

Amway™

A60

SIXTY YEAR ANNIVERSARY

— 2019 —

FOCUS  
ON  
GROWTH

Southern Africa  
**Growth** Incentive  
Programme 2017/18

2017/18

YOUR QUESTIONS ANSWERED

Amway

# LEADER DEVELOPMENT (LD)

1

Who can participate in the LD programme?

Amway Business Owners (ABOs) at the 12% level and above and who meet the required criteria.

2

How is the Earning Period (EP) determined for each ABO?

ABOs starting Performance Year (PY) 2017/18 at minimum Founders Platinum level are eligible for EP 5. ABOs whose highest Pin level in PY 2016/17 is below Founders Platinum are eligible to start from EP 1.

3

Which legs are counted for the LD programme?

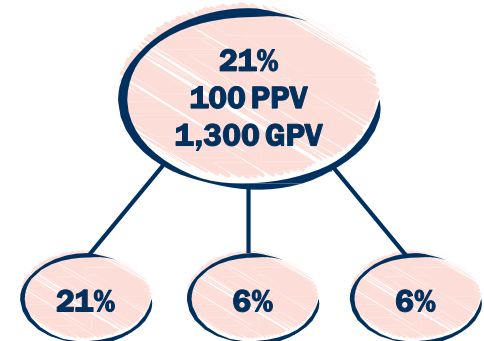
The LD bonus is paid on Personal and Foster legs only

4

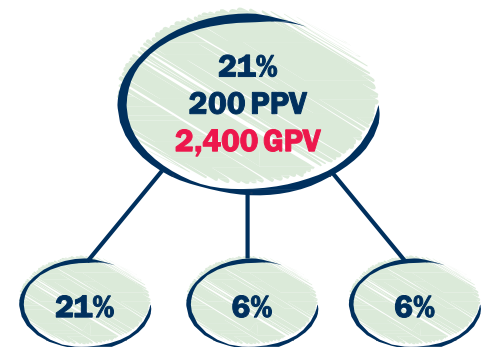
Can Silver Producer Sponsors (21% level) take part in the LD programme?

Yes – being below Founders Platinum, such ABO will start from EP 1, provided he/she has not earned any LD bonus/discount in PY2016/17. For example, to earn a 12% LD bonus (EP 1) he/she needs to have a minimum of 2,400 Group Point Value (GPV), 100 Personal Point Value (PPV) and three (3) legs at 6% Performance bonus level.

**NO LD BONUS**



**LD BONUS**





# LEADER DEVELOPMENT (LD)

5

Can Emerald and above take part in the LD programme?

Yes – LD EP 5 is available for Founders Platinum level and above, provided they meet respective criteria to earn full or half of LD EP 5 bonus (see also AQ16)

7

Can an Emerald Pin with one (1) leg in South Africa and others outside South Africa i.e. in Botswana and Namibia take part in the LD programme?

Yes – LD eligibility is determined by the approved award level, because LD EP 5 is available for Founders Platinum and above. Emerald Pin can earn LD bonuses from EP 5. Please note that LD bonuses are paid for in-market legs only (see QA3) and a minimum of three (3) 12% in-market legs are required to benefit from LD EP 5, as well as PPV and qualified month.

9

During EP 1 can I earn three (3) 12% bonuses and three (3) 15% bonuses?

No – in EP 1 the maximum number of bonuses that you can earn is three (3). This means that you can earn any combination of bonuses, depending on which qualification criteria you meet, but once three (3) bonuses are earned you have completed EP 1 and move to EP 2. Please note, that in EP 2 the 12% bonus is no longer available.

6

I am an Emerald in PY 2017/18 and in one of the months I have one (1) Qleg, one (1) 18% and one (1) 15% leg? Will I get the LD bonus?

Yes – considering you will also meet the PPV requirement and that you are eligible for LD bonus (see QA16).

8

Can I enter EP 2 in October 2017?

Yes, if you have already finished your EP 1 and meet respective criteria to start EP 2 in October 2017.

10

Can I earn 3 x R 3000 bonuses during EP 1?

Yes – during EP 1 you have the opportunity to earn any combination of the offered bonuses, from R 800 to R 3000. Each bonus amount will depend on the criteria you meet in a certain month.

# LEADER DEVELOPMENT (LD)

11

I was a Founders Sapphire in PY 2015/16 but only managed to requalify at Founders Platinum in PY 2016/17. Will I be eligible for the LD programme in PY 2017/18?

You will start September 2017 at a Founders Platinum level and you will be eligible for 50% EP 5 bonus because you dropped level from PY 2015/16 to PY 2016/17\*. (See QA16)

13

I was Founders Emerald in PY 2014/15 and then dropped to Emerald in PY 2015/16 and to Founders Sapphire in PY 2016/17. Will I be eligible for LD in PY 2017/18?

No – if you have dropped levels two years in a row, you will not be eligible for LD bonuses in PY 2017/18\*.

15

Can the same ABO enter EP 1 more than once throughout the duration of this Growth Incentive Programme (GIP)?

