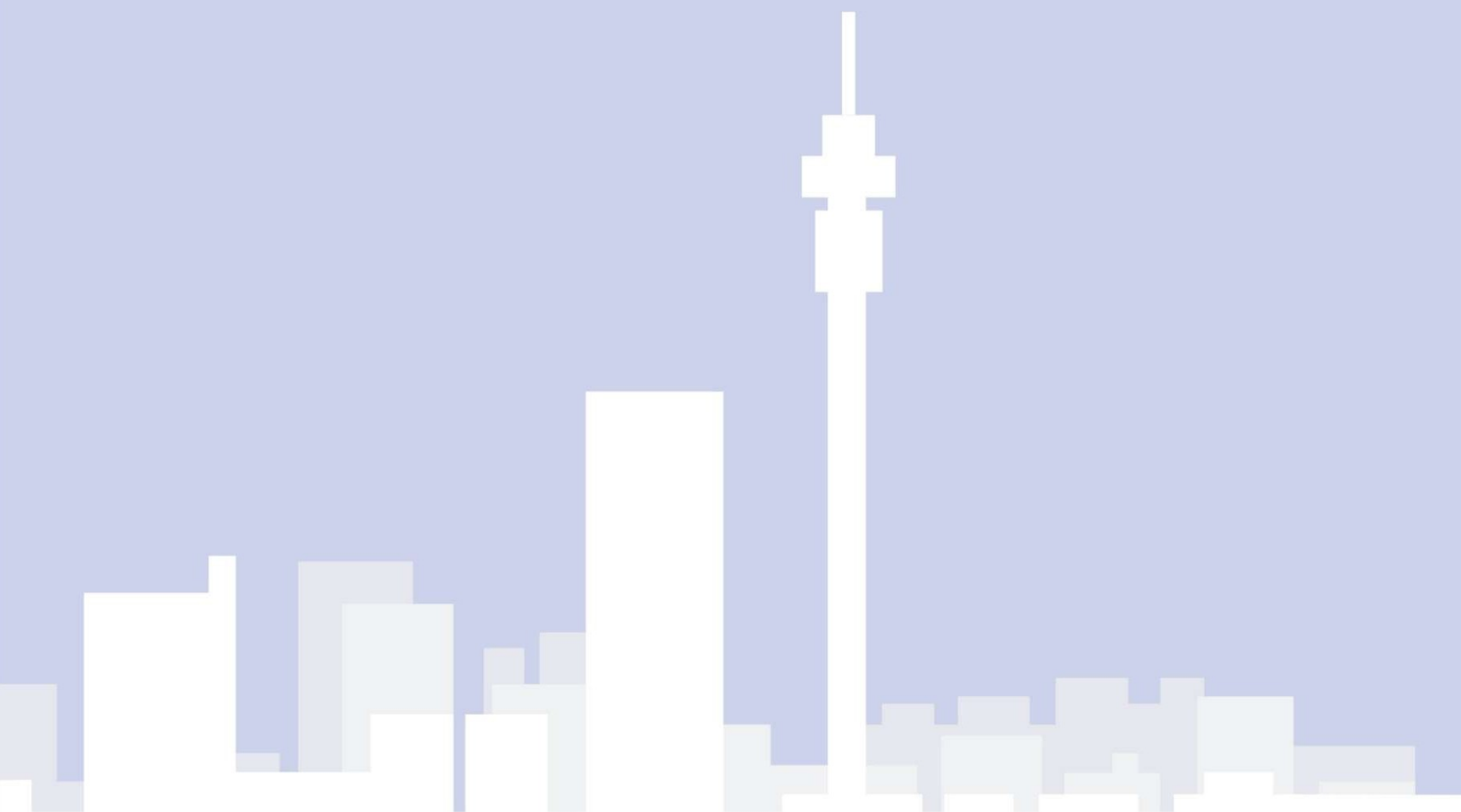




HAND BOOK

Sesotho Edition



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KENYELLETSO

La Vita Living Products (ho tloha e bitswang “Khampani”) ke khampani ya thekiso ya maemo a mangata e kgothaletsang le ho tshehetsa dikamano tse ikemetseng le barekisi ba ikarabellang ho rekisa dihlahiswa tsa rona ka theko ea thekiso le ho aha marangrang a barekisi. Mufuta wa rona wa dihlahiswa o akaretsa dihlahiswa tsa bophelo bo botle, phepo e nepahetseng le tsa botle. Moralo wa Phaello wa La Vita Living Products o thehilwe hodima molao motheo ya botshepehi le botshepedi, mme o fa bohle monyetla o lekanang ba ikemiselitseng ho sebetsa ka lenaneo lena.

Khampani e rekisa dihlahiswa tsa yona ka moralo wa phaello wa barekisi ba maemo a mangata, e sebedisa barekisi ba ikemetseng ho rekisa dihlahiswa le ho di isa ho bareki. Bahlahisi maemong ohle a moralo wa phaello ba kgothalletswa ho etsa thekiso ya mabenkele kgwedi le kgwedi le ho boloka direkoto tsa thekiso eo.

Bahlahisi bohle ba tshwanetse ho batla bareki ba mabenkele; (bareki ba mabenkele ke batho ba rekang dihlahiswa tsa rona bakeng sa tshebediso ya bona). Ba ka boela ba ngodisa bareki hore le bona ba rekise dihlahiswa tsa rona ka mabenkeleng. Dihlahiswa tsa rona di ntle ha holo, mme ga go motho ea hlohang ho rekisa ntho ho feta tekano ka ho reka ho tlola meeli. Barekisi ba atlehang ba fumana tsebo ya moraorao ya mmara ka ho boloka bareki ba bona ba kamehla.

1. “Moabi wa mabenkele” ke motho ya ngodisitseng ka katleho databasing ya Khampani ka ho tlatsa le ho saena Foromo ya Kopo ya Khampani, mme a ba le kutlwisiso ya motheo ya Moralo wa Phaello wa Khampani ka ho ba teng thupelong ya OPP (thupelo ya menyetla) e tshwarwang ke Khampani kapa ke barekisi ba ngodisitseng ba tshwanelehang ba Khampani, ba tshwanetseng ho saena Foromo ya Kopo jwalo ka Batshehetsi.
2. “Moabi wa mabenkele” o reka dihlahiswa ho motshehetsi wa hae. Ba ka boela ba tshehetsa baabi ba bang ba mabenkele, ka tsela eo a ikahela kgwebo ya bokamoso. Ka mora ho reka dikrediti tsa mabokose a mabedi (2) tsa pele ho motshehetsi wa hae, ba tshwaneleha ho ba Assistant Supervisor tlasa Moralo wa Phaello wa Khampani; kamora moo, ba tla kgona ho reka dihlahiswa ka kotloloho ho tsoa Khampaning ka Theko ya Kakaretso e phatlaladitsweng (Published Wholesale Price). Hang ha dikrediti tsa mabokose a mabedi (2) di se di bokelletswa, moabi ya tshwanelehileng o tla fuwa ka bohona Lengolo la Tumello ya ho Reka le nang le khoutu ya QR, le fanweng ke Khampani. Pele ba reka dihlahiswa ka kotloloho ho Khampani, baabi ba tshwanetse ho fana ka foromo ya A.T.P. e tlatsitsweng le ho saenwa, e netefaditsweng ke motshehetsi wa bona. Baabi ba tshwanelehang ba tla fumana bonase ho ya ka dithekiso tsa bona tsa kgwedi le kgwedi le dithekiso tse entsweng ke sehlopha seo ba se tshehetsang, ho latela Moralo wa Phaello wa Khampani.
3. Khampani e fana ka tiisetso e feletseng bakeng sa dihlahiswa tsohle tse rekilweng ke baabi le bareki ba mabenkele. Tiisetso e feletseng ya dihlahiswa e ka fella ka puseletso ya tjelete e lefetsweng, phapanyetsano ya dihlahiswa ka tse ding tsa Khampani, kapa ho fetolelwa ha dihlahiswa tse nang le diphoso. Ka lebaka la mofuta wa dihlahiswa tsa rona, nako ya leano la puseletso e ka fapana, ho ya ka sehlahiswa se itseng.

