Remuneration Plan for Icing On The Cake (Uni-Level)

There are 2 types of Bonus in IOC plan, which is Uni-Level Bonus and Icing Profit Sharing Bonus.

1. Uni-Level Bonus (5 – 15%)

The Uni-Level Bonus will be calculated from **1st to 11th level NEW** iMember Downlines based on following formula:

Level of iMember	Bonus
1st Level	iSV x 15%
2nd Level	iSV x 10%
3rd Level	iSV x 5%
4th Level	iSV x 5%
5th Level	iSV x 5%
6th Level	iSV x 5%
7th Level	iSV x 5%
8th Level	iSV x 5%
9th Level	iSV x 5%
10th Level	iSV x 5%
11th Level	iSV x 5%

● Rules of Uni-Level Bonus

1. To be entitled for the Uni-Level Bonus, iMember needs to have any downline (existing/new members) under 1st to 11th level to join the IOC plan.

2. Each iMember may purchase more than one iPackage, with the following conditions:
   i. 1st pack must be placed under the upline as in existing Marketing Plan hierarchy. If the direct upline is not joining the IOC plan, the system will automatically define the nearest upline as his/her upline. Same for the Uni-level Sales Value (iSV), it will be compressed to the nearest upline from 1st to 11th level.
   ii. For the following iPackage purchased (2nd pack onwards), iMember may choose to place the additional pack any of his own specific iCodes other than his 1st iCode. Any downlines in IOC under 2nd iCode should be a new iMember in the particular month (before icing bonus processing) who have joined as DXN member after the implementation of IOC.

3. If an iMember wish to place his/her new downline under his other iCodes other than his own 1st iCode, he must define the iUpcode during the registration of IOC. Otherwise

IOC system will automatically place the said new downline under the 1st iCode.

4. The hierarchy of IOC will be compressed and not fixed during each bonus process. Members are allowed to join at their own position based on ecisting marketing plan hierachy at any time they wish. The hierarchy will not be affected although his downline has joined earlier.

5. If a member did not join this plan, the IOC bonus based on the iSV shall be passed over to those uplines who already joined according to the compressed hierarchy. If at any later stage this member joins to this plan, he will get the bonus from his newly joined downlines in his group thereafter.

6. Only iSV from new iMembers will be counted for each bonus process, meaning that the iSV used to calculate Uni-Level Bonus will be counted based on the total **new** iMember who joined IOC at that particular month (monthly iSV cut off).

7. There is no any qualification or monthly maintenance needed to entitle for this bonus.

2. Icing Profit Sharing (1.5%)

The Icing Profit Sharing Fund will be accumulated and calculated from all **NEW** iMembers based on the following formula:

Icing Profit Sharing Fund   =   Total New iMembers x iSV Value x 1.5%

Percentage of Icing Profit Sharing (%) =

$$\text{Percentage of Icing Profit Sharing (\%)} = \frac{\text{No. of New iMember Downlines from 12th Level onward}}{\text{Total New iMember Downlines of each Participating iMember (from 12th Level onward)}} \times 100$$

Your iPS entitlement,

Icing Profit Sharing (iPS) = Icing Profit Sharing Fund x Percentage of Icing Profit Sharing (%)

● Rules of Profit Sharing

1. All iMembers who have NEW iMember Downline from 12th level onward will be entitled for the Icing Profit Sharing Bonus.

2. iPS Fund will be accumulated from all new iMembers who joined during the 6 months fiscal period. The respective iSV of all the new iMember Downlines of each participating iMembers from 12th level onward will be counted and added up.

3. iPS Fund will be accumulated and to be cut off every 6 months. iPS fund will not be carried forward to the next fiscal period.

4. iPS Fund for new iMembers (12th level onward) from different countries will be converted into one standard currency before proceed to iPS calculation .

5. iPS will be paid in every 6 months. DXN may change/extend the 6 months period of the iPS without prior communication and consent from members.

