

# **GLORYON**

## **COMPENSATION PLAN**

**Our mission is  
to bring health, beauty and prosperity  
to people.**

**GLORYON – TOWARDS YOUR BENEFIT!**

# KEY



## **Active manager**

A manager who has a minimum of 100 points of Personal Volume (PV) or purchases a starter kit Business Start or Power Start in the current month.



## **Inactive manager**

A manager who doesn't reach the minimum of 100 points of PV and doesn't purchase a starter kit Business Start or Power Start in the current month.



## **Weekly bonus cycle**

The weekly bonus cycle runs Monday through next Monday at noon Moscow Time. Weekly commissions and bonuses are paid out on the end of the weekly pay cycle.



## **Monthly bonus cycle**

The monthly bonus cycle runs the first Monday of a month through the first Monday of the next month. Monthly commissions and bonuses are paid out on the end of the monthly pay cycle.

## **1 conventional unit = 30 rubles**

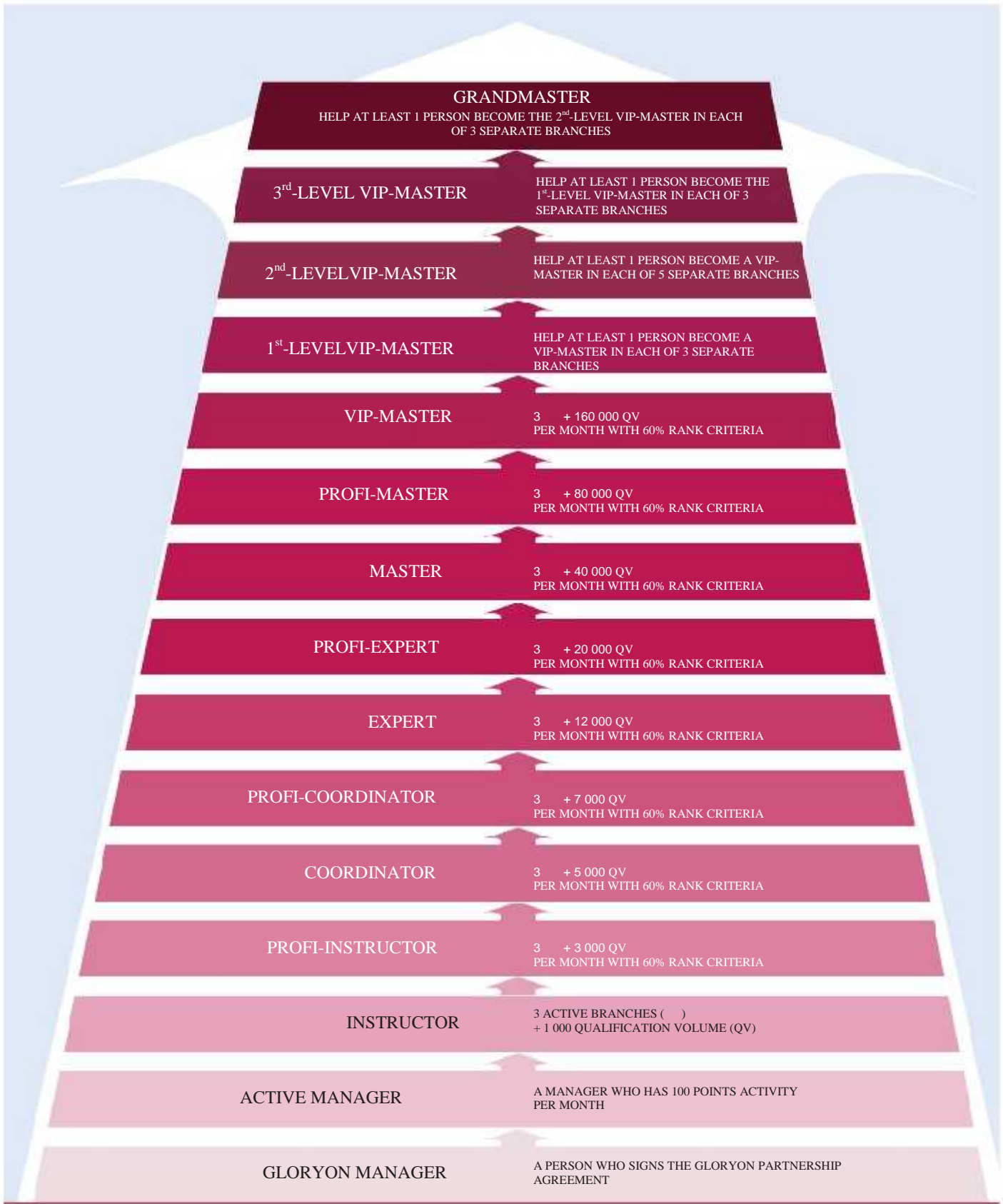
GLORYON conventional unit (c.u.) is a bonus payment unit.

