

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

"In the event of discrepancies between the English Version and Spanish Version, the English Version shall prevail"

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 **1<sup>st</sup> to 11<sup>th</sup> level NEW** iMember Downlines based on following formula:

<b>Level of iMember</b>	<b>Bonus</b>
1 <sup>st</sup> Level	iSV x 15%
2 <sup>nd</sup> Level	iSV x 10%
3 <sup>rd</sup> Level	iSV x 5%
4 <sup>th</sup> Level	iSV x 5%
5 <sup>th</sup> Level	iSV x 5%
6 <sup>th</sup> Level	iSV x 5%
7 <sup>th</sup> Level	iSV x 5%
8 <sup>th</sup> Level	iSV x 5%
9 <sup>th</sup> Level	iSV x 5%
10 <sup>th</sup> Level	iSV x 5%
11 <sup>th</sup> 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 1<sup>st</sup> to 11<sup>th</sup> level to join the IOC plan.
2. Each iMember may purchase more than one iPackage, with the following conditions:
  - i. 1<sup>st</sup> 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 1<sup>st</sup> to 11<sup>th</sup> level.
  - ii. For the following iPackage purchased (2<sup>nd</sup> pack onwards), iMember may choose to place the additional pack any of his own specific iCodes other than his 1<sup>st</sup> 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.
  - iii. Any real 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 1<sup>st</sup> iCode, he must define the iUpcode during the registration of IOC. Otherwise IOC system will automatically place the said new downline under the 1<sup>st</sup> 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:

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

Percentage of Icing Profit Sharing (%) =

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

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 12<sup>th</sup> 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 12<sup>th</sup> 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 (12<sup>th</sup> 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 iPackage (Scheme 270, iSV 135) will be used for all following Bonuses calculation

### **1. Uni-Level Bonus (5 – 15%)**

Your Uni-Level Bonus entitlement,

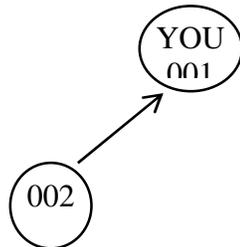
<b>Level</b>	<b>iSV 135 (EU)</b>	<b>Bonus Calculation</b>	<b>Bonus (USD)</b>
1	135	15% x 135	20.25
2	135	10% x 135	13.50
3	135	5% x 135	6.75
4	135	5% x 135	6.75
5	135	5% x 135	6.75
6	135	5% x 135	6.75
7	135	5% x 135	6.75
8	135	5% x 135	6.75
9	135	5% x 135	6.75
10	135	5% x 135	6.75
11	135	5% x 135	6.75

"The statement made on this page hypothetical and merely meant to describe and explain the mechanisms of the Icing on the Cake Plan, and its various bonus features. Any Statements made on this page are not meant as earnings claims, nor do they represent any promises or

guarantees of specific earnings potential. Specific earnings will be influenced by many factors”

Case 1:

If you have 1 line as below :



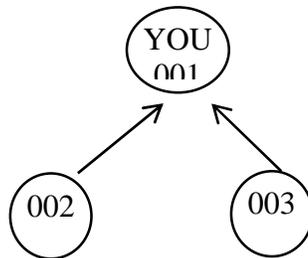
Uni-Level Bonus for iCode : **001**

Level	Uni-Level	Bonus
1	'002	135 iSV x 15%

Therefore,  
**Your Uni-Level Bonus is USD 20.25**

Case 2:

If you have 2 lines as below:



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

Level	Uni-Level	Bonus
1	'002, '003	135 iSV x 15% 135 iSV x 15%

Therefore,  
**Your Uni-Level Bonus is  $20.25 + 20.25 = \underline{\text{USD 40.50}}$**

