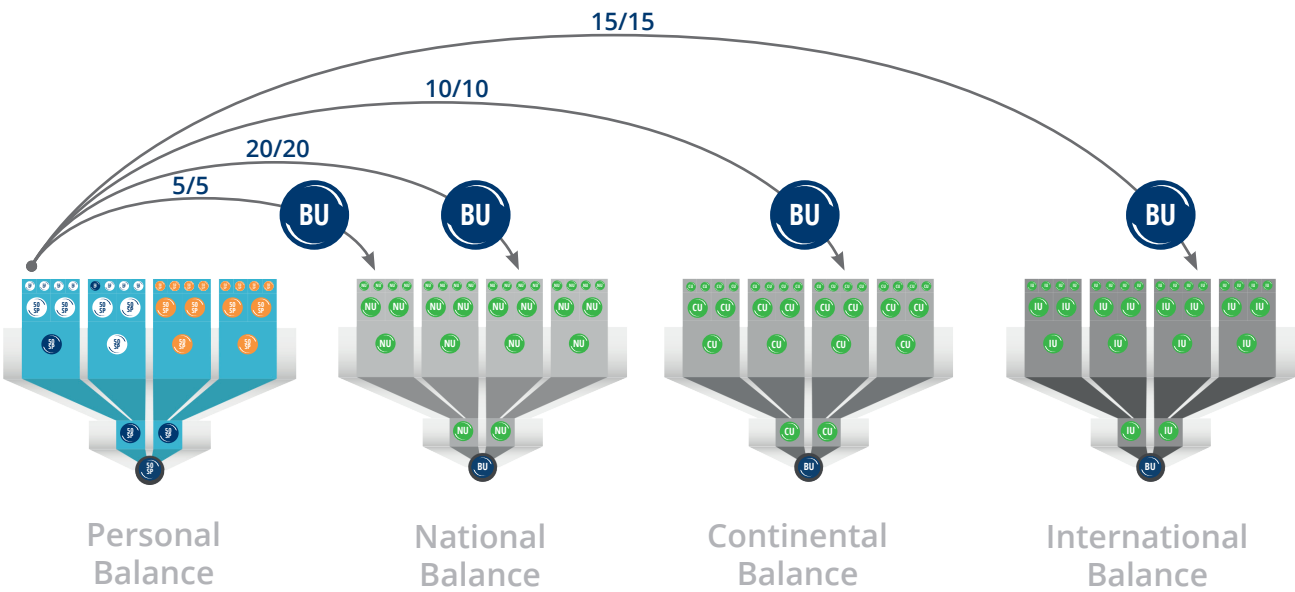
Booking:
National Balance
Continental Balance
International Balance



A Marketer is eligible for Bonus Units if his booked Personal Unit, Bonus Unit, or Transfer Unit has the pre-defined number of booked Units following it (left / right). The following table and graphics provide an overview of the number of required following Units, which is identical in each Balance Category, as well as the resulting Bonus Units and their booking:

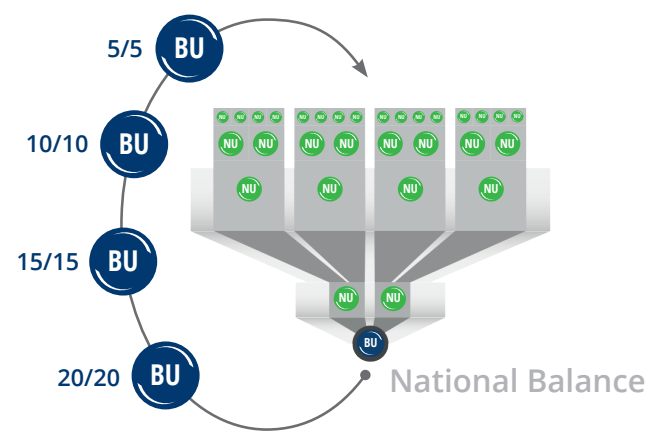
BOOKING OF BONUS UNITS GENERATED FROM UNITS BOOKED IN THE PERSONAL BALANCE.

Every booked Unit in the Personal Balance with the pre-defined number of following Units (Left / Right).	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 pre-defined number of following Units (Left / Right).	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

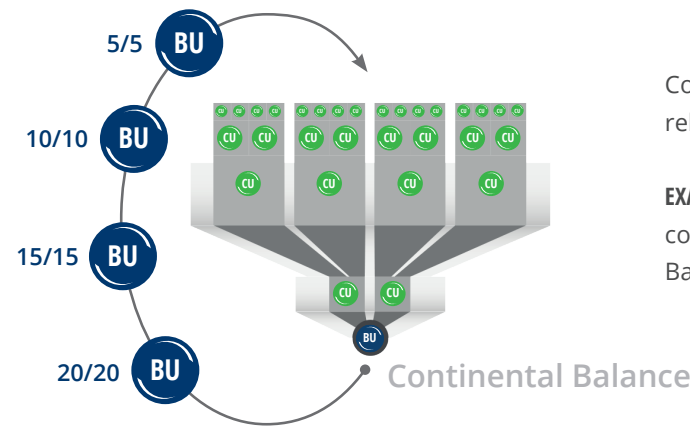


National Bonus Units will be booked into the relevant National Balance from left to right.

