

YOUR GUIDE TO

Growing Your Income With Amway

ABO Performance Year 2023

Core Plus⁺



Amway



“
You can succeed at selling. It’s a
program that’s within the grasp
of any individual who’s serious
about moving ahead in business.
— RICH DEVOS, CO-FOUNDER OF AMWAY



The Amway Core Plus* discretionary incentives programme is the global programme designed to complement the Amway ABO Compensation Plan (the Core Plan). Core Plus* incentives can help business owners start earning more from their very first sale, and the rewards keep growing when an ABO’s business grows.

New ABOs and Business Builders
Amway’s research shows that early and meaningful earnings help business owners start strong and stay inspired. Business owners can begin earning incentives by selling products to customers and helping ABOs they sponsor do the same.

Leaders
Earn more from the Core Plan and Core Plus* with sustainable growth and a balance of width and depth. Building qualified legs can increase your rewards – year after year!

Amway is Investing in Business Owners

- With the support of the founding families, Amway is investing even more in business owner compensation
- Does not shift any money away from leader compensation
- Grounded in market research and analysis
- Designed in partnership with ABO leaders around the world

Core Plus* Incentives are Designed to:

Increase rewards for selling for the person closest to the sale of products.

Pay more meaningful early income.

Encourage profitable structure earlier by rewarding ABOs as they sell products to customers and build a team who does the same.

Recognise ABOs sooner on their journey towards sustainable selling and business-building activities.

Preserve leader income and equity with premium compensation opportunities.

At-A-Glance

Build a healthy business and maximise your earnings with the Amway ABO Compensation Plan (Core Plan), the Amway Core Plus* discretionary incentives program and additional discretionary recognition and rewards.

#	Core Plan	
#	Performance Bonus	Up to 21% of BV
#	Leadership Bonus	6% of BV
#	Ruby Bonus	2% of BV
#	Depth Bonus	1% of BV
#	Annual Emerald, Diamond and Diamond Plus Bonuses	0.25% of BV
#	Retail Margin	Suggested 20%
#	Core Plus*	
#	Customer Sales Incentive*	Up to 10% of BV on Verified Customer Sales
#	Bronze Foundation Incentive*	20% multiplier on monthly Performance Bonus
#	Bronze Builder Incentive*	30% multiplier on monthly Performance Bonus
#	Bronze Pin	Earn Bronze Pin 1st time achieve Bronze Builder Incentive*
#	Personal Group Growth Incentive*	Multiplier on Performance Bonus 10% - 30%
#	Frontline Growth Incentive*	Multiplier on Leadership/Depth Bonus 10% - 55%
#	Two-Time Cash Incentive* Platinum to Founders Diamond	Achieve new level & earn more
#	Founders Achievement Awards (FAA) and Global Award Recognition (GAR)	
#	Non-Cash Awards	

Please refer to the Business Manual, Amway website www.amway.my and Sales staff for full details.

Three Ways to Earn

on Product Sales

Through your Amway business, you offer a broad portfolio of high-quality products. Selling these products to customers can earn you money and monthly rewards.



1. Retail Margin

When you sell Amway products to customers at the Suggested Retail Price, you keep the difference between the retail price and ABO Price.

SUGGESTED RETAIL PRICE
- ABO PRICE
= RETAIL MARGIN



2. Core Plan Bonuses

You earn points on all the products you sell. Those points add up to determine monthly bonuses from the Core Plan. If you choose to build a team and sponsor other business owners, you earn points on the products they sell too.

YOUR POINTS
+ DOWNLINE ABO POINTS
= BONUSES



3. Core Plus⁺ Discretionary Incentives

Programs like Core Plus⁺ award extra money for sales-based business achievements. These are awarded at Amway's discretion and are subject to change.

Start Selling with Customer Favourites

Every product sale can help you earn more with the Core Plan and Core Plus⁺. Amway's Customer Favourites are an easy way to get started. These best-selling, on-trend products from each Amway category meet a variety of customer needs. Each Customer Favourite is designed to be simple to sell because it has one of three important advantages: easy to sample, great for demonstrations or it is a simple switch from other brands.

You can focus on one quality brand or several, it is up to you.

FIND MORE PRODUCTS AT
<https://www.amway.my/cf>



Find courses to help you build your business at every step.
[Amway.my/education](https://www.amway.my/education)

Extra Money

on Verified Customer Sales

Selling products to customers is the foundation of the Amway business. Share the products you use and love with family, friends and other people you know. The more you sell, the more you earn.



Customer Sales Incentive⁺

Earn up to 10% of BV on all Verified Customer Sales (VCS) which comes from Amway Privileged Customer (APC). This discretionary incentive is automatic money, in addition to retail margin for any ABO at the 9% Performance Bonus level or below in a given month.

See page 28 for the definition of APC & VCS.

How it is calculated:

MULTIPLIER

x

BV

Subtract your Performance Bonus* percentage from 10% to get your multiplier.

Apply the multiplier to your total Verified Customer Sales BV for the month. That is your total Customer Sales Incentive*.

IF YOUR MONTHLY PERFORMANCE BONUS IS	INCENTIVE MULTIPLIER IS	GUARANTEED 10% ON VCS
0%	10%	= 10%
3%	7%	= 10%
6%	4%	= 10%
9%	1%	= 10%

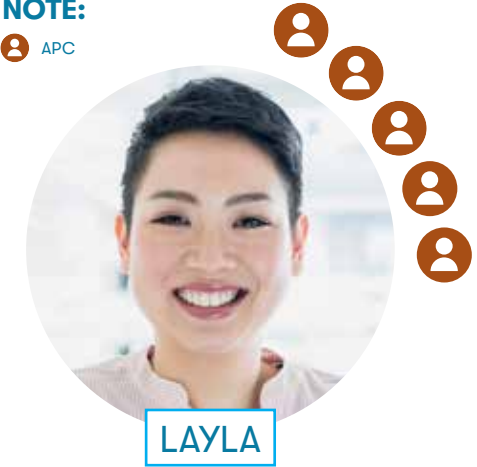
*See Performance Bonus Schedule on page 8



Layla loves ARTISTRY™ skincare products and has been using them for months. She decides to start her own Amway business, and shares her product experience with her friends and family. Several people she knows who have registered as her APC have tried the products and love them too. They start buying ARTISTRY™ skincare products on a monthly basis.

