



# 2025

## COMPENSATION PLAN

**Welcome to Globallee!** We are a worldwide company that connects passionate entrepreneurs with successful natural products and a unique opportunity. Our compensation plan is designed to generously reward you for your efforts and success.

**We're going to break down all the ways you can earn with Globallee!**

***globallee***



# PART I

## DIRECT COMMISSIONS AND CUSTOMER COMMISSIONS

At Globallee, you can earn **Direct Commissions** in four different ways. Each product purchase and enrollment order is associated with commissionable volume (CV) and qualifying volume (QV), both of which influence your direct commissions. **Let's explore the four types of direct commissions in detail.**

### 1. AFFILIATE DIRECT COMMISSIONS / CUSTOMERS

Affiliates receive direct commissions on all purchases made by their Retail Customers and their Preferred Customers. A Preferred Customer is a Retail Customer who “subscribes and saves” with a monthly order. Affiliates receive a 25% direct commission on qualifying order volume (QV) for both Retail Customers and Preferred Customers.

#### WHAT IS A **GLOBALLEE AFFILIATE?**

A **Globallee Affiliate** is someone who enrolls to sell products within their personal network, earning Direct Commissions on every customer order. Commissions are paid weekly, offering a fast-track way to earn.

### 2. INDEPENDENT BRAND AMBASSADOR (IBA) DIRECT COMMISSIONS / NEW IBAS

Independent Brand Ambassadors receive a 30% direct commission for the products purchased when a new IBA enrolls in the business. The 30% New IBA Direct Commission is based on the commission volume (CV) value of that order. This commission applies not only to the initial enrollment order but also to every subsequent order placed by those Independent Brand Ambassadors.

Enrollment Packs also qualify an IBA as Active in the compensation program. The GLOBALLEE pack (1,000 QV or higher) provides 18 months of activation; while the STARTER pack (500 QV) provides 6 months of activation. An Ambassador may purchase a renewal enrollment order at the end of their activation period to re-activate for 6 or 18 months, respectively.



### 3. INDEPENDENT BRAND AMBASSADOR DIRECT COMMISSIONS / CUSTOMERS

Independent Brand Ambassadors receive Direct Commissions on commissionable volume (CV) associated with Retail and Preferred Customer orders. This Direct Commission depends on your VIP Club standing and rank. Direct Commission ranks are based on your own personal sales during the rolling 5 week qualification window. Additionally, a portion of the commissionable volume (CV) goes into your binary volume.



HOW TO JOIN:

WHY TO JOIN:

PLUS! VIP PERKS:

JOIN THE VIP CLUB BY HITTING THE FOLLOWING VOLUME		
500 QV	1000 QV	2500+ QV
START EARNING <b>30%</b> IN DIRECT COMMISSIONS	START EARNING <b>35%</b> IN DIRECT COMMISSIONS	START EARNING <b>40%</b> IN DIRECT COMMISSIONS
AND RECIEVE <b>20</b> IN "VIP PERKS" SHOP CREDIT EVERY 5 WEEKS	AND RECIEVE <b>40</b> IN "VIP PERKS" SHOP CREDIT EVERY 5 WEEKS	AND RECIEVE <b>60</b> IN "VIP PERKS" SHOP CREDIT EVERY 5 WEEKS

\*Direct commission VIP CLUB ranks are based on your own personal volume, during the rolling 5-week qualification window.  
 \*\*VIP Perks are available only to customers in the U.S. and Canada.

Check out the all-new **Globallee VIP Store**, where you can redeem your **VIP Perks** shop credits to score exclusive Globallee swag items or spoil yourself with luxury items!