Leano le laolang ho kgutlisetswa morao ha dihlahiswa tsohle ke hore motho ya amohetseng tjelete ho theko ya pele ke yena ya ikarabellang bakeng sa ho busetsa tjelete kapa ho fapanyetsana dihlahiswa ho ya ka maemo. Kamano ya mola le boikarabelo pakeng tsa Khampani, motshehetsi, Moabi (**Distributor**) le moreki di tshwanetse ho latelwa. Ke feela ha diphapang di sa kgone ho rarollwa moo taba e lokelang ho fetisetwa boemong bo latelang ba boikarabelo, mme Khampani e tla ba yona mohlodi wa ho qetela wa tharollo.

Baabi ba batlang ho fedisa kamano ya bona le Khampani mme ba kgutlise dihlahiswa tse sa rekiswang, tse ntseng di tiisitsoe, tse rekilweng matsatsing a mashome a mararo (30) a fetileng, ba tshwanetse pele ho

tlatsa Foromo ya Ho Kgutlisa Dihlahiswa, mme ba kgutlisetse Khampani dihlahiswa tsohle tseo puseletso e batlwang bakeng sa tsona, hammoho le bopaki ba theko.

Moabi (**Distributor**) o tla busetswa tjhelete ka tjheke e tswang Ofising e Kgolo, e lekanang le ditjeho tsa moabi tsa sehlahiswa se kgutlisitsweng, ho tloswa bonase eo a e amohetseng ka seqo ho theko ya hae ya pele. Tefiso ya tshebeletso ya nako e le nngwe feela ya diperesente tse mashome a mabedi (20%) tsa theko ya Kakaretso (Wholesale price) ya dihlahiswa tse kgutliswang e tla ntshwa ho lefella ditjeho tsa ho sebetsana le thepa le tsa thomello.

Ofisi e Kgolo e tla fedisa moabi (**Distributor**) ho Moralo wa Phaello, mme marangrang a hae kaofela a tla bewa ka kotloloho tlasa Motshehetsi wa moabi ya fedisitsweng, ho latela tatelano ya bona ya hona jwale ya meloko.

Ho na le lebaka le utlwahalang bakeng sa molao wa “buy-back”. Molao ona o beha boikarabelo hodima motshehetsi hore a netefatse hore moabi (**Distributor**) eo a mo tshehetsang o reka ka bohlale.

Motshehetsi o tshwanetse ho nyahamisa baabi ho reka dihlahiswa tse fetang tseo ba ka lebellwang ka nepo hore ba di rekise ho bareki ba bona ba mabenkele nakong ya matsatsi a mashome a mararo (30).

Le hoja moabi (**Distributor**) a ka bontsha ho hloka bohlale mme a tsitlella ho reka bongata bo boholo ho feta kamoo ho hlokalang, motshehetsi o tshwanetse ho eletsa baabi (**Distributors**) hore ba reke feela palo ya dihlahiswa tse hlokalang bakeng sa ditlhoko tsa bona tsa hanghang, mme hore dihlahiswa tse ding di tshwanetse ho rekwa feela ka mora hore diperesente tse mashome a supileng a metso e mehlano (75%) tsa thepa ya pele di be di rekisitswe.

4. Moralo wa Phaello wa Khampani o bontshitswe ka setshwantsho se ka tlase:

SEBOPEHO SA BONASE

20%	15%	10%	5%	Manager
15%	10%	5%	Assistant Manager	100cc
10%	5%	Supervisor	50cc	
5%	Assistant Supervisor	20cc		
Distributor	2cc			
Personal Bonus	5%	10%	15%	20%

Volume Bonus

Khampani e ke ke ea fana ka Bonase ea Bolumu (**Volume Bonus**) e ka tlase ho krediti e le nngwe (1) ea mokotla wa motho ka mong (Personal Case Credit: P.C.C.) ka kgwedi ea khalendara.

Bonus Structure:

- Ha ho sa tla ntshwa tjhelete makaleng a rona, ka mabaka a polokeho.
- Ditefo di tla etswa feela ka Phetisetso ea Tjhelete ka Elektroniki ho akhaonte ea banka ea moabi (**Distributor**) ea tshwanelehang.
- Ka tsela e nngwe, dibonase tsohle di ka fetisetswa kareting ea A.T.P. ea moabi (**Distributor**), mme di tla dula di sebetsa ka nako ya dikgwedi tse leshome le metso e mmedi (12) kamora moo.
- Dikgwedi tse 12 di qala ho balwa ho tloha letsatsing la phetisetso, eseng letsatsing la tshebetsong.

Manager

- 20% V.B. ho ditaelo tsohle tsa hae ka seko;
- 5% V.B. ho Bathusi ba Batsamaisi (**Assistant Managers**) bohle bao a ba tshehetsang ka seko le ditaelo tsa dihlopha tsa bona;
- 10% V.B. ho Baokamedi (**Supervisors**) bohle bao a ba tshehetsang ka seko le ditaelo tsa dihlopha tsa bona;
- 15% V.B. ho Bathusi ba Baokamedi (**Assistant Supervisors**) bohle bao a ba tshehetsang ka seko le ditaelo tsa dihlopha tsa bona.

Assistant Manager

- 15% V.B. ho ditaelo tsohle tsa hae ka seko;
- 5% V.B. ho Baokamedi (**Supervisors**) bohle bao a ba tshehetsang ka seko le ditaelo tsa dihlopha tsa bona;
- 10% V.B. ho Bathusi ba Baokamedi (**Assistant Supervisors**) bohle bao a ba tshehetsang ka seko le ditaelo tsa dihlopha tsa bona;

Supervisor

- 10% V.B. ho ditaelo tsohle tsa hae ka seko;
- 5% V.B. ho Bathusi ba Baokamedi (**Assistant Supervisors**) bohle bao a ba tshehetsang ka seko le ditaelo tsa dihlopha tsa bona.

Assistant Supervisor

5% V.B. ho ditaelo tsohle tsa hae ka seko.

Distributor

Ha ho V.B. boemong bona.

- a. Dikgwedi dife kapa dife tse tharo (3) tse latellanang di ka sebediswa ho bokella dikrediti tsa mabokose (**case credits**), tse hlokahalang ho fihlela maemo a Mookamedi (**Supervisor**), Mothusi wa Motsamaisi (**Assistant Manager**) le/kapa Motsamaisi (**Manager**). Ditlhophisong tsohle tsa maemo nakong ya kgwedi e le nngwe ya khalendara di tla etsahala ka letsatsi le nepahetseng leo dikrediti tse lekaneng di bokelletsweng ho fihlela boemo bo itseng. Ha dikgwedi tse latellanang di sebediswa ho fihlela boemo bofe kapa bofe, ebe phahamisetso e tshwanetseng e tla etsahala ka letsatsi la pele (1st) la kgwedi ya bone (4th) e latellanang.
- b. Dibonease tsohle di balwa ho latela theko ya Kakaretso (Wholesale price), VAT e sa kenyeletswa.
- c. Ha ho hlokahale hore motho a ikwadise hape bakeng sa boemo hang ha bo se bo fihletswe, ntle le haeba Khampani e fedisitse moabi (**Distributor**) kapa haeba a etsa qeto ea ho itokolla ho tsoa leanong la phaello moralong.
- d. Ha ho dumellwe phetisetso ya moabi (**Distributor**) kapa kabelo ya botho ba setho, ntle le jwalo ka ha ho hlalositswe karolong ya "Dikamano tsa Molao" bukeng ena.
- e. Baabi (**Distributors**) bohle ba fedisitsweng kapa ba ikgethetseng ho fedisa kamano ya bona ba tshwanetse ho ema bonyane selemo se le seng (1) (matsatsi a 365) pele ba ka romela kopo e ntjha hore e hlahlojwe ke Khampani.

