

# Core Plus<sup>+</sup> Discretionary Incentives Programme

and

# Growth Incentive Programme

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Performance Year 2020/21

The presentation contains IP protected works;  
it is intended for ABOs use only; the content of the presentation may not be modified without the explicit  
consent of Amway. Please note that GIP is discretionary and will be discontinued as of August 31, 2021.

**Amway**



# Core Plus+ Incentives Programme Growth and Incentive Programme (GIP)

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While we are continuing with GIP, Core Plus+ is the new Incentive Programme which means significant income from selling and structure with greater alignment to the Core Plan. The two Core Plus+ Leaders incentives introduced in Europe and South Africa in Performance Year 2020/21 are Performance Plus/Performance Elite Incentives+ and Two-Time Cash Incentive+.

## Bonus Incentives

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Performance Plus and Performance Elite Incentives+

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Two-time Cash Incentive+

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Leader Development

## Business Seminar<sup>1</sup> Incentives

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Southern Africa Leadership Training Seminar

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European Diamond Conference

<sup>1</sup> Upon discretionary invitation only.

# Amway Compensation Package

## Attractive business opportunity



*Only those ABOs, who have sufficient registration of business activity with the local state and/or tax authorities, are eligible to receive bonuses and cash incentives as well as income deriving from retailing and can participate in business seminars such as LTS and DC.*

# Leader Development (LD)

## MONTHLY bonus supporting EFFORT and rewarding GROWTH

**IMPORTANT!** LD history for each ABO starts counting from September 2016.  
Please note that August 2021 is the last month to earn any LD payment as it is going to be discontinued.

Earning period	Duration <sup>1</sup>	# of payments	LD bonus & monthly qualification criteria			
<b>EP 1</b> ABO <FPL PY 2019/20	6 months	3 max	<b>R1,000</b> 12%, 100 PPV, 6-6-6 <sup>2</sup>	<b>R1,500</b> 15%, 100 PPV, 9-6-6	<b>R2,000</b> 18%, 100 PPV, 9-9-6	<b>R3,000</b> Q, 100 PPV, 9-9-9
<b>EP 2</b>	12 months	6 max	-			
<b>EP 3</b>	12 months	6 max	-	-		
<b>EP 4</b>	24 months	12 max	-	-	-	
<b>EP 5<sup>3</sup></b> FPL & up PY 2019/20	36 months	36 max	<b>R 6,000</b> <b>Q, 100 PPV,</b> <b>12-12-12</b>	<b>R 9,000</b> <b>100 PPV, 4000</b> <b>GPV</b> <b>Q-Q-12%</b>	<b>R 15,000</b> <b>100 PPV,</b> <b>Q-Q-Q</b>	

<sup>1</sup> Start counting from the first month when LD payment is earned.

<sup>2</sup> 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.

<sup>3</sup> The EP 5 bonus depends on ABO business development and may be either R6,000, R9,000 or R15,000

- 12% = min 2,400 Group PV (GPV), 15% = min 4,000 GPV, 18% = min 7,000 GPV, Q is a qualified Silver Producer month.
- 3-3-3, 6-6-6, 9-6-6, 9-9-6, 9-9-9 and 12-12-12 refers to in-market Personally or Foster sponsored legs with minimum monthly Performance bonus level criteria.
- Once ABOs finish EP 1 to EP 4 they are no longer eligible for that or lower EP; once ABOs are eligible for EP 5 bonus, they are not eligible for lower EPs throughout duration of LD.

# Leader Development (LD)

## Earning period 1 to 4

- Starting with EP 1, an ABO can qualify for a R1,000 , R1,500, R2,000 or even R3,000 LD bonus
- ABO can start the next EP after they receive all payments or once the previous EP is over, whatever comes first. Please note that August 2021 is the last month to earn any LD payment as it is going to be discontinued.

MONTH	PY 2019/20				PY 2020/21										
	JUN 20	JUL 20	AUG 20	SEP 20	OCT 20	NOV 20	DEC 20	JAN 21	FEB 21	MAR 21	APR 21	MAY 21	JUN 21	JUL 21	AUG 21
EP ABO FPL< PY 2019/20	EARNING PERIOD 1 3 payments							EARNING PERIOD 2 6 payments							
LD bonus	1,000 1	1,000 2	0	1,500 3	0	0	0	2,000 1	1,500 2	0	1,500 3	3,000 4	2,000 5	0	3,000 6
Comments	<ul style="list-style-type: none"> <li>Earned 3 payments within 4 months over 2 PYs → can start EP 2 from <b>OCT 2020</b></li> <li>Qualified for a higher payment in <b>SEP 2020</b></li> </ul>				No time limit between Earning periods			<ul style="list-style-type: none"> <li>In <b>JAN 2021</b> entered EP 2</li> <li>Earned all 6 payments within 8 months</li> <li>Qualified for higher payments in 4 months (Jan 21, May 21, Jun 21 and Aug 21)</li> </ul>							

# Leader Development (LD)

## Earning period 5

**GROW, REQUALIFY, DECREASE** refers to change in PIN level in PY 2019/20 vs PY 2018/19. Please note that August 2021 is the last month to earn any LD payment as it is going to be discontinued.

