



2026 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. An enrollment pack of 1,000 QV or higher provides 52 weeks of activation; an enrollment pack of 500 QV provides 26 weeks of activation; an enrollment pack of 250 QV provides 12 weeks of activation. An Ambassador may purchase a renewal enrollment order at the end of their activation period to re-activate for 12, 26, or 52 weeks 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 two team system 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 30% IN DIRECT COMMISSIONS	START EARNING 35% IN DIRECT COMMISSIONS	START EARNING 40% IN DIRECT COMMISSIONS
AND RECEIVE 20 IN "VIP PERKS" SHOP CREDIT EVERY 5 WEEKS	AND RECEIVE 40 IN "VIP PERKS" SHOP CREDIT EVERY 5 WEEKS	AND RECEIVE 60 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





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, 3 and 4 of your personal enrollment group.

Rank	IBA	Team Builder	Team Leader	Sr. Team Leader	Emerald	Emerald Star	Sapphire	Sapphire Star	Diamond	Diamond Presidential
Level 1	0%	5%	5%	5%	5%	5%	5%	5%	5%	5%
Level 2	0%	0%	5%	5%	5%	5%	5%	5%	5%	5%
Level 3	0%	0%	0%	5%	5%	5%	5%	5%	5%	5%
Level 4	0%	0%	0%	0%	5%	5%	5%	5%	5%	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!

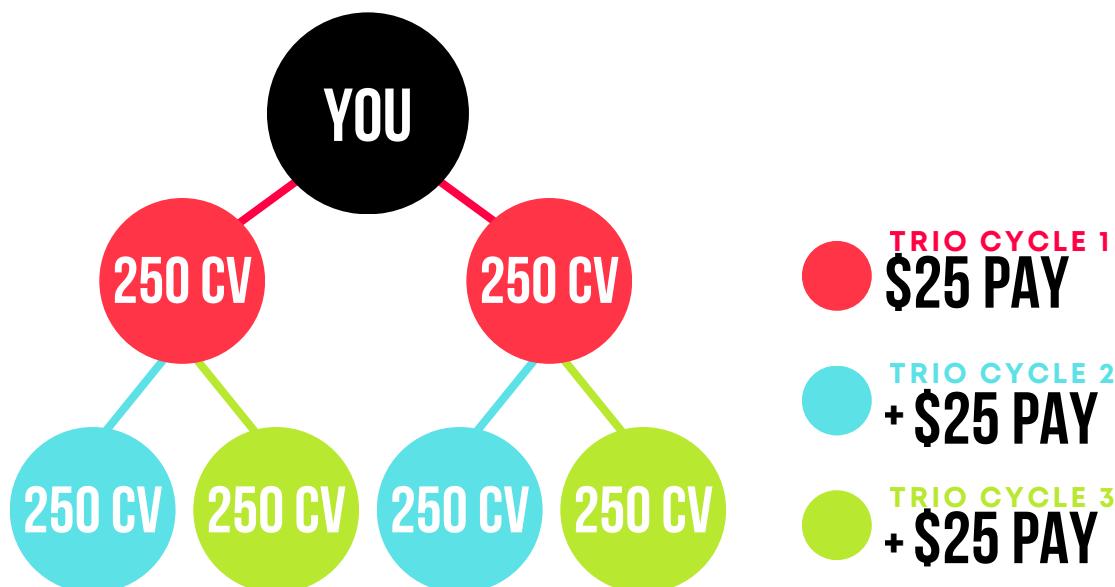
Let's explore 3 additional commissions available through the Two Team System / Trio Cycle Pay:

5: TRIO CYCLE COMMISSION

Every time both your Left Team and your Right Team achieve 250 in commissionable volume (CV), you earn a Trio Cycle Pay of \$25 USD.

Each IBA and Customer product purchase has a designated amount of CV assigned to it. The combined CV Value creates Trio Cycle Pay. The CV comes from ALL orders, on ALL levels and BOTH teams.... You earn sale's commissions from orders and you earn TRIO CYCLE PAY too! The bigger your teams, the more CV and the more TRIO Pay!

- Trio Cycle 1: 250 CV - 250 CV = \$25 Trio Cycle Pay
- Trio Cycle 2: 250 CV - 250 CV = \$25 Trio Cycle Pay
- Trio Cycle 3: 250 CV - 250 CV = \$25 Trio Cycle Pay

