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PUGOS Products Pvt. Ltd.

G. R. P. (Global Reward Program)

Super - I I (I I Ways To Earn)





PUGOS™

A Human Performance Company

SUPER - 11

- 1. Group Volume Matching Bonus**
- 2. Retail Profit**
- 3. Generation Max Bonus**
- 4. Business Development Pool Fund**
- 5. Executive Diamond Pool Bonus**
- 6. Leadership Bonus**
- 7. Universal Travel Fund**
- 8. Dream Car Fund**
- 9. Dream Home Fund**
- 10. Global Fund**
- 11. Vacations, Bonanzas & Offers**



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What PUGOS™ Offers

To fully support the hard work that you put into your new **PUGOS™** Business, we have leveraged the most powerful volume generators known in the network marketing industry.

- Weekly Joining Business Volumes
- Monthly Repurchase Business Volumes
- And, the solid Retail Profits, which includes powerful Product Offers.

By integrating all the above, PUGOS™ has developed 10 ways to get paid, including large and immediate earnings, as well as significant long-term residuals for life-changing income. The **11th** one is the **Bonanza and Vacations** which are extra.

PUGOS Distributes 50% Of It's Weekly Business Volumes As Weekly Pay-Out.

PUGOS Distributes 75% Of It's Monthly Business Volumes As Monthly Repurchase Pay-Out.

PUGOS Allocates Separate Business Volumes For Weekly Pay-Out & Monthly Repurchase Pay-Out. Refer To Our Latest Product Order Forms.

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1. Group Volume Matching Bonus (GVMB)

Paid Weekly

- Business Volume = B.V.
- Joining B.V. / Repurchase B.V. is set on each product and is purely calculated for commission purpose only
- When an IBO registers with PUGOS, the IBO will be given a Business Centre to track his/her Weekly / Monthly Business Volumes(B.V.)
- An IBO must be 18 + in age, must have a valid PAN card and must hold an Indian bank account.
- Only one Business Centre per PAN card is allowed
- After completion of First Purchase, the IBO will be awarded the rank of Independent Business Owner (I.B.O)
- Depending upon the Ranks a *Minimum Monthly Re-Purchase is required to become “ACTIVE & QUALIFIED” into the system:

Repurchase Conditions	
Title / Ranks	Repurchase B.V.
Associate - Crown Black Diamond	700 B.V.

* Minimum Monthly Re-Purchase B.V. will be revised periodically.

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1. Group Volume Matching Bonus (GVMB)

Paid Weekly

- Week Starts From Saturday 00:00 hrs & the Cut Off takes place on every Friday 23:59. Remember. There is an Auto Cut Off & hence IBO's has to complete their Repurchase timely to avoid missing their pay-outs.
- Payouts are being made directly to the IBO's Bank Accounts On Every Tuesday. If Tuesday is a Holiday then the pay-out will be made on next working day.
- To Receive the GVMB Bonus, You Must Have One Direct Associate In Your Left Team & One In Your Right Team.
- Till You Sponsor Your Direct Associate In Your Both The Team(Left/Right), The B.V. Will Be Carry Forwarded
- IBO's holding Free Registration are not allowed to further register someone. Free Registration validity is for 30 days
- IBO's holding Free Registration will not be entitled for any Accumulated / Carry Forwarded Business Volumes.
- IBO's may choose their Choice of Products online from the available Shopping Cart offered by the Company.
- Products in the Shopping Cart, MRP, IBO Price, Business Volume(B.V.) etc. will be decided by the Management. Shopping Cart will be updated periodically without any further notice.
- All the product will not be eligible for Joining Shopping Cart however all the products will be a part of Repurchase Shopping Cart.

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1. Group Volume Matching Bonus (GVMB)

Paid Weekly

How To Become PUGOS Independent Business Owner (I.B.O.)?

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1. Group Volume Matching Bonus (GVMB)

Paid Weekly

Register & Activate Business Centre To Participate In The Global Reward Program:
Activate your Business Centre by doing a One time Purchase on M.R.P. of any of the below Business Centre type:

S. No.	Business Centre Types	Required Joining Business Volume
1	Foundation Business Centre	1600 - 4999 J.B.V.
2	Booster Business Centre	5000 J.B.V. and Above

Business Centres & Associated Benefits:

S. No.	Business Centre Types	GVMB - %	Weekly GVMB Bonus Limit
1	Foundation Business Centre	10	INR 1,25,000
2	Booster Business Centre	15	INR 1,25,000

Note: For Upgrade From Foundation to Booster, the I.B.O has to buy the products worth 5000 and above B.V. products on M.R.P. There is a provision in Foundation Business Centre. Please logon to the Business Centre and proceed further.



1. Group Volume Matching Bonus (GVMB)

Paid Weekly

Group Volume Matching Bonus (GVMB)

How Does It Works ?

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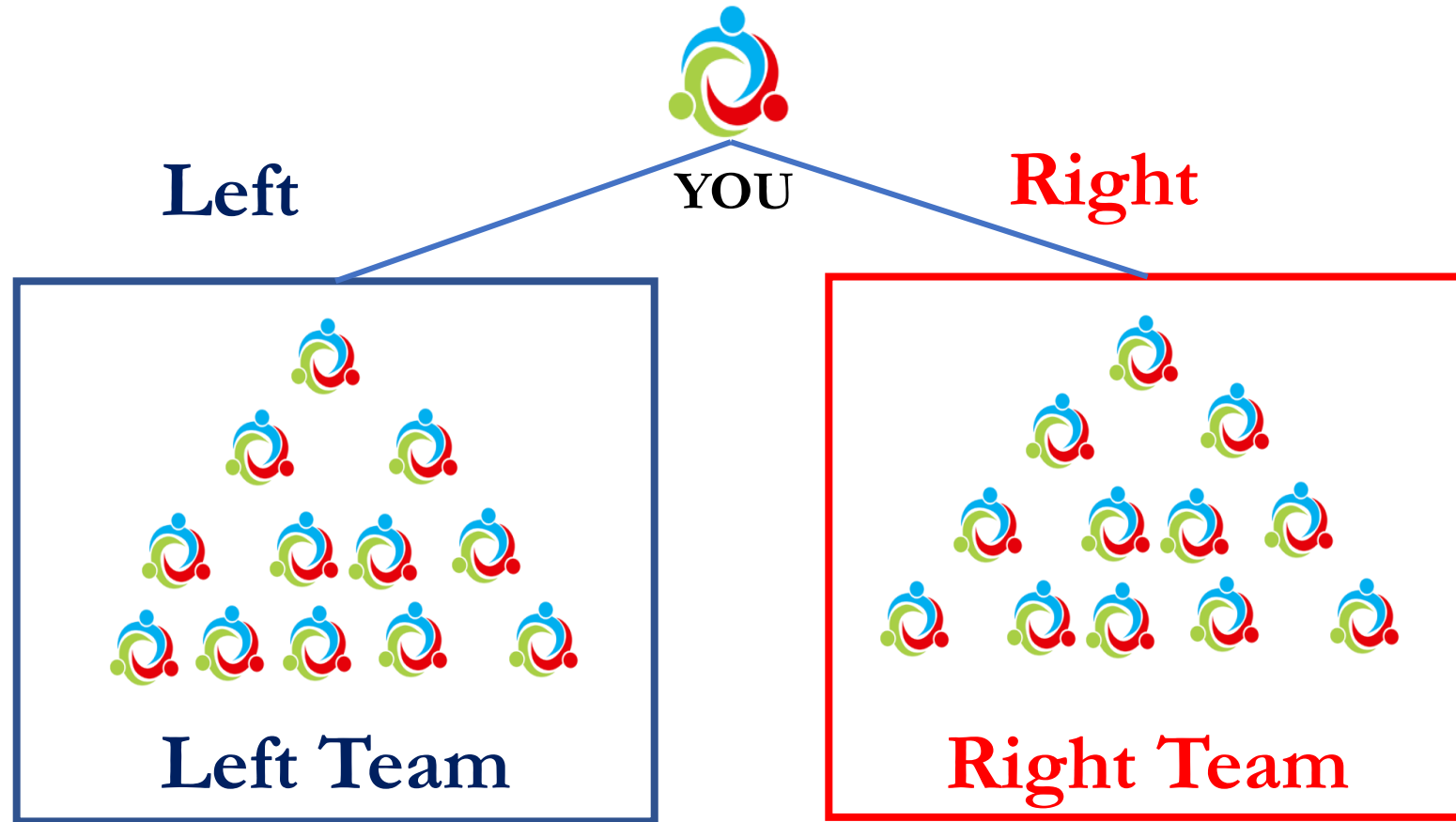
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1. Group Volume Matching Bonus (GVMB)