NOTE:

APC



EXAMPLE: CUSTOMER SALES

LAYLA'S VOLUME	250 PV / 1,000 BV
VCPV**	150 PV / 600 BV
PERFORMANCE BONUS 3% (3% X 1,600 BV)	RM48
CUSTOMER SALES INCENTIVE* (10% - 3%) (7% X 600 BV)	RM42
TOTAL INCOME	RM90 PER MONTH*

*Assumes ABO performs consistently and meets the requirements each month.

**VCPV = Verified Customers' PV from APC



PV AND BV

All Amway products have an assigned Point Value (PV) and Business Volume (BV) that you earn when you sell them. Those numbers are used to calculate bonuses and incentives, such as the monthly Performance Bonus (see page 8).



Monthly Bonuses

on Your Volume

Your business can help you earn bonuses each month. Amway calculates monthly bonuses for you based on the PV and BV that you and your team generate by selling products to customers & Amway Privileged Customers and purchasing for personal use.

Personal Performance Bonus

Earned on personal volume (PV) that you generate by selling products to customers and purchasing for personal use.

To find your Performance Bonus percentage, add your Personal PV and Pass-Up PV from your team and refer to the schedule below.

How it is calculated:

$$\begin{array}{rcl} & \text{MONTHLY PERSONAL BV} & \\ \times & \text{PERFORMANCE BONUS PERCENTAGE} & \\ \hline = & \text{PERSONAL PERFORMANCE BONUS} & \end{array}$$

PERFORMANCE BONUS SCHEDULE

IF YOUR MONTHLY PV IS	YOUR MONTHLY PERFORMANCE BONUS IS
12,500 & ABOVE	21% of your BV
7,500 - 12,499.99	18% of your BV
4,500 - 7,499.99	15% of your BV
3,000 - 4,499.99	12% of your BV
1,750 - 2,999.99	9% of your BV
900 - 1,749.99	6% of your BV
250 - 899.99	3% of your BV

Differential Bonus

Pays you based on the difference between your Performance Bonus percentage and the Performance Bonus percentage of a frontline ABO.

This bonus is calculated separately for each frontline.

How it is calculated:

$$\begin{array}{rcl} & (\text{YOUR BONUS PERCENTAGE} - & \\ & \text{FRONTLINE ABO'S BONUS PERCENTAGE}) & \\ \times & \text{GROUP BV OF FRONTLINE ABO} & \\ \hline = & \text{DIFFERENTIAL BONUS} & \end{array}$$



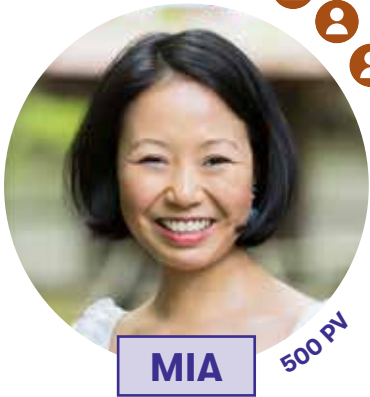
GET A TEAM GOING

Your customers and other people you know may be interested in starting an Amway business. You can be their sponsor and earn additional bonuses and incentives when they sell Amway products and purchase for personal use.

Mia is starting to grow her business. She already uses Amway products and sells them to friends and family to meet their needs. Now she wants to earn even more to help pay for her bills and have extra spending money. She sponsors some friends who start their own Amway businesses and sell products.

1,200 GROUP PV
6% Performance Bonus

NOTE:
8 APC



PERSONAL PERFORMANCE BONUS	
500 PV / 2,000 BV <i>Includes VCPV** of 150 PV / 600 BV</i>	
BV for 500 Personal PV	2,000 BV
x Performance Bonus	
Percentage on 1,200 Group PV	6%
= Personal Performance Bonus	RM120



DIFFERENTIAL BONUS

2 legs earn 3% Performance Bonus
1 leg earns 0% Performance Bonus

ABO	PV	BV	DIFFERENTIAL BONUS
A	300	1,200	6% - 3% = 3% RM36
B	300	1,200	6% - 3% = 3% RM36
C	100	400	6% - 0% = 6% RM24
Total			RM96

EXAMPLE: PERFORMANCE BONUS

TOTAL PERFORMANCE BONUS	RM216
CUSTOMER SALES INCENTIVE* (10% - 6%) (4% X 600 BV)	RM24
TOTAL INCOME	RM240 PER MONTH*

*Assumes ABO performs consistently and meets the requirements each month.

**VCPV = Verified Customers' PV from APC

*AMWAY CORE PLUS DISCRETIONARY INCENTIVES PROGRAM



Build a Team

to Go Bronze

Take your business to the next level. Bronze Foundation and Bronze Builder Incentives* reward you as new business owners you sponsor sell products while you grow your volume too. Set your foundation, and then build on it.



Bronze Foundation Incentive*

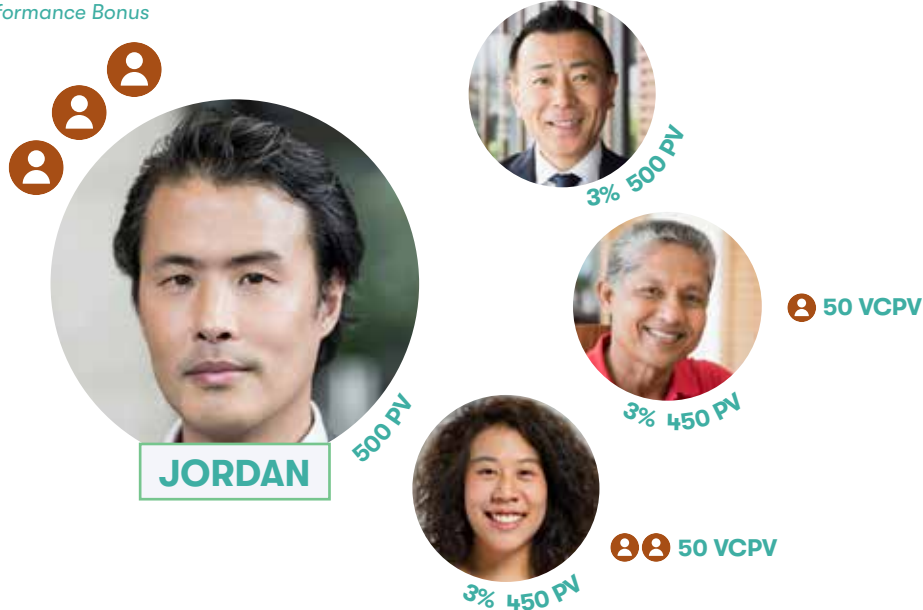
Help three or more people start their own Amway business and sell products. Earn it by:

- 1) Achieving 9% or higher on the Performance Bonus Schedule with a minimum of 50 VCPV.
- 2) Personally or foster sponsor at least three legs, each earning a minimum of 3% Performance Bonus.
 - At least 2 out of the three 3% legs generate at least 50 VCPV.
 - The 50 VCPV can be contributed by any ABO within the 3% leg (not necessary the 3% ABO).

To be eligible for this incentive, ABO must have been at or below the 12% Performance Bonus level in the previous Performance Year.

Jordan has been an ABO for several months. He provides his customers & APCs with friendly service and product recommendations to meet their needs. Jordan also works with his team to maximise their Customer Sales Incentives*. Every month, three of his team members achieve the 3% Performance Bonus level, and Jordan achieves 9%. He earns the maximum 12 Bronze Foundation Incentive* payments within the 18-month eligibility period.

2,000 GROUP PV
9% Performance Bonus



NOTE:
APC

EXAMPLE: EARLY BUSINESS BUILDER

PERSONAL VOLUME (INCLUDES VCPV** OF 150 PV / 600 BV)	500 PV / 2,000 BV
GROUP VOLUME	2,000 GROUP PV
PERFORMANCE BONUS (9%)	RM540
CUSTOMER SALES INCENTIVE* (1% X 600 BV)	RM6
BRONZE FOUNDATION INCENTIVE* (20% X RM540)	RM108
TOTAL INCOME	RM654 PER MONTH / RM7,848 PER YEAR*

*Assumes ABO performs consistently and meets the requirements each month.
**VCPV = Verified Customers' PV from APC

How it is calculated:

20%
MULTIPLIER

x

PERFORMANCE
BONUS



MAXIMISE YOUR MULTIPLIERS

Many Core Plus* incentives are multipliers on your Core Plan bonuses. That means if you build your business in ways that increase your Core Plan earnings, you can increase your Core Plus* incentives too.



Earn this incentive up to 12 times within 18 consecutive months
You can earn a Bronze Foundation Incentive* from the very first month. Maximum of 12 payments.



Grow a Balanced Business

for Greater Earnings and Recognition

Focusing on both width and depth can help you earn more. That means continuing to sponsor new team members, and helping frontline ABOs grow their businesses. The Bronze Builder Incentive⁺ pays you more as you grow your team.



Bronze Builder Incentive⁺

Help downline ABOs follow the path to Bronze and duplicate your results. Earn it by:

- 1) Achieving 15% or higher on the Performance Bonus Schedule with a minimum of 50 VCPV.
- 2) Personally or foster sponsor at least three legs, and helping each earn a minimum of 6% Performance Bonus.
 - At least 2 out of the three 6% legs generate at least 50 VCPV.
 - The 50 VCPV can be contributed by any ABO within the 6% leg (not necessary the 6% ABO).

To be eligible for this incentive, ABO's highest qualification since September 2014 prior to the first Bronze Builder month must be below Gold Producer.

How it is calculated:

30%
MULTIPLIER



PERFORMANCE
BONUS



Earn this incentive up to 12 times within 18 consecutive months
You can earn a Bronze Builder Incentive⁺ from the very first month. Maximum of 12 payments.

NEW! BRONZE PIN

The Core Plus⁺ Bronze pin is a significant achievement. It can be your first step to higher Core Plan levels like Silver, Gold, Platinum and beyond.

Receive your Bronze pin the first month you earn the Bronze Builder Incentive⁺



Salma is driven and dedicated to her business. She makes sure all her customers & APCs are satisfied so she can count on their monthly purchases. And Salma teaches the team members she sponsors to go for the Bronze Foundation Incentive⁺, just like she did. Salma earns her first Bronze Builder Incentive⁺ and Bronze pin. Then she earns the maximum 12 Bronze Builder Incentive⁺ payments within the 18-month eligibility period.

4,700 GROUP PV
15% Performance Bonus



EXAMPLE: BRONZE BUSINESS

PERSONAL VOLUME (INCLUDES VCPV** OF 150 PV / 600 BV)	500 PV / 2,000 BV
GROUP VOLUME	4,700 GROUP PV
PERFORMANCE BONUS (15%)	RM1,572
BRONZE FOUNDATION INCENTIVE ⁺ (20% X RM1,572)	RM314.40
BRONZE BUILDER INCENTIVE ⁺ (30% X RM1,572)	RM471.60
TOTAL INCOME	RM2,358 PER MONTH / RM28,296 PER YEAR*

*Assumes ABO performs consistently and meets the requirements each month.

**VCPV = Verified Customers' PV from APC

EARN BOTH
BRONZE
INCENTIVES!



Maximise Your Earnings

Core Plus⁺ Complements the Core Plan

Business owners at all levels can be rewarded for building profitable, sustainable structures. Aim for these key achievements to make the most of the plan.

Core Plus⁺ Early Incentives



GROW YOUR BUSINESS

Earn higher Core Plan bonuses to increase Core Plus⁺ incentives.

Core Plus⁺ Leader Incentives

Personal Group Growth Incentive⁺
Earn extra on the way to Founders
10% - 30% of Performance Bonus

Frontline Growth Incentive⁺
Coach qualifiers to go for Founders. 10% - 55% of total Leadership and Depth Bonuses

Two-Time Cash Incentive⁺
Achieve new level and earn more



Customer Sales Incentive⁺
Make more money selling
Up to 10% of BV on Verified Customer Sales from APC.