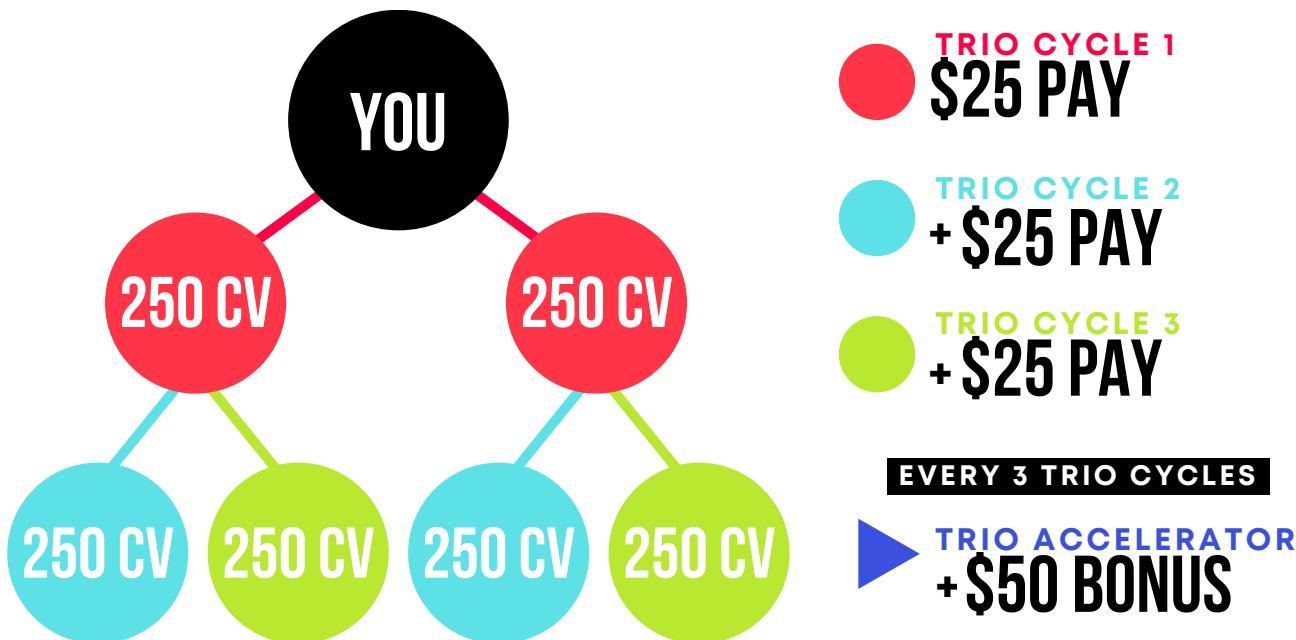




6: TRIO ACCELERATOR PAY

As your teams take action and flourish, your weekly commissions will grow. Your teams can expand around the world! Every time you achieve 3 TRIO CYCLES in a week - you will earn a TRIO ACCELERATOR BONUS of \$50! The Accelerator makes your business even BETTER! Build Three TRIO CYCLES in one week and earn an additional \$50 TRIO ACCELERATOR BONUS! Think of it:

- Trio Cycle 1: 250 CV Left - 250 CV Right = \$25 Trio Cycle Pay
- Trio Cycle 2: 250 CV Left - 250 CV Right = \$25 Trio Cycle Pay
- Trio Cycle 3: 250 CV Left - 250 CV Right = \$25 Trio Cycle Pay
- 3 Cycles in 1 Week → Receive an additional **\$50 TRIO ACCELERATOR BONUS!**



HIGHLIGHT:  = **\$125**

TOTAL COMMISSION PER TRIO BONUS





7: LEADERSHIP RANKS WITH TWO TEAM SYSTEM 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	8 TRIOS (24 CYCLES)
	Team Leader	16 TRIOS (48 CYCLES)
	Senior Team Leader	40 TRIOS (120 CYCLES)
	Emerald	80 TRIOS (240 CYCLES)
	Emerald STAR	120 TRIOS (360 CYCLES)
	Sapphire	200 TRIOS (600 CYCLES)
	Sapphire STAR	280 TRIOS (840 CYCLES)
	Diamond	400 TRIOS (1,200 CYCLES)
	Diamond STAR	600 TRIOS (1,800 CYCLES)

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 and there are 3 ways to earn GLOBAL BONUS POOL Shares.

Enroll 5 new IBAs with a 1000 QV pack	1.25 Global Bonus Pool Shares to 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 $\frac{1}{4}$ share of the Global Bonus Pool (minimum of 5 new Independent Brand Ambassadors).