Paid Weekly



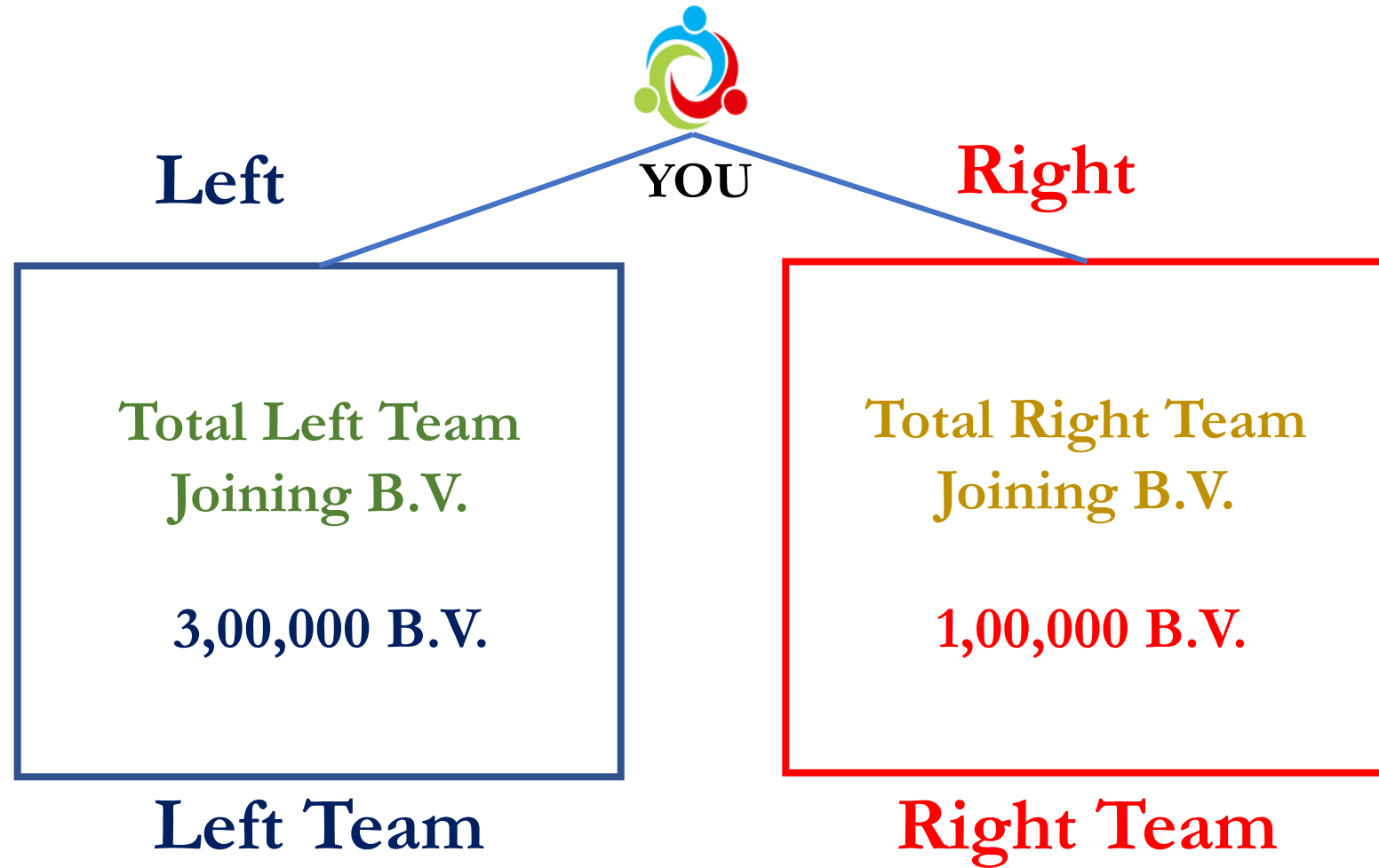
1. Group Volume Matching Bonus (GVMB)

Paid Weekly

Saturday
00:00 Hrs

↓

Friday
23:59 Hrs



1. Group Volume Matching Bonus (GVMB)

Paid Weekly



You

Left

3,00,000 B.V.

Right

1,00,000 B.V.



Lesser Side

$$\begin{array}{r} 3,00,000 \text{ B.V.} \\ - 1,00,000 \text{ B.V.} \\ \hline \checkmark 2,00,000 \text{ B.V.} \end{array}$$

2,00,000 B.V. Will Be Carry Forwarded For Your Next Week Business
Now GVMB Will Be Calculated On The B.V. From Your Lesser Leg

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1. Group Volume Matching Bonus (GVMB)

Paid Weekly



You

Left

3,00,000 B.V.

Right

1,00,000 B.V.



Lesser Side

GVMB Calculation:

Foundation Business Centre Owner's: 10% OF 1,00,000 B.V. = **INR. 10,000**

Booster Business Centre Owner's : 15% OF 1,00,000 B.V. = **INR. 15,000**

Standard Deductions: 1. TDS: As Applicable 2. Admin Charges: 5%

Note: For Upgrade From Foundation to Booster, the I.B.O has to buy the products worth 5000 and above B.V. products on M.R.P. There is a provision in Foundation Business Centre. Please logon to the Business Centre and proceed further.

NOTE: These are mathematical examples & calculations for illustration purpose only. Incentives are paid out when the personal targets are met

NOTE: Paid to Active & Qualified I.B.O's

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Monthly Repurchase Program

Paid Monthly

PUGOS™ Monthly Repurchase Reward Program Has 9 Areas Of Income



- 2. Retail Profit**
- 3. Generation Max Bonus**
- 4. Business Development Pool Fund**
- 5. Executive Diamond Pool Bonus**
- 6. Leadership Bonus**
- 7. Universal Travel Fund**
- 8. Dream Car Fund**
- 9. Dream Home Fund**
- 10. Global Fund**

2. Retail Profit: Up-to 26%

I.B.O. Price + Retail Profit = MRP

M.R.P: Rs.1900/-

IBO Price: Rs.1500/-

Retail Profit: Rs.400/- (Per Unit)



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Retail Profit is not calculated and paid by PUGOS Products Private Limited. PUGOS reserves the right to give further discounts on any product below on I.B.O. Price.

