



CAREER PLAN

valid from
January 2023



EXPERIENCE | EVALUATE | EVOLVE

WELCOME CHEZ YANOLI*,

We are a French based but international thinking company. Our roots derive from the desire to put the human element back into Network Marketing. To return to the basics of promoting top class products and receiving fair compensation and recognition for it. Building on the foundation of trust, honesty and loyalty, we are very happy to welcome anyone who feels that those values resonate within themselves.

In this little booklet, we will explain the compensation plan. We hope it will give you an opportunity to experience Yanoli and evaluate what we have to offer, so that we can evolve together. Where the journey takes you, is entirely up to you. The Yanoli Team is here to support you and grow together with you.

Thank you for taking the time to get to know us and please let us know if you should have any questions.



Jérôme Hoerth
CEO

*Welcome to Yanoli

DISCOVER YOUR ADVANTAGES!

- 01 25 % instant discount on orders for personal use
- 02 Up to 200 € Fast Start Bonus for fast starters
- 03 Up to 22 % Cash Back Bonus on personal Business Volume
- 04 25 % commission on sales via your Yanoli web shop and to end customers
- 05 Daily commission calculation
- 06 Weekly commission payout
- 07 Up to 3.5 % year end bonus
- 08 Up to 2,500 € Lifestyle Bonus every four weeks
- 09 Up to 40 % commission on group business volume
- 10 Up to 3 % annual Top Seller Bonus

*„The marketing plan is fair,
transparent and
achievable for everyone.“*

HELENA LÖWENSTEIN



*„Yanoli is the opportunity
for everyone
to pursue a career.“*

LAURA LIPINSKI



WHICH MODEL IS RIGHT FOR YOU?

SIDE INCOME

Are you a firm believer in Yanoli products and would like to recommend them to others?

Do you know people who would also benefit from the Yanoli products? You can show your enthusiasm when you are convinced by something?

It is possible to build up a second income by recommending Yanoli products to others. By promoting the products to other consumers you can build up a customer base which can provide you with a side income of 200 € to 500 € per month.

SECONDARY INCOME

You want to earn a secondary income and can imagine not only talking about the products but also talking to others about the possibilities of a secondary income?

You believe in fun at work, the good in people and you have the discipline to do something even if no one is looking over your shoulder?

Bring the people you choose into your team and grow together, because you also benefit from their turnover. This means that the success of your team is also your success - not only from a financial point of view. You will quickly learn that success is much more fun together and that you can be a key person in helping others to develop and reach their goals.

PRIMARY INCOME

You are convinced that being your own boss is what you want?

You have discovered your passion for people and want to deal with as many people as possible every day?

You want to build strong relationships and be a role model for others?

You are teachable and willing to step out of your comfort zone every day and not set your own boundaries?

Being a networker as your primary profession gives you a lot of freedom but also comes with responsibility. Because only together with others, and with hard work and discipline, can you build and expand your team. There are no limits to the size of your structure and, accordingly, to your income.



GLOSSARY

01 PARTNER

A person who has completed their registration, accepted the Distributor Agreement and paid the Licence Fee and is therefore bound by the terms of the Company and its Code of Ethics.

02 GROUP SALES

The volume from your sales structure, i.e. from all your lines together, measured in points and business volume.

03 PERSONAL SALES

Achieve Active Status through personal purchases and sales to your own customers, measured in points and business volume.

04 TOTAL SALES

Is the sum of your personal sales and the group sales measured in points and business volume.

05 POINTS

The points you earn determine the level of your qualification for remuneration. For each product, there are points corresponding to the net sales value. The points determine the remuneration percentage to which you are entitled.

06 BUSINESS VOLUME (BV)

Used as the calculation unit for the compensation plan. BV is assigned to each product. The business volume corresponds to the partner net price and commissions are paid on the business volume generated.

07 LICENSE FEE

The licence fee is paid once upon registration and entitles the business partner to earn commissions (based on the rules of the compensation plan) by promoting products to customers and purchasing products at a reduced partner price.

The licence fee also includes access to the back office as well as to a personal web shop and allows the business partner to promote the business with access to training tools and marketing materials. The licence is valid for one year and is renewed for 12 months at the last active status. There is no BV or points on the licence fee.

