

**Austria, Bulgaria, Czech Republic,  
Germany, Greece, Hungary, Romania,  
Slovakia (and Europe Networker),  
Spain**

**Car Incentive Program**

**1<sup>st</sup> September 2016 - 31<sup>st</sup> August 2020 (4 years)**

**Suggested by,**

---

**Jijith N.K.**

**Date:**

**Prepared by,**

---

**Kallie Wong**

**Date:**

**Agreed by,**

---

**Soon Boon Hong**

**Date:**

**Approved by,**

---

**Dato' Dr. Lim Siow Jin**

**Date:**

**Promotion Title: Car Incentive Program**

**Qualifying Criteria: Please refer below**

**Promotion Period / Duration: 1<sup>st</sup> September 2016 - 31<sup>st</sup> August 2020 (4 years)**

**Area of Coverage: Austria, Bulgaria, Czech Republic, Germany, Greece, Hungary, Romania, Slovakia, Spain**

**Targeted Market: All distributors in European Union**

**Objectives:**

- Attract young generation to business
- Most of the companies in EU is having this car incentive program, we should not miss.

**Terms & Conditions:**

- All distributors of **EU** are eligible for this promotion.
- Promotion period from 1<sup>st</sup> September 2016 - 31<sup>st</sup> August 2020.
- Only the new recruited members and PV made in Europe will be counted for this program.
- Incentive will be paid monthly in cash and cannot be transferred to a non-qualified distributor or to other qualified distributors.
- DXN reserves the right to change any of the terms and conditions including the promotion period without prior notice or consent.

## Europe – Car Incentive Program

### 1. Qualification Criteria

Month	Qualification			Car Incentive (EUR)
	PPV	New Direct with Min 100PPV	PGPV	
1	>= 400	>= 1	>= 1,000	-
2	>= 400	>= 1	>= 2,000	-
3	>= 400	>= 1	>= 3,000	150

Note:

1. One must complete 3 consecutive month requirement as above to entitle for the car incentive.
2. Immediately a member has qualified as above, he/she will receive EUR150 for that month.
3. This qualification status continues as long as the qualified member meets the below **Maintenance Criteria** in subsequent months.

### 2. Maintenance Criteria

PPV	New Direct with Min 100ppv	PGPV	Car Incentive (EUR)
>= 400	>= 1	>= 1,000	PGPV x 5% or Maximum EUR500

Note:

1. To continue getting car incentive for 36 months, one must maintain as the Maintenance Criteria above.
2. The qualified car incentive will be calculated based on the PGPV each month x 5%.

*Example: 2,500 PGPV x 5% = EUR 125*

*However the maximum payout for each month is EUR 500.*

3. Company will pay the car incentive for 36 consecutive months with conditions (the member must maintained as per the Maintenance Criteria) during the promotion period.
4. If any of the above 3 criteria does not meet in any month, member will be **disqualified** for the car incentive.
5. To re-qualify for the car incentive, one has to meet the same Qualification Criteria (repeat the 3 consecutive months as above) for qualification.

### 3. Promotion Period

1. 36-month period will start from the following month once one has entitled to 1<sup>st</sup> car incentive.

Eg: In November 2016, member A has entitled to EUR150, hence the 36-month period will start counting from December 2016 to January 2020.

2. The promotion period is set from 1<sup>st</sup> September 2016 - 31<sup>st</sup> August 2020. After this period, this Car Incentive Program will end completely. Means there will NOT be any car incentive after the said period even though the member has not reached/completed their 36-month qualification period.

### 4. Illustrations

This table shows the qualification/disqualification and the Car Incentive Amount received by a member.

No.	Month	PPV	New Direct with min 100ppv	PGPV	Car Incentive (EUR)	36-Month Count	Note Qualified Re-qualified Maintained Disqualified
1	Sep 2016	400	1	1,000	-		
2	Oct 2016	400	1	2,000	-		
3	Nov 2016	400	1	3,000	150	Dec 16 – Jan 20	Qualified
4	Dec 2016	400	1	2,000	100		Maintained
5	Jan 2017	400	3	1,000	50		Maintained
6	Feb 2017	400	1	900	-		Disqualified
7	Mar 2017	400	1	1,500	-		
8	Apr 2017	400	1	2,100	-		
9	May 2017	400	1	3,500	150	Jun 17 - May 20	Re-qualified
10	Jun 2017	400	2	4,000	200		Maintained
11	Jul 2017	400	1	1,100	55		Maintained
12	Aug 2017	400	0	2,500	-		Disqualified
13	Sep 2017	400	1	2,000	-		
14	Oct 2017	400	1	1,800	-		
15	Nov 2017	400	1	3,000	-		
16	Dec 2017	400	1	3,000	150	Jan 18- Dec 20	Re-qualified
17	Jan 2018	399	1	3,000	-		Disqualified
18	Feb 2018	400	1	1,000	-		

No.	Month	PPV	New Direct with min 100ppv	PGPV	Car Incentive (EUR)	36-Month Count	Note Qualified Re-qualified Maintained Disqualified
19	Mar 2018	400	1	2,000	-		
20	Apr 2018	400	1	3,000	150	May 18 - <b>Aug 20</b>	Re-qualified
21	May 2018	400	1	5,000	250		Maintained
22	Jun 2018	400	1	8,000	400		Maintained
23	Jul 2018	400	1	10,000	500		Maintained
24	Aug 2018	400	1	12,000	500		Maintained Max. payout is 500
25	Sep 2018	400	1	8,000	400		Maintained
26	Oct 2018	400	1	11,000	500		Maintained
27	Nov 2018	400	1	2,000	100		Maintained

Note:

1. Assume the Car Incentive Program period set by Company is 1<sup>st</sup> September 2016 - 31<sup>st</sup> August 2020. So if this member continues the qualification every month after Apr 2018, he will receive incentive until Aug 20 where the promotion ends.