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3. Generation Max Bonus: 3 - 21% (Accumulation)

Paid Monthly

Highlights:

1. B.V of the products purchased every PUGOS calendar month will be accumulated.
2. An opportunity to earn 3 -21% of incentives on total Business Volume made by adding Personal Business Volumes (PBV) and Personal Group Business Volume (PGBV)
3. The business done by your downline network every month is also added to your business every month and in order to calculate your total business of the current month; previous month's business volumes are also added to your business to determine your Title / Rank. Once you have been promoted to a certain Title / Rank, you will never come down and keep on achieving higher Title / Ranks.

Standard Deductions: 1. TDS: As Applicable 2. Admin Charges: 5%

NOTE: To qualify for Performance Bonus, IBO must have minimum monthly repurchase according to their respective ranks.

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3. Generation Max Bonus: 3 - 21% (Accumulation)

Païd Monthly

PUGOS Premium Ranks:

Accumulative Generation Max Bonus on B.V. (%)		
Title / Ranks	Accumulative B.V.	Generation Max Bonus Level
Associate	3750	3%
Star Associate	10000	6%
Executive	25000	9%
Star Executive	50000	12%
Bronze Executive	87500	15%
Silver Executive	125000	18%
Pearl Executive	125001	21%

“ When You
Achieve 21% Profit
Level You Become
PEARL EXECUTIVE ”

NOTE: Company reserves the right to change / modify or alter the quantum, amount or percentage of Generation Max Bonus.

NOTE: If in any month an IBO missed to do the minimum repurchase B.V. according to the Title / Rank, the Generation Max Bonus earned in that month will be carry forwarded for next 2 Pugos Calendar Month. An IBO has to complete the required repurchase B.V. according to the respective Title / Rank within next 2 Pugos calendar month to get the income. It can't be carry forwarded for more than 2 months in any circumstances.

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3. Generation Max Bonus: 3 - 21% (Accumulation)

Paid Monthly

“Rapid Fire” Program: 9%

When an IBO does a GBV of 4000 in a Single Month before hitting 9% Level then He / She is granted a special growth and the profit level of 9%. If a qualifying IBO has a downline also qualifying for "**Rapid Fire**" for the profit level of 9%, then the upline IBO has to maintain PGBV of 4000 from other direct legs / lines.

Accumulative Generation Max Bonus on B.V. (%)		
Title / Ranks	Accumulative B.V.	Generation Max Bonus Level
Associate	3750	3%
Star Associate	10000	6%
Executive	25000	9%

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3. Generation Max Bonus: 3 - 21% (Accumulation)

Paid Monthly

“Rapid Pearl Executive” Program: 21%

When an IBO does a PGBV of 87500 in a Single PUGOS Calendar Month before hitting 21% Level then He / She is qualifies as a “Rapid Pearl Executive” program & granted a special growth and the profit level of 21%. If a qualifying IBO has a downline also qualifying for **"Rapid Fire"** for the profit level of 21%, then the upline IBO has to maintain PGBV of 37501 from other direct legs / lines.

Accumulative Generation Max Bonus on B.V. (%)		
Title / Ranks	Accumulative B.V.	Generation Max Bonus Level
Associate	3750	3%
Star Associate	10000	6%
Executive	25000	9%
Star Executive	50000	12%
Bronze Executive	87500	15%
Silver Executive	125000	18%
Pearl Executive	125001	21%

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3. Generation Max Bonus: 3 - 21% (Accumulation)

Paid Monthly

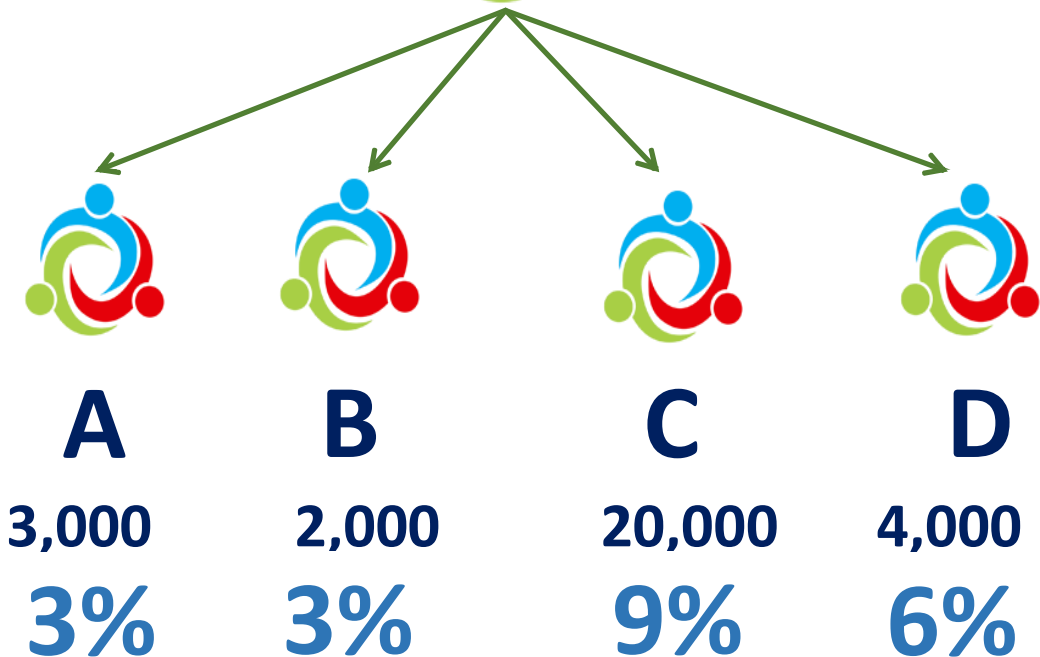
Your PGBV – 35000

Star Executive

Your PBV – 6000



YOU 12%



How to calculate Performance Bonus ?

Example 1

Let's assume after completing your first Re-Purchase in PUGOS you sponsor 4 direct I.B.O's (A, B, C & D) in the first month and these I.B.O's further sponsor more I.B.O's in their respective Teams. Now you, your direct I.B.O's and their I.B.O's earn B.V. and Generation Max Bonus level according to the table in the first month:

I.B.O.	PBV / PGBV	Difference of Profit Level *	Earnings
Your P.B.V	6000	12%	720
A	3000	9%	270
B	2000	9%	180
C	20000	3%	600
D	4000	6%	240
Your Total Earning			2010
* Difference of Profit Level: Difference between your and your direct I.B.O's Profit Level.			