[WWW.SHOPGLOBALLEE.COM](http://WWW.SHOPGLOBALLEE.COM)





the **CLUB**  
**GUARANTEE**  
**\$150/5 WEEKS**

= \$150

\*Achieve the VIP Club in a 5 week "rolling window" and you will earn a minimum commission of \$150. Your Weekly Commissions is less than \$150, then a VIP Club Commission Bonus will be given for that 5 weeks "rolling window" in order to reach a minimum commission amount of \$150.

the **CLUB ELITE**  
**GUARANTEE**  
**\$400/5 WEEKS**

= \$400

\*Achieve the VIP Club in a 5 week "rolling window" and you will earn a minimum commission of \$400. Your Weekly Commissions is less than \$400, then a VIP Club Commission Bonus will be given for that 5 weeks "rolling window" in order to reach a minimum commission amount of \$400.

the **CLUB PRO**  
**GUARANTEE**  
**\$800/5 WEEKS**

= \$800

\*Achieve the VIP Club in a 5 week "rolling window" and you will earn a minimum commission of \$800. Your Weekly Commissions is less than \$800, then a VIP Club Commission Bonus will be given for that 5 weeks "rolling window" in order to reach a minimum commission amount of \$800.



#### 4. INDEPENDENT BRAND AMBASSADOR UNI-LEVEL CUSTOMER COMMISSIONS

Independent Brand Ambassadors will receive a customer bonus based on their rank. This bonus is calculated using the commissionable volume (CV) from customer orders within levels 1, 2, and 3 of your personal enrollment group.

	<b>Independent Brand Ambassador (IBA)</b>	<b>Team Builder (TB)</b>	<b>Team Leader (TL)</b>	<b>Senior Team Leader (STL)</b>
<b>Level 1</b>	0%	5%	5%	5%
<b>Level 2</b>	0%	0%	5%	5%
<b>Level 3</b>	0%	0%	0%	5%





# PART 2

## TWO TEAM SYSTEM AND TRIO CYCLE PAY

The Globallee Compensation system is based on a two team structure – one team on your left and one team on your right. It's straightforward and effective!

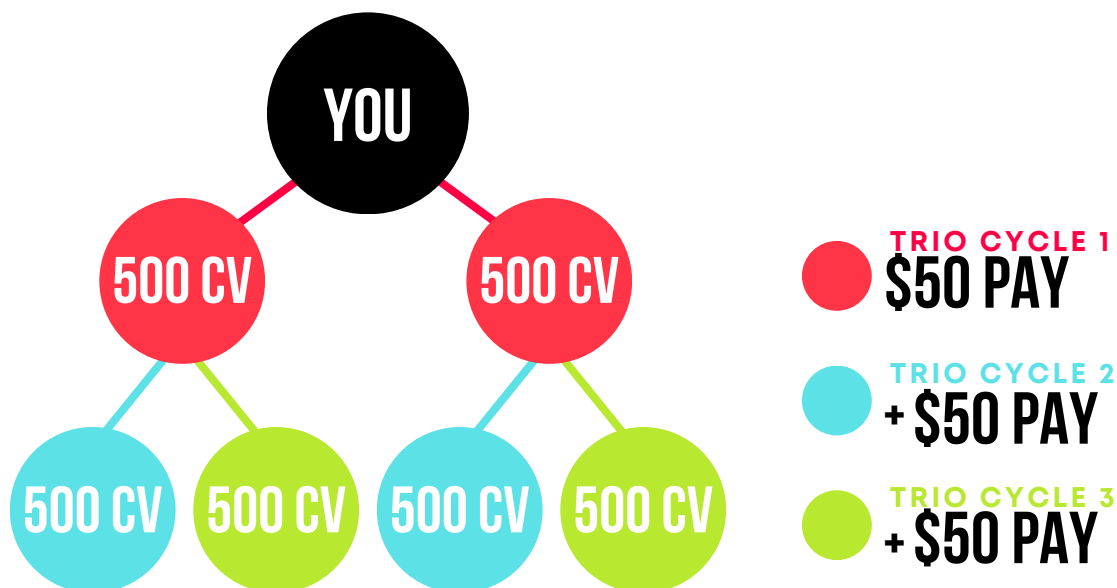
Let's explore 3 additional commissions available through the Two Team System / Trio Cycle Pay:

### 5: TRIO CYCLE COMMISSION

Every time both your Left Team and your Right Team achieve 500 in commissionable volume (CV), you earn a sales commission of \$50 USD.

Each product purchase of IBAs and Customers on your Left Team and your Right Team has a designated amount of CV assigned to this Trio Cycle Pay. This includes ALL orders, from every level on both teams. The bigger your teams, the more CV and the more TRIO Pay!

