

Core Plus+

Discretionary
Incentives
Programme

Performance Year 2022

Amway





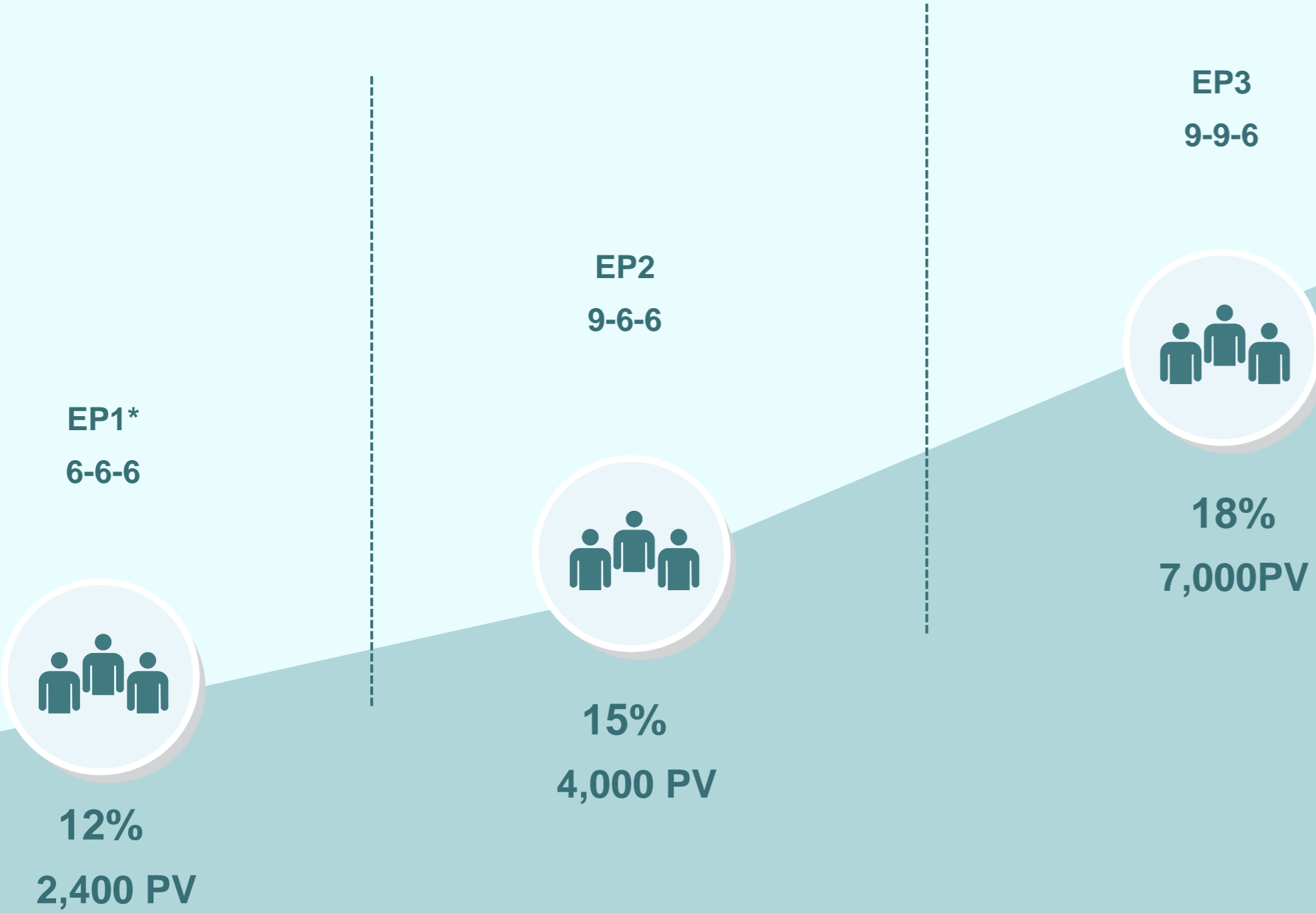
A CLOSER LOOK

Core Plus⁺

New ABO and Business Builder Incentives

ABO compensation journey – PY22

GIP – Leader Development EP1, EP2 and EP3



CORE PLUS+ Leader Incentives

Performance Plus and Performance Elite Incentives+
Grow beyond 12,500 Ruby PV refer to slide '6