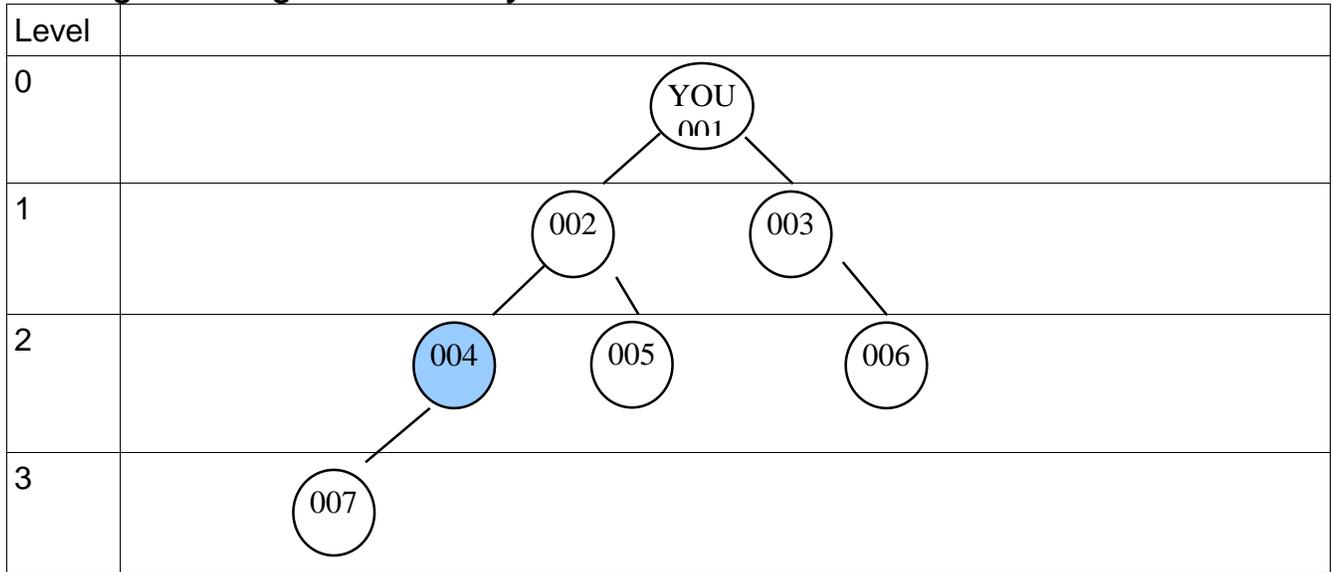
“The statement made on this page hypothetical and merely meant to describe and explain the mechanisms of the Icing on the Cake Plan,

and its various bonus features. Any Statements made on this page are not meant as earnings claims, nor do they represent any promises or guarantees of specific earnings potential. Specific earnings will be influenced by many factors”

