

Core Plus⁺

Discretionary
Incentives
Programme

Performance Year 2023

Amway





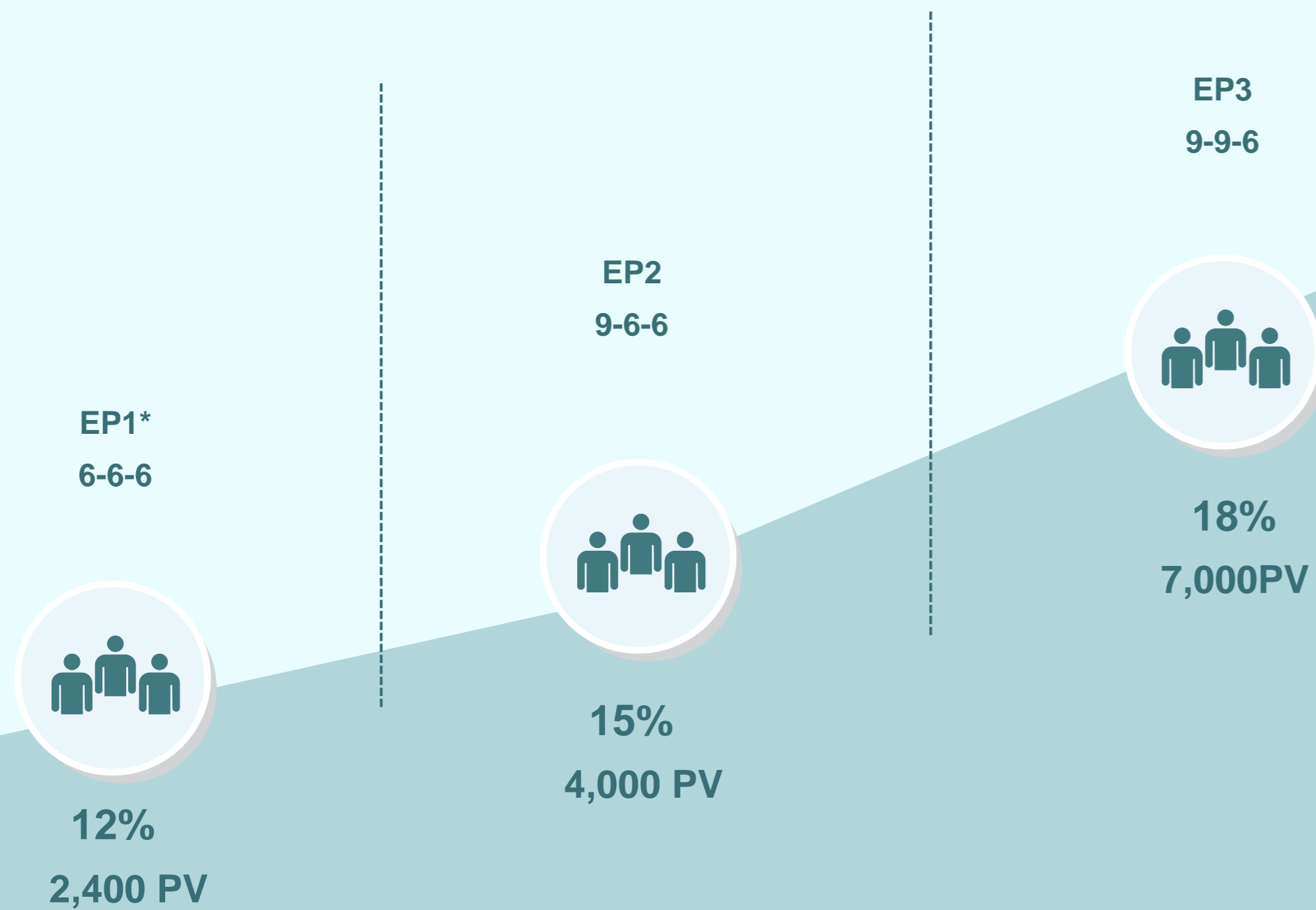
A CLOSER LOOK

Core Plus⁺

New ABO and Business Builder Incentives

ABO compensation journey – PY23

GIP – Leader Development EP1, EP2 and EP3



CORE PLUS+ Leader Incentives

Performance Plus
and Performance
Elite Incentives

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%

+AMWAY™ CORE PLUS+ and GIP DISCRETIONARY INCENTIVES PROGRAMME

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 Ruby PV thresholds 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

