

A GOOD START



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Incentive Programme dedicated to new Business Partners of FM WORLD Distribution.

Starts: 1st of January 2020

Closes: 31st of December 2020

Back Office

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Your first months at FM World are for getting familiar with the Company and the products. We want to make it easier for you. Therefore, if you place your orders regularly, we reward you three times.

Stage 1

The Stage 1 of your cooperation with FM WORLD Distribution starts from concluding your Business Partnership Agreement. If you place order/-s with the total amount of at least 300 points, you will get a chance to buy a set of TOP products from FOR HOME series at the promotional price of 1 EURO.



The value of the promotional set is at least 8€.

Order your promotional set after completing Stage 1. You have 30 days to do so.

Stage 2

During Stage 2 place order/-s with the total amount of at least 300 points and you will get a chance to buy a set of body care and make-up products for only 3 EURO.

And move to the 3rd Stage!



The value of the promotional set is at least 13€.

Order your promotional set after completing Stage 2. You have 30 days to do so.

Stage 3

During Stage 3 place order/-s with the total amount of at least 300 points and you will get a chance to buy a luxury set of perfume for only 5 EURO.



The value of the promotional set is at least 17€.

Order your promotional set after completing Stage 3. You have 30 days to do so.

Example:

Date of signing up to FM WORLD Club	Stage 1	Stage 2	Stage 3
January 30th, 2020	from 30.01 to 28.02	from 29.02 to 29.03	from 30.03 to 29.04
January 31 st , 2020	from 31.01 to 28.02	from 29.02 to 30.03	from 31.03 to 29.04
May 27 th , 2020	from 27.05 to 26.06	from 27.06 to 26.07	from 27.07 to 26.08
July 8th, 2020	from 08.07 to 07.08	From 08.08 to 07.09	from 08.09 to 07.10
September 5th, 2020	from 05.09 to 04.10	From 05.10 to 04.11	From 05.11 to 04.12

Remember!

- You start participating in the Programme at the day of joining FM WORLD Club
- Required points are generated from the orders placed by you at the given stage of the Programme.
- Only the orders made in the country of registration qualify for the Programme.
- Promotional sets do not have points.
- You are entitled to add the promotional sets to your cart within 30 days from the day when you became eligible to receive them.

ACTIVE RECRUITMENT



Duration: January 2020 – December 2020

Target: Business Partners recruiting new Business Partners with points purchases

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At FM WORLD Distribution it pays off to actively recruit others! We have bonuses for Recruiting Business Partners.

How it works

A Recruiting Business Partner invites a new person to join in and make a first order with points (in the registration month). New Business Partner receives a price discount of up to 30% (buys at the partner's price) and the Recruiting Business Partner (if only his own personal points equal 100) receives additional remuneration or price discount in the amount calculated from the points turnover of the New Business Partner.

New Business Partner

Order's points value	Price discount / Partner price
Any order	Up to 30% less of the catalogue price

Recruiting Business Partner

Personal points generated by a New Business Partner	Additional remuneration / Price discount for the Recruiting Business Partner
150	5 EUR
300	10 EUR
over 600	20 EUR

Extra bonus!

Recruiting Business Partner can double his / her bonus with every 5th person who places an order according to the above rules. Thus, with every 5th, 10th, 15th etc. person we can double your additional remuneration / price discount!

	Recruiting BP	New BP 1	New BP 2	New BP 3	New BP 4	New BP 5	TOTAL
Personal points	100 points	176 points	400 points	630 points	715 points	1023 points	
Price discount for New BP	Up to 30% of the catalogue price	Up to 30% of the catalogue price	Up to 30% of the catalogue price	Up to 30% of the catalogue price	Up to 30% of the catalogue price	Up to 30% of the catalogue price	
Additional remuneration / Price discount for Recruiting BP	-	5 EUR	10 EUR	20 EUR	20 EUR	20 EUR x 2	95 EUR

* BP = Business Partner

REMEMBER!