### FULL EP 5 in PY 2020/21

- ABOs who **grow** in Pin.
- ABOs who **requalify** in Pin, provided the number of their Q months(Qs)<sup>1</sup> is maintained or increased. Buffer of 3 Qs allowed.
- ABOs who **decrease** in Pin, provided the number of Qs is maintained or increased.

<sup>1</sup> Q months (Qs) coming from Personal or Foster legs (maximum 12 Qs per leg within a PY).

### HALF EP 5 in PY 2020/21<sup>2</sup>

- ABOs who **requalify** in Pin and drop by 4 or more Qs.
- ABOs who **decrease** in Pin and in Qs.

<sup>2</sup> ABOs who grow in Pin during PY 2020/21 become eligible for the FULL LD EP 5 bonus right away. ABOs who were eligible for HALF or NONE EP 5 in PY 2019/20 are eligible for NONE in the current PY if in PY 2019/20 vs PY 2018/19 they either decreased in Pin and Qs or requalified in Pin while number of Qs decreased by 4 or more.

PY 2018/19	PY 2019/20	PY 2020/21												PY 2020/21
		SEP 20	OCT 20	NOV 20	DEC 20	JAN 21	FEB 21	MAR 21	APR 21	MAY 21	JUN 21	JUL 21	AUG 21	
FPL	EM	EP 5	EP 5	EP 5	EP 5	EP 5	EP 5	EP 5	EP 5	EP 5	EP 5	EP 5	EP 5	EM
FPL	FPL	EP 5	EP 5	EP 5	EP 5		EP 5	EP 5	EP 5	EP 5	EP 5		EP 5	FPL
DI	EM	50% EP 5	50% EP 5	50% EP 5	50% EP 5	50% EP 5	50% EP 5	50% EP 5	50% EP 5	50% EP 5	50% EP 5	50% EP 5	50% EP 5	EM
DI	EM	50% EP 5	50% EP 5	50% EP 5	50% EP 5	50% EP 5	50% EP 5	DI	EP 5	EP 5	EP 5	EP 5	EP 5	DI

Example, based on EP5



# Achieve 12 Rolling Q Months to move into EP5

## Everything counts!

- OT 12RQM is for ABOs who finish PY 2015/16 below Founders Platinum level and have 12 Rolling Q months!<sup>1</sup>
- Rolling Qs start counting from PY 2019/20
- Move to LD EP 5 right away!

PY 2015/16	PY 2016/17	PY 2017/18	PY 2018/19	PY 2019/20	PY 2020/21											
					SEP 20	OCT 20	NOV 20	DEC 20	JAN 21	FEB 21	MAR 21	APR 21	MAY 21	JUN 21	JUL 21	AUG 21
<FPL	9%	15%	18%	GP 4Q	Q	EP 1 Q <sup>2</sup>	EP 1 Q	EP 1 Q	EP 2 Q	EP 2 Q	EP 2 Q	EP 2 12Q	EP 5	EP 5	EP 5	FPL

<sup>1</sup> Only ABOs who have not yet achieved 12 rolling qualified months before PY 2020/21 are eligible to move into the EP5 category.

<sup>2</sup> ABO starts his EP 1 in October 2020, provided he did not qualify for any LD bonus since Sep 2016.

**Please note that August 2021 is the last month to qualify for immediate transfer into EP5 category following achievement of 12RQM as it is going to be discontinued.**

# Premium earnings for ABO leaders

Increase earnings by balancing width and depth, and by growing Ruby Volume

Larger **Leadership Bonuses** on downline qualified legs

**More income** from Differential Performance Bonus on non-qualified legs

**Opportunity** for future frontline qualified legs

Extra **Core Plus<sup>+</sup> incentive** earnings



**Aim for Ruby Bonus at 20,000 Ruby PV/Volume to maximize Core Plan and Core Plus<sup>+</sup>**



# Monthly Performance Plus And Performance Elite Incentives<sup>+</sup>

Grow beyond 10,001 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

Available every month an ABO qualifies.

