



globallee

COMPENSATION

PLAN

www.globallee.com

INTRODUCTION

Welcome to Globallee, Inc. We are glad that you are a new Independent Brand Ambassador and can work with us, connecting happy customers with innovative natural products.

The Globallee Compensation Plan rewards hard work and accomplishment for each Globallee Independent Brand Ambassador as you successfully focus on two primary objectives. First, connect with happy customers. Customers are looking for healthy and delicious drinks like TAKA. Customers are looking for natural health & beauty solutions. Your job is to find the customers, thereby earning commissions for the products that these customers purchase. Second, build a sales team in your 2 – 4 – 8 Senior Team Leader group who also connect with happy customers. As you find customers and build a like-minded sales team, you can find success!

Additionally, the Globallee Compensation Plan is specifically designed to encourage each IBA to help their team. You literally succeed as you help others succeed. Each new Independent Brand Ambassador sponsors somebody on their left team and then helps that person succeed. They then sponsor somebody on their right team and help that person succeed. Through this strategy, true duplication in the sales team is built step by step, from Team Builder to Team Leader to Senior Team Leader.

SUMMARY

The Globallee Compensation Plan rewards IBA success in enrolling new preferred customers, maintaining preferred customers and in building a sales team who also enroll new preferred customers and maintain preferred customers.

The Globallee Compensation Plan pays WEEKLY commissions and MONTHLY commissions.

WEEKLY COMMISSIONS

1. Retail Customer Profits (earn daily; pay weekly)
2. Customer Acquisition Bonus (CAB) for product purchases related to new Preferred Customers. (earn daily; pay weekly)
3. Fast Start Commissions for product purchases related to newly enrolled Independent Brand Ambassadors. (earn daily; pay weekly)
4. 2021 Action Now Bonus
5. Dual Team Commissions
6. Dual Team Accelerator Bonus
7. Dual Team Matching Bonus

MONTHLY COMMISSIONS

8. Residual Commissions on the CUSTOMER CLUB (Preferred Customers who order a recurring / monthly order)
9. Residual Commissions on product purchases from your sales team of Independent Brand Ambassadors
10. Leadership Bonuses, Star Awards and Infinity Bonuses

1 RETAIL CUSTOMER Profits

You can earn a 20% profit based on purchasing the Globallee products at wholesale cost and reselling them to customers at the Suggested Retail price. Additionally, you can earn a 20% profit by having a retail customer place a onetime order through your replicated website, as a retail customer paying full retail price.

Example: a Retail Customer Purchases 2 boxes of TAKA at the retail price of \$74.88. You earn a 20% retail customer commission of \$14.97.

**Note – the 20% retail commission is not paid on Preferred Customer sales.*

2 Customer Acquisition Bonus on new PREFERRED CUSTOMERS

A Preferred Customer is a retail customer who chooses an automatic monthly shipment. As a reward for choosing this automatic monthly shipment, the Preferred Customer receives approximately a 20% discount and is able to purchase the Globallee products at wholesale prices. When a new Preferred Customer places an order, the Independent Brand Ambassador who enrolled the new Preferred Customer receives a 40% Customer Acquisition Bonus on the CV related to that first month's product purchase.

On future orders (2nd, 3rd, 4th, 5th, etc.), the Independent Brand Ambassador will receive commissions according to the rank they have achieved as a part of the CUSTOMER CLUB.

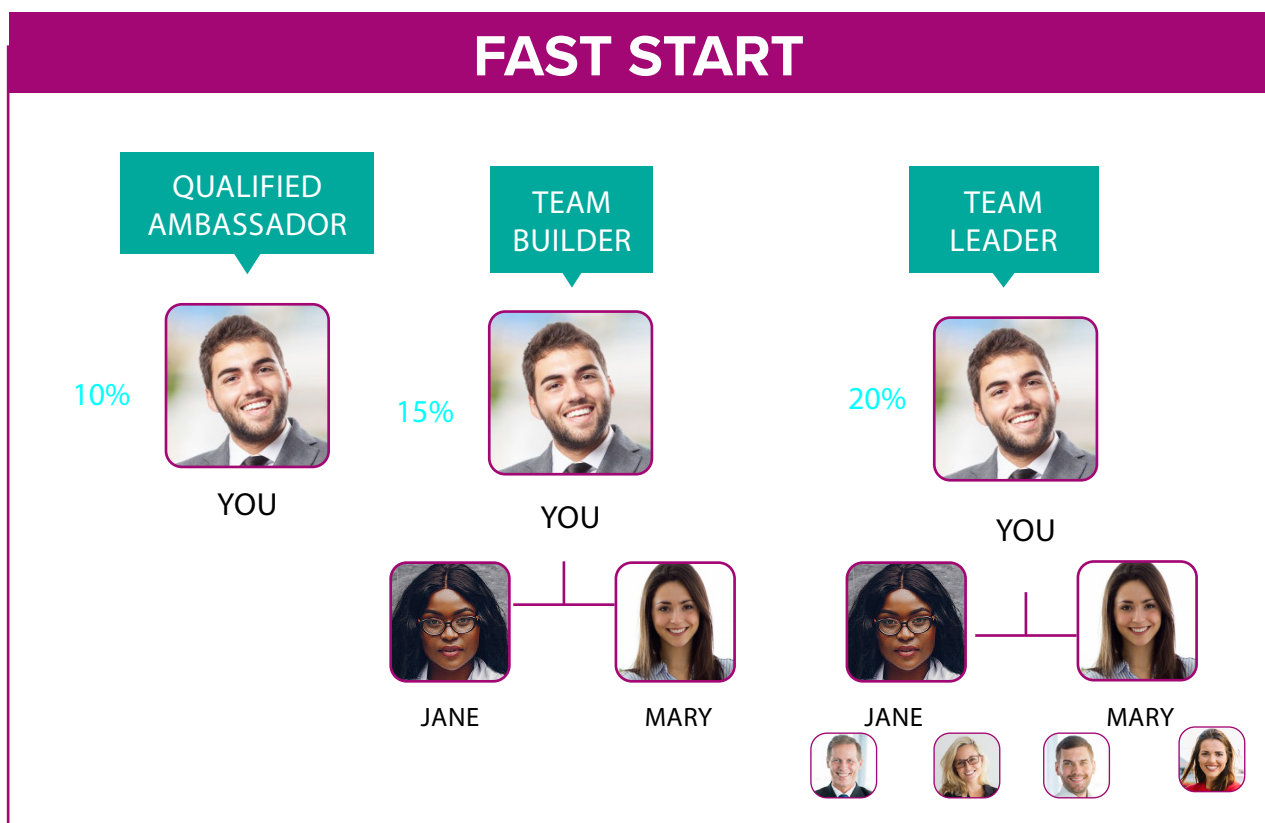
Example: You enroll Sandy as a Preferred Customer. Sandy orders 4 boxes of TAKA which carries a value of 70 CV. As a reward, you earn a commission (Customer Acquisition Bonus) of $40\% \times 70 \text{ CV} = \28.00 on that first order.