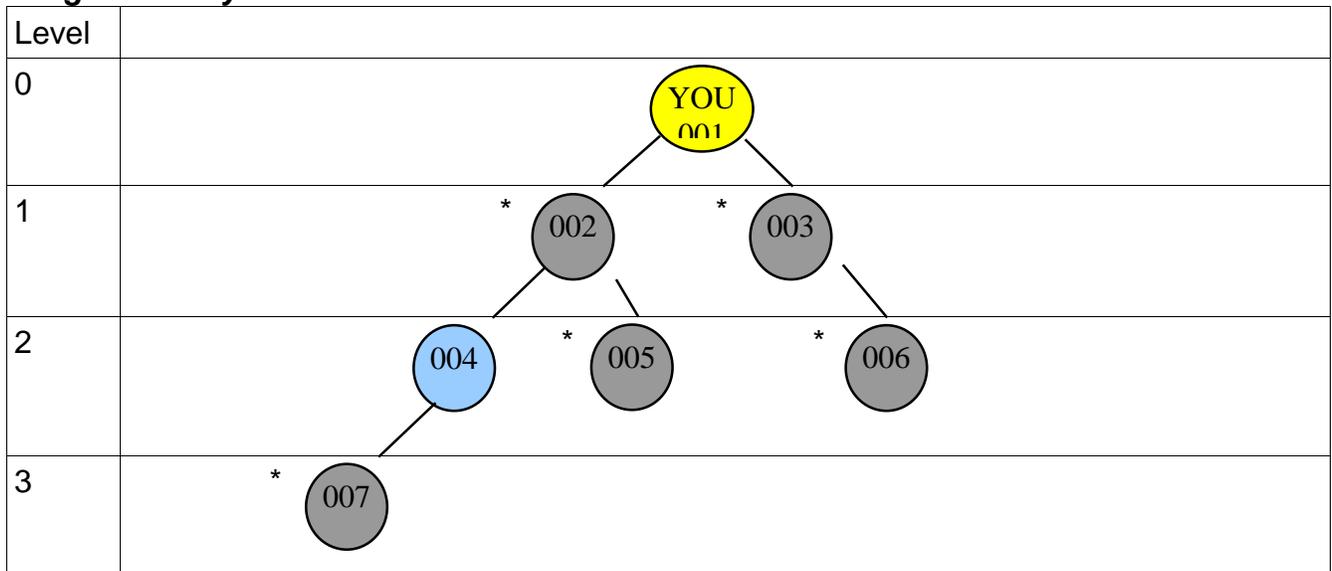
**Case 3:**

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

**Existing Marketing Plan Hierarchy**



**Icing Hierarchy**



\* = iMember who already joined IOC

**Table 1.0**

- 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	135 iSV x 10%

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

Level	Uni-Level	Bonus
1	'004	135 iSV x 15%

Therefore,

**Your Uni-Level Bonus is USD13.5**

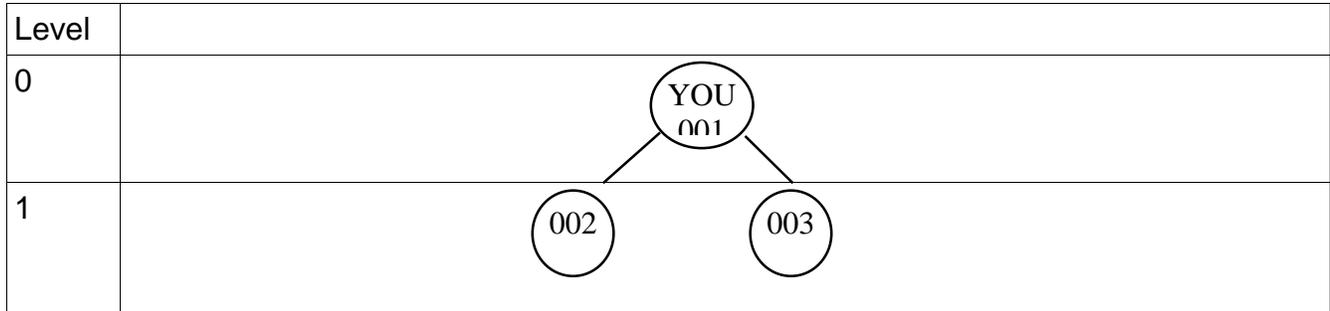
**Uni-Level Bonus for 002 is USD 20.25**

"The statement made on this page hypothetical and merely meant to describe and explain the mechanisms of the Icing on the Cake Plan, and its various bonus features. Any Statements made on this page are not meant as earnings claims, nor do they represent any promises or guarantees of specific earnings potential. Specific earnings will be influenced by many factors"

