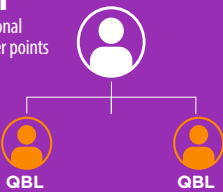
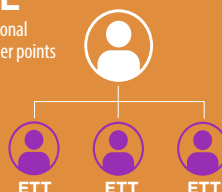


Fast Start Bonuses

PERU | April 2022

It is the perfect time to start your own independent business with Flash Colombia and be able to earn money for your effort in your first days qualifying as **ETT, ETL, TC and RVP**.

Now that you're a new APRIL 2022 Brand Leader, qualify faster and start earning.

Level	ETT	ETL	TC	RVP
Days	30	90	120	365
Earn	S/1,000	S/5,000	S/15,000	S/40,000
Requirement	Qualify as an Executive Team Trainer (ETT) within your first 30 days from your start date	Qualify as an Executive Team Leader (ETL) within your first 90 days from your start date	Qualify as an Team Coordinator (TC) within your first 120 days from your start date	Qualify as an Regional Vice President (RVP) within your first 12 months from your start date
What do you need to earn it? (Check the Compensation Plan in your Back Office)	ETT 10 personal customer points 	ETL 15 personal customer points 	600 Total customer points (personal and from your organization). Max 200 per leg	2500 Total customer points (personal and from your organization). Max 1000 per leg
First days	30 Days Qualify as an ETT Earn S/500	90 Days Qualify as an ETL Earn S/2,500	120 Days Qualify as a TC Earn S/5,000	12 months Qualify as a RVP Earn S/13,333
Maintain for an additional 30 days	ETT until day 60 Earn S/500	ETL until day 120 Earn S/2,500	TC until day 150 Earn S/5,000	RVP one more month Earn S/13,333
Maintain for an additional 30 days			TC until day 180 Earn S/5,000	RVP one more month Earn S/25,000
Total	S/1,000	S/5,000	S/15,000	S/40,000

Fast Start Bonuses

PERU | April 2022

ETT IN 30 DAYS

1. Exclusive bonus for new Brand Leaders from Peru with a start date from **APRIL 1 TO 30, 2022**.
2. The day of enrollment is considered the start date for the calculation of the period of **30** calendar days, as well as for the successive payments depending on the bonus to which it applies. The registration payment day is NOT considered as the start date. Only active customers will count from your enrollment date. Remember to check the requirements to qualify **ETT** in the Compensation Plan in force in your Back Office.
3. For each month in which you continue qualifying and maintaining the qualification requirements of the bonus, as the case may be, you will be paid according to the corresponding schedule of the same. If you do not reach a payment by failing to meet the requirements, you will no longer qualify for the following payments. Any bonus payment for Brand Leaders will be made 10 days after the Brand Leader has successfully qualified and met the requirements for the promotion of the bonus and paid out on the normal weekly schedule for bonuses. If a Brand Leader has some type of withholding (HOLD), missing information or a position required to qualify is in the grace period, the bonus cannot be paid. No bonus is generated before the first 15 days of the start date of the Brand Leader.
4. **To earn the Bonus, you must be fully qualified either as ETT during the stipulated period and not have legs/underlines on grace period.**
5. All bonus payments are subject to taxes, which will be applied at the time of payment of it. Amounts mentioned in Soles (PEN). The Brand Leaders of Flash must report any errors assumed in calculations of FLASH Payments, reports, orders, charges or other information, within thirty (30) days following the date of the alleged error. FLASH will not be responsible for errors not reported within the indicated period. Flash reserves the right to revert the bonus payment if the customer cancel, carry out their portability to another company and/or if they do not renew in a consecutive month.
6. Customers must be in the system during the first 30 days of the Brand Leader; and must be activated with their first Top-Up completed by the Brand Leaders 90th day to be a qualifying customer. The qualifying customers must complete their Port-In and have the necessary mobile volume (Plan, Bundle, Pay as you go usage) within **90** days of the Brand Leaders start date.
7. **The second payment will be made 30 days after qualifying ETT, only if the position is maintained (not in grace period).**