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 pre-defined number of following Units (Left / Right).	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

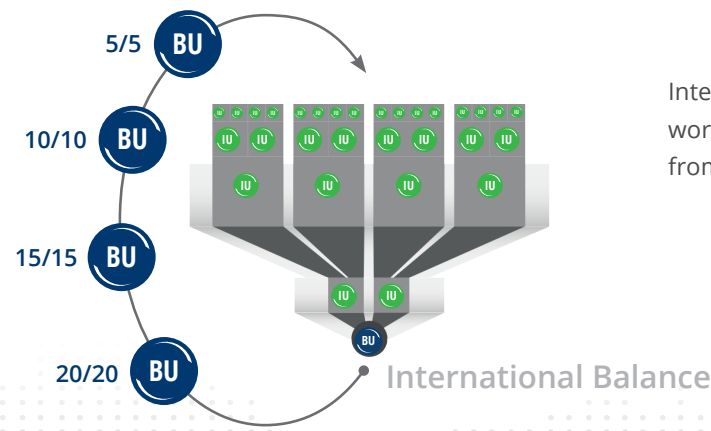


Continental Bonus Units will be booked into the relevant Continental Balance from left to right.

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 pre-defined number of following Units (Left / Right).	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.

A Marketer is eligible for Balance Commission if his booked Bonus Unit has the pre-defined number of booked Units following it (left / right). The table below provides an overview of the required number of following Units in 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	MOP 72	MOP 120	MOP 168	MOP 264	MOP 312	MOP 384
BC 2	MOP 216	MOP 360	MOP 504	MOP 792	MOP 936	MOP 1,152
BC 3	MOP 720	MOP 1,200	MOP 1,680	MOP 2,640	MOP 3,120	MOP 3,840
BC 4	MOP 2,160	MOP 3,600	MOP 5,040	MOP 7,920	MOP 9,360	MOP 11,520
BC 5	MOP 7,200	MOP 12,000	MOP 16,800	MOP 26,400	MOP 31,200	MOP 38,400

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

➔ TRANSFER UNITS

Transfer 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 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:
Benefits Entitlement

Booking:
in the next
Balance Category

TRANSFER UNITS

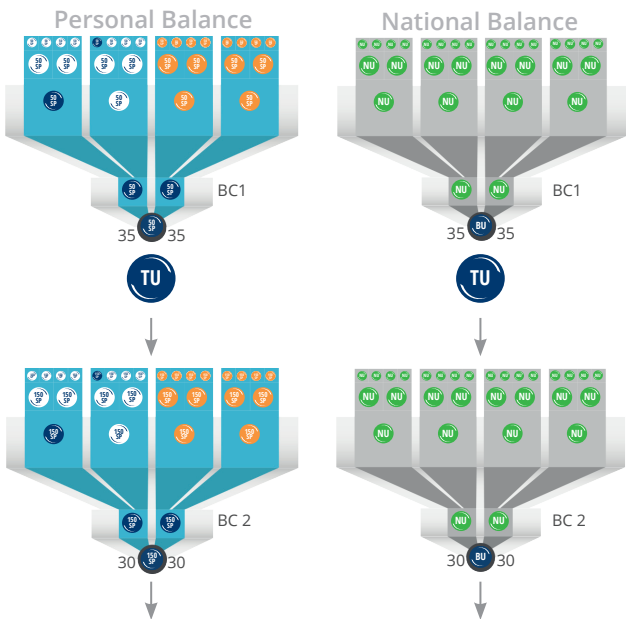


A Marketer is eligible for Transfer Units if his booked Personal Unit, Bonus Unit, or Transfer Unit has the pre-defined number of booked Units following it (left / right). The following table and graphics provide an overview of the required number of following Units in each Balance Category, as well as the resulting Transfer Units and their booking:

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



A Marketer is eligible for Balance Commission if his booked Transfer Unit has the pre-defined number of booked Units following it (left / right). The table provides an overview of the required number of following Units in 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	MOP 216	MOP 360	MOP 504	MOP 792	MOP 936	MOP 1,152
BC 3	MOP 720	MOP 1,200	MOP 1,680	MOP 2,640	MOP 3,120	MOP 3,840
BC 4	MOP 2,160	MOP 3,600	MOP 5,040	MOP 7,920	MOP 9,360	MOP 11,520
BC 5	MOP 7,200	MOP 12,000	MOP 16,800	MOP 26,400	MOP 31,200	MOP 38,400

Transfer Units can also generate Bonus Units and additional 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 from the Benefits 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:
Benefits Entitlement

Benefits in the form of:
Transfer to the 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 Commissions. To receive the Senior Coach Bonus, the Indirect Marketers (Coaching Level 2) must receive Balance Commissions.

