

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
1 st Level	iSV x 15%
2 nd Level	iSV x 10%
3 rd Level	iSV x 5%
4 th Level	iSV x 5%
5 th Level	iSV x 5%
6 th Level	iSV x 5%
7 th Level	iSV x 5%
8 th Level	iSV x 5%
9 th Level	iSV x 5%
10 th Level	iSV x 5%
11 th 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 under 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 IOC bonus processing) who have joined as DXN member after the implementation of IOC.
 - iii) Any real new member joins under any of the upline's iPackage will be considered as direct line of the upline under existing Marketing Plan.
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 existing marketing plan hierarchy 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:

$$\text{Icing Profit Sharing Fund} = \text{Total New iMembers} \times \text{iSV Value} \times 1.5\%$$

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,

$$\text{Icing Profit Sharing (iPS)} = \text{Icing Profit Sharing Fund} \times \text{Percentage of Icing Profit Sharing (\%)}$$

• 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

Assumptions:

- *All iMembers redeemed fixed product package.*
- *Europe iPackage is referred, iSV 100 is used for the following Bonuses calculation.*
- *For redemption of loose products / any mix of products at the distributor's preference, iSV accorded for IOC bonus purpose shall be based on the prevailing SV of the products redeemed by the distributor (iSV may differ for each iMember depends on the products they redeemed).*

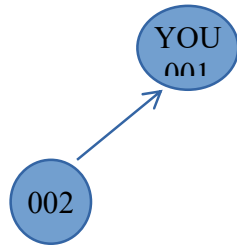
1. Uni-Level Bonus (5 – 15%)

Your Uni-Level Bonus entitlement,

Level	iSV 100 (EU)	Bonus Calculation	Bonus (EURO)
1	100	15% x 100	15
2	100	10% x 100	10
3	100	5% x 100	5
4	100	5% x 100	5
5	100	5% x 100	5
6	100	5% x 100	5
7	100	5% x 100	5
8	100	5% x 100	5
9	100	5% x 100	5
10	100	5% x 100	5
11	100	5% x 100	5

Case 1:

If you have 1 line as below :



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

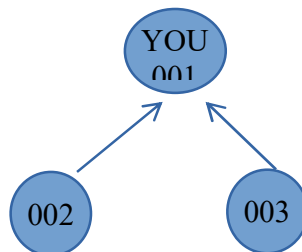
Level	Uni-Level	Bonus
1	002	100 iSV x 15%

Therefore,

Your Uni-Level Bonus is EURO 15.

Case 2:

If you have 2 lines as below :