Bronze Foundation Incentive⁺
Build a team that sells products
Achieve 9% or higher with 3 x 3% groups.
20% multiplier on monthly Performance Bonus.



Bronze Builder Incentive⁺
Grow a balanced business
15% or higher with 3 x 6% groups.
30% multiplier on monthly Performance Bonus.



NEW! Bronze Pin



66

THE FUTURE IS YOURS – RUN WITH IT.

– JAY VAN ANDEL, CO-FOUNDER OF AMWAY



9%

15%

21%

1,750 PV

4,500 PV

12,500 PV



Help Downline ABOs Qualify at 21%

to Increase Core Plan Bonuses

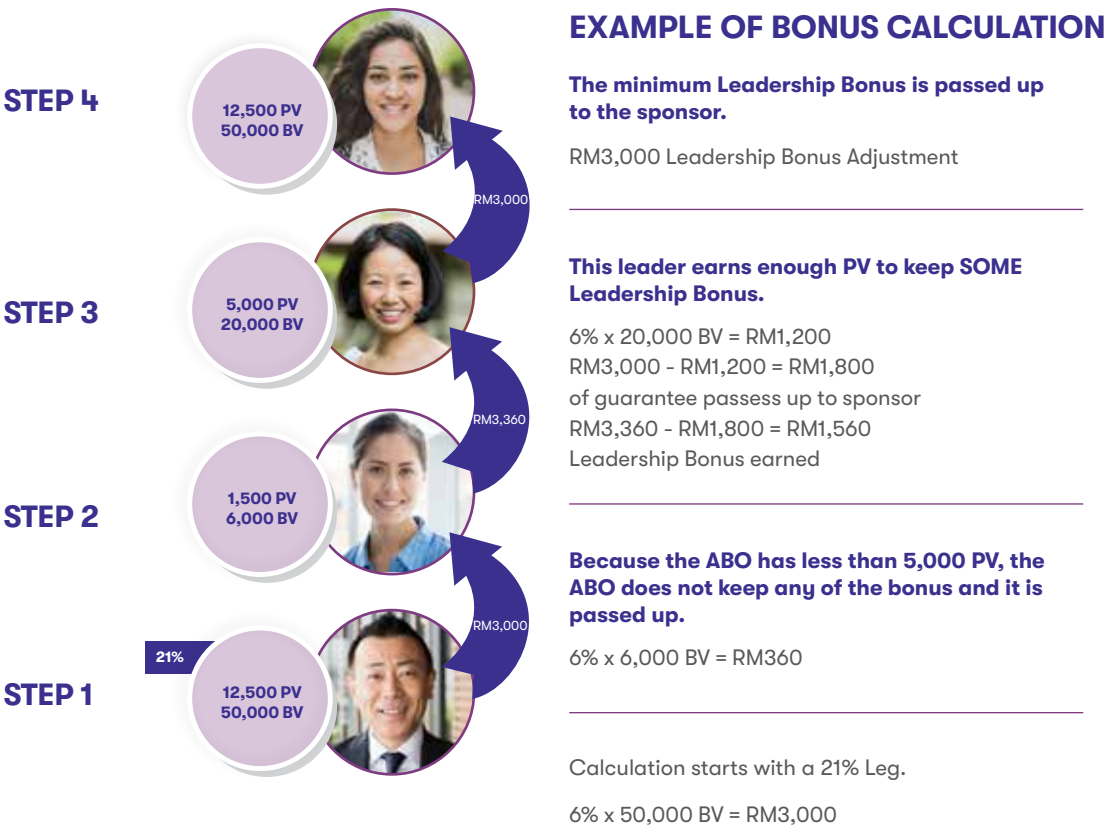
Your monthly bonuses can grow as your team grows and sells products. Earn rewards for coaching others to build their businesses.



Leadership Bonus

Earn 6% for helping downline ABOs qualify at 21%. Leadership Bonus is calculated from the furthest downline in each leg who qualified at the 21% Performance Bonus level. Six percent of that ABO's BV is rolled up to his/her immediate sponsor. A sponsor keeps **ALL, SOME or NONE** of this amount, depending on their volume.

See the Business Manual for full details.



Depth Bonus

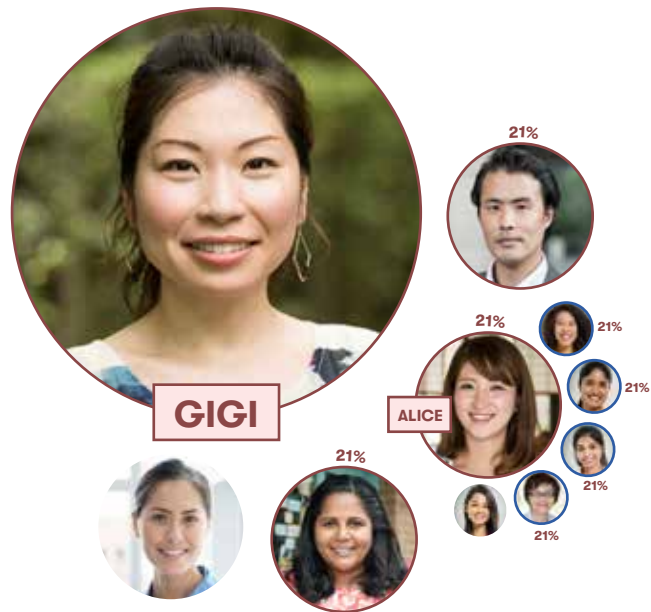
Earn 1% of BV for building a team of qualifying ABOs in terms of depth. Receive a Depth Bonus when you have three or more in-market frontline legs at the 21% Performance Bonus in a month and at least one of those frontline ABOs has one or more downline qualified at 21%. Depth Bonus is calculated separately for each qualified leg.

EXAMPLE BONUS CALCULATION

Bonus is based on the four 21% downline ABOs that Alice sponsors, each qualifying with 12,500 PV and 50,000 BV.

For each 21% Leg:
 $50,000 \text{ BV} \times 1\% = \text{RM}500$

$\text{RM}500 \times 4 \text{ qualified downlines} =$
 $\text{RM}2,000 \text{ monthly Depth Bonus}$



ANNUAL LEADER BONUSES

Each year, Amway rewards leaders for building sales volume with three annual bonuses. The total for each bonus is based on the total in-market BV and/or qualified international volume for the year.

