

COMPENSATION PLAN

betoobe has designed this compensation plan to reward (1) Referral activities, when members successfully recruit and support members, (2) Mindsharing activities, when members successfully deliver peer to peer online sessions to other members, (3) Activating activities when members successfully match an external business opportunity with a candidate member, (4) Managing activities when members successfully oversee the activities of betoobe communities of practice and (5) be-team members when they successfully oversee the operations of the organisation.

One member can engage in all or a combination of the above activities.

1. REFERRAL COMPENSATION PLAN

Referring new members is an essential component of what makes betoobe ecosystem successful. Inviting people to the platform, ensuring the necessary diversity in skills and backgrounds that will benefit the whole community; being the front-line in the personal support each member is entitled to when joining, helping members navigate the ecosystem, connect to the right people, get their requests answered and more generally receive the best possible experience and service. As their referrals grow to start caring for others themselves, they can further support them through individual coaching and collaboration.

All this requires time, effort and skills that are fairly compensated through this plan.

1.1 REFERRAL FEE

When inviting a new member, an existing member is entitled to a referral fee corresponding to 30% of the first subscription effectively paid by the new member after the trial period.

1.2 CAMPAIGN BONUSES

betoobe will organise member referral campaigns from time to time. During these campaigns, special campaign bonuses will be awarded to members who achieve set objectives. These campaign bonuses will be one-off awards and not monthly commissions. Amount and objectives will be defined as part of the campaign. For example, a set sum for referring a certain number of members in the same week, a set sum for growing a downline to a certain number in less than a month, etc.

1.3 RULES

A number of rules are necessary to reinforce the objective of the compensation plan and avoid unfair compensation.

1. No compensation will be awarded to a member who has not a fully paid subscription

The award of referral fees is also subject to respecting the User Agreement and Terms & Conditions of betoobe.

1.4 PAYMENT

Payments due to members in relation to their Referral activities are calculated each month and paid to their account on the first business day of the next month.

2. MINDSHARING COMPENSATION PLAN

Mindsharing opportunities on the platform are the key value proposition of betoobe. The opportunity to train fellow members with the smallest possible footprint on one's day's work is the condition for as many successful independent professionals as possible to be able to share their experience and expertise with others. The time spent delivering, preparing the session or following up on it needs to be fairly compensated.

2.1 BOOKING FEES

Members set freely the prices for the tickets required to attend their sessions. They receive 80% of the payments of all the attendees as booking fees.

2.2 CAMPAIGN BONUSES

betoobe will organise member mindsharing campaigns from time to time. During these campaigns, special campaign bonuses will be awarded to members who achieve set objectives. These Campaign bonuses will be one-off awards and not monthly commissions. Amount and objectives will be defined as part of the campaign. For example, a set sum for booking a certain number of tickets in the same session, a set sum for booking a certain number of tickets in the same month, etc.

2.3 RULES

A number of rules are necessary to reinforce the objective of the compensation plan and avoid unfair compensation.

1. Members are expected to give away an average of 5% of their monthly tickets for free
 - a. They can organise free introduction sessions to their program
 - b. They can contribute to the Briefings for members

The continued Mindsharing activity is also subject to respecting the User Agreement and Terms & Conditions of betoobe.

2.4 PAYMENT

Payments due to members in relation to their Mindsharing activities are calculated each month and paid to their account on the first business day of the next month.

3. ACTIVATING COMPENSATION PLAN

Activating opportunities on the platform are the key value proposition of betoobe. The opportunity to unveil assignment opportunities to members of the community or even better, the co-development of joint business opportunities between members is an expected product of an active participation in the community. The time spent analysing an opportunity, presenting it to the community or following up on it needs to be fairly compensated.

There is currently no Activating Compensation Plan. This section will be updated before effectively launching the Activating Compensation Plan in the Ecosystem.

3.1 CAMPAIGN BONUSES

betoobe will organise activating campaigns from time to time. During these campaigns, special campaign bonuses will be awarded to members who achieve set objectives. These Campaign bonuses will be one-off awards and not monthly commissions. Amount and objectives will be defined as part of the campaign.

4. MANAGING MEMBER COMPENSATION PLAN

Members can be appointed as Managing Members for a Community. It means that, in addition to their own Caring, Mindsharing and/or Activating activities, they will now coordinate and supervise these activities in a community of practice. Their concern is going from caring for the members of their teams, the attendees to a Mindsharing session to caring for the needs of a full community. This will require additional time, effort and skills and needs to be fairly compensated.

There is currently no Managing Member Compensation Plan. This section will be updated before effectively launching the Managing Member Compensation Plan in the Ecosystem.

4.1 CAMPAIGN BONUSES

betoobe will organise managing member campaigns from time to time. During these campaigns, special campaign bonuses will be awarded to members who achieve set objectives. These Campaign bonuses will be one-off awards and not monthly commissions. Amount and objectives will be defined as part of the campaign.

5. BE-TEAM MEMBERS COMPENSATION PLAN

Members can be appointed as be-Team Members. It means that, in addition to their own Caring, Mindsharing, Activating and/or Community Management activities, they will now coordinate and supervise these activities in the Ecosystem. Their concern is going from catering to some members, some communities, to catering for the needs of the full ecosystem. This will require additional time, effort and skills and needs to be fairly compensated.

There is currently no Be-Team Member Compensation Plan. This section will be updated before effectively launching the Be-Team Member Compensation Plan in the Ecosystem.