





A vision needs people to turn it into a reality. The RINGANA business papers will help you do it.

RINGANA Partner – function, goals, advantages

- ▶ RINGANA Partners are self-employed (brand) ambassadors for RINGANA. They represent RINGANA, recommend the products to others, and acquire new customers and RINGANA Partners. They receive commission for successfully building up and managing their own customer base and a team of further RINGANA Partners.
- ▶ The RINGANA target plan sets out how the commission is calculated (see table on pages 4/5). It consists of 10 Target levels – starting from Target 1 and ascending to the highest level of Target 10. The amount of monthly commission depends on your Target and the points from your customer and team sales.
- ▶ A specified points value is allocated to each RINGANA product. Details can be seen in the RINGANA points table on page 14. Your points and those of your team form the starting basis for the calculation of your commission.



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Calculation of your commission

CUSTOMER TURNOVER COMMISSION (CT COMMISSION)

The CT commission is produced from the points you have achieved through the recommendation and paid sale of products during an invoice month (= customer turnover/CT), multiplied by the designated CT commission rate for your given Target level. The CT commission amounts to 19 % of your CT at Target 1, 29 % at Target 2 and 39 % from Target 3 upwards.

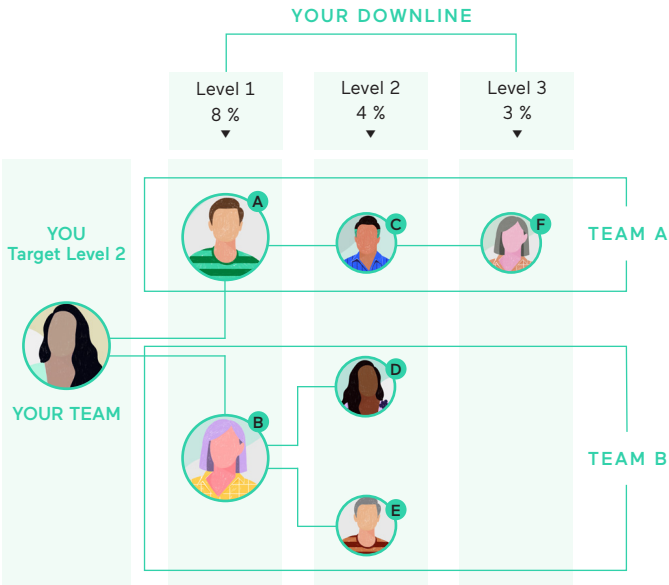
TEAM TURNOVER COMMISSION (TT COMMISSION)

Team turnover commission is produced from the customer turnover of your team Partners, multiplied by the designed percentage for the respective tier (see table, pages 4/5). The higher your own Target level is, the more tiers will be taken into consideration when calculating your commission. This means that at Target 1, you will receive team turnover commission for your first two tiers. At Target 2 you will already receive it for your first three tiers, and so forth. The number of tiers taken into account continues to rise up to Target 6, where you reach the maximum of 9 tiers.

The tiers of your team structure:

Those RINGANA Partners who are in direct line through your mentor, i.e. the person who invited you to join their RINGANA team, form your upline together with the mentor. All RINGANA Partners who are below you

are part of your downline. Those individuals whom you have personally persuaded to start a career as a RINGANA Partner are classed as your direct team Partners. They represent your first tier. The second tier consists of those RINGANA Partners who were acquired by Partners in your first team, and so on. You will find further definitions of terms in the Knowledge Base on www.ringana.com.



Team example

In the example shown, you acquired A and B as RINGANA Partners. C was acquired by A, D and E by B. F, in turn, was acquired by C and so forth. Together, you, A, B, C, D E and F form your team.

In other words: your team is made up of the Partners you acquired in tier 1 and their teams in the subsequent tiers – in this case, team A and team B.

GROWTH BONUS

From Target 6, RINGANA Partners are rewarded for their ongoing team-building with an additional bonus commission: the growth bonus. It is a further form of remuneration for all those Partners who place particular emphasis on growing their teams.

