



FOCUS
ON
GROWTH

Southern Africa
Growth Incentive
Programme 2016/17

Amway

GROWTH INCENTIVE PROGRAMME (GIP)

PERFORMANCE YEAR (PY) 2016/17



BONUS INCENTIVES

**LEADER
DEVELOPMENT**
12% AND ABOVE

**LEADER
DEVELOPMENT Qs**
FOUNDERS
PLATINUM (FPL)
AND ABOVE

**ONE-TIME BONUS
FOR 12 ROLLING
Q MONTHS**

**SOUTHERN AFRICA
GIP EMERALD
AND DIAMOND
QUALIFICATION AND
ANNUAL BONUSES**

TRAVEL INCENTIVES

**NEW PLATINUM
SEMINAR**

**LEADERSHIP
TRAINING SEMINAR**

**DIAMOND
CONFERENCE**

AMWAY COMPENSATION PACKAGE

ATTRACTIVE BUSINESS OPPORTUNITY

Sales and Marketing Plan 3% - 21%

KICK START Programme

12% AND ABOVE

3 Bonus legs **R 800 – R 6,000**

One-Time 12RQM **R 27,300**

LEADER DEVELOPMENT

100 PPV

% % %

Retail Margin, Performance and Differential, Leadership, Foster and International Leadership, Ruby, Monthly Depth bonuses

New Platinum Seminar, Leadership Training Seminar

FOUNDERS PLATINUM AND ABOVE

LD recipient + Qs

R 5,000, R 6,000, R 7,000

LEADER DEVELOPMENT Qs

100 PPV

Q Q Q

Retail Margin, Performance and Differential, Leadership, Foster and International Leadership, Ruby, Monthly Depth bonuses

Annals, Founders Achievement Awards, One-Time Cash Awards

Leadership Training Seminar, Diamond Conference

LEADER DEVELOPMENT (LD)



MONTHLY bonus supporting EFFORT and rewarding GROWTH

EARNING PERIOD	DURATION*	# OF PAYMENTS	LD BONUS & MONTHLY QUALIFICATION CRITERIA			
ABO < FPL PY2015/16	EP1	6 months	3 max	R 800 12%, 100 PPV, 6-6-6 New 12% ** 100PPV, 3-3-3	R 1,500 15%, 100 PPV, 9-6-6	R 2,000 18%, 100 PPV, 9-9-6
	EP2	12 months	6 max	-	-	R 3,000 Q, 100 PPV, 9-9-9
	EP3	12 months	6 max	-	-	
ABO ≥ FPL PY2015/16	EP4	24 months	12 max	-	-	-
	EP5	-	unlimited	-	-	R 6,000 *** Q, 100 PPV, 12-12-12

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

**New 12% for LD is ABO who did not qualify higher than 9% Performance bonus level since registration up to the end of previous PY.

***The EP 5 bonus depends on ABO business development during PY 2014/15 and PY 2015/16 and may be either R 6,000 or R 3,000.

•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 and 12-12-12 refers to in-market Personally or Foster sponsored legs with minimum monthly Performance bonus level criteria.

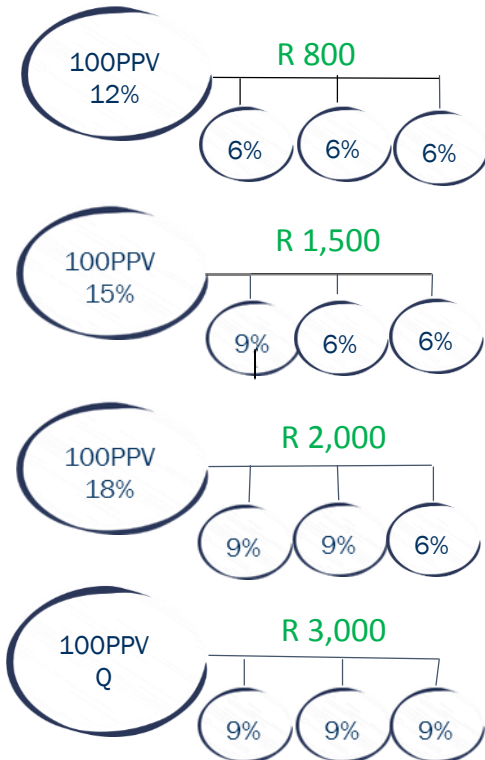
LEADER DEVELOPMENT (LD)



