



GROUP

FM COSMETICS UK LTD

START 1.05.2010



**FM UK INCENTIVES
AND
PROGRAMMES**

I. THE PEARL HUNTERS

Starts: 1st May 2010

Ends: 30th November 2010

Do you know how much Pearls are worth?

Motivational Programme for Magnolia Levels

Between 1st May and 30th November 2010 for reaching Pearl Orchid level and keeping this level in the following month, we will give you an extra **£500.00!**

You also have the chance to get one of the Mercedes cars in our 'Car bonus for keeping the level' programme!

Become our Pearl!

Additional information.

Necessary conditions:

1. At least 80% of the whole group points must come from the UK office
(It means the points must come from products purchased at FM Cosmetics UK office)
2. Minimum qualifying order of 34.42 personal points is required to qualify for any commission and reward.

Important:

1. Distributors excluded from this programme are:
 - a) those who have reached the Pearl Orchid level at least twice (2 times) up to March 2010
 - b) those who have reached the Amaranth orchid at least once (one time) up to March 2010
2. You have to claim your bonus in the month following the month you have qualified
3. The 'Pearl Hunters' programme is available only for FM Cosmetics UK residents

Distributors who signed their contract with FM Cosmetics UK and get their commission paid in the UK

II. MAGNOLIA CAR PROGRAMME

REWARD - Peugeot 107

Starts: 01.05.2010

Ends: 31.12.2010

This is an independent car programme run by FM COSMETICS UK Ltd only.

Important:

The base month is January 2010. Those who have reached Amaranth, Golden and Diamond orchid in January 2010 are excluded from this programme but can still participate in the Mercedes Car programme funded by FM Group World.

Additional terms and conditions:

1. Reward is allocated to one ID number qualifying for the reward. If there is more than one name on one ID number there can only be one person chosen to get the reward (If a limited company the reward goes to one of the directors)
2. Minimum qualifying order of 34.42 personal points is required to qualify for any commission and reward. Those points do not have to be obtained in the UK office.
3. This car programme is available only for FM Cosmetics UK residents - Distributors who signed their contract with FM Cosmetics UK and get their commission paid in the UK (they do not have to live in UK)
4. In order to qualify for the Peugeot car programme you need to reach 21% level and keep this level for 3 months in a row. (If you reach Pearl, Amaranth, Golden or Diamond Orchid you still qualify if the extra conditions are fulfilled). Additional rules apply:
5. You need to reach 21% level and accumulate an extra 10,000 points. So it means you need to have at least 40,000 group points
6. 40,000 group points must come from the UK office. (It means the points must come from products purchased at the FM Cosmetics UK office). If you have a total of 100,000 group points but 30,000 only comes from the UK office then you do not qualify!
7. If you are at the 21% level, a maximum of 50% of your total group points must come from one leg
8. If you are at Pearl Orchid level, only 15,000 points from each 21% leg in your team are allocated towards the qualifying UK points. It means you need to have at least 25,000 UK points outside your main leg.
9. If you want to get another car under your Extra FM ID number, the qualifying points must be excluded from your previous car. It means that if you qualify for another car under your extra ID number and you decide to take it, those points will not be counted towards your first car which was taken on the previous ID number. This rule applies to every extra ID number..

10. Peugeot 107 will be leased on your personal name for 4 years, if you keep the level in the particular month the monthly rate for this car will be paid by FM COSMETICS UK into your bank account. If you do not reach the required level we will not refund the monthly rate into your bank account. If in the lease period of 4 years (48 months), you qualify for the required level for at least 24 months (half of the lease), then FM COSMETICS UK Ltd will pay the final amount of money and purchase the car for you. The distributor pays all extra costs like: car insurance, road tax, any other fees.
11. Reward cannot be exchanged into cash or any other reward.
12. FM Cosmetics UK residents who live abroad, will have to sign a lease contract with UK Peugeot dealer chosen by FM COSMETICS UK.
13. FM COSMETICS UK Ltd will pay a monthly rate for the standard basic version of the Peugeot 107 - 5 door, colour red. If anyone wants to upgrade the car to their own requirements they pay for any extras themselves.