Here you can see how you can boost the elements of your commission. From page 10, you can see examples explaining the calculation in detail.

HOW YOUR COMMISSION IS MADE UP

CT commission	CT in points x CT commission rate (depending on the Target level you have reached)
+ TT commission	Total of CT (in points) of your individual team Partners (max. up to tier 9) x percentage rate of the respective tier
+ Growth bonus	Growth bonus percentage rate for the respective Target level (applies from Target 6, on qualification)
= Total of all points	Starting basis for calculating your commission
x defined points factor	1.145*
= total commission in euros	

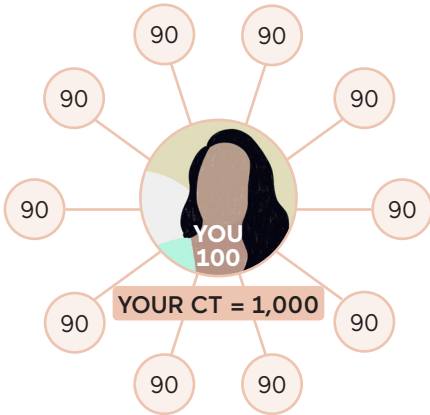
*Points factor:
1 point corresponds to a value of € 1.145. Exceptions: a conversion rate of € 1.055 applies to the "VDI" contract (France); one point has a value of € 1.085 with regard to "Porta a Porta incl. partita IVA" (Italy).
These points values apply until further notice. Exchange rates may be subject to change. Current prices/points and exchange rates for your country's currency are shown in the Order & Price List and the Points Table – which you will find in Downloads on www.ringana.com

Qualifying for a Target

You can qualify for a Target both through **customer sales** and **team sales**. In this connection, we explain below the relevance of your CT, TT and the variants TT-1, TT-2 and TT-3.

► **Customer Turnover (CT)**

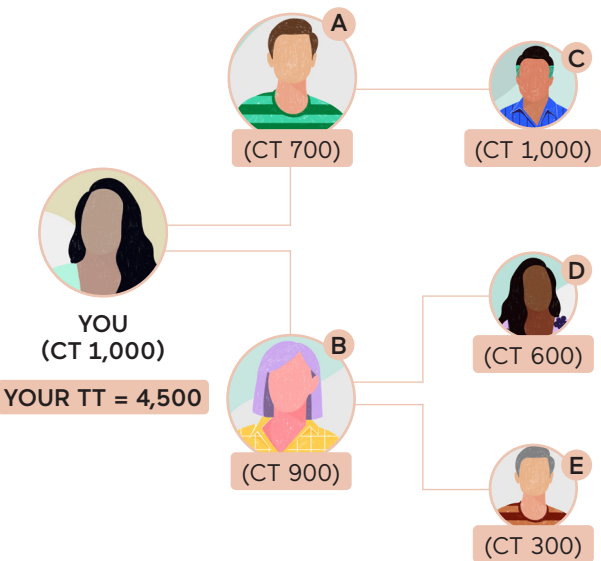
Customer turnover is defined as the sum of all points that you have received from the recommendation and paid sale of products during an invoicing month.



Example: CT
In the month of May, ten of your customers order directly from RINGANA. The sum of these orders amounts to 900 points. You yourself placed orders worth 100 points. All invoices were paid in the same month. Your CT therefore amounts to 1,000 points in the month of May.

► **Team turnover (TT)**

If you have built up a team, your team turnover is also taken into consideration with regard to your Target qualification. TT is the sum of your own customer turnover (CT) and the customer turnover of all of your team members. What's best about this: all tiers of your downline are fully taken into consideration for your team turnover.