# get unlimited income of 11 sources!

11 WAYS TO EARN INCOME	WHO CAN EARN?	WHAT IS IT?	HOW?
<b>1   RETAIL BONUS</b> (UPON EACH SALE)	Any manager	Get the difference between retail and wholesale price.	<b>pg.5</b>
<b>2   PERSONAL SALES BONUS</b> (WEEKLY)	Any active manager	Get additional income for each sale!	<b>pg.6</b>
<b>3   ACTIVE START BONUS</b> (WEEKLY)	Any new partner who enters into business with 200 or 500 points of volume (starter kits Business Start or Power Start are not taken into account).	Get presents and privileges for your business development.	<b>pg.7</b>
<b>4   «FAST START» POOL</b> (WEEKLY)	Any active manager, who achieves the rank of Instructor within the first month of partnership	Earn points and share in the “Fast start” Pool performing the requirements and helping others do the same.	<b>pg.8</b>
<b>5   RECRUITING BONUS</b> (WEEKLY)	Any active manager	Get income for helping new partners enter into business using Starter kits.	<b>pg.9</b>
<b>6   MENTOR’S BONUS</b> (WEEKLY)	Any active manager	Get rewarded for helping new partners realize personal sales within the first month of partnership.	<b>pg.10</b>
<b>7   AUTO GLORYON</b> (WEEKLY)	Coordinators and above	Get rewarded for your dream car ownership.	<b>pg.11</b>
<b>8   GUARANTEE BONUS</b> (MONTHLY)	Any active manager	Earn the guaranteed income for building your team.	<b>pg.12</b>
<b>9   MASTERY BONUS</b> (MONTHLY)	Masters and above	Help partners achieve the rank of Master and unlock additional earnings.	<b>pg.13</b>
<b>10   LEADERSHIP POOL</b> (MONTHLY)	Experts and above	Experts and above share in a pool based on the total company sales volume for supporting and developing Gloryon business-system.	<b>pg.14</b>
<b>11   MILLIONAIRES’ BONUS</b> <b>1 000 000 c.u.</b> (MONTHLY)	VIP-masters and above	VIP-Masters and above earn an additional <b>1 000 000 c.u.</b> bonus for the best business results.	<b>pg.15</b>

# GLORYON Rank Qualifications

Get recognized and find new ways  
to earn achieving any new rank!



**60% RANK CRITERIA** – no more than 60% of your qualification volume can come from a single branch, making it important to have 3 Active Branches.

**QUALIFICATION VOLUME (QV)** – the total team volume including personal volume + issued gifts volume of a manager and his team + the volume of products included in the Starter kits.

**ACTIVITY** – 100 points of Personal Volume ( PV) or the purchase of a starter kit Business Start or Power Start . The Personal volume includes the summary volume of your personal orders and your customers' orders.

**ACTIVE BRANCH ( )** - a branch wherein there's an active manager at any level..

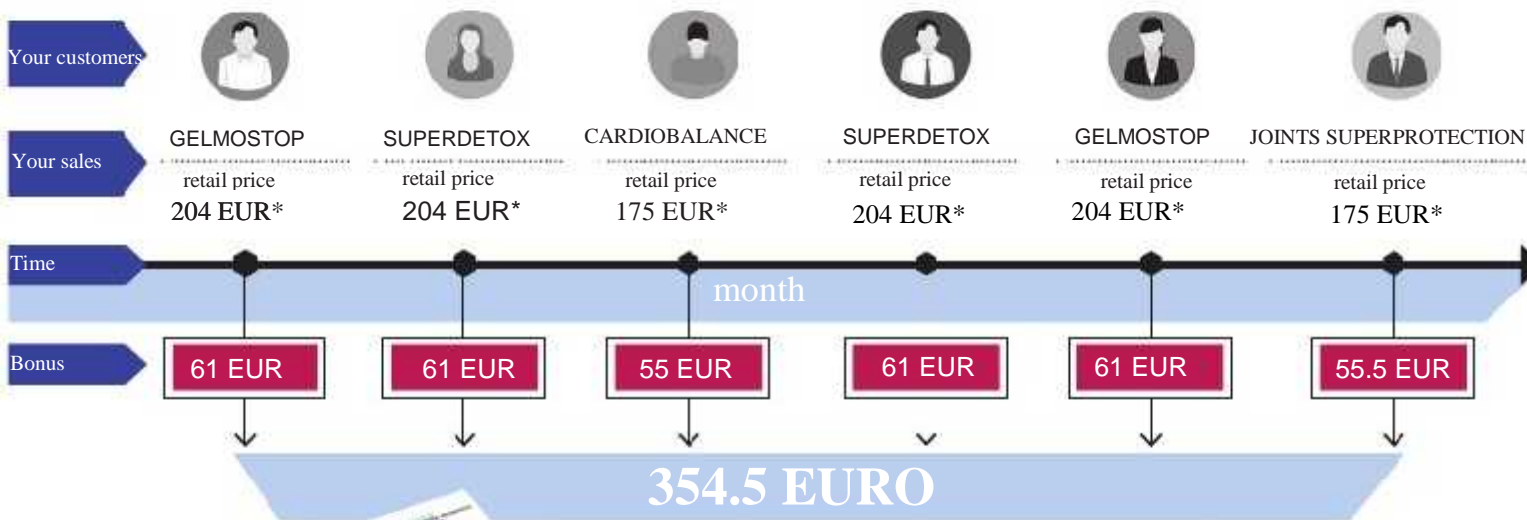
# 1

# Retail Bonus

**GET INCOME FOR EACH SALE!**

- WHO GETS PAID?** Any manager earns the bonus for each personal sale and his customer's order.
- WHY?** Get rewarded for GLORYON beauty and health products promotion.
- WHAT DO I DO?** Tell about GLORYON products and help people acquire beauty and health.
- HOW IT WORKS?** Bonus is the difference between retail price and wholesale price of the product.

## EXAMPLE: RETAIL BONUS WITHIN A MONTH



**+** Personal Sales Bonus

| see details at page 6

**+** Gifts for stable sales

| page 6



\*Prices actual on 01/02/2015

# 2

# Personal Sales Bonus



**GLORYON GENEROUSLY REWARDS THOSE WHO IS FOND OF SELLING!**

**WHO GETS PAID?** Any active manager can earn the Personal Sales Bonus

**WHY?** Get additional income for each sale above personal consumption!

**WHAT DO I DO?** Tell about GLORYON products and help people acquire beauty and health.

**HOW IT WORKS?** Earn the **PERSONAL SALES BONUS** on your personal volume, including your own orders, as well as your customers' orders.  
 Personal Sales Bonus is paid weekly on your personal bonus volume exceeding the first 100 points considered to be personal consumption.