3 FAST START COMMISSIONS

Fast Start Commissions are paid on initial product orders from newly enrolled Independent Brand Ambassadors. This includes a purchase of a “Builder Pack” or any combination of commissionable products purchased at the time of enrollment.

You can earn from 10% to 20% commissions on initial orders based on your rank.

Qualified Ambassador	Team Builder	Team Leader
10%	15%	20%



Fast Start Examples provided are based on your personal enrollments that are qualified (QA). This program will pay a differential to the upline sponsorship if the upline has a higher earning rank, until the full 20% is exhausted. These payouts are paid as a differential with Compression, meaning if you are qualified to earn 20% commissions and someone else you enroll is qualified to earn 10% commissions, you will earn the difference.

4 2021 ACTION NOW BONUS

ACTION NOW TB= \$50

If you become a Team Builder in your first 21 days, you earn an extra \$50 ACTION NOW Bonus.

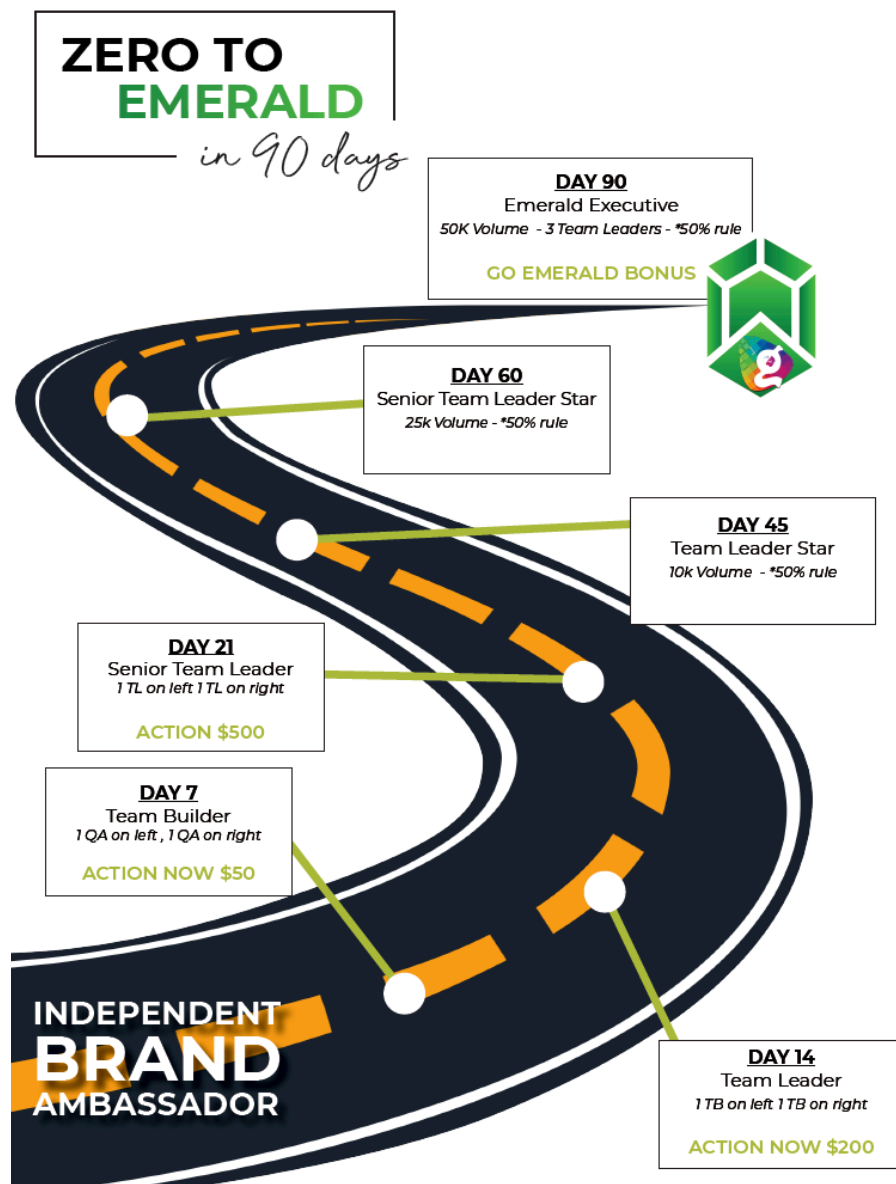
ACTION NOW TL = \$200

If you become a Team Leader in your first 21 days, you earn an extra \$200 ACTION NOW Bonus!

ACTION NOW STL = \$500

If you become a Senior Team Leader in your first 21 days, you earn an extra \$500 ACTION NOW Bonus!