NOTE: These are mathematical examples & calculations for illustration purpose only. Incentives are paid out when the personal targets are met

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3. Generation Max Bonus: 3 - 21% (Accumulation)

Paid Monthly

Example 2

In PUGOS, your previous month's B.V. will be accumulated / added in Current month's B.V. in order to calculate Generation Max Bonus but the earning is determined on current month's B.V. Let's assume in the second month, you, your 4 Direct I.B.O's (A, B, C & D) and their team earns BV and performance level according to the below tables:

I.B.O's	Current P.B.V. / P.G.B.V	Previous P.B.V. / P.G.B.V	TOTAL P.B.V. / P.G.B.V	LEVEL
Your P.B.V	5000	6000	11000	
A	10000	3000	13000	9%
B	15000	2000	17000	9%
C	5000	20000	25000	9%
D	20000	4000	24000	9%
Total	55000	35,000	90000	18%

I.B.O.	PBV / PGBV	Difference of Profit Level *	Earnings
Your P.B.V	5000	18%	900
A	10000	9%	900
B	15000	9%	1350
C	5000	9%	450
D	20000	9%	1800
Your Total Earning			5400
* Difference of Profit Level: Difference between your and your direct I.B.O's Profit Level.			

NOTE: These are mathematical examples & calculations for illustration purpose only. Incentives are paid out when the personal targets are met.

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4. Business Development Pool Fund: 4%

Païd Monthly

Highlights:

This Fund has been designed to support New I.B.O’s starting from Title / Rank Pugos “Executive” to Pugos “Silver Executive” to meet their day today expenses in Developing Business. PUGOS allocates 4% of the company’s B.V. as a Business Development Pool Fund every month and it is being paid among all active & qualified Title / Rank holders’(Check the below table). This Business Development Pool Fund will be discontinued once any IBO advances his/her rank from Pugos “Silver Executive” to next.

To qualify for Business Development Pool Fund of 4%, an IBO must have to do the necessary Personal Monthly Repurchase according to the respective ranks & qualifying criteria (Mentioned Below).

Rank / Title	Fresh GBV	Maximum B.V. Count from Each Leg / Line / Team	Distribution (Equally among all the Active qualifier's)
Executive	5000	3750	1.00% (i.e. 25% Of Total Fund Value)
Star Executive	10000	7500	1.00% (i.e. 25% Of Total Fund Value)
Bronze Executive	20000	15000	1.00% (i.e. 25% Of Total Fund Value)
Silver Executive	30000	22500	1.00% (i.e. 25% Of Total Fund Value)





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4. Business Development Pool Fund: 4%

Païd Monthly

How to Qualify Business Development Pool Fund ?

Example - 1

A minimum of 2 direct legs are required to earn Business Development Pool Fund and maximum it can go up-to any no's.

Let's assume you are a Bronze Executive & completed your Personal Business Volume(P.B.V.) of 700 and eligible* for Business Development Pool Fund. You have sponsored 2 direct I.B.O's (A & B) and these I.B.O's further sponsor more I.B.O's in their respective Teams & earning P.G.B.V.

As a Bronze Executive, you need to earn a fresh P.G.B.V. of 20000 and the maximum P.G.B.V. count from one leg would be 15000 for qualifying Business Development Pool Fund

* Equally distributed among all the qualifier's * Active & Qualified – Minimum Repurchase & applicable T & C

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Your PGBV – 50,700
Bronze Executive





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4. Business Development Pool Fund: 4%

Paid Monthly

How to Qualify Business Development Pool Fund ?

Example 2

Let's assume you are a Silver Executive & completed your Personal Business Volume(P.B.V.) of 700 and eligible* for Business Development Pool Fund. You have sponsored 4 direct I.B.O's (A, B, C & D) and these I.B.O's further sponsor more I.B.O's in their respective Teams. Now you, your direct I.B.O's and their I.B.O's earn P.G.B.V.

As a Silver Executive, to become eligible for Business Development Pool Fund you need to earn a fresh P.G.B.V. of 30000 and the maximum B.V. count from one leg would be 22500.

30,000 **COMPLETED** **QUALIFIED**

* Equally distributed among all the qualifier's

* Active & Qualified – Minimum Repurchase & applicable T & C

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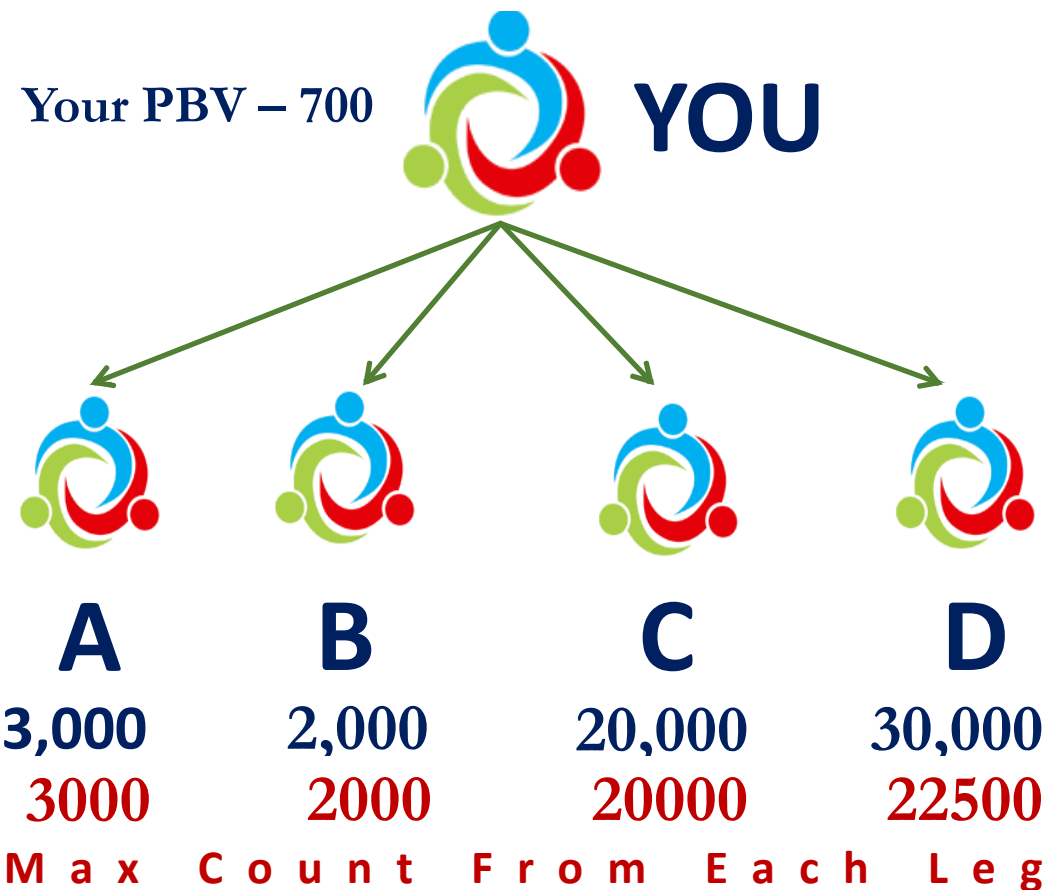
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Your PGBV – 55700

Silver Executive



5. Business Development Pool Fund: 4% Paid Monthly

How to Calculate Business Development Pool Fund ?