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

Level	Uni-Level	Bonus
1	002, 003	100 iSV x 15% 100 iSV x 15%

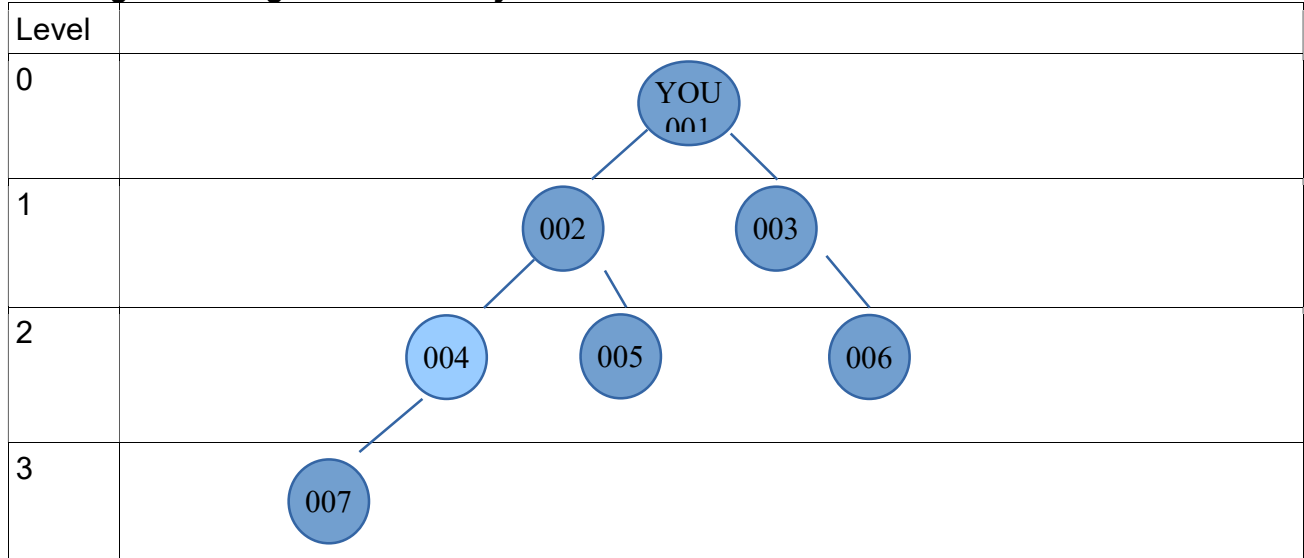
Therefore,

Your Uni-Level Bonus is EURO 15 + EURO 15 = EURO 30.

Case 3:

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

Existing Marketing Plan Hierarchy



Icing Hierarchy

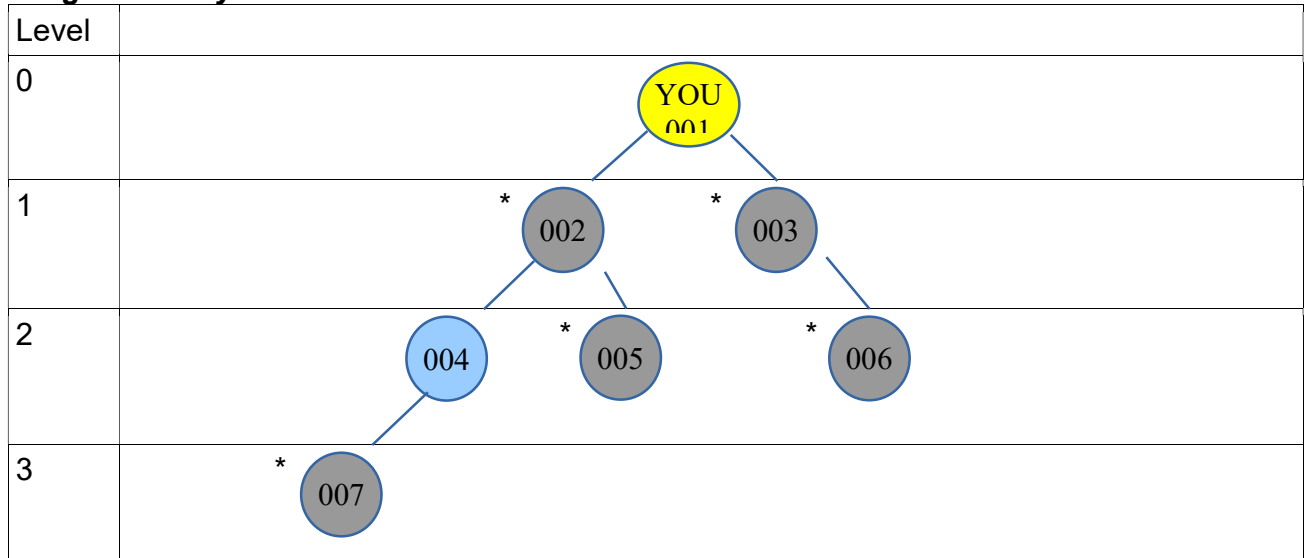


Table 1.0

* = 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	100 iSV x 10%

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

Level	Uni-Level	Bonus
1	004	100 iSV x 15%

Therefore,

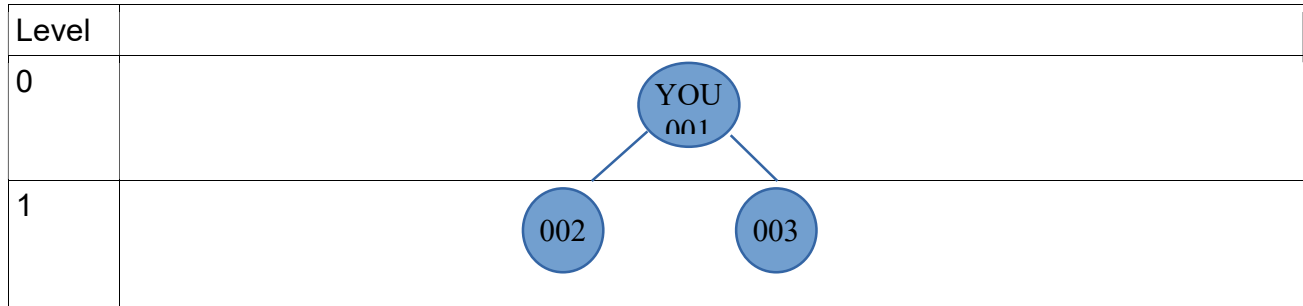
Your Uni-Level Bonus is EURO 10.

