

SciTechBiz Institute · Comunidade de Cientistas Tech Empreendedores

Compensation Plan

SciTechBiz Community · version 1.3 · 20/09/2026

iPersonality Global Institute S.L.U. · Madrid · 20 de setembro de 2026

The document the candidate signs. Subject to legal validation before entry into force.

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1 · What the Community is

The SciTechBiz Community is a community of licensed practitioners who sell and deliver the group's solutions to businesses: artificial-intelligence software for management (Legathum), people and culture assessment (iPersonality), sales automation (Prospectta), training (SciTechBiz) and consultancy. It is operated by iPersonality Global Institute S.L.U., based in Madrid, and is open to residents of the European Union and the United Kingdom.

Each partner is an independent professional who receives commission on the sales they make to external customers (businesses and individuals who are not members of the Community) and on the external sales of the partners they have directly sponsored. There is no third level. Nothing is paid for inviting, activating or subscribing other partners. This is the document the candidate signs.

2 · Three roles and three verticals

Role	What you can do
Entrepreneur	Sell and refer the full catalogue to external customers, and invite new partners.
Consultant	The above and, in addition, deliver consultancy in the vertical or verticals in which you are certified.
Scientist (<i>by invitation</i>)	The above and, in addition, the scientific community: co-authorship in the SciTechBiz Review and its books, the Academy (Associate / Titular) and leadership of a vertical.

Roles are progressive. An Entrepreneur becomes a Consultant by completing the vertical module and its certification and paying the difference. **The Scientist role cannot be bought:** it is entered by invitation of the Scientific Council and on results achieved within the Community.

Verticals: **Tech** (Legathum: artificial intelligence applied to management), **People** (iPersonality: culture, assessment and talent selection) and **Business** (Prospectta: processes, sales management and CEO Legacy). A Consultant certifies in one vertical and may add others through additional modules.

3 · How you join

Joining has two components, and neither generates commission for anyone. Prices exclude VAT.

The Starter Pack (Entrepreneur) and the Consultant Pack: what you receive, not a joining fee. Each Pack combines a certification charged at the cost of delivering it, **refundable for 30 days** if you have not consumed it, and which **never generates commission for anyone**, with products for your own use that do carry a margin.

Role	Pack (excl. VAT)	What it includes
Entrepreneur	Starter Pack: €490 in total	Certification at cost (€150: 12-hour certification and the Foundation level of the TNCM methodology) + iPersonality practitioner licence (€240) + method materials (€100). The last two are products you buy for your own use , with a refund policy, and they generate commission for no one.
Consultant	Consultant Pack: €4,990 in total (an Entrepreneur pays the difference)	Certification at cost (€150), vertical module (€990) and iPersonality practitioner licence (€3,850). The last two are products you buy for your own use , with a refund policy, and they generate commission for no one. Consultant status depends on the vertical certification , not on buying the licence.
Scientist	Not for sale	Entry is by invitation of the Scientific Council and on results. The Programa Ejecutivo Avanzado (€5,990), with the Scientific Research Fellowship , is a product for your own use, not a joining fee.

Launch month: both Packs at half price. During the launch month (dates in the annex), the Starter Pack costs **€245** and the Consultant Pack **€2,495** (excl. VAT). The discount applies only to the own-use products; the certification stays at its €150 cost. It cannot be combined with other offers, and refunds are made at the price paid. **The plans and the Pack products are public products:** any company can buy them at the same price without being a Community partner.

Subscription = platform. Mandatory in every role, monthly, and cancellable month by month. Its price is at or below the public price of the equivalent Legathum plan, and you may use it in your other businesses: it is your tool, not a fee. You open it from cards in app.scitechbiz.com, where you also manage your network and follow your training in the Academy. **It is offset against your pending commissions before each payout,** and it is **waived in any month your external volume passes €2,000** (Entrepreneur) **or €5,000** (Consultant and Scientist).

Role	Subscription (excl. VAT / month)	What it includes
Entrepreneur	€199	Legathum Commercial (Business plan, 1 seat: CRM, inbox, calendar, LinkedIn sourcing, SDR engine and Iris (the AI assistant) conducting the first meetings with your customers), iPersonality Organisation (your own organisation to assess and develop the people in your network), campus (Entrepreneur track) and community.
Consultant	€499	Legathum Legacy (Agency plan plus Master Brain), iPersonality Consultancy (your own consultancy organisation, with your clients' organisations), campus (Consultant track + vertical), community and office hours. Your own brand on both platforms is a separate product: the White-Label Licence (€9,990/year).
Scientist	€499	The Consultant's package, plus the Academy, the journal and editorial royalties of 10–15 % on the works you contribute to.

4 · How you earn

Basis of calculation. Only sales to external customers count: the amount net of VAT, actually collected. **Activations, subscriptions and products a partner buys for their own use:** licence, method materials, vertical module, Programa Ejecutivo Avanzado, **generate no commission whatsoever and do not count towards advancement.** If a customer is refunded, the commission is reversed.

Level 1: your sales. A percentage by product category, which rises with your level.

Level 2: the sales of the partners you sponsor directly. From Leader upwards, 5 % (3 % on consultancy) on their external sales. There is no level 3.

Category	Ambassador	Leader	Community Co-Founder	Level 2	Duration
Software (Legathum, iPersonality, Prospectta, API)	20 %	25 %	30 %	5 %	12 months; from Leader, for as long as you remain active
SciTechBiz training	15 %	20 %	25 %	5 %	Per sale
Consultancy delivered by the company	10 %	12 %	15 %	3 %	Per project; 12 months if recurring
Consultancy you deliver as a Consultant	You keep 70 % (80 % if you hold the White-Label Licence, €9,990/year, a catalogue product)	same	same	3 % of the amount delivered, paid out of the company's share	–
White label of the platforms (Licence, €9,990/year)	20 %	25 %	30 %	5 %	Per sale

Leadership pool. 3 % of the external revenue of the whole Community is shared every quarter among Community Co-Founders, in proportion to the external volume of their group.