## Personal Sales Bonus Scale

PERSONAL VOLUME (pts.)	C.U.	+ GIFTS		
	THE SAME MONTH	THE SAME MONTH	2 MONTHS RUNNING	3 MONTHS RUNNING
1000 and above	30%	0	+ 200 c.u.	+ 400 c.u.
500 – 999	25%	0	+ 100 c.u.	+ 200 c.u.
200 – 499	15%	0	+ 25 c.u.	+ 50 c.u.
101 – 199	10%	0	+ 0 c.u.	+ 0 c.u.
0-100	0%	0	+ 0 c.u.	+ 0 c.u.

Realize Personal volume of 200 points and more 2 months in a row to get an additional product gift bonus.  
 Realize Personal volume of 200 points and more 3 months in a row to get a DOUBLE product gift bonus.

Continue to get the double additional bonus EACH FOLLOWING MONTH, while your Personal Sales Bonus remaining 15% and above!

## EXAMPLE BY THE NUMBERS

Your personal volume is 1 200 points this month.

- 1 200 points of Personal volume qualify you for 30% of the Personal Sales Bonus
- The first 100 points considered to be personal consumption do not count towards the Personal Sales Bonus

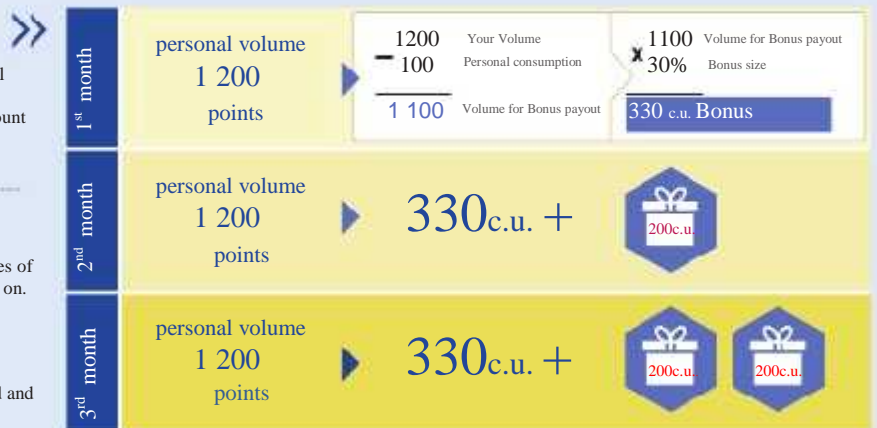
Personal Sales Bonus is paid starting from the second month of partnership with Gloryon.

Personal sales volume, the payout is made on, does not include volumes of Business Start and Power Start and orders, the Mentor's Bonus is paid on.

Bonus is not paid on the first 100 points, although the total personal volume qualifies the Bonus size.

If the Bonus size changes at the next weekly cycle, Bonus is recounted and the difference is paid in addition.

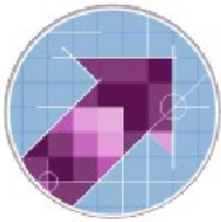
See more details of the Personal Sales Bonus in your e-office, Business Control heading.





## GIFTS AND PRIVILEGES FOR ACTIVE BUSINESS START WITH GLORYON!

- WHO GETS PAID?** ● ... Any new GLORYON partner who starts business with a purchase of products for 200 points and above (starter kits Business Start and Power Start are not taken into account).
- WHY?** ● ... Get involved fast and set serious business-goals with GLORYON.
- WHAT DO I DO?** ● ... Start your business with orders for 200 points (Business Start) or 500 points (Power Start) within the first month.
- HOW IT WORKS?** ● ... Starting business with Business Start or Power Start you get:
- 25 c.u. GIFT for Business Start or 100 c.u. GIFT for Power Start.
  - An opportunity of lifelong sharing in the "Fast start" Pool in case of achieving the rank of Instructor within 1 month.
  - An opportunity to earn Auto GLORYON bonus when achieving the rank of Coordinator.
  - Credit and financial management systems access in e-office (see details at [www.gloryon.com](http://www.gloryon.com)).



## PRIVILEGES FOR YOUR BUSINESS DEVELOPMENT WITH BUSINESS START AND POWER START

### CREDIT SYSTEM

Use the company credit system to achieve your business-goals.

### E-COMMERCE PACKAGE (Business-site, Blog)

Expand your partners network and increase your profit with GLORYON using the unique and specially developed Internet tools: Business-site and Blog.

### REWARDS TRANSFER INTO A BANK ACCOUNT

Get your reward into your bank account to feel financial freedom and convenience all over the world.

### INTERNAL ACCOUNT MANAGEMENT

Operate your payments and transfers using the internal account - fast, reliable and convenient!

### TEAM PERFORMANCE STATISTICS

Build the great business planning your work with your team! Get all necessary statistics from your e-office with a single click!



**DO YOU LIKE FAST RESULTS? GET INVOLVED AT ONCE AND EARN YOUR INCOME SINCE THE FIRST DAYS IN BUSINESS!**

**WHO GETS PAID?** Any active manager, who achieves the rank of Instructor within the first month of partnership.

**WHY?** Share in **1% OF THE TOTAL COMPANY SALES VOLUME** weekly for your fast development and success.

**WHAT DO I DO?** Reach the rank of Instructor within your first month and help your personally enrolled managers do the same.