- f. Moabi (**Distributor**) a keke a tlolewa ke mang kapa mang sehlopheng seo a se tsheheditse.
- g. Ho lokeloa ke ho fumana Dibonease tsa Bolumu (**Volume Bonus**) le dibonase tse ikgethileng tse tswang sehlopheng seo ba se tshehetsang, Baokamedi (**Supervisors**), Bathusi ba Batsamaisi (**Assistant Managers**) le Batsamaisi (**Managers**) ba tshwanetse ho reka dihlahiswa ka seko tse nang le bonyane ba dikrediti tsa mabokose a mane (4) kgwedi e nngwe le e nngwe ya khalendara hore ba balwe ba le mafolofolo.
- h. Dibonease di balwa ho ya ka maemo a fihleletsweng ka hara Moralo wa Phaello, mme di thehilwe hodima ditaelo tse ngodisitweng ke Khampani nakong ya kgwedi ya khalendara.
- i. Moabi (**Distributor**) ofe kapa ofe ya leng Mothusi wa Mookamedi (**Assistant Supervisor**), Mookamedi (**Supervisor**) kapa Mothusi wa Motsamaisi (**Assistant Manager**) ha a fumane Bonase ya Bolumu (**Volume Bonus**) ho moabi (**Distributor**) ofe kapa ofe sehlopheng sa hae ya leng boemong bo tshwanang le ba hae Moralo wa Phaello. Leha ho le jwalo, o tla fumana dikrediti tsa mabokose bakeng sa ho phatlalatsoa kapa ho nyolletsoa maemong.
- j. Dibonase di fumaneha ho tloha ka letsatsi la leshome le metso e mehlano (15) la kgwedi le kgwedi bakeng sa dithekiso tse rekilweng kgwedeng e fetileng ya khalendara. Mohlala, dibonase tsa dihlahiswa tse rekilweng ka Pherekhong di tla fumaneha ka la 15 Hlakola. Haeba la 15 le wela letsatsing leo ho sa sebetsoeng ka lona, dibonase di tla abelwa feela ka letsatsi le latelang la mosebetsi.
- k. Ditatemente tse qaqileng tsa dibonase di romelwa ho baabi (**Distributors**) ka imeile ntle le tefo. Ditatemente tse hatsitweng di fumaneha makaleng a La Vita Living Products ka tefo e eketsehileng. Ka kopo hopola ho fana ka aterese ea imeile e nepahetseng e le hore o fumane ditatemente tsena tsa kgwedi le kgwedi.

MEPUTSO YA BATSAMAISI BA BATJHA

Kamora hore moabi (**Distributor**) le sehlopha seo a se tshehetsang (marangrang) ba bokelle bonyane ba dikrediti tsa mabokose tsa bolumu tse lekanyetsang tse lekgolo (100) nakong ya dikgwedi tse tharo (3) tse latellanang, moabi o tla fetoha Motsamaisi (**Manager**), mme o tla tlotliwa le ho neewa lebanta le phini ya botsamaisi ba La Vita Living Products, ho tswa ho Khampani. Batsamaisi (**Managers**) ba batjha ba tla putswa Kopanong ya Selemo le Selemo ya Matjhaba ya Khampani, ha feela ba rekile dikrediti tsa bona tse nne (4) tsa mabokose nakong ya kgwedi ya phahamisetsa. Ke feela Batsamaisi (**Managers**) ba batjha ba kenang Kopanong ya Selemo le Selemo ya Matjhaba ya Khampani ba tshwanelehang ho amohela lebanta le phini ya bona ya Botsamaisi (**Manager**). Ba sa kenang kopanong ba ke ke ba putswa.

Golden Manager

Kamora hore Motsamaisi (**Manager**) a tshehetse le ho ntshetsapele Batsamaisi (**Managers**) ba babedi (2) ba Moloko wa Pele (1st Generation Sponsored Managers), o tla fetoha Motsamaisi wa Khauta (**Golden Manager**). Khampani e tla fana ka lebanta le phini ya Motsamaisi wa Khauta (**Golden Manager**) Kopanong ya Selemo le Selemo ya Matjhaba ya Khampani. Ba sa kenang kopanong ba ke ke ba putswa.

Pearl Manager

Kamora hore Motsamaisi (**Manager**) a tshehetse le ho ntshetsapele Batsamaisi (**Managers**) ba bahlano (5) ba Moloko wa Pele, o tla fetoha Motsamaisi ea Perela (**Pearl Manager**), mme Khampani e tla mo nehela lebanta le phini ya Motsamaisi oa Perela (**Pearl Manager**) Kopanong ya Selemo le Selemo ya Matjhaba ya Khampani. Ba sa kenang kopanong ba ke ke ba putswa.

Gem Manager

Emerald Manager

Kamora hore Motsamai (Manager) a tshehetse le ho ntshetsapele Batsamai (Managers) ba robong (9) ba Moloko wa pele, bao a ba tlisitseng ka kotloloho o tla fetoha Motsamai wa Emerald (Emerald Manager). Khampani e tla mo nehela lebanta le pin ya Motsamai wa Emerald (Emerald Manager) Kopanong ya Selemo le Selemo ya Matjhaba ya Khampani. Motsamai wa Emerald (Emerald Manager) o tla boela a putswa ka leeto la naha (National Travel) le lefellowang ka botlalo le kgethilweng ke Khampani.

Ruby Manager

Kamora hore Motsamai (Manager) a tshehetse le ho ntshetsapele Batsamai (Managers) ba leshome le metso e supileng (17) ba Moloko wa Pele (1st Generation Sponsored Managers), o tla fetoha Motsamai wa Ruby (Ruby Manager). Khampani e tla mo nehela lebanta le pin ya Motsamai wa Ruby (Ruby Manager) Kopanong ya Selemo le Selemo ya Matjhaba ya Khampani. Motsamai wa Ruby (Ruby Manager) o tla boela a putswa ka leeto la naha (National Travel) le lefellowang ka botlalo le kgethilweng ke Khampani.

Diamond Manager

Kamora hore Motsamai (Manager) a tshehetse le ho ntshetsapele Batsamai (Managers) ba mashome a mabedi a metso e mehlano (25) ba Moloko wa Pele, o tla fetoha Motsamai wa Taemane (Diamond Manager). Khampani e tla mo nehela lebanta le phini ya Motsamai wa Taemane (Diamond Manager) Kopanong ya Selemo le Selemo ya Matjhaba ya Khampani.

Sena se boela se ba fa ditokelo tse latelang:

1. Ho lokollwa tlhokahalang ya ho reka dikrediti tsa mabokose tse nne (4) kgwedi le kgwedi bakeng sa ho tshwaneleha ho fumana dibonase, ha feela Batsamai (Managers) ba mashome a mabedi a metso e mehlano (25) ba Moloko wa Pele ba ntse ba le mafolofolo.
2. Ho lokollwa ditlhokahalang tsa bolumu ya mabokose bakeng sa meputso fihletsweng, ha feela Batsamai (Managers) ba mashome a mabedi a metso e mehlano (25) ba Moloko wa Pele ba ntse ba le mafolofolo.
3. Motsamai wa Taemane (Diamond Manager) o tla boela a putswa ka leeto la naha (National Travel) le le lefellowang ka botlalo, le kgethilweng ke Khampani.

One Star Diamond Manager

Kamora hore Motsamai (Manager) a tshehetse le ho ntshetsapele Batsamai (Managers) ba mashome a mahlano (50) ba Moloko wa Pele, o tla fetoha Motsamai wa Taemane ya Naledi e le nngwe (One Star Diamond Manager). Khampani tla nehelana lebanta ka lebanta le phini tse kgethehileng tsa Motsamai wa taemane ya naleli e le nngwe (One Star Diamond Manager) moketeng wa selemo le selemo wa khampani wa matjhaba.

Motsamai wa Taemane ya naleli e le Nngwe (One Star Diamond Manager) o tla ba le ditokelo tse tshwanang le tsa Motsamai wa Taemane (Diamond Manager). Motsamai wa Taemane ya naleli e le Nngwe (One Star Diamond Manager) o tla boela a putswa ka leeto la naha (National Travel) le le lefellowang ka botlalo, le kgethilweng ke Khampani.

Two Star Diamond Manager

Ka mor'a ho fihlella boemo ba Motsamai wa Taemane ea Naledi e le 'Nngwe (One Star Diamond Manager), batsamai (Managers) bohle ba moloko oa pele ba mashome a mabedi a metso e mehlano (25)

ba o a ba ngolisitseng ka seko kamora moo, ba tla fumana naleli e 'eketsehing boemong ba Taemane (**Diamond Manager**).

Mohlala: Taemane ea Linaleli tse Pedi (**Two Star Diamond Manager**), Taemane ea Linaleli tse Tharo, joalo joalo.

Leadership Bonus (L.B)

HO PUTSWA BOEMONG BA BATSAMASELI FEELA

Managers:

	Qualification	1st Gen.	2nd Gen.	3rd Gen.
Manager	4p.c.c.	6%	3%	2%

6% Bonase ya Boetapele (**Leadership Bonus**) ho Batsamaisi (**Managers**) bohle ba Moloko wa Pele le ditaelo tsa dihlopha tsa bona;

3% Bonase ya Boetapele (**Leadership Bonus**) ho Batsamaisi (**Managers**) bohle ba Moloko wa Bobedi le ditaelo tsa dihlopha tsa bona;

2% Bonase ya Boetapele (**Leadership Bonus**) ho Batsamaisi (**Managers**) bohle ba Moloko wa Boraro le ditaelo tsa dihlopha tsa bona.