**The amounts listed relate to enrollment with \$500 Builder Packs and \$1,000 Builder Packs. If an Independent Brand Ambassador achieves a rank with smaller builder packs, then the ACTION NOW BONUSES will be reduced by 50% respectively.*



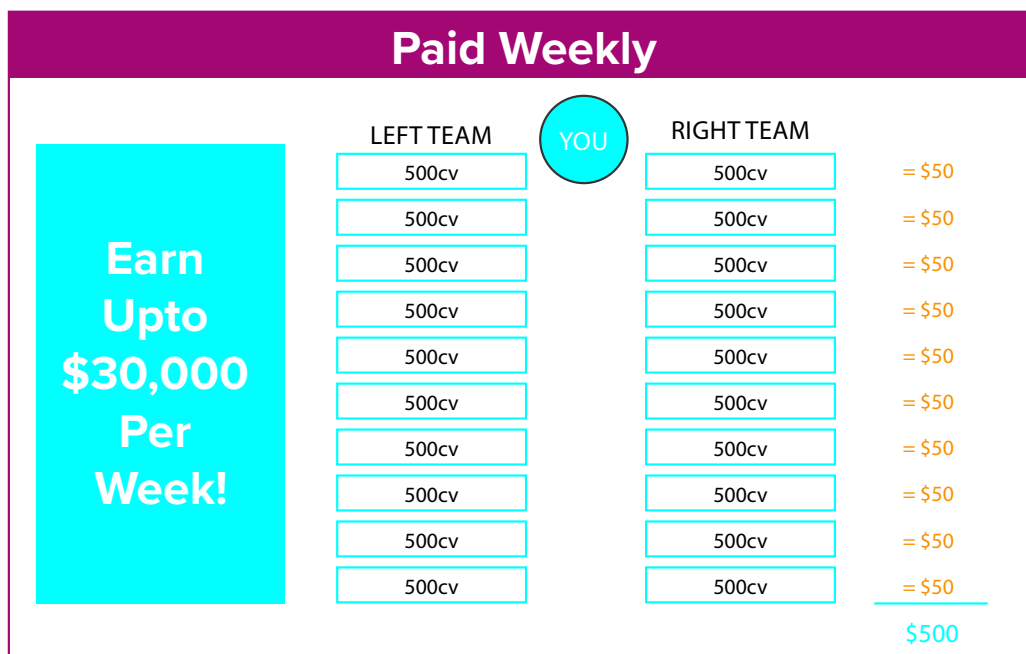
5 DUAL TEAM COMMISSIONS

When you become a Qualified Ambassador, you activate a business tracking center in the Dual Team Commissions plan. As you build your network of Brand Ambassadors, they are placed into your Dual Team organization on either your right team or left team. You also have the option to place your newly enrolled Independent Brand Ambassadors in your organization according to the placement guidelines automatically set in your web office / business tracking center (see glossary/guidelines).

When new QA Independent Brand Ambassadors enroll in your dual team organization, they purchase product in the form of a Builder Pack. The Commissionable Volume (CV) associated with these product purchases (ie Builder Pack purchases) generate commissions which are paid through this Dual Team commission plan. Each country’s enrollment catalog will list enrollment options with corresponding price and CV.

Example:
 Bob purchases Globallee Products in a \$499 Builder Pack. That product purchase generates Fast Start commissions AND 250 CV towards Dual Team commission calculations.

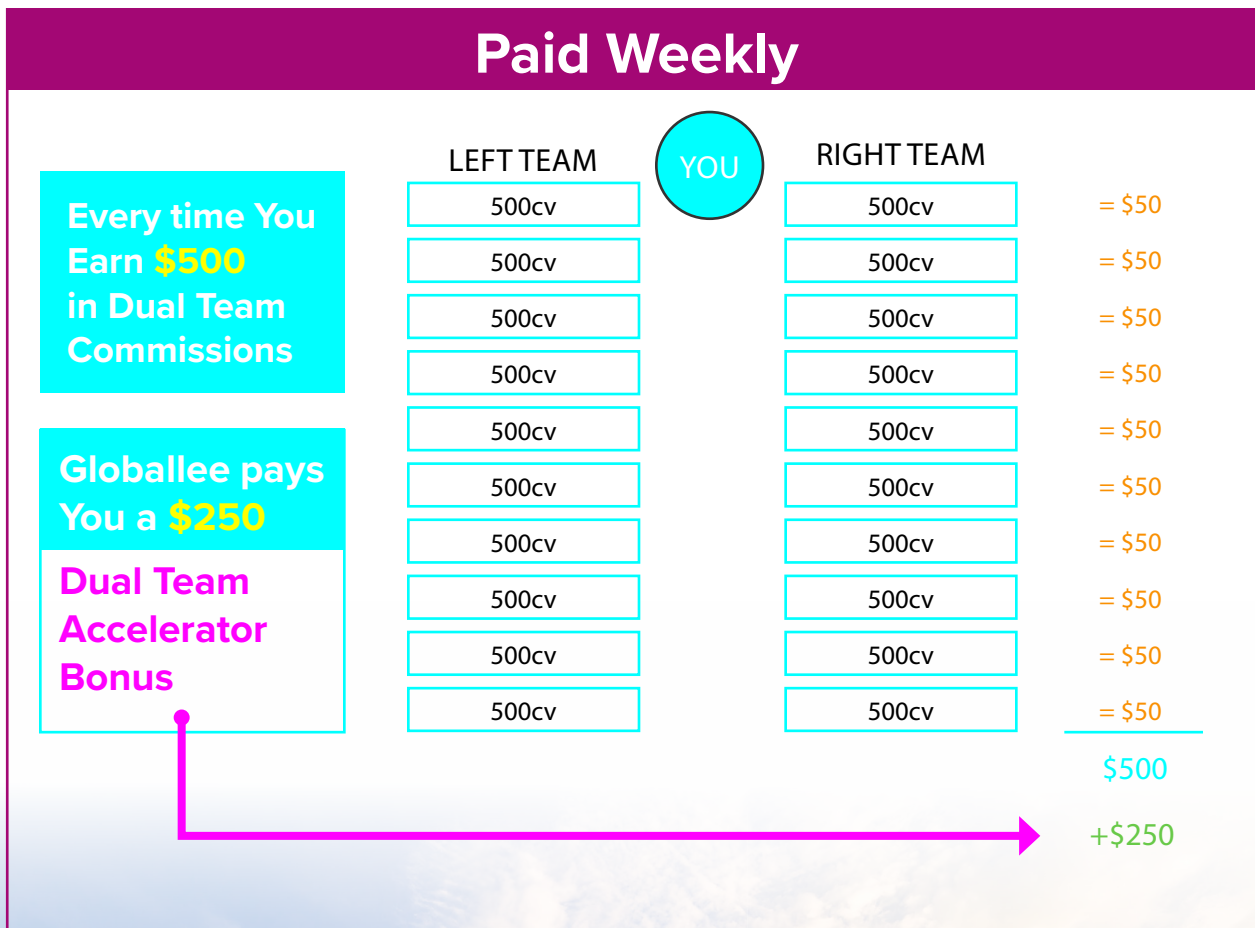
Every time you have 500 CV on your right team and 500 CV on your left team, this generates a “cycle”. Each cycle pays up to \$50.00.



