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# Changes to the Compensation Plan effective from 16/09/2019

To make every day **special...**



DuoLife

# Changes to the Compensation Plan effective from 16/09/2019

## 1. We are restoring the Group Golden Leader award (GGL).

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We are restoring the Group Golden Leader award. Each GGL participates in the monthly distribution of 1.5% of the company's total point turnover. You get the status of a Gold Group Leader once in a lifetime and you can get this Status only in the first 30 days since registration. The status is assigned automatically from 16/09/2019 to all Club Members who have a position from the Group Leader upwards. If you are a Club Member or a Preferred Customer then you have time to the end of the settlement period to reach the position of a Group Leader, which will give you the status of Golden Group Leader.

Golden Group Leader (Obtaining the position of Group Leader with own activity at the level of min. 250 points - recommended min. 500 points - in the first 30 days from the moment of registration in DuoLife) receives the right to a monthly Leader Share Bonus for GGL, i.e. receives one share in 1.5% of the total point turnover of the Company in each Settlement Period in which they maintain the active position of the Golden Group Leader and as long as they maintain the active position of the Group Golden Leader.

- 1.5% of the total point turnover of the Company is allocated for monthly distribution to all Golden Group Leaders in a given Settlement Period.

- 1.5% of turnover in a given Settlement Period is divided into all Golden Group Leaders who have the active status of a Golden Group Leader in that Settlement Period. In other words, the settlement of a Golden Group Leader takes place together with the settlement of a given Settlement Period. That is, all those who had active status of a Golden Group Leader in the Settlement Period are eligible for the bonus in a given Settlement Period.

You get the status of Golden Group Leader once in a lifetime and you can get this status only in the first 30 days from registration.



## 2. We are increasing the Leader Share Bonus to 1.5% for Junior Team Leaders (JTL).

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**Junior Team Leader** (4000 points) \* receives one share in the distribution of 1.5% of the total point turnover of the Company.

- when you are promoted to the position of Junior Team Leader \*, in a given Settlement Period you receive one share in the distribution of 1.5% of the total point turnover of the Company intended for distribution to all Junior Team Leaders \*.

- you participate in the distribution of 1.5% of the total point turnover of the Company intended for distribution to all Junior Team Leaders \* as long as you have the status of Junior Team Leader \*.

\* Own activity at the level of min. 500 points

## 3. We are removing the grace period for Group Leaders and Junior Team Leaders

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We are canceling grace periods for the Group Leader and Junior Team Leader

## 4. 30 days rule in paid Share Bonuses

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If you are promoted within one Settlement Period to several positions in the Career Structure, which are rewarded with a participation bonus, you will receive it for achieving each position within that Settlement Period.

### **Example 1:**

You register to the DuoLife Club as a new Club Member and during the Settlement Period in which you have registered you obtain the status of the Golden Group Leader, you are promoted to Junior Team Leader and you are promoted to Team Leader. Then you receive the share premium:

- one share in 1.5% of the Company's point turnover as GGL,
- one share in 1.5% of the company's point turnover as JTL,
- one share in 2% of the Company's point turnover as TL.

### **Example 2:**

You are already a registered Club Member or Preferred Customer for some time (e.g. 4 months), so far you have only used products and you decide to actively build a career within the DuoLife Club. If, then, within one Settlement Period you advance to Executive Leader, you reach the position of Group Leader, Junior Team Leader, Team Leader, up to the Executive Leader "along the way", then you are entitled to a share bonus for achieving JTL, TL, EL position in one Settlement Period. This means that you receive a share bonus:

- one share in 1.5% of the Company's point turnover as JTL,
- one share in 2% of the Company's point turnover as TL,
- one share in 1.5% of the Company's point turnover as EL.

You are not entitled to the share bonus for achieving the GGL because your first 30 days from registration have already expired.

## Changes in the Compensation Plan from 16.09.2019.

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| <b>BEFORE CHANGES</b>                    | <b>AFTER CHANGES</b>   |
|--|--|
| Share bonus for Group Leader<br>1%       | Share bonus for Golden Group Leader<br>1,5% (50% increase)   |
| Share bonus for Junior Team Leader<br>1% | Share bonus for Junior Team Leader<br>1,5% (50% increase)  |
| None                                     | Additional promotion opportunity for persons registered with Preferred Client and Club Member status |
| Pending period for GL and JTL            | No pending period for GL and JTL   |

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