- Trio Cycle 1: 500 CV - 500 CV = \$50
- Trio Cycle 2: 500 CV - 500 CV = \$50
- Trio Cycle 3: 500 CV - 500 CV = \$50

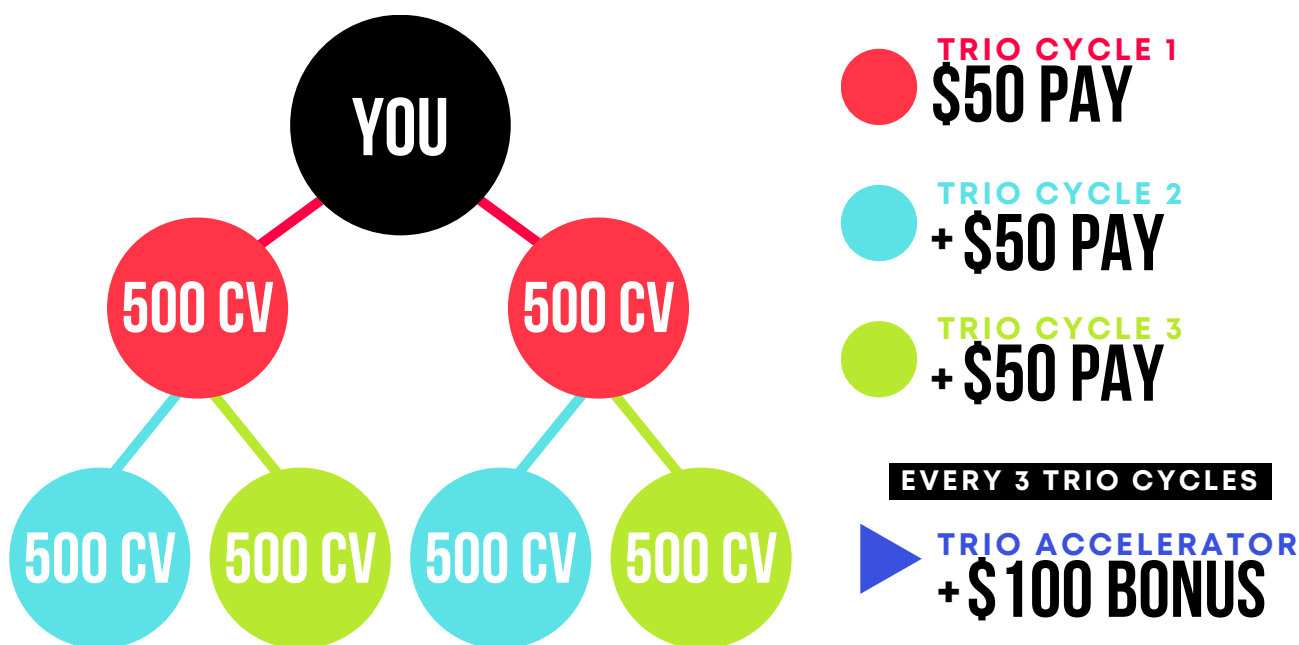




## 6: TRIO ACCELERATOR PAY

As your teams take action and flourish, your weekly commissions will grow. Your teams can expand without limits around the world! Every time you achieve 3 TRIO CYCLES in a week - you will also earn a TRIO ACCELERATOR BONUS of \$100! This makes it even BETTER with an additional \$100 BONUS! Think of it:

- Trio Cycle 1:  $500 - 500 = \$50$
- Trio Cycle 2:  $500 - 500 = \$50$
- Trio Cycle 3:  $500 - 500 = \$50$
- 3 Cycles in 1 Week → Receive an additional \$100 TRIO ACCELERATOR BONUS!



**HIGHLIGHT:**



+



+



+



**= \$250**

TOTAL COMMISSION PER TRIO BONUS





## 7: LEADERSHIP RANKS WITH BINARY CYCLE PAY

Your cycle commissions and Trio Accelerator Bonuses can escalate weekly as your team expands.