	RUBY VOLUME	MONTHLY REWARD	
<i>Performance Plus⁺</i>	11,000 to 16,499 Ruby PV	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

Partial Monthly and Annual Personal Group Growth Incentive+(PGGI)

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

- **15% monthly multiplier** as long as the ABO is tracking for PRQ base compared to last PY
- **Annual multiplier** on Performance Bonus from each qualified month

SOUTHERN AFRICA

NUMBER COMPARED TO PRIOR YEAR:	MONTHLY MULTIPLIER IS:	ANNUAL MULTIPLIER IS:
Maintain PRQs	15 %	15 %
+1 to 5 PRQs	15 %	35 %
+6 and up	15 %	45 %

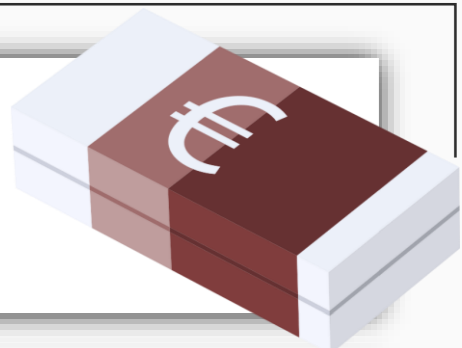
of Performance Bonus in PRQ months

Core Plus Incentive Multipliers

PERSONAL GROUP GROWTH



Monthly Element **15%**



Maintain PRQs

Western Europe
Southern Africa
15%

Grow 1-5 PRQs

Western Europe
Southern Africa
35%

Grow 6+ PRQs

Western Europe
Southern Africa
45%

Annual Frontline Growth Incentive+

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** for every month an in-market downline leader qualifies at 21% Performance Bonus bracket. **Increase or maintain your total Frontline Qs** 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

SOUTHERN AFRICA

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 %	

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%

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	12,000 ZAR	36,000 ZAR
Founders Platinum	24,000 AR	73,000 ZAR
Sapphire	32,000 ZAR	97,000 ZAR
Founders Sapphire	48,000 ZAR	145,000 ZAR
Emerald	65,000 ZAR	194,000 ZAR
Founders Emerald	81,000 ZAR	243,000 ZAR
Diamond	101,000 ZAR	303,000 ZAR
Founders Diamond	121,000 ZAR	365,000 ZAR

LTS 2023 PortAventura Family Trip!

Exciting program designed with all family participants in mind

More information about LTS 2023 to follow...



TIMER	Q MONTH	PERSONAL ACTIVITY MONTHLY REQUIREMENTS	IMPORTANT TO NOTE	
1st time	8 QM	100 Personal PV monthly	First time, if did not qualify for LTS in the past 5 years. Last LTS qualification would have been PY17 (Dubai) or earlier.	<ul style="list-style-type: none"> • Qualified Emeralds and above are automatically qualified • LTS qualifiers are required to have passed the New Platinum Certification Test prior to LTS attendance • Qualification period: September 2022 – August 2023 • Your participation in the NPS, LTS, DC or any other incentive event requires the fulfilment of the qualification criteria and is at the sole discretion of Amway upon written invitation prior to the event
2nd time	10 QM		For any ABO who attended one LTS between PY18 and PY22.	
3rd time and beyond	Founders Platinum		3 Ways to achieve Founders Platinum	

Three ways to achieve Founders Platinum

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'.