Registration date: 3 January 2023 - end of licence midnight 2 January 2024.
Date of last balance of 100 points in business partner's account is 25 July 2023 - licence is valid until 24 July 2024.

08 SALES STRUCTURE

This includes all your lines, i.e. your direct partners and all their partners etc.

09 SALES COMMISSION

Paid on sales to personal customers who are part of your personal volume. The sales commission is 25% of the net sales price.

For example, if a product costs 119 € for the end customer (net 100 €), the business partner earns 25 € on the sale of this product.

(This example uses a VAT rate of 19%)

10 POINTS AND BV VALIDITY

Each point and Business Volume is valid for a period of 28 days.

11 ACTIVE STATUS

To qualify for a commission payment (Active Status), a personal volume of 100 points must be valid at all times. If you do not have active status, no commissions will be calculated, generated or paid out for this period. Commission on own sales is not affected by this.

12 COMMISSION PAYMENT ON GROUP SALES

The regular commissions and the leadership commissions are calculated daily and the commissions generated until Sunday, midnight CET, are transferred to the bank account of the business partner on the second working day thereafter. Commissions are only calculated for the days you have active status.

13 BONUS PAYMENT

The Fast Start Bonus is paid on Tuesday after 28 days or 84 days - provided the affiliate has had active status continuously during this time.

The annual bonus ("top seller" and "annual bonus") is paid in week 5 of the following year, provided that the partner has had active status for at least 350 days in the year.

Lifestyle bonus is paid in the week after the 28th day.



TRANSPARENT CALCULATION

EXAMPLE WITH A VAT RATE OF 19%

GROSS SALES PRICE	119.00 €
Net sales price	100.00 € Points
Retail Commission	25.00 €
Gross Partner Price	89.25 €
Net Partner Price	75.00 € BV (Business Volume)

All points and business volumes remain active for 28 days.

Daily calculation and weekly payment of commission.

Points are used to qualify and calculate commission rates.

These commission rates are paid out on the business volume.

COMMISSION LEVELS

1 POINT = 1 € NET SALES PRICE

LEVEL	POINTS	%
Ambassador	0-249	0 %
Ambassador 3 %	250-499	3 %
Ambassador 8 %	500-999	8 %
Ambassador 12 %	1,000-1,999	12 %
Premium Ambassador	2,000-2,999	15 %
Premium Ambassador 18 %	3,000-3,999	18 %
Premium Ambassador 20 %	4,000-5,999	20 %
Platinum Ambassador	From 6,000	22 %
Junior Leader	From 8,000	22 %

Upon reaching the Junior Leader level:

JUNIOR LEADER ACADEMY

Training Academy with Founders & Top Leaders

COMMISSION LEVELS

REGULAR COMMISSION

The regular commission is based on a differential commission, with the highest entitlement being 22 %. The points of the total turnover determine the % of the commission. The % entitlement is paid on the business volume of the personal sales on the one hand. On the other hand, the % entitlement is paid as a differential commission on each line of the group sales.

- 0-249 total sales points entitle the partner to 0 %.
- 250-499 total sales points entitle the partner to 3 %.
- 500-999 total sales points entitle the partner to 8 %.
- 1,000-1,999 total sales points entitle the partner to 12 %.
- 2,000-2,999 total sales points entitle the partner to 15 % (Premium Ambassador)
- 3,000-3,999 total sales points entitle the partner to 18 %.
- 4,000-5,999 total sales points entitle the partner to 20 %.
- > 6,000 total sales points entitle the partner to 22 % (Platinum Ambassador)
- > 8,000 total sales points entitle the partner to 22 % (Junior Leader).

If a line is a 22 % line, the difference commission is zero. In this case there is the leadership commission.