Uni-Level Bonus for 002 is EURO 15.

Case 4:

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

Month 1



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

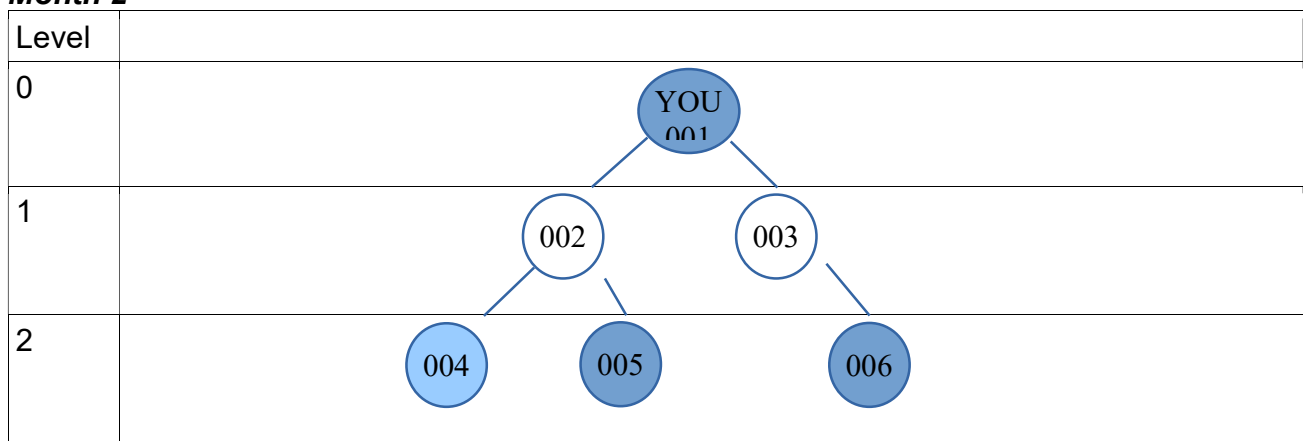
Uni-Level Bonus for iCode : **001**

Level	Uni-Level	Bonus
1	002, 003	100 iSV x 15% 100 iSV x 15%

Therefore,

Your Uni-Level Bonus is EURO 15 + EURO 15 = EURO 30.

Month 2



- 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, 006	100 iSV x 10% 100 iSV x 10% 100 iSV x 10%