**HOW IT WORKS?** Achieving the rank of Instructor within the first month qualifies you to share in the “Fast Start” Pool and you get 1 point.

For each personally enrolled manager, who qualifies for the “Fast Start” within the first month, you earn 1 more point.



My story of acquaintance with GLORYON has occurred recently, but believe me, my life has changed drastically!!! “Fast Start” has helped me to involve quickly.

Yeremenko Olga



Make the “Fast Start” achieving the rank of Instructor within the first month of your partnership.

Having entered into business with Business Start or Power Start you can qualify to share in the «Fast Start» Pool. It means you purchase a starter kit Business Start or Power Start, or products respectively for 200 or 500 points of volume within the first month.

In order to share in the Pool in the following periods you have to qualify as Instructor and above.



**ACHIEVE THE RANK OF INSTRUCTOR WITHIN THE FIRST MONTH AND SHARE IN THE “FAST START” POOL FOREVER!**



# 5

## Recruiting Bonus



**GET 210 c.u. FOR HELPING A NEW PARTNER ENTER INTO BUSINESS USING THE STARTER KIT!**

- WHO GETS PAID?** Any active manager gets the Recruiting Bonus.
- WHY?** For helping a new partner successfully start his business using professional tools and demanded Gloryon products included in the starter kits: Business Start or Power Start.
- WHAT DO I DO?**
  - **Help new partners** become Gloryon managers using starter kits: Business Start or Power start.
  - **Promote** Starter kits within your team.
- HOW IT WORKS?**
  - Get up to **210 c.u.** for helping new partners enter into business using the Power Start kit or up to **135 c.u.** for helping them purchase the Business Start kit.
  - Instructors and above get the difference between their own Recruiting Bonus and the Recruiting Bonus of their partners.
  - Coordinators and above get the compensatory Recruiting Bonus which is paid out in case of a manager gets only a part of the Recruiting Bonus due to payments made in favor of the lower mentors.

### TABLE OF PAYMENTS

	Manager	Instructor	Profi-Instructor	Coordinator	Profi-Coordinator	Expert	Profi-Expert	Master
Business Start	50 c.u.	75 c.u.	85 c.u.	95 c.u.	105 c.u.	115 c.u.	125 c.u.	135 c.u.
Power Start	125 c.u.	150 c.u.	160 c.u.	170 c.u.	180 c.u.	190 c.u.	200 c.u.	210 c.u.
COMPENSATORY BONUS				10 c.u.	20 c.u.	30 c.u.	40 c.u.	50 c.u.

**EXAMPLE**

Instructor enrolls 3 new partners with the Business Start kits.

```

graph TD
    ME((ME)) --- PC[PROFI-COORDINATOR]
    ME --- M[MASTER]
    ME --- BS1[Business Start]
    ME --- BS2[Business Start]
    ME --- BS3[Business Start]
    BS1 --- P1((200 pts.))
    BS2 --- P2((200 pts.))
    BS3 --- P3((200 pts.))
            
```

Recruiting Bonus $(135-105) \times 3 = 90 \text{ c.u.}$ $(105-75) \times 3 = 90 \text{ c.u.}$ $3 \times 75 = 225 \text{ c.u.}$	+	Compensatory Recruiting Bonus $2 \times 30 = 60 \text{ c.u.}$ (for Coordinator and Profi-Coordinator)
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The size and the order of the Recruiting Bonus payments are determined by the rank of a manager. The table shows the maximum amounts that a manager in the appropriate rank can get. Having purchased Business Start or Power Start kits you get qualification volume respectively of 200 or 500 points. Personal Sales Bonus, Mentor's Bonus, Active Start Bonus are not paid for the purchase of Business Start or Power Start kits. Having purchased Business Start or Power Start kits you get privileges appropriate to business entries: Business Start or Power Start.

# 6 Mentor's Bonus



**GET REWARDED FOR HELPING A NEW PARTNER MAKE THE FIRST ORDER IMMEDIATELY!**

- WHO GETS PAID?** Any active manager and his 3 active mentors can earn the Mentor's bonus.
- WHY?** To incentivize you to help new partners start sales and get acquainted with the product quickly.
- WHAT DO I DO?** Help new partners realize as many sales as possible within the first month of partnership.
- HOW IT WORKS?** Get rewarded for a new partner's orders volume made within the first month of his enrollment date.



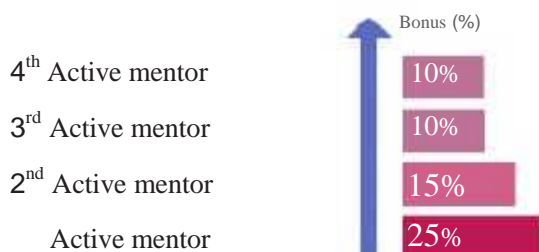
The Mentor helps a new partner to make the first order. It is to include products useful not only for a manager as a consumer, but also popular among customers. During a meeting performance a new partner can enroll a new manager or set up client-oriented relationship, offering a product and leaving the door being open for further communication.



Nadezhda Voloshyna, Master

## HOW IT WORKS

### MENTOR'S BONUS SCALE



### EXAMPLE



A new partner buys a programme



Gelmostop (100 points).

The Mentor's bonus isn't paid for starter kits Business Start and Power Start.  
The Mentor's Bonus is paid weekly.  
The volumes on which the Mentor's Bonus is paid out are not bonus volumes applicable for the Guarantee Bonus.