III. INCENTIVE FOR UK SELLERS

Starts 1st May 2010

Lasts: until further notice

Reward: One week abroad for two people (Majorca, Ibiza, Greece, Egypt, Tunisia – choose your destination from these 5 beautiful sunny countries)

1. Reward is allocated to one ID number qualifying for the reward. If there is more than one name on one ID number there can only be one person chosen to get the reward (If a limited company the reward goes to one of the directors)
2. Minimum qualifying order of 34.42 personal points is required to qualify for any commission and reward. Those points do not have to be obtained in UK office.
3. This holiday programme is available only for FM Cosmetics UK residents - Distributors who signed their contract with FM Cosmetics UK and get their commission paid in the UK
4. In order to qualify for a trip abroad, 1,200 personal points per month must be obtained in the UK office for 12 months in a row. It means that every month for 12 months in a row, you have to buy products worth at least 1,200 points on your ID number from FM in the UK .
5. In difficult circumstances the reward can be transferred to someone else.
6. FM COSMETICS UK Ltd will pay for a 7 day all inclusive trip for 2 people, to one of the 5 destinations mentioned above. FM Cosmetics UK will not pay for the transfers to and from the airports in the UK. FM Cosmetics UK will choose the departure airport. The reward must be taken within 12 months from the qualification month (the 13th month (after 12 months of the qualification) is the first month of this period, so if you qualify on 31st May 2011 the reward must be taken by 1st June 2012.

IV. INCENTIVE FOR AMARANTH, GOLDEN & DIAMOND ORCHIDS

„EXTRA CASH FOR ORCHIDS”

Starts: 01.05.2010
Ends: 31.12.2010

If you reach Amaranth, Golden or Diamond Orchid you get an extra cash reward from FM COSMETICS UK Ltd.

How much cash depends only on you, on how you build your team and if you build your team in the UK.

If you reach **Amaranth Orchid** with a total of 90,000 group points coming from the UK office (in total no matter in which leg, all points can be in one leg) you get an extra cash reward from FM COSMETICS UK Ltd.

For every:

1. 21% level ID in one leg with group points of minimum 30,000 from UK office you will get an extra £200
2. Pearl Orchid level ID in one leg with group points of minimum 50,000 from UK office you will get an extra £400
3. Amaranth Orchid level ID in one leg with group points of minimum 90,000 from UK office you will get an extra £600

If you reach **Golden Orchid** with a total of 150,000 group points coming from the UK office (in total no matter in which leg, all points can be in one leg) you get an extra cash reward from FM COSMETICS UK Ltd.

For every:

1. 21% level ID in one leg with group points of minimum 30,000 from UK office you will get an extra £300
2. Pearl Orchid level ID in one leg with group points of minimum 50,000 from UK office you will get an extra £600
3. Amaranth Orchid level ID in one leg with group points of minimum 90,000 from UK office you will get an extra £900
4. Golden Orchid level ID in one leg with group points of minimum 150,000 from UK office you will get an extra £1,200

If you reach Diamond Orchid with a total of 250,000 group points coming from the UK office (in total no matter in which leg, all points can be in one leg) you get an extra cash reward from FM COSMETICS UK Ltd

For every:

1. 21% level ID in one leg with group points of minimum 30,000 from UK office you will get an extra £400
2. Pearl Orchid level ID in one leg with group points of minimum 50,000 from UK office you will get an extra £700
3. Amaranth Orchid level ID in one leg with group points of minimum 90,000 from UK office you will get an extra £1,100
4. Golden Orchid level ID in one leg with group points of minimum 150,000 from UK office you will get an extra £1,500
5. Diamond Orchid level ID in one leg with group points of minimum 250,000 from UK office you will get an extra £3,000

EXTRA RULES:

1. Money can be paid only once for one leg. We pay for the highest level in that leg.
2. If your position is lower then the position in your leg, you treat that position at the same level as you are. For example: If you are Amaranth Orchid and you have a Golden Orchid in one of your legs, we pay you for the Amaranth Orchid level only (90,000 points from UK required only)
3. If you have a Pearl Orchid in your team but under that Pearl Orchid is another Pearl Orchid, the second Pearl Orchid points from UK do not count toward UK points for the first Pearl Orchid leg. For Example: You have a Pearl Orchid in one of your legs with total of 120,000 points from the UK and under that Pearl Orchid is another Pearl Orchid with a total of 10,000 points from the UK, we then calculate $120,000 - 10,000 = 110,000$ points from UK only qualify in that leg. The same situation applies regarding 21% level, amaranth, golden and diamond orchids levels.
4. We pay you only money for qualifying your level. It means that if you reach Golden Orchid level you get the reward from Golden Orchid level only.