Personal Group Growth Incentive+
Earn extra on the way to Founders

Frontline Growth Incentive+
Coach qualifiers to reach Founders

Two-Time Cash Incentive+
Achieve higher levels

21% →

GIP – Leader Development

EP1, EP2 and EP3

MONTHLY bonus supporting EFFORT and rewarding GROWTH

IMPORTANT! LD history for each ABO starts counting from September 2016.

ABO <Silver (21%)

Earning Period	Duration*	# of Payments	LD bonus & monthly qualification criteria		
EP 1	6 months	3 max	R1,000 12%, 100 PPV, 6-6-6**	R1,500 15%, 100 PPV, 9-6-6	R2,000 18%, 100 PPV, 9-9-6
EP 2	12 months	6 max	-		
EP 3	12 months	6 max	-	-	

* Start counting from the first month when LD payment is earned.

** 12% = min 2,400 Group PV (GPV), 15% = min 4,000 GPV, 18% = min 7,000 GPV.

- ABO who did not achieve higher than 9% Performance bonus level since registration up to the end of previous PY can qualify with 3x3% legs structure.
- Once an ABO finish EP 1 to EP 3 they are no longer eligible for that or lower EP.

Monthly Performance Plus and Performance Elite Incentives⁺

Grow beyond 12,500 Ruby PV to build more profitable and sustainable business.

Boost monthly bonuses with rewards of up to 4% (Performance Plus 2% and Performance Elite 2% in total 4%) more beyond the Core Plan.

HOW TO QUALIFY

- Earn a qualifying amount of Ruby Volume each month
- Achieve min 100 Personal PV each month
- Have an approved Qualified month (Silver Producer month)

Available every month an ABO qualifies.

YOU EARN

Monthly multiplier on your BV

Performance Plus increase thresholds delays

	RUBY VOLUME	MONTHLY REWARD	
<i>Performance Plus⁺</i>	12,500 to 16,499 Ruby PV refer to slide 6	2%	of BV
<i>Performance Elite⁺</i>	16,500 Ruby PV and above	+ 2% (4% total)	

...and earn Core Plan Ruby Bonus + 2% (6% total) with 20,000+ Ruby PV

Performance Plus Threshold Increase Delay

These incentives reward ABOs on the way to Ruby Bonus.



PERFORMANCE PLUS
2% from Sep – Feb 2022



PERFORMANCE PLUS
2% from March – Aug 2022



PERFORMANCE PLUS
2% from September 2022

Partial Monthly and Annual Personal Group Growth Incentive+ – Western Europe + Southern Africa

Earn extra on the way to Founders and beyond. Build a healthy, balanced business by continuing to grow Ruby Volume.

HOW TO QUALIFY

- Earn a **Personal Ruby Q (PRQ)** every month you reach **10,000 Ruby PV or 4,000 Ruby PV with min one 21% Leg.** Increase or maintain your total PRQs each year to earn more.
- Minimum 1,200 Annual PPV requirement

Available to all qualifying ABOs every year. Only Performance Bonus in qualifying months will be used in year-end calculation.

YOU EARN

- 10% monthly multiplier **as long as** the ABO is tracking for PRQ base comparing to last PY
- Annual multiplier on Performance Bonus from each qualified month

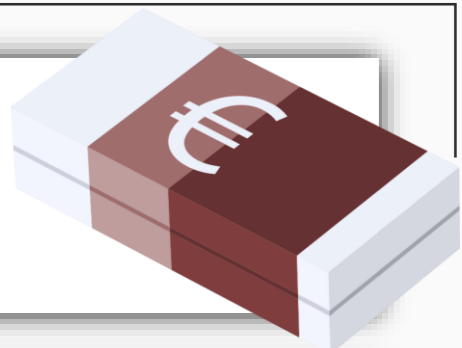
NUMBER COMPARED TO PRIOR YEAR:	ANNUAL MULTIPLIER IS:	of Performance Bonus in PRQ months
Maintain PRQs	20 %	
+1 to 5 PRQs	40 %	
+6 and up	50 %	