Illustration

* *Assume that the Europe iPackage (Scheme 200, iSV 100) will be used for all following Bonuses calculation*

1. Uni-Level Bonus (5 – 15%)

Your Uni-Level Bonus entitlement,

Level	iSV 1,750 (MX)	Bonus Calculation	Bonus (MXP)
1	1,750	15% x 1,750	262.50
2	1,750	10% x 1,750	175.00
3	1,750	5% x 1,750	87.50
4	1,750	5% x 1,750	87.50
5	1,750	5% x 1,750	87.50
6	1,750	5% x 1,750	87.50
7	1,750	5% x 1,750	87.50
8	1,750	5% x 1,750	87.50
9	1,750	5% x 1,750	87.50
10	1,750	5% x 1,750	87.50
11	1,750	5% x 1,750	87.50

Case 1:

If you have 1 line as below :
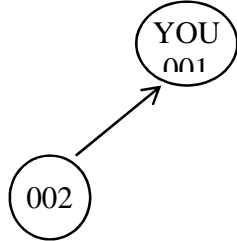
Uni-Level Bonus for iCode : **001**

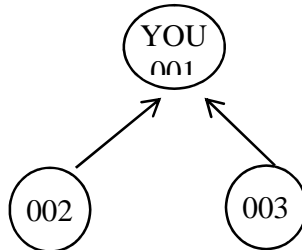| Level	Uni-Level	Bonus
1	'002	1,750 iSV x 15%

Therefore,
Your Uni-Level Bonus is $ 262.50 MXP

Case 2:

If you have 2 lines as below :

Uni-Level Bonus for iCode : **001**

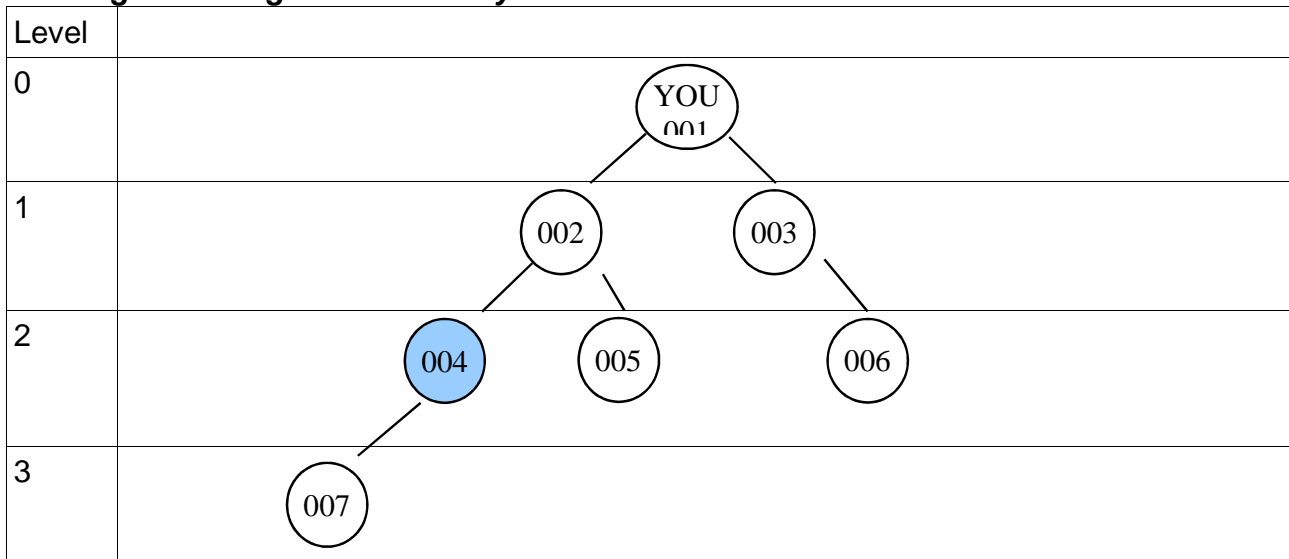| Level	Uni-Level	Bonus
1	'002, '003	1,750 iSV x 15% 1,750 iSV x 15%

