BOLO SALARY POLICY

1. FIX SALARY FOR HOST

| LEVEL | Hours | Days | SEGMENT | AVG PAYOUT | NO. OF FOLLOWERS (INSTA) |
|-------|-------|------|----------------------|------------|--------------------------------|
| L2 | 40 | 15 | UGC | 3000-5000 | 1000-10K |
| L3 | 40 | 15 | PUGC/SEMI PREMIUM | 5000-8000 | 10K-50K |
| L4 | 25 | 10 | PREMIUM | 8000-12000 | 50K- 500K |

| 2. BONUS SALARY FOR HOST | | | | | | | | | |
|--------------------------|------|-------|------|----------------------|---------|----------------------|-----------------------------------|-----------------------------------|-----------------------------------|
| | RANK | Hours | Days | Beans | Beans | Bonus(INR) | Min redemption ofbeans(INR) | Max redemptionof beans(INR) | Suggested Agency Commission |
| | F | 40 | 15 | 5000-14999 | 5000 | 2000 | 2000 | 6000 | 10% |
| | E | 40 | 15 | 15000-24999 | 15000 | 5000 | 6000 | 10000 | 10% |
| REGULARHOST | D | 40 | 15 | 25000-49999 | 25000 | 8000 | 10000 | 20000 | 10% |
| NEW POLICY | С | 40 | 15 | 50000-74999 | 50000 | 12000 | 20000 | 30000 | 10% |
| | В | 40 | 15 | 75000-99999 | 75000 | 18000 | 30000 | 40000 | 10% |
| | А | 40 | 15 | 100000-149999 | 100000 | 25000 | 40000 | 60000 | 10% |
| | 2A | 40 | 15 | 150000-199999 | 150000 | 3 <mark>000</mark> 0 | 60000 | 80000 | 10% |
| | 3A | 40 | 15 | 200000-349999 | 200000 | 50000 | 80000 | 140000 | 10% |
| | 4A | 40 | 15 | 350000-499999 | 350000 | 80000 | 140000 | 200000 | 10% |
| | 5A | 40 | 15 | 500000-9999999 | 500000 | 100000 | 200000 | 400000 | 10% |
| | 6A | 40 | 15 | 1000000- 49999999 | 1000000 | 200000 | 400000 | 2000000 | 10% |
| | 7A | 40 | 15 | 500000 | 500000 | 1000000 | 2000000 | As applicable | 10% |

3. NEW HOST BONUS

| New Host Bonus | Min Days | Beans Target | Time | Day | New Host Bonus(Rs) | One time Agency Bonus/ NewHost |
|-------------------|----------|--------------|------|-----|-----------------------|---|
| | 15 | 5000 | 35 | 15 | 1000 | 500 |

4. AGENCY SALARY STRUCTURE

| | LEVEL | TASK | REWARD | | | | | |
|----------|-----------------|----------------|--|-----------------------|---|--|--|--|
| | AGENCY LEVEL | Effective host | >B level reward Diamond(each host) | Basic Salary (INR) | Effective hosts reward in INR (each host) | Agency Commision (on Fix Salary) | | |
| Agency | A1 | 5 | 1000 | 1000 | 100 | 10% | | |
| Contract | A2 | 10 | 1000 | 1500 | 200 | 10% | | |
| | A3 | 15 | 1000 | 2000 | 300 | 10% | | |
| | A4 | 20 | 1000 | 2500 | 500 | 10% | | |
| | A5 | 25 | 1000 | 5000 | 700 | 10% | | |
| | A6 | 30 | 1000 | 7500 | 1000 | 10% | | |
| | A7 | 40 | 1000 | 7500 | 1200 | 10% | | |
| | A8 | 50 | 1000 | 7500 | 1500 | 10% | | |
| | A9 | 60 | 1000 | 7500 | 1500 | 10% | | |
| | A10 | 100 | 1000 | 10000 | 1500 | 10% | | |

5. NOTE- FIX HOST

| | 1 | 1000 BEANS = RS400 Min redemption- 5000 BEANS | | | | | | |
|---------|----|--|--|--|--|--|--|--|
| | 2 | Effective day Min 1 Hour In a Day | | | | | | |
| | 3 | Task for Host 40 hrs 20 Days Instagram targets- 5 Posts and 5 stories in a month. Participation in minimum 2 hashtag challenges. | | | | | | |
| | 4 | Bonus salary based on number of beans earned. | | | | | | |
| 0054700 | 5 | Bonus salary to credited directly to the host. | | | | | | |
| CREATOR | 6 | Hosts get fixed salary as per Fix salary table and Bonus salary as per the bonus table . | | | | | | |
| | 7 | LIVE STREAMING TIME SHOULD STRICTLY BE BETWEEN 11 AM - 1 AM of next day. | | | | | | |
| | 8 | No Host would be onboarded after 15th of every month | | | | | | |
| | 9 | ONLY FOR NEW CREATORS | | | | | | |
| | 10 | OLD CREATORS WILL BE ON THERE PREVIOUS PAYOUT | | | | | | |
| | 11 | NO PAYOUT INCREASE WILL BE THERE FOR OLD CREATORS | | | | | | |
| | 12 | NO TARGET CREATOR WILL BE SHIFTED ON FIX SALARY | | | | | | |