MONTHLY bonus supporting EFFORT and rewarding GROWTH

EARNING PERIOD 1: –

ABOs < FPL in PY2015/16 are eligible to start from EP1 and can earn from R 800 to R 3,000



- ✓ Can earn a maximum of 3 payments in EP 1 within a 6 month earning period
- ✓ Earning Period 1 starts counting from the 1st month when LD bonus is earned
- ✓ Within EP 1 ABO can earn any of the four available bonus types by meeting respective criteria
- ✓ Once maximum 3 payments are earned or 6 months period is over (whatever comes first) ABO moves to EP2 & can no longer earn R 800 LD bonus
- ✓ First time qualifiers require a minimum of 3-3-3 leg structure instead of 6-6-6. All other criteria remain unchanged.

- 12% = min **2,400 Group PV** (GPV), 15% = min **4,000 GPV**, 18% = min **7,000 GPV**.
- **Q** is a qualified Silver Producer month.

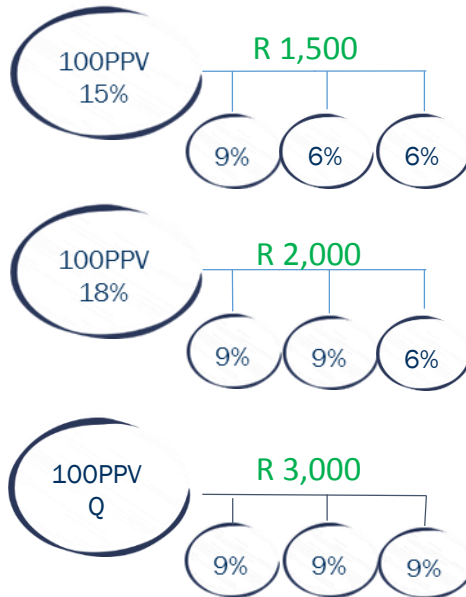
LEADER DEVELOPMENT (LD)



MONTHLY bonus supporting EFFORT and rewarding GROWTH

EARNING PERIOD 2: –

Once EP1 is over ABO moves to EP 2 and can earn from R 1,500 to R 3,000



- ✓ Can earn a maximum of 6 payments in EP 2 within a 12 month earning period
- ✓ Earning Period 2 starts counting from the 1st month when LD bonus is earned
- ✓ Within EP 2 ABO can earn any of the three available bonus types by meeting respective criteria
- ✓ Once maximum 6 payments are earned or 12 months period is over (whichever comes first) ABO moves to EP3 & can no longer earn R 1,500 LD bonus

• 15% = min **4,000 GPV**, 18% = min **7,000 GPV**.

• **Q** is a qualified Silver Producer month.

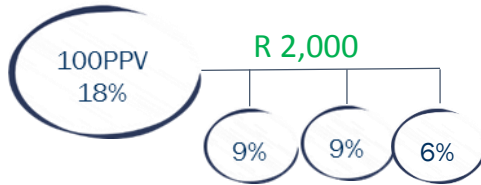
LEADER DEVELOPMENT (LD)



MONTHLY bonus supporting EFFORT and rewarding GROWTH

EARNING PERIOD 3: –

Once EP 2 is over ABO moves to EP 3 and can earn R 2,000 or R 3,000



- ✓ Can earn a maximum of 6 payments in EP 3 within a 12 month earning period
- ✓ Earning Period 3 starts counting from the 1st month when LD bonus is earned
- ✓ Within EP 3 ABO can earn any of the two available bonus types by meeting respective criteria
- ✓ Once maximum 6 payments are earned or 12 months period is over (whatever comes first) ABO moves to EP4 & can no longer earn R 2,000 LD bonus

- 18% = min 7,000 GPV.
- Q is a qualified Silver Producer month.