*Cycle pay is subject to 60% weekly cap
 *Unused volume subject to 6 month rolling flush

6 DUAL TEAM ACCELERATOR BONUS

Every time you cycle 10 times, you will earn an additional “Accelerator Bonus”.



7 DUAL TEAM MATCHING BONUS

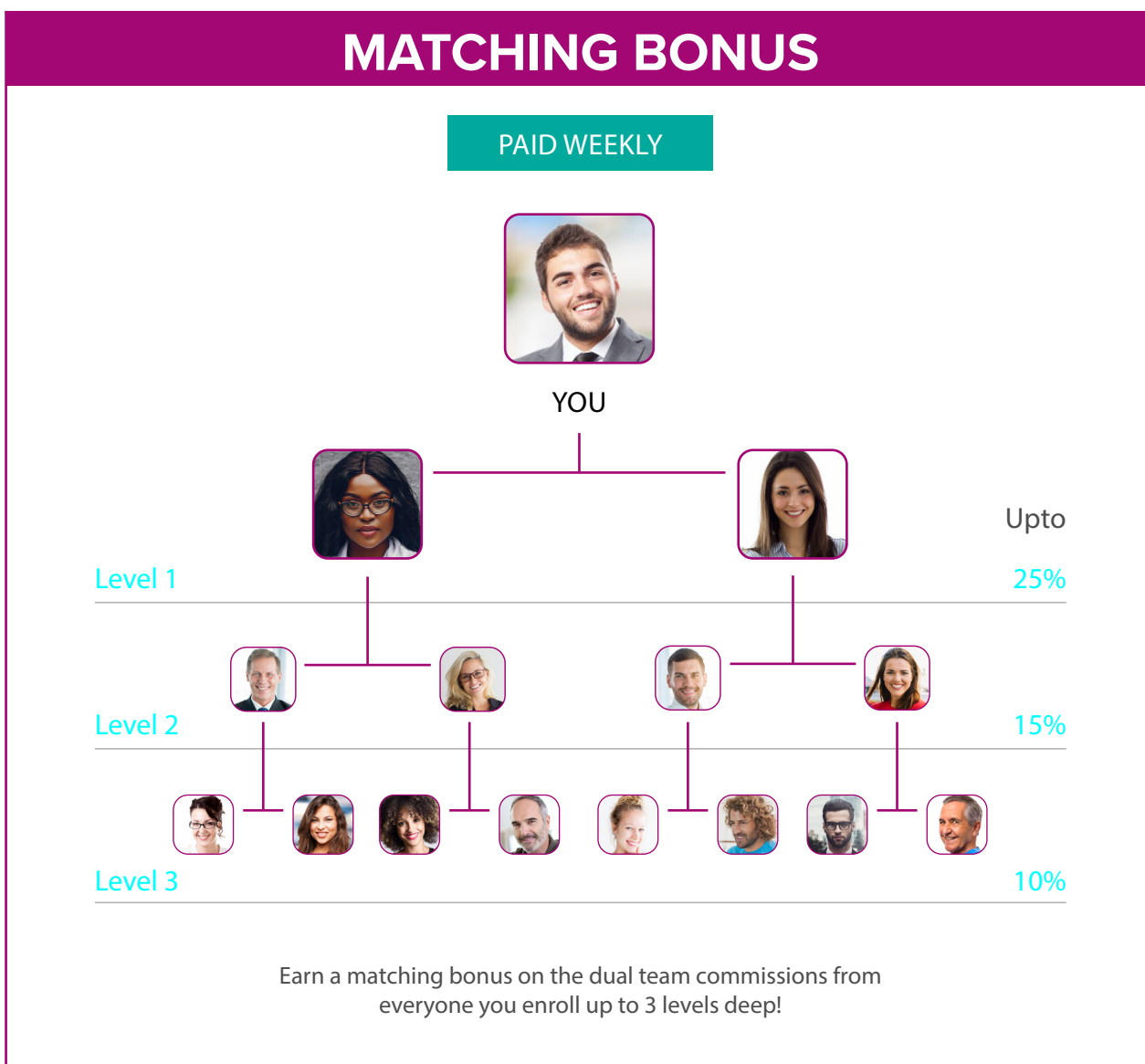
As you advance in rank, you have the ability to earn a matching bonus on Dual Team Commissions earned by anyone you personally enrolled into Globallee, as well as anyone they personally enroll, up to 3 levels deep.

Based on your rank, you can earn up to the following amounts:

Level 1 = 25%

Level 2 = 15%

Level 3 = 10%



8 RESIDUAL COMMISSIONS ON THE CUSTOMER CLUB

The “Customer Club” is a commission that rewards you for product purchases from Preferred Customers in your personal enrollment group. Your success as a Globallee, Inc. Independent Brand Ambassador will largely depend on your success at finding and maintaining preferred customers AND teaching your sales team to do the same.

“They key to a successful business is to have happy customers. The key to happy customers is to have great products.” (Mark McKnight)

A Preferred Customer’s first product order is paid according to the Customer Acquisition Bonus (CAB). When a Preferred Customer places their 2nd, 3rd, 4th, 5th and all subsequent orders, then the CV for those product purchases is paid through the Customer Club. See the chart below for more details:

	Independent Brand Ambassadors	Qualified Ambassador	Team Builder	Team Leader	Senior Team Leader	Emerald Executive & Above
Gen 1	10%	25%	30%	35%	40%	40%
Gen 2		5%	5%	5%	5%	5%
Gen 3				5%	5%	5%
Gen 4					5%	5%
Infinity						1%-5%

see chart on page 21 for full break down

Example 1: If I am a Qualified Ambassador with 10 personally enrolled Preferred Customers on an Intermittent Fasting Pack with 100 CV (100 CV x 10 Personally Enrolled Preferred Customers = 1000 CV). I would receive a 25% “CUSTOMER CLUB” Commission of \$250 every month that those 10 personally enrolled Preferred Customers receive product.