See the Business Manual for full details.

- Emerald Bonus
- Diamond Bonus
- Diamond Plus Bonus



Aim for Ruby Volume

to Make the Most

A balanced business can be more profitable. The Core Plus⁺ discretionary incentives reward best practices by paying multipliers on the sales volume or Core Plan bonuses. The more you earn under the Core Plan, the more you can earn under Core Plus⁺.

RUBY VOLUME CAN HELP YOU EARN MORE

More Ruby Volume* can mean:

- ✓ Maximum Leadership Bonuses on downline qualified legs
- ✓ More income from Differential Bonus on non-qualified legs
- ✓ Opportunity for future frontline qualified legs
- ✓ Extra Core Plus⁺ incentive earnings

*Ruby Volume includes Personal Volume plus Pass-up Volume from any downline who has not qualified at the 21% Performance Bonus level for the month. The Downline Platinum volume is not included, regardless of whether or not they have achieved 21% Performance Bonus for the month.



Personal Group Growth Incentive⁺

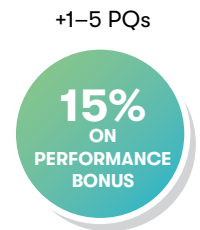
Earn extra on the way to Founders and beyond. At the end of the Performance Year, you can earn a multiplier on your Performance Bonus from the months you qualified:

- ✓ Earn a Personal Q (PQ) each month you reach 12,500 Ruby PV or 5,000 Ruby PV with a leg or more at the 21% Performance Bonus level.
- ✓ Maintain or increase PQs compared to the previous Performance Year.
- ✓ Generate 1,200 PV or more in Personal Volume each year.

To be eligible for this incentive, the ABO must be a Silver Producer and above.

Please refer to page 30 for further details.

BELOW PLATINUM



PLATINUM & ABOVE

Maintain PQs



+1–5 PQs



+6 or more PQs



SAMPLE CALCULATION ASSUMES ABO EARNED 12 PQ MONTHS.

YOUR QUALIFIED PERFORMANCE BONUS TOTAL	10% MULTIPLIER	15% MULTIPLIER	25% MULTIPLIER	30% MULTIPLIER
RM15,000	RM1,500	RM2,250	RM3,750	RM4,500
RM35,000	RM3,500	RM5,250	RM8,750	RM10,500
RM60,000	RM6,000	RM9,000	RM15,000	RM18,000

NOTE: ONLY PERFORMANCE BONUS IN QUALIFYING PQ MONTHS WILL BE USED IN THE YEAR-END CALCULATION.

*AMWAY CORE PLUS DISCRETIONARY INCENTIVES PROGRAM

Build a Sustainable Structure

for Greater Profitability

Develop emerging downline leaders. Help them build strong, qualifying businesses balanced in width and depth. Optimal business structures can lead to higher earnings and long-term growth.



Frontline Growth Incentive⁺

Coach downline leaders to go for Founders Platinum. Keep increasing the number of legs with sales qualifying them at the 21% Performance Bonus level and get rewarded every year.

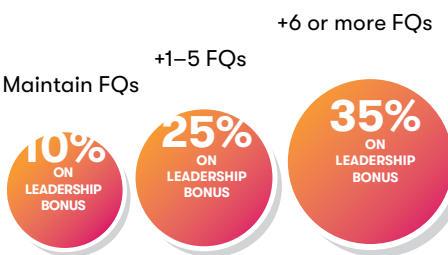
At the end of the Performance Year, you can earn an annual multiplier on Core Plan bonuses.

- ✓ Earn a Frontline Q (FQ) each month for every in-market frontline leader who qualifies at the 21% Performance Bonus level.
- ✓ Maintain or increase FQs compared to the average of the immediate past 2 Performance Years.
E.g.:a) ABO X achieved 10 FQs in PY21 & 12 FQs in PY22. Hence, PY23 Baseline for ABO X is 11 FQs.

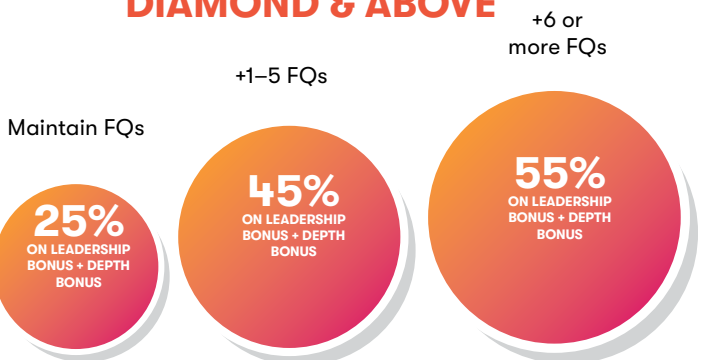
b) ABO Y achieved 7 FQs in PY21 & 12 FQs in PY22. Hence, PY23 Baseline for ABO Y is 9 FQs.
- ✓ Generate a minimum of 30,000 Ruby PV annually.
- ✓ Generate 1,200 or more in Personal PV each year.

Notes: Please refer to page 30 for further details.

FOUNDERS PLATINUM TO FOUNDERS EMERALD



DIAMOND & ABOVE



Two-Time Cash Incentive⁺

Reach new levels. ABOs can qualify for an incentive the first time they qualify for a pin, and earn another incentive by requalifying the next year.

AWARD	MALAYSIA (RM)		SINGAPORE (S\$)		BRUNEI (B\$)	
	1 st YEAR	2 nd YEAR	1 st YEAR	2 nd YEAR	1 st YEAR	2 nd YEAR
Founders Diamond**	50,000	50,000	24,400	24,400	18,600	18,600
Diamond**	41,650	41,650	20,350	20,350	15,550	15,550
Founders Emerald**	33,350	33,350	16,250	16,250	12,400	12,400
Emerald**	26,650	26,650	13,000	13,000	9,950	9,950
Founders Sapphire	20,000	20,000	9,750	9,750	7,450	7,450
Sapphire	13,350	13,350	6,550	6,550	4,950	4,950
Founders Platinum	10,000	10,000	4,850	4,850	3,750	3,750
Platinum	5,000	5,000	2,450	2,450	1,850	1,850

**Qualification is based on in-market legs only (refer to page 30 for further details).
**For those who qualified for TTCl 1st Year in PY22 only, they will receive the balance 25% of TTCl 2nd Year if they requalify in PY23.

