

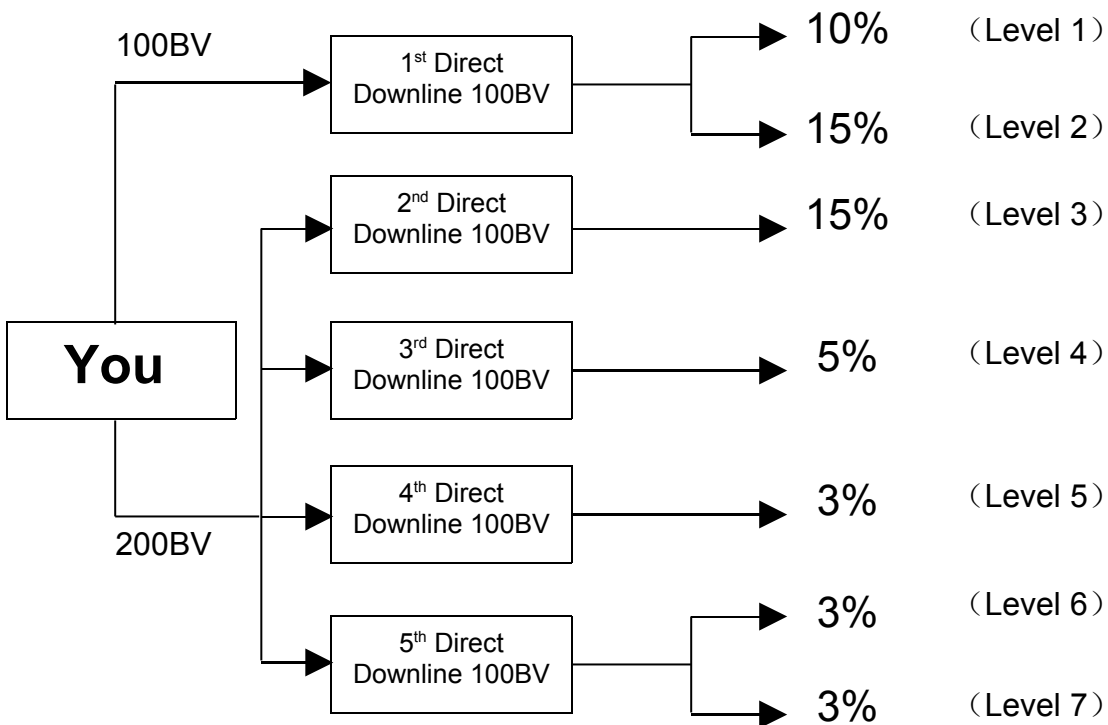
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## M-Plan Compensation Plan

The Compensation Plan consists of Phase 1 and Phase 2 that have roll-up and compression for maximum benefits.

### (A) Phase 1

#### 1. Networking Bonus - 54% (Monthly)



#### Remarks:

1. A minimum of 100BV is required by the Distributor and with one direct downline is maintained at 100BV in order for the Distributor to receive bonuses for the first and second level. In order to receive bonuses for 7 levels, Distributor must maintain a minimum of 200BV with five direct downlines which maintain at 100BV each.
2. The first 100BV of personal sale will be calculated in Phase 1, balance will be brought forward to Phase 2 for bonus calculation.

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## (B) Phase 2

You must maintain 200BV in order to enjoy below bonuses.

### 1. Sales Bonus - 15% (Monthly)

Personal Sales	Group Sales	Benefits
100 BV	500 BV – 1499 BV	6%
100 BV	1500 BV – 2999 BV	9%
100 BV	3000 BV – 5499 BV	12%
100 BV	> 5500 BV	15%

### 2. Leadership Development Bonus - 22% (Monthly)

- The Leadership Development Bonus is calculated according to your monthly group sales.

	AM	RM	EM	DM	Exec. DM	CDM	Exec. CDM
	3 x 1000BV AM as 1 level	3 x 2000BV AM as 1 level	3 x 3000BV AM as 1 level	3 x 6000BV AM as 1 level >35,000BV	5 x 3000BV AM as 1 level >35,000BV	5 x 6000BV RM as 1 level >70,000BV	3 x 20,000BV 2 x 6000BV EM as 1 level >150,000BV
<b>1<sup>st</sup> Level</b>	6%	6%	7%	7%	7%	7%	7%
<b>2<sup>nd</sup> Level</b>	5%	5%	6%	6%	6%	6%	6%
<b>3<sup>rd</sup> Level</b>	-	4%	5%	5%	5%	5%	5%
<b>4<sup>th</sup> Level</b>	-	-	-	4%	4%	4%	4%
<b>5<sup>th</sup> Level</b>	-	-	-	-	3%	3%	3%
<b>6<sup>th</sup> Level</b>	-	-	-	-	-	2%	2%
<b>7<sup>th</sup> Level</b>	-	-	-	-	-	-	2%

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3. **Tour Bonus - 3%**

- The reward is shared among monthly qualified Emerald Manager, Diamond Manager, Executive Diamond Manager, Crown Diamond Manager and Executive Crown Diamond Manager.
- 40% of the bonus will be shared among monthly qualifier, 60% to be shared among monthly qualifier based on Leadership Development Bonus points.
- The Tour Bonus is not transferable. It can only be used for tours which are designated by the company.
- The company reserves the right to determine the tour destination.

4. **International Bonus - 14%**

(i) **Emerald Manager - 4%**

40% of the bonus will be shared equally among monthly qualified EM, 60% to be shared among monthly qualified EM based on Leadership Development Bonus points.

(ii) **Diamond Manager & Executive Diamond Manager - 3.5%**

40% of the bonus will be shared equally among monthly qualified DM & EDM, 60% to be shared among monthly qualified DM & EDM based on Leadership Development Bonus points.

(iii) **Executive Diamond Manager - 1%**

40% of the bonus will be shared equally among monthly qualified EDM, 60% to be shared among monthly qualified EDM based on Leadership Development Bonus points.

(iv) **Crown Diamond Manager & Executive Crown Diamond Manager - 4.5%**

40% of the bonus will be shared equally among monthly qualified CDM & ECDM, 60% to be shared among monthly qualified CDM & ECDM based on Leadership Development Bonus points.

(v) **Executive Crown Diamond Manager – 1%**

40% of the bonus will be shared equally among monthly qualified ECDM, 60% to be shared among monthly qualified ECDM based on Leadership Development Bonus points.

No.	Ranking	Bonus
i	Emerald Manager	4%
ii	Diamond Manager / Executive Diamond Manager	3.5%
iii	Executive Diamond Manager	1%
iv	Crown Diamond Manager / Executive Crown Diamond Manager	4.5%
v	Executive Crown Diamond Manager	1%

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