E lefella feela maemong a Batsamaisi ba Lejwe la Bohlokwa:

	Qualification	1st Gen.	2nd Gen.	3rd Gen.
Diamond Manager	25 Active	9%	6%	5%
Ruby Manager	17 Active	8%	5%	4%
Emerald Manager	9 Active	7%	4%	3%

Batsamaisi ba Gem (**Gem Managers**) ba nang le Batsamaisi (**Managers**) ba Moloko oa Pele ba robong (9) kapa ho feta ba sebetsang nakong ea khoeli ea khalendara ba tla fumana 1% e eketsehileng ho Batsamaisi (**Managers**) bohle ba Moloko oa Pele, oa Bobeli le oa Boraro, hammoho le ditaelo tsa lihlopha tsa bona khoeling eo (7% – 4% – 3%).

(Tlhokomeliso: Batsamaisi ba fumaneng maemo ka lefa (**Inherited Managers**) hase batsamaisi ba katlehong/ba tshehelitsoeng.)

Batsamaisi ba Gem (**Gem Managers**) ba nang le Batsamaisi (**Managers**) ba Moloko oa Pele ba leshome le metso e supileng (17) kapa ho feta ba sebetsang nakong ea khoeli ea khalendara ba tla fumana 2% e eketsehileng ho Batsamaisi (**Managers**) bohle ba Moloko oa Pele, oa Bobeli le oa Boraro, hammoho le ditaelo tsa lihlopha tsa bona khoeling eo (8% – 5% – 4%).

Batsamaisi ba Gem (**Gem Managers**) ba nang le Batsamaisi (**Managers**) ba Moloko oa Pele ba mashome a mabeli a metso e mehlano (25) kapa ho feta ba sebetsang nakong ea khoeli ea khalendara ba tla fumana 3% e eketsehileng ho Batsamaisi (**Managers**) bohle ba Moloko oa Pele, oa Bobeli le oa Boraro, hammoho le ditaello tsa lihlopha tsa bona khoeling eo (9% – 6% – 5%).

Inherited Managers

Ha moabi (**Distributor**) ya leng boemong ba Motsamaisi (**Manager**) a itokolla Moralong wa Phaello kapa a fetola motshehetsi wa hae, marangrang ohle a ka tlasa hae (downline) a tla bewa ka kotloloho tlasa motshehetsi wa hae wa pele. Motshehetsi ya amohelang Batsamaisi (**Managers**) ba Moloko wa Pele ho tswa ho moabi (**Distributor**) ya fedisitsweng o nkuwa e le “Motsamaisi ya Futsitsweng” (**Inherited Manager**) marangrang ana a matjha a abetsweng.

Boemo ba “Motsamaisi ya Futsitsweng” (**Inherited Manager**) ha bo ame Dibonease tsa Bolumu (**Volume Bonus**) kapa. Dibonease tsa Boetapele (**Leadership Bonus**) (ntle le Bonase ya Boetapele (**Leadership Bonus**) ya boemo ba Lejwe la Bohlokwa) tse lefellowang ho Motsamaisi (**Manager**) ofe kapa ofe kapa ba mo hodimo (upline), empa tshebetso ya bona ha e balwe bakeng sa ditlhoko tsa Lenaneo la Meputso e Fihlellwang (Earned Incentive Program).

Batsamaisi (**Managers**) bohle ba futsitsweng marangrang ao ba ke ke ba balwa bakeng sa phahamisetso ho Boemo ba Motsamaisi wa Lejwe la Bohlokwa (**Gem Manager**). Ha ho lipini kapa mabanta a tla fanwa bakeng sa “Motsamaisi ya Futsitsweng” (**Inherited Manager**) ho fihlela yena a boela a fumana maemo a “Motsamaisi ya Tsheheditsweng”.

Ho bolela hore “Motsamaisi ya Futsitsweng” (**Inherited Manager**) boemo o tlameha ho fumana dikrediti tsa mabokose tse lekgolo (100) ka seko nakong ya kgwedi tse pakeng tsa e le nngwe (1) ho isa ho tse tharo (3) tse latellanang, ele hore a hlahise Motsamaisi (**Manager**) e motjha wa Moloko wa Pele ya tshehetswang ka seko kamora hore a futsitse marangrang. Ke feela ka mora moo a tla kgona ho fumana melemo yohle e amanang le boemo boo a bo futsitseng.

TSHWANELO YA TSHEBETSO

Baokamedi (**Supervisors**), Bathusi ba Batsamaisi (**Assistant Managers**) kapa Batsamaisi (**Managers**) ba sa fihlelleng bonyane ba dintlha ba dikrediti tsa mabokose tse nne (4) tsa theko ya mosebetsi ka kgwedi le kgwedi, ba ke ke ba lefellowa bonase hodima mosebetsi wa sehlopha sa bona kgwedeng eo, mme ba ke ke ba nkuwa e le moabi (**Distributor**) ya mafolofolo.

Dibonase tsohle tse sa sebeletsoang di tla lefellowa moabi (**Distributor**) wa motshehetsi ya latelang ya fihlellang tlhoko ya dikrediti tsa mabokose tse nne. Baabi (**Distributors**) ba lahlehetsweng ke dibonase dife kapa dife ba ka boela ba tshwaneleha kgwedeng e latelang ka ho reka dikrediti tsa mabokose tse nne tsa botho, empa dibonase tse seng di lahlehile di ke ke tsa busetswa ho bona.

Dikrediti tsohle tsa mabokose di balwa ho ya ka kgwedi ya khalendara. Mohlala: ho tloha ka la pele (1st) Pherekhong ho fihla ka la mashome a mararo a motso o mong (31st) Pherekhong, ho tloha ka la pele (1st) Mmesa ho fihla ka la mashome a mararo (30th) Mmesa, le tse ding.

TSAMAIISO EA HO ODARA

Bathusi ba Mookamedi (**Assistant Supervisors**) le ba maemong a hodimo ba ka odara dihlahiswa ka kotloloho ho Khampani ka Theko e phatlalalitsoeng ea phalo (phahlo).

1. Diodara tsohle di tshwanetse ho tsamaisana le bopaki ba tefo:
 - A. peeletso ya tjhelete / Ho kenya tjhelete banking
 - B. dikarete tsa mokitlane kapa tsa debiti / Likarete tsa sekoloto
 - C. phetisetso ya tjhelete ka inthanete /Tefo ea Inthanete
 - D. bonase e fumanehang
2. Diodara tsohle di tshwanetse ho etswa ho Khampani kapa ho moemedi wa bona ya dumelletsweng sebakeng seo, mme dihlahiswa di tshwanetse ho nkuwa ofising ya lehae ya Khampani.
3. Diodara tse loketseng tse etswang ka inthanete di ka romelwa atereseng e kgethilweng ke moabi (**Distributor**).
4. Hlahloba diodara tsohle hang ha di amohetswe mme o tsebise Khampani hanghang haeba ho na le ntho e sa tsamaeng sentle.

Diodara tsohle hammoho le tefo tse nepahetseng di tshwanetse ho fihla matsohong a Khampani pele ho letsatsi la ho qetela la mosebetsi la kgwedi e amehang, bakeng sa ho tshwaneleha ho fumana bonase e hlalositsewang kgwedeng eo.

DIKAMANO TSA MOLAO

Mosebeletsi ya ikemetseng: ke motho ya itirelang mosebetsi, eseng ya sebeletsang mohiri ya mo lefang moputso kapa tefo ya mosebetsi. Motho ya itshebetsang o fumana tjhelete ka ho tsamaisa kgwebo kapa khoebo e tlang phaello, tsamaiswang ho ya ka ditsamaiso le mekhoha ya hae. Mosebeletsi ya ikemetseng ha a tlasa taelo ea motho e mong, haese feela bakeng sa se behiloeng tumellanong e mahlakore ka bobedi.