Here is a list of TRIO CYCLE COMMISSIONS and TRIO ACCELERATOR BONUSES you can achieve each week, based on your rank:

RANK	TRIO CYCLES		TRIO ACCELERATOR BONUS
	Team Builder	4 TRIOS (12 cycles)	\$1,000/week
	Team Leader	8 TRIOS (24 cycles)	\$2,000/week
	Senior Team Leader	20 TRIOS (60 cycles)	\$5,000/week
	Emerald	40 TRIOS (120 cycles)	\$10,000/week
	Emerald STAR	60 TRIOS (180 cycles)	\$15,000/week
	Sapphire	100 TRIOS (300 cycles)	\$25,000/week
	Sapphire STAR	140 TRIOS (420 cycles)	\$35,000/week
	Diamond	200 TRIOS (600 cycles)	\$50,000/week
	Diamond Presidential	300 TRIOS (900 cycles)	\$75,000/week

## 8: MATCHING BONUS

Globallee offers a matching bonus for leadership levels, starting from Emerald and above. This means whenever the leaders you enroll receive a Trio Cycle Pay, you earn a matching percentage of their Trio Cycle Pay.

Emerald	10% Matching Bonus	Level 1
Sapphire	15% Matching Bonus	Level 1
Diamond	20% Matching Bonus	Level 1



## 8: GLOBAL BONUS POOL

Each order (retail customers, preferred customers, Independent Brand Ambassador orders) will trigger CV going into a GLOBAL BONUS POOL. The amount that goes into the GLOBAL BONUS POOL is 3% of the respective Commissionable Volume (CV) related to each order.

As you stay qualified at your rank during the entire quarter, you can qualify for the global bonus pool! The Global Bonus Pool starts at VIP Pro.

Enroll a new IBA with a GLOBALLEE PACK (1,000 QV)	¼ share to the Enroller
Vip Pro	2 shares
Emerald	3 shares
Sapphire	4 shares
Diamond	5 shares

Please note that to qualify for the GLOBAL BONUS POOL, an IBA must achieve that rank for at least 8 of the weekly pay periods during the calendar quarter.

Think of that! For each new Independent Brand Ambassador who you enroll with a GLOBALLEE PACK (1,000 QV or more), the enroller will receive a ¼ share of the Global Bonus Pool.





# PART 3

## GLOBALLEE VACATIONS

By becoming a leader in Globallee, you can earn luxurious travel opportunities across the globe! Every year, the company announces a new Globallee Vacation and outlines the product sales requirements to achieve the Vacation.

## JOIN US AT GLOBALLEE!



**LET'S BUILD SOMETHING GREAT TOGETHER!**



# RANK DEFINITIONS

Rank	Name	Abbr.	QV	PE Left & Right	In PEG and Binary	Volume From PEG
1	Independent Brand Ambassador	IBA				
2	Active IBA	ABA	Active from Pack or 100PV			
3	Team Builder	TB	Active from Pack or 100PV	1 Active IBA on left & right		
4	Team Leader	TL	Active from Pack or 100PV	1 Active Team Builder on left & right		
5	Senior Team Leader	STL	Active from Pack or 100PV	1 Active Team Leader on left & right		
6	Emerald	EE	Active from Pack or 100PV	1 Active Senior Team Leader on left & right		40,000
7	Emerald Star	ES	Active from Pack or 100PV	1 Active Senior Team Leader on left & right	1 Active Emerald	75,000
8	Sapphire	SE	Active from Pack or 100PV	1 Active Senior Team Leader on left & right	3 Active Emeralds, no more than 2 in one binary leg	150,000
9	Sapphire Star	SS	Active from Pack or 100PV	1 Active Senior Team Leader on left & right	3 Active Emeralds, no more than 2 in one binary leg & 1 Active Sapphire	250,000
10	Diamond	DE	Active from Pack or 100PV	1 Active Emerald on the left & right	3 Sapphires — no more than 2 in one binary leg.	500,000
11	Diamond Presidential	DP	Active from Pack or 100PV	1 Active Emerald on the left & right	3 Sapphires — no more than 2 in one binary leg & 1 Diamond	1,000,000

QV = qualified volume  
PE = personally enrolled  
PEG = personally enrolled group



## OTHER RANK & COMPENSATION PLAN DEFINITIONS

### 50% Rule

- For all ranks that include volume requirements, no more than 50% of that specified volume can come from one personal enrollment group leg. For example, to achieve the rank of EMERALD Executive with 40,000 in PEG volume, no more than 20,000 can come from one personal enrollment group leg.