For Qualified Executives :

Executive Business Development Pool Fund	=	$\frac{1\% \text{ Of Total PUGOS Monthly B.V.}}{\text{Total Executive Qualifier's in a Month}}$
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For Qualified Start Executives :

Star Executive Business Development Pool Fund	=	$\frac{1\% \text{ Of Total PUGOS Monthly B.V.}}{\text{Total Star Executive Qualifier's in a Month}}$
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For Bronze Executives :

Bronze Executive Business Development Pool Fund	=	$\frac{1\% \text{ Of Total PUGOS Monthly B.V.}}{\text{Total Bronze Executive Qualifier's in a Month}}$
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For Silver Executives :

Silver Executive Business Development Pool Fund	=	$\frac{1\% \text{ Of Total PUGOS Monthly B.V.}}{\text{Total Silver Executive Qualifier's in a Month}}$
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NOTE: This is an early bird offer and Company reserves the right to distribute this fund according to the I.B.O performance(Point Value).
NOTE: Company reserves the right to change / modify or alter the quantum, amount or percentage of Business Development Pool Bonus. Company also reserves the right to Utilize this fund for the other offers with or without prior notice.





Rank

Elite & Royal Ranks:

Elite Ranks: Gold Executive – Blue Diamond

Royal Ranks: Black Diamond & Above

Rank / Title	Qualification Criteria	Personal Purchase B.V. *	Qualifying Conditions (PGBV)
Pearl Executive	N.A.	700 B.V.	27525
Gold Executive	1 - Pearl Executive (1 Leg /Line)	700 B.V.	25025
Sapphire Executive	2 - Pearl Executive (2 Legs /Line)	700 B.V.	20025
Ruby Executive	3 - Pearl Executive (3 Legs /Line)	700 B.V.	15025
Diamond	4 - Pearl Executive (4 Legs /Line)	700 B.V.	10025
Blue Diamond	6 - Pearl Executive (6 Legs /Line)	700 B.V.	5025
Black Diamond	3 Pearl Executive + 3 Gold Executive (3+3 Legs /Line)	700 B.V.	0
Royal Black Diamond	3 Pearl Executive + 3 Ruby Executive (3+3 Legs /Line)	700 B.V.	0
Imperial Black Diamond	3 Pearl Executive + 3 Diamond (3+3 Legs /Line)	700 B.V.	0
Crown Black Diamond	6 Diamond (6 Legs /Line)	700 B.V.	0

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* Minimum Monthly Re-Purchase B.V. will be revised periodically.



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5. Executive-Diamond Pool Bonus: 18%

Paid Monthly

Highlights:

PUGOS allocates 18% of the company's B.V. as an **Executive-Diamond Pool Bonus(EDPB)** every month. This is purely calculated on Performance Point System(PPS) based on the **Executive-Diamond Pool Bonus Points** earned by all qualifying Pearl Executives & above qualified achiever's. All qualified PUGOS **Pearl Executives** and **above** achiever's can earn this bonus up-to **10 generations**(refer to the table). Executive-Diamond Pool Bonus Point value is allotted on the basis of monthly computation. The Executive-Diamond Pool Bonus Point varies from month to month. The Executive-Diamond Pool Bonus Point is decided and announced after the end / closing of the PUGOS calendar month. The formula for deciding Executive-Diamond Pool Bonus Point is shown below:

Executive-Diamond Pool Bonus Point =	18% Of Total PUGOS Monthly B.V.
	Total Executive-Diamond Pool Bonus Points

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5. Executive-Diamond Pool Bonus: 18%

Paid Monthly

Executive-Diamond Pool Bonus Generation Table:

Title / Rank	Qualifying Conditions (PGBV)	Qualified Pearl Executive Level (%)										
		You	1	2	3	4	5	6	7	8	9	10
Pearl Executive	27525	6										
Gold Executive	25025	6	5	4								
Sapphire Executive	20025	6	5	4	3							
Ruby Executive	15025	6	5	4	3	2						
Diamond	10025	6	5	4	3	2	1					
Blue Diamond	5025	6	5	4	3	2	1	0.5				
Black Diamond	0	6	5	4	3	2	1	0.5	0.5			
Royal Black Diamond	0	6	5	4	3	2	1	0.5	0.5	0.5		
Imperial Black Diamond	0	6	5	4	3	2	1	0.5	0.5	0.5	0.5	
Crown Black Diamond	0	6	5	4	3	2	1	0.5	0.5	0.5	0.5	0.5

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5. Executive-Diamond Pool Bonus: 18%

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How to Calculate Executive-Diamond Pool Bonus ?

Example 1: Let's assume that you have sponsored an I.B.O. "A" & the I.B.O. "A" further sponsored an I.B.O "B"

YOU are a Gold Executive and eligible to get E-D Bonus up-to 2 Generations:

I.B.O.	PGBV	Qualified Level /Generation %	Executive-Diamond Bonus Points
Your P.G.B.V	30000	6%	1800
A (Gen - 1)	30000	5%	1500
B (Gen - 2)	130000	4%	5200
Total Executive-Diamond Bonus Point for YOU(Gold Executive)			8500

"A" is also a Gold Executive and eligible to get E-D Bonus

I.B.O.	PGBV	Qualified Level /Generation %	Executive-Diamond Bonus Points
"A" Own P.G.B.V	30000	6%	1800
B (Gen - 1)	130000	5%	6500
Total Executive-Diamond Bonus Points for Gold Executive "A"			8300

"B" is a Pearl Executive and eligible to get E-D Bonus

I.B.O.	PGBV	Qualified Level /Generation %	Executive-Diamond Bonus Points
"B" Own P.G.B.V	130000	6%	7800
Total Executive-Diamond Bonus Point for "B" as Pearl Executive			7800

YOU

PBV - 700



Your PGBV – 30000
Gold Executive

PBV - 700



"A" PGBV – 30000
Gold Executive

A

PBV - 700



"B" PGBV – 130000
Pearl Executive

B

PGBV doesn't include the Business Volume of a 21% downline.

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5. Executive-Diamond Pool Bonus: 18%

Paid Monthly

Dynamic Compression & How It Works ?

Points To Remember:

- Executive-Diamond Pool Bonus will be paid to all qualified Pearl Executive Groups.
- If your direct Pearl Executive downline has not qualified, the PGBV of non-qualified Pearl Executive's is clubbed down to a qualified Pearl Executive irrespective of the generation. However, if no qualified Pearl Executive is found then the PGBV of non-qualified pearl executive's is clubbed to the PGBV of the first qualified Pearl Executives above. This beautiful system is known as Dynamic Compression.

Gen - 2: Since "D" is a Qualified Pearl Executive, but "B" & "C" are Not, the PGBV of "B" & "C" will be added to the PGBV of "D" for Executive-Diamond Pool Bonus Point.

Gen - 3: Since "E" is a Qualified Pearl Executive, but "F" & "G" are Not, the PGBV of "F" & "G" will be added above to the PGBV of "E" for Executive-Diamond Pool Bonus Point.

C
o
m
p
r
e
s
s
i
o
n

Gen - 1, PGBV 28000

Example - 1

Gen - 2, PGBV
9000+6000+28000 = 43000

Gen - 3, PGBV
9000+9000+28000 = 46000

Sapphire Executive
PBV - 700 & PGBV - 30000

PBV - 700 & PGBV - 28000

Not Qualified & PGBV - 9000

Not Qualified & PGBV - 6000

PBV - 700 & PGBV - 28000

PBV - 700 & PGBV - 28000

Not Qualified & PGBV - 9000

Not Qualified & PGBV - 9000



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5. Executive-Diamond Pool Bonus: 18%

Paid Monthly

Example - 2

Dynamic Compression & How It Works ?