1. Baabi (Distributors) bohle ba nkuwa e le basebetsi ba ikemetseng. Ba tshwanetse ho tsamaisa kgwebo ya bona ho latela dipehelo tsa tumellano ya boleloko, le ka ho latela melaoana le maano a Khampani.
2. Kamano ya boabi (Distribution) le Khampani ke ya setlamo sa konteraka. Ke batho ba baholo feela (ba ka holimo ho dilemo tse 18) ba ka etsang konteraka le Khampani ho ba baabi (Distributors). Monna le mosadi ba tla tshehetswa ho ngodiswa hammoho foromong e le nngwe ya Kopo ya Moabi (Distributor). Haeba molekane a le mong a kgetha ho se be moabi (Distributor), molekane ya sebetsang joalo ka moabi (Distributor) o dumela ka ho hlaka le ho utlwisisa hore botho ba hae ba setho bo ka fediswa ka lebaka la ketso efe kapa efe e entsweng ke molekane eo e seng moabi (Distributor), e ka tlolang Molao ya Khampani haeba e ne e le moabi (Distributor).
3. Khampani e tshwanetse ho amohela foromo ya Tumello ya ho Reka ya Moabi (Distributor) (A.T.P.) pele moabi (Distributor) a ka reka dihlahiswa ka kotloloho ho Khampani le ho fumana Dibonase tsa Bolumu (Volume Bonus), ho ya ka Moralo wa Phaello wa Khampani, ha feela moabi (Distributor) a sa tlole melaoana ya Khampani. Moabi (Distributor) e mong le e mong, ha a saena Foromo ya Kopo ya Moabi (Distributor), o dumela ho latela melaoana le maano a Khampani.

4. TSHIRELETSO YA TLHAHISOLESSEDING YA BOTHO

Ho latela Molao wa POPI wa Afrika Borwa (Molao oa bo- 4 wa 2013), La Vita Living Products e bontsha boitlamo le ho latela Molao ona. Morero wa Molao ona ke ho sireletsa tlhahisoleding yohle ya botho, ha o ntse o leka-lekanya tokelo ya ho ba le sephiri le tlhokahalo ya hore tlhahisoleding e tsamae ka bolokolohi le ho fumaneha, hammoho, le ho laola kamoo tlhahisoleding ya botho e sebediswang, le ho fediswa ka teng ka hara Khampani.

Tshebetso ya tlhahisoleding e etsahala ha baabi ba tlang ho ingodisa ba tlasa ditokomane tsa semmuso tsa Khampani tse amanang le tlhahisoleding ya bona ya botho (tlhahisoleding yohle e amanang le motho ka mong) bakeng sa ho boloka direkoto, mohlala: dinomoro tsa boitsebiso, diaterese, dintlha tsa ho

ikopanya le bona, le mangolo afe kapa afe a semmuso a eang ho Khampani. Sena ke ho netefatsa hore re amohela le ho fana ka tlhahisoleseding e nepahetseng molemong oa ho sireletsa dithahasello tsa mahlakore ka bobedi, ha e ntse e sebelisetswa feela ho tsamaisa kgwebo oa La Vita Living Products.

4.1 Tlhahisoleseding ya botho e ka sebediswa feela maemong ana:- (karolo ya 11):

- ka tumello ya motho eo tlhahisoleseding e mo amang; kapa
- haeba ho hlokahala bakeng sa ho phethela kapa ho phethahatsa konteraka eo motho eo e leng karolo ya yona; kapa
- haeba ho hlokahala ka molao; kapa
- haeba ho sireletsa thahasello e molaong ya motho eo tlhahisoleseding e mo amang; kapa
- haeba ho hlokahala ho phethela dithahasello tsa hao tse molaong kapa lithahasello tsa motho wa boraro eo tlhahisoleseding e fanweng ho yena.

Re lakatsa ho tsebisa baabi (Distributors) bohle hore mehato ya tshireletso e se e behilwe ditshebetsong tsa rona tse ntlafaditsweng ho thibela tahlehelo, tshenyeho, tshenyho e sa dumellwang le phihlello e seng molaong ya tlhahisoleseding yohle ya botho.

4.2 Kgohlano ya Dithahasello

Ka baka la mofuta oa khoebo ya rona mmarakeng ona o nang le tlhodisano, La Vita Living Products e na le tokelo ya ho tsebisa baabi (**Distributors**) bohle hore ho nka karolo mesebetsing ya kgwebo e khahlanong ka kotloloho le dithahasello tsa Khampani, ho ka baka ho emiswa ha ditokelo tsa boabi (**Distributing Rights**) mme qetellong ho ka tlisa mohato oa molao, jwalo ka ha ho hlalositsoe karolong ya “Ho Fediswa”.

Mesebetsi ena e kenyeletsa (empa e sa felle feela moo):

- Ho aba kapa ho phahamisa dihlahiswa le/kapa ditshebeletso tsa khampani efe kapa efe e hlodisanang le rona
- Ho “hokahanya” baabi (**Distributors**) ba La Vita Living Products ho kenela kgwebo e nngwe
- Ho fapanya kapa ho qhekella tlhahisoleseding efe kapa efe ya botho
- Ho qhekella ditshupiso tsa tiisetso ya dihlahiswa kapa ho etsa ditatements tse ka amang Khampani ka kotloloho
- Ho theola Theko ya Mabenkele e Sisintsweng bakeng sa phaello ya motho ka mong.

Re eletsa baabi (**Distributors**) bohle ho tlaleha le ho netefatsa ketsahalo efe kapa efe e belaetsang kapa litaba tseo ba sa utlwisising ka tsona ka kotloloho le ofisi e kgolo ya rona.

5. Thepa ya Bohlale

5.1 Mecha ya ditaba tsa setjhaba:

Baabi (**Distributors**) ba kgothalletswa ho sebedisa mecha ya ditaba tsa setjhaba ho phahamisa dikgwebo tsa bona, empa ba lokela ho latela meralo e hlalositsweng ka tlase mona:

Baabi (**Distributors**) ba nang le diprofaele tsa botho kapa maqephe a ikemetseng a kgwebo ha ba dumellwe ho sebedisa mabitso afe kapa afe a semmuso a Khampani, mabitso a dihlahiswa kapa karolo efe kapa efe ea mabitso ana e le mabitso a bona, ntle le haeba ba hlakisa ka ho hlaka hore ke baabi (**Distributors**) ba ikemetseng.

Sena ke ho netefatsa ponaletso le bofitshane ho baabi (**Distributors**) bohle le ho qoba pherekano efe kapa efe e ka bang teng maqephe a semmuso a Khampani.

Diposo le ditshwantsho tsa semmuso tsa mecha ya ditaba tsa setjhaba tsa Khampani ha di a dumellwa ho sebediswa kapa ho kopitswa jwalo ka mosebetsi wa hao, hobane sena se nkuwa e le bosholu ba

mosebetsi oa ba bang(plagiarism) mme ke tlolo ya molao e ka lebisang ho fedisweng ha ditokelo tsa hao tsa boabi (**Distributing Rights**). Diposo le ditshwantsho tsena di reretswe feela ho arolelanwa ho tswa maqephe a rona, empa eseng ho bolokwa le ho hlahiswa jwalo ka tsa hao.

5.2 Matshwao a Kgwebo le Tshebediso ya Mabitso:

Mabitso ohle, matshwao a kgwebo(di-Logo) disimbolo le matshwao a kgwebo a La Vita Living Products ke thepa ya bohlale ya Khampani. Baabi (**Distributors**) ha ba dumellwe ho sebedisa thepa ya bohlale ya Khampani ntle le tumello e ngotsweng pele ho nako.

Re kgothalletsa baabi (**Distributors**) bohle ho iqapela mabitso a bona a kgethehileng a kgwebo a sa tlo leng thepa ya bohlale ya Khampani.

Mehlala ya mabitso a amohelang ao ka a sebedisang:

“Mong. John Doe, Moabi (**Distributor**) ya Ikemetseng wa La Vita Living Products”

“Moabi (**Distributor**) ya Ikemetseng wa La Vita Living Products, John Doe”

6. Ho Futsetswa ha Botho ba Setho:

Tabeng ea ha moabi (**Distributor**) a hloka hantse, mojalefa wa molao ya moholo (ya ka holimo ho dilemo tse 18) a ka etsa kopo ya ho futsetsa botho ba setho, ka ho hokela ditokomane tse tshwanetseng. Khampani e boloka tokelo ya ho hana phetisetso ya botho ba setho haeba ditokomane tse sa lekaneng kapa tlhahisoleseding ya bohata e fanwa.