## YOU EARN

Monthly multiplier on your BV

RUBY VOLUME		MONTHLY REWARD	of BV
<i>Performance Plus<sup>+</sup></i>	10,001 to 14,999 Ruby PV	2%	
<i>Performance Elite<sup>+</sup></i>	15,000 Ruby PV and above	+ 2% (4% total)	

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



# Annual Two-time Cash Incentive<sup>+</sup>

**Achieve higher levels.** New Platinum up to Founders Diamond 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

<sup>1</sup>*Emerald through Founders Diamond ABOs must qualify with in-market legs only. Southern Africa legs are counted as in-market legs. Eligibility is determined by Emerald Bonus Recipient and/or Diamond Bonus Recipient record from Base Year PY 2014/15.*

## YOU EARN

Annual cash rewards

NEW PIN LEVEL	FIRST YEAR	SECOND YEAR
Platinum	R11,000	R32,000
Founders Platinum	R21,000	R63,000
Sapphire	R28,000	R84,000
Founders Sapphire	R40,000	R130,000
Emerald <sup>1</sup>	R60,000	R170,000
Founders Emerald <sup>1</sup>	R70,000	R210,000
Diamond <sup>1</sup>	R90,000	R260,000
Founders Diamond <sup>1</sup>	R110,000	R320,000



# Transitional Second Year TTCI

## HOW TO QUALIFY

ABOs who qualify new Platinum, new Founders Platinum, new Sapphire, new Founders Sapphire, Emerald<sup>1</sup>, Founders Emerald<sup>1</sup>, Diamond<sup>1</sup> and Founders Diamond<sup>1</sup> in PY 2019/20 and requalify at this level in PY 2020/21 will be eligible for a discretionary transitional Year 2 Cash Award TTCI, payable after requalified levels are approved in PY 2020/21.

<sup>1</sup>Emerald through Founders Diamond ABOs must qualify with in-market legs only. Southern Africa legs are counted as in-market legs. Eligibility is determined by Emerald Bonus Recipient and/or Diamond Bonus Recipient record from Base Year PY 2014/15.

## YOU EARN

Annual second year cash rewards

PIN LEVEL IN PY 2019/20	SECOND YEAR
Platinum	R32,000
Founders Platinum	R63,000
Sapphire	R84,000
Founders Sapphire	R130,000
Emerald <sup>1</sup>	R170,000
Founders Emerald <sup>1</sup>	R210,000
Diamond <sup>1</sup>	R260,000
Founders Diamond <sup>1</sup>	R320,000

# Leadership Training Seminar (LTS)

Join us in the discovery  
of the amazing location.

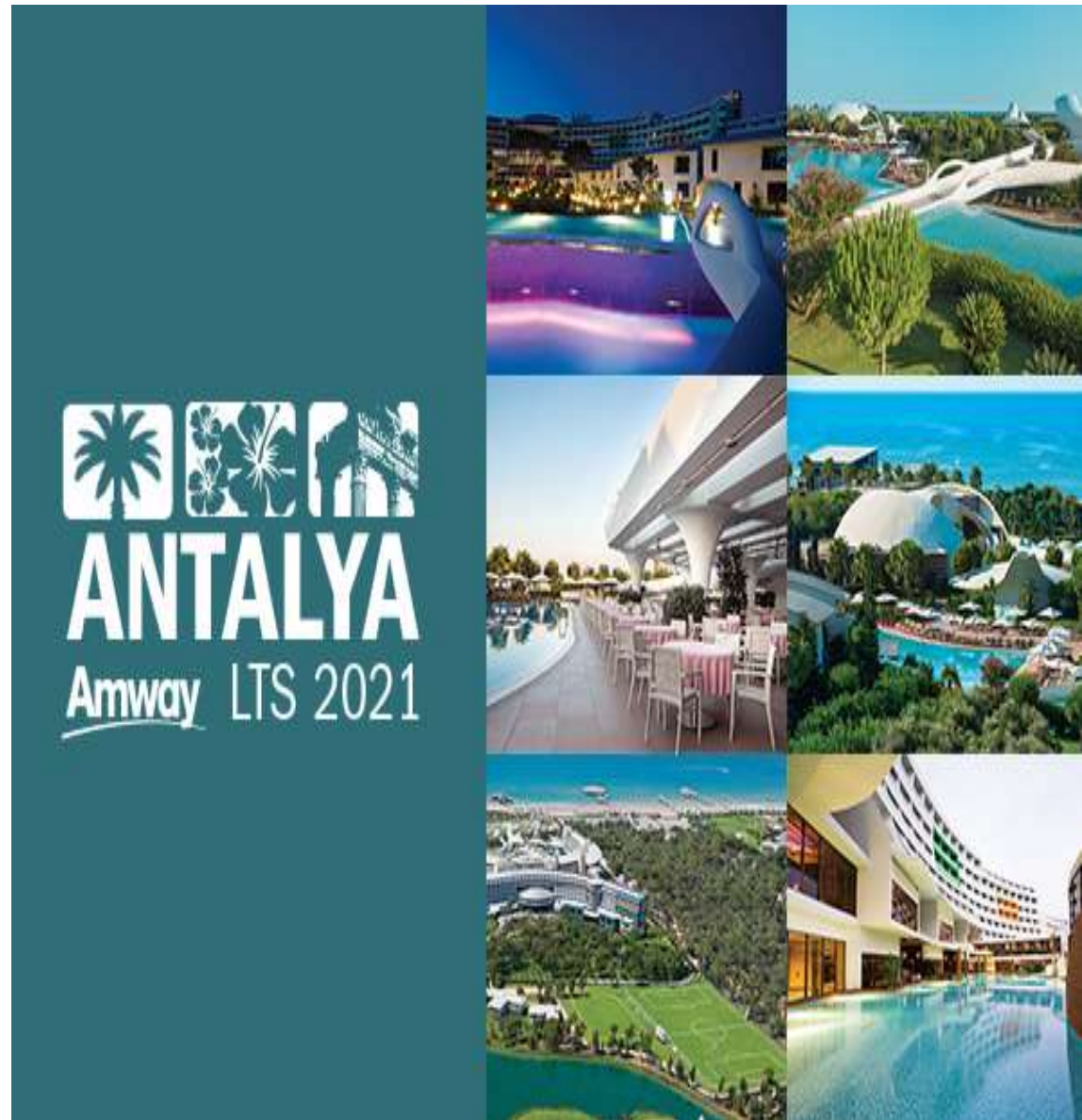
YOU'RE IN FOR A LOT OF SURPRISES  
AND GREAT TREATS YOU WILL NEVER FORGET!