Additional terms and conditions:

1. Reward is allocated to one ID number qualifying for the reward. If there is more than one name on one ID number there can only be one person chosen to get the reward. (If a limited company the reward goes to one of the directors.)
2. Minimum qualifying order of 34.42 personal points is required to qualify for any commission and reward. Those points do not have to be obtained in the UK office.
3. This programme is available only for FM Cosmetics UK residents - Distributors who signed their contract with FM Cosmetics UK and get their commission paid in the UK.

V. EXTRA CASH FOR 0-18% LEVELS

Start: 1st May 2010
Ends: 31st December 2010

Incentive for FM UK distributors on 0 - 18% level.

EXTRA COMMISSION from FM UK Office

Starts: 1st May 2010
Ends: 31st November 2010
Starting base month: November 2009

It means that you need to reach a higher level than you reached in November 2009 and keep it for 3 months in a row.

For those who have joined FM Cosmetics UK later than November 2009, the starting month will be the month of joining FM Cosmetics UK.

- Reward is allocated to one ID number qualifying for the reward. If there is more than one name on one ID number there can only be one person chosen to get the reward (If a limited company the reward goes to one of the directors)
- Minimum qualifying order of 34.42 personal points is required to qualify for any commission and reward. Those points do not have to be obtained in the UK office.
- This incentive is available only for FM Cosmetics UK residents - Distributors who signed their contract with FM Cosmetics UK and get their commission paid in the UK (they do not have to live in UK)

**Your goal is to achieve higher achievement levels.
Your motivation will be extra commission!**

If you increase your **0-3% level to 6%** level and you keep this level for 3 months in a row you will get an extra £30.00 (Minimum of 1,200 group points from UK for 3 months in a row).

If you increase your **6% level to 9%** level and you keep this level for 3 months in a row you will get an extra £70.00 (Minimum of 3,600 group points from UK for 3 months in a row).

If you increase your **9% level to 12%** level and you keep this level for 3 months in a row you will get an extra £120.00 (Minimum of 7,200 group points from UK for 3 months in a row).

If you increase your **12% level to 15%** level and you keep this level for 3 months in a row you will get an extra £180.00 (Minimum of 12,000 group points from UK for 3 months in a row).

If you increase your **15% level to 18%** level and you keep this level for 3 months in a row you will get an extra £250.00 (Minimum of 20,400 group points from UK for 3 months in a row).

If you increase your **18% level to 21%** level and you keep this level for 3 months in a row you will get an extra £400.00 (Minimum of 30,000 group points from UK for 3 months in a row).

Don't let this extra cash pass you by. Work out your profits!

Starting Level	Reached level	No. of months	Commission
0%, 3%	6%	3	30
6%	9%	3	70
9%	12%	3	120
12%	15%	3	180
15%	18%	3	250
18	21%	3	400

Double rule:

To get the money faster we introduce the "double rule"
The "double rule" even allows you to get all this money after only 3 months!

Example 1:

You reached 6% level for the first time in April 2010.
In May you have reached 12 % level
In June you have reached 12% level
In July you have reached 15 % level

It means that you have reached at least 6% three times in a row so in July you get £30 and because you have reached 9% level and 12% level together at the same time for three months in a row, then you get an extra £190 in August 2010.

Month	April	May	June	July	August
Level	6	12	12	15	-
Commission	6%			-	-
	-	9% , 12%			-
Paycheque Month	-	-	-	£30	£190

Example 2:

You have reached 9 % level for the first time in April 2010.
Then you have reached 21% level for 3 months in a row: in May, June and July.

It means that you have reached 9% three times in a row and in July you get £120 and you have also reached 12%, 15%, 18% and 21% level together at the same time for three months in a row so you get an extra £830 in August 2010.

Month	April	May	June	July	August
Level	9	21	21	21	-
Commission	9%			£120	-
	12%			£830	
	15%				
	18%				
21%					

Example 3:

You have reached 9% in April, in May you reach 12% level and in June 9% level.