Every New Business Partner can be also a Recruiting Partner and earn additional remuneration / price discount for promoting our products.

NOTE:

- New Business Partner shall make the first order by the end of the registration month.
- To receive the double bonus for every 5 new Business Partners, they need to be recruited within one calendar month.
- Additional remuneration / Price discount for Recruiting Business Partner generated in the month of fulfilling the conditions is paid with one month delay (e.g. if the qualification is met in July, additional remuneration will be available in September)
- Additional numbers do NOT take part in the Programme.

EXPEDITION FOR KNOWLEDGE



Incentive Programme for Business Partners at the Effectiveness Levels of 0-18%.

Starts: 1st of January 2020

Closes: 30th of November 2020

Base Month: September 2019 or for Business Partners registered in 2020, it is the month of signing into FM WORLD Club

Back Office

Trainings in the most beautiful cities around the World – incredible motivation, new skills and unlimited source of energy for the incoming months. Ready? Go for it!

QUALIFICATION RULES

You are eligible to take part in the Programme if in the base month your main number's Effectiveness level is between 0% - 18%.

It is enough to obtain Target Effectiveness Level and maintain it for another two settlement months. In other words, you shall keep the Target Effectiveness Level for three consecutive months.

REQUIREMENTS in the month of achieving the level and the months of maintaining the level

- 300 personal points at FM World Distribution
- 60/40 rule
- 80% of the points turnover generated from FM WORLD Distribution

QUALIFICATIONS

Base Month Level	Target Level	Training
0 – 9%	15% (3 months)	City Break
12%	18% (3 months)	LUX
15% - 18%	21% (3 months)	LUX

REMEMBER!

- During the qualification period, you cannot drop below the Base Month Level
- Qualifications shall be met by the end of November 2020 which means that you have to achieve the target level in September 2020

NOTES:

- The winners of the City Break Programme 2019 have a chance to qualify for the LUX training in 2020,
- If you achieve the qualifications of both the City Break training and the LUX training, you can take part in both trainings,
- City Break and LUX Trainings are one person events. A Business Partner may take one extra person to the LUX training provided that he/she bears all the costs related to this person's participation and that such a person accepts all the rules and conditions of the event,
- If by any reasons (e.g. too few eligible Business Partners) FM WORLD Distribution has to cancel the training, we will pay out the money equivalent of 200€ for the City Break training or 500€ for the LUX training.
- Before you participate, please read the relevant Regulations of the Programme

WELCOME HOME 2020 - FM WORLD'S GLOBAL PROGRAMME



Duration: January – December 2020

Base Month: September 2019

Target: Business Partners at the effectiveness level from 0% - 21%, Pearl Orchid and Amaranth Orchid.

Own points: 300 points

Back Office

ARE YOU DREAMING ABOUT YOUR OWN HOME? YOU CAN MAKE IT WITH US!

We have developed unique conditions for development to help you become financially independent and get what you really want: your own house!

This Programme is designed to promote the Level of 21% and help to build better, more stable and more profitable structures. Super Bonus of 500€ GROSS will be paid out every month to those Business Partners who fulfil all the terms and conditions of this Incentive Programme.

Super Bonus of 500 Euro will be paid to help you out with monthly household expenses like: Utility Bills, Mortgage payments, car payments, phone bills and other household expenses everyone faces. You don't have to present any invoices.

