

MARKETING & COMPENSATION PLAN
PM NUTRITION & COSMETICS VIETNAM
LIMITED LIABILITY COMPANY

TABLE OF CONTENTS

I. DEFINITION.....	1
II. HOW TO DEVELOP MULTI-LEVEL MARKETING NETWORK OF PM VIETNAM.....	8
III. TITLE OF TEAMPARTNERSHIP.....	8
IV. SOURCES OF INCOMES AND COMPENSATIONS.....	10
4.1. Retail Income (RI)	10
4.2. Customer Direct Program (CDP).....	11
4.3. Top-Retailer Bonus (TRB).....	11
4.4. Firstline Bonus (FB)	12
4.5. Pool Bonus (PB)	12
4.6. Royalties Bonus (RB)	14
4.7. Top-Management Bonus (TMB)	16
4.8. Additional Benefits	17
V. COMMISSION PAYMENT	21
VI. SUMMARY OF COMISSION/BONUS AND OTHER BENEFITS	22

I. DEFINITION

- 1. **“PM Vietnam”** or **“Company”** means PM Nutrition & Cosmetics Vietnam Limited Liability Company, a limited liability company incorporated and operating under the law of Vietnam.
- 2. **“Team Partner”** means an individual who meets fully conditions under the law, Code of Conduct of PM Vietnam and enters into Multi-level sale participating agreement with PM Vietnam to participate in multi-level sale network of the Company.

A Team Partner subscribed to start at first Title and later with growing business operation, advanced to higher Titles as per PM Vietnam’s Marketing & Compensation Plan.

- 3. **“Autoship”** means a monthly subscription/standing order of Team Partner or Registered Customer of a Fitline Optimal Set 1 or Fitline Optimal Set 2 (Redeemable reward point of 103 Points) or Fitline Health Set (Redeemable reward point of 50 Points).

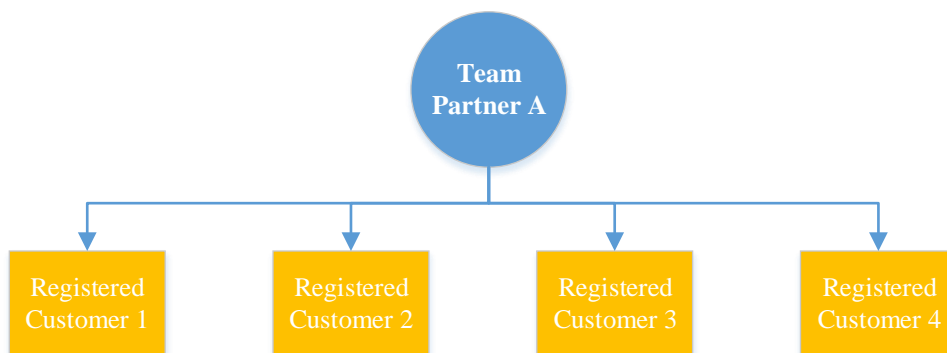
Team Partner registering for Autoship will enjoy 10% discount of price for Team Partner stated on List of products traded via multi-level marketing method of PM Vietnam.

Fitline Optimal Set 1, Fitline Optimal Set 2 and Fitline Health Set includes PM Vietnam’s Product listed on List of product trading via multi-level sale method notified to competent authorities which is selected and assigned to be a specific product set by PM Vietnam. These sets are also specified in the List of products traded via multi-level marketing method of PM Vietnam and notified to competent authorities.

- 4. **“Customer”** means any person who purchases the Products of PM Vietnam under retail price but not being a Company’s Team Partner.
- 5. **“Registered Customer”** means any Customer of Team Partner who is registered in Downline of corresponding Team Partner and purchases Company’s Product under retail price. Team Partner agrees to authorize PM Vietnam on sale, delivery Product and contact their Registered Customer.

Registered Customer is not Team Partner of Company. Registered Customer does not receive any commissions, bonuses, economic benefits from PM Vietnam and their purchases will count towards the respective Distributor's Personal Sales.

Diagram for example:

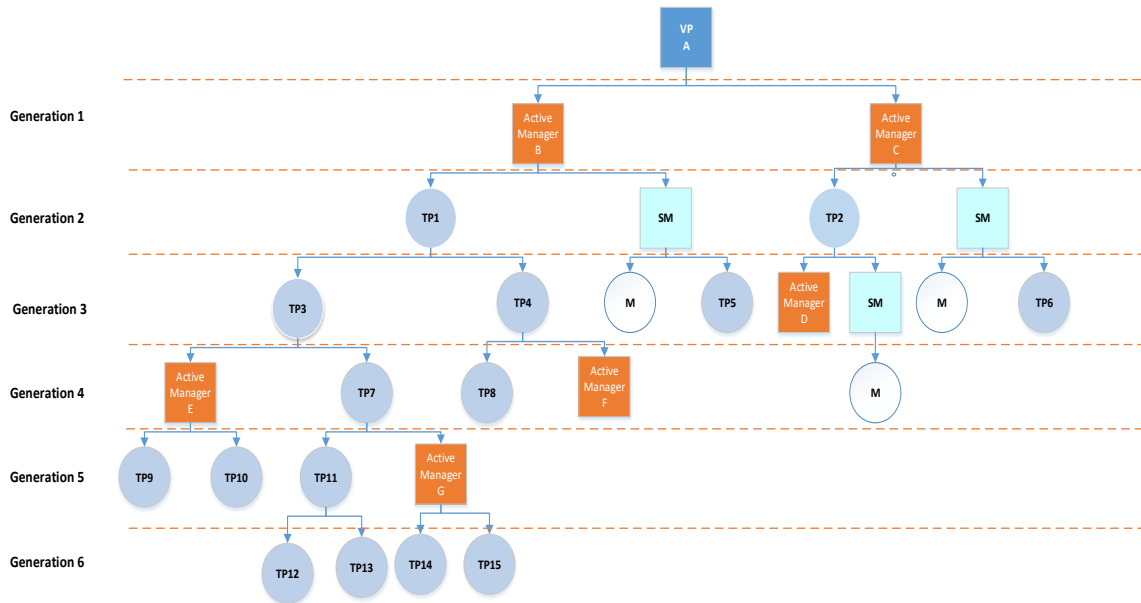


In this diagram, Team Partner A has 4 Registered Customer: Registered Customer 1, Registered Customer 2, Registered Customer 3, Registered Customer 4. These Registered Customers are placed in Downline of Team Partner A.

- 6. **“Downline”** means all Team Partner/Registered Customer to be sponsored/registered by a Team Partner and the other Team Partner/Registered Customer to be sponsored/registered by such Team Partner.

7. “Level” or “Generation” is the actual order of Active Manager in Team Partner’s Downline, used for the purpose of ranking and calculating the Royalty Bonuses. All Active Managers are added together on a particular Generation. The next Active Manager in your Downline will be counted as the next Generation.

Diagram for example:



In this diagram:

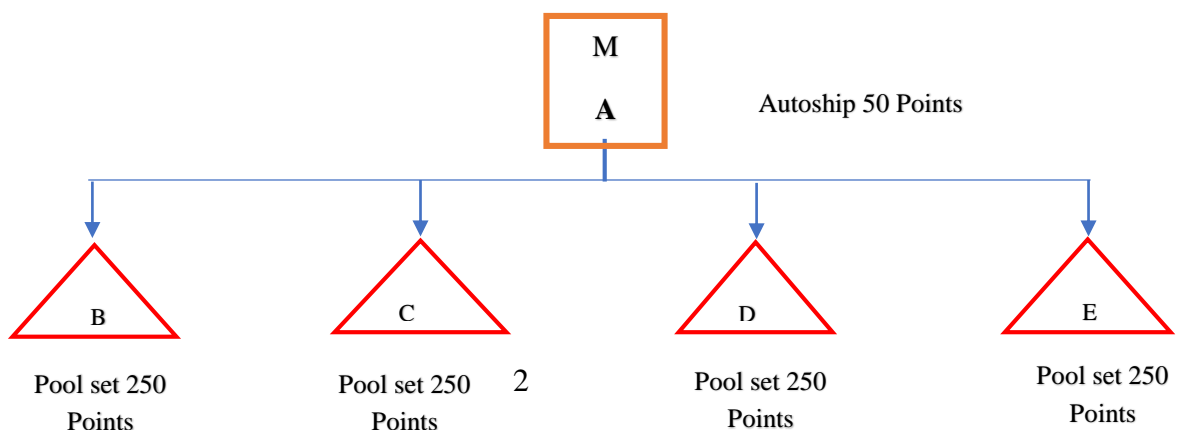
- 1st Generation of Team Partner A includes Active Manager B and Active Manager C.
- 2nd Generation of Team Partner A: **THE GENERATIONS ROLLUP**, so Active Manager D becomes Generation 2, Active Manager E becomes Generation 2, Active Manager F becomes Generation 2, Active Manager G becomes Generation 2.
- 3rd, 4th, 5th, 6th Generation of Team Partner A: There is no Active Manager.

8. “Active Manager” means a Team Partner who after having reached the Manager qualification, maintains his/her Active Manager status in a particular month. As an Active Manager, you are eligible for bonus payments and have full access to up to six simultaneous incomes, including Pool Bonus. If you do not maintain your Active Manager status (‘Check Assurance’) in a particular month, you forego the bonus payments from your downline in that same month.

There are three ways to become an Active Manager as follows (monthly requirements):

- **Method 1:** Team Partner have your own Autoship with a minimum of 50 Points or Qualified Pool 1000 Points;

Diagram for example:



In the above example, in this month:

Manager A purchases Autoship of 50 Points;

Manager A has 4 Team Partner Downline, who buy Pool Set 250 Points. Therefore, Manager A has completed the 1,000 Points Qualified Pool.