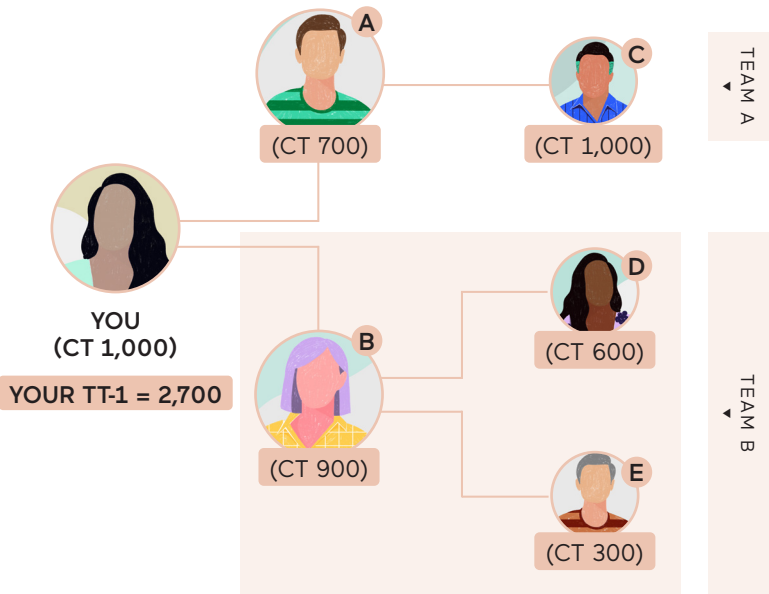
To qualify for Target 3 and above, the following three team turnover variants play a role. They consist in each case of your total team turnover less the various turnover of the individual teams.

► **TT-1** is the sum of your own CT plus all CT of your team members, **less the CT of your strongest team**.

► **TT-2** is the sum of your own CT plus all CT of your team members, **less the CT of your two strongest teams**.

► **TT-3** is the sum of your own CT plus all CT of your team members, **less the CT of your three strongest teams**. For TT-3 the following also applies: to qualify for Targets 8–10, the difference resulting from TT-3 less CT must be at least 10,000.

Example: TU-1
 $1,000 \text{ (your own CT)} + 1,700 \text{ (Team A: A + C)} = 2,700$
Team B, the strongest team, is not taken into consideration in calculating TT-1.

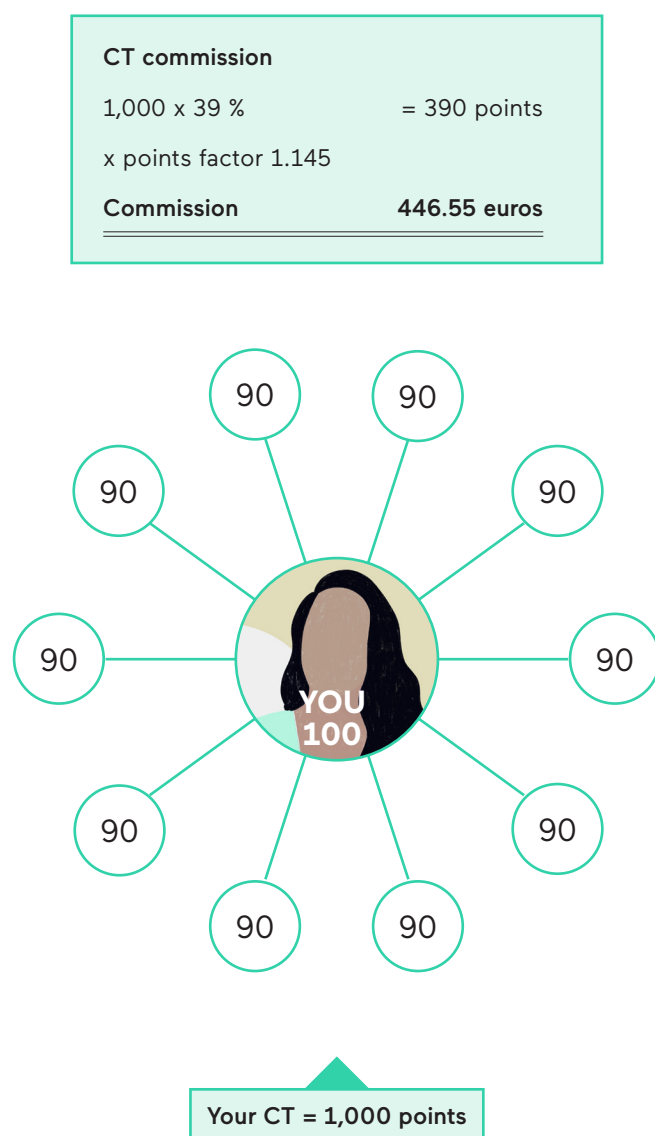


Sample calculations

CALCULATING COMMISSION BASED ON CUSTOMER TURNOVER

Having diligently recommended fresh RINGANA Products to others, you have now achieved CT of 1,000. In addition, you have qualified for Target 3 since your own CT is higher than 825.