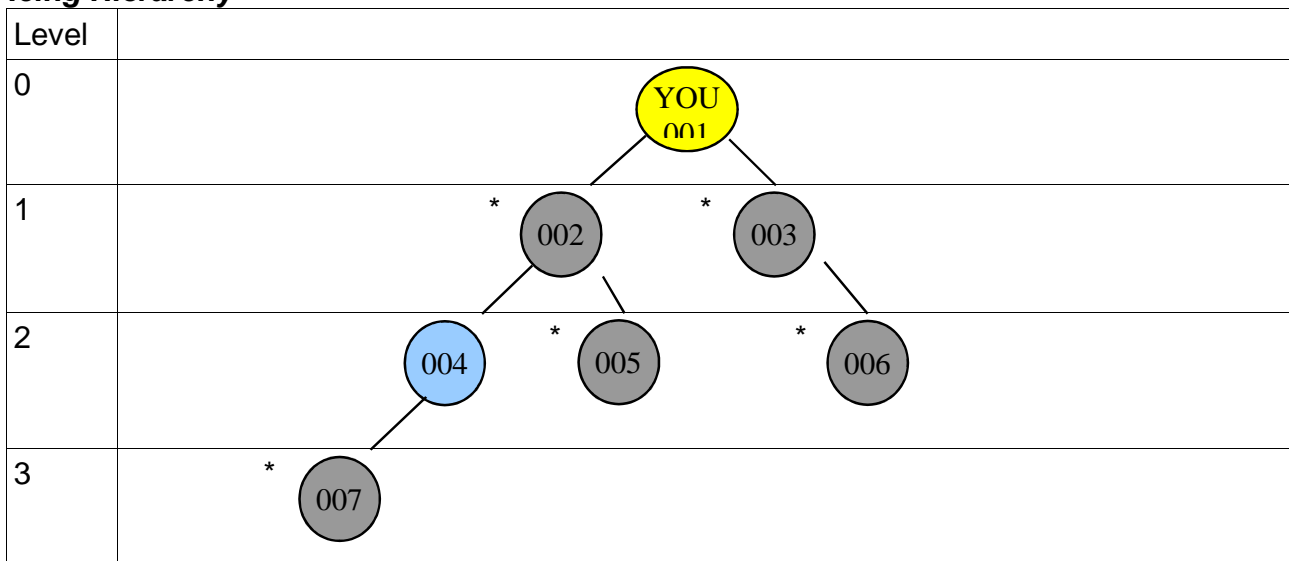Therefore,
Your Uni-Level Bonus is 262.50 + 262.50 = $ 525.00 MXP

Case 3:

Members are allowed to reserve the position based on existing Marketing Plan hierarchy

Existing Marketing Plan Hierarchy

Level	
0	YOU 001
1	002 003
2	004 005 006
3	007

Icing Hierarchy

Level	
0	YOU 001
1	* 002 * 003
2	004 * 005 * 006
3	* 007

Table 1.0

* = iMember who already joined IOC earlier

- 004 who join later is allowed to remain the position same as existing Marketing Plan hierarchy.
- 004 will not entitle for any Uni-Level Bonus from 007 as 007 joined earlier.
- YOU (001) and 002 will entitle for Uni-Level Bonus from 004.
- No impact to the 003, 005 and 006.

Uni-Level Bonus for iCode : **001**

Level	Uni-Level	Bonus
2	'004	1,750 iSV x 10%

Uni-Level Bonus for iCode : **002**

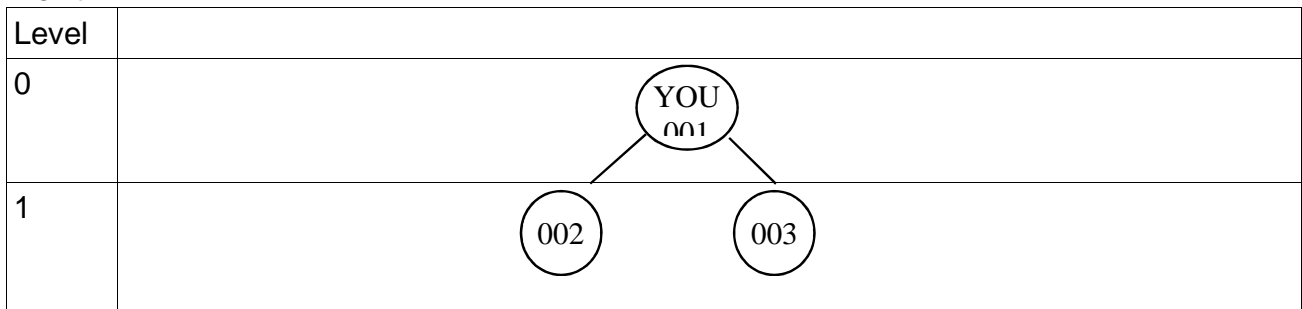| Level	Uni-Level	Bonus
1	'004	1,750 iSV x 15%