FAST START BONUS

3 ACTIVE LINES (100 POINTS PER LINE) OR PERSONAL SALES

LEVEL	ACHIEVED IN 28 DAYS	ACHIEVED IN 84 DAYS
Premium Ambassador	50 €	
Platinum Ambassador	150 €	50 €
Junior Leader	200 €	80 €

- If the partner achieves a commission entitlement of 15 % (Premium Ambassador) within the first 28 days after registration, a Fast Start Bonus of 50 € will be paid out*.
- If the partner achieves a commission entitlement of 22 % (Platinum Ambassador) within the first 28 days of registration, a fast start bonus of 150 € will be paid out.
- If the partner achieves a commission entitlement of 22 % and a total of 8,000 points (Junior Leader) within the first 28 days of registration, a fast start bonus of 200 € will be paid out.
- If the partner achieves a commission entitlement of 22 % within the first 84 days of registration (Platinum Ambassador), a fast start bonus of 50 € will be paid out.
- If the partner achieves a commission entitlement of 22 % and a total of 8,000 points (Junior Leader) within the first 84 days of registration, a fast start bonus of 80 € will be paid out.

* The fast start bonus requires that at least three active lines are present or that the required points are generated by personal sales, and that the active status was present during the entire qualification period.

LEADERSHIP COMMISSION

PAID ON 22 % LINES

LEADER

One 22 % line, 7 % on the sales of this line if 6,000 remaining points are outside of this line, and 3 % commission on the group sales outside of the 22 % line (leader bonus).

BRONZE LEADER

Two 22 % lines, 7.5 % on the sales of these lines if 6,000 remaining points are outside of these lines, and 3 % commission on the group sales outside of the 22 % lines (leader bonus).

SILVER LEADER

Four 22 % lines, 8 % on the sales of these lines if there are at least 40,000 points and 3 % commission on the group sales outside of the 22 % lines (leader bonus).

GOLD LEADER

Five 22 % lines, 8.5 % on the sales of these lines if there are at least 75,000 points and 3 % commission on the group sales outside of the 22 % lines (leader bonus).

PRO LEADER

Six 22 % lines, 9 % on the sales of these lines if there are at least 150,000 points and 3 % commission on the group sales outside of the 22 % lines (leader bonus).

ELITE-LEADER

Seven 22 % lines, 9.5 % on the sales of these lines if there are at least 225,000 points and 3 % commission on the group sales outside of the 22 % lines (leader bonus).

BRONZE ELITE LEADER

Eight 22 % lines, 10 % on the sales of these lines if there are at least 300,000 points and 3 % commission on the group sales outside of the 22 % lines (leader bonus).

SILVER ELITE LEADER

Ten 22 % lines, 10.5 % on the sales of these lines if there are at least 450,000 points and 3 % commission on the group sales outside of the 22 % lines (leader bonus).

GOLD ELITE LEADER

Twelve 22 % lines, 11 % on the turnover of these lines if there are at least 600,000 points and 3 % commission on the group sales outside of the 22 % line (leader bonus).

PLATINUM ELITE LEADER

Fourteen 22 % lines, 11.5 % on the turnover of these lines if there are at least 750,000 points and 3 % commission on the group sales outside of the 22 % lines (leader bonus).

LEADERSHIP COMMISSION

PAID ON 22 % LINES

The leadership commission is paid to recognise the number of 22 % lines in the sales structure.

For example, if there is only one 22 % line in the structure, there must be at least 6,000 total sales points left after deducting the points from the 22 % line (so that without the sales from the 22 % line you are entitled to a regular 22 % commission).

The same applies for two 22 % lines.

If you have 4 or more 22 % lines in your sales structure, you do not need to have any remaining sales to qualify for the Leadership commission.

You can qualify for a higher leadership commission if you have a higher total volume of points in your sales structure (see next page).

If there is an partner in your structure that also earns a Leadership Commission (i.e. that affiliate also has at least one 22 % line), then the eligible leadership commission percentage will apply to the sales outside of that 22 % line.

The differentiation principle applies to the 22 % line in this structure.

If an partner has eight 22 % lines and is therefore entitled to 10 % commission on these 8 lines, but one of these lines also contains a 22% line, he would be entitled to a differentiation bonus for this line.

In such a case, instead of 10 % ($10-7=3$), he would therefore be entitled to 3 % for the sales volume of this line.

The remaining volume would still be commissioned at 10 %.