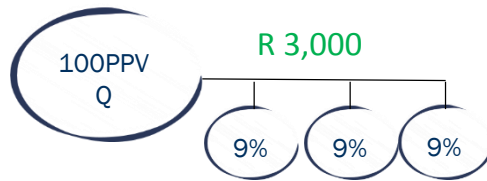
LEADER DEVELOPMENT (LD)



MONTHLY bonus supporting EFFORT and rewarding GROWTH

EARNING PERIOD 4 :-

Once EP 3 is over ABO moves to EP 4 and can earn R 3,000



- ✓ Can earn a maximum of 12 payments in EP 4 within a 24 month earning period
- ✓ Earning Period 4 starts counting from the 1st month when LD bonus is earned
- ✓ Within EP 4 ABO can earn R 3,000 by meeting respective criteria
- ✓ Once maximum 12 payments are earned or 24 months period is over (whichever comes first) ABO is done with EP1-EP4 period payments and moves to EP5.

LEADER DEVELOPMENT (LD) - SUMMARY



MONTHLY bonus supporting EFFORT and rewarding GROWTH

LD BONUS PAYMENT YES/NO						
Earning Period	Duration*	# of payments	<div> <div>100PPV 12%</div> <div>6%</div> <div>6%</div> <div>6%</div> </div>	<div> <div>100PPV 15%</div> <div>6%</div> <div>9%</div> <div>6%</div> </div>	<div> <div>100PPV 18%</div> <div>6%</div> <div>9%</div> <div>6%</div> </div>	<div> <div>100PPV 21%^Q</div> <div>9%</div> <div>9%</div> <div>9%</div> </div>
EP1	6 months	3 max	yes	yes	yes	yes
EP2	12 months	6 max	no	yes	yes	yes
EP3	12 months	6 max	no	no	yes	yes
EP4	24 months	12 max	no	no	no	yes

- 12% = min 2,400 Group PV (GPV), 15% = min 4,000 GPV, 18% = min 7,000 GPV.
- Q is a qualified Silver Producer month.

LEADER DEVELOPMENT (LD)

ABOs entering EP1

- Starting with **EP 1**, an ABO can qualify for a **R 800**, **R 1,500** or **R 2,000** or even **R 3,000 LD bonus!**

TAKE THE MAXIMUM



- ABOs can start the next EP after they receive all payments or once the previous EP is over, **whatever comes first.**

ABO < FPL
PY2015/16

MONTH	SEP 16	OCT 16	NOV 16	DEC 16	JAN 17	FEB 17	MAR 17	APR 17	MAY 17	JUN 17	JUL 17	AUG 17	SEP 17	OCT 17
EP	EARNING PERIOD 1 3 payments						EARNING PERIOD 2 6 payments						EP 3	
LD bonus	R 800 1	R 1500 2	0	R 800 3	0	0	R 2000 1	R 1500 2	0	R 1500 3	R 3000 4	R 2000 5	R 3000 6	R 2000 1
Comments	<ul style="list-style-type: none"> Achieved 3 payments within 4 months → can start EP 2 from JAN 2017 Qualified for a higher payment in OCT 2016 				No time limit between Earning periods		<ul style="list-style-type: none"> In MAR 2017 entered 12 months of EP 2 Achieved all 6 payments within 7 months Qualified for higher payments in 4 months 							

TAKE THE MAXIMUM



- 

PY 2014/15	PY 2015/16	PY 2016/17											
		SEP 16	OCT 16	NOV 16	DEC 16	JAN 17	FEB 17	MAR 17	APR 17	MAY 17	JUN 17	JUL 17	AUG 17
PL	PL	EP1	EP1	EP1	EP2	EP2	EP2	EP2	EP2	EP2		EP3	PL EP3
		PY 2017/18											
		SEP 17	OCT 17	NOV 17	DEC 17	JAN 18	FEB 18	MAR 18	APR 18	MAY 18	JUN 18	JUL 18	AUG 18
		EP3	EP3	EP3	EP3		EP4	EP4		EP4	EP4		PL

EVERYTHING COUNTS!

WOW!

- Rolling Qs start counting from **PY 2015/16!**
- Move to **LD EP 5** right away!