Therefore,
Your Uni-Level Bonus is $ 175.00 MXP
Uni-Level Bonus for 002 is $ 262.50 MXP

Case 4:

No carry forward iSV and iSV will be cut off on monthly basis

Month 1

Level	
0	YOU 001
1	002 003

- YOU (001) will entitle for Uni-Level Bonus from 002 and 003

Uni-Level Bonus for iCode : **001**

Level	Uni-Level	Bonus
1	'002, '003	1,750 iSV x 15% 1,750 iSV x 15%

Therefore,
Your Uni-Level Bonus is 262.50 + 262.50 = <u>$ 525.00 MXP</u>

Month 2

Level	
0	YOU 001
1	002 003
2	004 005 006
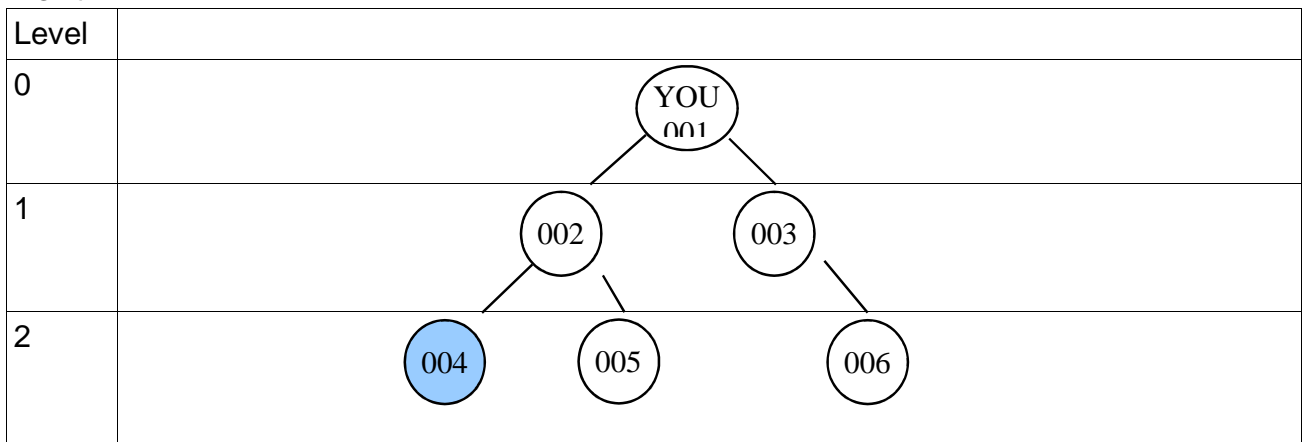
- 002 and 003 will not be counted again in Month 2
- Only 004, 005 and 006 will be counted

- 002 will entitle for 1st level Uni-Level Bonus from 004 and 005
- 003 will entitle for 1st level Uni-Level Bonus from 006
- YOU (001) will entitle for 2nd level Uni-Level Bonus from 004, 005 and 006

Uni-Level Bonus for iCode : **001**

Level	Uni-Level	Bonus
1	-	No Bonus
2	004, 005 and 006	1,750 iSV x 10% 1,750 iSV x 10% 1,750 iSV x 10%