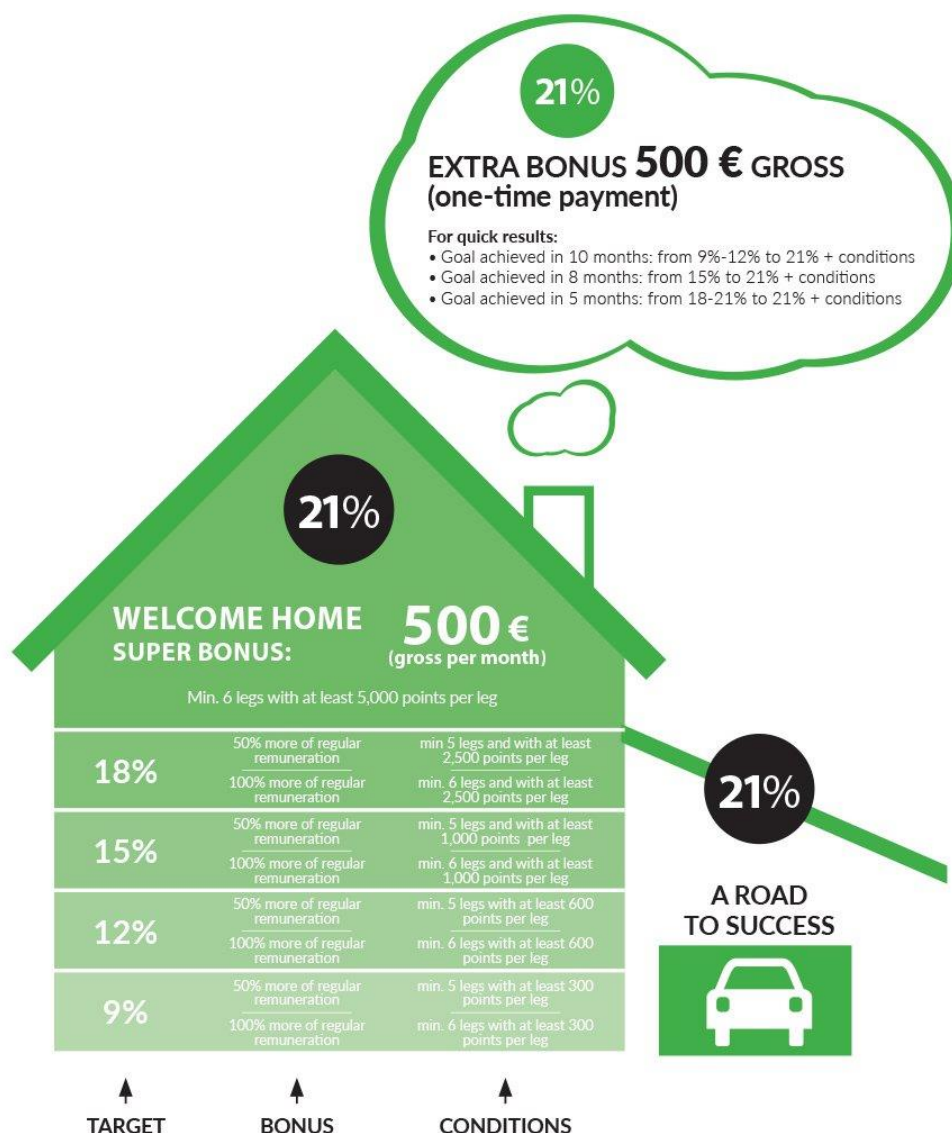
SEE HOW TO BUILD YOUR STRUCTURE FROM THE BEGINNING TO WIN A SUPERBONUS EVERY MONTH:

1. RULES FOR BUSINESS PARTNERS AT THE LEVELS FROM 0-18%

You can get extra remuneration equal to 50%-100% of your regular earnings / trade discount. If you meet the target, it will be paid two times per level.

It is enough that you build your structure based on min. 5 legs and minimum points turnover from the very beginning.

See how to build your structure and what you can get.



And if you create the model structure fast enough, we will pay you an EXTRA bonus of 500€ (just one payment).

How to build your structure?

- At least 5 legs (bonus is given not for the effectiveness level *per se*, but for building the model structure)
- If you have reached the level of 12%, but your structure only have 3 legs, you should adapt your structure to the model of 5-6 legs, the weaker one has 600 points. You will then receive additional remuneration / additional trade discount from 12%.

In every following month you can take up a new challenge and get a new SuperBonus, even if you failed along the way.