EARN 600 C.U. EACH MONTH FOR YOUR GLORYON CAR!

#### WHO GETS PAID?

- Active Coordinators and above can earn the Auto GLORYON bonus!

#### WHY?

- Your car is your GLORYON business success indicator.

#### WHAT DO I DO?

- Qualify as a Coordinator.

#### HOW IT WORKS?

- Reach and maintain the rank of Coordinator or above to get the monthly Auto GLORYON bonus of 600 c.u. if you've already got a GLORYON car or 300 c.u. if not yet.

You may buy a car using the Auto GLORYON bonus as a monthly loan payment.

See more details in the Auto GLORYON Programme.

Starting with Business Start or Power Start within the first month you can qualify for Auto GLORYON.



GLORYON continues to reward you with the Auto GLORYON bonus each month while you maintaining the rank of Coordinator or above.

# 8 Guarantee Bonus



## INCREASE YOUR INCOME BASED ON YOUR TEAM SALES EACH MONTH!

- WHO GETS PAID?** Any active manager is eligible to earn the Guarantee Bonus.
- WHY?** Get rewarded for building a successful network team selling GLORYON products for health and beauty.
- WHAT DO I DO?** Mentor your team to earn more telling about GLORYON products and business.
- HOW IT WORKS?** Earn 10% on team sales down to a maximum of 6 levels (after compression).

THE GUARANTEE BONUS INCREASES AS YOU MOVE UP THE RANKS!

### GUARANTEE BONUS SCALE

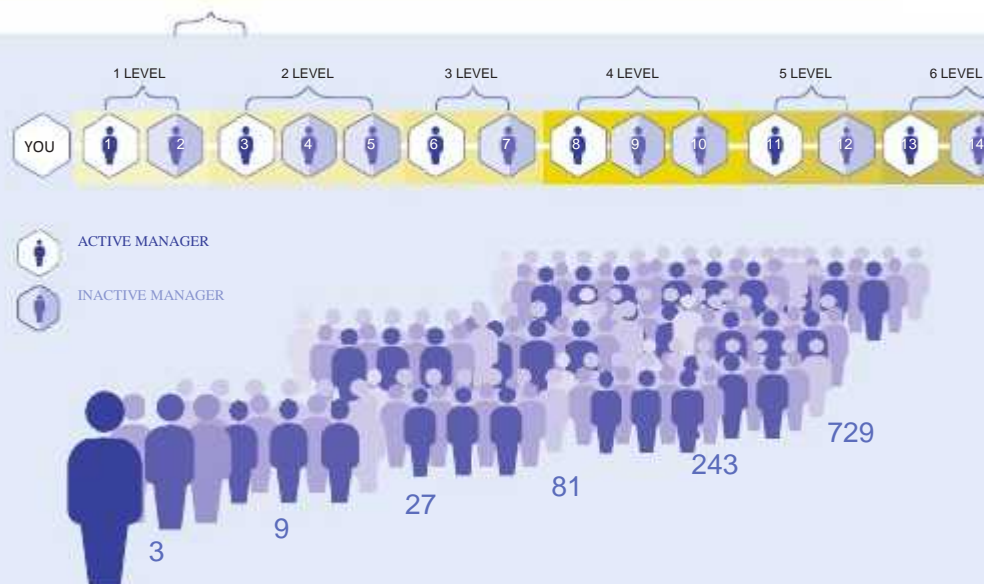
	MANAGER	INSTRUCTOR	PROFI-INSTRUCTOR	COORDINATOR	PROFI-COORDINATOR	EXPERT	PROFI-EXPERT	MASTER	PROFI-MASTER
1	10%	10%	10%	10%	10%	10%	10%	10%	10%
2	10%	10%	10%	10%	10%	10%	10%	10%	10%
3	—	5%	10%	10%	10%	10%	10%	10%	10%
4	—	—	—	5%	10%	10%	10%	10%	10%
5	—	—	—	—	—	5%	10%	10%	10%
6	—	—	—	—	—	—	—	5%	10%

» In case of your managers are making 200 points of PV or more (thus earning more than 15% Personal Sales Bonus), your Guarantee Bonus payments change as follows:

YOUR MANAGER'S PV	THE GUARANTEE BONUS, %	YOUR INCOME, C.U.
1000 pts.	4%	40 c.u.
500 pts.	6%	30 c.u.
200 pts.	8%	16 c.u.
100 pts.	10%	10 c.u.

### WHAT IS COMPRESSION?

Compression is the compaction of an organization to a number of active managers. That is, if a manager is inactive this month, the volumes of his first level go up to the senior manager with activity within the current Bonus cycle.



power of geometrical progression



**EARN INCOME ON THE SALES VOLUME OF YOUR ENTIRE TEAM!  
HELP YOUR PARTNERS AT ANY LEVEL TO QUALIFY AS MASTERS,  
AND GET DOUBLE INCOME!**

**WHO GETS PAID?** A Master and above can earn the Mastery Bonus.

**WHY?** To encourage you to help partners AT ANY LEVEL qualify as Masters and to get additional income.

**WHAT DO I DO?** Achieve the rank of Master to earn additional 5% on your team sales volume.  
Help managers of your team at any level achieve Mastery and double your income on their 6 levels.

**HOW IT WORKS?** Get 5% on all compressed levels on which you are not earning the Guarantee Bonus.  
Get additionally 5% (total of 10%) on the first 6 levels of the first Master within each branch in your team on which you are not earning the Guarantee Bonus.  
You will earn the Mastery Bonus all the way through your second Master's 6 levels or till the third Master's appearance.