“E” PGBV will be first go up to “D”, now the total PGBV for “D” = 10000 + 2000 i.e. 12,000. Still “D” doesn’t qualify as he has insufficient PGBV.

Now the PGBV of both will again goes up to “C” which makes the PGBV of “C” = 10000 + 2000 + 22000 i.e. 34000. Now “C” has become qualified Pearl Executive.

Now the rolling-up of PGBV of “E” & “D” will stop at “C” as “C” has becomes a Qualified Pearl Executive by using the non-qualified PGBV.

Now PGBV of “B” will goes up to “A” and which makes “A” PGBV 26000 and “A” becomes a Qualified Gold Executive.

Executive-Diamond Pool Bonus Points Calculations For YOU

Executive-Diamond Pool Bonus Qualifier's: YOU, "A" & "C"

For YOU, "A" is your Gen - 1 & "C" is your Gen - 2

I.B.O.	PGBV	Qualified Level /Generation %	Executive-Diamond Bonus Points
Your Own P.G.B.V	30000	6%	1800
"A" Gen - 1	22000	5%	1100
"C" Gen - 2	38000	4%	1520
Your Total Executive-Diamond Pool Bonus Point			4420

PBV – 700 & PGBV – 30000

PBV – 700 & PGBV – 22000

PBV – 700 & PGBV – 4000

PBV – 700 & PGBV – 22000

PBV – 700 & PGBV – 2000

PBV – 700 & PGBV – 10000

Dynamic Compression

YOU



A



B



C



D



E

PGBV Includes P.B.V

If the Immediate upline is a Qualified Pearl Executive & above, then the PGBV of the non-qualified Pearl Executive or higher will not be rolled up.

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6. Leadership Bonus: 16%

Païd Monthly

PUGOS allocates **16%** of the company's B.V. as a Leadership Bonus every month and it is being paid to all qualified Pugos "Gold Executives" & above Rank Holders. After achieving Qualified Pugos "Gold Executive" Rank, you will be eligible for Leadership Bonus which is paid as a reward to create more Direct Leader's in your team.

To qualify for Leadership Bonus:

- ✓ All qualifier's must have a personal monthly purchase according to their respective ranks.
- ✓ All qualifier's need to have at least one leg of 70000 GBV (excluding personal purchase as per your rank) with qualified Pugos "Gold Executive" Rank and above. A qualifying upline Pugos Gold Executive & above can earn Leadership Bonus only on all Qualified Pugos Gold Executive and above downlines PGBV up-to 9th generation level. Leadership Bonus Point table is self-explanatory
- ✓ In order to earn on all the qualifying generations in your depth as per the below table you must have a Title / Rank higher than all qualifying downlines; however, in-case your downline in the Leadership Bonus qualification leg is at equal or higher paid as title than you, then you will be paid only on one more generation under him / her.
- ✓ Qualified Pugos Gold Executive and above is eligible to receive a guarantee of 3500 Leadership Bonus Points from all legs with a GBV of at-least 70,000 and a qualified Pugos Gold Executive or above in those legs.

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6. Leadership Bonus: 16%

Païd Monthly

- ✓ All qualified Pugos Gold Executive and above IBO's who are eligible to earn Leadership Bonus must give a "Minimum Guarantee" of 3500 Leadership Bonus Points to the next qualifying Pugos Gold Executive and above uplines.
- ✓ Non-qualified Pearl Executive volumes will be considered for Leadership Bonus only in legs which qualify for Leadership Bonus

NOTE: If your Pugos "Gold Executive" Rank downlines doesn't have a GBV of 70000 then GBV of qualified / unqualified Pugos "Pearl Executive" I.B.O's is rolled up till 70000 GBV is achieved. Leadership Bonus also calculated on Performance Point System(PPS). Then value is allotted on the basis of monthly computation and which varies each month. The formula for calculation as follows:

Leadership Bonus Point	=	16% Of Total PUGOS Monthly B.V.
		Total Leadership Bonus Points Collected by All Qualifier's in a Month

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6. Leadership Bonus: 16%

Païd Monthly

Leadership Bonus Point Calculation Table:

Rank / Title	GBV	Leadership Bonuses In % (Generation Paid Up-to 9)									
		You	1	2	3	4	5	6	7	8	9
Gold Executive	70000	5	5								
Sapphire Executive	70000	5	5	5							
Ruby Executive	70000	5	5	5	5						
Diamond	70000	5	5	4	5	4					
Blue Diamond	70000	5	5	4	5	4	3				
Black Diamond	70000	5	5	4	5	4	3	2			
Royal Black Diamond	70000	5	5	4	5	4	3	2	1		
Imperial Black Diamond	70000	5	5	4	5	4	3	2	1	0.5	
Crown Black Diamond	70000	5	5	5	5	4	3	2	1	0.5	0.5

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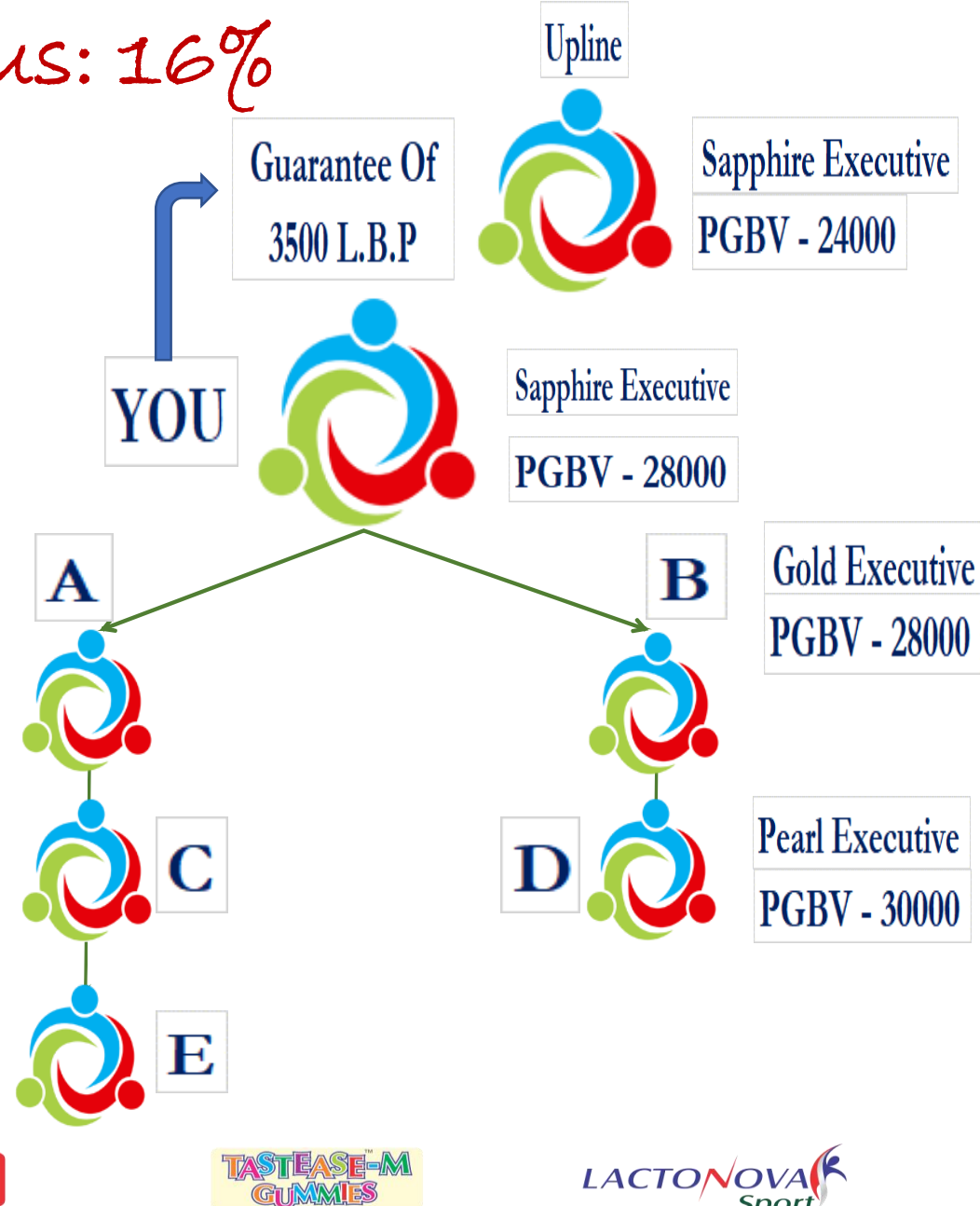
6. Leadership Bonus: 16%