No – each ABO who is or was eligible to start from EP 1 can benefit from EP 1 to EP 4 only once starting from September 2016. An ABO is given the opportunity to start from EP 1 and earn additional bonuses on the way to new levels. Once EP 5 is reached, there is no limit to the number of bonuses. The duration of LD EP 5 is limited only by the duration of the GIP as specified in the Terms and Conditions..

12

I was an Emerald in PY 2014/15 and in PY 2015/16, but in PY 2016/17 I only managed to requalify at Founders Sapphire level. Will I be eligible for the LD programme in PY 2017/18?

You will start September 2017 (PY 2017/18) at Founders Sapphire level and you will be eligible for 50% EP 5 bonus because you dropped in level once since PY 2014/15\*.

14

If I am a Diamond, and in addition to six (6) qualified legs I have three (3) more legs at 12%, will I get three (3) times the LD EP 5 bonus?

No – LD EP 5 is a single bonus for minimum three (3) 12% legs, irrespective of the total number of legs.

*\*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 (LD)

16

Can you provide various examples of LD bonuses?

Please see the table below for examples:

PY 2014/15	PY 2015/16	PY 2016/17	PY 2017/18												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	
9%	12%	GP* 4Q	Q	EP1 Q	EP1 Q	EP1 Q	EP2 Q	EP2 Q	EP2 Q	EP2 12Q	EP5	EP5	EP5	EP5	FPL
FPL	PL	PL*	EP1	EP1	EP1	EP2	EP2	EP2	EP2	EP2	EP2		EP3	EP3	PL
GP	PL	FPL	EP5	EP5	EP5	EP5	EP5	EP5	EP5	EP5	EP5	EP5	EP5	EP5	FPL
FPL	FPL	PL**	50% EP5	50% EP5	50% EP5	50% EP5	50% EP5	50% EP5	50% EP5	50% EP5	50% EP5	FPL	EP5	EP5	FPL
PL	SAP***	FPL	50% EP5	50% EP5	50% EP5	50% EP5	50% EP5	50% EP5	50% EP5	SAP	EP5	EP5	EP5	EP5	SAP
EM	DI	FDI	EP5	EP5	EP5	EP5	EP5	EP5	EP5	EP5	EP5	EP5	EP5	EP5	DI
DI	DI	EM	50% EP5	50% EP5	50% EP5	50% EP5	50% EP5	DI	EP5	EP5	EP5	EP5	EP5	EP5	DI
FDI	DI	EM****							DI	EP5	EP5	EP5	EP5	EP5	DI

\*ABO in this example is both, Founders Platinum and Sapphire in PY 2014/15. Qualification for Founders Platinum in PY 2015/16 means decline. This is the reason why ABO get 50% of EP 5 bonus until he/she reach Sapphire pin level again in April 2017.

# ONE TIME BONUS FOR 12 ROLLING QMONTHS (OT 12RQM)

1

I am Gold Producer in PY 2016/17 with three (3) Qmonths – one in March 2017 and then July and August 2017. Can I count all three (3) months for the OT12RQM bonus?

No. You can only count July and August, continuing the Silver Producer month qualification from September onwards. You need twelve (12) Q months in a row to benefit from OT 12RQM.

2

I have twelve (12) rolling Qmonths from September 2017 to August 2018. Will I receive OT12RQM bonus?

Yes, if you start PY 2017/18 below Founders Platinum level and did not yet receive OT 12RQM..

3

I qualify Founders Platinum in June 2018 (with Volume Equivalency) but I only manage to have twelve (12) rolling Q months in August 2017. Will I receive OT12RQM?

Yes, if you start PY 2017/18 below Founders Platinum level and did not yet receive OT 12RQM. Also from July 2018 you are eligible for LD EP 5 (considering all criteria are met) based on your Founders Platinum qualification in June 2018.

*Have you got  
the courage  
to achieve  
fulfilment?*



# LEADERSHIP TRAINING SEMINAR (LTS)

1

## What is new in LTS qualification requirements for PY 2017/18?

LTS criteria in PY 2017/18 has been changed to eight (8) qualified months for first time qualifiers, Ten (10) qualified months for second time qualifiers and twelve (12) qualified months for all other ABOs

3

## How many qualified months in PY 2017/18 do I need to qualify for the LTS, if I attended more than two LTS's and my last qualification was more than two (2) years ago (in PY 2013/14)?

If you have attended two LTS events before, you will require twelve (12) qualified months and all other required criteria. Qualification with VE can apply.

6

## Will Volume Equivalency (VE) count for the LTS qualification in the PY 2017/18?

Yes – it can be relevant for third time and beyond Qualifiers in PY 2017/18, because one of the criteria is Founders Platinum Qualification. The volume requirement will be 120,000 annual PV..

2

## How many qualified months in PY 2017/18 do I need to qualify for the LTS, if I only attended one LTS and my last LTS qualification was more than five (5) years ago (in PY 2011/12)?

You will be treated as a first time LTS qualifier, and require eight (8) qualified months and all other required criteria for LTS.

4

## Which volume is counted for Personal New Sponsored Volume (PNSV)?

PNSV is volume generated by your new, frontline ABOs, sponsored within PY 2017/18, and any volume generated by them in their downline organisation during the PY 2017/18.