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

Level	Uni-Level	Bonus
1	004, 005	100 iSV x 15% 100 iSV x 15%

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

Level	Uni-level	Bonus
1	006	100 iSV x 15%

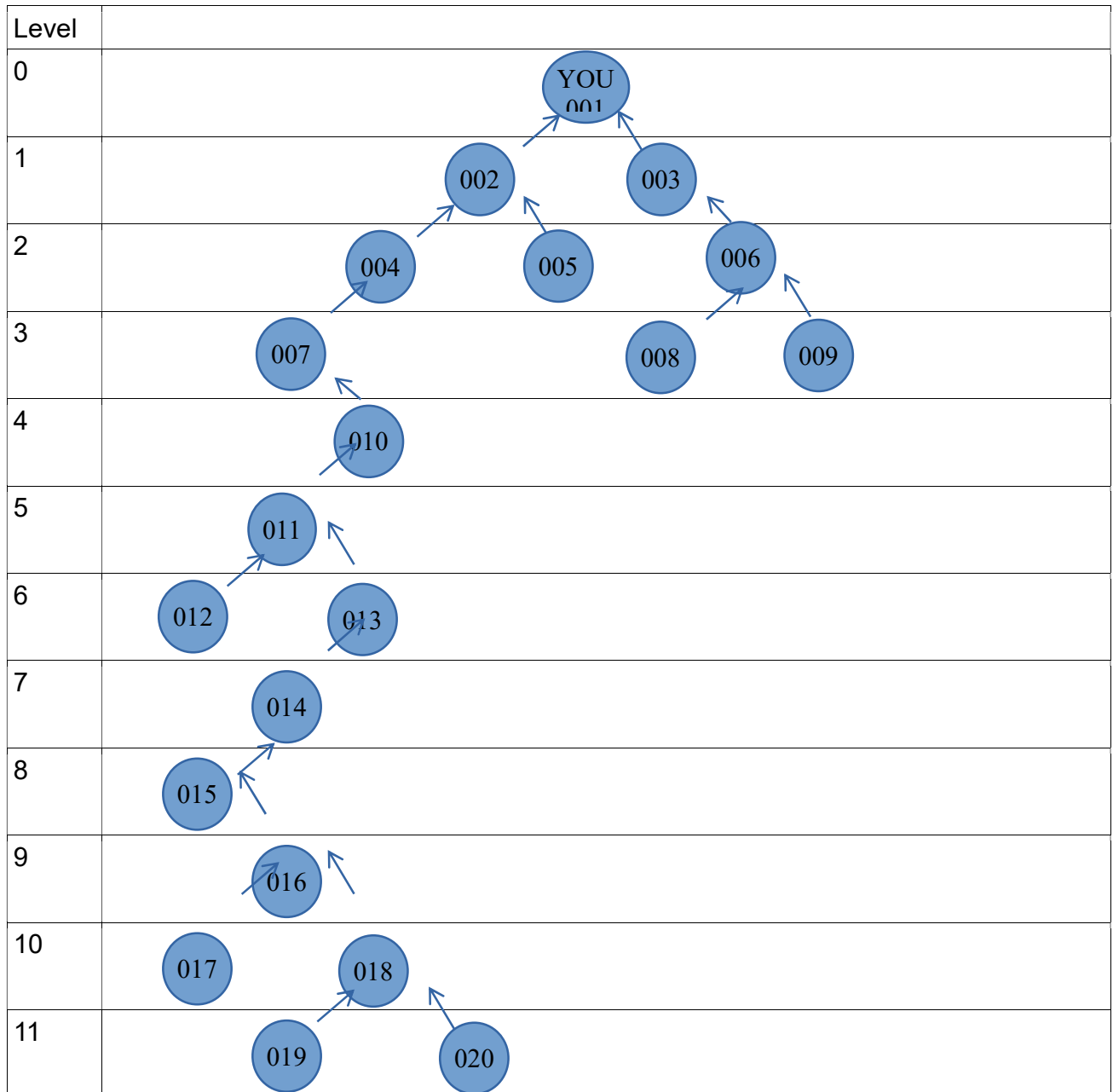
Therefore,

Your Uni-Level Bonus is EURO 10 + EURO 10 + EURO 10 = EURO 30.

Uni-Level Bonus for 002 is EURO 15 + EURO 15 = EURO 30.

Uni-Level Bonus for 003 is EURO 15.

Case 5:



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

1st Level:

Level	iCode
1	002, 003

002 : 100 iSV x 15% = EURO 15
003 : 100 iSV x 15% = EURO 15

2nd Level:

Level	iCode
2	004, 005, 006

004 : 100 iSV x 10% = EURO 10
005 : 100 iSV x 10% = EURO 10
006 : 100 iSV x 10% = EURO 10

3rd to 11th Level:

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

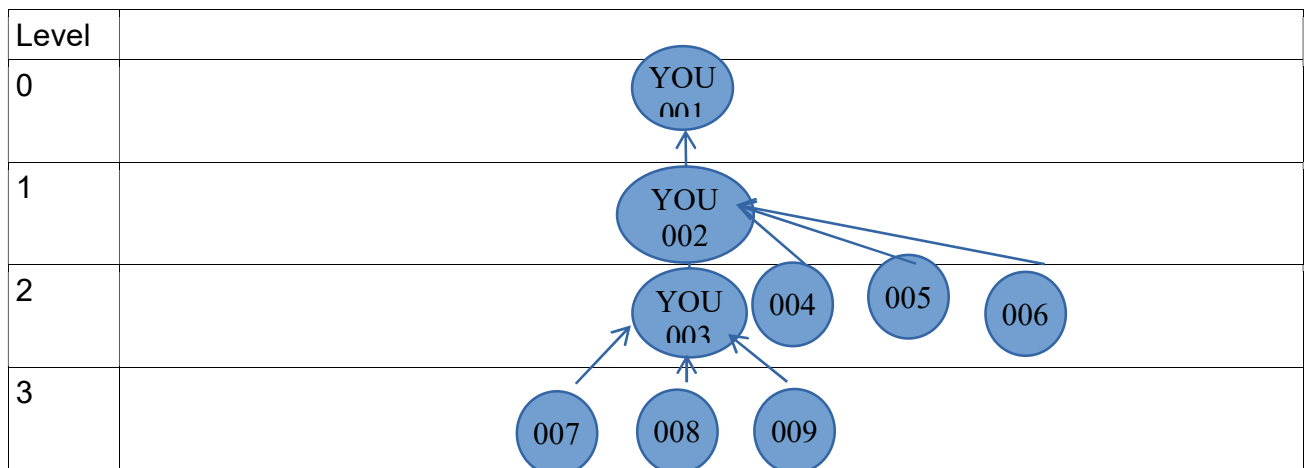
007 : 100 iSV x 5% = EURO 5
008 : 100 iSV x 5% = EURO 5
009 : 100 iSV x 5% = EURO 5
010 : 100 iSV x 5% = EURO 5
011 : 100 iSV x 5% = EURO 5
012 : 100 iSV x 5% = EURO 5
013 : 100 iSV x 5% = EURO 5
014 : 100 iSV x 5% = EURO 5
015 : 100 iSV x 5% = EURO 5
016 : 100 iSV x 5% = EURO 5
017 : 100 iSV x 5% = EURO 5
018 : 100 iSV x 5% = EURO 5
019 : 100 iSV x 5% = EURO 5
020 : 100 iSV x 5% = EURO 5

Therefore,

Your Uni-Level Bonus is EURO 130.

Case 6:

Assume you have 3 own iPackage and you have 6 new downlines who will purchase the IOC under you. You may arrange as below as the Uni-Level Bonus will be calculated as below:



For the above scenario, 004-009 is your real new members who under your own iPackage 002 & 003. 6 of them will be considered as your 6 direct lines under existing Marketing Plan.

Uni-level Bonus calculation for icode : 001

1st Level:

Level	iCode
1	002

002 : 100 iSV x 15% = EURO 15

2nd Level:

Level	iCode
2	003, 004, 005, 006

003 : 100 iSV x 10% = EURO 10

004 : 100 iSV x 10% = EURO 10

005 : 100 iSV x 10% = EURO 10

006 : 100 iSV x 10% = EURO 10

3rd Level:

Level	iCode
3	007, 008, 009

007 : 100 iSV x 5% = EURO 5

008 : 100 iSV x 5% = EURO 5

009 : 100 iSV x 5% = EURO 5

Your (001) Uni-Level Bonus is EURO 70.

Uni-level Bonus calculation for icode : **002**

1st Level:

Level	iCode
1	003, 004, 005, 006

003: 100 iSV x 15% = EURO 15

004: 100 iSV x 15% = EURO 15

005: 100 iSV x 15% = EURO 15

006: 100 iSV x 15% = EURO 15

2nd Level:

Level	iCode
2	007, 008, 009

007 : 100 iSV x 10% = EURO 10

008 : 100 iSV x 10% = EURO 10

009 : 100 iSV x 10% = EURO 10

Your (002) Uni-Level Bonus is EURO 90.

Uni-level Bonus calculation for icode : **003**

1st Level:

Level	iCode
1	007, 008, 009

007: 100 iSV x 15% = EURO 15

008: 100 iSV x 15% = EURO 15

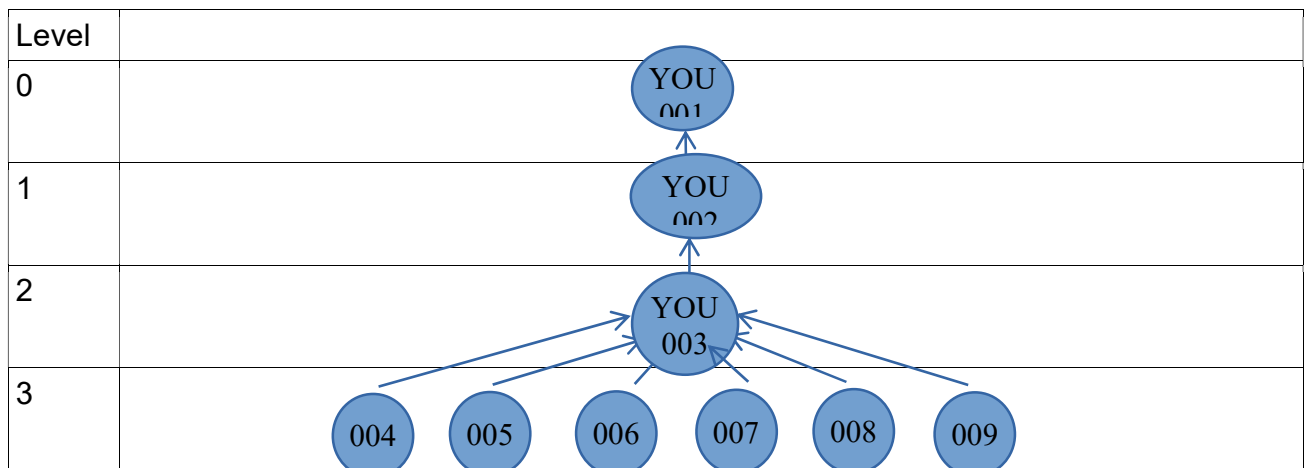
009: 100 iSV x 15% = EURO 15

Your (003) Uni-Level Bonus is EURO 45.

Therefore,

Your total Uni-Level Bonus 001+002+003 is EURO 205.

However, this structure is not the best structure to enjoy the maximum benefit from IOC. Alternatively, you may arrange as below:



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

1st Level:

Level	iCode
1	002

002 : 100 iSV x 15% = EURO 15

2nd Level:

Level	iCode
2	003

003 : 100 iSV x 10% = EURO 10

3rd Level:

Level	iCode
3	004, 005, 006, 007, 008, 009

004 : 100 iSV x 5% = EURO 5

005 : 100 iSV x 5% = EURO 5

006 : 100 iSV x 5% = EURO 5

007 : 100 iSV x 5% = EURO 5

008 : 100 iSV x 5% = EURO 5

009 : 100 iSV x 5% = EURO 5

Your (001) Uni-Level Bonus is EURO 55.

Uni-level Bonus calculation for icode : **002**

1st Level:

Level	iCode
1	003

003: 100 iSV x 15% = EURO 15

2nd Level:

Level	iCode
2	004, 005, 006, 007, 008, 009

004 : 100 iSV x 10% = EURO 10

005 : 100 iSV x 10% = EURO 10

006 : 100 iSV x 10% = EURO 10

007 : 100 iSV x 10% = EURO 10

008 : 100 iSV x 10% = EURO 10

009 : 100 iSV x 10% = EURO 10

Your (002) Uni-Level Bonus is EURO 75.

Uni-level Bonus calculation for icode : **003**

1st Level:

Level	iCode
1	004, 005, 006, 007, 008, 009

004: 100 iSV x 15% = EURO 15

005: 100 iSV x 15% = EURO 15

006: 100 iSV x 15% = EURO 15

007: 100 iSV x 15% = EURO 15

008: 100 iSV x 15% = EURO 15

009: 100 iSV x 15% = EURO 15

Your (003) Uni-Level Bonus is EURO 90.