LEADERSHIP COMMISSION

PAID ON 22 % LINES

QUALIFICATION FOR A HIGHER RANK THROUGH A HIGHER VOLUME OF POINTS

- Leader: 12,500 points, with max. 50 % from one line.
- Bronze Leader: 25,000 points, with max. 50 % from one line.
- Silver Leader: 50,000 points with max. 50 % from one line.
- Gold Leader: 100,000 points, with max. 50 % from one line.
- Pro Leader: 200,000 points with max. 50 % from one line.
- Elite Leader: 300,000 points with max. 50% from one line.
- Bronze Elite Leader: 400,000 points with max. 50 % from one line.
- Silver Elite Leader: 600,000 points with max. 50 % from one line.
- Gold Elite Leader: 800,000 points, with max. 50 % from one line.
- Platinum Elite Leader: 1,000,000 points, with max. 50 % from one line.

If you have 300,000 points but only one 22 % line, you can reach the elite leader rank. You will then receive a commission of 9.5 % on the volume of the 22 % line instead of the 7 % you would otherwise receive.

This means that you can increase your leadership commission if you reach the following points targets, provided that at least one of them is a 22 % line and this 22 % line has no more than 50 % of the total points.

LEADERSHIP RANK	POINTS	%
Leader	12,500	7 %
Bronze Leader	25,000	7.5 %
Silver Leader	50,000	8 %
Gold Leader	100,000	8.5 %
Pro Leader	200,000	9 %
Elite Leader	300,000	9.5 %
Bronze Elite Leader	400,000	10 %
Silver Elite Leader	600,000	10.5 %
Gold Elite Leader	800,000	11 %
Platinum Elite Leader	1,000,000	11.5 %

LEADERSHIP COMMISSION

PAID ON 22 % LINES

RANK	QUALIFICATION WITH 22 % LINE	QUALIFICATION WITH TOTAL SALES	LEADER COMMISSION <small>Only paid out on group sales without 22 %.</small>	LEADERSHIP BONUS <small>Only paid out on 22 % lines.</small>	DEPTH BONUS <small>Only paid out on 22 % lines.</small>	LIFESTYLE BONUS <small>Paid out every 28 days.</small>
Leader	1 x 22 % line and 6000 remaining points	12,500 points with max. 50 % from one line	3 %	7 %		150 €
Bronze Leader	2 x 22 % lines and 6000 remaining points	25,000 points with max. 50 % from one line	3 %	7.5 %		400 €
Silver Leader	4 x 22 % lines and total sales of 40,000 points	50,000 points with max. 50 % from one line	3 %	8 %	1 %	500 €
Gold Leader	5 x 22 % lines and total sales of 75,000 points	100,000 points with max. 50 % from one line	3 %	8.5 %	1.25 %	700 €
Pro Leader	6 x 22 % lines and total sales of 150,000 points	200,000 points with max. 50 % from one line	3 %	9 %	1.5 %	800 €
Elite Leader	7 x 22 % lines and total sales of 225,000 points	300,000 points with max. 50 % from one line	3 %	9.5 %	1.75 %	900 €
Bronze Elite Leader	8 x 22 % lines and total sales of 300,000 points	400,000 points with max. 50 % from one line	3 %	10 %	2 %	1,000 €
Silver Elite Leader	10 x 22 % lines and total sales of 450,000 points	600,000 points with max. 50 % from one line	3 %	10.5 %	2.25 %	1,200 €
Gold Elite Leader	12 x 22 % lines and total sales of 600,000 points	800,000 points with max. 50 % from one line	3 %	11 %	2.5 %	1,500 €
Platinum Elite Leader	14 x 22 % lines and total sales of 750,000 points	1,000,000 points with max. 50 % from one line	3 %	11.5 %	3 %	2,500 €



LIFESTYLE BONUS

PAID OUT EVERY 28 DAYS

RANK	BONUS
Leader	150 €
Bronze Leader	400 €
Silver Leader	500 €
Gold Leader	700 €
Pro Leader	800 €
Elite Leader	900 €
Bronze Elite Leader	1.000 €
Silver Elite Leader	1.200 €
Gold Elite Leader	1.500 €
Platinum Elite Leader	2.500 €

The lifestyle bonus is paid out 28 days after the first leader rank is achieved. The amount of the payout depends on the actual rank on the day of the payout.