### Active

- Capability and Earnings
  - Accumulates volume in the Binary Tree. Must be qualified to earn Binary Cycle commissions.
  - Earns Direct Commissions on the product purchased by New Enrollees when they enroll and purchase a product package.
  - Earns Direct Commissions on products purchased by Retail Customers
  - Earns Direct Commissions on products purchased by Preferred Customers
- There are two ways to be ACTIVE
  - Purchase a Qualifying Enrollment Package
    - 1,000 QV = 18 months of ACTIVE
    - 500 QV = 6 months of ACTIVE
    - If you buy another pack before the active status runs out it restarts count from the month in which the IBA purchased the 2nd pack.
  - Accomplish Personal Sales to Retail Customers and to Preferred Customers during the “5-week Rolling” qualification period
    - 100 PV (Personal Sales to Customers)
    - 100 PPV (in personal product purchases)

### Affiliate

- An individual who has enrolled to sell products to customers in their own personal network of contacts. They receive Direct Commissions on each order placed by their personal retail customers and their personal preferred customers.
- The Affiliate commissions are paid weekly.

### Auto Shipment:

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



## OTHER RANK & COMPENSATION PLAN DEFINITIONS

### Commissionable Volume (CV):

- 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.

### In-Active

- An IBA who is not ACTIVE is IN-ACTIVE. They do not receive commissions and their accumulated Binary Points flush. They do not accumulate left and right volume.

### Independent Brand Ambassador:

- An individual who has enrolled to sell products to customers in their own personal network of contacts and helps enroll other Affiliates and Independent Brand Ambassadors in order to build a sales team and earn commissions on the product sales in their organization.
- Someone who has enrolled in Globallee, Inc. and agreed to the policies and procedures, terms and conditions

### Qualifying Volume as related to ACTIVE Status (QV):

- 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.

### Retail Customers:

- An individual who purchases Globallee products as a one-time order at the retail price. They do not receive commissions.

### Pay Rank Notes

- For IBA up to Team Builder, the requirement for ACTIVITY and Pay Rank is 100 QV in personal purchases or 100 QV in purchases from your own personal preferred customers or retail customers.
- The purchase of an enrollment pack at 1,000 QV or 500 QV meets this requirement for 18 months (1,000 QV pack) or 6 months (500 QV pack).
- In order to be active for the Pay Rank of Team Leader and above, the requirement moves to maintaining the "Active Team Builder" structure each 5 week rolling window whereby you have one active Left and one active Right as well as your own activity.
- After 6 months (for those who purchased a 500 QV Enrollment package) and after 18 months (for those who purchased a 1,000 QV Enrollment package), then the IBA must either purchase another qualifying Enrollment Package OR meet the 100 QV requirements from PV or PPV.