It means that in July you will get £120 pound for reaching 9% level and keeping it for 3 months in a row. Because you dropped from the 12% level, the next level you can get your extra commission at will be the 15% level. It means when you drop any level you can't get the money for for that anymore.

Months	April	May	June	July
Level	9	12	9	-
Commission	9%			£120

Example 4:

You have reached 9 % for the first time in April 2010.

In May you have reached 15% and in June 18% level.

In July you dropped from 18% back to 15% level

In September you got to 21% level and you have kept it for 3 months in a row.

It means that we pay you for keeping the 9%, 12%, 15% and 21% levels for 3 months in a row.

Because you dropped to 18% level in July you cannot get the money for this level.

Months	04	05	06	07	08	09	10	11	12
Level	9	15	18	15	18	21	21	21	
commission	9%		£120						£120
	12%		£430						£430
	15%								
					21%				£400
Total									£950

If you go all the way and keep all levels and never drop you can get as much as **£1050.00 !!!**

Good luck and see you at the top!

VI. REWARDS FOR DOING 300 PERSONAL POINTS

Starts 1st May 2010

Lasts: until further notice

1. Reward is allocated to one ID number qualifying for the reward. If there is more than one name on one ID number there can only be one person chosen to get the reward (If a limited company the reward goes to one of the directors)
2. This incentive is available only for FM Cosmetics UK residents - Distributors who signed their contract with FM Cosmetics UK and get their commission paid in the UK (they do not have to live in UK)

Conditions:

1. If you do 300 personal points constantly for 3 months, then in the fourth month you can claim 1 classic collection fragrance for free.
2. If you keep ordering 300 personal points for another 3 months in a row (6 months in a row in total), then in the 7th month you can claim 1 luxury collection bottle for free.
3. If you keep ordering 300 personal points for another 3 months in a row (9 months in a row in total), then in the 10th month you can claim 1 extravagant collection bottle for free.
4. If you keep ordering 300 personal points for another 3 months in a row (12 months in a row in total), then in the 13th month you can claim 1 complete starter pack for free.

VII. BEST SELLERS OF THE MONTH

Points Reward Program

Each month FM UK will be recognizing personal sales point's volume. A prize will be announced each month on the FM UK website to the person with the highest personal points in UK for particular month.

Additional terms and conditions:

1. The prize will be allocated to a distributor qualifying for the reward, if the distributorship is in a joint name, then only one prize is allocated. (If you have registered your FM business as a Limited Company the prize is allocated to one of the directors.)
2. This program is for UK registered distributors only, these are distributors who signed their contract with FM Cosmetics UK and get their commission paid from the UK office.

VIII. CAR BONUS FOR KEEPING THE ORCHID LEVELS

(Financed by FM Group World)

Mercedes Car Program

What kind of car should an FM Leader drive? It is obvious. The best! That's why FM Group World will fund the lease on a very comfortable Mercedes A class or one of 3 different luxury Mercedes-benz cars!

Let us make you a Leader!

Orchid	The Car
Pearl	A class
Amaranth	C class
Golden	E class
Diamond	S class

How can you get one of these special cars?

It is easy because we really want to make it simple for you!

First of all you need to check which orchid you were in November 2007. If you were Pearl Orchid, you had at least 80,000* group points, and you kept this level in the following month FM Group World will be paying the cost of the lease of A class Mercedes for 4 years.

If you were Amaranth, Golden or Diamond Orchid and you kept this level for 2 months in a row FM Group World will be paying the ease for one of 3 luxury Mercedes-benz cars, depending on the level you have achieved for 3 years.

Examples:

1. If you were Golden Orchid 2 months in a row FM Group World will offer you a lease of the Mercedes E class. FM Group will pay the car's lease rates for 3 years If you stay a Golden Orchid each month.
2. If you decided to take Mercedes C class lease being Amaranth Orchid and in one particular month you didn't maintain that level (e.g. you only achieved Pearl Orchid level) then you pay the rate of the car for this month. You still take part in the programme. If you were an Amaranth Orchid following month FM Group will continue paying the rate for you etc.
3. If you were Pearl Orchid, and you decide to take Mercedes A class lease and you didn't qualify in a particular month (80,000 group points) you pay the rate.