2. RULES FOR BUSINESS PARTNERS AT THE LEVELS OF 21%

If you already are a Pearl or Amaranth Orchid, it is enough that you adapt your structure to the model structure of **6 legs, each with min 5,000 points**, then you can get 500 EUR.

CARMOTION



For Whom: Business Partners at the effectiveness levels of 15%, 18%, 21% (Golden Magnolia) and Pearl Orchids and Amaranth Orchids

Base Month: January 2019

We want to help you develop your business. Therefore we give you option to drive your dream car if you meet qualifications at the levels from 15% up.

Additional remuneration earned in the Programme will help you pay your leasing or long-term car rental. And if you already own a car – with our programme you can cover your depreciation costs.

What you have to do to take part in the programme?

1. Check whether you have met the qualifications or write to us at carmotion@distribution.fmworld.com
2. Send us information regarding your car (same email as above):
 - *copy of the vehicle registration card, valid technical review , valid insurance proof and picture of the car (front with the registration plate and the side of the car)
 - *in case of cars which are 3 years old (but less than 5 years old), please also send extra pictures of the car: front with the registration plate and the side of the car, the rear of the car with the registration plate and the side, cockpit and interior.
3. Next step is signing the Carmotion Agreement. It is up to you whether you want it for 3 or 4 years
4. Receive your extra remuneration.

I. GENERAL ELIGIBILITY TERMS FOR ALL LEVELS

- achieving the level for three consecutive months
- generating at least 50 personal points

- meeting the 70/30 rule
 - 80% of the turnover gained in FM WORLD Polska, FM WORLD Distribution and FM WORLD Deutschland
- EXAMPLE 1:

12%	15%	12%	15%	15%	18%
			Achieved level of 15%		

In the above example, a Business Partner has achieved the level of 15%. He/she can sign the agreement for 15% and qualify for the additional remuneration from the level of 15% after he /she meets the conditions.

EXAMPLE 2:

15%	15%	18%	21%	18%	18%
Achieved level of 15%			Achieved level of 18%		

Business Partner has achieved the level of 15% and 18%. He can sign the agreement for 18% and qualify for additional remuneration from the 18% level after he /she meets the conditions.

EXAMPLE 3:

15%	15%	18%	21%	18%	18%
Achieved level of 15%			Achieved level of 18%		

Business Partner has achieved the level 21%. He can sign the agreement for 21% and qualify for additional remuneration from the higher level after he /she meets the conditions.

II. CONDITIONS FOR RECEIVING EXTRA REMUNERATION

Car Agreement signed for 15% or 18% levels

- achieving the level 18% every month
- 300 personal points
- achieving 60/40 rule
- 80% of the turnover gained in FM WORLD Polska, FM WORLD Distribution and FM WORLD Deutschland

EXTRA REMUNERATION: 180€ gross per month

Car Agreement signed for 21% level and higher – PO and AO *

- achieving the level of 21% (and higher) every month

- 300 personal points
- achieving 60/40 rule
- 80% of the turnover gained in FM WORLD Polska, FM WORLD Distribution and FM WORLD Deutschland

EXTRA REMUNERATION: 300€ gross per month

HOW YOU CAN SPEND YOUR EXTRA REMUNERATION

1. Paying your Leasing instalment
2. Paying for the Long-term car rental
3. Paying the depreciation costs (if you own the car)

Additional information:

- A Business Partner is a registered owner / co-owner of the car
- To receive the remuneration, a Business Partner is obliged to sign the Carmotion Agreement.
- On your Business Partner's number you can get additional remuneration only from one car programme.
- Applications for receiving the additional remuneration are reviewed on the individual basis.
- After signing the Carmotion agreement, relevant FM corporate labels will be placed on your car (you can add personal information such as your phone number, email address and personal website)
- FM WORLD Distribution reserves the right to verify whether a Business Partner is still the owner of the car in any time.

In case of questions and for more details write to us at **carmotion@distribution.fmworld.com**

** Business Partners at the higher levels can negotiate the 'car bonus' on the individual basis.*