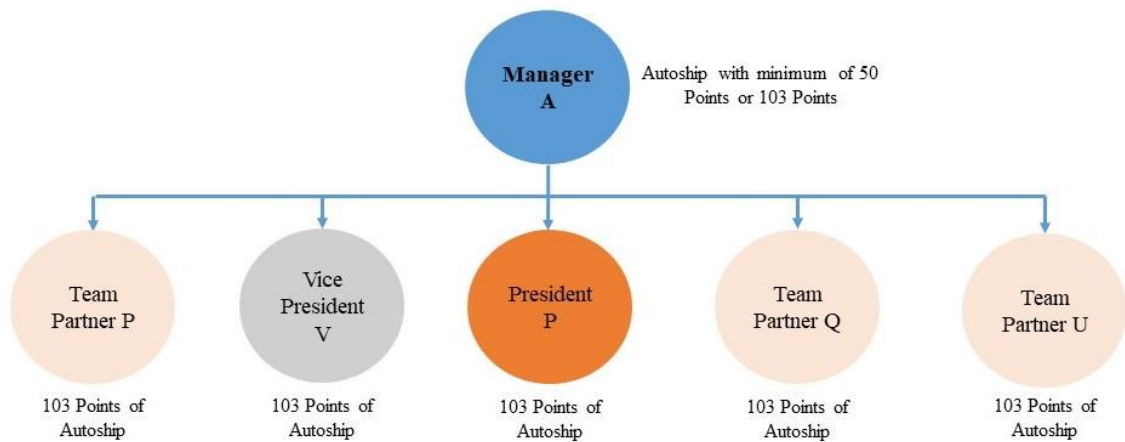
Thus, Manager A completes the Assurance Check and becomes an Active Manager, eligible for commissions, bonuses and other economic benefits under the Compensation Plan.

– **Method 2:**

Team Partner have your own Autoship with a minimum of 50 Points or 103 Points Autoship; and

+ 5 Team Partners with a minimum of 103 Points Autoship for each person on your Firstline; or

Diagram for example:



In the above example:

- Manager A purchases Autoship of 103 Points and;
- 5 Team Partner in Firstline who buy Autoship of 103 Points including Team Partner P, Vice President V, President P, Team Partner Q and Team Partner U as follow:

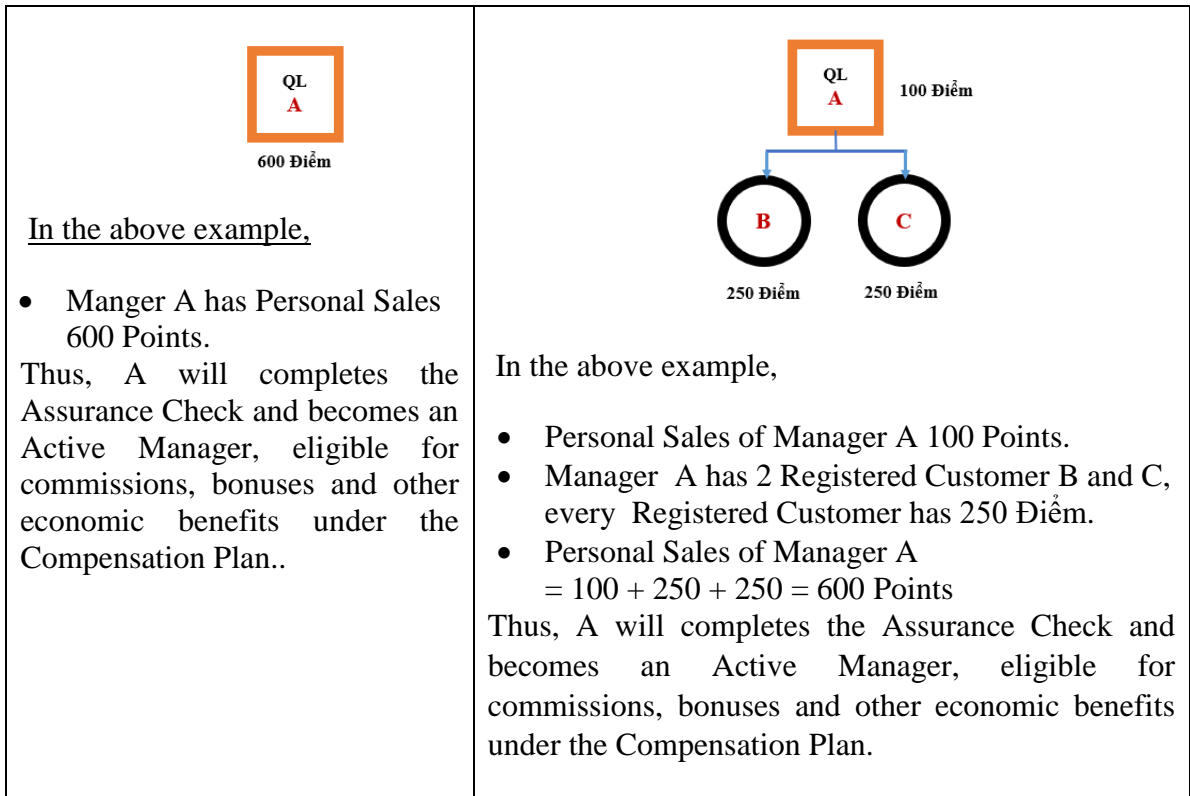
No	Team Partner	Point
1	Team Partner P	103
2	Vice President V	103
3	Vice President P	103
4	Team Partner Q	103
5	Team Partner U	103
TOTAL		515

Personal Sales of Manager A = 103 + 515 = 618.

Manager A has Personal Sales is 618. Thus, A will completes the Assurance Check and becomes an Active Manager, eligible for commissions, bonuses and other economic benefits under the Compensation Plan.

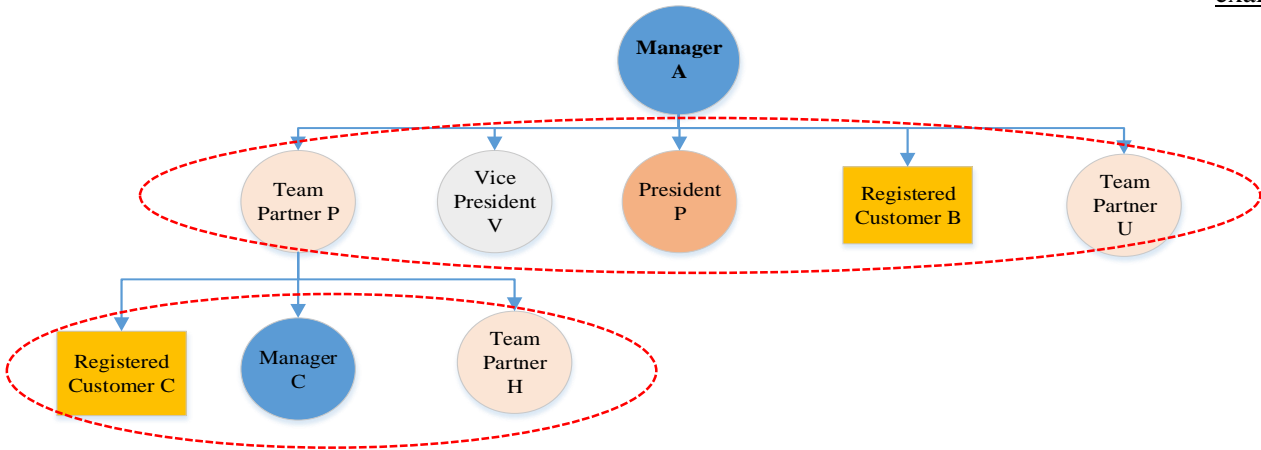
– **Method 3:** Team Partner have a minimum of 600 Points in Personal Sales;

Diagram for example:



9. “**Firstline**” means any Team Partner (including Manager and above) sponsored directly by yourself to participate in Multi-level marketing network of PM Vietnam and/or Registered Customers registered by yourself to purchase PM Vietnam's Product under Customer Direct Program.

Diagra for example:



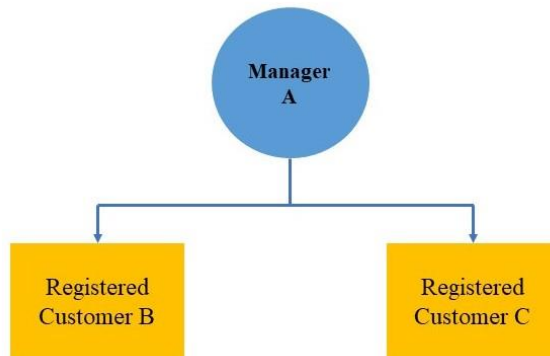
In this diagram:

- Manager A has Firstline which is Team Partner P, Vice President V, President P, Registered Customer B, Team Partner U.
- Team Partner P has Firstline which is a Registered Customer C, Manager C, Team Partner.
- Vice President V, President P, Registered Customer B, Team Partner U do not have Firstline.

10. “**Personal Sales**” means total Points of a Team Partner from personal purchase of PM Vietnam’s Products within a particular month for the purpose of payout of commission for Team Partner.

The sales of Team Partner’s Registered Customers also count towards his/her Personal Sales.

Diagram for example:



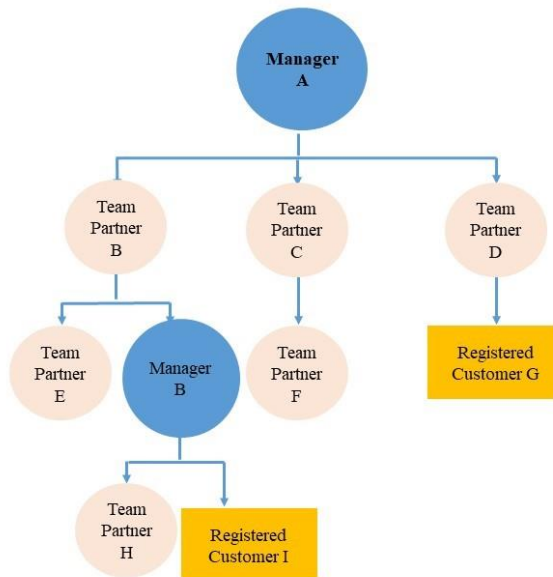
In the above example,

Manager A has 103 Points; Registered Customer B has 103 Points and Registered Customer C has 103 Points.