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

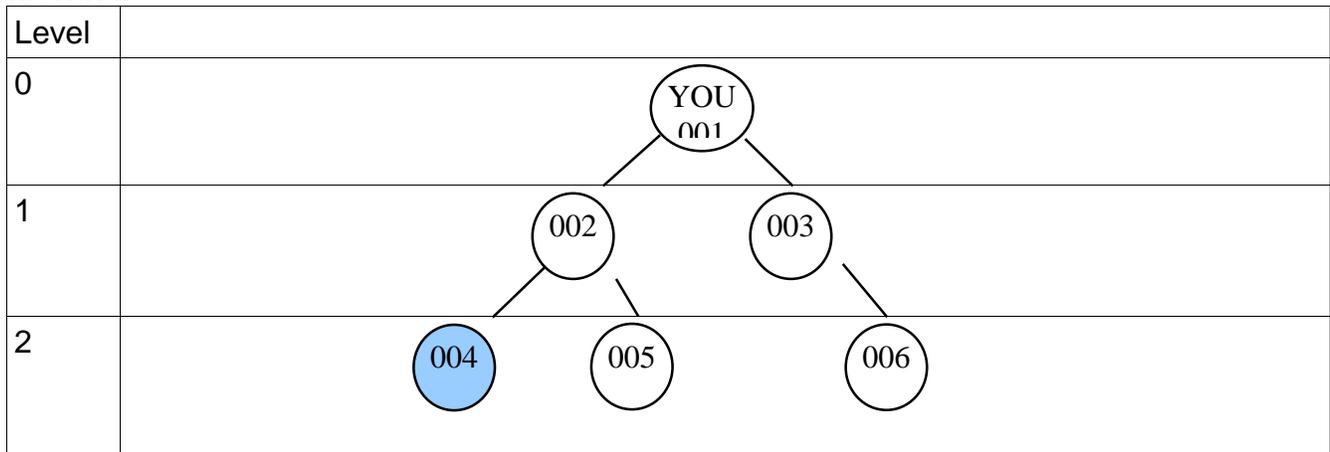
Uni-Level Bonus for iCode : **001**

Level	Uni-Level	Bonus
1	'002, '003	135 iSV x 15% 135 iSV x 15%

Therefore,

**Your Uni-Level Bonus is 20.25 + 20.25 = USD 40.50**

**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 1<sup>st</sup> level Uni-Level Bonus from 004 and 005
- 003 will entitle for 1<sup>st</sup> level Uni-Level Bonus from 006

- YOU (001) will entitle for 2<sup>nd</sup> 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	135 iSV x 10% 135 iSV x 10% 135 iSV x 10%

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

Level	Uni-Level	Bonus
1	004 and 005	135 iSV x 15% 135 iSV x 15%

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

Level	Uni-level	Bonus
1	'006	135 iSV x 15%

Therefore,

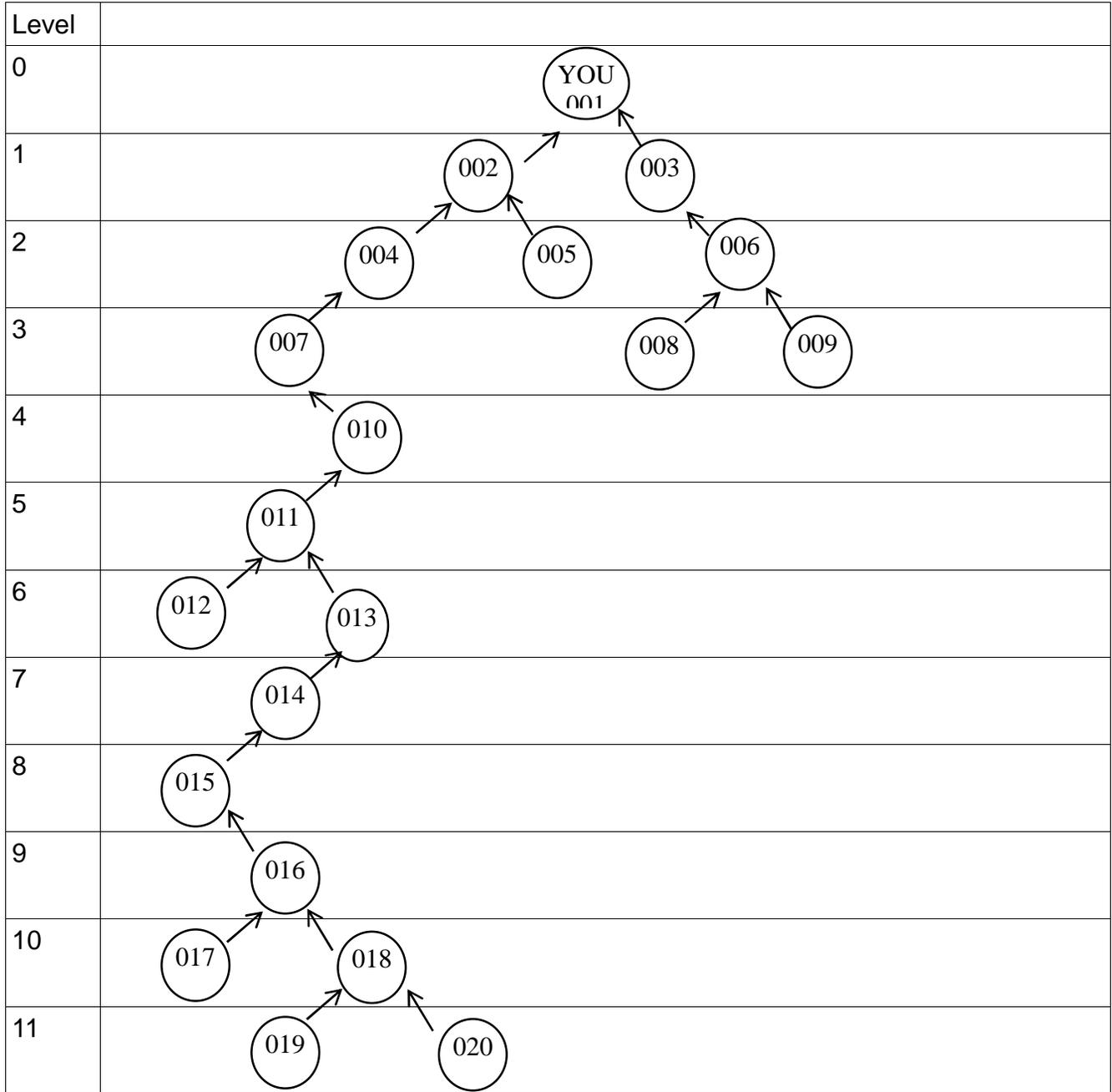
**Your Uni-Level Bonus is  $13.5 + 13.5 + 13.5 = \underline{\text{USD } 40.50}$**