LEADER DEVELOPMENT



MONTHLY bonus supporting EFFORT and rewarding GROWTH

ABOs at FPL level and above start the LD programme with EP 5

EARNING PERIOD	DURATION*	# OF PAYMENTS	LD BONUS & MONTHLY QUALIFICATION CRITERIA				
ABO<FPL Y2015/16	EP1	6 months	3 max	R 800 12%, 100 PPV, 6-6-6 New 12% ** 100PPV, 3-3-3	R 1,500 15%, 100 PPV, 9-6-6	R 2,000 18%, 100 PPV, 9-9-6	R 3,000 Q, 100 PPV, 9-9-9
	EP2	12 months	6 max	-			
	EP3	12 months	6 max	-	-		
ABO>=FPL PY2015/16	EP4	24 months	12 max	-	-	-	R 6,000 ** Q, 100 PPV, 12-12-12
	EP5	-	unlimited	-	-	-	

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

**New 12% for LD is ABO who did not qualify higher than 9% Performance bonus level since registration up to the end of previous PY.

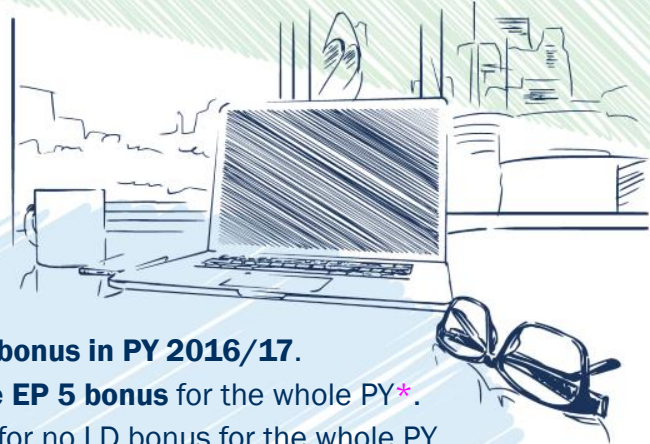
***The EP 5 bonus depends on ABO business development during PY 2014/15 and PY 2015/16 and may be either R 6,000 or R 3,000.

LEADER DEVELOPMENT

ABO entering EP 5

GROW, REQUALIFY, DECREASE refers to change in PIN level

- ABOs who **grow or requalify** in PY 2015/16 vs PY 2014/15 are eligible for a **full EP 5 bonus in PY 2016/17**.
- ABOs **decreasing** in level for first time since PY 2014/15 will be eligible for **50% of the EP 5 bonus** for the whole PY*.
- ABOs **decreasing** in level for the second year in row since PY 2014/15 will be eligible for no LD bonus for the whole PY, unless they are able to grow in PIN*.



	PY 2014/15	PY 2015/16	PY 2016/17												PY 2016/17
			SEP 16	OCT 16	NOV 16	DEC 16	JAN 17	FEB 17	MAR 17	APR 17	MAY 17	JUN 17	JUL 17	AUG 17	
1	PL	FPL	EP5	EP5	EP5	EP5	EP5	EP5	EP5	EP5	EP5	EP5	EP5	EP5	FPL
2	FPL	FPL	EP5	EP5	EP5	EP5		EP5	EP5		EP5			EP5	PL
3	FDI	DI	50% EP5	50% EP5	50% EP5	50% EP5	50% EP5	50% EP5	50% EP5	50% EP5	50% EP5	50% EP5	50% EP5	50% EP5	EM
4	DDI	EDI	50% EP5	50% EP5	50% EP5	50% EP5	50% EP5	50% EP5	DDI	EP5	EP5	EP5	EP5	EP5	DDI

* In case of a drop in PIN level, if the # of Q months coming from Personal, Foster or International legs is maintained or increased, the PIN drop will be disregarded.
Maximum 12 Q months count from one leg within a PY.

LEADER DEVELOPMENT Qs (LDQ)



MONTHLY BONUS REWARDING FOR YOUR GROUP SUPPORT

Qualified **Founder Platinums and above** can enhance earnings month by month as they help downline ABOs to grow to Silver Producer level and up.