*80,000 group points – how you should calculate your points?

1. For each 21 % leg (or any orchid leg) you get 30,000 points to your calculation
2. You add rest of the points from your structure to your calculation.
3. The program leader's personal points are not included.

Example:

You are a Pearl Orchid and you have total group points – **120,000**.

Your personal points – **200**

Your 21% leg points – **60,000** (you add only 30,000 points to your calculation)

Rest of the structure excluding your personal points – **59,800**

Total points to your calculation: **30,000 + 59,800 = 89,800**

This means you qualify for the Mercedes A class If you keep this level for 2 months in a row, FM Group World will pay a car lease for 4 years in months you still keep this level.

Note: Full terms and conditions are available on request.

IX. 3,000 INCENTIVE

Ends: 30th September 2010

What do you have to do to get **£3,000** on top of your commission?

Sponsor 6 new distributors directly under you in UK only between 1st October 2009 and 30th September 2010. Help to build their teams so they reach 12 % level together in one month (at least 7,200 points from UK in each of the 6 new distributors groups. You have all 12 months to do it!

Remember ! All your new 6 distributors must be at least at 12 % with 7,200 points from UK office in one month - all 6 new distributors together at 12 % level.

Terms and conditions:

1. All new 6 distributors must be sponsored between 1st October 2009 and 30th September 2010
2. All new 6 distributors must be at least at 12 % level together in one month (at least 7,200 points in each of the 6 groups in one month from UK)

Example 1: You sponsor 6 new distributors in October 2009. 3 of them reach 12 % in November and 3 of them reach 12 % in December. You don't get £3,000

Example 2: You sponsor 6 new distributors in October 2009. All 6 new distributors reach 12 % in December and their points come from UK office. You get £3,000

3. At least 7,200 points in each group must come from UK office. (For example: One of your 6 new distributors builds a team in UK and Spain. He/she reaches 15 % level but 7,200 points come from UK office, he/she qualifies you to get £3,000)
4. All 6 new distributors must be registered in UK as UK residents.
5. All distributors who register after 1st October 2009 may also take part in this incentive.
6. Incentive is open to every distributor all over the world who sponsors 6 new distributors in UK and fulfils the terms and conditions. £3,000 will be sent to them by cheque by post.

X. 5 FREE SAMPLES FOR EVERY 580 POINTS ORDERED ON ONE INVOICE IN UK OFFICE

If you order products worth 580 points on one invoice in UK office you will get 5 fragrance samples for free. This promotion is available to all FM Group Distributors.

XI. FREE DELIVERY FOR 580 POINTS ORDERED FOR ONE SHIPPING ADDRESS.

If you order products worth 580 points for one shipping address you don't pay the shipping costs. You can order for many different ID numbers. As long as the total of points ordered is at least 580 the shipping is free.

XII. £3.00 FOR 318 POINTS ORDERED FOR ONE SHIPPING ADDRESS.

If you order products worth 318 points for one shipping address you only pay £3.00 for the delivery. You can order for many different ID numbers. As long as the total of points ordered is at least 318 the shipping is only £3.00.

XIII. ADDITIONAL PROMOTIONS SUCH AS FATHERS DAY, MOTHERS DAYS & CHRISTMAS.

Additional promotions such as Fathers Day, Mothers Days & Christmas will be announced on the website www.fincosmetics.co.uk in the distributor's zone.

XIV. LAPTOP FOR AMARANTH ORCHID.

1. Reward is allocated to one ID number qualifying for the reward. If there is more than one name on one ID number there can only be one person chosen to get the reward (If a limited company the reward goes to one of the directors)
2. Minimum qualifying order of 34.42 personal points is required to qualify for any commission and reward. Those points do not have to be obtained in the UK office.
3. This laptop reward is available only for FM Cosmetics UK residents - Distributors who signed their contract with FM Cosmetics UK and get their commission paid in the UK (they do not have to live in UK)
4. In order to qualify for a laptop you have to reach Amaranth Orchid for the first time with at least 90,000 points coming from UK office.

Good Luck!
And see you at the top!

Yours sincerely

*Anita Sieniuc
Director*

FM COSMETICS UK Ltd



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