

Compensation plan

Compensation Plan

Your dreams shall come true!

Let us show how.

We proudly introduce The Empireo Company - your partner for manufacturing high-quality perfumes and cosmetic products, which we offer to our customers. We would like to contribute to the growth of enthusiastic and self-confident people who transfer their confidence and joy to the others. This would be the basis for a world-wide network of happy customers who had found their steady source of financial income. Empireo is a community where you can achieve great success and independence with the help of your own skills and capabilities. We shall provide you with incentive trips, interesting meetings, numerous bonuses and fascinating events. Let us open the world of new possibilities together! Join our team now. We shall eagerly show you the ways of personal development and promote your career.

Join us now!

What the multi-level marketing (MLM) means

and

How do we achieve career progress?

MLM (the English term for "multi-level marketing") has existed for over the decades and has gained popularity year after year. That is the first and the most rapid way of remunerating distributors in the area of direct sales, performed via the distribution network - that is a principle of MLM. At the same time the distributors obtain commission not only for the items sold by them personally, but also for those, sold by other distributors within a definite group.

The major characteristics and concepts of the Compensation plan

The structure of The Empireo Company

„Distributor“ is a person who accepted the terms of Empireo and concluded a Distributor's Agreement and accepted the Membership Conditions in the Bonus Club Empireo.

“The Member of Bonus Club Empireo” is a person who accepted the Membership Conditions of the Bonus Club Empireo.

“The Products” all products (the goods and the services), offered by The Empireo Company for sale to all distributors and members, both in The Empireo Company and in the Bonus Club Empireo, as well as for sale to the third persons or for personal use.

"The brand "Empireo" represents The Empireo Company, its logotype, the brand mark Empireo, the labels, the products, marketing materials and further items under the name Empireo.

"The network Empireo" signifies the distributors from all across the world, further separated into groups.

"The Group" all members of a certain distribution network, referred to the personal Sponsors' Leg, including the Sponsor himself.

"The Sponsor" is a distributor, allocated directly within the Group or any other position above another Distributor.

"Direct Sponsor" a sponsor immediately above another Distributor, i.e. those whose code was implemented by the registration of a new Distributor

"Commissions" the bonuses to the Distributor for performance of sales in accordance with the Compensation Plan

"E-Shop Empireo" is the Internet-store of the company, allocated by the link www.empireo-global.com

"The Distributor's Zone" is a personal zone/part for the Distributor in the website of the company www.empireo-global.com. Only the Distributor in person is allowed to open, review and use his/her personal zone.

"The Leg" is a group, allocated beneath those Distributor, who is registered directly after you.

Turnover and bonuses

"The world turnover" is a turnover of Points, accomplished within the whole Empireonetwork.

"The Group turnover" is a turnover of Points, accomplished within a singular Group.

"The Leg turnover" is a turnover of a single Leg in points.

"The personal turnover" is a turnover in points, accomplished by the Distributor in person.

"Settlement period" represents one calendar month.

"The point" is a virtual unit, accrued for purchasing of goods, bought by the Distributor personally or within his Group in the course of the settlement period (one calendar month). Commission is paid on the basis of the points received.

"Commission" - the amount provided to a Distributor as a reward, depending on the Distributor's effectiveness and earned Points. For the purpose of calculating Commissions, one Point equals EUR 1. The value of EUR 1 is converted to CZK according to the average EUR exchange rate against CZK, as set by the Czech National Bank for the previous calendar month. If a Distributor is to be paid Commissions in a currency different than EUR, Commissions will be converted from the current CZK exchange rate against the particular currency.

The payment of commission to Distributor is made upon achievement of a minimal Group turnover of 100 points or by achievement of a minimal Personal turnover of 20 points.

"The point index": the compensation plan states 1 point equals 1 EUR. The company though reserves the right, to change this ratio at any point of time.

"Bonus from the world turnover" - a sum which comprises 9% from the World turnover in points, always shared by The Empireo Company once per month between the Distributors. All Distributors, who achieved the level "Pearl" or higher, have the right to receive Commission from the World turnover.

The bonus from the World turnover is shared between each Distributor in equal proportion shares from the total volume.

For example: 2% from the World turnover of a level "Pearl" is directed jointly to all distributors of this level and jointly to all those Distributors who had reached a higher position.

"The efficiency level" is a certain position, achieved by the Distributor depending on the turnover of his Group.

"The minimal purchase" is the minimal amount of points, necessary to receive during the settlement period in order to have the right for commission. This amount makes up 20 points.

Registration

"The code of a distributor" - a code, accrued to the new Distributor during registration.

"The Sponsor's code" - a code of direct Sponsor

"The Referent code" - a code of a Distributor who had referred a new Distributor

First part of the Compensation Plan

The first part of a Compensation Plan opens a window in the world or remunerations of The Empireo Company, opened for all Distributors who had achieved during the Settlement period a Group turnover of 100 points or more and had made the personal purchases for 20 points or more.

Commission levels in the first part of a Compensation Plan

The levels of commission in the first part of a Compensation Plan range from 3% to 27% depending on the Group turnover of a certain Distributor during the Settlement period.