## MASTERY BONUS PAYMENTS EXAMPLES

LEVELS		LEVELS	LEVELS
GUARANTEE BONUS	1	10%	10%
	2	10%	10%
	3	10%	10%
	4	10%	10%
	5	10%	10%
	6	10%	10%
MASTERY BONUS	7	5%	5%
	8	5%	5%
	9	5% 1 <sup>st</sup> Master	5% 1 <sup>st</sup> Master
	10	5% + 5%	5% + 5%
	11	5% + 5%	5% + 5%
	12	5% + 5%	5% + 5%
	13	5% + 5%	5% + 5%
	14	5% + 5%	5% + 5%
	15	5% + 5%	5% + 5%
	16	5%	5%
	17	5% 2 <sup>nd</sup> Master	5% 2 <sup>nd</sup> Master
	18	5%	5%
	19	5%	5%
	20	5%	5%
	21	5%	5% 3 <sup>rd</sup> Master
	22	5%	0%
	23	5%	0%
	24	0%	0%

MASTERY BONUS is not paid on the 3<sup>rd</sup> Master's team in each branch or on the 2<sup>nd</sup> Master's 7<sup>th</sup> level and below.



## EARN YOUR INCOME SHARING IN THE TOTAL COMPANY SALES VOLUME!

- WHO GETS PAID?** Experts and above can share in the Leadership Pool.
- WHY?** The Pool is shared among the best leaders of the company, Experts and Masters, for supporting and developing Gloryon business-system and mentoring partners.
- WHAT DO I DO?** Achieve the rank of Expert and help all partners in your first level reach as higher qualification ranks as possible.
- HOW IT WORKS?** Earn points based on qualification ranks of your managers in the first level.

Leadership Pool is based on 2% of the total company sales volume.

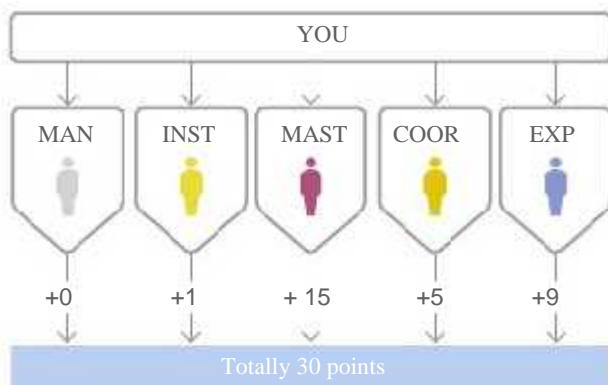
1% of the total company sales volume is shared among qualified Experts and above in appliance with their points amount.

1% of the total company sales volume is shared among qualified Masters and above in appliance with their points amount.

### TABLE OF POINTS

 INSTRUCTOR 1 POINT	 PROFI-COORDINATOR 7 POINTS	 MASTER 15 POINTS
 PROFI-INSTRUCTOR 3 POINTS	 EXPERT 9 POINTS	 PROFI-MASTER 20 POINTS
 COORDINATOR 5 POINTS	 PROFI-EXPERT 12 POINTS	 VIP-MASTER 25 POINTS

### HOW TO CALCULATE



When calculating points the compression is not considered.

Points are counted on the basis of monthly cycle qualification results.

If your qualification rank is lower than your first level manager's one, then points are counted based on your qualification rank.



**INCREASE YOUR SHARE IN THE LEADERSHIP POOL AND YOUR INCOME – INVITE NEW BUSINESS PARTNERS AND HELP THEM ACHIEVE HIGHER QUALIFICATIONS!**



## REACH THE RANK OF GLORYON GRAND-MASTER AND EARN 1 000 000 C.U. BONUS!

- WHO GETS PAID?** - All VIP-Masters and above can earn the Millionaires' Bonus.
- WHY?** - Rewarding Masters' success at the highest level!
- WHAT DO I DO?** - Move up the career ladder and get 1 000 000 c.u. in addition to your cheque!
- HOW IT WORKS?** - Maintain your qualification rank to receive the corresponding bonus payment.

### MILLIONAIRES' BONUS

Help as many partners as possible achieve the rank of VIP-Master!

QUALIFICATION	BONUS	PAYMENTS Q-TY	TIME TO GET
VIP-MASTER	25 000 c.u.	12	18 months
1 <sup>st</sup> -LEVEL VIP-MASTER	25 000 + 75 000 > 100 000 c.u.	12	18 months
2 <sup>nd</sup> -LEVEL VIP-MASTER	100 000 + 150 000 > 250 000 c.u.	18	27 months
3 <sup>rd</sup> -LEVEL VIP-MASTER	250 000 + 250 000 > 500 000 c.u.	18	27 months
GRAND-MASTER	500 000 + 500 000 > 1 000 000 c.u.	24	36 months

<b>VIP-MASTER</b> <b>25 000 c.u.</b>	2 083 c.u. are paid per month, until the sum reaches 25 000 c.u. or 18 months go by.
<b>1<sup>st</sup>-LEVEL VIP-MASTER</b> <b>100 000 c.u.</b>	8 333 c.u. per month, until the sum reaches 100 000 c.u. or 18 months go by.
<b>2<sup>nd</sup>-LEVEL VIP-MASTER</b> <b>250 000 c.u.</b>	13 888 c.u. per month, until the sum reaches 250 000 c.u. or 27 months go by.
<b>3<sup>rd</sup>-LEVEL VIP-MASTER</b> <b>500 000 c.u.</b>	27 777 c.u. per month, until the sum reaches 500 000 c.u. or 27 months go by.
<b>GRAND-MASTER</b> <b>1 000 000 c.u.</b>	41 666 c.u. per month, until the sum reaches 1 000 000 c.u. or 36 months go by.