This results in the following commission calculation:



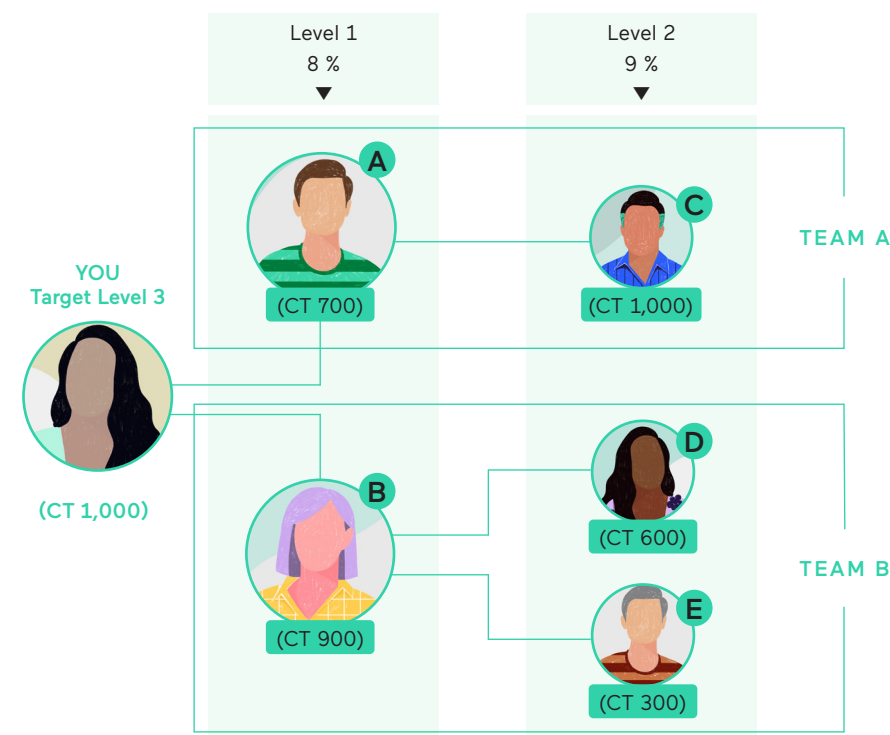
CT commission	
1,000 x 39 %	= 390 points
x points factor 1.145	
Commission	446.55 euros

INCREASING COMMISSION THROUGH TEAM TURNOVER

Not only have you successfully recommended RINGANA products, but you have also decided to build up a team. You enjoy the mutual support and team spirit.

Now, in addition to your own CT, the CT of your team Partners is also taken into consideration. To this end, your team Partners' CT is multiplied by the percentage rate for the given tier. The number of tiers taken into consideration depends on the Target you have reached.

In the example shown, you have achieved CT of 1,000 and a TT-1 of 2,700 (since Team B is the strongest team, its turnover has been deducted). You have qualified for Target 3 thanks to both your own CT and TT-1. This means that you receive a customer turnover commission of 39 % and team turnover commission at the specified percentage rates up to the 4th tier (see table on pages 4/5). The above example gives rise to the following calculation:

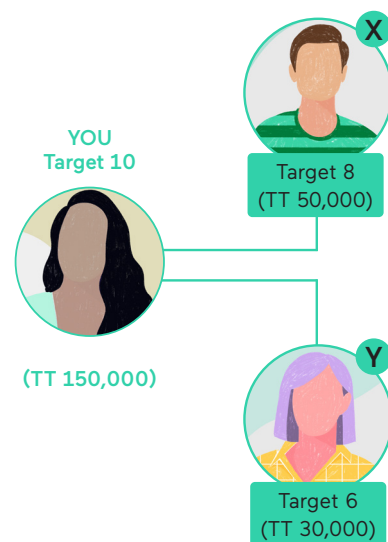


CT commission	
1,000 (your CT) x 39 %	= 390 points
TT commission	
+ Level 1: 700 x 8 % + 900 x 8 %	= 128 points
+ Level 2: 1,000 x 9 % + 600 x 9 % + 300 x 9 %	= 171 points
Total	689 points
x points factor 1.145	
Total commission	788.91 euros

CALCULATION OF GROWTH BONUS

The prerequisites for obtaining the growth bonus are that you have reached Target 6 and have a New Partner Volume (NPV) of 500 points. NPV corresponds to the CT of your direct new Partners in the last three invoicing months. New Partners are taken into consideration as soon as their accounts are settled.

The growth bonus is calculated on a percentage basis of your total TT. From Target 6, for your team Partners' TT you only receive the difference between your growth bonus and that of your team Partners – irrespective of whether these Partners qualify for it.



Sample calculation:

You are at Target 10 and have TT of 150,000 → **your growth bonus 5***%

Team Partner X is at Target 8 with TT of 50,000 → **their growth bonus 3**** %

Team Partner Y is at Target 6 with TT of 30,000 → **their growth bonus 1*****%

Different growth
bonus amounts

$(150,000 - 30,000 - 50,000 =)$	$70,000 \times 5^* \%$	$= 3,500$
$50,000 \times (5 - 3^{**})$	$= 2 \%$	$= 1,000$
$30,000 \times (5 - 1^{***})$	$= 4 \%$	$= 1,200$
Additional points = 5,700		
Points factors of 1.145		
Growth bonus in euros		= 6,526.50

Additional Notes

ME BONUS

When they choose the **RINGANA Business Booster Starter Set**, new Partners have the chance to benefit from the RINGANA me bonus. In this case, the invoice amount is doubled and paid out in the form of vouchers. The me bonus is automatically activated in the RINGANA Online Office.

Eligibility requirements for the me bonus:

- ▶ at least Target Level 2
- ▶ valid within the first three statement months

More information about the me bonus is available in the Knowledge Base on www.ringana.com

ONLINE OFFICE

In the dashboard of the Online Office you can check your day-to-day turnover and that of your team.

PAYMENT OF COMMISSION

For a commission to be paid, you must have reached at least Target 1 (110 points) in the given invoicing month. Your commission is calculated once a month. For the calculation, the points collected and paid during an invoicing month are taken into consideration.

STATEMENT MONTH

A statement month is the period between two invoices and does not usually correspond exactly to a calendar month.

You can see the exact timeline for statements in the RINGANA invoicing plan.

LOW-VALUE COMMISSIONS

Low-value commissions of less than € 55 are not transferred. Instead, their value is printed out on your respective statement in the shape of a voucher code.

This voucher can be redeemed within one year of its issue date on www.ringana.com against an order. No cash will be given in lieu of the voucher, it is non-transferable, and cannot be used against orders that have already been made.

ACTIVITY & INACTIVITY

RINGANA Partners have "active" status if they have reached at least Target 1 during a given invoicing month. After 12 months of continuing inactivity, they are automatically downgraded to the status of "customer". Their customers and team Partners are transferred to the management of the mentor.