This means that if the partner reaches the Leader Rank on 1st February, the Lifestyle Bonus will be paid on 28th February. If the Bronze Rank is achieved on the 27th of February, then €400 will be paid out on the 28th of February.

28 days later, the next Lifestyle Bonus will be paid according to the rank achieved on the day of payment.



DEPTH BONUS

PAID OUT ON ALL 22 % LINES IN THE STRUCTURE

RANK	BONUS
Leader	
Bronze Leader	
Silver Leader	1 %
Gold Leader	1.25 %
Pro Leader	1.5 %
Elite Leader	1.75 %
Bronze Elite Leader	2 %
Silver Elite Leader	2.25 %
Gold Elite Leader	2.5 %
Platinum Elite Leader	3 %

The depth bonus is paid according to the rank with the corresponding % rate on all 22 % lines into the depth of one's own structure. That means, Elite Leader, gets 1.75 % commission on the business volume of all 22 % lines in the structure. Since this is also a differential bonus, it will be offset if a downline in the structure also receives the depth bonus.

If the downline is Silver and gets 1 % depth bonus on its 22 % lines, then the Elite Leader upline gets the difference ($1.75\% - 1\% = 0.75\%$), i.e. 0.75 % commission on the 22 % lines under the Silver position.

TOP SELLER BONUS

BONUS ON THE PERSONAL VOLUME GENERATED IN THE CALENDAR YEAR

TOP SELLER BONUS - PERSONAL SALES	%
From 20,000 points personal sales per year	1 %
From 30,000 points personal sales per year	2 %
From 50,000 points personal sales per year	3 %

- When reaching 20,000 points of personal sales in a calendar year, 1 % commission on the personal business volume will be paid out to the partner in the following year in the 5th week.
- When reaching 30,000 points of personal sales in a calendar year, 2 % commission on the personal business volume will be paid out to the partner in the following year in the 5th week.
- When reaching 50,000 points of personal sales in a calendar year, 3 % commission on the personal business volume will be paid out to the partner in the following year in the 5th week.

ANNUAL BONUS

TO BE PAID IN WEEK 5 OF THE FOLLOWING YEAR

(STRONGEST LINE SHOULD NOT BE MORE THAN 50 % OF SALES)

%	POINTS ANNUAL SALES
1 %	250,000
1.5 %	500,000
2 %	1,000,000
2.25 %	1,500,000
2.5 %	2,000,000
3 %	3,000,000

If there is a partner in the structure who also earns an annual sales bonus (i.e. also has at least 250,000 points total sales in the sales structure in the calendar year), then the eligible annual sales bonus percentage applies to the sales outside the structure of this partner.