MAKE THE MOST WITH YOUR AMWAY BUSINESS

As a leader, here are three ways you can earn more:

- ✓ Build width by sponsoring new ABOs who sell products
- ✓ Grow depth by helping downline ABOs achieve their goals
- ✓ Qualify monthly with Ruby Volume

⁺AMWAY CORE PLUS DISCRETIONARY INCENTIVES PROGRAM

You Have What It Takes

to Achieve Your Goals

Keep growing your Core Plan bonuses and teach your team to do the same. Core Plus* incentives can continue to build as your business does. Work with the Sales Staff of your region.

Reach Executive Levels

Being a leader comes with amazing benefits. More money, exclusive Amway resources and business consultations, and once-in-a-lifetime adventures are waiting for you.

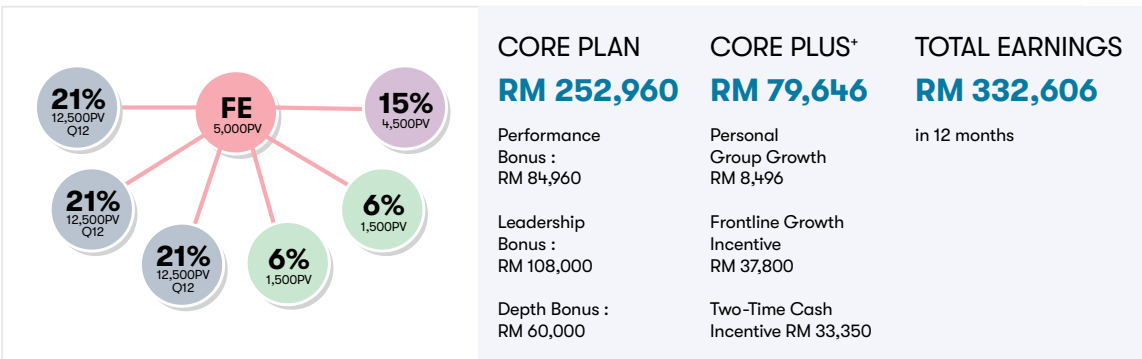
New Founders Platinum

Prior Year (PY22): New Platinum with 6Q



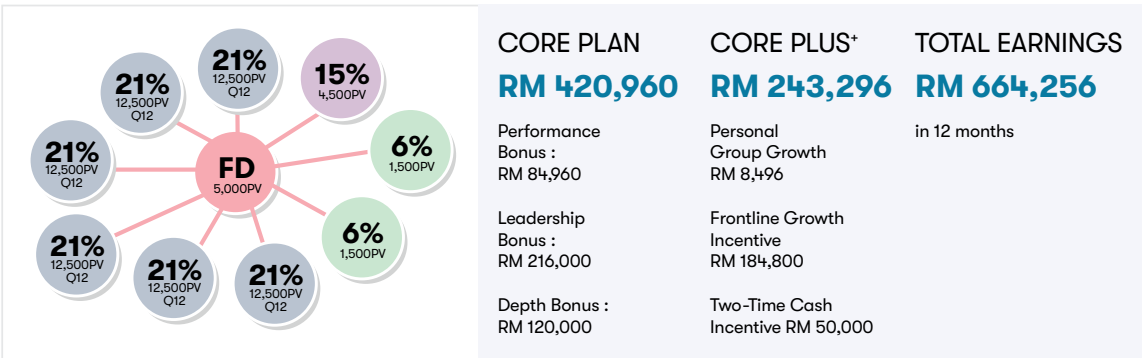
New Founders Emerald

Prior Year (PY22): Emerald with 3 Q6 legs



New Founders Diamond

Prior Year (PY22): Diamond with 6 Q6 legs



*For those who qualified for TTCl 1st Year in PY22 only, they will receive the balance 25% of TTCl 2nd Year if they requalify in PY23.

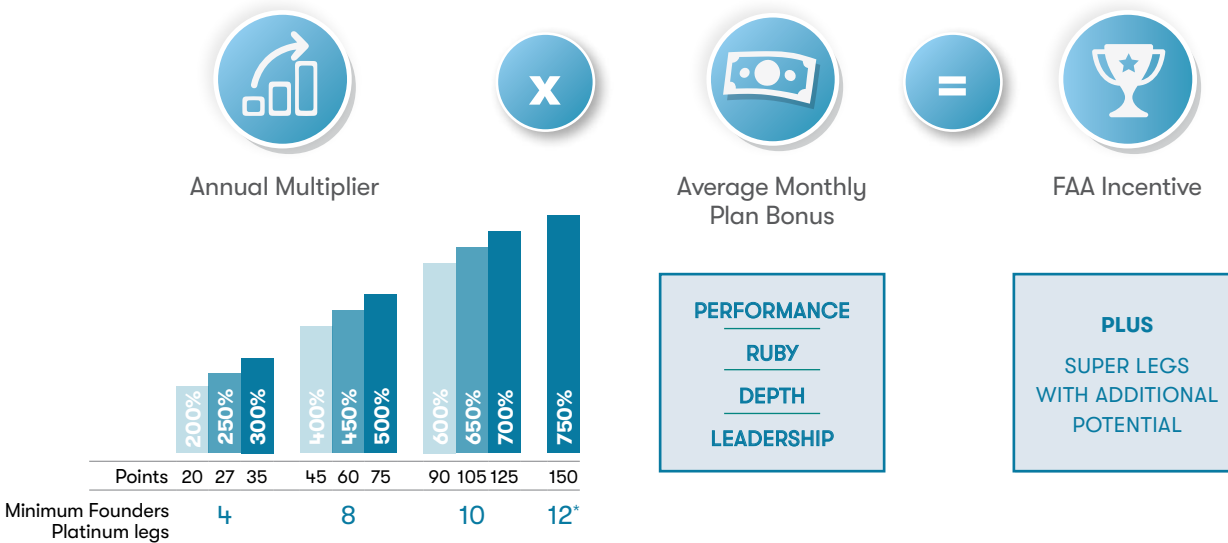
Founders Achievement Awards

This discretionary incentive recognises outstanding leaders by making significant annual payouts. Coach downline Founders Platinum ABOs, Emerald Bonus Recipients and Diamond Bonus Recipients (DBR) to build healthy businesses. To qualify, leaders must be a DBR in at least one market (#1 or #2 businesses), have in-market FP legs under their #1 and #2 businesses, and have earned a minimum of 20 FAA points.