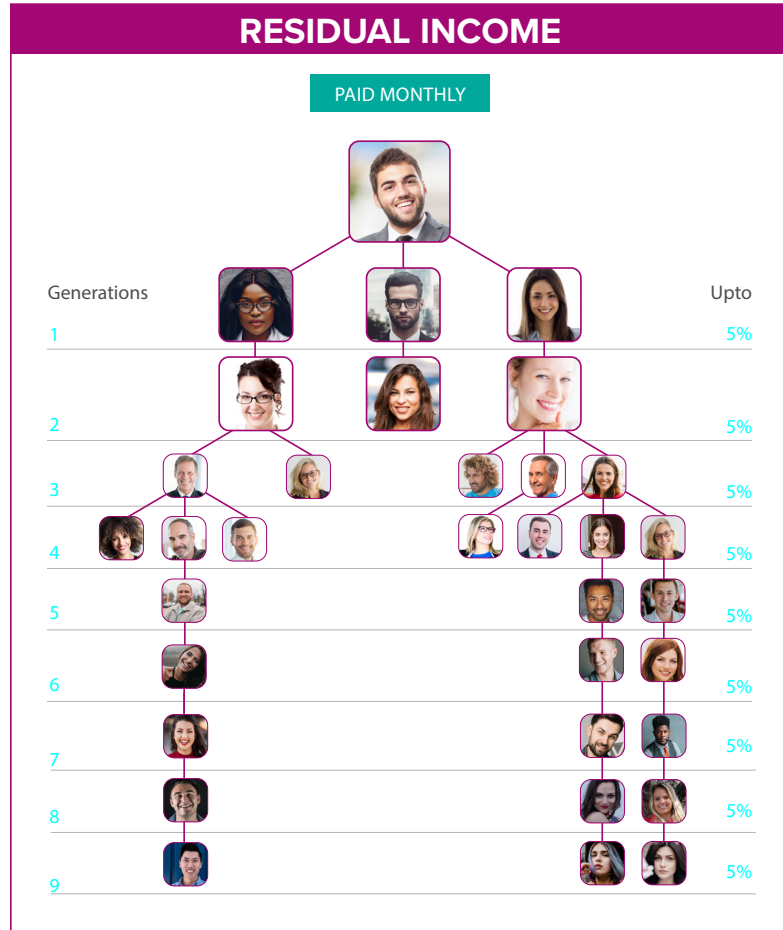
Example 2: If I am a Senior Team Leader or above with 10 personally enrolled Preferred Customers on an Intermittent Fasting Pack with 100 CV (100 CV x 10 Personally Enrolled Preferred Customers = 1000 CV). I would receive a 40% “CUSTOMER CLUB” Commission of \$400 every month that those 10 personally enrolled Preferred Customers receive product. I would receive an additional 5% “CUSTOMER CLUB” Commission of my team’s Preferred Customer CV through Generation 4.

Please note that the 1st monthly purchase (month 1) does not contribute to or apply to the Customer Club. The 1st purchase from a newly enrolled Preferred Customer counts towards the Customer Acquisition Bonus (please see #1 above).

9

RESIDUAL COMMISSIONS ON PRODUCT PURCHASES

As you enroll new Independent Brand Ambassadors into your organization, you can earn a commission on all their future orders and the future orders of any IBA they refer up to 9 generations deep. Anyone you personally refer would be on your first level, anyone they refer would be on your second level, and so on. You can earn a commission of 5% on your first 9 generations of Independent Brand Ambassadors based on your rank. See diagram right.



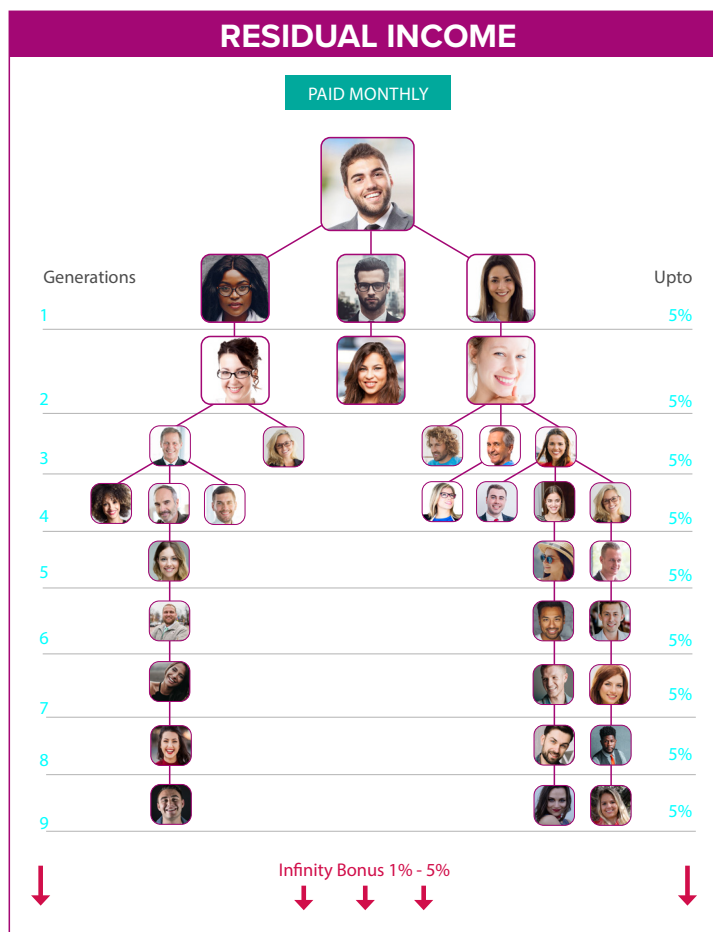
	Independent Brand Ambassadors	Qualified Ambassador	Team Builder	Team Leader	Senior Team Leader	Emerald Executive & Above
Gen 1	5%	5%	5%	5%	5%	5%
Gen 2			5%	5%	5%	5%
Gen 3				5%	5%	5%
Gen 4				5%	5%	5%
Gen 5				5%	5%	5%
Gen 6					5%	5%
Gen 7					5%	5%
Gen 8						5%
Gen 9						5%

This commission pays on the CV related to product purchases for all Independent Brand Ambassadors in your personal enrollment group. It includes IBA one time orders as well as IBA autoshipment orders. It does not include initial enrollment product purchases (i.e. Builder Packs).