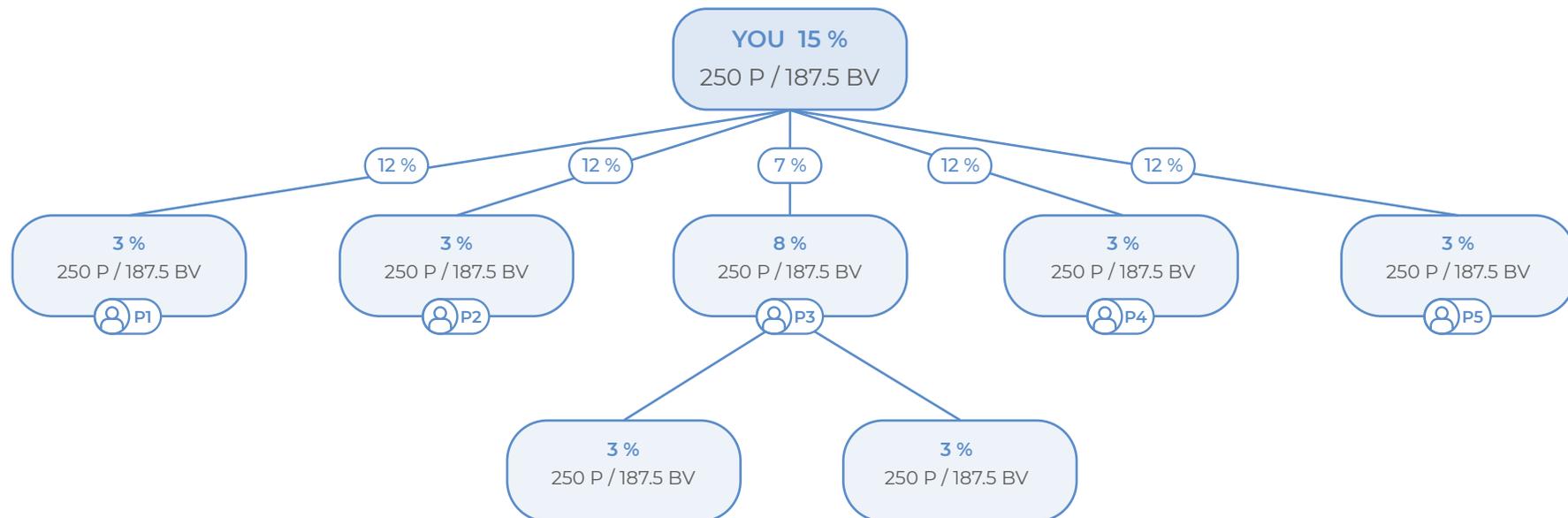
The differentiation principle applies to the annual sales bonus percentage. If a partner with more than 1,500,000 total sales points in a calendar year has someone in their structure who has generated 500,000 total sales points in the same year, they would receive $(2.25 \% - 1.5 \% = 0.75 \%)$ 0.75 % commission on that bonus earner's structure.

For the rest of the total sales generated, he would receive the full annual bonus of 2.25 %.

PREMIUM AMBASSADOR

EXEMPLARY CALCULATION

POINTS 2.000
BV 1.500



How much do you earn?

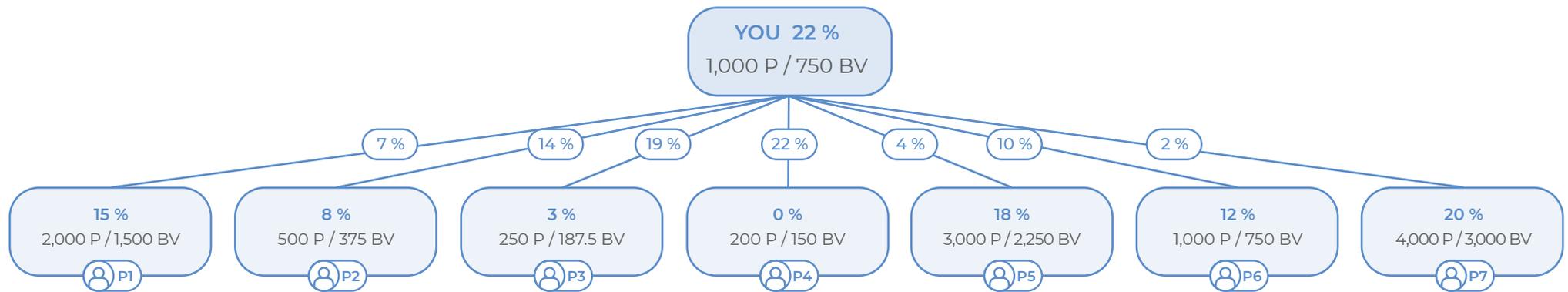
25 % discount	=	62.50 €
15 % commission on personal sales	=	28.13 €
Fast Start Bonus	=	50.00 €
Difference	=	129.38 €
Total earnings	=	270.01 €

Difference:

Partner 1	12 % of 187.5 BV	= 22.50 €
Partner 2	12 % of 187.5 BV	= 22.50 €
Partner 3	7 % of 562.5 BV	= 39.38 €
Partner 4	12 % of 187.5 BV	= 22.50 €
Partner 5	12 % of 187.5 BV	= 22.50 €

PLATINUM AMBASSADOR EXEMPLARY CALCULATION

POINTS 11.950
BV 8.962,5



How much do you earn?