Points table

FRESH	Match Code	€	Points
FRESH cleanser	BRM	22.50	15.90
FRESH tonic pure	BGS	22.00	15.70
FRESH tonic calm	BGL	22.00	15.70
FRESH hydro serum	BHS	50.30	33.80
FRESH anti wrinkle serum	BSA	65.20	44.00
FRESH cream light	BCE	41.90	28.10
FRESH cream medium	BCL	46.10	31.10
FRESH cream rich	BCM	51.60	34.90
FRESH overnight face treatment	BCN	68.20	46.70
FRESH tinted moisturiser	BTF	41.70	29.80
FRESH moisturiser for men	BMF	41.70	29.80
FRESH scrub	BRP	41.40	27.90
FRESH eye serum	BAS	40.70	27.50
FRESH lip balm	BLB	10.50	7.00
FRESH tooth oil	BZO	13.20	8.90
FRESH tooth balm	FTB	13.20	8.90
FRESH foot balm	BFB	21.80	14.70
FRESH hand balm	BHB	21.10	14.20
FRESH cooling spray	BVS	24.70	17.00
FRESH deodorant	BDO	23.30	14.60
FRESH body milk	BKM	32.80	21.10
FRESH overnight body treatment	BBN	65.50	44.60
FRESH after sun	SBA	24.50	16.50
FRESH sunscreen	BSB	39.40	29.00
FRESH soap	BSR	9.20	5.00
FRESH stay fresh	STF	9.10	5.50
FRESH body wash	BDB	16.80	11.30
FRESH shampoo	BRS	17.40	11.80
FRESH conditioner	BHM	15.50	11.00
FRESH skin care set light*	BP1	124.50	77.10
FRESH skin care set medium*	BP2	128.50	79.50
FRESH skin care set rich*	BP3	148.70	92.00
FRESH skin care set for men*	BP-MEN-BHS	92.50	56.70
FRESH wash care set*	FWCS	76.10	42.70
FRESH body care set*	FBCS	69.10	41.00
FRESH sample box face light*	BK1	22.60	14.60
FRESH sample box face light first order*	BK1-E	9.70	3.00
FRESH sample box face medium*	BK2	23.50	15.10
FRESH sample box face medium first order*	BK2-E	10.00	3.00
FRESH sample box face rich*	BK3	26.90	17.40
FRESH sample box face rich first order*	BK3-E	11.50	3.00
FRESH sample box for men*	BK-MEN	16.80	10.80
FRESH sample box for men first order*	BK-MEN-E	7.20	3.00
FRESH sample box body*	BKK	13.40	8.50
FRESH sample box body first order*	BKK-E	8.90	3.00
FRESH sample box wash*	BKW	26.00	18.60
FRESH tooth oil sample	TZO	2.80	1.50
FRESH deodorant sample	TDO	4.10	2.00
FRESH sunscreen pocket	T-BSB	19.90	10.50
FRESH travel set light*	BKT-1	62.00	41.70
FRESH travel set medium*	BKT-2	62.80	42.20
FRESH travel set rich*	BKT-3	66.30	44.50
FRESH travel set for men*	BKT-MEN	56.20	37.90
FRESH ADDS	Match-Code	€	Points
FRESH ADDS effect	RAE	52.50	36.90
FRESH ADDS glow	RAG	41.80	29.60
FRESH ADDS repair	RAR	41.80	29.60
COMPLETE	Match-Code	€	Points
COMPLETE d-eat	D-EAT	60.20	36.00
COMPLETE d-eat, Set of 3	D-EAT3	164.00	88.40

Subject to change. You'll find the latest points table in the Online Office (Downloads), where you can also see details of seasonal and/or limited edition products and promotions. As at: January 2021

*See details about exact set contents and quantities, and alternative set offers at www.ringana.com