Total points from the personal purchase of Manager A, Registered Customer B and Registered Customer C in such month will be counted as Manager A’s “Personal Sales” = 103 +103+103 =309 Points.

- 11. **“Personal Group Volume”** means the total Personal Sales of a Team Partner and all Team Partners in their Downline, directly or indirectly but excluding Manager (cutoff) and their Downlines.

Diagram for example:



In the above example,

Personal Group Volume of Manager A includes total Personal Sales of Manager A, Team Partner B, Team Partner E, Team Partner C, Team Partner F, Team Partner D and Registered Customer G.

Personal Group Volume of Manager B includes total Personal Sales of Manager B, Team Partner H and Registered Customer I.

- 12. **“Title”** means titles of Team Partner in Multi-level marketing network of PM Vietnam including *Team Partner(TP)*, *Manager (M)*, *Sales Manager (SM)*, *Marketing Manager (MM)*, *International Marketing*

Manager (IMM), Vice President (VP), Executive Vice President (EVP), President's Team (P), Silver President's Team (SP), Gold President's Team (GP), Platinum President's Team (PP), Champion's League (CL).

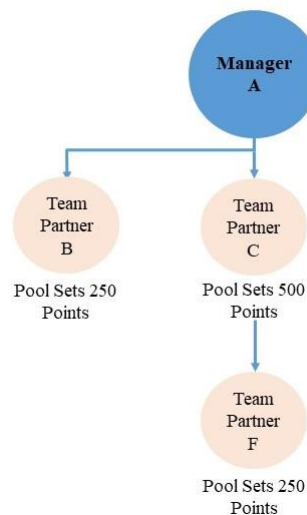
Please see the detail for each Title at Section III. Title of Teampartnership herein.

13. **“Point”** means the point(s) assigned to each Product which are used to count ranking, bonus/commission of Team Partners under Marketing & Compensation Plan of PM Vietnam. Point of each Product will be specified on the List of product trading via Multi-level marketing method of Company and notified competent authorities, in which 1 Point = VND 13,500.
14. **“Exchange Rate”** – in this Marketing Plan, the currency conversion rate between EURO and VND is a fixed rate decided by PM Vietnam and used in calculating commissions, bonuses and other economic benefits applied over the validity term of this Marketing Plan and is subject to change only after registering to and getting approval of the competent authority. This currency conversion rate is only for the purpose of calculating commissions, bonuses and other economic benefits in EURO to VND equivalently for clarity in calculating rewards in the system of PM International Group. The amount calculated in VND is the only amount with actual payment value. Fixed currency conversion rate: 1 EURO equivalent to VND 27,000.
15. **“Pool Sets”** means a sets of products including: Pool Set A1 (250 Points), Pool Set A2 (250 Points), Pool Set B1 (500 Points), Pool Set B2 (500 Points). These sets are specified in the List of products traded via Multi-level marketing method and notified to competent authorities. Pool Sets will be used to become a Qualifying Manager and for calculation of the Pool Bonus. **“Qualified Pool”** means when a group of newly registered Team Partners, in your Downline, come together to purchase together reaching a minimum of 1,000 Points within the same month. Thus, Team Partners, in your Downline will become Eligible Managers (Example 1).

In the next month, if these Qualifying Managers complete the Check Assurance, they will earn the Manager Title.

In case if the Qualified Pool fails to reach 1,000 Points, the Upline Team Partner can use his/her Personal Sales to make up for the missing Points (Example 2).

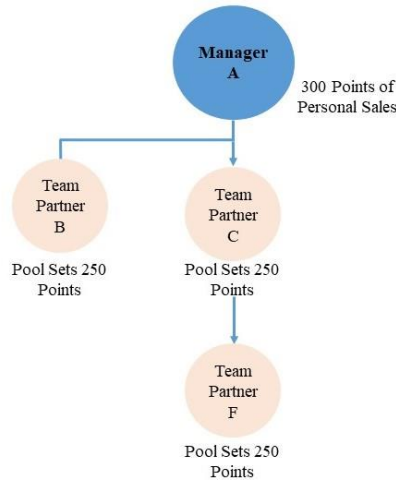
Diagram for example 1:



Qualified Pool = Pool Sets Points of Team Partner B + Pool Sets Points of Team Partner C + Pool Sets Points of Team Partner F = 250 + 500 + 250 = 1,000 Points.

Thus, Team Partners B, C and F will become Qualifying Managers. In the next month, if these Qualifying Managers complete the Check Assurance, they will earn the Manager Title.

Diagram for example 2:



In the above example, Manager A has 300 Points of Personal Sales and 03 Downlines purchases the Pool Sets 250 Points. Qualified Pool = Pool Sets Points of Team Partner B + Pool Sets Points of Team Partner C + Pool Sets Points of Team Partner F = 250 + 250 + 250 = 750 Points.

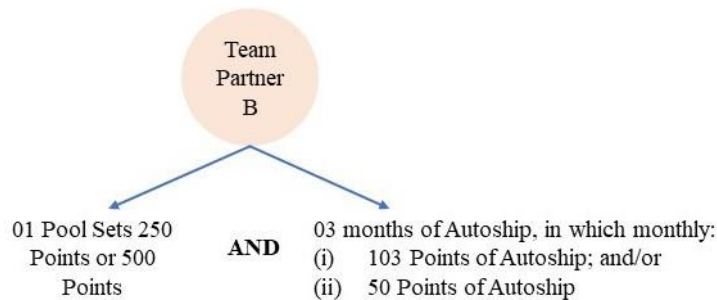
Thus, Manager A has created 01 Pool including 03 Team Partner B, C and F with a total Points of Pool Sets is 750. Manager A can use his/her own 250 Points of Personal Sales to make the Qualified Pool with 1,000 Points including 750 Points of Pool Sets and 300 Points of Manager A’s Personal Sales. In this case, Qualified Pool = 750 + 300 = 1,050 Points.

Thus, Team Partners B, C and F will become Qualifying Managers. In the next month, if these Qualifying Managers complete the Check Assurance, they will earn the Manager Title.

16. “**Manager Pack**” means when Team Partner buys 01 Pool Set and 3 Months Autoship, in which such Team Partner shall pay for 01 Pool Set and 03 months of Autoship at once and receipt of all Products but Points from such payment will be distributed monthly.

If a Team Partner buys a Manager Pack, such Team Partner can become a Qualifying Manager on his/her own. This Team Partner does not need to be a part of a Qualified Pool and will promote to Manager in the following month.

Diagram for example:



17. “**Check Assurance**” means the procedure to check whether a Team Partner is eligible to receive monthly bonuses/commissions paid for their Title. As a Manager and above, you need to complete your Check Assurance every month for receiving your monthly commission/bonus, otherwise you will lose out bonus/commission from your Downline. An Active Manager must also complete his/her Check Assurance in the previous month to be paid out full Pool Bonus in the next month.
18. “**Product**” means the Products that PM Vietnam is allowed to sell via Multi-level marketing method in accordance with Vietnamese laws. Products will be stated in List of products traded via multi-level

marketing method and registered/ notified competent authorities and Team Partners. The sales price of Products is included VAT.

19. **“Qualifying Manager”** means as soon as you are part of a Qualified Pool or purchase a Manager Pack, you will become a Qualifying Manager. Qualifying Manager is the Distributor's status after meeting the conditions to become Manager in the following month. Thus, as a Qualifying Manager, you are not eligible for benefits paid for a fully qualified Manager. The following month a Qualifying Manager will become a fully qualified Manager, after you have completed your Check Assurance.

II. HOW TO DEVELOP MULTI-LEVEL MARKETING NETWORK OF PM VIETNAM

Multi-level marketing network of PM Vietnam is developed under the model of ladder with the following features:

- The system includes many Titles started at first level (Team Partner) and advanced to higher Titles. The commission rate paid to Team Partners is very different and depends on their Title.
- Unrestricted-vertical and unrestricted-horizontal: A Team Partner may sponsor his/her Downlines in an unlimited way and their Downlines as well. Therefore, the development of multi-level marketing network under the model of ladder is unlimited.
- When your Downlines reach Titles higher than you, they still belong to your team but not separated into new team and you are still entitled to commissions/bonuses from their sales.

III. TITLE OF TEAMPARTNERSHIP

Title	Requirements for ranking and maintaining Titles <i>(Based on monthly)</i>
Team Partner (TP)	<p>Meet the conditions to become a Team Partner under Multi-level sales participating agreement and Code of Conduct.</p> <ul style="list-style-type: none"> - Has signed the written multi-level marketing agreement with the Company. - Has completed the basic training course and received the written confirmation of the Company and membership card. <p><i>Note: Only after being issued the membership card, the TP has right to sell Products and build his/her sales team.</i></p>
Manager (M)	<p>There are three ways to become a Manager as follows:</p> <ul style="list-style-type: none"> - Being part of a Qualified Pool or to purchase a Manager Pack automatically counted as a Qualifying Manager and subsequently being a full qualified Manager in the following month; or - Reaching the minimum of 1,000 Points Personal Sales. The purchases from your Registered Customers are also counted as part of your Personal Sales for the purpose of as a Manager; - Reaching the minimum of 1,000 Points Personal Group Volume.
Sales Manager (SM)	<ul style="list-style-type: none"> - Reaching the minimum of 2,500 Points from the total sales volume of all Downlines from Level 1-6; and - Developing at least 1 M in your Downline.
Marketing	<ul style="list-style-type: none"> - Reaching the minimum of 5,000 Points from the total sales volume of all

A T e a m P	Manager (MM) Downlines from Level 1-6; and – Developing at least 2 M in your Downline.
International Marketing Manager (IMM)	– Reaching the minimum of 10,000 Points from the total sales volume of all Downlines from Level 1-6; and – Developing at least 3 M in your Downline.
a r t n e	Vice President (VP) – Reaching the minimum of 25,000 Points from the total sales volume of all Downlines from Level 1-6; and – Developing at least 3 SM in your Downline.
r s t a	Executive Vice President (EVP) – Reaching the minimum of 50,000 Points from the total sales volume of all Downlines from Level 1-6; and – Developing at least 3 MM in your Downline.
y s a s	President's Team (P) – Reaching the minimum of 100,000 Points from the total sales volume of all Downlines from Level 1-6; and – Developing at least 3 IMM in your Downline.
a T	Silver President's Team (SP) – Reaching the minimum of 200,000 Points from the total sales volume of all Downlines from Level 1-6; and – Developing at least 3 VP in your Downline.
e a m P	Gold President's Team (GP) – Reaching the minimum of 400,000 Points from the total sales volume of all Downlines from Level 1-6; and – Developing at least 3 EVP in your Downline.
a r t n e	Platinum President's Team (PP) – Reaching the minimum of 600,000 Points from the total sales volume of all Downlines from Level 1-6; and – Developing at least 4 EVP in your Downline.
r f o r	Champion's League (CL) – Reaching the minimum of 1,000,000 Points from the total sales volume of all Downlines from Level 1-6; and – Developing at least 5 P in your Downline.

a period of 4 weeks from the time of registration. If there is no a single order placed within 4 first weeks from registration time, then the Team Partner will be terminated his/her Multi-level sale participating agreement and no longer be a Company's Team Partner. If having the first order within 4 first weeks from registration time, the Team Partner will be active for 12 months without any conditions for further orders. After 12 consecutive months without any orders then the Team Partner will be terminated his/her Multi-level sale participating agreement and no longer be a Company's Team Partner. Please note that joining as a Team Partner of PM Vietnam is completely free of charge.