Sponsorship bonus: €300. When a partner you sponsored closes their first external sale of €2,000 or more (net of VAT, collected), you receive €300. It is released by that sale, not by the partner joining: it is the only payment linked to sponsorship, and it depends on an external sale.

On joining fees, activations and subscriptions: 0 %. Always.

5 · Levels and requirements

Volume = commissionable external sales, net of VAT and collected, over the last 12 months. "Active" = at least one external sale in the last 90 days. Quarterly review, with a six-month grace period before any downgrade.

Level	Requirements	Level 1	Level 2	Pool
Ambassador	Activation and certification completed	Base	–	–
Leader	≥ 3 active external customers · ≥ €12,000 personal volume in 12 months · ≥ 2 active directly sponsored partners	Base + 5 points	5 % (3 % consultancy)	–
Community Co-Founder	≥ €36,000 personal volume · ≥ €120,000 group volume (two levels) · ≥ 3 active directly sponsored partners, at least one a Leader	Base + 10 points	5 % (3 % consultancy)	Yes

"Community Co-Founder" is a **programme designation**: it is not an office in the company, and it confers no shareholding and no authority to represent the company.

Founders' fund. Each year the Community sets aside **15 % of the profit attributable to external revenue** for a founders' fund. Two groups take part: members invited to the Founder's Circle, during their first two years, and Community Co-Founders who reach the final career stage, defined by an annual target of external group sales. Shares are calculated **in proportion to external group volume, never by headcount**. The fund is implemented through **contractual rights settled in cash**, vesting over four years: it confers no shareholding, no vote and no office. As with everything else in this plan, it is **no promise of earnings**; it depends on the profit of the financial year and on external sales actually made, and it may be zero.

Founder's Circle. For experienced leaders from other direct-selling organisations: the Agency plan at no cost for six months, 5 additional level-1 points on external sales during the first 90 days, a guaranteed place in the leadership pool for two quarters if they reach 50 % of the Co-Founder volume, and participation in the founders' fund from day one for 24 months (with 50 % of the annual target in the first year). No exceptions: no lists from another company's sales force, no contacting anyone bound by a live non-solicitation obligation, no income guarantees and no placement of leaders in positions within the structure.

6 · Your rights

- **Withdrawal:** 14 days from signing, without giving a reason; 30 days if the contract was concluded during an unsolicited home visit.
- **Refund:** full refund of the certification within 30 days if you have not consumed it. The same refund policy applies to the products you buy for your own use (licence, method materials, vertical module, Programa Ejecutivo Avanzado).
- **Subscription:** cancellable every month, with no minimum term.
- **Payment:** on the 15th of each month, by bank transfer, when your balance exceeds €50 (otherwise it carries forward). The platform balance is informational. Every payment is made against an invoice bearing a valid tax number: NIF and census registration (form 036) in Spain, a VAT number validated in VIES elsewhere in the EU, a VAT registration number in the United Kingdom. If you authorise it, the Community issues the invoice on your behalf (self-billing). In Spain, the income-tax withholding required by law is applied.
- **Freedom:** no exclusivity, no quotas or penalties, no minimum purchase. You may represent other brands.
- **Contract:** a non-exclusive commercial collaboration agreement. Neither agency nor employment. You have no authority to bind the company: every customer contract is accepted by iPersonality Global Institute S.L.U. in Madrid.

7 · Your duties

- Identify every commercial communication as such ("advertisement" or #ad in online posts).
- Never promise earnings or present results as typical or easy. Use approved materials only.

- Never contact people bound by non-solicitation obligations towards another company, and never use contact lists belonging to other companies or direct-selling organisations.
- Comply with the GDPR and the applicable e-commerce rules (in Spain, the LSSI; in the United Kingdom, the UK GDPR and PECR): no export of customer data from the platform, no unsolicited automated commercial messages.
- Present the Community and its products accurately; the training titles are SciTechBiz's own titles.
- Iris, the AI assistant, always identifies itself as AI. You must do the same whenever you use it.
- Respect the Community's code of conduct and the codes of any direct-selling associations it joins.

8 · Mandatory statement

Earnings depend exclusively on sales to customers who are not members of the Community. No commission is paid for the joining, activation or subscription of other partners. Results vary from person to person and depend on time, skills and effort; the Community publishes an annual Income Disclosure Statement showing the median and the percentage of partners with no earnings.

Notice for the United Kingdom (Trading Schemes Regulations 1997, Schedule 1):

It is illegal for a promoter or a participant in a trading scheme to persuade anyone to make a payment by promising benefits from getting others to join a scheme. Do not be misled by claims that high earnings are easily achieved.

UK partners must hold a valid VAT registration number before their first payment.

9 · Short glossary

- **External customer:** anyone who buys a product or service and is not a partner of the Community.
- **Partner:** an independent professional with the Pack paid, certification completed and an active subscription.
- **Sponsor:** the partner who invited another and supports them; one per partner.
- **Level 1 / Level 2:** your external sales / those of your directly sponsored partners.
- **Active:** at least one external sale in the last 90 days.
- **Leadership pool:** 3 % of the Community's external revenue, shared every quarter among Community Co-Founders.
- **Founders' fund:** 15 % of the profit attributable to external revenue, shared once a year by external group volume among Founder's Circle invitees and Co-Founders at the final career stage.
- **Own use:** a product a partner buys for themselves; it generates no commission and does not count towards advancement.
- **Income Disclosure Statement:** the annual report showing the median earnings and the percentage of partners with no earnings.

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