Haeba boemo bo futsitsweng bo phahame ho feta Motsamaisi (**Manager**), mojalefa o tla fuwa boemo ba MOTSAMAI SI YA FUTSETSWENG (**Inherited Manager**).

Motsamaisi ya Futsetsweng (**Inherited Manager**) o tshwanetse ho fihlela dikrediti tsa mabokose tsa botho tse lekgolo (100) nakong ya dikgwedi tse tharo (3) tse latellanang ho hlahisa Motsamaisi (**Manager**) e motjha wa Moloko wa Pele eo a mo tshhehetsang ka seqo kamora ho futsetswa ha marangrang, mme ke feela a tla ba le phihlello e TLETSENG ho melemo e amanang le boemo boo a bo futsitseng.

HO FEDISWA

Seratswana sa 1 ka tlase se hlalosa se amang ho fediswa ha Moabi (**Distributor**):

“Ho Fediswa” ho bolela hore ditokelo tsohle tse amanang le ho ba moabi (**Distributor**) wa La Vita Living Products di hlakotsoe, ho kenyeletsa le, empa ho sa fella ho; ho aba dihlahiswa le ho tshhehetsa baabi (**Distributors**). Ho fediswa hona ho tla fella ka ho se kgone ho tshwaneleha bakeng sa meputso efe kapa efe le mananeo a melemo ya Bonase ya Bolumu (**Volume Bonus**) a tshhehetswang ke Khampani.

Jwalo ka karolo ya tshenyo ya konteraka e bakilweng ho Khampani, moabi (**Distributor**) ya fedisitsweng o tla tlaneha, ha Khampani e mo kopa, ho busetsa, ho kgutlisa kapa ho lefa Khampani bakeng sa meputso, mekgahlelo ya kgothatso, thepa kapa dibonase tseo a di amohetseng ho tswa ho Khampani kamora letsatsi la diketso tse lebisitseng ho fedisweng.

Dibonase tse lahlehileng ka lebaka la fediso e jwalo di tla lefellwa moabi (**Distributor**) ya latelang ea ka hodimo moleng ya sa tlo leng dipehelo tsa konteraka Mosebetsi e thibetsweng e ka lebisang ho fedisweng ke:

- a. Ho hatisa / ho kopitsa / ho aba/ kapa ho sebedisa lisebelisoa tsa papatso tse sa dumellwang. Lisebelisoa tse itseng tsa papatso tse fumanoeng ho Khampani li ka sebediswa haeba ho na le tumello e ngotsweng esale pele.

- b. Ho phatlalatsa ka bohata kapa ho bua mashano mabapi le tšebeliso/melemo ea lihlahisoa tsa Khampani.
- c. Ho fana ka tlhahisoleseding e sa nepahalang mabapi le moputso oo motho a ka o fumanang e le moabi (**Distributor**) wa La Vita Living Products.
- d. Ho odara dihlahiswa ka bongata bo feteletseng bo sa tsamaisaneng le dihlahiswa tse seng di le teng kapa thekiso e amohelang. Ka kakaretso, ditaelo tsa sehlahiswa ha di a tshwanela ho etswa ho fihlela karolo ea 75% ya thepa ya pele e se e rekisitswe.
- e. Ho nka karolo mesebetsing e akaretsang ho kgothaletsa motho eo moabi (**Distributor**) a tsebang, kapa a tshwanetseng ho tseba, hore ke moabi (**Distributor**) wa La Vita Living Products, hore a rekise dihlahiswa tse ding ka moralo o mong wa thekiso ya maemo a mangata, kapa ho leka (ho ya ka pono ya Khampani) ho aha kgwebo e ka senyang kapa ya amang baabi (**Distributors**) ba bang ba tshwanelehang kapa Khampani.
- f. Ho nka karolo morerong ofe kapa ofe o reretsweng ho nyahamisa moabi (**Distributor**) e mong wa La Vita Living Products hore a se ke a reka dihlahiswa ho tswa ho Khampani.
- g. Ha ho moabi (**Distributor**) wa Khampani ya tshwanetseng ho nka karolo boitshwarong kapa mesebetsing e ka nkuwang e le kotsi ho Khampani kapa ho moabi (**Distributor**) e mong, ho ya ka pono ya Khampani.
- h. Ha ho moabi (**Distributor**) wa Khampani ya tshwanetseng ho ba mong'a kapa motsamaisi, moelets, molaodi wa sebaka kapa setereke, kapa ho ba le seabo ho khampani e nngwe ya thekiso e tobileng e hohelang baabi (**Distributors**) ba ka bang ba La Vita Living Products.
- i. Ha ho moabii (**Distributor**) oa Khampani ea ka nkang karolo tšebetsong efe kapa efe ea khoebo e qhekellang kapa e khahlanong le molao, joalo ka ha ho hlalositsoe ke melaoana efe kapa efe ea mmuso.
- j. Ha ho moabi (**Distributor**) wa Khampani ya tshwanetseng ho nka karolo kgwebong kapa mesebetsing e thibetsweng ke melaoana efe kapa efe ya mmuso.
- k. Ha ho moabi (**Distributor**) wa Khampani ya tshwanetseng ho kena-kenana le matshwao a kgwebo, mabitso a kgwebo, ditokelo tsa bongodi, dileibole, mabitso kapa pontsho efe kapa efe e bontshang mohlodi wa dihlahiswa tsa Khampani, kapa ho beha matshwao ao ho dintho tse ding.
- l. Ho rekisa dihlahiswa tsa Khampani ka theko e ka tlase ho Theko ya Mabenkele e Sisintsweng ho bareki kapa ho baabi (**Distributors**) ba batjha ba batlang ho tshwaneleha e le Bathusi ba Baokamedi (**Assistant Supervisors**) Moralong wa Phaello wa Khampani.

POLICY ON RE-SPONSORING OF DISTRIBUTORS

Moabi (**Distributor**) a ka kopa ho fetola motshehetsi wa hae wa hona jwale haeba a sa sebetse ka nako e fetang dikgwedi tse tšeletseng (6) tsa khalendara (matsatsi a 180). Sena se bolela hore ha a ka a reka dihlahiswa ho tswa ho Khampani kapa ho ngodisa motho ofe kapa ofe marangrang a hae.

Moabi (**Distributor**) ea joalo (eo kopo ya hae ya ho fetola motshehetsi e amohetsweng ke Khampani) o tla qala boabi (**Distributing Rights**) ba hae hape jwaloka moabi (**Distributor**) ya sa tsoa kena. Marangrang ohle a neng a le teng a tla sala le motshehetsi wa hae wa pele, mme moabi (**Distributor**) eo o tla

lahlehelwa ke boemo bofe kapa bofe boo a neng a bo fihletse (bo hodimo ho Mothusi wa Mookamedi (**Assistant Supervisor**)) marangrang a pele. Hape o tla lahlehelwa ke dikrediti tsa mabokose tsohle tseo a di fihlellang pele. Sena se bolela hore boemo bo phahameng ka ho fetisisa boo moabi (**Distributor**) ya tshehetswang hape a ka bo bolokang ke ba Mothusi wa Mookamedi (**Assistant Supervisor**).

Moabi (**Distributor**) ofe kapa ofe ya kgothalletsang kapa ya qobellang moabi (**Distributor**) e mong, ka kotloloho kapa ka tsela e sa tobang, hore a se ke a reka dihlahiswa ho tswa ho Khampani kapa ho moabi (**Distributor**) e mong ka sepheo sa ho tlola melao ya ho tshehetswa hape, o tla tobana le ho fediswa ha ditokelo tsa hae tsa boabi (**Distributing Rights**).