- ABO must be **LD EP 5 bonus recipients** in the same month
- LDQ programme rewards **Personal and Foster Q legs** development, up to maximum of 11 legs

* Must have minimum 2 Q legs + 4,000 PGV in same month



LEADER DEVELOPMENT Qs

TAKE IT ALL!

WOW!



FOUNDERS PLATINUM

Q-12%-12% = R 0

Q-Q-15% PGV = R6,000 + R10,000 = R 16,000

Q-Q-Q = R6,000 + R15,000 = R21,000

EMERALD

3Qs = R6,000 + R18,000 = R 24,000

4Qs = R6,000 + R24,000 = R 30,000

DIAMOND

6Qs = R6,000 + R42,000 = R 48,000

5Qs = R6,000 + R35,000 = R 41,000

R 6,000 bonus is from LD EP 5, which is a prerequisite for LDQ eligibility.

LEADERSHIP TRAINING SEMINAR 2017

DETAILS OF LTS QUALIFICATION CRITERIA

•Qualified Emeralds and above are automatically qualified for the LTS*

Number of LTS Qualifications				Volume Criteria		
Option	First Time**	Second Time***	All Others****	Quarterly Personal Volume*****	Personal New Sponsored Volume***** (PNSV)	Group New Sponsored Volume***** (GNSV)
Option 1	Six (6) Qualified months	Eight (8) Qualified months	Twelve (12) Qualified Months	300 PPV	5,000	
Option 2					2,000	20,000
Option 3						40,000

Qualified Emeralds are expected to meet the 300 Quarterly PV.

**First time qualification to the LTS means that you have never qualified for LTS event or that you qualified for only one LTS event since joining the Amway business and such qualification was achieved prior to PY 15 (1 September 2014 to 31 August 2015).

*** Second time qualification means that you have qualified first time, since joining the Amway business in PY15 (1 September 2014 to 31 August 2015) and did not qualify for the PY16 (1 September 2015 to 31 August 2016) LTS event OR means that you have qualified first time since joining the Amway business in PY16 (1 September 2015 to 31 August 2016) for an LTS event

**** ABOs missing one or two qualified months can fulfil the 12Q month criteria by reaching minimum 10 Q months and VE of 120,000

*****First quarter: September, October, November. Second quarter: December, January, February. Third quarter: March, April, May. Fourth quarter: June, July, August.

*****Personal New Sponsored Volume (PNSV) is volume generated by your newly sponsored, frontline ABOs, and any volume generated by them in their downline organisation during the period 1 September 2016 to 31 August 2017. This volume will be calculated on a cumulative basis for the PY and is not a monthly volume requirement.

*****Group New Sponsored Volume (GNSV) is all volumes in the group which are produced by the new sponsored ABOs during the period 1 September 2016 to 31 August 2017. This volume will be calculated on a cumulative basis for the PY and is not a monthly volume requirement.

LEADERSHIP TRAINING SEMINAR 2017

EXAMPLES OF LTS QUALIFICATION CRITERIA EXPLAINED

		MORE THAN TWO YEARS AGO																PERFORMANCE YEARS		
	Year																			
		1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017 Category
LTS Q EX	Ex 1	Q	Q																	All others
	Ex 2					Q												Q		All others
	Ex 3	Q											Q							All others
	Ex 4															Q			Q	All others
	Ex 5	Q	Q	Q	Q	Q	Q													All others
	Ex 6														Q	Q	Q	Q	Q	All others
	Ex 7	Q																	Q	All others
	Ex 8		Q															Q		All others
	Ex 9																Q	Q		All others
	Ex 10																		Q	2nd
	Ex 11																	Q		2nd
	Ex 12																Q			1st
	Ex 13	Q																		1st
	Ex 14									Q										1st

“Ex” refers to example

TERMS AND CONDITIONS

The terms of the GROWTH INCENTIVE 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 on www.amway.co.za. This website also includes the "Amway Principles on Qualification" document, providing information regarding how the Amway Rules of Conduct are enforced.

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.

Please refer to the "Reference Guide" and "Your Questions Answered" Documents for more specifics. These are binding documents for GIP 2016/17.

The possible minimum duration of this GIP is two (2) years, until the end of PY 2017/18, if it generates the expected benefits.

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