**Uni-Level Bonus for 002 is  $20.25 + 20.25 = \underline{\text{USD } 40.50}$**

**Uni-Level Bonus for 003 is USD 20.25**

"The statement made on this page hypothetical and merely meant to describe and explain the mechanisms of the Icing on the Cake Plan, and its various bonus features. Any Statements made on this page are not meant as earnings claims, nor do they represent any promises or guarantees of specific earnings potential. Specific earnings will be influenced by many factors"

Case 5:



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

1<sup>st</sup> Level:

Level	iCode
1	'002, '003

002: 135 iSV x 15% = USD 20.25  
 003: 135 iSV x 15% = USD 20.25

2<sup>nd</sup> Level:

Level	iCode
2	'004, '005, '006

004: 135 iSV x 10% = USD 13.5  
 005: 135 iSV x 10% = USD 13.5  
 006: 135 iSV x 10% = USD 13.5

3<sup>rd</sup> to 11<sup>th</sup> 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: 135 iSV x 5% = USD 6.75  
 008: 135 iSV x 5% = USD 6.75  
 009: 135 iSV x 5% = USD 6.75  
 010: 135 iSV x 5% = USD 6.75  
 011: 135 iSV x 5% = USD 6.75  
 012: 135 iSV x 5% = USD 6.75  
 013: 135 iSV x 5% = USD 6.75  
 014: 135 iSV x 5% = USD 6.75  
 015: 135 iSV x 5% = USD 6.75  
 016: 135 iSV x 5% = USD 6.75  
 017: 135 iSV x 5% = USD 6.75  
 018: 135 iSV x 5% = USD 6.75  
 019: 135 iSV x 5% = USD 6.75  
 020: 135 iSV x 5% = USD 6.75