The Bonus is paid each month, in which the corresponding qualification is confirmed.

You must be fully qualified to receive each bonus.

If it takes more time than planned for the **MILLIONAIRES' BONUS**, the payments cease, and the bonus residue is canceled.



# Compensation Plan

## BENEFITS

### Fast career advance

When qualifying the ranks gifts volume is considered as well. To achieve a new rank it is enough once to perform the requirements.

### Get weekly Bonuses in appliance with the earned qualification!

Qualification is determined at the end of each weekly cycle. Ranks are awarded at the end of a month. You get bonuses in appliance with the current, already earned qualification.

### Flexible volume management – flexible team work planning!

You can dispose of when and on which bonus cycle your team sales volume is to be considered to determine qualifications and to count bonuses. There is a special volume account operated by a manager. It allows to plan your team work more flexible.

### MONEY GETTING

GLORYON offers several ways to receive your rewards:

1. Transfer into the internal account which can be used to pay for new orders.
2. Transfer to the GLORYON corporate Alfa-Bank VISA card, which is also a universal payment tool, in Internet as well.
3. Transfer into the PayPal account.
4. Transfer into the bank account of a manager being a registered Individual Entrepreneur in Russia.



# TERMS and definitions

**Business Start.** An entry into business wherein a new partner purchases the starter kit Business Start or makes 200 points of personal volume in a month of agreement signing. This way of entry provides business privileges and the right to participate in the «Fast Start» Pool and the Auto Gloryon programme.

**Power Start.** An entry into business wherein a new partner purchases the starter kit Power Start or makes 500 points of personal volume in a month of agreement signing. This way of entry provides business privileges and the right to participate in the «Fast Start» Pool and the Auto Gloryon programme.

**Active branch.** A branch wherein at any level there's a manager with activity of 100 points of volume or more or a manager who has purchased a starter kit Business Start or Power Start.

**Activity.** 100 points of Personal volume or the purchase of a starter kit Business Start or Power Start. The Personal volume includes the summary volume of your personal orders and your customers' orders.

**Bonus volume (BV).** The volume, the rewards are paid on, counted as a sum of all manager's team sales volumes.

**Branch.** Each separate manager of your first level (down the Qualification tree) and his entire team are the separate branch for you. You and your entire team are the one branch for a senior mentor up the Qualification tree.

**Rank.** The highest qualification you have ever reached. The rank once earned is considered for recognition. The qualification determined on weekly and monthly bonus cycles is considered to count the bonuses.

**Qualification volume.** The volume, which is counted to qualify a manager. Qualification volume includes the entire bonus volume of a manager and his team + the volume of their issued gifts + the volume of products included in the Starter kits.

**Compression.** Compaction of an organization to a number of active managers so that the sales volumes of several levels are accumulated into one level.

**Personal volume.** The volume of your orders and issued gifts, including your customers' orders.

**Monthly bonus cycle.** GLORYON monthly bonus cycle runs the first Monday of a month through the first Monday of the next month.

**Mentor.** A manager, who invited a new partner into business and was stated at signing the partnership agreement.

**Weekly bonus cycle.** GLORYON weekly bonus cycle runs Monday through the next Monday.

**First line.** Managers, who were invited into business directly by you.

**Level.** All managers, whose mentor you are, are your first level. All managers, whose mentors the above mentioned are, are your second level.

**60% Rank Criteria.** No more than 60% of your qualification volume can come out of any single branch. For example, a Master can only count 60% of 40 000 PGV, that is no more than 24 000 PGV is coming from one branch. Applies for rank qualification only, it does not limit payments anyway.

**Manager's Retail bonus.** The difference between the recommended retail price of the product and its wholesale price.

**Promotion.** A special company offer, an opportunity to earn additional rewards performing special requirements.

**Sales Volume.** Volume of GLORYON products sales.

**GLORYON conventional unit (c.u.)**

Bonus payment unit. 1 c.u. = 30 rubles.

ACTIVE MANAGER	INSTRUCTOR	PROFI-INSTRUCTOR	COORDINATOR	PROFI-COORDINATOR	EXPERT	PROFI-EXPERT	MASTER	PROFI-MASTER	VIP-MASTER	1st-LEVEL VIP-MASTER	2nd-LEVEL VIP-MASTER	3rd-LEVEL VIP-MASTER	GRAND-MASTER
Personal volume (PV) of 100 points	3 active branches (AB) + Qualification volume (QV) of 1000 points	3 AB + QV of 3 000 points with 60% rank criteria	3 AB + QV of 5 000 points with 60% rank criteria	3 AB + QV of 7 000 points with 60% rank criteria	3 AB + QV of 12 000 points with 60% rank criteria	3 AB + QV of 20 000 points with 60% rank criteria	3 AB + QV of 40 000 points with 60% rank criteria	3 AB + QV of 80 000 points with 60% rank criteria	3 AB + QV of 160 000 points with 60% rank criteria	To help at least 1 manager achieve a VIP-Master in each of 3 separate branches	To help at least 1 manager achieve a VIP-Master in each of 5 separate branches	To help at least 1 manager achieve the 1st-LEVEL VIP-Master in each of 3 separate branches	To help at least 1 manager achieve the 2nd-LEVEL VIP-Master in each of 3 separate branches

## RECRUITING BONUS



	ACTIVE MANAGER	INSTRUCTOR	PROFI-INSTRUCTOR	COORDINATOR	PROFI-COORDINATOR	EXPERT	PROFI-EXPERT	MASTER
Business Start	50 c.u.	75 c.u.	85 c.u.	95 c.u.	105 c.u.	115 c.u.	125 c.u.	135 c.u.
Power Start	125 c.u.	150 c.u.	160 c.u.	170 c.u.	180 c.u.	190 c.u.	200 c.u.	210 c.u.
				10 c.u.	20 c.u.	30 c.u.	40 c.u.	50 c.u.