Paid Monthly

Example - 1

Leadership Bonus - How It Works ?

- “A”, “C” & “B” are qualified Gold Executive but don’t have 70000 GBV line and hence they won’t be eligible for Leadership Bonus.
- YOU are qualified to get Leadership Bonus on Leg “A” as this leg is more than 70000 GBV and has a 2 Qualified Gold Executive as well i.e. “A” & “C”.
- However in spite of “B” being a qualified Gold Executive, YOU won’t get Leadership Bonus on this leg as the GBV is less than 70000 GBV
- Now you will receive a guarantee of 3500 L.B.P. from Leg “A” where you have 70000 GBV & Qualified Gold Executive as well.
- Now You need to give a guarantee of 3500 L.B.P. to your “Upline” since he is also a qualified Sapphire Executive.



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6. Leadership Bonus: 16%

Paid Monthly

YOU as a Qualified Sapphire Executive - Eligible To Earn L.B.P. From 2 Generations

I.B.O's	PGBV	Generation Profit Level (%)	L.B. Points Earned	Total L.B. Points	Guarantee To Upline	Points Achieved
Your PGBV	28000	5%	1400	7750	3500	4250
A PGBV	30000	5%	1500			
C PGBV	27000	5%	1350			
Guarantee From Leg A			3500			

Your Upline as a Qualified Sapphire Executive - Eligible To Earn L.B.P. From 2 Generations

I.B.O's	PGBV	Generation Profit Level (%)	L.B. Points Earned	Total L.B. Points	Guarantee To Upline	Points Achieved
Own PGBV	24000	5%	1200	9000	3500	5500
On Your PGBV	28000	5%	1400			
A PGBV	30000	5%	1500			
B PGBV	28000	5%	1400			
Guarantee From Your Leg			3500			

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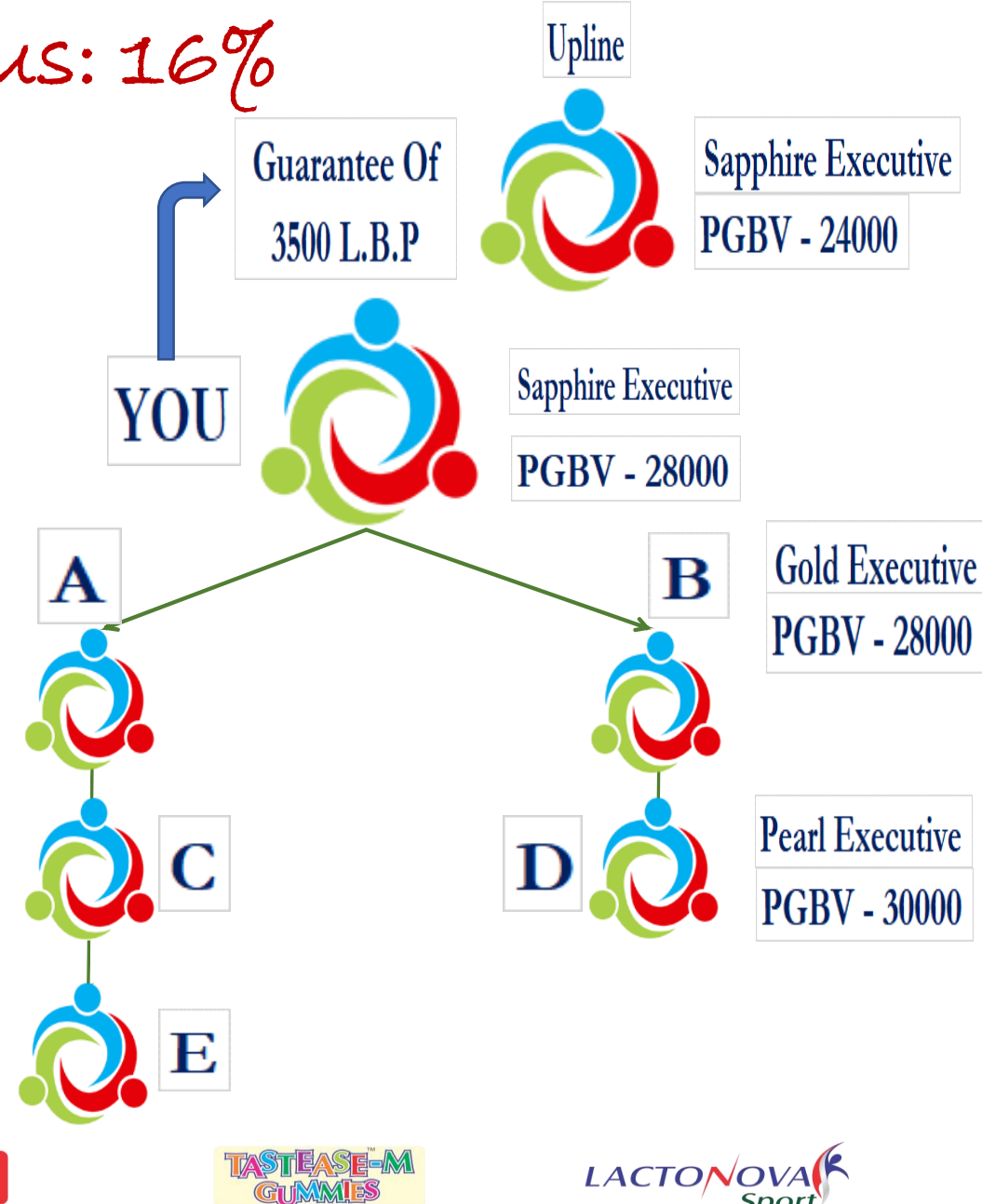
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Example - 1





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6. Leadership Bonus: 16%

Paid Monthly

YOU are a Qualified Gold Executive :

- Leg “A” has a total GBV of 105000 which is above 70000 & a Qualified Gold Executive “E” in the same, you will be getting LB Points on your PGBV & PGBV of “D”
- Non Qualified “A” PGBV of 10000 will be considered for Leadership Bonus calculation and the same will get compressed in the PGBV of “D” for your point calculation.
- Legs “B” & “C” don’t have a GBV of at least 70000 with a Qualified Gold Executive in the same, The PGBV of “B” & “C” will not be considered for L.B. Payouts. However it will be considered for Executive-Diamond Pool Bonus.