Core Plus Incentive Multipliers

PERSONAL GROUP GROWTH



Monthly Element **10%**



Maintain PRQs

Western Europe
Southern Africa
20%

Grow 1-5 PRQs

Western Europe
Southern Africa
40%

Grow 6+ PRQs

Western Europe
Southern Africa
50%

Annual Frontline Growth Incentive+ Western Europe & Southern Africa

Help downline leaders reach Founders Platinum. Keep increasing the number of strong, qualifying legs and get rewarded every year.

HOW TO QUALIFY

- Earn a Frontline Q (FQ) for every month an in-market downline leader qualifies at 21% Performance Bonus bracket. Increase or maintain your total FQs each year to earn more.
- Minimum 1,200 Annual Personal PV requirement

Available annually to qualified Founders Platinum and above.

YOU EARN

Annual multiplier on total Leadership, Foster Leadership and Depth Bonuses

NUMBER OF FRONTLINE Qs COMPARED TO PRIOR YEAR:	ANNUAL MULTIPLIER IS:	of total Monthly Leadership, Foster Leadership and Depth Bonuses
Maintain FQs	30 %	
+1 to 5 FQs	50 %	
+6 and up	60 %	

- To earn annual FQs multiplier if the ABO should maintain or increases their FQs from baseline year.
- Must be a founders Platinum and meet requirements to earn from this incentives

For Founders Platinum - Core Plus Incentive Multipliers for FQs -

FRONTLINE GROWTH

Maintain FQs

Western Europe
Southern Africa

30%

Grow 1-5 FQs

Western Europe
Southern Africa

50%

Grow 6+ FQs

Western Europe
Southern Africa

60%

To earn from FQs incentive,
ABO should be a Founders
Platinum level

Annual Two-time Cash Incentive⁺

Achieve higher levels. New Platinum, Sapphire, Emerald and Diamond ABOs can qualify for an incentive the first time they reach a pin and earn another incentive by requalifying the next Performance Year.

HOW TO QUALIFY

Grow and earn a new pin level – then requalify the second consecutive Performance Year.

¹Emerald through Founders Diamond ABOs must qualify with in-market legs only. European legs are counted as in-market legs. Eligibility is determined by Emerald Bonus Recipient and/or Diamond Bonus Recipient record from Base Year PY15.

YOU EARN

Annual cash rewards

NEW PIN LEVEL	FIRST YEAR	SECOND YEAR
Platinum	11,000 ZAR	32,000 ZAR
Founders Platinum	21,000 AR	63,000 ZAR
Sapphire	28,000 ZAR	84,000 ZAR
Founders Sapphire	40,000 ZAR	130,000 ZAR
Emerald	60,000 ZAR	170,000 ZAR
Founders Emerald	70,000 ZAR	210,000 ZAR
Diamond	90,000 ZAR	260,000 ZAR
Founders Diamond	110,000 ZAR	320,000 ZAR

LTS Criteria for PY22 SA

Qualification Period: September 2021 – August 2022

LTS QUALIFICATION		
PY22		
Number of LTS Qualifications	Q Month	Structure Months Q-100 PPV-3 legs at 9%
First Time	8	0
Second Time & beyond	Founders Platinum and Above	

- Emeralds and above are automatically qualified for LTS in PY22.
- First time LTS qualification means that ABO's last LTS qualification was in PY16 or earlier.

Three ways to achieve Founders Platinum

1. 12 Q months – 12 Silver Producer (SP) months within a Performance Year (PY)
2. Volume Equivalency (VE) Achieve 10 – 11 Q months (SP) with a total of 144 000 VE PV within the Performance Year (PY)
3. Group PV (GPV) Achieve 10 -11 Q months (SP) with a total of 120 000 GPV within the Performance Year (PY)

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The Amway logo consists of the word "Amway" in a bold, black, sans-serif font. A thick, black, curved underline is positioned beneath the text, starting under the 'A' and ending under the 'y', with a slight upward curve at the ends.