

BAE COMPENSATION PLAN (EFFECTIVE PV1,2010)

EFFECTIVE RANK ACHIEVEMENT CONDITION

Effective Rank	Largest Leg GPV	Second Largest Leg GPV	Third Largest Leg GPV
Assistant Manager (AM)	500	500	500
Manager (M)	1000	1000	1000
Ruby Manager (RM)	2500	2500	2500
Emerald Manager (EM)	5000	5000	5000
Diamond Manager (DM)	15000	8000	8000
Crown Manager (CM)	25000	13000	13000
Super Crown Manager (SCM)	40000	20000	20000

OR

Effective Rank	Largest Leg GPV	Second Largest Leg GPV + Third Largest Leg GPV
Emerald Manager (EM)	10000	10000
Diamond Manager (DM)	20000	20000
Crown Manager (CM)	30000	30000
Super Crown Manager (SCM)	50000	50000

RETAIL PROFIT 10% ~ 20 %

1. PERSONAL SALES POOL FUND (PSP) 10%

- i) PSP100 (4%)** a) Condition: 100 PPV = 1 PSP100 point
- b) Sharing Formula:
$$\text{Each PSP100 point value} = \frac{\text{Total Company BV} \times 4\%}{\text{Total of all qualified PSP100 Points}}$$
- ii) PSP500 (4%)** a) Condition: 500 PPV = 1 PSP500 point
- b) Sharing Formula:
$$\text{Each PSP500 point value} = \frac{\text{Total Company BV} \times 4\%}{\text{Total of all qualified PSP500 Points}}$$
- iii) PSP1000 (2%)** a) Condition: 1000 PPV = 1 PSP1000 point
- b) Sharing Formula:
$$\text{Each PSP1000 point value} = \frac{\text{Total Company BV} \times 2\%}{\text{Total of all qualified PSP1000 Points}}$$

2. SPONSORING REBATE (SR) 15%

a) Condition: Maintain monthly 100PPV or above.

b) Calculation Method:

- Based on Sponsor Structure.
- Direct multiply of compressed PPV on 3 level Sponsor downlines.

LEVEL	PERCENTAGE
1	5%
2	5%
3	5%

3. LEADERSHIP DEVELOPMENT BONUS (LDB) 60%

a) Conditions: Maintain monthly 100PPV or above.

Condition	Largest Leg GPV	Second Largest Leg GPV	Third Largest Leg GPV	y %
a	500	500	500	10%
b	1000	1000	1000	15%
c	2500	2500	2500	20%
d	5000	5000	5000	25%
e	500	Second + Third largest leg GPV >=1000 (maximum GPV = 5000)		5%

b) Calculation Method:

- LDB is shared according to "point system" based on Placement Structure performance as table above.
- LDB1 Point $\text{LDB1 Point} = \text{Largest Leg GPV} \times y\%$
- LDB2 Point
Condition a to d: $\text{LDB2 Point} = \text{Second Largest Leg GPV} \times 20\%$
Condition e: $\text{LDB2 Point} = (\text{Second} + \text{Third Largest Leg GPV}) \times 20\%$
(Maximum 5000GPV)
- LDB3 Point
Condition a to d: $\text{LDB3 Point} = \text{Third Largest Leg GPV} \times 15\%$
Condition e: not qualify for LDB3 Point

c) Sharing Formula:

$$\text{Each LDB1 point value} = \frac{\text{Total Company BV} \times 25\%}{\text{Total of all qualified LDB1 points}}$$

$$\text{Each LDB2 point value} = \frac{\text{Total Company BV} \times 20\%}{\text{Total of all qualified LDB2 points}}$$

$$\text{Each LDB3 point value} = \frac{\text{Total Company BV} \times 15\%}{\text{Total of all qualified LDB3 points}}$$

4. DEVELOPMENT LOYALTY BONUS (DLB) (26% on LDB)

- a) Conditions:
- Maintain monthly 100 PPV or above.
 - Maintain THREE (3) different legs with monthly 500GPV or above per leg.

b) Calculation Method:

DIRECT SPONSOR	1 IBO	2 IBO	3 IBO
1 st Level downline(s) LDB	8%	8%	8%
2 nd Level downline(s) LDB		8%	8%
3 rd Level downline(s) LDB			5%
4 th Level downline(s) LDB			5%

- Leveling based on Sponsor Structure.
- Direct multiply on downline(s) Leadership Development Bonus (excluded all others Bonus) based on percentage as table above.