Efficiency level 3% - the Group turnover of 100 points or higher

Efficiency level 6% - the Group turnover of 400 points or higher

Efficiency level 9% - the Group turnover of 1200 points or higher

Efficiency level 13% - the Group turnover of 2400 points or higher

Efficiency level 18% - the Group turnover of 4000 points or higher

Efficiency level 22% - the Group turnover of 6000 points or higher

Efficiency level 27% - the Group turnover of 10000 points or higher

Example-

The distributor has reached the efficiency level of 27 % during the Settlement period while supporting the two Legs as a Sponsor at the efficiency level 18 %, whereas the turnover of both these Legs reached 4000 Points. Thereafter the Distributor supported one another Leg at the efficiency level 9% and the turnover 1500 Points. At the same time the Distributor had achieved 500 Points of the Personal Turnover. Therefore his 27 % provide

10000 Points.

Commissions are calculated as follows:

2 × 4000 Points with the margin 9% (the difference between the level of Distributor 27% and the level of the Leg 18%)

+

1 × 1500 Points with the margin 18% (the difference between the level of Distributor 27% and the level of the Leg 9%)

+

1 × 1500 Points with the margin 18%

=

$8000 \times 0,09$ (9%) + $1500 \times 0,18 + 0,18 + 500 \times 0,27 = 720$ points + 270 points + 135 points = 1125 points x 1 Euro = 1125 Euro.

Second part of the Compensation Plan

You have accomplished the first part of a Compensation Plan? Congratulations! We shall offer even more in the second part. Apart from the chance to receive commission from the Group Turnover you can also receive commission from the World turnover!

Let us keep working!!!

The Distributor has entered a second part of the Compensation Plan upon reaching the level „Pearl“ or higher.

Pearl (min. 12 000 - 16 000 points)

Sapphire (min. 20 000 points)

Ruby (min. 30 000 points)

Emerald (min. 50 000 - 60 000 points)

Diamond (min. 60 000 - 90 000 points)

Ambassador (min. 150 000- 180 000 points)

Crown Ambassador (min. 300 000 points)

3%

6%

9%

13%

18%

22%

27%

29%

27% + 3%

31%

32%

33%

34%

100 points
400 points
1200 points
2400 points
4000 points
6000 points
10 000 points
Pearl
Sapphire
Ruby
Emerald
Diamond
Ambassador
Crown Ambassador

The bonus from the World turnover

2%, 2%, 1%, 1%, 1%, 1%, 1%

The Distributor may take the “Pearl” position in the following cases:

Variant “A”

During the Settlement period

- 1). The Distributor achieved the efficiency level 27%;
- 2). Supports as a Sponsor in one of his Legs another Distributor, who had also achieved the efficiency level 27 %or higher
- 3). at the same time personally or in other Legs maintains the turnover of 6000 Points or higher during the Settlement period

or

Variant “B”

During the Settlement period

- 1). The Distributor achieved the efficiency level 27%;
- 2). supports the two Legs which had achieved the efficiency level 18 %or higher
- 3). at the same time personally or in other Legs maintains the turnover of 4000 Points or higher

Upon achievement of position “Pearl” the Distributor shall receive the following:

- Commission of 2 %from the personal turnover
- Commission of 2 %from turnover of the Legs which had not achieved position “Pearl” or the highest efficiency level.
- Commission of 2 %from World turnover

2% - Group turnover
2% - World turnover

The Distributor may take the “Sapphire” position in the following cases:

Variant "A"

During the Settlement period

- 1). The Distributor achieved the efficiency level 27%;
- 2). Supports as a Sponsor at least two Legs which had independently achieved the efficiency level 27% or higher

or

Variant "B"

During the Settlement period

- 1). The Distributor achieved the efficiency level 27%;
- 2). supports as a Sponsor one Leg which had achieved the efficiency level 27% or higher and another Leg which had achieved the efficiency level 22% or higher
- 3). at the same time personally or in other Legs maintains the total turnover of 4000 Points

Upon achievement of position "Sapphire" the Distributor shall receive the following -

- Commission of 3 %from the personal turnover
- Commission of 2 %from turnover of the Legs which had not achieved position "Pearl".
- Commission of 1 %from turnover of the Legs which had not achieved position "Sapphire" or higher position.

Besides, the Distributor would receive commission of 4 %from the World turnover

3% - Group turnover

4% - World turnover

The Distributor may take the "Ruby" position in the following cases:

During the Settlement period

- 1). The Distributor achieved the efficiency level 27%;
- 2). Supports as a Sponsor at least three Legs which had independently achieved the efficiency level 27% or higher

Upon achievement of position "Ruby" the Distributor shall receive the following :

- Commission of 4 %from the personal turnover
- Commission of 2 %from turnover of the Legs which had not achieved position "Pearl".
- Commission of 1 %from turnover of the Legs which had not achieved position "Sapphire".
- Commission of 1 %from turnover of the Legs which had not achieved position "Ruby" or the highest efficiency level.
- Besides, the Distributor would receive commission of 5 %from the World turnover

4% - Group turnover
5% - World turnover

The Distributor may take the “Emerald” position in the following cases:

Variant “A”

During the Settlement period

- 1). The Distributor achieved the efficiency level 27%;
- 2). Supports as a Sponsor at least three Legs which had independently position “Sapphire” or higher

or

Variant “B”

During the Settlement period

- 1). The Distributor achieved the efficiency level 27%;
- 2). supports as a Sponsor five Legs which had achieved the efficiency level 27% or higher

Upon achievement of position “Emerald” the Distributor shall receive the following:

- Commission of 5 %from the personal turnover
- Commission of 2 %from turnover of the Legs which had not achieved position “Pearl”.
- Commission of 1 %from turnover of the Legs which had not achieved position “Sapphire” and 1 %from turnover of the Legs which had not achieved position “Ruby”
- Commission of 1 %from turnover of the Legs which had not achieved position “Emerald” or the highest efficiency level.

5% - Group turnover

6% - World turnover

The Distributor may take the “Diamond” position in the following cases:

Variant “A”

During the Settlement period

- 1). The Distributor achieved the efficiency level 27%;
- 2). Supports at least three Legs which had independently achieved position “Ruby” or higher

or

Variant “B”

During the Settlement period

- 1). The Distributor achieved the efficiency level 27%;

2). supports as a Sponsor five Legs which had independently achieved position "Pearl" or higher

Upon achievement of position "Diamond" the Distributor shall receive the following -

- Commission of 6 %from the personal turnover
- Commission of 2 %from turnover of the Legs which had not achieved position "Pearl".
- Commission of 1 %from turnover of the Legs which had not achieved position "Sapphire" and 1 %from turnover of the Legs which had not achieved position "Ruby", 1 %from turnover of the Legs which had not achieved position "Emerald", 1 %from turnover of the Legs which had not achieved position "Diamond" or higher position

- 7%from World turnover

6% - Group turnover

7% - World turnover

The Distributor may take the "Ambassador" position in the following cases:

Variant "A"

During the Settlement period

- 1). The Distributor achieved the efficiency level 27%;
 - 2). Supports as a Sponsor at least five Legs which had independently achieved position "Diamond" or higher
- or

Variant "B"

During the Settlement period

- 1). The Distributor achieved the efficiency level 27%;
- 2). supports eight Legs which had independently achieved position "Ruby" or higher

Upon achievement of position "Ambassador" the Distributor shall receive the following:

- Commission of 7 %from the personal turnover
- Commission of 2 %from turnover of the Legs which had not achieved position "Pearl".
- Commission of 1 %from turnover of the Legs which had not achieved position "Sapphire" and 1 %from turnover of the Legs which had not achieved position "Emerald"

- 1 %from turnover of the Legs which had not achieved position "Diamond"

- 1 %from turnover of the Legs which had not achieved position "Ambassador" or higher position

- 8%from World turnover

7% - Group turnover

8% - World turnover

The Distributor may take the “Crown Ambassador” position in the following cases:

During the Settlement period

- 1). The Distributor achieved the efficiency level 27%;
- 2). Supports as a Sponsor at least seven Legs which had independently achieved position “Diamond” or higher

Upon achievement of position “Crown Ambassador” the Distributor shall receive the following:

- Commission of 7 %from the personal turnover
- Commission of 2 %from turnover of the Legs which had not achieved position “Pearl”.
- Commission of 1 %from turnover of the Legs which had not achieved position “Sapphire” and 1 %from turnover of the Legs which had not achieved position “Ruby”
- 1 %from turnover of the Legs which had not achieved position “Emerald”
- 1 %from turnover of the Legs which had not achieved position “Diamond”
- 8%from World turnover

7% - Group turnover

9% - World turnover

Example of calculation of commissions:

Efficiency level 9%

The Distributor has reached during the Settlement period the efficiency level 9 % by supporting the following Legs as a Sponsor:

- 1). The Leg with the efficiency level 6% and turnover 600 Points
- 2). The Leg with the efficiency level 3% and turnover 300 Points
- 3). The Leg with the efficiency level 3% and turnover 200 Points

Besides, his personal turnover reached 100 Points. In total the Distributor accumulated 1200 Points which is equal to the efficiency level 9%.

The calculation proceeds as follows:

1 x 600 points with the margin 3% (the difference between the margin of Distributor 9% and the margin of the Leg 6%)

+

1 x 300 points with the margin 6% (the difference between the margin of Distributor 9% and the margin of the

Leg 3%)

+

1 x 200 points with the margin 6% (another difference)

+

1 x 100 points with the margin 9% (Personal Turnover)

=

$600 \times 0,03$ (3%) + $300 \times 0,06$ + $200 \times 0,06$ + $100 \times 0,09$ = 18 points + 18 points + 12 points + 9 points = 57 points (57 €).

The Empireo Company reserves the right to modify the present Compensation Plan at any moment of time. Eventual alterations/modifications do not impact the payment of Commissions and the World Commission during the Settlement Period in which the changes of a Compensation Plan had been introduced.

The Empireo Company does not bear responsibility for printed mistakes or wrong interpretation of Terms in the present Compensation Plan.

We wish you great success!!!