As a Manager and above, in the case a Team Partner fails to maintain monthly requirements for their Title, such Team Partner will still remain their Title, meaning that they shall not be demoted. However, such Team Partner only receives bonus/commission respective to Title that they reach requirements of such Title (this means that payment of bonus/commission is based on their real achievements).

You need to complete your Check Assurance requirement every month to receive monthly bonus/commission, otherwise you will lose out on your bonus/commission from your Downline.

IV. SOURCES OF INCOMES AND COMPENSATIONS

4.1. Retail Income (RI)

Retail Income is the difference between the retail price and Team Partner price that a Team Partner will earn from their sales to Customers, which is 20% discount for Team Partner and 30% discount for Manager and above (in case of selling Products with full retail price), and 5% lower for each if the Customers are signed under the Customer Direct Program. If Team Partners have their monthly Autoship, they will receive an additional 10% discount.

Title	Basic Discount	Autoship Discount*	Total Discount
Team Partner	20%	10%	28%
Manager	30%	10%	37%
Sales Manager	30%	10%	37%
Marketing Manager	30%	10%	37%
International Marketing Manager	30%	10%	37%
Vice President	30%	10%	37%
Executive Vice President	30%	10%	37%
President's Team	30%	10%	37%
Silver President's Team	30%	10%	37%
Gold President's Team	30%	10%	37%
Platinum President's Team	30%	10%	37%
Champion's League	30%	10%	37%

is only available for the monthly subscription of a Fitline Optimal Set 1 or Fitline Optimal Set 2 (Redeemable reward point of 103 Points) or Fitline Health Set (Redeemable reward point of 50 Points).

Example:

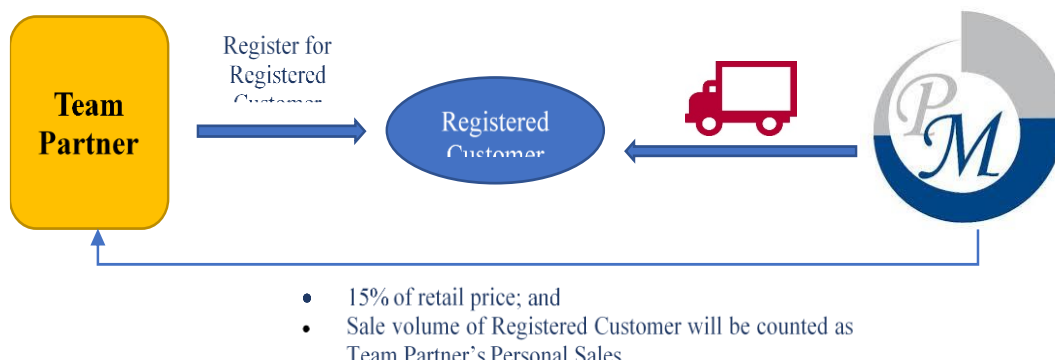
Currency: VND

Retail Price	Team Partner Discount	Team Partner Price	Autoship Discount (10% from Team Partner Price)	Team Partner Autoship Price	Total Discount (Team Partner Discount + Autoship Discount)	
					In cash	%
1,000,000	200,000 (20% discount for Team Partner)	800,000	80,000	720,000	280,000	28%
1,000,000	300,000 (30% discount for Manager and above)	700,000	70,000	630,000	370,000	37%

4.2. Customer Direct Program (CDP)

- a. A Team Partner can choose to have his/her Customers purchasing Products under Customer Direct Program.
- b. Under the Customer Direct Program, the Company takes the Registered Customer's orders, payments and delivery.
- c. The sales price to the Registered Customer is the full retail price notified to competent authorities. A Team Partner will earn 15% retail income from the sales to their Registered Customer, instead of 20% retail income (assuming that they would have sold the Products at the full retail price). A Manager and above will earn 25% retail income from the sales to their Registered Customers, instead of 30% retail income (assuming that they would have sold the Products at the full retail price). The Company will collect the payments and then the retail income will be booked to the Team Partner.
- d. Thus, Team Partners will receive a lower discount rate under Customer Direct Program. This reduced discount can be considered as the service fee for PM Vietnam directly taking care and managing the Team Partner's Customers. This is just an optional service to Team Partners, and the Team Partner is not forced to have their Customers serviced by the Company. This is NOT an ADDITIONAL BONUS. IT IS JUST THE RETAIL INCOME, BUT IN A REDUCED FORM in exchange of this service provided by the Company.
- e. The Registered Customers are registered in the Downline of the respective Team Partner. A Registered Customer cannot earn any bonus/commission from PM Vietnam and their purchases will be counted as part of Personal Sales of the respective Team Partner.

Diagram for example:



4.3. Top-Retailer Bonus (TRB)

- Condition: As a Team Partner, Manager or above.
- Rank: if you reach from 2,500 Points to 4,999 Points Personal Sales in a month, you can receive an additional bonus of 3% from your Personal Sales. If you reach 5,000 Points Personal Sales or more, you can even receive up to 5% from your Personal Sales.

Personal Sales (Point)	Top-Retailer Bonus
0 - 2,499	0%
2,500 - 4,999	3%
5,000 or more	5%

Example:

A Team Partner reaches 3,000 Points Personal Sales in a month. Such Team Partner will earn Top-Retailer Bonus as follows: 3% x 3,000 Points x VND 13,500/Point = VND 1,215,000

A Team Partner reaches 5,000 Points Personal Sales in a month. Such Team Partner will earn Top-Retailer Bonus as follows: $5\% \times 5,000 \text{ Points} \times \text{VND } 13,500/\text{Point} = \text{VND } 3,375,000$

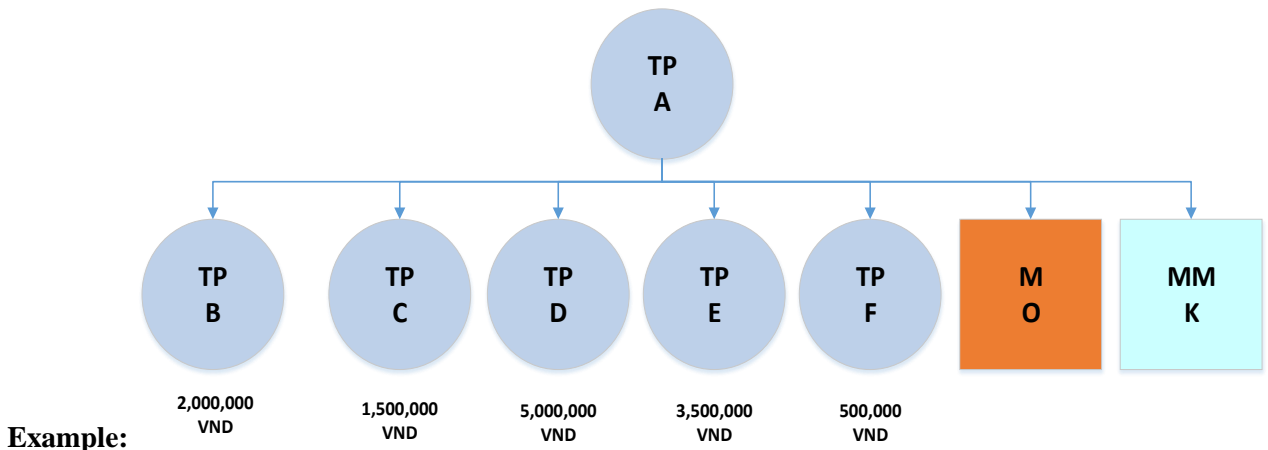
4.4. Firstline Bonus (FB)

a. Condition:

- As a Team Partner, Manager or above and;
- Your own monthly Autoship (Health Set @ 50 Points or Optimal Set @ 103 Points),.

Rank: you will receive 10% Firstline Bonus from the Personal Sales (less VAT) of all Team Partners.

b. For the calculation of Firstline Bonus, only Personal Sales of Team Partners from your Firstline are counted, excluding Managers and above. Firstline Bonus is **NOT** paid on the sales volume of Pool Sets.