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Example - 2



7. Universal Travel Fund: 5%

(To be used for Travel Trips announced by the company)

PUGOS contributes 5% of the total monthly Business Volume to all active & **qualified Pugos “Gold Executive” Title / Rank holders** and above as a Universal Travel Fund. Executive-Diamond Pool Bonus Points will be used for Universal Travel Fund calculation. “Universal Travel Fund” is to be used for Travel Trips announced by the company time to time or subjected to Management Approval*.

If a Pugos “Gold Executive” Title / Rank holder maintains Active & qualified status by doing the self-repurchase and earning 25,025 PGBV (This will be excluding business Volume of the 21% downlines) every month consecutively for three PUGOS Calendar months and from the fourth month by maintaining this Rank an IBO will become eligible to get Universal Travel Fund. After that whenever He / She qualify the aforesaid Rank & above only then He / She will become eligible to get the same benefits. The calculation formula as follows:

Universal Travel Fund Point	=	5% Of Total PUGOS Monthly B.V.
		Total Universal Travel Fund Points Collected by All Qualifier's in a Month

T & C Applied

YOU
PGBV – 25025 / PBV 700 B.V.
↓
Qualified
Pearl Executive



8. Dream Car Fund: 5%

(To be used for Car Purchase Only)

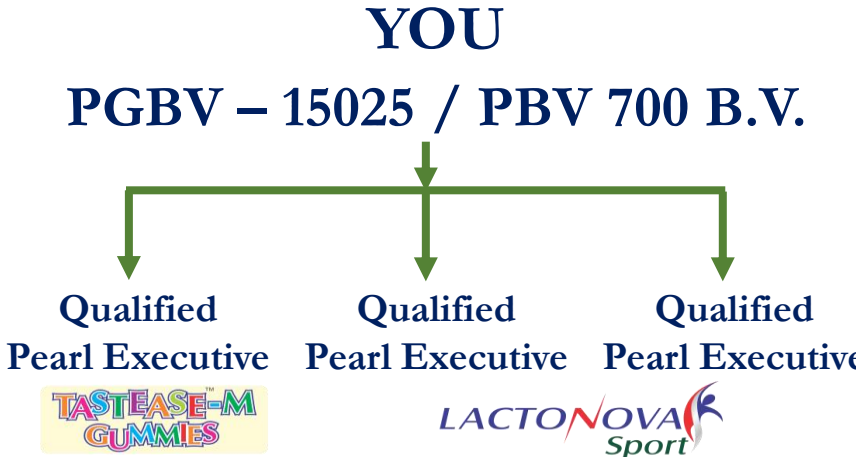
PUGOS contributes 5% of the total monthly Business Volume to all active & qualified Pugos “Ruby Executive” Title / Rank holders and above as a Dream Car Fund. Executive-Diamond Pool Bonus Points will be used for Dream Car Fund calculation. Dream Car Fund is to be used for Purchasing a Car post approval from the Management.

- Minimum INR 100000 will be released for buying a Car for the first time.

If a Pugos “Ruby Executive” Title / Rank holder maintains Active & qualified status by earning 15,025 PGBV(This will be excluding business Volume of the 21% downlines) & 3 Active & Qualified Pearl Executives from different lines every month consecutively for three PUGOS Calendar months and from the fourth month by maintaining this Rank an IBO will become eligible to get Dream Car Fund. After that whenever He / She qualify the aforesaid Rank only then He / She will become eligible to get the same benefits. The calculation formula as follows:

Dream Car Fund Point	=	5% Of Total PUGOS Monthly B.V.
		Total Dream Car Fund Points Collected by All Qualifier's in a Month

Good News: Once an I.B.O qualifies for Dream Car Fund; then He/she can keep earning this even after qualifying as a “Gold Executive” or higher Title Ranks.





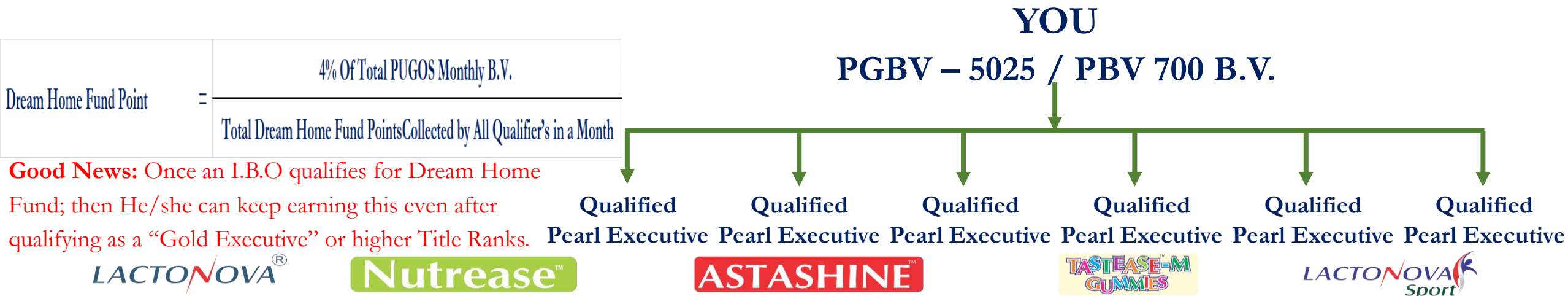
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9. Dream Home Fund: 4% (Paid Monthly)

PUGOS contributes 4% of the total monthly Business Volume to all active & qualified PUGOS “Blue Diamond” Title / Rank holders and above as a Dream Home Fund. Executive-Diamond Pool Bonus Points will be used for will be used for Dream Home Fund calculation. Dream Home Fund will be released monthly along-with the pay-out.

If a PUGOS “Blue Diamond” rank holder maintains Active & qualified status by earning 5,025 PGBV (This will be excluding business Volume of the 21% downlines)) & 6 Active & Qualified Pearl Executives from different lines every month consecutively for three PUGOS Calendar months and from the fourth month by maintaining this Rank an IBO will become eligible to get Home Fund. After that whenever He / She qualify the aforesaid Rank only then He / She will become eligible to get the same benefits. The calculation formula as follows:





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10. Global Fund: 2% (Paid Monthly)

PUGOS contributes 2% of the total monthly Business Volume to all active & qualified PUGOS “Black Diamond” Title / Rank holders and above as a Global Fund. Executive-Diamond Pool Bonus Points will be used for Global Fund calculations as well. Global Fund will be released monthly along-with the pay-check.

Pugos “Black Diamond” rank holder has to maintain 6 Active & Qualified direct legs out of which 3 has to be Active & Qualified Pearl Executives leg & 3 has to be Active & Qualified Gold Executives leg every month consecutively for three PUGOS Calendar months and from the fourth month by maintaining this Rank an IBO will become eligible to get Global Fund.

Global Fund Point	=	$\frac{2\% \text{ Of Total PUGOS Monthly B.V.}}{\text{Total Global Fund Points Collected by All Qualifier's in a Month}}$
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11. Vacation & Bonanza

(Announced Time To Time)



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for
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