Therefore,  
**Your Uni-Level Bonus is USD 175.5**

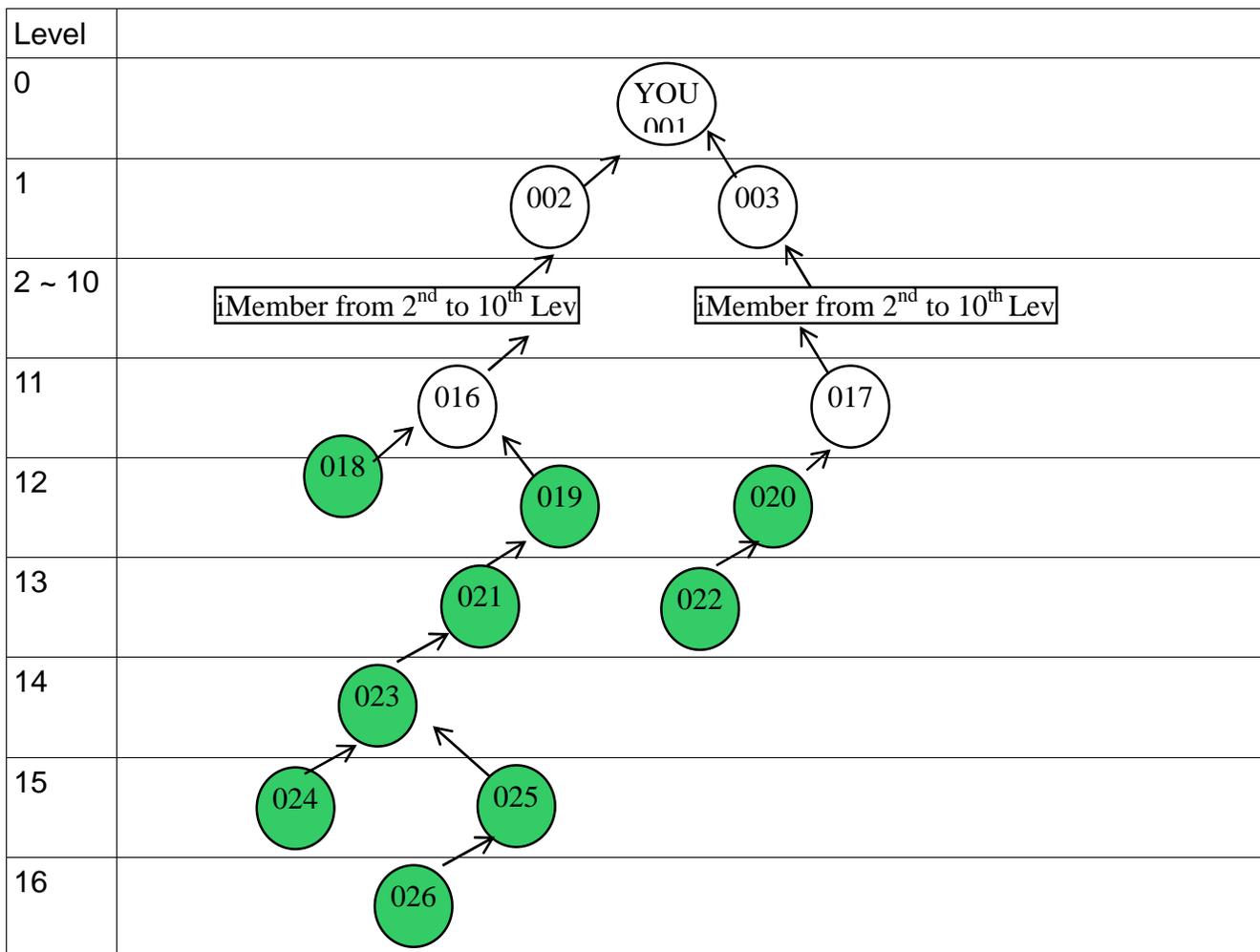
"The statement made on this page hypothetical and merely meant to describe and explain the mechanisms of the Icing on the Cake Plan, and its various bonus features. Any Statements made on this page are not meant as earnings claims, nor do they represent any promises or

guarantees of specific earnings potential. Specific earnings will be influenced by many factors”

## 2. Icing Profit Sharing (1.5%)

### Case 1:

Only from Level 12<sup>th</sup> onwards (paid every 6 months)



Total New iMembers, **A**: (018, 019, 020, 021, 022, 023, 024, 025, 026) = 9  
 New iMember Downline from 12<sup>th</sup> Level onward for **YOU, 001**:018, 019, 020, 021, 022, 023, 024, 025, 026  
 New iMember Downline from 12<sup>th</sup> Level onward for **002**:021, 023, 024, 025, 026  
 New iMember Downline from 12<sup>th</sup> Level onward for **003**: 022  
  
 New iMember Downline from 12<sup>th</sup> Level onward for **YOU, 001 (B1)** = 9  
 New iMember Downline from 12<sup>th</sup> Level onward for **002 (B2)** = 5  
 New iMember Downline from 12<sup>th</sup> 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 135 iSV x 1.5%  
 = USD 18.225

Percentage of Icing Profit Sharing (%) =

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

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  
 = USD 18.22 x 60%  
 = USD 10.93

For **002** = C x D2  
 = USD 18.22 x 33.33 %  
 = USD 6.07

For **003** = C x D3  
 = USD 18.22 x 6.67 %  
 = USD 1.21

Therefore,

**Your Icing Profit Sharing is USD 10.93**

**Icing Profit Sharing for 002 is USD 6.07**

**Icing Profit Sharing for 003 is USD 1.21**

“The statement made on this page hypothetical and merely meant to describe and explain the mechanisms of the Icing on the Cake Plan, and its various bonus features. Any Statements made on this page are not meant as earnings claims, nor do they represent any promises or guarantees of specific earnings potential. Specific earnings will be influenced by many factors”