Firstline Bonus for Team Partner A will be calculated as follows:

- Total sales volume of B, C, D, E, F:
 $2,000,000 + 1,500,000 + 5,000,000 + 3,500,000 + 500,000 = \text{VND } 12,500,000$
- Total sales volume for calculation of Firstline Bonus (excluded 10% VAT):
 $12,500,000 - 1,250,000 \text{ (10\% VAT)} = \text{VND } 11,250,000$
- Firstline Bonus = $11,250,000 \times 10\% = \text{VND } 1,125,000$

4.5. Pool Bonus (PB)

a. Pool Bonus as a Team Partner or Qualifying Manager

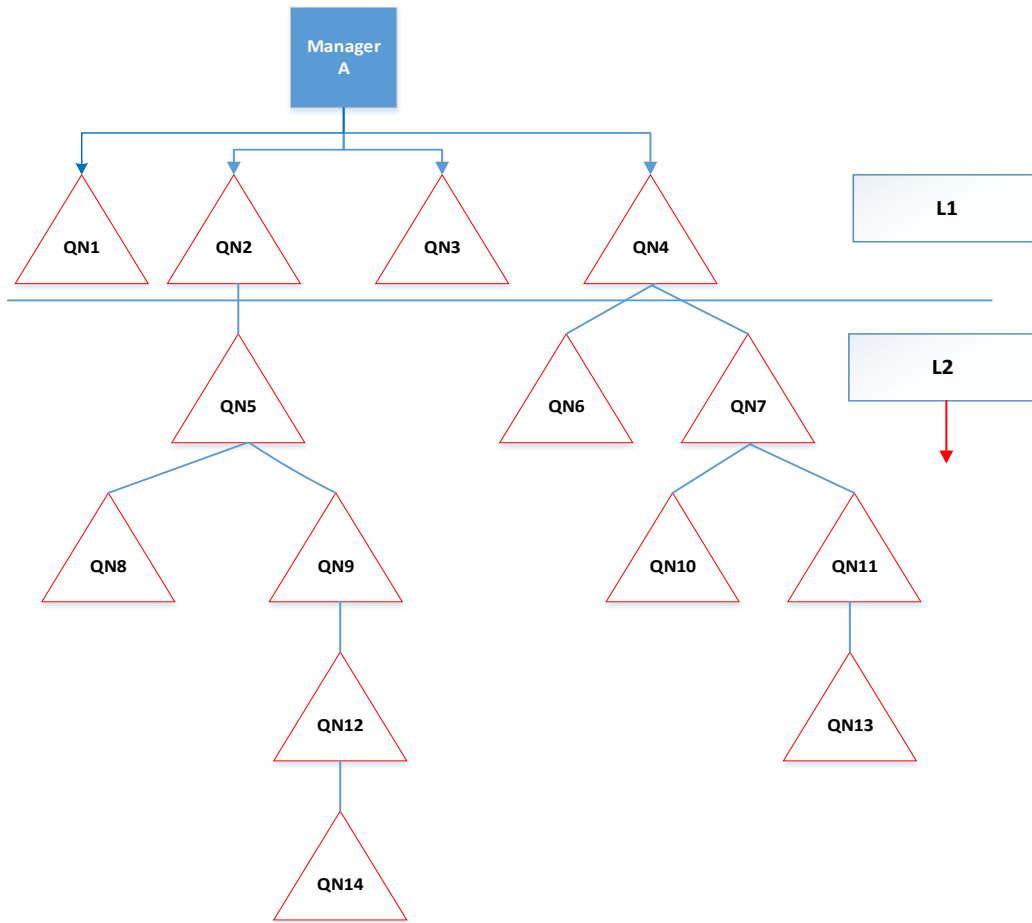
A Team Partner and Qualifying Manager can both earn Pool Bonus, but limited to EURO 30 (equivalent to VND 810,000) for each new Team Partner on their Firstline (purchasing 250 Points Pool Sets), and EURO 60 (equivalent to VND 1,620,000) for each new Team Partner on their Firstline (purchasing 500 Points Pool Sets).

b. Pool Bonus as an Active Manager (qualified in the previous month)

A Team Partner who qualified as Active Manager/Check Assurance in the previous month is eligible to earn full Pool Bonus, meaning EURO 60 (equivalent to VND 1,620,000) for each new Team Partner on their Firstline (purchasing 250 Points Pool Sets), and EURO 120 (equivalent to VND 3,240,000) for each new Team Partner on their Firstline (purchasing 500 Points Pool Sets).

In addition, a Team Partner who qualified as Active Manager/Check Assurance in the previous month will also be eligible to earn Pool Bonus from Pool Set (within the same Qualified Pool) bought by Team Partners on Level 2 and beyond, namely EURO 30 (equivalent to VND 810,000) for 250 Points Pool Sets and EURO 60 (equivalent to VND 1,620,000) for 500 Points Pool Sets.

Example:



- Qualifying Manager 2 (QN2) has 01 Qualifying Manager (QN5) with 250 Points Pool Sets in the Firstline.

Therefore, the Pool Bonus of QN2 will be: 30 EURO x 1 = 30 EURO (equivalent to VND 810,000) (only Pool Bonus from the Firstline).

- Qualifying Manager 5 (QN5) has 02 Qualifying Managers (QN8, QN9) with 250 Points Pool Sets in the Firstline.

Therefore, the Pool Bonus of QN5 will be: 30 EURO x 2 = 60 EURO (equivalent to VND 1,620,000) (only Pool Bonus from the Firstline).

- Qualifying Manager 4 (QN4) has 02 Qualifying Managers (QN6, QN7) with 250 Points Pool Sets in the Firstline.

Therefore, the Pool Bonus of QN4 will be: 30 EURO x 2 = 60 EURO (equivalent to VND 1,620,000) (only Pool Bonus from the Firstline)

- Qualifying Manager 7 (QN7) has 02 Qualifying Managers (QN10, QN11) with 250 Points Pool Sets in the Firstline.

Therefore, the Pool Bonus of QN7 will be: 30 EURO x 2 = 60 EURO (equivalent to VND 1,620,000) (only Pool Bonus from the Firstline)

- Manager A who is an Active Manager ('Check Assurance') in the previous month has 04 Qualifying Managers (QN1, QN2, QN3, QN4) in the Firstline with 250 Points Pool Sets of each person and 10 Qualifying Manager (QN5, QN6, QN7, QN8, QN9, QN10, QN11, QN12, QN13, QN14) at Level 2 and below with 250 Points Pool Sets of each person.

Therefore, the Pool Bonus of Manager A will be as follows:

- Firstline: 60 EURO x 4 = 240 EURO (equivalent to VND 6,480,000)
- Level 2 and below: 30 EURO x 10 = 300 EURO (equivalent to VND 8,100,000)

Total Pool Bonus of Manager A is 540 EURO (equivalent to VND 14,580,000)

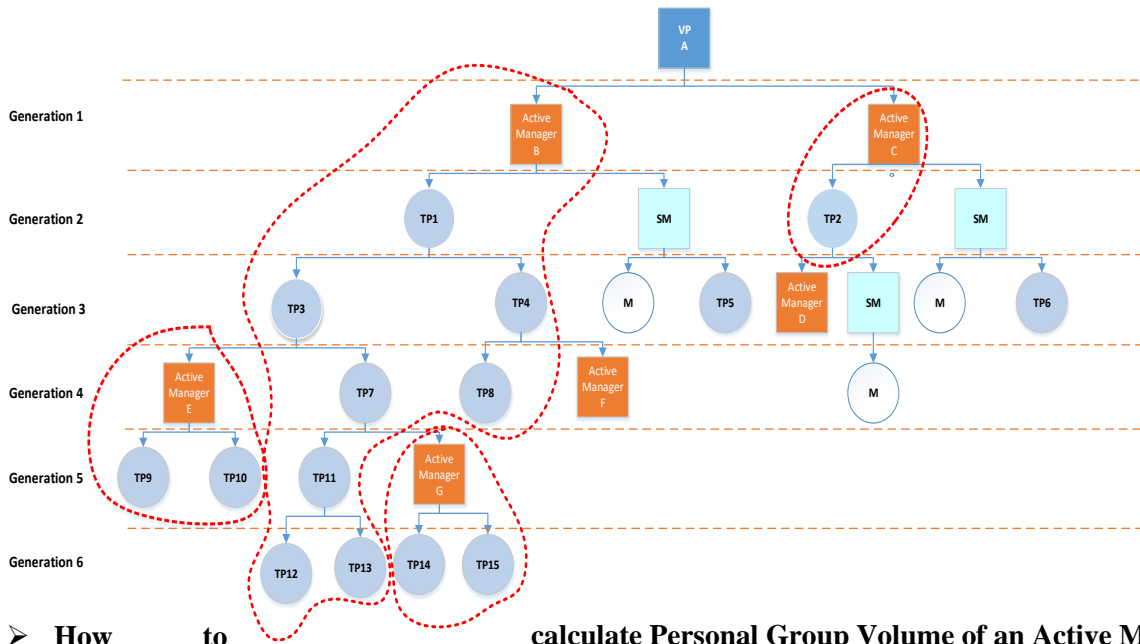
4.6. Royalties Bonus (RB)

- You have to do your Check Assurance every month, in order to qualify for this bonus, thus being an Active Manager and above.
- The Royalty Bonus is calculated on the Personal Group Volume (based on point value) of Active Managers within the downlines, and up to 6 Generations.
- All Active Managers are added together on a particular Generation, and Team Partners and/or Registered Customers in between them will roll up and are counted as part of Personal Group Volume of upline Active Manager. Therefore, Personal Group Volume of an Active Manager equals to the total Personal Sales of such Active Manager and of all Team Partners in his/her Downline, directly or indirectly, but excluding Personal Group Volume of other Managers.