10 LEADERSHIP BONUSES, STAR AWARDS & INFINITY BONUSES

As you advance in rank you can qualify to earn an additional 1% to 5% Infinity Bonus throughout your entire organization (personal enrollment group CV based on product purchases). In order to earn this commission, an Independent Brand Ambassador must achieve a leadership rank (Emerald Executive and above) and must qualify at that rank each calendar month. This Infinity Bonus pays throughout your entire personal enrollment group down to the next leader at your same rank. As you successfully achieve additional leadership ranks your Infinity Bonus can grow from 1% to 5%.

Keep in mind that success is best achieved when you help members of your team also achieve success. "Help others achieve their goals and you can achieve your own goals in the process." (Lamia Bettaieb).



Please see rank chart below for details

Emerald Executive	1 Star Emerald Executive	2 Star Emerald Executive	Sapphire Executive	1 Star Sapphire Executive	2 Star Sapphire Executive	Diamond Executive
1%	1.5%	2%	2.5%	3%	4%	5%

RANK DEFINITIONS

All ranks from Qualified Ambassador and above require the following:

- ▶ Active = 50 QV in the rolling 31 day window
- ▶ If you do not maintain active status your binary volume will flush
- Please note that you may meet this 50 QV requirement with 50 QV coming from your personal purchases as well as personally enrolled Preferred Customers or Retail Customers.

Globallee Independent Brand Ambassador:

- ▶ Anyone who pays the annual enrollment fee with online business kit for \$49.99.

Qualified Ambassador:

- ▶ Complete one of the following.

Option A:

- ▶ Purchase any qualifying “Builder Pack”.

Option B:

- ▶ Accumulate 400 QV in a current period. QV can come from personal purchases, Preferred Customer purchases, and Retail Customer purchases.

Dual Team Commission Qualified:

- ▶ In order to be qualified to receive Dual Team Commissions, Dual Team Accelerator Bonuses or Dual Team Matching Bonuses you must have 1 personally enrolled QA (QA & Active) on your right team and 1 personally enrolled QA (QA & Active) on your left team.

Team Builder:

- ▶ 1 personally enrolled Qualified Ambassador on your left team.
- ▶ 1 personally enrolled Qualified Ambassador on your right team.

Team Leader:

- ▶ 1 personally enrolled Team Builder on your left team.
- ▶ 1 personally enrolled Team Builder on your right team.

Senior Team Leader:

- ▶ 1 personally enrolled Team Leader on your left team.
- ▶ 1 personally enrolled Team Leader on your right team.

EXECUTIVE LEADERSHIP RANKS

Emerald Executive:

Structure Requirements:

- ▶ 3 personally enrolled Team Leaders with at least 1 in each dual team leg.

Volume Requirements:

- ▶ PEG Volume = 50,000 EMERALD PEG in one calendar month with no more than 50% coming from one personal enrollment group leg.

OR

- ▶ PEG-RC Volume = 20,000 PEG-RC in one calendar month with no more than 50% coming from one personal enrollment group leg.

1 Star Emerald Executive:

Structure Requirements:

- ▶ 4 personally enrolled Team Leaders with at least 2 in each dual team leg.
- ▶ 1 Qualified Emerald Executive leg in your personal enrollment tree.

Volume Requirements:

- ▶ PEG Volume = 100,000 1 STAR EMERALD PEG in one calendar month with no more than 50% coming from one personal enrollment group leg.

OR

- ▶ PEG-RC Volume = 40,000 1 STAR EMERALD PEG-RC in one calendar month with no more than 50% coming from one personal enrollment group leg.

2 Star Emerald Executive:

Structure Requirements:

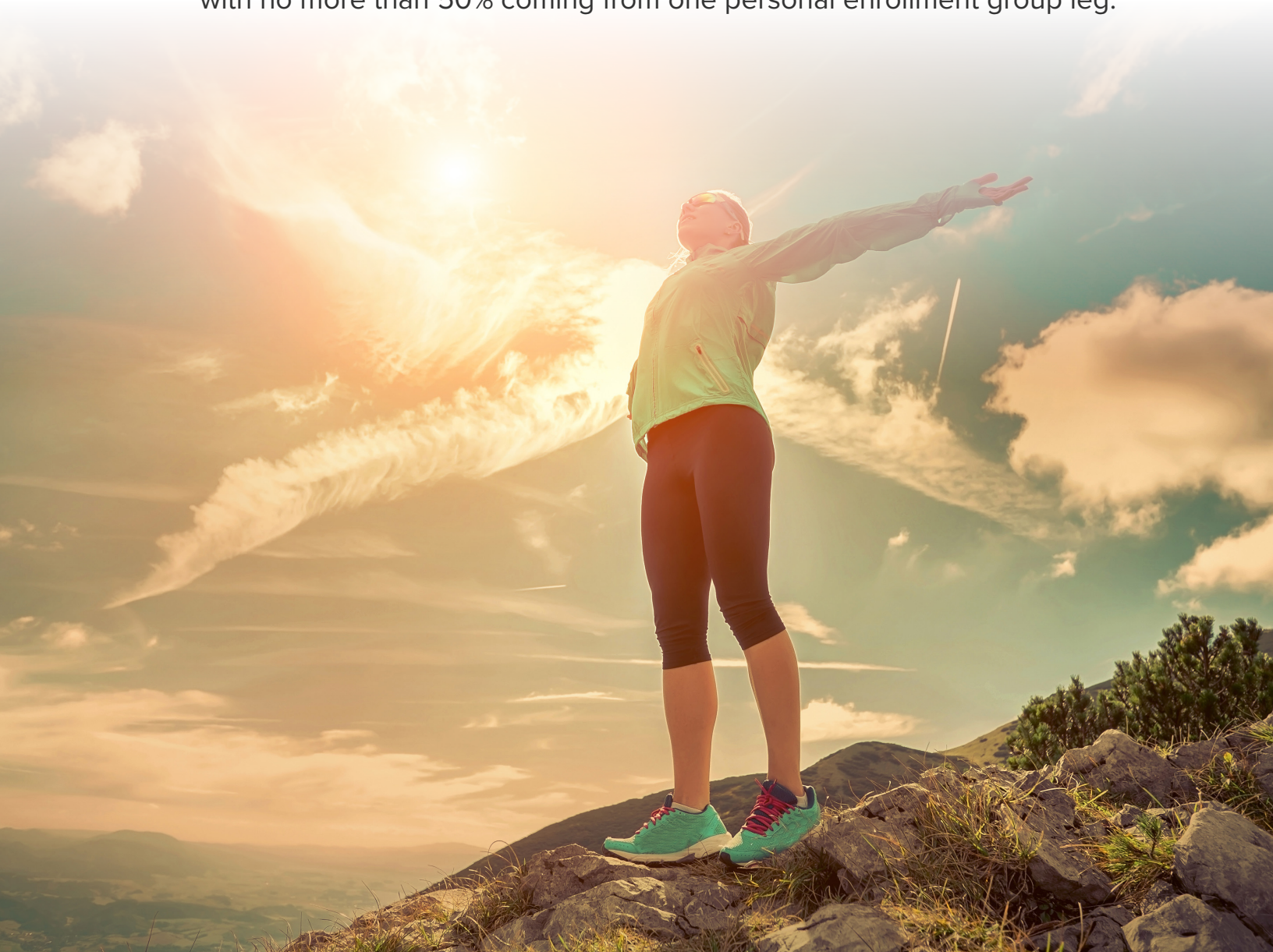
- ▶ 5 personally enrolled Team Leaders with at least 2 in each dual team leg.
- ▶ 2 Qualified Emerald Executive legs in your personal enrollment tree.