25 % discount	=	250.00 €
22 % commission on personal sales	=	28.13 €
Difference	=	451.13 €
Total earnings	=	888.63 €

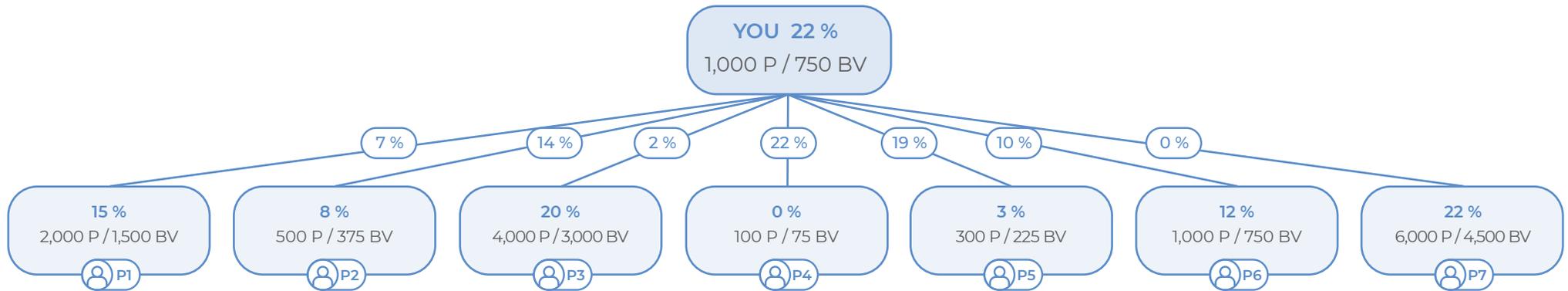
Difference:

Partner 1	7 % of 1,500 BV	= 105.00 €
Partner 2	14 % of 375 BV	= 52.50 €
Partner 3	19 % of 187.5 BV	= 35.63 €
Partner 4	22 % of 150 BV	= 33.00 €
Partner 5	4 % of 2,250 BV	= 90.00 €
Partner 6	10 % of 750 BV	= 75.00 €
Partner 7	2 % of 3,000 BV	= 60.00 €

LEADER

EXEMPLARY CALCULATION

POINTS 14.900
BV 11.175



How much do you earn?

25 % discount	=	250.00 €
22 % commission on personal sales	=	165.00 €
Difference	=	351.75 €
Lifestyle Bonus	=	150.00 €
Leader Bonus 3 %	=	177.75 €
Leadership 7 %	=	315.00 €
Total earnings	=	1,409.50 €

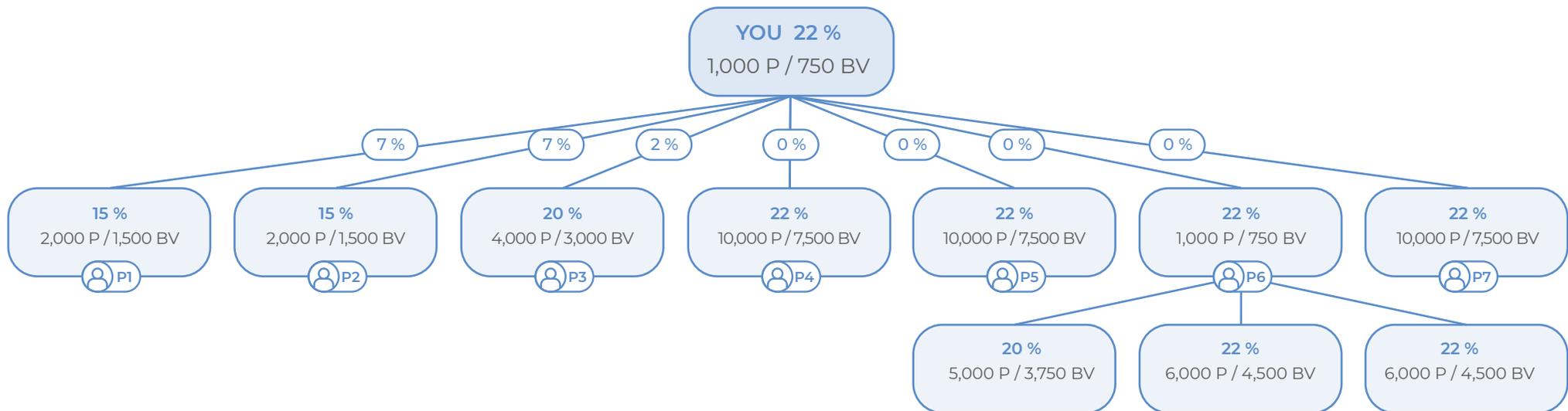
Difference:

Partner 1	7 % of 1,500 BV	=	105.00 €
Partner 2	14 % of 375 BV	=	52.50 €
Partner 3	2 % of 3,000 BV	=	60.00 €
Partner 4	22 % of 75 BV	=	33.00 €
Partner 5	19 % of 225 BV	=	90.00 €
Partner 6	10 % of 750 BV	=	75.00 €
Partner 7	0 % of 4,500 BV	=	0.00 €

SILVER LEADER

EXEMPLARY CALCULATION

POINTS 57.000
BV 42.750



How much do you earn?

25 % discount	=	250.00 €
22 % commission on personal sales	=	165.00 €
Difference	=	270.00 €
Lifestyle Bonus	=	500.00 €
Leader Bonus	=	180.00 €
Leadership 8 % (27,000 BV)	=	2,160 €
Leadership difference 0.5 % (9,000 BV)	=	45.00 €
Depth bonus 1 % (9,000 BV)	=	90.00 €
Total earnings	=	3,660.00 €

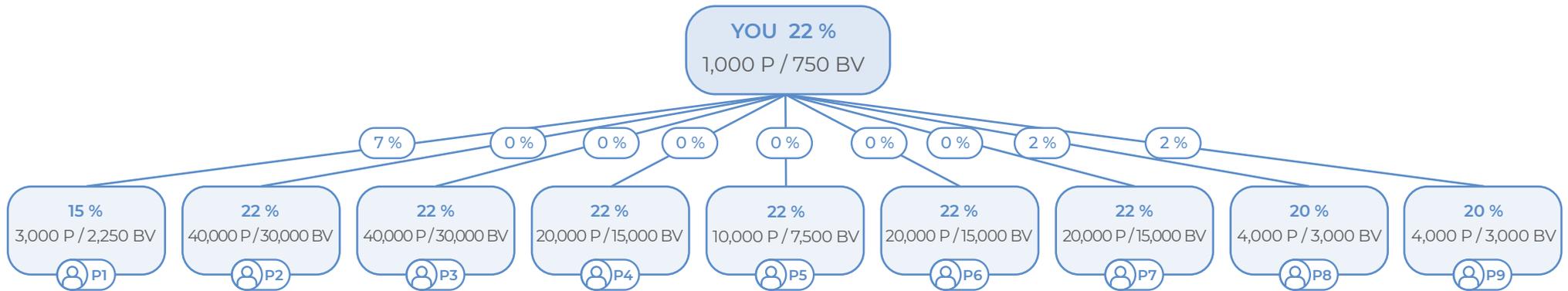
Difference:

Partner 1	7 % of 1,500 BV	=	105.00 €
Partner 2	7 % of 1,500 BV	=	105.00 €
Partner 3	2 % of 3,000 BV	=	60.00 €
Partner 4-7	Leadership Bonus 8 %		

PRO LEADER

EXEMPLARY CALCULATION

POINTS 162.000
BV 121.500



How much do you earn?

25 % discount	=	250.00 €
22 % commission on personal sales	=	165.00 €
Difference	=	277.50 €
Lifestyle Bonus	=	800.00 €
Leader Bonus (112,500 BV)	=	247.50 €
Leadership 9 %	=	10,125.00 €
Total earnings	=	11,865.00 €

Difference:

Partner 1	7 % of 2,250 BV	=	157.50 €
Partner 8	2 % of 3,000 BV	=	60.00 €
Partner 9	2 % of 3,000 BV	=	60.00 €
Partner 2-7	Leadership Bonus 9 %		

NOTES

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