| | 1 | Agency payment: include 4 parts | | | | | | | |
|--------|---|---|--|--|--|--|--|--|--|
| | | >B level Resic Salary reward Effective hosts Agency Diamond reward Commision (each host) | | | | | | | |
| AGENCY | 2 | Effective hosts mean the hosts who in a calendar month go live for no less than 15 days, 40 hours. | | | | | | | |
| PART | 3 | Agency comission is 10% of Fixed salary received by Host. Agency deducts commission from host salary. eg: if a host fixed salary is 7000 INR, agency deduct comission of 700 INR. | | | | | | | |
| | 4 | To get any part of the salary agency need to give atleast 5 effective host every month | | | | | | | |
| | 5 | Agency won't get agency comission from hosts who are not eligible for fixed salary. | | | | | | | |
| | 6 | Agency payment will be transferred to their respective bank accounts or through UPI and a Invoice would be sent to them. Please provide GST number, if available. | | | | | | | |

| 6. TARGET HOST POLICY | | | | | | | | | |
|-----------------------|------|-------|------|----------------------|---------|------------|-----------------------------------|-----------------------------------|-----------------------------------|
| | | | | | | | | | |
| | RANK | Hours | Days | Beans | Beans | Bonus(INR) | Min redemption ofbeans(INR) | Max redemptionof beans(INR) | Suggested Agency Commission |
| | 1 | 30 | 15 | 5000-14999 | 5000 | 2500 | 2000 | 6000 | 10% |
| TARGET | 2 | 30 | 15 | 15000-24999 | 15000 | 6000 | 6000 | 10000 | 10% |
| HOST | 3 | 30 | 15 | 25000-34999 | 25000 | 9000 | 10000 | 14000 | 10% |
| | 4 | 30 | 15 | 35000-49999 | 35000 | 10000 | 14000 | 20000 | 10% |
| | 5 | 30 | 15 | 50000-74999 | 50000 | 18000 | 20000 | 30000 | 10% |
| | 6 | 30 | 15 | 75000-89999 | 75000 | 25000 | 30000 | 36000 | 10% |
| | 7 | 30 | 15 | 90000-99999 | 90000 | 30000 | 36000 | 40000 | 10% |
| | 8 | 30 | 15 | 100000-119999 | 100000 | 35000 | 40000 | 48000 | 10% |
| | 9 | 30 | 15 | 120000-149999 | 120000 | 40000 | 48000 | 60000 | 10% |
| | 10 | 30 | 15 | 150000-199999 | 150000 | 50000 | 60000 | 80000 | 10% |
| | 11 | 30 | 15 | 200000-349999 | 200000 | 65000 | 80000 | 140000 | 10% |
| | 12 | 30 | 15 | 350000-499999 | 350000 | 100000 | 140000 | 200000 | 10% |
| | 13 | 30 | 15 | 50000-799999 | 500000 | 120000 | 200000 | 320000 | 10% |
| | 14 | 30 | 15 | 800000-999999 | 800000 | 180000 | 320000 | 400000 | 10% |
| | 15 | 30 | 15 | 1000000-14999999 | 1000000 | 250000 | 400000 | 600000 | 10% |
| | 16 | 30 | 15 | 150000-2500000 | 1500000 | 350000 | 600000 | 1000000 | 10% |
| | 17 | 30 | 15 | 250000-4999999 | 2500000 | 500000 | 1000000 | 2000000 | 10% |
| | 18 | 30 | 15 | 5000000 and above | 5000000 | 1000000 | 2000000 | As applicable | 10% |

7. NOTE- TARGET HOST

1 Agency will get INR 1000(per target host) for any target host that earns >10000 beans, completes 30 hrs and 15 days in a calendar month

- 2 This policy is only for the creators who wants to do only target based live streaming
- 3 Creators opting for this policy will not be entitled to any Fix Salary
- 4 Creators opting for this policy will not be entitled for any benifitt of previous Salary policy.
- 5. Only those creators will be selected under this policy who williingly wants to do the target.
- ⁶ To be eligible for target host you need to have a very good profile on insta and also you should have a proof of doing target in otherlive streaming applications.

8. IMPORTANT RULES AND GUIDELINES

Hosts need to be presentable, well groomed while coming live. •Please use clear HD images only as thumbnails. It is imperative to have a good camera and internet connection. •The background and lighting of a Live must be visually

- 2 appealing. Live Video should be clear and smooth.
- 3 In a situation where a host has been banned over three times, Bolo Live reserves the right to deduct the host's Salary.
- 4 Hosts will be banned if the following situation appears:
 - (a) Host does not focus on broadcasting / Streaming and does other things.
 - (b) Thumbnail used for a broadcast is blurry, overedited and of low quality.
 - (C) Host looks away from the camera, does not interact or turns the camera askew for a long time.
 - (d) Black/Blank screen for a long time.
 - (e) The audio of the host not being clear owing to background noise, poor connection etc.
 - (f) Host indulges in verbal or physical vulgarity or obscenity.