Volume Requirements:

- ▶ PEG Volume = 150,000 2 STAR EMERALD PEG in one calendar month with no more than 50% coming from one personal enrollment group leg.

OR

- ▶ PEG-RC Volume = 60,000 2 STAR EMERALD PEG-RC in one calendar month with no more than 50% coming from one personal enrollment group leg.



Sapphire Executive:

Structure Requirements:

- ▶ 6 personally enrolled Team Leaders with at least 3 in each dual team leg.
- ▶ 3 Qualified Emerald Executive legs in your personal enrollment tree.

Volume Requirements:

- ▶ PEG Volume = 250,000 Sapphire PEG in one calendar month with no more than 50% coming from one personal enrollment group leg.

OR

- ▶ PEG-RC Volume = 100,000 SAPPHIRE PEG-RC in one calendar month with no more than 50% of that volume coming from one personal enrollment group leg.

1 Star Sapphire Executive:

Structure Requirements:

- ▶ 6 Personally Enrolled Team Leaders with at least 3 in each dual team leg.
- ▶ 3 qualified EMERALD legs in your personal enrollment group.
- ▶ 1 Qualified SAPPHIRE Executive leg in your personal enrollment tree. Please note that one of your qualified EMERALD legs may also count as the qualified SAPPHIRE leg.

Volume Requirements:

- ▶ PEG Volume = 500,000 Sapphire PEG in one calendar month with no more than 50% coming from one personal enrollment group leg.

OR

- ▶ PEG-RC Volume = 200,000 SAPPHIRE PEG-RC in one calendar month with no more than 50% coming from one personal enrollment group leg.

2 Star Sapphire Executive:

Structure Requirements:

- ▶ 6 Personally Enrolled Team Leaders with at least 3 in each dual team leg.
- ▶ 3 Qualified EMERALD Legs
- ▶ 2 Qualified SAPPHIRE Executive legs in your personal enrollment tree. Please note that two of your qualified EMERALD legs may also count as your qualified SAPPHIRE legs.

Volume Requirements:

- ▶ PEG Volume = 750,000 Sapphire PEG in one calendar month with no more than 50% coming from one personal enrollment group leg.

OR

- ▶ PEG-RC Volume = 300,000 SAPPHIRE PEG-RC in one calendar month with no more than 50% coming from one personal enrollment group leg.

Diamond Executive:

Structure Requirements:

- ▶ 6 Personally Enrolled Team Leaders with at least 3 in each dual team leg.
- ▶ 3 qualified SAPPHIRE Legs in your personal enrollment group

Volume Requirements:

- ▶ PEG Volume = 1,000,000 DIAMOND PEG in one calendar month with no more than 50% coming from one personal enrollment group leg.

OR

- ▶ PEG-RC Volume = 400,000 DIAMOND PEG-RC in one calendar month with no more than 50% coming from one personal enrollment group leg.



DEFINITIONS

Active

Maintain 50 QV in the rolling 31 day window to be active. If this requirement is not met, the Ambassador status will change to inactive, and ALL dual team volume will flush.

Base Commission Qualified (BCQ)

To be Base Commission Qualified (BCQ) qualified for Dual Team Commissions, you must stay Active and have 1 personally sponsored Active on your left team and 1 personally sponsored Active on your right team

CV = Commissionable Volume:

Each Globallee product has a CV or Commissionable Volume assigned to it. Commissions are paid on the CV assigned to the product or products being purchased.

QV = Qualifying Volume as related to ACTIVE Status:

The QV amount as related to ACTIVE status is the value for your own personal purchases, your preferred customer purchases, or from your retail customers who place orders on your Globallee website.

QV = Qualifying Volume as related to RANK Advancement:

This includes all QV related to your entire personal enrollment group.

Retail Customers:

Customers who place one-time orders on your Globallee website and pay full retail price.

Preferred Customers:

Customers who enroll and subscribe for a monthly Auto Shipment order of Globallee products on your website, but who do not enroll to be Globallee Independent Brand Ambassadors.

Auto Shipment:

A subscription for an automatic monthly order of Globallee products to be delivered to your home.

PEG = PEG stands for Personal Enrollment Group:

This includes any one you personally enroll, anyone they personally enroll, and so on and so on to infinity. This does not include any volume related to IBAs who may be placed under you in the Dual Team structure as “spillover”.