Uni-Level Bonus for iCode : **002**

Level	Uni-Level	Bonus
1	004 and 005	1,750 iSV x 15% 1,750 iSV x 15%

Uni-Level Bonus for iCode : **003**

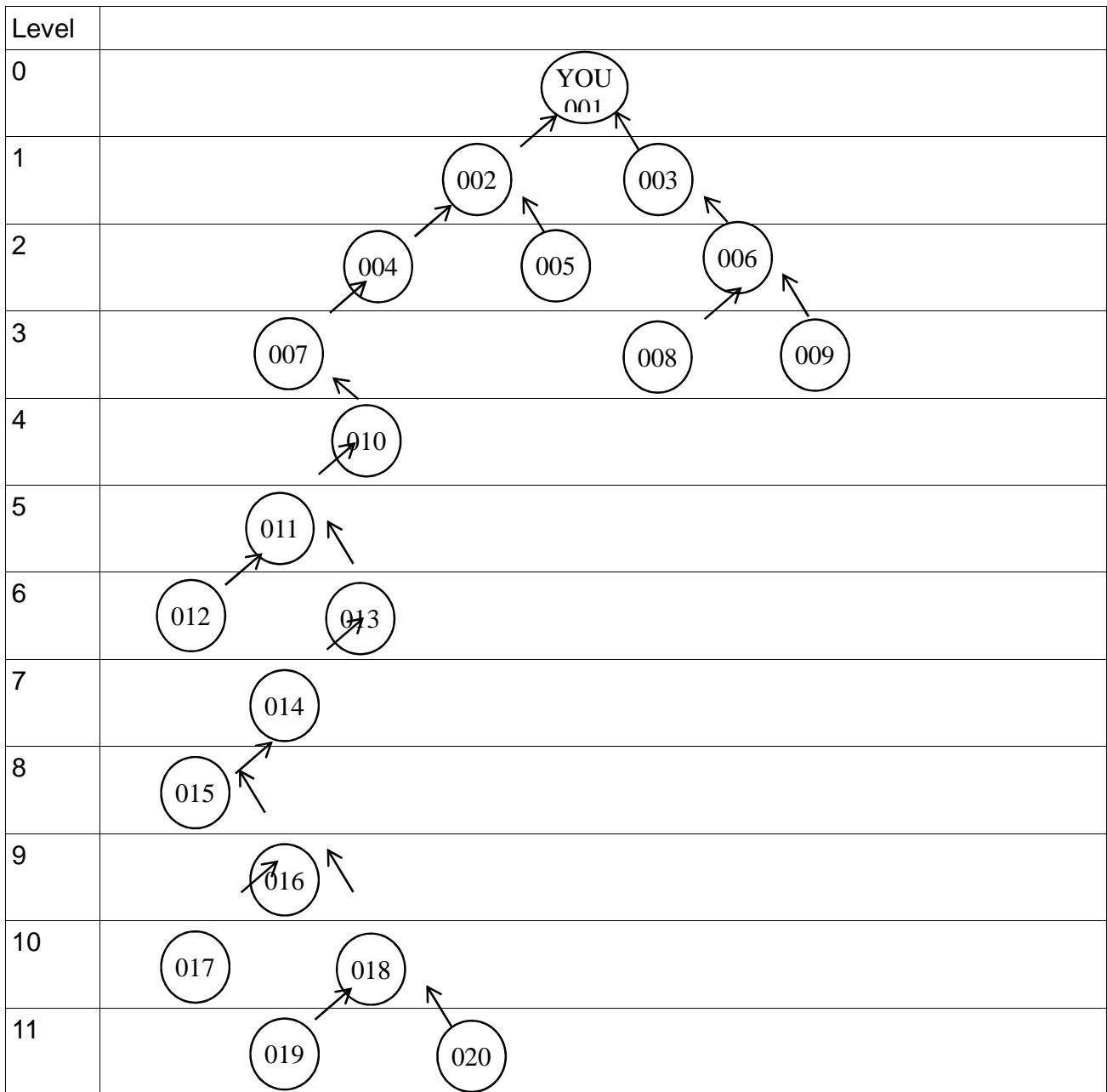| Level	Uni-level	Bonus
1	'006	1,750 iSV x 15%

Therefore,
Your Uni-Level Bonus is 175 + 175 + 175 = <u>MXP $ 525.00</u>
Uni-Level Bonus for 002 is 262.50 + 262.50 = <u>$ 525.00 MXP</u>
Uni-Level Bonus for 003 is <u>$ 262.50 MXP</u>