## Qualification Period:

1 September 2020 – 31 August 2021

Invitations for LTS are subject to the sole discretion of Amway upon written invitation prior to the event.

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# Leadership Training Seminar (LTS)

## Qualification criteria PY 2020/21

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- Emeralds and above are automatically qualified for an invitation to LTS
- Platinum to Founders Sapphire (FSAP) inclusive require a minimum of 8 Structure months and 30,000 Ruby Volume in PY 2020/21 and respective Q months based on their LTS timer:

Number of LTS Qualifications	Q month	Structure months Q – 100 PPV – 3 legs at 9%	Annual Ruby Volume
First time	8	minimum 8	30,000
Second time	10		
Third time & beyond	Founders Platinum		

- First time LTS qualification means that your last LTS qualification was in the PY 2014/15 or earlier.
- Ruby volume includes Personal Volume, plus Pass-Up volume from downline ABOs who are below 21% on the Performance Bonus schedule and excludes Group Volume from downline qualified Platinums regardless of whether they are at 21% on the Performance Bonus schedule for the month or not.

Invitations for LTS are subject to the sole discretion of Amway upon written invitation prior to the event.

# European Diamond Conference (DC)

Discover our new  
Choice of destination!

AVAILABLE EXCLUSIVELY TO NEW  
AND REQUALIFIED DIAMONDS AND ABOVE!

**Qualification Period:**

1 September 2020 – 31 August 2021

Invitations for DC are subject to the sole discretion of Amway upon written invitation prior to the event..

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# Terms and Conditions



The terms of the **GROWTH INCENTIVE PROGRAMME** and **CORE PLUS<sup>+</sup> INCENTIVES PROGRAMME** may be revoked, cancelled, modified or conditioned by Amway at any time, at its sole discretion. Prior to approving qualification, Amway may track and verify volumes leading to ABO's qualification throughout the period of qualification and up to and including the time the award or bonus is to be disbursed to ensure that the qualification is earned in accordance to the Amway Rules of Conduct and Amway Policies, which can be found under ([www.amway.co.za](http://www.amway.co.za)).

In addition to the performance criteria and adherence to the Amway Rules of Conduct, ABOs must be in good standing and not in breach of their ABO contract with Amway throughout the period of qualification and up to and including the time the award or bonus is to be disbursed. Amway may adjust the Growth Incentive Programme components considering the market situation at any time, at its sole discretion. The participation in the LTS, DC or any other incentive event requires the fulfilment of the relevant qualification criteria and is at the sole discretion of Amway upon written invitation prior to the event. All income amounts mentioned in this document are earned bonus amounts without VAT<sup>1</sup>.

Please refer to the “**Reference Guide**” and “**Your Questions Answered**” Documents for more specifics. These are binding documents for **GIP 2020/21**.



## Core Plus<sup>+</sup>

<sup>1</sup> Only those ABOs, who have sufficient registration of business activity with the local state and/or tax authorities, are eligible to receive bonuses and cash incentives as well as income deriving from retailing and can participate in business seminars such as LTS and DC.

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