FOR EACH...	POINTS ²
Founders Platinum ¹	1.0
Emerald Bonus Recipient	1.5
Diamond Bonus Recipient	3.0

¹Maximum: 6.0 points per leg
²Maximum: 30 points per leg

How it is calculated:



***SUPER LEGS**
For 750% leaders who have two or more legs at 30 points or higher, earn US\$ 20,000 for each of the two to five super legs, and earn US\$ 40,000 for six or more super legs.

? Contact the Sales Staff if you have any questions. For more information on the FAA program, log in to the Amway website www.amway.my

Recognising Your Success

and Dedication to Others

You are building your businesses for long-term achievement, not just short-term recognition. The new global recognition program rewards profitable and sustainable businesses that are developing future leaders and putting people first.

Global Award Recognition

Eligibility

- ABOs must qualify for Founders Diamond by being an Emerald Bonus Recipient (EBR) with six or more qualified 12-month legs, including internationally sponsored legs, in at least one of their #1 or #2 businesses.
- Global Award is based on the combined performance of #1 and #2 Multiple Businesses.

Earning Credits

- Width is measured in Founders Platinum (FP) legs. Above Founders Diamond level,** this does not include internationally sponsored legs, a qualified internationally sponsored business or legs without a Founders Platinum.
- Depth is measured in Qualification Credits (QC),** which are earned based on downline development.

QUALIFICATION CREDITS

Each Founders Platinum up to 3 QC per leg = 1.0; Emerald Bonus Recipient (EBR) = 1.5; Diamond Bonus Recipient (DBR) = 3.0; Founders DBR (F. DBR) = 6.0.

 Contact the Sales Staff for more information or log in to www.amway.my.

	AWARD LEVEL	FP LEGS	QC	
FOUNDERS COUNCIL	Founders Crown Ambassador	14+	100	
	Crown Ambassador	14+	88	Up to 12 QC per leg
	Founders Crown	12+	76	
	Crown	12+	64	
LEADER OF LEADERS	Founders Triple Diamond	10+	52	
	Triple Diamond	10+	43	Up to 9 QC per leg
	Founders Double Diamond	8+	34	
	Double Diamond	8+	25	
GLOBAL LEADER	Founders Executive Diamond	6+	16	Up to 6 QC per leg
	Executive Diamond	6+	10	

Two-Time Cash Awards

Achieve new levels and solidify your growth. If you achieve multiple new qualifications in one Performance Year, you can earn multiple incentives.

AWARD	MALAYSIA (RM)		SINGAPORE (S\$)		BRUNEI (B\$)	
	1 st YEAR	2 nd YEAR	1 st YEAR	2 nd YEAR	1 st YEAR	2 nd YEAR
Founders Crown Ambassador	665,000	219,500	341,600	112,700	260,400	85,900
Crown Ambassador	570,000	188,100	292,800	96,600	223,200	73,700
Founders Crown	475,000	156,800	244,000	80,500	186,000	61,400
Crown	380,000	125,400	195,200	64,400	148,800	49,100
Founders Triple Diamond	285,000	94,100	146,400	48,300	111,600	36,800
Triple Diamond	213,750	70,500	109,800	36,200	83,700	27,600
Founders Double Diamond	166,250	54,900	85,400	28,200	65,100	21,500
Double Diamond	118,750	39,200	61,000	20,100	46,500	15,300
Founders Executive Diamond	95,000	31,400	48,800	16,100	37,200	12,300
Executive Diamond	83,125	27,400	42,700	14,100	32,550	10,700

NOTE:

First time Executive Diamonds and above, who qualified under the Global Award Recognition programme (GAR), are eligible.

A Business That Can Take You Places

Discretionary Business Seminars

Exciting destinations, amazing experiences and important learning opportunities. Invitations to events are awarded at several achievement levels.



Know the Key Concepts

Please refer to the Business Manual and your upline for details. Use this section as a convenient guide.

DEFINITIONS

POINT VALUE (PV)

Point Value is a unit amount assigned to each product. The total PV associated with your group's monthly volume is tracked to determine your Performance Bonus bracket. The higher your PV, the higher percentage (up to 21%) used in calculating your bonus.

BUSINESS VOLUME (BV)

Business Volume is a dollar figure assigned to each product. The total BV associated with your monthly volume is multiplied by the percent from the Performance Bonus Schedule to determine your gross Performance Bonus.

AMWAY PRIVILEGED CUSTOMER (APC)

Amway Privileged Customer (APC) is a programme that enable customers to enjoy Amway products at Amway price. APC can earn AMPoints with every purchase.

AMWAY ID

Amway ID can be created using one's personal mobile number or email address.

VERIFIED CUSTOMER SALES (VCS)

Sales to Amway Privileged Customer (APC) who has set up their Amway ID.

VERIFIED CUSTOMERS PV (VCPV)

The PV of the VCS generated from APC.

LEG

When an ABO registers an individual and helps them build a team, a "Leg" in the Line of Sponsorship (LOS) is formed.

ABO PERFORMANCE YEAR (PY)

1 September to 31 August.

BALANCED BUSINESS

ABOs can build a balanced business by selling products to customers and helping ABOs they sponsor do the same.

BRONZE PIN

Through the Core Plus* discretionary incentives program, ABOs can earn a Bronze pin in the first month they qualify for the Bronze Builder Incentive*.

PERSONAL Q (PQ)

ABOs earn a Personal Q each month they achieve 12,500 Ruby PV or 5,000 Ruby PV with a 21% Leg. Through the Core Plus* discretionary incentives program, ABOs can earn an annual multiplier on qualifying months by increasing or maintaining their total Personal Qs compared to the prior year. (See also Personal Group Growth Incentive*.)