<u>Case 5:</u>

Level	
0	YOU 001
1	002 003
2	004 005 006
3	007 008 009
4	010
5	011
6	012 013
7	014
8	015
9	016
10	017 018
11	019 020

Uni-level Bonus calculation for icode : **001**

1st Level:

Level	iCode
1	'002, '003

002: 1,750 iSV x 15% = MXP 262.50
003: 1,750 iSV x 15% = MXP 262.50

2nd Level:

Level	iCode
2	'004, '005, '006

004: 1,750 iSV x 10% = MXP 175.00
005: 1,750 iSV x 10% = MXP 175.00
006: 1,750 iSV x 10% = MXP 175.00

3rd to 11th Level:

Lev el	Icode
3	'007, '008, '009
4	'010
5	'011
6	'012, '013
7	'014
8	'015
9	'016
10	'017, '018
11	'019, '020

007: 1,750 iSV x 5% = MXP 87.50
008: 1,750 iSV x 5% = MXP 87.50
009: 1,750 iSV x 5% = MXP 87.50
010: 1,750 iSV x 5% = MXP 87.50
011: 1,750 iSV x 5% = MXP 87.50
012: 1,750 iSV x 5% = MXP 87.50
013: 1,750 iSV x 5% = MXP 87.50
014: 1,750 iSV x 5% = MXP 87.50
015: 1,750 iSV x 5% = MXP 87.50
016: 1,750 iSV x 5% = MXP 87.50
017: 1,750 iSV x 5% = MXP 87.50
018: 1,750 iSV x 5% = MXP 87.50
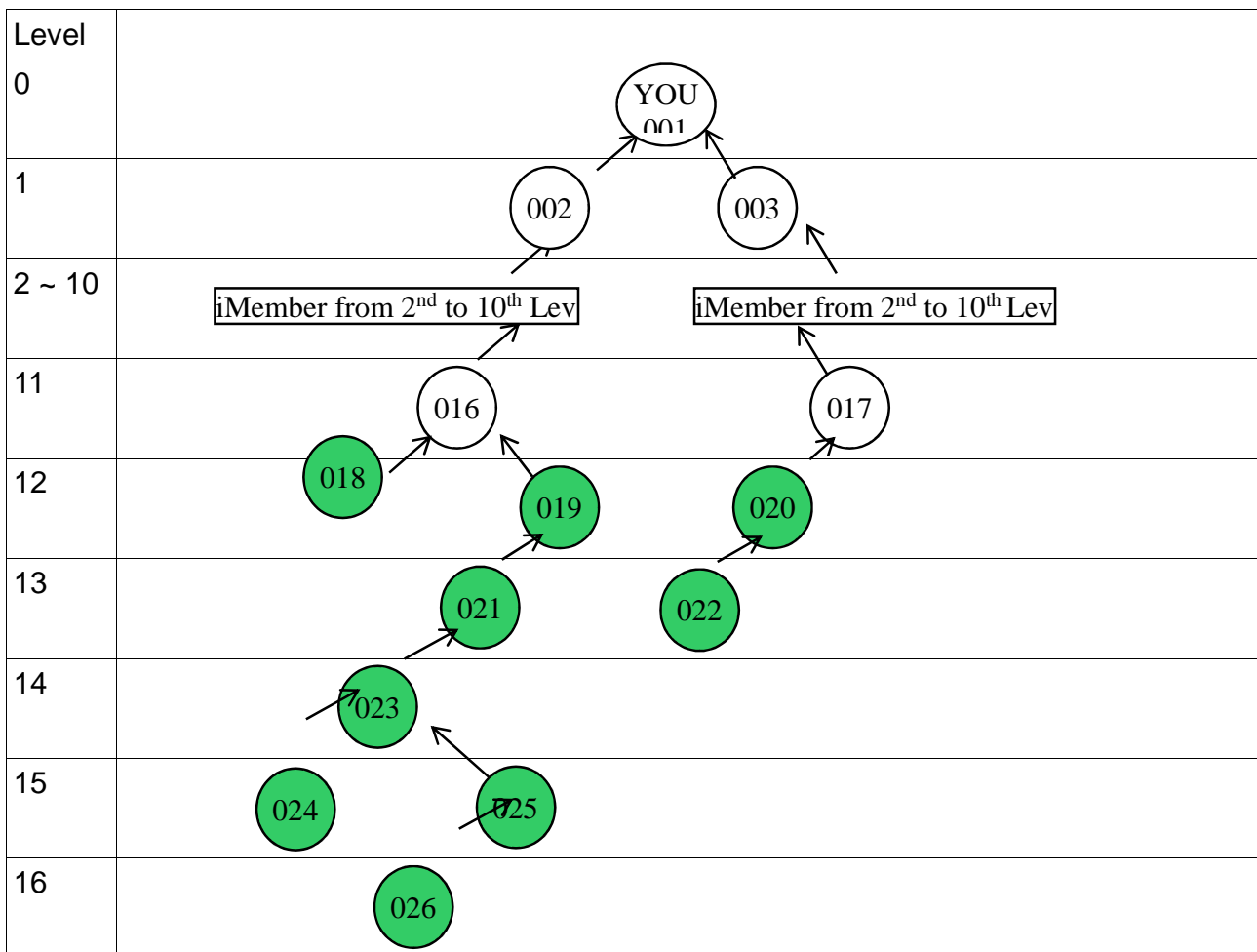019: 1,750 iSV x 5% = MXP 87.50
020: 1,750 iSV x 5% = MXP 87.50

