

GLORYON

REWARD PLAN

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BASIC CONCEPTS AND DEFINITIONS

MONTHLY BONUS CALCULATION

The bonus is calculated once a month. Based on this calculation, financial incentives are credited to your personal internal account.

PERSONAL VOLUME (PV)

The volume of your personal orders and your customers' orders that are scheduled for the current month. Measured in PV (Point of Volume).

ACTIVE MANAGER

A manager who has at least 70 PV of personal volume in the current month. This is a condition for receiving bonuses from the Reward Plan.

PERSONAL-GROUP VOLUME (PGV)

The total of the personal volumes of all your partners and your personal volume in the monthly calculation period. Measured in PV.

MENTOR

The manager who invited you to the business and was indicated in the partnership agreement when it was signed.

GENERATION

All the managers that you mentor make up your first generation. All the managers who they mentor are your second generation. And so on.

CONVENTIONAL UNIT (CU)

The Gloryon conventional unit (CU) is the unit used for bonus payments.
1 CU = 30 rubles.

QUALIFICATION

A step on the career ladder that is calculated on a monthly basis based on the sales turnover that you have created and determines your payments from the Reward Plan.

LEADERSHIP BRANCH

A branch of your organization with a PGV of 3,000 PV or more.

SIDE GROUP

A part of your structure, excluding branches with a PGV of 3,000 PV or more.

HOW TO BECOME A GLORYON PARTNER

STEP 1 Contact the person who proposed that you go into business with Gloryon and register as a partner. If you do not have such a person, call the Gloryon service department on 8-800-200-55-88. A mentor in your region will be found for you.

STEP 2 Activate your Partnership Agreement by making an order for at least 70 PV. This turnover will bring you your first income in the next bonus calculation!



PAYMENT STRUCTURE

The Gloryon Reward Plan includes
4 complementary phases

PHASE 1



START

Payments for your personal turnover, your customers' orders and the turnover of first-generation partners.

PHASE 2



GROWTH

Payments for the turnover of your side group, as well as additional payments for your personal turnover and your customers' orders.

PHASE 3



LEADERSHIP

Payments for the turnover of leadership branches in your structure.

PHASE 4



THE MILLION

Payments for high achievements with Gloryon totalling

1 000 000 cu.



START

PHASE 1

Income for your personal turnover and the turnover of first-generation partners. Phase 1 includes 3 bonuses.

PERSONAL SALES BONUS

Payments for personal volume above 70 PV

- For a personal volume of 70 PV, you receive a fixed payment of 30 CU.
- Anything that exceeds 70 PV is rewarded with 85% of the excess amount.

PERSONAL VOLUME (PV)	PERSONAL SALES BONUS, CU
< 70 PV	0
≥ 70 PV	30 + 85% of what exceeds 70 PV

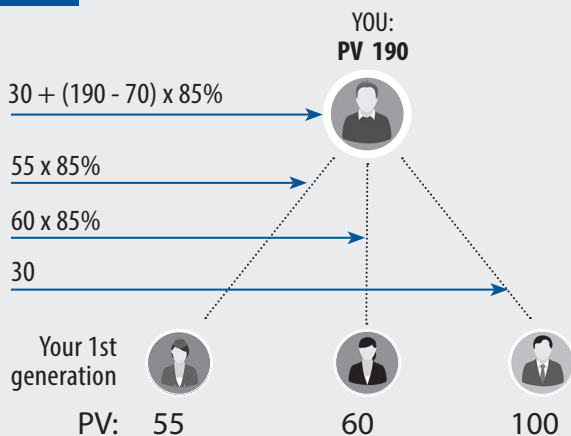
MENTOR BONUS

Payments for the personal volumes of first-generation partners

- For the personal volume of a first-generation partner < 70 PV, you receive 85% of this volume.
- For the personal volume of a first-generation partner ≥ 70 PV, you receive a fixed payment of 30 CU.

PV OF A 1ST GENERATION PARTNER	MENTOR BONUS
< 70 PV	85%
≥ 70 PV	30 CU

EXAMPLE



YOUR PERSONAL SALES BONUS

You generated 190 PV.

For the first 70 PV, you get 30 CU, and 85% for everything above that, i.e. (190-70) x 85% = 102 CU. The total of your Personal Sales Bonus: 30 + 102 = **132 CU**

YOUR MENTOR BONUS

Your first generation partners generated 55, 60 and 100 PV.

For the first two turnovers, you will receive 85%, and a fixed 30 CU for the third, i.e. 55 x 85% + 60 x 85% + 30 = **127,75 CU**

We add up the rewards and get your Phase 1 income:
(Personal Sales Bonus and Mentor Bonus)

132 + 127,75 = 259,75 CU

Please note!