## GUARANTEE BONUS



COMPENSATORY BONUS

	ACTIVE MANAGER	INSTRUCTOR	PROFI-INSTRUCTOR	COORDINATOR	PROFI-COORDINATOR	EXPERT	PROFI-EXPERT	MASTER	PROFI-MASTER
1	10%	10%	10%	10%	10%	10%	10%	10%	10%
2	10%	10%	10%	10%	10%	10%	10%	10%	10%
3	-	5%	10%	10%	10%	10%	10%	10%	10%
4	-	-	-	5%	10%	10%	10%	10%	10%
5	-	-	-	-	-	5%	10%	10%	10%
6	-	-	-	-	-	-	-	5%	10%

The Guarantee Bonus is paid on the Bonus volume after compression



active manager



weekly bonus



monthly bonus

MILLIONAIRES' BONUS		
VIP-Master	25 000 c.u.	12 payments, 18 months to qualify
1st-level	100 000 c.u.	12 payments, 18 months to qualify
2nd-level	250 000 c.u.	18 payments, 27 months to qualify
3rd-level	500 000 c.u.	18 payments, 27 months to qualify
Grand Master	1 000 000 c.u.	24 payments, 36 months to qualify

Paid monthly in equal parts.  
Total bonus is 1 mln. c.u.  
Must be fully qualified to receive each bonus.

## PERSONAL SALES BONUS



Get income for helping everyone become beautiful and healthy

Income up to **30%!**

101-199 PV	<b>10%</b>
200-499 PV	<b>15%</b>
500-999 PV	<b>25%</b>
1 000 + PV	<b>30%</b>

The Personal Sales Bonus is paid starting from the second month of partnership with GLORYON. PSB is not paid on the first 100 points considered to be personal consumption. The Personal Sales Bonus is not paid on volumes, which the Mentor's Bonus is paid on.

## MENTOR'S BONUS



Get income for helping new partners

**60% payments!**

1st Mentor	<b>25%</b>
2nd Mentor	<b>15%</b>
3rd Mentor	<b>10%</b>
4th Mentor	<b>10%</b>

The Mentor's Bonus encourages you to help a new partner in his first sales. The Mentor's Bonus is paid on the orders volume made by a new partner in the first month of the enrollment date

## "FAST START" POOL



**ACHIEVE THE RANK OF INSTRUCTOR WITHIN 30 DAYS, HELP OTHERS DO THE SAME**

SHARE IN **1%** OF GLORYON TOTAL COMPANY SALES VOLUME.

Get 1 point for achieving the rank of Instructor within 30 days. Get additionally 1 point for each personally enrolled manager, who qualifies as an Instructor within 30 days. Have to start with Business Start or Power Start.

## MASTERY BONUS



**EARN UP TO 10% OF THE SALES VOLUME FROM UNLIMITED DEPTH HAVING QUALIFIED AS A MASTER**

Qualify as a Master and get 5% from all levels, on which you are not earning the Guarantee Bonus.

Get additionally 5% (total of 10%) from the first 6 levels of your first Master, on which you are not earning the Guarantee Bonus.

You will earn the Mastery Bonus all the way through your second Master's 6 levels or till the third Master's appearance, whichever comes first.

## LEADERSHIP POOL



SHARE IN 2% OF THE TOTAL COMPANY SALES VOLUME

Get points for enrolling and incentivizing people to achieve the highest qualifications

Instructor	<b>1 point</b>
Profi-Instructor	<b>3 points</b>
Coordinator	<b>5 points</b>
Profi-Coordinator	<b>7 points</b>
Expert	<b>9 points</b>
Profi-Expert	<b>12 points</b>
Master	<b>15 points</b>
Profi-Master	<b>20 points</b>
VIP-master	<b>25 points</b>

## AUTO GLORYON



REACH AND MAINTAIN **COORDINATOR OR HIGHER**

GET 300 c.u. OR **600 c.u.**

Have to start with Business Start or Power Start.

**AB: Active Branch** is a branch wherein at any level there's a manager with activity of 100 points of volume or more or a manager who has purchased a starter kit Business Start or Power Start.

**PV: Personal Volume** is the volume of your orders, including your customers' orders.

**QV: Qualification Volume** is the total team volume including personal volume + issued gifts volume of a manager and his team + the volume of products included in the Starter kits.

**BV: Bonus Volume** is the volume, the rewards are paid on, counted as a summary volume of all purchased products.

**MB: Mastery Bonus** is the reward for developing the structure into depth.

**Level:** All managers, whose mentor you are, are your first level. All managers, whose mentors the above mentioned are, are your second level.

**Weekly bonus cycle:** The weekly bonus cycle runs Monday through the next Monday. Weekly commissions and bonuses are paid out on the end of the pay cycle.

**Monthly bonus cycle:** The monthly bonus cycle runs the first Monday of a month through the first Monday of the next month. Monthly commissions and bonuses are paid out on the end of the pay cycle.

**60% Rank Criteria:** No more than 60% of your qualification volume can come out of any single branch. For example, a Master can only count 60% of 40 000 PGV, that is no more than 24 000 PGV is coming from one branch. Applies for rank qualification only, it does not limit payments anyway.

**Compression:** Compaction of an organization to a number of active managers, so that the sales volumes of several levels are accumulated into one level.