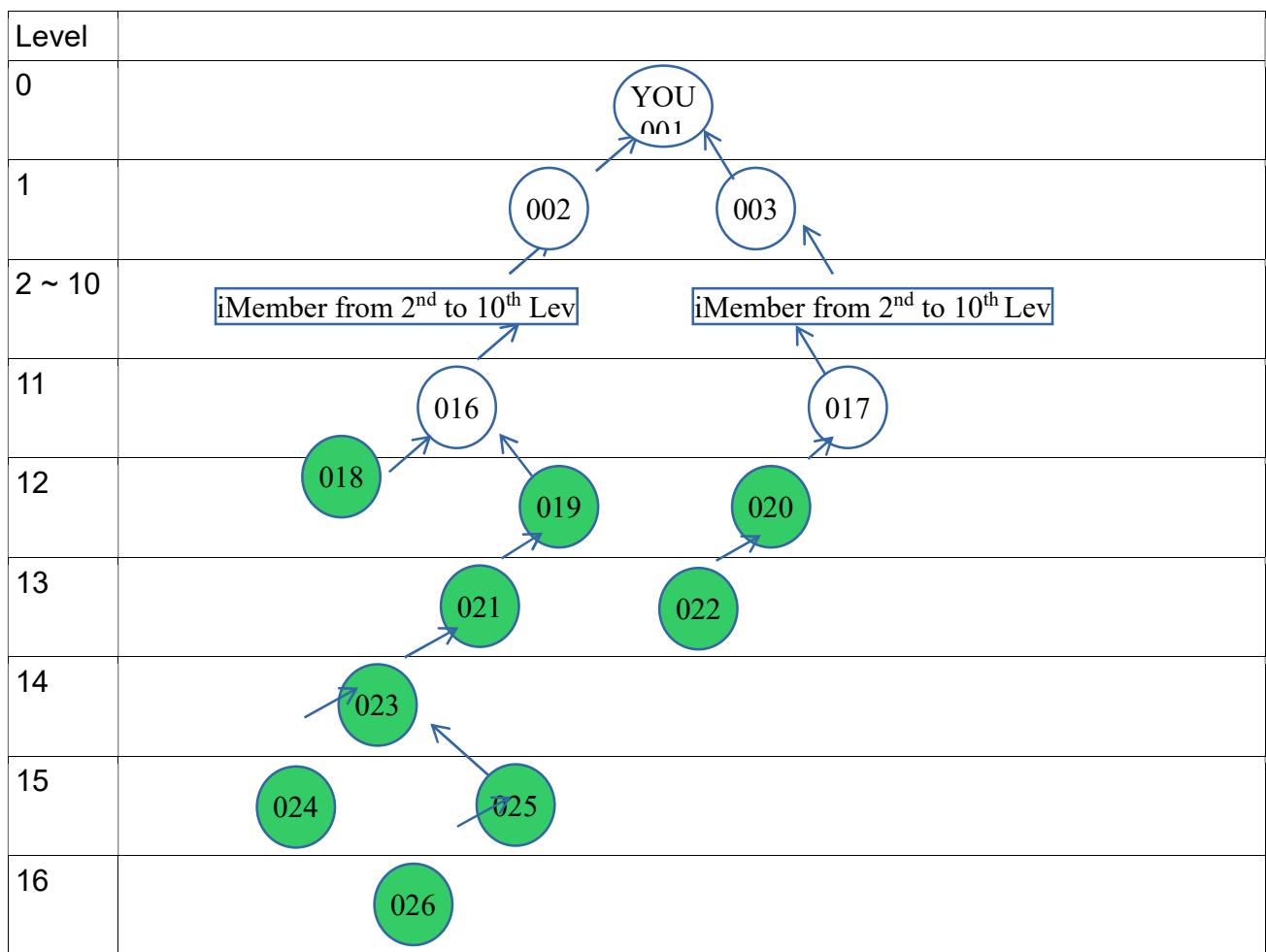
Therefore,

Your total Uni-Level Bonus 001+002+003 is EURO 220.

2. Icing Profit Sharing (1.5%)

Case 1:

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



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 100 iSV x 1.5%
= EURO 13.50

Percentage of Icing Profit Sharing (%) =

No. of New iMember Downlines from 12th Level onward

----- x 100
Total New iMember Downlines of each Participating iMember (from 12th Level onward)

Percentage of Icing Profit Sharing (%)

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

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

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

iPS entitlement

For **YOU, 001** = Icing Profit Sharing Fund x Percentage of Icing Profit Sharing (%)
= C x D1
= EURO 13.50 x 60%
= EURO 8.10

For **002** = C x D2
= EURO 13.50 x 33.33 %
= EURO 4.50

For **003** = C x D3
= EURO 13.50 x 6.67 %

= EURO 0.90

Therefore,

Your Icing Profit Sharing is EURO 8.10.

Icing Profit Sharing for 002 is EURO 4.50.

Icing Profit Sharing for 003 is EURO 0.90.