The Royalties Bonus will be paid for each Title as follows:

Title	Rate
Manager	- 5% from the total Personal Group Volume of all Active Managers on your 1 st Generation.
Sales Manager	
Marketing Manager	- 3% from the total Personal Group Volume of all Active Managers on your 2 nd , 3 rd and 4 th Generation.
International Marketing Manager	- 5% from the total Personal Group Volume of all Active Managers on your 1 st Generation.
	- 3% from the total Personal Group Volume of all Active Managers on your 2 nd , 3 rd and 4 th Generation
	- 5% from the total Personal Group Volume of all Active Managers on your 5 th Generation.
Vice President	- 5% from the total Personal Group Volume of all Active Managers on your 1 st Generation.
Executive Vice President	
President's Team	- 3% from the total Personal Group Volume of all Active Managers on your 2 nd , 3 rd and 4 th Generation
Silver President's Team	
Gold President's Team	- 5% from the total Personal Group Volume of all Active Managers on your 5 th Generation.
Platinum President's Team	- 5% from the total Personal Group Volume of all Active Managers on your 6 th Generation.
Champion's League	

n (Level) and how to calculate Personal Group Volume of Active Manager



➤ **How to calculate Personal Group Volume of an Active Manager:**

- Personal Group Volume of Active Manager B = Total Personal Sales of Active Manager B + TP1 + TP3 + TP4 + TP5 + TP7 + TP8 + TP11 + TP12 + TP13
- Personal Group Volume of Active Manager C = Total Personal Sales of Active Manager C + TP2 + TP6
- Personal Group Volume of Active Manager D = Personal Sales of Active Manager D
- Personal Group Volume of Active Manager E = Total Personal Sales of Active Manager E + TP9 + TP10
- Personal Group Volume of Active Manager F = Personal Sales of Active Manager F
- Personal Group Volume of Active Manager G = Total Personal Sales of Active Manager G + TP14 + TP15

Example for Royalties Bonus

Average Order: 75 Points (Managers & TPs)		PT	No. TPs	Points
			1	75
G1			5	375
G2			25	1,875
G3			125	9,375
G4			625	46,875
G5			1,875	93,750
Total			2,656	152,325

Royalties Bonus is calculated for PP as follows:

G1:	VND 253,125	=	5% x (375 Points x VND 13,500)
G2:	VND 759,375	=	3% x (1,875 Points x VND 13,500)
G3:	VND 3,796,875	=	3% x (9,375 Points x VND 13,500)
G4:	VND 18,984,375	=	3% x (46,875 Points x VND 13,500)
G5:	VND 63,281,250	=	5% x (93,750 Points x VND 13,500)
Total:	VND 87,075,000	=	G1 + G2 + G3 + G4 + G5

4.7. Top-Management Bonus (TMB)

- From the position of Sales Manager and above, you may receive Top-Management Bonus. You have to do your Check Assurance every month in order to qualify for this bonus.
- The percentage for calculation of Top-Management Bonus will be the difference between the percentage of your Title and your nearest Downline who qualifies for this bonus.
- Top-Management Bonus is calculated on be the total sales volume (based on point value) of Team Partner who qualifies for this bonus in your nearest Downline (meaning that the total Personal Sales of such Team Partner and their entire Downlines, directly or indirectly, regardless of Title).
- In the case your nearest Downline who qualifies for this bonus reaches the Title higher than you, you will lose Top-Management Bonus on him/her.

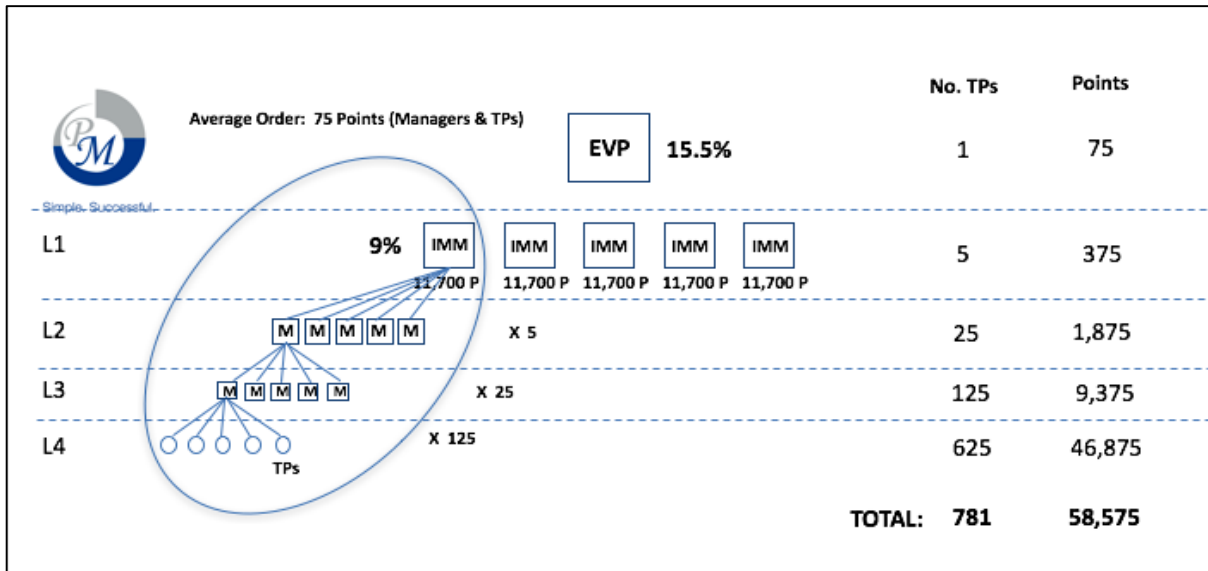
The percentage of each Title for calculation of the difference as follows:

Title		Percentage
Manager (M)		0%
Sales Manager (SM)		2%
Marketing Manager (MM)		5%
International Marketing Manager (IMM)		9%
Vice President (VP)	3 SM in your Downline	12%
	At least 4 SM in your Downline	12.5%
Executive Vice President (EVP)	3 MM in your Downline	15%
	At least 4 MM in your Downline	15.5%
President's Team (P)	3 IMM in your Downline	18%
	At least 4 IMM in your Downline	18.5%
Silver President's Team (SP)	3 VP in your Downline	19%
	At least 4 VP in your Downline	19.5%
Gold President's Team (GP)		20%
Platinum President's Team (PP)		20.5%

Champion's League (CL)	21%
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- e. At the TOP-Management Bonus levels of distribution (from Vice President), the corresponding Bonus will be paid after one qualifying month. Therefore, in the first month, after you qualify for the TOP-Management (not necessarily the following month), you receive the corresponding Bonus.

Example for Top-Management Bonus:



The Top-Management Bonus for EVP will be calculated as follows (calculated on 01 IMM and then multiplied by 5):

- The total Personal Sales of IMM and all their Downlines:
 $75 + (5 \times 75) + (25 \times 75) + (125 \times 75) = 11,700$ Point
- Percentage for calculation of TMB: $15,5\% - 9\% = 6,5\%$
- TMB (based on (01) IMM): $6,5\% \times (11,700 \times \text{VND } 13,500) = \text{VND } 10,266,750$
- Total TMB: $\text{VND } 10,266,750 \times 5$ (IMM) = $\text{VND } 51,333,750$

4.8 Additional Benefits

a. The Fast Achievement Bonus

The Fast Achievement Bonus is a one-time bonus for Team Partners who reach their Titles within a particular timeframe, as per below description and as the name suggests.

New Title/ Timeframe	Bonus
Within the first full month SM	EURO 100 = VND 2,700,000
Within the first full month MM	EURO 200 = VND 5,400,000
Within the first full month IMM	EURO 500 = VND 13,500,000
Within 3 full month to VP	EURO 1,250 = VND 33,750,000
Within 6 full month to EVP	EURO 2,500 = VND 67,500,000
Within 12 full month to PP	EURO 5,000 = VND 135,000,000

* The respective bonus amounts (above) are paid out when the titles are reconfirmed a 2nd time, not necessarily in the next immediate month but within 12 months.

** Full Month: If a Team Partner e.g. joins on the 10th of a particular month, let's say 10th June, then the 1st full month will be the next month until end of that month, thus until 31st July. Thus, a Team Partner has time until end of July to reach the title. The same logic applies for all levels.

b. Car Incentive

Upon reaching a certain title qualification within a particular month, a Team Partner is eligible for a Car Bonus/Allowance, which is accumulated on the Team Partner's account and paid out as support towards a car leasing, car purchase, or existing car under the following conditions:

- Car is not older than 8 years
- Car color is black
- Car has been branded as per PM Vietnam approved guidelines

The Car Bonus/Allowance is only paid out if the above conditions have been met, and respective of the qualification/title reached within a particular month.

The Team Partner can still choose to accumulate the Car Bonus/ Allowance on his/ her account and use towards a car leasing/car purchase as when he or she prefers. Different achieved Titles within a particular month are eligible to receive different Car Bonuses as follows:

	CAR ALLOWANCE (monthly)
International Marketing Manager (IMM)	EURO 111 = VND 2,997,000
Vice President (VP)	EURO 222 = VND 5,994,000
Executive Vice President (EVP)	EURO 400 = VND 10,800,000
President's Team (P)	EURO 500 = VND 13,500,000
Silver President's Team (SP)	EURO 1,000 = VND 27,000,000
Gold President's Team (GP)	EURO 1,000 = VND 27,000,000
Platin President's Team (PP)	EURO 2,000 = VND 54,000,000
Champion's League (CL)	EURO 2,000 = VND 54,000,000

c. Pension Plan:

The Pension Plan is available as an option for the positions of International Marketing Manager (IMM) and above. If the qualifier decides that he/she would like to participate in the Pension Plan, then he/she has to sign an agreement with the insurance company (Allianz). The insurance premium is paid 50% by the Company and 50% by the qualifier/participant. The portion of the insurance premium covered by the company is subject to the title qualification reached in each month.