Car Bonus

1. Baabi (**Distributors**) bohle ba mafolofolo ba na le tokelo ea ho nka karolo Lenaneong la Meputso e Fihlellwang. "Moabi ya Mafolofolo" ke ya reka dihlahiswa tsa boleng ba dikrediti tsa mabokose tse nne (4) kapa ho feta nakong ya kgwedi ya khalendara.
2. Tjhelete ya moputso e fihlellwang e tshwanetse ho sebediswa ke Moabi (**Distributor**) ho reka kapa ho hira thepa ka lebitso la hae, mohlala: koloi, sekepe, ntlo, jj.
7. Ho na le maemo a mararo (3) a meputso e fumanehang:
 - A. **Boemo ba A:** Khampani e tla lefa boholo ba sekete le makgolo a mahlano a diranta (R1500.00) ka kgwedi ka nako e ka fihlang dikgwedi tse mashome a mararo a metso e tsheletseng (36).
 - B. **Boemo ba B:** Khampani e tla lefa boholo ba dikete tse tharo tsa diranta (R3000.00) ka kgwedi ka nako e ka fihlang dikgwedi tse mashome a mararo a metso e tsheletseng (36).
 - C. **Boemo ba C:** Khampani e tla lefa boholo ba dikete tse nne le makgolo a mahlano a diranta (R4500.00) ka kgwedi ka nako e ka fihlang dikgwedi tse mashome a mararo a metso e tsheletseng (36).
8. Ho hloka hla likhoeli tse tharo (3) tse hlalamanang ho tsoaneleha:

Bolumu ya sehlopha ka kakaretso ka dikrediti tsa mabokose ka kgwedi.

(Consecutive)	Level A	Level B	Level C
1st month	50cc	75cc	100cc
2nd month	100cc	150cc	200cc
3rd month	150cc	225cc	300cc

9. Bolumu ya kgwedi ya boraro e tshwanetse ho bolokwa kamora moo. Haeba bolumu ya dikrediti tsa mabokose tsa sehlopha sa moabi (**Distributor**) e theoha ka tlase ho tlhoko ya mabokose bakeng sa kgwedi efe kapa efe, bonase ya kgwedi ya moputso o fihlellwang e romelwang ho moabi (**Distributor**) ke Khampani e tla bontsha phokotso ya diranta tse mashome a mahlano (R50.00) bakeng sa krediti e nngwe le e nngwe ya mabokose e sa fihlelleng tlhoko ya bolumu ya sehlopha.
10. Bolumu ya dikrediti tsa mabokose tsa sehlopha e thehilwe hodima kakaretso ya: dikrediti tsa mabokose tsa botho tsa sehlopha ka kakaretso, hammoho le 40% ya kakaretso ya dikrediti tsa mabokose tsa sehlopha sa Batsamaisi (**Managers**) ba Moloko wa Pele ba tshehetswang, hammoho le 20% ya kakaretso ya dikrediti tsa mabokose tsa sehlopha sa Batsamaisi (**Managers**) ba Moloko wa Bobedi ba tshehetswang, hammoho le 10% ya kakaretso ya dikrediti tsa mabokose tsa sehlopha sa Batsamaisi (**Managers**) ba Moloko wa Boraro ba tshehetswang.
11. Qetellong ya nako ya dikgwedi tse mashome a mararo a metso e tsheletseng (36), moabi (**Distributor**) a ka nna a tshwaneleha bakeng sa moputso o motjha o fihlellwang ka ho sebedisa ditlhoko tse tshwanang tse hlalositsweng ka hodimo. Ho tshwaneleha hape ho ka fihlellwa

nakong ya dikgwedi dife kapa dife tse tharo (3) tse latellanang nakong ya dikgwedi tse leshome le metso e mmedi (12) hang-hang pele ho fela ha nako ya pele ya dikgwedi tse mashome a mararo a metso e tshelletseng (36).

12. Ha u se u tsoanelehile bakeng sa Lenaneo la Meputso e Fihlellwang (Bonase ya Koloji (**Car Bonus**)), moabi (**Distributor**) o tshwanetse ho ikopanya le Khampani mme a romele ditokomane ofising ya lekala ho tshehetsa tefo ya moputso oo a o kgethileng. Sena se tshwanetse ho etswa nakong ya dikgwedi tse tshelletseng (6) ho tloha kgwedding ya ho qetela ya ho tshwaneleha. Ho hloleha ho etsa sena ho tla hloka hore moabi (**Distributor**) a tshwanelehe hape bakeng sa moputso ona.

National Travel

Litlhoko tsa ho tsoaneleha:

1. Nako e baloang: Ho tloha ka la 1 Phupu ho fihla ka la 30 Phuptjane (selemo se le seng sa khalendara).
2. Ba-Mookameli (**Managers**) ba bacha ba Gem (**Gem Manager**) ba fihletseng boemo bona nakong e boletsoeng ka hodimo.
3. Meputso e fuoa selemo le selemo Kopanong ya Matjhaba ya Khampani, mme Mookameli (**Manager**) e mong le e mong e mocha wa Gem (**Gem Manager**) mmoho le molekane wa hae ya ngodisitsweng ba tla abelwa leeto la mahala la Sechaba (**National Travel**) le kgethilweng ke Khampani, moo ditshenyhelo tsohle di tlang ho patalwa ke Khampani.

KAPA

Bakeng sa Batsamaisi (Managers) ba Gem (Gem Managers) ba seng ba ntse ba le teng

Ditlhoko tsa ho tshwaneleha:

1. Nako e balwang: Ho tloha ka la 1 Phupu ho fihlela ka la 30 Phuptjane (selemo se le seng sa khalendara).
2. O tsoanetse ho be o fihletse boemo ba Extra Sharing Manager nakong ena e behiloeng.
 - 2.1 Ha moabi (**Distributor**) a phahamisetswa boemong ba Motsamaisi (**Manager**), o tshwanetse ho be a fihletse dikrediti tsa mabokose tsa botho tse nne (4) kgwedi le kgwedi nakong e ena e behiloeng.
 - 2.2 Batsamaisi (**Managers**) ba lokela ho bokella dintlha tse kopaneng tsa sehlopha (Group Volume Case Credits) tse lekanang kapa tse fetang makholo a robeli (800) nakong ena e behiloeng..
 - 2.3 Ho hlahisoa mela e mecha e 'meli (2) ea Batsamaisi (**Managers**) ba Moloko wa Pele ba tshehelitsweng ka kotloloho nakong ena e behiloeng
3. Ho boloka palo e itseng ya mela ya Batsamaisi (Managers) ba mafolofolo kgwedi le kgwedi nakong e behiloeng.
 - 3.1 Ba ntseng e le batsamaisi ba Emerald (Emerald Managers) ba tshwanetse ho boloka mela e meraro (3) ya Batsamaisi (Managers) ba mafolofolo kgwedi le kgwedi nakong e behiloeng.
 - 3.2 Ba ntseng e le batsamaisi ba Ruby (Ruby Managers) ba tshwanetse ho boloka mela e mehlano (5) ya Batsamaisi (Managers) ba mafolofolo kgwedi le kgwedi nakong e behiloeng.
 - 3.3 Batsamaisi (**Managers**) ba Diamond (**Diamond**) ba seng ba ntse ba le teng ba tshwanetse ho boloka mela e robedi (8) ya Batsamaisi (**Managers**) ba mafolofolo kgwedi le kgwedi nakong e boletsweng.

Manager Level	Active Manager Lines	Qualify
Emerald Manager	3 active manager lines	√
Ruby Manager	5 active manager lines	√
Diamond Manager	8 active manager lines	√

International Travel

Ditlhoko tsa ho tshwaneleha:

1. Nako e balwang ke ho tloha ka la 1 Phupu ho fihlela ka la 30 Phuptjane (selemo se le seng sa khalendara).
2. “Moabi (**Distributor**) ya mafolofolo” ya rekang dihlahiswa tsa boleng ba dikrediti tsa mabokose tsa botho tse nne (4) kapa ho feta kgwedi e nngwe le e nngwe ya khalendara, mme a bokella kakaretso dikrediti tsa mabokose tsa bolumu ya sehlopha tse fetang kapa tse lekanang le dikete tse pedi (2000) nakong e hlalositsewang seratswaneng sa 1 (ka hodimo).
3. Meputso e fanwa selemo le selemo Kopanong ya Selema le Selema ya Matjhaba ya Khampani.

Extra Sharing Bonus

Ho kgothaletsa barekisi bohle ba maemo a Botsamaisi (**Manager**) ba sebetsang ka thata ka ho fetisisa, Khampani e behile tjehele e tla arolelwanang e itseng (kakaretso ya kabelo e tla phatlalatswa Kopanong ya Selema le Selema ya Matjhaba qalong ya nako e balwang) hore e arolwe hara Batsamaisi (**Managers**) ba tshwanelehang ba **Extra Sharing**. Nako e balwang bakeng sa **Extra Sharing** e qala ka la 1 Phupu ho fihlela ka la 30 Phuptjane (selemo se le seng sa khalendara).