5. PROFIT SHARING (PS) 16%

5.1 ASSISTANT MANAGER BONUS (AMB) 2%

- a) Conditions:**
- i. Maintain monthly 100 PPV or above.
 - ii. For Qualified Effective Assistant Manager only in the bonus month.

b) Calculation Method:

Qualified Effective Assistant Manager = 1 AMB Point

$$\text{Each AMB point value} = \frac{\text{Total Company BV} \times 2\%}{\text{Total of all qualified AMB points}}$$

5.2 MANAGER BONUS (MB) 2%

- a) Conditions:**
- i. Maintain monthly 100 PPV or above.
 - ii. For Qualified Effective Manager only in the bonus month.

b) Calculation Method:

Qualified Effective Manager = 1 MB Point

$$\text{Each MB point value} = \frac{\text{Total Company BV} \times 2\%}{\text{Total of all qualified MB points}}$$

5.3 RUBY MANAGER BONUS (RMB) 2%

- a) Conditions:**
- i. Maintain monthly 100 PPV or above.
 - ii. For Qualified Effective Ruby Manager only in the bonus month.

b) Calculation Method:

Qualified Effective Ruby Manager = 1 RMB Point

$$\text{Each RMB point value} = \frac{\text{Total Company BV} \times 2\%}{\text{Total of all qualified RMB points}}$$

5.4 EMERALD MANAGER BONUS (EMB) 3%

- a) Conditions:**
- i. Maintain monthly 100 PPV or above.
 - ii. For Qualified Effective Emerald Manager only in the bonus month.

b) Calculation Method:

Qualified Effective Emerald Manager = 1 EMB Point

$$\text{Each EMB point value} = \frac{\text{Total Company BV} \times 3\%}{\text{Total of all qualified EMB points}}$$

5.5 PLATINUM BONUS (PB) 5%

- a) Conditions:**
- i. Maintain monthly 100 PPV or above.
 - ii. For Qualified Effective Diamond Manager and above in the bonus month.

b) Calculation Method:

Qualified Effective Diamond Manager = 2 PB Point
 Qualified Effective Crown Manager = 3 PB Point
 Qualified Effective Super Crown Manager = 5 PB Point

$$\text{Each PB point value} = \frac{\text{Total Company BV} \times 5\%}{\text{Total of all qualified PB points}}$$

5.6 COMMITMENT BONUS (CB) 2%

- a) Conditions:**
- i. Maintain monthly 100 PPV or above.
 - ii. For Assistant Manager to Ruby Manager in the bonus month.

b) Calculation Method:

Promoted to Assistant/Manager/Ruby Manager = 2 CB Point
 Retaining as Assistant/Manager/Ruby Manager = 1 CB Point

$$\text{Each CB point value} = \frac{\text{Total Company BV} \times 2\%}{\text{Total of all qualified CB points}}$$

6. TOUR FUND (TF) 2%

- a) Conditions:**
- i. Maintain monthly 100 PPV or above.
 - ii. Qualified as effective Ruby Manager and above

b) Calculation Method:

Effective Rank	TF point
Ruby Manager	1
Emerald Manager	2
Diamond Manager	4
Crown Manager	6
Super Crown Manager	8

$$\text{Each TF point value} = \frac{\text{Total Company PV} \times 2\%}{\text{Total of all qualified TF points}}$$

- 1) This TF only used for the tour organized by the Company. The Company has the right to determine the tour destination and time.
- 2) The excess tour fund after deducting the cost of the tour will be disbursed to the qualified IBO in Ringgit Malaysia.
- 3) The shortage of tour fund as compare to the cost of tour will be borne by IBO.
- 4) Tour fund is not transferable.