Therefore,
Your Uni-Level Bonus is $ 2,275.00 MXP

2. Icing Profit Sharing (1.5%)

Case 1:

Only from Level 12th onwards (paid every 6 months)

Level	
0	YOU 001
1	002 003
2 ~ 10	iMember from 2nd to 10th Lev iMember from 2nd to 10th Lev
11	016 017
12	018 019 020
13	021 022
14	023
15	024 025
16	026

☐ Existing iMember   ▮ New iMember

Total New iMembers, **A**: (018, 019, 020, 021, 022, 023, 024, 025, 026) = 9
New iMember Downline from 12th Level onward for **YOU, 001**: 018, 019, 020, 021, 022, 023, 024, 025, 026
New iMember Downline from 12th Level onward for **002**: 021, 023, 024, 025, 026
New iMember Downline from 12th Level onward for **003**: 022

New iMember Downline from 12th Level onward for **YOU, 001** *(B1)* = 9
New iMember Downline from 12th Level onward for **002** *(B2)* = 5
New iMember Downline from 12th Level onward for **003** *(B3)* = 1

Icing Profit Sharing Fund, **C** = Total New iMembers x iSV Value x 1.5%
= A x iSV Value x 1.5%
= 9 x 1,750 iSV x 1.5%
= MXP 236.25

Percentage of Icing Profit Sharing (%) =

$$\frac{\text{No. of New iMember Downlines from 12}^{th}\text{ Level onward}}{\text{Total New iMember Downlines of each Participating iMember (from 12}^{th}\text{ Level onward)}} \times 100$$

Percentage of Icing Profit Sharing (%)

For **YOU, 001** *(D1)* = [B1 / (B1+B2+B3)] x 100%
= [9 / (9+5+1)] x 100%
= 60 %

For **002** *(D2)* = [B2 / (B1+B2+B3)] x 100%
= [5 / (9+5+1)] x 100%
= 33.33 %

For **003** *(D3)* = [B3 / (B1+B2+B3)] x 100%
= [1 / (9+5+1)] x 100%
= 6.67 %

iPS entitlement

For **YOU, 001** = Icing Profit Sharing Fund x Percentage of Icing Profit Sharing (%)
= C x D1
= MXP 236.25 x 60%
= MXP 141.75

For **002** = C x D2
= MXP 236.25 x 33.33 %
= MXP 78.74

For **003** = C x D3
= MXP 236.25 x 6.67 %
= MXP 15.75

Therefore,
Your Icing Profit Sharing is <u>MXP 141.75</u>
Icing Profit Sharing for 002 is <u>MXP 78.74</u>
Icing Profit Sharing for 003 is <u>MXP 15.75</u>