In all phases of the Reward Plan, bonuses are calculated taking into account compression. COMPRESSION is the contraction of the structure to match the number of active managers. In other words, if a manager has not been active in a certain month, his/her first generation's volumes are transferred up to a higher-level active manager when bonuses are calculated.

However, compression is not taken into account when calculating qualifications.

GIFT BONUS

Company partners with a personal volume of 200 PV or more receive a Gift Bonus.

$$\text{GIFT BONUS} = \text{PV} \times 25\%$$

The Gift Bonus is credited to your gift account, which you can use to purchase any product from the Gloryon catalog.

EXAMPLE

You generated 1000 PV.

This is more than 200 PV. Which means that for this volume you will be credited with $1000 \times 25\% = 250$ CU in your gift account.



GROWTH

PHASE 2

Income for your personal turnover and the turnover of your side group.
Cumulates with Phase 1 income.

Important concepts

BRANCH

Each manager in your first generation and his/her entire team are a separate branch for you.

SIDE GROUP

A part of your structure, excluding branches with a PGV of 3,000 PV or more.

SIDE VOLUME (SV)

The total volume including your personal volume and the volume of your side group in the monthly calculation period. Calculated in PV.

GROWTH BONUS

Payments for personal volume and group volumes of branches in your side group

The percentage of the Growth Bonus depends on the Personal-Group Volume (PGV) of your structure.

PGV, PV	Qualification	Growth Bonus percentage
Less than 200	No qualification	0%
200	Stage 1 Manager	9%
400	Stage 2 Manager	18%
800	Stage 3 Manager	27%
1 500	Instructor	36%
3 000	Profi-Instructor	45%

- For personal volume, you receive the reward percentage in full.
- For branch volume, you get the difference between your Growth Bonus percentage and the percentage of your first-generation partner.

Please note!

If a manager in your first generation has not met the personal volume quota (has not been active), you will receive the full reward percentage from his/her personal volume and his/her structure will be virtually brought up into your first generation during bonus calculation.

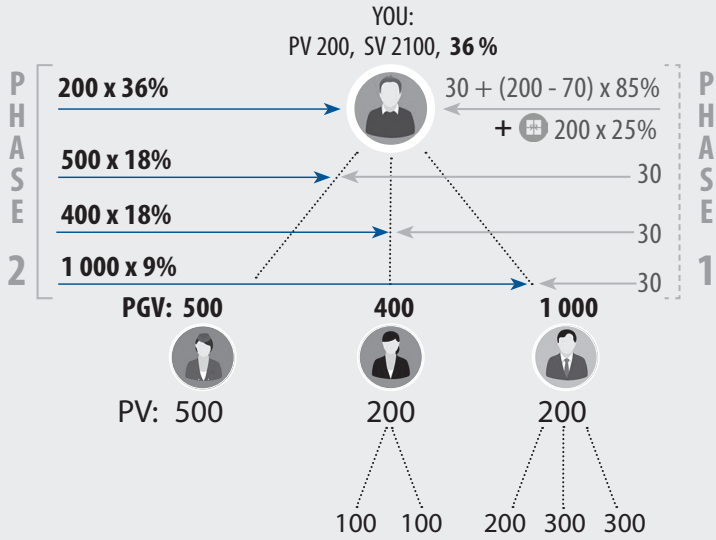
The Growth Bonus is paid in addition to Phase 1 bonuses.



GROWTH

PHASE 2

EXAMPLE



Total: **230,5 + 50 + 324 = 604,5 CU**



LEADERSHIP

Revenue for helping your partners create professional teams.

PHASE 3

Cumulates with Phase 1 and 2 income.

Important concepts

LEADERSHIP BRANCH

A branch of your organization with a PGV of 3,000 PV or more.

GROUP LEVEL

A part of your structure based on a partner with a Profi-Instructor qualification or above, until it meets another partner with a Profi-Instructor qualification or above.

A group level can include an unlimited number of generations.

LEADERSHIP BONUS

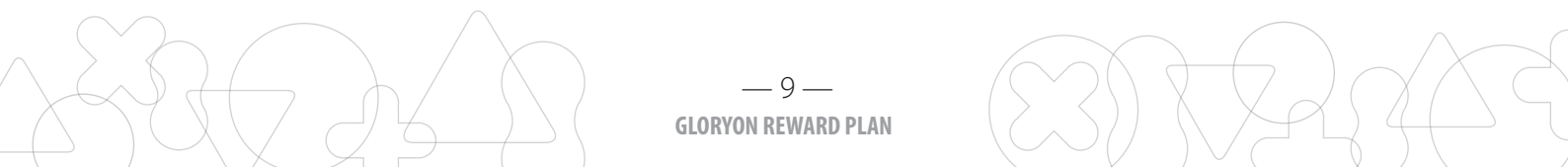
Payments for turnover in your leadership branches

Paid to partners with a qualification of Coordinator and above. Qualifications are calculated monthly and determine the percentage and depth of payments from group levels.