TITLE	PENSION PREMIUM (Monthly)
	TOTAL (Company+ Leader)
International Marketing Manager (IMM)	EURO 25 = VND 675,000
Vice President (VP)	EURO 50 = VND 1,350,000
Executive Vice President (EVP)	EURO 100 = VND 2,700,000

President's Team (P)	EURO 204.52 = VND 5,522,040
Silver President's Team (SP)	EURO 409.04 = VND 11,044,080
Gold President's Team (GP)	EURO 409.04 = VND 11,044,080
Platin President's Team (PP)	EURO 409.04 = VND 11,044,080
Champion's League (CL)	EURO 1,278.22 = VND 34,511,940

d. World Management Congress & Asia Tour:

As a qualified IMM, YOU can be part of it as PM Vietnam's treat: travel to a Germany and a European destination of your dream every year, mostly paid for by Company

Qualification Period	November, December, January, February
Condition(s):	World Management Congress: = International Marketing Manager (IMM), 3 out 4 months World Management Congress + Asia Tour / Extra Days: = International Marketing Manager (IMM), 4 out 4 months + Some other small criteria, varies each year
Location:	Germany (World Management Congress), June Europe (Asia Tour / Extra Days), June
Value:	Air Ticket Hotel (World Management Congress, 2-3 nights) Hotel (Asia Tour/Extra Days, 3-4 nights) Food (partly covered) The estimated value of this incentive is approximately EURO 1,400 (VND 37,800,000) = World Management Congress, EURO 1,200 (VND 32,400,000) + Asia Tour / Extra Days, EURO 300 (VND 8,100,000) per year / qualifier) = EURO 1,500 (VND 40,500,000) less EURO 100 (VND 2,700,000) that the participant/qualifier has to pay by themselves = EURO 1,400 (VND 37,800,000). Qualifiers who qualify for the World Management Congress but not the Asia Tour/Extra Days can still go on the Asia Tour Extra Days, but with a charge of EURO 300-400 (VND 8,100,000 – VND 10,800,000) depending on the destination.

e. Winter Leadership:

As a qualified VP, YOU can be part of it as PM Vietnam's treat: travel to a different destination of dreams every year, mostly paid for by the Company.

Qualification Period	September, October, November
Condition(s):	New Qualification:

	Vice President (VP) – 2 out of 3 months Requalification: Vice President (VP) – 2 out of 3 months Minimum 3 New POOL Partners in Personal Group during the Qualification Period
Date/Location:	December in Europe (can vary but normally Austria or Luxembourg)
Value:	Air Ticket + Hotel (3-4 nights) + Food (partly covered) The estimated value of this incentive is approximately EURO 1,200 (VND 32,400,000) per year / qualifier.

f. PM - World Tour:

Great dedication, great achievements are always uniquely rewarded by PM Vietnam. Travel to a different destination around the world every year, paid for by Company. As a qualified VP, YOU can be part of it as PM Vietnam's treat, fully paid by the Company.

Qualification Period (12 months)	December (previous year) to November (following year)
Condition(s):	You are at least a confirmed member of the PM Top Management (VP or Higher) yourself by November at the latest. Qualify minimum 2 new qualification-legs up to confirmed IMMs within 12 months. Minimum 2 new IMMs are confirmed within 12 months, latest till November 2018. You confirm at least the position of VP starting December 2018 permanently till the day of departure of the trip.
Location:	April or May, in any location worldwide (varies every year)
Value:	Air Ticket + Hotel (7 days) + Food (fully covered) The estimated value of this incentive is approximately EURO 3,000 (VND 81,000,000) per year / qualifier)

g. Recognition in St. Tropez*:

Vicki and Rolf Sorg will send you and your spouse a personal invitation to a top-class awards weekend in St. Tropez as soon as you reach the Position of President's Team.

Qualification Period (12 months):	June – May
Condition:	Only for New Titles (President's Team and above), thus this is NOT an annual trip if you stay on the same title, it's a one-time recognition for reaching a new title (President's Team and above).
Location:	June, St. Tropez, France
Value:	Air Ticket + Accommodation (3 days) + Food (fully covered). The estimated value of this incentive is approximately EURO 2,000

	(VND 54,000,000) per year / qualifier). This incentive/recognition takes place directly after the World Management Congress in early June, and thus the budget for air ticket from Asia to Europe is already covered under the budget for the World Management Congress / Asia Tour. This is the additional cost for travel to and accommodation and food in St. Tropez, France.
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** The Qualification Criteria for the different incentive trips are subject to change as per company's discretion, however, the above were the latest criteria. Also, the value of the incentive trips are just approximate values.*

V. COMMISSION PAYMENT

PM Vietnam pays out the Pool Bonus weekly. Other bonus/commissions will be paid to Team Partners on or before the 15th of the month following the month in which sales closed.

PM Vietnam will deduct personal income tax of Team Partners to submit to the state budget before paying commissions, bonuses or other economic benefits to Team Partners.

PM Nutrition & Cosmetics Vietnam Limited Liability Company commits that the total value of commission, bonuses and additional benefits paid to Team Partners in a year converted into cash will not exceed 40% of PM Vietnam's turnover in that year.

VI. SUMMARY OF COMISSION/BONUS AND OTHER BENEFITS

No.	Title	Benefits	Detail	Commission/Revenue* (Maximum rate)
1.	Team Partner (TP)	RI	<ul style="list-style-type: none"> - 20% (Basic discount) - 28% (in case of having Autoship) 	10%
		CDP	<ul style="list-style-type: none"> - 15% 	
		TRB	<ul style="list-style-type: none"> - 3% (2,5000 - 4,999 points Personal Sales) - 5% (5,000 points Personal Sales and above) 	
		FB	<ul style="list-style-type: none"> - 10% 	
		PB	<ul style="list-style-type: none"> - 30 EURO (VND 810,000) (for each 250 points Pool Sets) - 60 EURO (VND 1,620,000) (for each 500 points Pool Sets) 	
2.	Manager (M)	RI	<ul style="list-style-type: none"> - 30% (Basic discount) - 37% (in case of having Autoship) 	17%
		CDP	<ul style="list-style-type: none"> - 25% 	
		TRB	<ul style="list-style-type: none"> - 3% (2,5000 - 4,999 points Personal Sales) - 5% (5,000 points Personal Sales and above) 	
		FB	<ul style="list-style-type: none"> - 10% 	
		PB	<ul style="list-style-type: none"> - 60 EURO (VND 1,620,000) on Level 1 and 30 EURO (VND 810,000) on Level 2 and below (for each 250 points Pool Sets); - 120 EURO (VND 3,240,000) on Level 1 and 60 EURO (VND 1,620,000) on Level 2 and below (for each 500 points Pool Sets). 	
		RB	<ul style="list-style-type: none"> - 5% from PGV of Active Managers on G1. - 3% from PGV of Active Managers on G2, G3, G4. 	
3.	Sales Manager (SM)	RI	<ul style="list-style-type: none"> - 30% (Basic discount) - 37% (in case of having Autoship) 	20.0%

		CDP	– 25%	
		TRB	– 3% (2,5000 - 4,999 points Personal Sales) – 5% (5,000 points Personal Sales and above)	
		FB	– 10%	
		PB	– 60 EURO (VND 1,620,000) on Level 1 and 30 EURO (VND 810,000) on Level 2 and below (for each 250 points Pool Sets); – 120 EURO (VND 3,240,000) on Level 1 and 60 EURO (VND 1,620,000) on Level 2 and below (for each 500 points Pool Sets).	
		RB	– 5% from PGV of Active Managers on G1; – 3% from PGV of Active Managers on G2, G3, G4.	
		TMB	– 2%	
		Other benefits	Fast Achievement Bonus: EURO 100 (VND 2,700,000)	
4.	Marketing Manager (MM)	RI	– 30% (Basic discount) – 37% (in case of having Autoship)	21.5%
		CDP	– 25%	
		TRB	– 3% (2,5000 - 4,999 points Personal Sales); – 5% (5,000 points Personal Sales and above)	
		FB	– 10%	
		PB	– 60 EURO (VND 1,620,000) on Level 1 and 30 EURO (VND 810,000) on Level 2 and below (for each 250 points Pool Sets); – 120 EURO (VND 3,240,000) on Level 1 and 60 EURO (VND 1,620,000) on Level 2 and below (for each 500 points Pool Sets).	
		RB	– 5% from PGV of Active Managers on G1; – 3% from PGV of Active Managers on G2, G3, G4.	
		TMB	– 5%	

		Other benefits	Fast Achievement Bonus: EURO 200 (VND 5,400,000)	
5.	International Marketing Manager (IMM)	RI	<ul style="list-style-type: none"> - 30% (Basic discount) - 37% (in case of having Autoship) 	27.1%
		CDP	<ul style="list-style-type: none"> - 25% 	
		TRB	<ul style="list-style-type: none"> - 3% (2,5000 - 4,999 points Personal Sales) - 5% (5,000 points Personal Sales and above) 	
		FB	<ul style="list-style-type: none"> - 10% 	
		PB	<ul style="list-style-type: none"> - 60 EURO (VND 1,620,000) on Level 1 and 30 EURO (VND 810,000) on Level 2 and below (for each 250 points Pool Sets); - 120 EURO (VND 3,240,000) on Level 1 and 60 EURO (VND 1,620,000) on Level 2 and below (for each 500 points Pool Sets). 	
		RB	<ul style="list-style-type: none"> - 5% from PGV of Active Managers on G1; - 3% from PGV of Active Managers on G2, G3, G4; - 5% from PGV of Active Managers on G5. 	
		TMB	<ul style="list-style-type: none"> - 9% 	
		Other benefits	<ul style="list-style-type: none"> - Fast Achievement Bonus: EURO 500 (VND 13,500,000) - Car Incentive: EURO 111 (VND 2,997,000); - Pension Plan: EURO 12.5 (VND 337,500); - World Management Congress & Asia Tour: ≈ EURO 1,400 (VND 37,800,000) 	
6.	Vice President (VP)	RI	<ul style="list-style-type: none"> - 30% (Basic discount) - 37% (in case of having Autoship) 	32.4%
		CDP	<ul style="list-style-type: none"> - 25% 	
		TRB	<ul style="list-style-type: none"> - 3% (2,5000 - 4,999 points Personal Sales) - 5% (5,000 points Personal Sales and above) 	
		FB	<ul style="list-style-type: none"> - 10% 	
		PB	<ul style="list-style-type: none"> - 60 EURO (VND 1,620,000) on Level 1 and 30 EURO (VND 810,000) on 	