ETL IN 90 DAYS

1. Exclusive bonus for new Brand Leaders from Peru with a start date from **APRIL 1 TO 30, 2022**.
2. The day of enrollment is considered the start date for the calculation of the period of **90** calendar days, as well as for the successive payments depending on the bonus to which it applies. The registration payment day is NOT considered as the start date. Only active customers will count from your enrollment date. Remember to check the requirements to qualify **ETL** in the Compensation Plan in force in your Back Office.
3. For each month in which you continue qualifying and maintaining the qualification requirements of the bonus, as the case may be, you will be paid according to the corresponding schedule of the same. If you do not reach a payment by failing to meet the requirements, you will no longer qualify for the following payments. Any bonus payment for Brand Leaders will be made 10 days after the Brand Leader has successfully qualified and met the requirements for the promotion of the bonus and paid out on the normal weekly schedule for bonuses. If a Brand Leader has some type of withholding (HOLD), missing information or a position required to qualify is in the grace period, the bonus cannot be paid. No bonus is generated before the first 15 days of the start date of the Brand Leader.
4. **To earn the Bonus, you must be fully qualified either as ETL during the stipulated period and not have legs/underlines on grace period.**
5. All bonus payments are subject to taxes, which will be applied at the time of payment of it. Amounts mentioned in Soles (PEN). The Brand Leaders of Flash must report any errors assumed in calculations of FLASH Payments, reports, orders, charges or other information, within thirty (30) days following the date of the alleged error. FLASH will not be responsible for errors not reported within the indicated period. Flash reserves the right to revert the bonus payment if the customer cancel, carry out their portability to another company and/or if they do not renew in a consecutive month.
6. **The second payment will be generated on day 120 from the start date, only if the ETL position is maintained (not in grace period).**

TC IN 120 DAYS

1. Exclusive bonus for new Brand Leaders from Peru with a start date from **APRIL 1 TO 30, 2022**.
2. The day of enrollment is considered the start date for the calculation of the period of **120** calendar days, as well as for the successive payments depending on the bonus to which it applies. The registration payment day is NOT considered as the start date. Only active customers will count from your enrollment date. Remember to check the requirements to qualify **TC** in the Compensation Plan in force in your Back Office.
3. For each month in which you continue qualifying and maintaining the qualification requirements of the bonus, as the case may be, you will be paid according to the corresponding schedule of the same. If you do not reach a payment by failing to meet the requirements, you will no longer qualify for the following payments. Any bonus payment for Brand Leaders will be made 10 days after the Brand Leader has successfully qualified and met the requirements for the promotion of the bonus and paid out on the normal weekly schedule for bonuses. If a Brand Leader has some type of withholding (HOLD), missing information or a position required to qualify is in the grace period, the bonus cannot be paid. No bonus is generated before the first 15 days of the start date of the Brand Leader.
4. **To earn the Bonus, you must be fully qualified either as TC during the stipulated period and not have legs/underlines on grace period.**
5. All bonus payments are subject to taxes, which will be applied at the time of payment of it. Amounts mentioned in Soles (PEN). The Brand Leaders of Flash must report any errors assumed in calculations of FLASH Payments, reports, orders, charges or other information, within thirty (30) days following the date of the alleged error. FLASH will not be responsible for errors not reported within the indicated period. Flash reserves the right to revert the bonus payment if the customer cancel, carry out their portability to another company and/or if they do not renew in a consecutive month.
6. **The second payment will be generated on day 150 from the start date, only if the TC position is maintained (not in the grace period); the third on day 180 from the start date, only if the TC position is maintained (not in grace period).**

RVP IN 12 MONTHS

1. Exclusive bonus for new Brand Leaders from Peru with a start date from **APRIL 1 TO 30, 2022**.
2. The day of enrollment is considered the start date for the calculation of the period of **365** calendar days, as well as for the successive payments depending on the bonus to which it applies. The registration payment day is NOT considered as the start date. Only active customers will count from your enrollment date. Remember to check the requirements to qualify **RVP** in the Compensation Plan in force in your Back Office.
3. Por cada mes que continúes calificando y manteniendo los requisitos de calificación del bono, según sea el caso, se te pagará de acuerdo al cronograma correspondiente de este. Si no alcanzas un pago por no lograr los requisitos, ya no continuarás calificando para los siguientes pagos. Cualquier pago de bono para Brand Leaders se realizará 10 días después de que el Brand Leader haya calificado y alcanzado los requisitos de forma exitosa para la promoción del bono. Si un Brand Leader tiene algún tipo de retención (HOLD), le falta información o alguna posición requerida para calificar, o se encuentra en periodo de gracia, el bono no podrá ser aplicado. Ningún bono se genera antes de los primeros 15 días de la fecha de inicio del Brand Leader.
4. **To earn the Bonus, you must be fully qualified either as RVP during the stipulated period and not have legs/underlines on grace period.**
5. All bonus payments are subject to taxes, which will be applied at the time of payment of it. Amounts mentioned in Soles (PEN). The Brand Leaders of Flash must report any errors assumed in calculations of FLASH Payments, reports, orders, charges or other information, within thirty (30) days following the date of the alleged error. FLASH will not be responsible for errors not reported within the indicated period. Flash reserves the right to revert the bonus payment if the customer cancel, carry out their portability to another company and/or if they do not renew in a consecutive month.
6. **The second payment will be generated on day 395 from the start date, only if the RVP position is maintained (not in the grace period); the third on day 425 from the start date, only if the RVP position is maintained (not in a grace period).**