FRONTLINE Q (FQ)

ABOs earn a Frontline Q for every in-market leg that qualifies at the 21% Performance Bonus bracket in that month. Through the Core Plus* discretionary incentives program, ABOs can earn an annual multiplier by increasing or maintaining their total Frontline Qs compared to the prior year. (See also Frontline Growth Incentive*.)

AMWAY ABO COMPENSATION PLAN (CORE PLAN)

Please refer to the Business Manual for details.

AMWAY CORE PLUS DISCRETIONARY INCENTIVES PROGRAM (CORE PLUS*)

The Amway Core Plus discretionary incentives program rewards key achievements of ABOs in building a sustainable, balanced business. Incentives are awarded at Amway's discretion, may change from year to year, and are separate from and in addition to the Amway ABO Compensation Plan (Core Plan). **ABOs must be in good standing with Amway to qualify (see ABO Rules of Conduct) in the Business Manual.**

CUSTOMER SALES INCENTIVE*

Available every month an ABO qualifies; no limit to the number of payments.

Qualification Requirements

- Generate Verified Customer Sales
- Achieve 9% or below on the Performance Bonus Schedule

Payment

- ABO can earn up to 10% on Verified Customer Sales; incentive pays 10% minus ABO's monthly Performance Bonus percentage level
- Paid monthly

BRONZE FOUNDATION INCENTIVE*

Eligibility

1. This incentive is available to ABOs who have been at or below the 12% Performance Bonus level in the prior Performance Year.
2. ABO must also not have previously earned Bronze Foundation Incentive* OR must be within the 18-month eligibility period.

Qualification Requirements

- Each month:
 - Achieve 9% or higher on the Performance Bonus Schedule with a minimum of 50 VCPV.
 - Have at least three personally or foster sponsored legs who achieve the 3% Performance Bonus level or more
 - At least 2 out of the three 3% legs generate at least 50 VCPV.
 - The 50 VCPV can be contributed by any ABO within the 3% leg (not necessary the 3% ABO).

Payment

- Earn a multiplier on your Performance Bonus in qualifying months
- Available for 18 consecutive months, from the first month of incentive qualification
- Paid monthly; maximum 12 payments
- Can be earned concurrently with the Bronze Builder Incentive*

BRONZE BUILDER INCENTIVE*

Eligibility

1. This incentive is available to ABOs whose highest qualification since September 2014 prior to the first Bronze Builder month was below Gold Producer.
2. ABO must also not have previously earned Bronze Builder Incentive* or must be within the 18-month eligibility period.

Qualification Requirements

- Each month:
 - Achieve 15% or higher on the Performance Bonus Schedule with a minimum of 50 VCPV.
 - Have at least three personally or foster sponsored legs who achieve the 6% Performance Bonus level or more
 - At least 2 out of the three 6% legs generate at least 50 VCPV.
 - The 50 VCPV can be contributed by any ABO within the 6% leg (not necessary the 6% ABO).

Payment

- Earn a multiplier on your Performance Bonus in qualifying months
- Available for 18 consecutive months, from the first month of incentive qualification
- Paid monthly; maximum 12 payments
- Can be earned concurrently with the Bronze Foundation Incentive*

PERSONAL GROUP GROWTH INCENTIVE*

Eligibility

- Increase or maintain your total Personal Qs* each year over the prior year baseline.
- Generate 1,200 Personal PV or more annually

*Earn a Personal Q (PQ) every month you reach 12,500 Ruby PV or 5,000 Ruby PV with a 21% Leg

Payment

- Earn a multiplier on a portion of your Core Plan income; Performance Bonus
- Paid annually
- Available every year an ABO qualifies; no limit to the number of payments
- Only Performance Bonuses earned during PQ months will be used in incentive calculation.

FRONTLINE GROWTH INCENTIVE*

Eligibility

- Qualify Founders Platinum & Above
- Increase or maintain your total Frontline Qs* each year over the average of the immediate past 2 Performance Years.
- Generate a minimum of 30,000 Ruby PV annually
- Generate 1,200 Personal PV or more annually

*Earn a Frontline Q (FQ) each month for every in-market frontline leader who qualifies at the 21% Performance Bonus level.

Payment

- Earn a multiplier on a portion of your Core Plan income; Leadership Bonus/Depth Bonus
- Paid annually
- Available every year an ABO qualifies; no limit to the number of payments.

TWO-TIME CASH INCENTIVE*

Eligibility

- Achieve a new pin level, then requalify the second consecutive year:
Achieve Platinum in a rolling 12-month period, Founders Platinum, Sapphire, Founders Sapphire, Emerald, Founders Emerald, Diamond or Founders Diamond
- Emerald through Founders Diamond ABOs must qualify with in-market legs only; eligibility is determined using in-market qualification records from PY2015 through qualification year.

Payment

- Earn a fixed payment for first-time higher pin achievement and subsequent second-year payment for consecutively requalifying
- Payments are cumulative; an ABO can earn multiple Two-Time Cash Incentive* payments for multiple qualifications during a year
- Payments are additive; second-year payments from a prior year qualification can be paid on top of new first-year payments for achieving higher qualifications
- Requalification payment is earned only if the ABO achieves the same award level in the second consecutive year

FOUNDERS ACHIEVEMENT AWARDS (FAA)

Contact the Sales Staff of your region. For more information on the FAA Program, log in to Amway website - www.amway.my

FAA discretionary incentives reward both domestic and international business development, and FAA payment amounts are determined by the PV/BV ratio of the market where FAA points are earned.

ABO must be a DBR in at least one of their multiple businesses (MB) to be eligible to participate in the FAA programme. A global business (all MBs belonging to the same Global Business Owner) earns a single Global FAA payment.

FAA POINTS

- FAA points for each Founders Platinum in a Leg with a maximum of 6 Founders Platinum points per leg.
- 1.5 FAA points for each Emerald Bonus Recipient (EBR) in the leg.
- 3.0 FAA points for each Diamond Bonus Recipient (DBR) in the leg.
- Maximum of 30 points per leg.



“

**The future
is yours –
run with it.**

– JAY VAN ANDEL,
CO-FOUNDER OF AMWAY

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