

1. 表現花紅 / Performance Bonus - 30%

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| a. 必須成為利來國際會員 | a. Must be a member of LeRoy International |
| b. 享有分紅不降級制度 | b. No Demotion of percentage |
| c. 無需保持個人業績 | c. No Maintenance |

經理/Manager	5%	累積 1,000BV Accumulative
董事/Director	10%	累積 3,000BV Accumulative
合格董事/Qualified Director(QD)	20%	當月累積 5,000BV in one single month
SD,ED,DD	30%	依據當月合格階級 Based on current month ranking

2. 董事花紅 / Director Bonus - 27%

階級/ Rank	藍寶石董事/ Sapphire Director (SD)	翡翠董事/ Emerald Director (ED)	鑽石董事/ Diamond Director (DD)
合格條件/ Qualification	1合格董事/1 QD + PGBV 2000	2合格董事/2 QD	3合格董事/3 QD
第一代/Level 1	7%	7%	7%
第二代/Level 2	15%	15%	15%
第三代/Level 3		3%	3%
第四代/Level 4			2%
每月個人業績保持/ Monthly Maintenance	200BV	200BV	200BV

- a. 以當月業績為合格標準。
- Based on monthly Qualification**

3. 配對花紅 – 100%配對董事花紅 / Matching Bonus – 100% of Director Bonus**條件 / Requirement:**

- a. 必須成為鑽石董事 / Must be a Qualified Diamond Director
- b. 保持每月個人業績200BV / Monthly Maintenance 200BV
- c. 配對花紅以個人所保薦藍寶石董事或以上階級之董事花紅收入計算。 /
Matching Bonus is based on the Director Bonus Income of Personal Sponsor Downlines with rank of Sapphire Director and above.

4. 領袖分紅~4% / Leadership Profit Sharing – 4%**最低條件: 皇冠董事 / Minimum Requirement: Crown Director**

- 領袖分紅計算是以公司當月總BV的指定巴仙平分給所有當月合格的皇冠董事。
Profit Sharing is based on the total monthly company BV turnover to be shared by all Qualified Crown Director/s equally on a pro rate basis.
- 皇冠董事合格條件: 必須當月培育3位個人保薦鑽石董事, 並來自不同組織綫。
Qualification for a Crown Director: Develop 3 personal sponsor Qualified Diamond Directors from 3 different lines in one current month.

5. 年度領袖分紅 – 4%公司每月總業績BV (年度計算) /**Annual Leadership Profit Sharing – 4% of company monthly total BV turnover (to be pay out on an annual basis)**

基本條件: 成為合格皇冠董事, 以符合資格累計分紅計算點數。

最低需求: 每月有效階級為合格鑽石董事

Minimum Qualification: must qualified as Crown Director to be eligible to accumulates Sharing points.**Minimum Requirement: monthly effective rank – qualified Diamond Director**

- 個人保薦合格鑽石董事 = 1分
Direct Sponsor Qualified Diamond Directors = 1 points
- 3位非個人保薦合格鑽石董事 = 1分 (在非個人保薦合格鑽石董事的保薦人無法成為皇冠董事的情況下, 才可被計算。)
Three (3) indirect sponsor Qualified Diamond Directors = 1 points.
(Only indirect sponsor Qualified Diamond Directors with no qualifying Crown Director sponsor will be counted.)