PART 3

GLOBALLEE VACATIONS

By becoming a leader in Globallee, you can earn luxurious travel opportunities across the globe! 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 Builder on left & right		15,000
6	Emerald Executive	EE	Active from Pack or 100PV	1 Active Team Leader on left & right		40,000
7	Emerald Star	ES	Active from Pack or 100PV	1 Active Team Leader on left & right		75,000
8	Sapphire Executive	SE	Active from Pack or 100PV	1 Active Team Leader on left & right	3 active Emeralds Executives, no more than 2 in one binary leg	150,000
9	Sapphire Star	SS	Active from Pack or 100PV	1 Active Team Leader on left & right	3 active Emeralds Executives, no more than 2 in one binary leg	250,000
10	Diamond Executive	DE	Active from Pack or 100PV	1 Active Team Leader on left & right	3 active Sapphire Executives no more than 2 in one binary leg	500,000
11	Diamond Star	DS	Active from Pack or 100PV	1 Active Team Leader on left & right	3 active Sapphire Executives, no more than 2 in one binary leg	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 Two Team System Tree. Must be qualified to earn Two Team System 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
 - An enrollment pack of 1,000 QV or higher provides 52 weeks of activation
 - An enrollment pack of 500 QV provides 26 weeks of activation
 - An enrollment pack of 250 QV provides 12 weeks of activation.
 - An Ambassador may purchase a renewal enrollment order at the end of their activation period to re-activate for 12, 26, or 52 weeks respectively.
 - 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 Two Team System 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, 500 QV or 250 QV meets this requirement for 52 weeks (1,000 QV), 26 weeks (500 QV), or 12 weeks (250 QV)
- 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 26 weeks (for those who purchased a 500 QV Enrollment package) and after 52 weeks (for those who purchased a 1,000 QV Enrollment package), then an Ambassador may purchase a renewal enrollment order at the end of their activation period to reactivate for 12, 26, or 52 weeks respectively.



OTHER RANK & COMPENSATION PLAN DEFINITIONS

Preferred Customers:

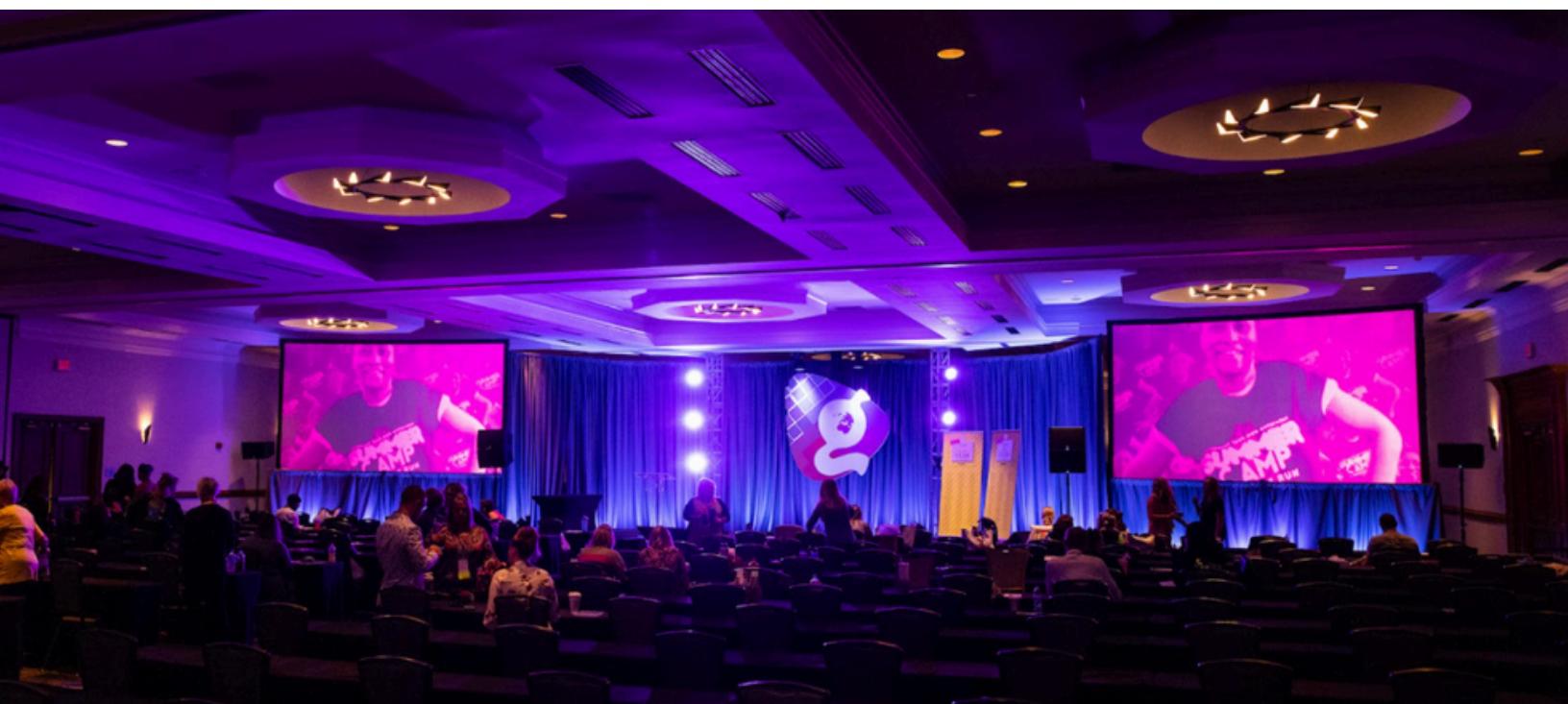
- An individual who has purchased Globallee products and subscribes to a monthly automatic shipment. They receive a discount on the price of the product. They do not receive commissions.

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 Two Team System 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 order to earn 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

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