Commission Caps

A special commission cap of 60% of total company Dual Team volume (CV from Dual Team products) will be applied to the payouts on any given week. This applies to the Dual Team, Dual Team Accelerator and Dual Team Matching bonuses. In the event that this occurs, a Commission Reduction Amount will appear on the weekly Dual Team Commission report.

PEG-RC Volume:

PEG stands for Personal Enrollment Group. RC stands for Residual Commissions.

Your PEG-RC volume is the volume from your Personal Enrollment Group that is paid through the Residual Commissions (also known as Unilevel) plan.

This includes volume from:

- ▶ Preferred Customer Volume
- ▶ Retail Customer Volume
- ▶ AutoShipment Order Volume
- ▶ One time orders and re-orders from Independent Brand Ambassadors in your Personal Enrollment Group

This does NOT include volume from:

- ▶ Orders placed at the time of enrollment, including Builder Packs.
- ▶ This does NOT include spillover volume or volume from IBAs placed underneath you in the Dual Team structure.

Spillover:

Spillover Volume is the Dual Team volume (cv) from orders placed by anyone who has been placed under you in the organization that was enrolled by someone above you and anyone in their subsequent organization. If you qualify, you can earn commissions on volume from orders placed by those individuals, however their volume does not count toward your PEG volume or your PEG-RC volume and their organization(s) do not count toward any of your structure requirements for rank advancement.

Spillover Volume:

Spillover volume is the Dual Team volume (cv) from orders placed by anyone who has been placed under you in the organization that was enrolled by someone above you and anyone in their subsequent organization. If you qualify, you can earn commissions on this volume, however it does not count toward your PEG volume or your PEG-RC volume.



	Brand Ambassador	Qualified Ambassador	Team Builder	Team Leader	Senior Team Leader	Emerald Executive	1 Star Emerald Executive	2 Star Emerald Executive	Sapphire Executive	1 Star Sapphire Executive	2 Star Sapphire Executive	Diamond Executive
REQUIRED QV	0	50	50	50	50	50	50	50	50	50	50	50
FAST START BONUS	5%	10%	15%	20%	20%	20%	20%	20%	20%	20%	20%	20%
DUAL TEAM WEEKLY CAP	NA	\$0	\$1,000	\$2,000	\$3,000	\$6,000	\$8,000	\$10,000	\$15,000	\$20,000	\$25,000	\$30,000

MATCHING BONUS

1	10%	15%	25%	25%	25%	25%	25%	25%	25%	25%	25%	25%
2			5%	10%	15%	15%	15%	15%	15%	15%	15%	15%
3						5%	10%	15%	15%	15%	15%	10%

RESIDUAL COMMISSIONS

1	5%	5%	5%	5%	5%	5%	5%	5%	5%	5%	5%	5%
2			5%	5%	5%	5%	5%	5%	5%	5%	5%	5%
3				5%	5%	5%	5%	5%	5%	5%	5%	5%
4					5%	5%	5%	5%	5%	5%	5%	5%
5						5%	5%	5%	5%	5%	5%	5%
6							5%	5%	5%	5%	5%	5%
7								5%	5%	5%	5%	5%
8									5%	5%	5%	5%
9										5%	5%	5%

*9 generations with full dynamic compression

INFINITY BONUSES

	Brand Ambassador	Qualified Ambassador	Team Builder	Team Leader	Senior Team Leader	Emerald Executive	1 Star Emerald Executive	2 Star Emerald Executive	Sapphire Executive	1 Star Sapphire Executive	2 Star Sapphire Executive	Diamond Executive
1	10%	25%	30%	35%	40%	40%	40%	40%	40%	40%	40%	40%
2		5%	5%	5%	5%	5%	5%	5%	5%	5%	5%	5%
3				5%	5%	5%	5%	5%	5%	5%	5%	5%
4					5%	5%	5%	5%	5%	5%	5%	5%

INFINITY BONUSES

1	1%	1.5%	2%	2.5%	3%	4%	5%
---	----	------	----	------	----	----	----

CUSTOMER CLUB

1	10%	25%	30%	35%	40%	40%	40%	40%	40%	40%	40%	40%
2		5%	5%	5%	5%	5%	5%	5%	5%	5%	5%	5%
3				5%	5%	5%	5%	5%	5%	5%	5%	5%
4					5%	5%	5%	5%	5%	5%	5%	5%

WEEKLY PAY
 Fast Start Bonus from new IBAs
 Customer Acquisition Bonus - Preferred Customers
 Dual Team Commissions
 Dual Team Accelerator Bonus
 Dual Team Matching Bonus
 ACTION NOW Bonus

MONTHLY PAY
 Residual Commissions for product purchases from IBAs
 Preferred Customer* Customer Club* Residual Commissions
 Retail Commissions

INCOME DISCLAIMER:

There are no guarantees regarding income. The income of Globallee Independent Brand Ambassadors will vary and depend on each person's effort, leadership, hard work, dedication, teamwork and time commitment. All dollar amounts are for illustration purposes only and should not be considered as guarantees or projections of your actual earnings or profits. The Globallee compensation plan is subject to changes and modifications. For the most current version of the compensation plan visit Globallee.com

PRODUCT DISCLAIMER:

Any testimonies and/or opinions relating to Globallee products are not considered as medical advice and should not be taken as such. The Globallee product line is not intended to diagnose, cure, prevent or treat any illness, disease or injury. Always consult your doctor or a medical professional before making any dietary changes or starting any nutrition, weight-loss or exercise program.

The Power of Love
The Power of Give
The Power of NOW

THANK YOU!

Thank you for reviewing Globallee, Inc.'s Compensation Plan. We are glad that you are a new Independent Brand Ambassador and can work with us, connecting great natural products with happy preferred customers around the world!

The Globallee Compensation Plan rewards hard work and accomplishment for Globallee Independent Brand Ambassadors as they focus on two primary objectives. First, connect our great natural products with happy preferred customers. Second, build a sales team who also connect great natural products with more happy preferred customers.

This straight forward approach encourages people to build a sales team and to also successfully build a large group of preferred customers. The Compensation Plan is specifically designed to encourage true duplication, whereby a new Independent Brand Ambassador sponsors somebody on their left team and then helps that person succeed. They then sponsor somebody on their right team and help that person succeed. Through this strategy, true duplication in the sales team is built generation after generation.



www.globallee.com