7

## Which base year is used to count the number of LTS qualifications?

To be considered an LTS first time qualifier, your last LTS must have been in PY 2011/12 or earlier.

5

## Which volume is counted for Group New Sponsored volume (GNSV)?

GNSV is valid for all volumes in your group (including Silver and Gold Producers, excluding from downline Platinum ABOs) that are produced by new ABOs, sponsored in the PY 2017/18.

# LEADERSHIP TRAINING SEMINAR (LTS)

8

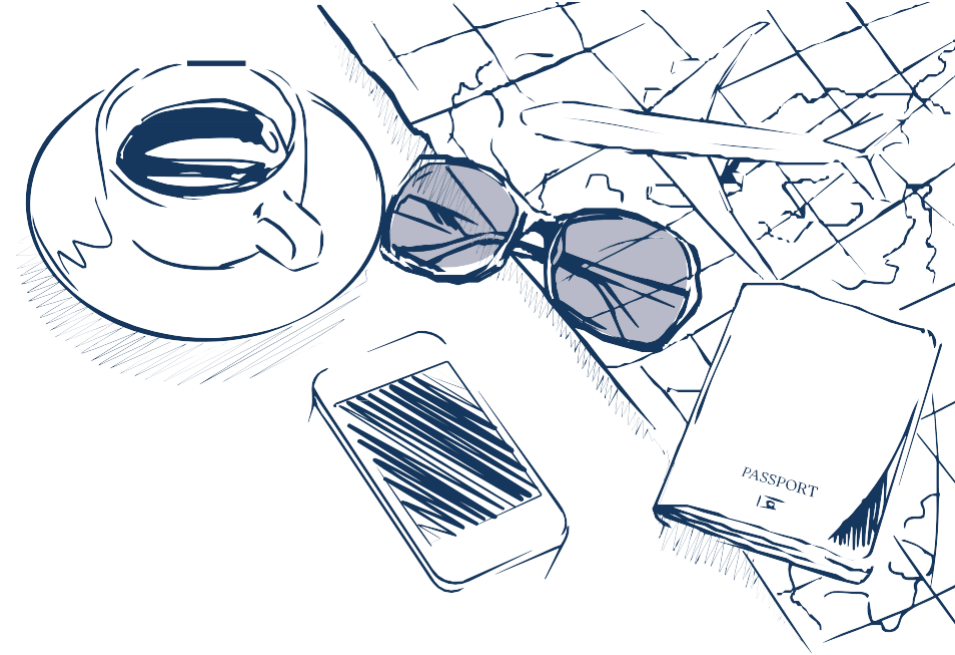
How will I be able to follow up on my LTS qualification status during the PY?

The information needed to follow your current LTS qualification status will be available on your Monthly Bonus statements. Besides the achievement of the qualification criteria, an invitation from Amway is required, which is sent prior to the LTS by Amway at its sole discretion.

9

As an Emerald do I need to achieve PNSV or GNSV to qualify for LTS?

No – Emerald and above are automatically qualified for the LTS.





# GENERAL QUESTIONS GIP 2017/18

## FOUNDERS PLATINUM QUALIFICATION WITH VOLUME EQUIVALENCY (VE)

10

### How can I qualify for Founders Platinum?

You can reach twelve (12) qualified months within a PY, or achieve ten (10) or eleven (11) qualified months and VE PV within a PY.

11

### What are the VE requirements?

Requirements for VE are:

- 144,000 annual PV VE volume; and
- 10 or 11 qualified months.

12

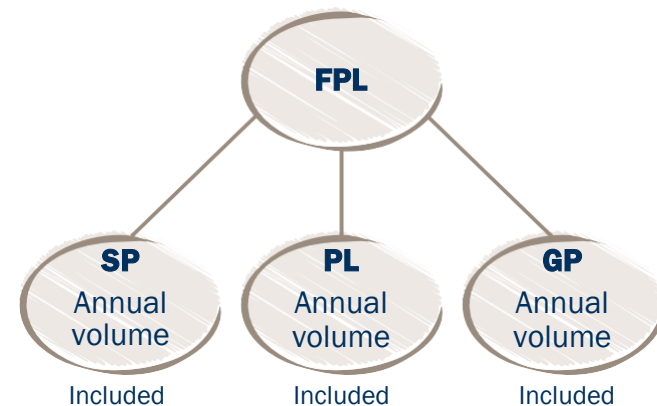
### Does the VE count for the GIP?

Yes – the VE volume can be used in terms of reaching Founders Platinum as one of the conditions to qualify for LTS, to be eligible to benefit from LD EP 5 and LDQ.

13

### What volume is calculated in the necessary? annual PV VE volume?

The total downline volume within certain PY – including any downline Silver Producer, Gold Producer and Platinum volume with no restrictions on pass-up – is used for VE.



FPL: Founders Platinum  
PL: Platinum

GP: Gold Producer  
SP: Silver Producer

# 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 under ([www.amway.co.za](http://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 target volume levels 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 also refer to the "Reference Guide". These are binding documents for GIP 2017/18.

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



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ON  
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European  
**Growth** Incentive  
Programme 2016/17