Ho tshwaneleha, baabi (**Distributors**) ba tshwanetse ho fihlela bonyane boemo ba Botsamaisi (**Manager**). Ho na le maemo a mararo a Bonase ya Extra Sharing:

1. Junior Extra Sharing Manager

- 1.1 Ha moabi (**Distributor**) a phahamisetswa boemong ba Motsamaisi (**Manager Level**), o tshwanetse ho fihlella dikrediti tsa mabokose tsa botho tse nne (4) kgwedi le kgwedi nakong e boletsweng.
- 1.2 Ho bokella kakaretso e fetang kapa e lekanang le dikrediti tsa mabokose tsa bolumu tsa sehlopha tse makgolo a robedi (800) nakong e behiloeng.
- 1.3 Ho hlalisa mela e mebedi (2) e metjha ya Batsamaisi (**Managers**) ba Moloko wa Pele ba tshehetswang nakong e behiloeng.

2. Senior Extra Sharing Manager

- 2.1 O tshwaneleha jwaloka Motsamaisi wa Junior Extra Sharing.
- 2.2 Ho thusa bonyane baabi (**distributors**) ba bararo (3) ba ka tlasa hae ka kotloloho ho fihlella boemo ba Motsamaisi wa **Junior Extra Sharing**.

3. Top Extra Sharing Manager

- 3.1 O tshwanetse ho tshwaneleha jwaloka Motsamaisi wa Seniara wa Extra Sharing (**Senior Extra Sharing Manager**).
- 3.2 Ho thusa bonyane kakaretso ya baabi (**Distributors**) ba bahlano (5) ba ka tlasa hae ka kotloloho ho fihlella boemo ba Motsamaisi wa Junior Extra Sharing (**Junior Extra Sharing Manager**).

3.3 O tshwaneleha jwaloka Motsamaisi wa Senara wa Extra Sharing (**Senior Extra Sharing Manager**).

3.4 Ho thusa bonyane kakaretso ya baabi (**Distributors**) ba bararo (3) ba ka tlasa hae ka kotloloho ho fihlella boemo ba Motsamaisi wa Senara wa Extra Sharing (**Senior Extra Sharing Manager**).

Executive Tier

Nako ya ho tshwaneleha: Ho tloha ka la 1 Phupu ho fihlela ka la 30 Phuptjane (selemo se le seng sa khalendara).

O tsoaneleha habonolo ka ho:

1. Boloka dikrediti tsa mabokose tsa botho tse nne (4) kgwedi le kgwedi.
2. Boloka mela ya Batsamaisi (**Managers**) ba mafolofolo kgwedi le kgwedi, ho latela boemo ba hao jwalokaha ho hlalositse ka tlase:

Executive Golden Manager

Boloka mela e mebedi (2) ya Batsamaisi (Managers) ba mafolofolo kgwedi le kgwedi.

Melemo e kenyeletsa:

- Ho amohela moputso oa Lebanta le Pin ya Motsamaisi wa Golden wa Phethahatso (**Executive Golden Manager**) Kopanong ya Selema le Selema ya Matjhaba
 - Khountere ya Tshebeletso ya Phethahatso lekaleng
 - Setulo sa Phethahatso Kopanong ya Selema le Selema ya Matjhaba

Executive Pearl Manager

Boloka mela e mene (4) ya Batsamaisi (Managers) ba mafolofolo kgwedi le kgwedi.

Melemo e kenyeletsa:

- Ho amohela moputso oa Lebanta le Pin ya Motsamaisi wa Pearl wa Phethahatso (**Executive Pearl Manager**) Kopanong ya Selema le Selema ya Matjhaba
- Khountere ya Tshebeletso ya Phethahatso lekaleng le mohala wa Tshebeletso ya Phethahatso
- Setulo sa Phethahatso Kopanong ya Selema le Selema ya Matjhaba

Executive Emerald Manager

Boloka mela e supileng (7) ya Batsamaisi (**Managers**) ba mafolofolo kgwedi le kgwedi.

Melemo e kenyeletsa:

- Ho amohela moputso oa Lebanta le Pin ya Motsamaisi wa Emerald wa Phethahatso (**Executive Emerald Manager**) Kopanong ya Selema le Selema ya Matjhaba
- Khountere ya Tshebeletso ya Phethahatso lekaleng le mohala wa Tshebeletso ya Phethahatso
- Setulo sa Phethahatso Kopanong ya Selema le Selema ya Matjhaba
- Thomello ya mahala ha o odara ka inthanete, ho fihla makgetlo a leshome le metso e mmedi (12) nakong ya melemo (feela bakeng sa akhaonte ya hao ya botho)
- Maeto a Phethahatso

Executive Ruby Manager

Boloka mela e leshome le metso e meraro (13) ya Batsamaisi (**Managers**) ba mafolofolo kgwedi le kgwedi.

Melemo e kenyeletsa:

- Ho amohela moputso oa Lebanta le Pin ya Motsamaisi wa Ruby wa Phethahatso (**Executive Ruby Manager**) Kopanong ya Selema le Selema ya Matjhaba
- Khountere ya Tshebeletso ya Phethahatso lekaleng le mohala wa Tshebeletso ya Phethahatso
- Setulo sa Phethahatso Kopanong ya Selema le Selema ya Matjhaba

- Thomello ya mahala ha o odara ka inthanete, ho fihla makgetlo a mashome a mane a metso e robedi (48) nakong ya melemo (feela bakeng sa akhaonte ya hao ya botho)
- Maeto a Phethahatso
- Ditekete tse nne (4) tsa mahala tsa Kopano ya Selemo le Selemo ya Matjhaba (ho kenyeletsa le tekete ya hao)

Executive Diamond Manager

Boloka mela e mashome a mabedi (20) ya Batsamaisi (Managers) ba mafolofolo kgwedi le kgwedi.

Melemo e kenyeletsa:

- Ho amohela moputso oa Lebanta le Pin ya Motsamaisi wa Diamond wa Phethahatso (**Executive Diamond Manager**) Kopanong ya Selemo le Selemo ya Matjhaba
- Khountere ya Tshebeletso ya Phethahatso lekaleng le mohala wa Tshebeletso ya Phethahatso
- Setulo sa Phethahatso Kopanong ya Selemo le Selemo ya Matjhaba
- Thomello ya mahala ha o odara ka inthanete, ntle le moedi nakong ya melemo (feela bakeng sa akhaonte ya hao ya botho)
- Maeto a Phethahatso
- Ditekete tse robedi (8) tsa mahala tsa Kopano ya Selemo le Selemo ya Matjhaba (ho kenyeletsa le tekete ya hao)
- Mothusi wa Phethahatso

PUISANO

Bakeng sa ho sebeletsa dithahasello tse molemo tsa baabi (**Distributors**) ba Khampani, le ho boloka bohle ba tsebisitswe ka Mesebetsi le Melaoana ya Khampani, baabi (**Distributors**) ba nang le dipotso ba tshwanetse ho hlalisa dingongoreho tsa bona ka ho ngola ho Motsamaisi wa Sebaka sebakeng seo ba abetsweng ho sona.

Motsamaisi wa Sebaka o na le boikarabelo ba ho sebetsana le dingongoreho tsena molemong oa Khampani, hape le ho fetisetša tlhahisoleseding efe kapa efe e ntjha, mesebetsi kapa melaoana ho tswa ho Khampani ho ya ho baabi (**Distributors**). Haeba Motsamaisi wa Sebaka a sitoa ho rarolla bothata ba baabi (**Distributors**), o tla ikopanya ka kotloloho le Khampani bakeng sa thuso kapa ditaello. Ho latela puisano ena le Khampani, Motsamaisi wa Sebaka o tla boela a ikopanye le moabi (**Distributor**) ho fana ka tharollo ya qetela.

Ka ho latela mokgwa ona wa puisano (Moabi (**Distributor**) - Motsamaisi wa Sebaka - Khampani), tlhahisoleseding e tla phalla ka bonolo le ka katleho ho bohle ba amehang.

Dipotso tsohle di lokela ho romelwa ka mongolo di felehetswe ke ditokomane tse amehang, mohlala lengolo la potso kapa diforomo tse tlwaelehileng tsa dipotso tse fumanehang makaleng, hammoho le kopi ya karete ya boitsebahatso ya mokopi.

Baabi (**Distributors**) ba ka boela ba romela dingongoreho tsa bona atereseng ya imeile ya Khampani: info@lvlp.co.za