PACKS	Match-Code	€	Points
PACK antiox	WPA	64.40	39.30
PACK balancing	WPB	44.90	28.00
PACK cleansing	WPC	63.10	39.40
RINGANA Shaker + Shaker Ball	RS	4.00	0.00
RINGANA Glass Shaker + Shaker Ball	RSG-W	7.70	0.00
RINGANA Shaker Ball	RSHBB	2.20	0.00
PACK antiox, Set of 3	WPA3	175.50	96.60
PACK balancing, Set of 3	WPB3	122.30	68.80
PACK cleansing, Set of 3	WPC3	172.00	96.80
PACKS ABC	WP1	156.50	87.30
PACKS ABC, Set of 3	WP3	454.00	253.40
CAPS	Match-Code	€	Points
CAPS beauty & hair	CBH	52.10	32.60
CAPS cerebro	CCB	49.30	30.60
CAPS d-gest	CDG	45.00	28.00
CAPS fem	CFV	49.30	30.60
CAPS hydro	CUV	36.60	22.80
CAPS immu	CIV	49.30	30.60
CAPS mascu	CMV	52.10	32.60
CAPS moodoo	CMO	52.10	32.60
CAPS move	CAV	39.80	23.90
CAPS protect	CSV	58.80	36.80
CAPS pump	CCV	49.30	30.60
BEYOND omega	COV	84.40	52.70
BEYOND spermidine	CSP	102.80	62.80
CAPS beauty & hair, Set of 3	CBH3	140.50	79.10
CAPS cerebro, Set of 3	CCB3	132.10	74.30
CAPS d-gest, Set of 3	CDG3	121.10	68.20
CAPS fem, Set of 3	CFV3	132.10	74.30
CAPS hydro, Set of 3	CUV3	98.10	55.20
CAPS immu, Set of 3	CIV3	132.10	74.30
CAPS mascu, Set of 3	CMV3	140.50	79.10
CAPS moodoo, Set of 3	CMO3	140.50	79.10
CAPS move, Set of 3	CAV3	107.40	58.10
CAPS protect, Set of 3	CSV3	159.10	89.50
CAPS pump, Set of 3	CCV3	132.10	74.30
CAPS d-gest trial size	T-CDG	3.70	1.50
BEYOND omega, Set of 3	COV3	227.50	128.00
BEYOND spermidine, Set of 3	CSP3	277.20	159.13
DRINKS	Match-Code	€	Points
RINGANAchi	RE12	47.60	28.50
RINGANAchi x 3	RE3	13.10	7.80
RINGANAisi	RI12	50.00	31.00
RINGANAdea	RD12	56.70	34.60
RINGANA Soulbottle	R-SB	31.10	0.00
RINGANAchi, Set of 2	RE24	90.70	52.70
RINGANAisi, Set of 2	RI24	95.20	57.40
RINGANAdea, Set of 2	RD24	107.90	64.10
SPORT	Match-Code	€	Points
SPORT go	RSG	23.10	16.20
SPORT boost	RSB	53.00	34.40
SPORT protein	PROTEIN	53.00	32.00
SPORT push	RSP	59.00	38.00
SPORT BlenderBottle®	RSBB	20.70	0.00
SPORT boost, Set of 3	RSB3	144.60	84.40
SPORT protein, Set of 3	PROTEIN3	144.60	78.60
SPORT push, Set of 3	RSP3	158.00	91.70
SPORT push trial size	T-RSP	4.80	2.00

Invoicing plan 2021

	Accounts are settled with RINGANA Partners with an invoice date for the Starter Set/date of online starter before*	Paid turnover received by RINGANA by dates shown below is taken into consideration (please factor in banking times).	Statement is sent and/or uploaded on	Commission is transferred on
December 2020	01 December 2020	04 January 2021	11 January 2021	18 January 2021
January	01 January 2021	01 February 2021	08 February 2021	16 February 2021
February	01 February 2021	01 March 2021	08 March 2021	15 March 2021
March	01 March 2021	01 April 2021	08 April 2021	15 April 2021
April	01 April 2021	03 May 2021	10 May 2021	17 May 2021
May	01 May 2021	01 June 2021	08 June 2021	15 June 2021
June	01 June 2021	01 July 2021	08 July 2021	15 July 2021
July	01 July 2021	02 August 2021	09 August 2021	16 August 2021
August	01 August 2021	01 September 2021	08 September 2021	15 September 2021
September	01 September 2021	01 October 2021	08 October 2021	15 October 2021
October	01 October 2021	02 November 2021	09 November 2021	16 November 2021
November	01 November 2021	01 December 2021	09 December 2021	16 December 2021
December	01 December 2021	03 January 2022	10 January 2022	17 January 2022

*Please note that this excludes those returning as Partners. Returning Partners are taken into consideration during the current invoicing month. Your mentor will be happy to help if you have questions. (For ease of reading, we do not use separate gender formulations. Any reference to persons applies equally to all genders.)

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