			<ul style="list-style-type: none"> Level 2 and below (for each 250 points Pool Sets); – 120 EURO (VND 3,240,000) on Level 1 and 60 EURO (VND 1,620,000) on Level 2 and below (for each 500 points Pool Sets). 	
		RB	<ul style="list-style-type: none"> – 5% from PGV of Active Managers on G1 – 3% from PGV of Active Managers on G2, G3, G4 – 5% from PGV of Active Managers on G5. – 5% from PGV of Active Managers on G6. 	
		TMB	<ul style="list-style-type: none"> – 3 SM in your Downline: 12% – At least 4 SM in your Downline: 12.5% 	
		Other benefits	<ul style="list-style-type: none"> – Fast Achievement Bonus: EURO 1,250 (VND 33,750,000) – Car Incentive: EURO 222 (VND 5,994,000) – Pension Plan: EURO 25 (VND 675,000) – World Management Congress & Asia Tour: ≈ EURO 1,400 (VND 37,800,000) – Winter Leadership: ≈ EURO 1,200 (VND 32,400,000) – PM - World Tour: ≈ EURO 3,000 (VND 81,000,000) 	
7.	Executive Vice President (EVP)	RI	<ul style="list-style-type: none"> – 30% (Basic discount) – 37% (in case of having Autoship) 	33.2%
		CDP	– 25%	
		TRB	<ul style="list-style-type: none"> – 3% (2,5000 - 4,999 points Personal Sales) – 5% (5,000 points Personal Sales and above) 	
		FB	– 10%	
		PB	<ul style="list-style-type: none"> – 60 EURO (VND 1,620,000) on Level 1 and 30 EURO (VND 810,000) on Level 2 and below (for each 250 points Pool Sets); – 120 EURO (VND 3,240,000) on Level 1 and 60 EURO (VND 1,620,000) on Level 2 and below (for each 500 points Pool Sets). 	
		RB	– 5% from PGV of Active Managers on G1	

			<ul style="list-style-type: none"> - 3% from PGV of Active Managers on G2, G3, G4 - 5% from PGV of Active Managers on G5 - 5% from PGV of Active Managers on G6 	
		TMB	<ul style="list-style-type: none"> - 3 MM in your Downline: 15% - At least 4 MM in your Downline: 15.5% 	
		Other benefits	<ul style="list-style-type: none"> - Fast Achievement Bonus: EURO 2,500 (VND 67,500,000) - Car Incentive: EURO 400 (VND 10,800,000) - Pension Plan: EURO 50 (VND 1,350,000) - World Management Congress & Asia Tour: ≈ EURO 1,400 (VND 37,800,000) - Winter Leadership: ≈ EURO 1,200 (VND 32,400,000) - PM - World Tour: ≈ EURO 3,000 (VND 81,000,000) 	
8.	President's Team (P)	RI	<ul style="list-style-type: none"> - 30% (Basic discount) - 37% (in case of having Autoship) 	34.1%
		CDP	<ul style="list-style-type: none"> - 25% 	
		TRB	<ul style="list-style-type: none"> - 3% (2,5000 - 4,999 points Personal Sales) - 5% (5,000 points Personal Sales and above) 	
		FB	<ul style="list-style-type: none"> - 10% 	
		PB	<ul style="list-style-type: none"> - 60 EURO (VND 1,620,000) on Level 1 and 30 EURO (VND 810,000) on Level 2 and below (for each 250 points Pool Sets); - 120 EURO (VND 3,240,000) on Level 1 and 60 EURO (VND 1,620,000) on Level 2 and below (for each 500 points Pool Sets). 	
		RB	<ul style="list-style-type: none"> - 5% from PGV of Active Managers on G1 - 3% from PGV of Active Managers on G2, G3, G4 - 5% from PGV of Active Managers on G5 - 5% from PGV of Active Managers on G6 	

		TMB	<ul style="list-style-type: none"> - 18% (3 IMM in Downline) - 18.5% (At least 4 IMM in Downline) 	
		Other benefits	<ul style="list-style-type: none"> - Fast Achievement Bonus: EURO 5,000 (VND 135,000,000) - Car Incentive: EURO 500 (VND 13,500,000) - Pension Plan: EURO 102.26 (VND 2,761,020) - World Management Congress & Asia Tour: ≈ EURO 1,400 (VND 37,800,000) - Winter Leadership: ≈ EURO 1,200 (VND 32,400,000) - PM - World Tour: ≈ EURO 3,000 (VND 81,000,000) - Recognition in St. Tropez: ≈ EURO 2,000 (VND 54,000,000) 	
9.	Silver President's Team (SP)	RI	<ul style="list-style-type: none"> - 30% (Basic discount) - 37% (in case of having Autoship) 	33.9%
		CDP	<ul style="list-style-type: none"> - 25% 	
		TRB	<ul style="list-style-type: none"> - 3% (2,5000 - 4,999 points Personal Sales) - 5% (5,000 points Personal Sales and above) 	
		FB	<ul style="list-style-type: none"> - 10% 	
		PB	<ul style="list-style-type: none"> - 60 EURO (VND 1,620,000) on Level 1 and 30 EURO (VND 810,000) on Level 2 and below (for each 250 points Pool Sets); - 120 EURO (VND 3,240,000) on Level 1 and 60 EURO (VND 1,620,000) on Level 2 and below (for each 500 points Pool Sets). 	
		RB	<ul style="list-style-type: none"> - 5% from PGV of Active Managers on G1 - 3% from PGV of Active Managers on G2, G3, G4 - 5% from PGV of Active Managers on G5 - 5% from PGV of Active Managers on G6 	
		TMB	<ul style="list-style-type: none"> - 19% (3 VP in your Downline) - 19.5% (At least 4 VP in your Downline) 	

		Other benefits	<ul style="list-style-type: none"> - Car Incentive: EURO 1,000 (VND 27,000,000) - Pension Plan: EURO 204.52 (VND 5,522,040) - World Management Congress & Asia Tour: ≈ EURO 1,400 (VND 37,800,000) - Winter Leadership: ≈ EURO 1,200 (VND 32,400,000) - PM - World Tour: ≈ EURO 3,000 (VND 81,000,000) - Recognition in St. Tropez: ≈ EURO 2,000 (VND 54,000,000) 	
10.	Gold President's Team (GP)	RI	<ul style="list-style-type: none"> - 30% (Basic discount) - 37% (in case of having Autoship) 	34.1%
		CDP	<ul style="list-style-type: none"> - 25% 	
		TRB	<ul style="list-style-type: none"> - 3% (2,5000 - 4,999 points Personal Sales) - 5% (5,000 points Personal Sales and above) 	
		FB	<ul style="list-style-type: none"> - 10% 	
		PB	<ul style="list-style-type: none"> - 60 EURO (VND 1,620,000) on Level 1 and 30 EURO (VND 810,000) on Level 2 and below (for each 250 points Pool Sets); - 120 EURO (VND 3,240,000) on Level 1 and 60 EURO (VND 1,620,000) on Level 2 and below (for each 500 points Pool Sets). 	
		RB	<ul style="list-style-type: none"> - 5% from PGV of Active Managers G1 - 3% from PGV of Active Managers on G2, G3, G4 - 5% from PGV of Active Managers on G5 - 5% from PGV of Active Managers on G6 	
		TMB	<ul style="list-style-type: none"> - 20% 	
		Other benefits	<ul style="list-style-type: none"> - Car Incentive: EURO 1,000 (VND 27,000,000) - Pension Plan: EURO 204.52 (VND 5,522,040) - World Management Congress & Asia Tour: ≈ EURO 1,400 (VND 37,800,000) - Winter Leadership: ≈ EURO 1,200 (VND 32,400,000) - PM - World Tour: ≈ EURO 3,000 (VND 81,000,000) 	

			– Recognition in St. Tropez: ≈ EURO 2,000 (VND 54,000,000)	
11.	Platinum President's Team (PP)	RI	– 30% (Basic discount) – 37% (in case of having Autoship)	34.2%
		CDP	– 25%	
		TRB	– 3% (2,5000 - 4,999 points Personal Sales) – 5% (5,000 points Personal Sales and above)	
		FB	– 10%	
		PB	– 60 EURO (VND 1,620,000) on Level 1 and 30 EURO (VND 810,000) on Level 2 and below (for each 250 points Pool Sets) – 120 EURO (VND 3,240,000) on Level 1 and 60 EURO (VND 1,620,000) on Level 2 and below (for each 500 points Pool Sets)	
		RB	– 5% from PGV of Active Managers on G1 – 3% from PGV of Active Managers on G2, G3, G4 – 5% from PGV of Active Managers on G5 – 5% from PGV of Active Managers on G6	
		TMB	– 20.5%	
		Other benefits	– Car Incentive: EURO 2,000 (VND 54,000,000) – Pension Plan: EURO 204.52 (VND 5,522,040) – World Management Congress & Asia Tour: ≈ EURO 1,400 (VND 37,800,000) – Winter Leadership: ≈ EURO 1,200 (VND 32,400,000) – PM - World Tour: ≈ EURO 3,000 (VND 81,000,000) – Recognition in St. Tropez: ≈ EURO 2,000 (VND 54,000,000)	
12.	Champion's League (CL)	RI	– 30% (Basic discount) – 37% (in case of having Autoship)	34.3%
		CDP	– 25%	
		TRB	– 3% (2,5000 - 4,999 points Personal Sales)	

			– 5% (5,000 points Personal Sales and above)	
		FB	– 10%	
		PB	– 60 EURO (VND 1,620,000) on Level 1 and 30 EURO (VND 810,000) on Level 2 and below (for each 250 points Pool Sets) – 120 EURO (VND 3,240,000) on Level 1 and 60 EURO (VND 1,620,000) on Level 2 and below (for each 500 points Pool Sets)	
		RB	– 5% from PGV of Active Managers on G1 – 3% from PGV of Active Managers on G2, G3, G4 – 5% from PGV of Active Managers on G5 – 5% from PGV of Active Managers on G6	
		TMB	– 21%	
		Other benefits	– Car Incentive: EURO 2,000 (VND 54,000,000) – Pension Plan: EURO 639.11 (VND 17,255,970) – World Management Congress & Asia Tour: ≈ EURO 1,400 (VND 37,800,000) – Winter Leadership: ≈ EURO 1,200 (VND 32,400,000) – PM - World Tour: ≈ EURO 3,000 (VND 81,000,000) – Recognition in St. Tropez: ≈ EURO 2,000 (VND 54,000,000)	