Qualification	Coordinator	Profi-Coordinator	Expert	Profi-Expert	Master	Profi-Master
Personal-Group Volume, PV	5 000	7 500	12 000	20 000	40 000	80 000
Number of leadership branches	1	2	3	4	5	5, including 2 with GV of 20,000 PV
Side volume, PV	1 500	1 500	1 000	1 000	500	500

Leadership Bonus percentages:

Qualification	Coordinator	Profi-Coordinator	Expert	Profi-Expert	Master	Profi-Master
1st group level	10%	10%	10%	10%	10%	10%
2nd group level		5%	6%	7%	8%	9%
3rd group level			5%	6%	7%	8%
4th group level				5%	6%	7%
5th group level					5%	6%
6th group level						5%





THE MILLION

PHASE 4

Income for those with a qualification of VIP-Master or above.

Cumulates with Phase 1, 2 and 3 income.

MILLIONAIRE BONUS

Payments for growing turnover in the highest Master qualifications

The bonus is paid out every month in which the corresponding qualification is confirmed. If more time has elapsed than was allocated for payment of the Millionaire Bonus, payments are terminated and the remainder of the bonus is cancelled.

Paid to partners with a qualification of VIP-Master and above.

Qualification	Qualification requirements	Millionaire Bonus	Number of payments	Time for payment
VIP-Master	PGV of 160,000 PV, SV of 500 PV, 5 leadership branches, including 3 with a GV of 30,000 PV.	25 000 CU	12	18 months
Stage 1 VIP-Master	Help at least 1 manager become a VIP-Master in 3 different branches.	$25\ 000 + 75\ 000 =$ 100 000 CU	12	18 months
Stage 2 VIP-Master	Help at least 1 manager become a VIP-Master in 5 different branches.	$100\ 000 + 150\ 000 =$ 250 000 CU	18	27 months
Stage 3 VIP-Master	Help at least 1 manager become a Stage 1 VIP-Master in 3 different branches.	$250\ 000 + 250\ 000 =$ 500 000 CU	18	27 months
Grand-Master	Help at least 1 manager become a Stage 2 VIP-Master in 3 different branches.	$500\ 000 + 500\ 000 =$ 1 000 000 CU	24	36 months



GLORYON AUTO CLUB PROGRAM



Choose a car to match your character!



With Gloryon, you can become the owner of a brand-new car by joining the Gloryon Auto Club program!

1. Reach the rank of Expert or higher.
2. Apply for the Gloryon Auto Club.
3. Maintain the qualification equal to your rank.
4. Come to the dealership to pick up your car.
5. Trade in the car for the next model as your qualification grows.

DETAILS ON WWW.GLORYON.COM

GLOSSARY

ACTIVE MANAGER

A manager who has been active in the current month.

SIDE GROUP

A part of your structure, excluding branches with a PGV of 3,000 PV or more.

SIDE VOLUME (SV)

Total volume including your personal volume and the volume of your side group in the monthly calculation period. Calculated in PV.

BRANCH

Each manager in your first generation and his/her entire team are a separate branch for you.

GROUP LEVEL (GL)

A part of your structure based on a partner with a Profi-Instructor qualification or above, until it meets another partner with a Profi-Instructor qualification or above.

MONTHLY ACTIVITY

Meeting a monthly personal volume quota of 70 PV is a condition for receiving bonuses from the Reward Plan.

MONTHLY BONUS

The total of your monthly revenue from the Reward Plan.

MONTHLY BONUS CALCULATION

The bonus is calculated once a month. Based on this calculation, financial incentives are credited to your personal internal account.

COMPRESSION

The contraction of the structure to match the number of active managers.

QUALIFICATION

A step on the career ladder that is calculated monthly based on your generated turnover and determines your payments from the Reward Plan.

PERSONAL VOLUME (PV)

The volume of your personal orders and orders from your customers. Measured in PV.

PERSONAL-GROUP VOLUME (PGV)

The total of the personal volumes of all your partners and your personal volume in the monthly calculation period. Expressed in PV.

MENTOR

The manager who invited you to the business and was indicated in the partnership agreement when it was signed.

VOLUME

The volume of turnover for which you are rewarded is defined as total volume of all products purchased by you and your structure. Volume is measured in PV.

GENERATION

All the managers that you mentor make up your first generation. All the managers who they mentor are your second generation. And so on.

LEADERSHIP BRANCH

A branch of your organization with a PGV of 3,000 PV or more. Payments are not made from these branches in Phase 1 and 2.

CONVENTIONAL UNIT (CU)

The Gloryon conventional unit (CU) is the unit used for bonus payments. 1 CU = 30 rubles.