## OTHER RANK & COMPENSATION PLAN DEFINITIONS

### Preferred Customers:

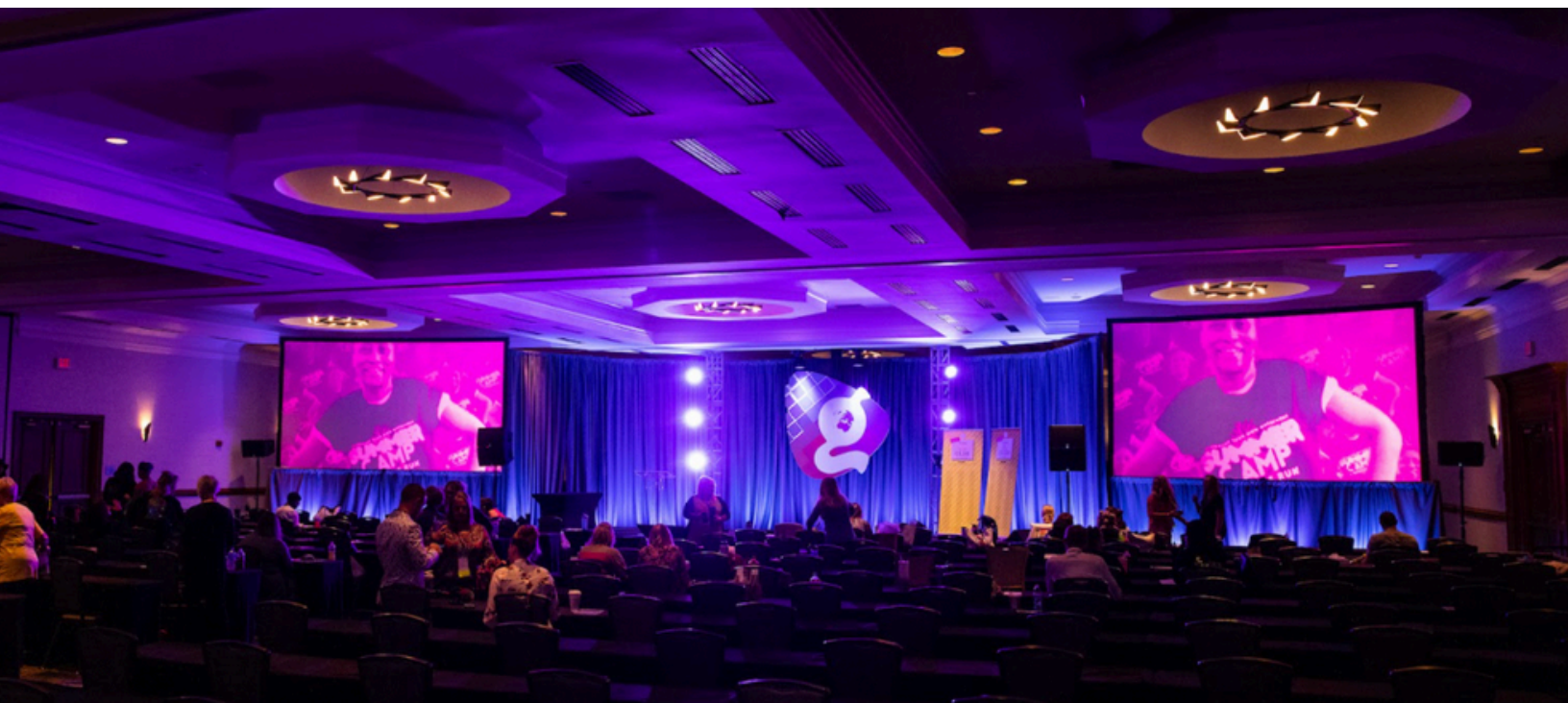
- An individual who has purchased Globallee products and subscribes to a monthly automatic shipment. They receive a discount on the price of the product. They do not receive commissions.

### Personal Enrollment Group (PEG)

- 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 Binary structure as “spillover”.

### Qualified

- An IBA must be ACTIVE
- An IBA must have 1 personally enrolled IBA who is ACTIVE on your left sales team
- An IBA must have 1 personally enrolled IBA who is ACTIVE on your right sales team
- In or order to earn binary commissions an IBA must be ACTIVE and QUALIFIED.
- Volume qualification for ranks is based on Personal Enrollment Group volume over 5 rolling weeks with no more than 50% coming from any one leg.





## **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](http://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.

# Thank you!

Thanks again for joining Globallee. We are glad that you have joined our growing number of Independent Brand Ambassadors who are sharing our great natural products with happy customers around the world!

Our founder, Mark McKnight says, "Great Ingredients = Great Products and Great Products = Happy Customers. If we have Happy Customers, GLOBALLEE IBAs and VIP Club members can have a successful business."

The Globallee Compensation Plan rewards hard work and personal accomplishment by paying sales commissions on products that are sold through your personal organization.

So here's the bottom line:

**BELIEVE IN  
YOURSELF**



**BELIEVE IN THE  
PRODUCT**



**BELIEVE IN  
YOUR TEAM**

## Best,

The Globallee Executive Team



**globallee**