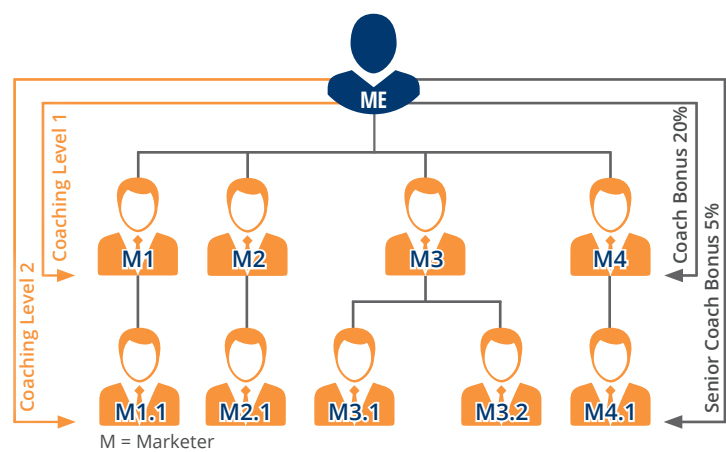
EXAMPLE OF A COACH AND SENIOR COACH BONUS:

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 credits 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 credits the Marketer an additional 5% Senior Coach Bonus.

EXAMPLE:







Your Direct Marketers (Coaching Level 1) receive a total of MOP 12,000 Balance Commission in one week. You receive an additional 20% Coach Bonus from Lyconet of MOP 2,400.



Your Indirect Marketers (Coaching Level 2) receive a total of MOP 60,000 Balance Commission in one week. You receive an additional 5% Senior Coach Bonus from Lyconet of MOP 3,000.

Coach and Senior Coach Bonuses do not apply for any other types of Benefits 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 PROGRAM

	 cashback world	PROGRAM	 Lyconet	MARKETING PROGRAM
	 Cashback	 Deals	 SP evaluation in the Balance Program	 SP evaluation in the Career Program
Purchases using the Cashback Card (at Loyalty Merchants of Cashback World)	✓	✓	✓	✓
Online purchases (at Loyalty Merchants of Cashback World)	✓	✓	✓	✓
Purchases using Vouchers (at Loyalty Merchants of Cashback World)	✓	✓	✓	✓
Cashback Solutions	✗	✗	✗	✓
Promotion & Incentives*	✗	✓	✗	✓
				✗

* As part of special offers (e.g. Welcome Bonus), Shopping Points are allocated within the Cashback World Program. Members of the Cashback World can redeem these Shopping Points for Deals.

In the Career Program, the value of Shopping Points generated by the Marketer’s entire Shopping Network (i.e. his entire Lifeline, as well as Shopping Points from his own purchases and/or orders) are credited and recorded monthly in the Career Program, taking into account the 50% assessment rule for qualifying, confirming, and securing a Career Level.

This means that personal Shopping Points from purchases and/or orders, Shopping Points from purchases and/or orders from the Marketer’s Customers, and Shopping Points from purchases and/or orders from all the Marketer’s Coaching Levels and their Customers will be taken into account. Monthly Benefits for the Marketer can thereby be generated.

• 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 in 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 rule) within one Production Month, he will qualify for the relevant Career Level.

2. CONFIRMING A CAREER LEVEL:

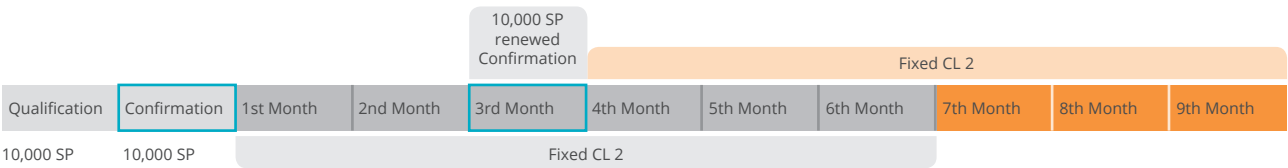
If a Marketer achieves the number of Shopping Points required for the relevant Career Level again in the following Production Month (taking into account the 50% assessment rule) the Career Level is confirmed.

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 secured 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, a maximum of 50% of the total Shopping Points required may be taken from any one direct Line (see graphic on page 3). 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:
- Benefits Entitlement
 - Confirmed or fixed Career Level
- Benefits in the form of:
Transfer to the bank account



Career Commission per Career Level								
Career Level	1	2	3	4	5	6	7	8
Career Commission per Shopping Point	MOP 0.3 per SP	MOP 0.39 per SP	MOP 0.45 per SP	MOP 0.51 per SP	MOP 0.57 per SP	MOP 0.63 per SP	MOP 0.69 per SP	MOP 0.75 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, as well as their Customers, 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 MOP 0.15 per Shopping Point. This MOP 0.15 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 in which 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	-	MOP 2,400	MOP 6,000	MOP 14,400	MOP 36,000	MOP 96,000	MOP 240,000	MOP 600,000

Calculation Period:
Monthly

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

Prerequisite:

- Benefits Entitlement
- Confirmed Career Level

Benefits in the form of:
Transfer to the bank account

